



## INTEGRITY PROTECTION POLICY

*In the event of a discrepancy between the French and the English version of this Policy, the French version shall prevail.*

### PREAMBLE

As part of its mission, the Québec Golf Federation ("Golf Québec") is responsible for protecting its members by providing a safe, fair, and trustworthy environment at all levels, whether local, regional, provincial, national, or international.

Therefore, Golf Québec does not tolerate any form of abuse, harassment, neglect, or violence, whether physical, psychological, or sexual, towards any person involved closely or remotely in the environment, and this, in all programs and activities provided by itself and its members (member clubs, adult members, junior members, program members) in accordance with the Act and the regulations it enacts, which programs and activities are considered "sanctioned".

Golf Québec recognizes the importance of taking reasonable measures to prevent and intervene in order to put an end to any violation of integrity, including any form of abuse, harassment, negligence, or violence, when such a situation is brought to its attention, and it is in this context that it has adopted the present Policy, as well as a Code of Conduct setting out the principal duties associated with the practice of the sport and the activities it governs, which Code forms an integral part of the present Policy.

This Policy and Code of Conduct are expressly binding on all members of Golf Québec. The fact that many of its members (e.g., coaches, referees, and administrators) are in positions of authority vis-à-vis other members justifies Golf Québec's playing a leading role in ensuring a healthy federated environment.

This Integrity Protection Policy is an internal management tool to which all persons listed in the "Application" section below are subject. Its purpose is to regulate the behaviour of said persons so that their behaviour is, at all times, consistent with our mission.

This Policy does not replace or supersede any applicable law, regulation, or other provision.

For the purposes of this Policy, the Code of Conduct is appended under letter A.

### OBJECTIVES

The provisions of this Policy established by Golf Québec are intended to:

- a) To make everyone involved in the federated environment aware that any attack on integrity, and in particular any form of abuse, harassment, neglect, or violence, will not be tolerated.
- b) To take reasonable steps to provide a healthy federated environment, free from any attack on integrity, and, in particular, free from abuse, harassment, neglect, or violence.

- c) To implement measures that promote respect for dignity as well as for the psychological, physical, or sexual integrity of people working in the federated environment.
- d) Promote the reporting of abusive, harassing, neglectful, or violent behaviour, words, acts, or gestures as soon as they occur.
- e) Take the necessary administrative or disciplinary measures to put a stop to any violation of integrity, including abuse, harassment, negligence, or violence, brought to its attention by any person, including *the Protector of Integrity in Recreation and Sports*.
- f) Identify the resources that a person can contact if he or she is involved (whether as a victim or witness) in a situation of integrity violation, including abuse, harassment, neglect, or violence in the federated environment.

## **APPLICATION**

This Policy applies to all persons involved in the federated environment (including members, coaches, participants, those who practise the sport, parents of members, parents of participants, parents of those who practise the sport, volunteers, employees, administrators, suppliers, customers, etc.). It covers all cases of violation of integrity as defined by the *Loi sur la sécurité dans les loisirs et les sports* and its regulations, including cases of abuse, harassment, negligence, or violence, which may occur in any "sanctioned" activity or program, or any activity other than sports. Members playing in non-sanctioned sporting events understand, however, that Golf Québec's means of action may be limited when non-members are involved.

With respect to the protection of integrity, this Policy takes precedence over all other policies, rules, or procedures that may be in effect at Golf Québec or any of its member clubs and is binding on all members of Golf Québec.

The application of this Policy does not prevent an employer, whether Golf Québec or one of its member clubs, from applying its internal harassment policy to its employees and from conducting its own administrative investigation in order to take any measure it deems appropriate with respect to an alleged victim and the alleged perpetrator of abuse, harassment, negligence, or violence, even if this person is also a member of Golf Québec.

## **RESPONSIBILITIES AND RIGHTS OF PEOPLE INVOLVED IN THE FEDERATED ENVIRONMENT**

Golf Québec reminds you that, in accordance with the *Youth Protection Act*, anyone with reasonable grounds must report to the Director of Youth Protection (DYP) all situations of sexual and physical abuse of a minor, regardless of the alleged perpetrator or the means taken by the parents to put an end to the situation. This reporting requirement also applies to situations where a minor is physically abused or subjected to unreasonable educational methods or supervision.

All persons involved in the federated environment must maintain and promote standards of conduct so that it is free from any form of attack on integrity, including abuse, harassment, negligence or violence, all in accordance with the Code of Conduct established by Golf Québec.

Golf Québec expects everyone to cooperate and encourages everyone involved in the federated environment:

- a) Make known its disapproval of any behaviour it deems inappropriate by availing itself of this Policy, by filing a complaint or by making a report to the Protector of Integrity in Recreation and Sports, under the Loi sur la sécurité dans les loisirs et les sports.
- b) To report to the Protector of Integrity in Recreation and Sports any abuse, harassment, or violence of a sexual nature committed against a person who is also involved in the federated environment, whether that person is a minor or an adult.
- c) To report to the Protector of Integrity in Recreation and Sports any violation of the integrity of a person who is also involved in the federated environment, including any abuse, harassment, neglect, or violence of a **non-sexual** nature, whether that person is a minor or an adult.

## **COMMITMENT OF GOLF QUÉBEC MEMBERS**

All Golf Québec member clubs must make this Policy available to their own members as soon as they join, in particular by informing them in writing of its existence and publishing it on their website.

All members of Golf Québec must respect and implement, if necessary, the appropriate measures to apply the decisions rendered by Golf Québec, by the Protector of Integrity in Recreation and Sports or by the Minister by virtue of the powers conferred upon him by the Loi sur la sécurité dans les loisirs et les sports.

Failure to comply with decisions and implement appropriate measures may result in disciplinary or administrative action.

## **UPDATE**

This policy will be reviewed at least every three years, or as soon as necessary, to ensure its relevance and effectiveness.