

GameON Sport Recognition Policy – Gap Analysis – June 23, 2016

GameON Sport Recognition Policy	SSO Policy	Board Approval & Date	On Website	Comments
Governance				
<ul style="list-style-type: none"> ▪ Meet Sport Canada’s definition of a sport 				
<ul style="list-style-type: none"> ▪ Be endorsed by an NSO (funded by Sport Canada) as the PSO for the sport in Ontario 				
<ul style="list-style-type: none"> ▪ Be registered as a not-for-profit organization 				
<ul style="list-style-type: none"> ▪ Have a Board of Directors who are elected by Members 				
<ul style="list-style-type: none"> ▪ Have policies and procedures in place that outline the organization’s democratic governing structure and operational procedures 	SSO By-laws	Last approved March 2016		
	Finance Policy			
	Human Resources Policy	Last approved December 2012		HR Committee should consider reviewing & updating as necessary; for discussion at next board meeting
<ul style="list-style-type: none"> ▪ Board approved Strategic Plan for a minimum of three (3) years with operational plans for each year 				Current strategic plan does not have operational plan; strategic planning for next quad underway; will need to ensure there are operational plans for each year
<ul style="list-style-type: none"> ▪ Annual budget and audit or financial review engagement report 		Approved June 2016		

<p>■ Insurance that meets current industry standards for the sport</p>				
<p>■ Hold Annual General Meetings and post minutes or a summary of the meeting online</p>				<p>AGM scheduled for June 25, 2016; summary of minutes will be posted online following meeting</p>
<p>Mandatory Policies</p> <ul style="list-style-type: none"> ✓✓ Must be approved by the organization’s Board of Directors ✓✓ Must be posted on the organization’s website ✓✓ Cannot be embedded in the organization’s By-laws (i.e., policies and by-laws will need to be separated) ✓✓ Must be procedurally fair ✓✓ Some of the policies on this list can be combined (e.g., Harassment, Code of Conduct and Discipline Policy) 				
<p>■ Code of Conduct for each of the following:</p> <ul style="list-style-type: none"> ✓✓ Directors ✓✓ Coaches ✓✓ Officials ✓✓ Athletes 	<p>Code of Conduct & Ethics</p>	<p>Last approved November 2015</p>	<p>✓✓</p>	<p>Currently single Code of Conduct that applies to all; MAY need to be reworked into discrete Codes of Conduct; seek advice from Steve Indig on need for this change</p>
<p>■ Discipline</p>	<p>Discipline & Complaints Policy</p>	<p>Last approved November 2015</p>		

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<ul style="list-style-type: none"> Dispute Resolution 	Dispute Resolution Policy	Last approved November 2015		
<ul style="list-style-type: none"> Harassment 				Currently included in Code of Conduct & Ethics; consider whether needs to be re-positioned as separate policy; seek advice from Steve Indig on need for this change
<ul style="list-style-type: none"> Screening 	Police Records Check Policy	Last approved March 2015		
<ul style="list-style-type: none"> Concussion Management & Return to Play 				Concussion Protocol approved by Board at November meeting; will need to re-position as policy and re-post on website
<ul style="list-style-type: none"> Membership 	By-laws		✓✓	Sections in By-laws will need to be separated into new policy
	New Club Application Policy	Last approved July 2014	✓✓	Will need to be revised to change “club” to “member to reflect changes in By-laws
	Athlete Registration & Transfer Policy	Last approved March 2015	✓✓	

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▪ Privacy	Privacy Policy			Revised policy drafted; board approval of revised policy pending
▪ Inclusion				New policy drafted; board approval of new policy pending
▪ Accessibility				New policy drafted; board approval of new policy pending
▪ Selection to Provincial Team				May to provide; confirm whether this is a board-approved policy; if not, will need to re-position as policy and post on website
Recommended Policies				
▪ Confidentiality	Confidentiality Policy		✓✓	Will need to be reviewed and approved by Board
▪ Social Networking				
▪ Anti-doping				New policy drafted; board approval of new policy pending
▪ Code of Conduct for Parents				

Proposed Programming / Technical & Safety Standards				
<ul style="list-style-type: none"> ▪▪ Programming for athletes 				Mary to provide relevant documentation
<ul style="list-style-type: none"> ▪▪ Certification of coaches 				
<ul style="list-style-type: none"> ▪▪ Certification of officials 				
<ul style="list-style-type: none"> ▪▪ Organizations must adopt and comply with the rules and regulations of its NSO that outline rules of play, requirements for athletes, coaches, officials and referees, equipment, scoring and competition 				SSO Rulebook; anything else?