

# Safe Sport | An experience of a local sport leader responding to a report of grooming behaviour towards a minor

**Background**  
Sexual harassment of a minor by an adult in a formal role of power occurred at a local sport organization (LSO).

**System Conditions that Impeded Action**  
In the absence of a reporting/response process, the LSO Executive Director was forced to build one with minimal time and resources, before the club could receive the complaint and hold a disciplinary hearing. The club's existing code of conduct did not define sexual harassment, increasing the challenge to adequately address the issue. The hearing resulted in the Respondent being formally sanctioned, but the local and provincial sport organizations had no formal systems to enforce the sanction across the province, resulting in the Respondent only being banned from "home" games.

**Results**  
Despite formally accepting the sanction, the Respondent regularly emailed LSO staff requesting to be fully reinstated. As the PSO has no formal authority to apply sanctions, the Respondent was able to usurp the sanctions and officiate "away" games. Ultimately, the commitment demonstrated to safe sport by the LSO was rendered ineffective to safeguard participants due to the absence of a system to effectively respond to complaints and uphold sanctions.

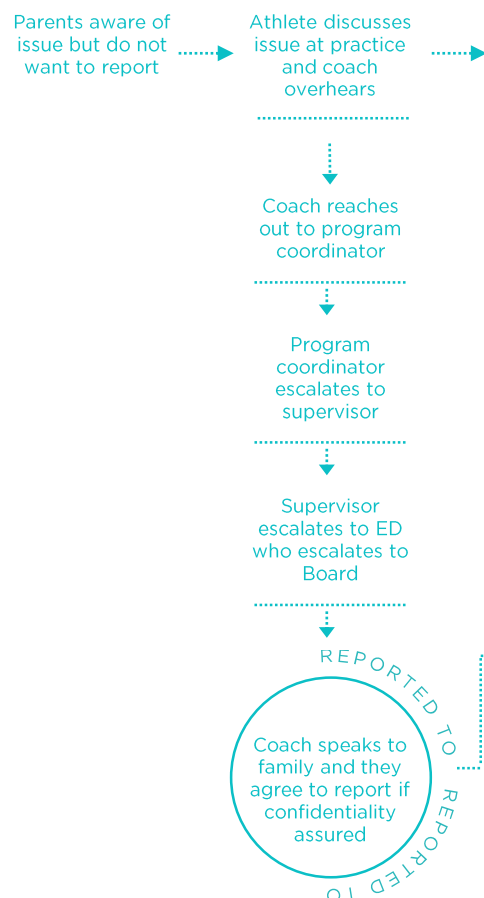
## ALLEGED INCIDENT

## PRE-REPORT

## ORGANIZATIONAL RESPONSE

## OUTCOME

**X**  
Grooming or boundary transgression involving a minor and an adult sporting official in a local sport organization (LSO) setting.



**ABSENCE OF POLICY/ PROCEDURES**

ED attempts to determine response and discovers no process or procedures for sexual harassment exist within organization

**DEVELOPMENT OF POLICY AND PROCEDURES**



**DISCIPLINARY HEARING**

ED holds panel meeting and faces challenges in receiving facts without training or support

**SANCTIONING**

Acknowledges receipt and understanding of sanction:

- Could no longer officiate local games
- Suspended for six months

**NO REGISTRY**

Lack of existing file storage mechanism (office is virtual) results in resorting to dedicated online storage that is not available to PSO

**NON-COMPLIANCE**

Sanction can not be fully enforced because LSO has no jurisdiction outside of "home" facility

Respondent requests to be reinstated. Schedule coordinator temporarily complies, as they are unaware of the sanction due to confidentiality

PSO has no mechanism in place to enforce sanction, the Respondent continues to officiate across the province, outside of the specific LSO sanctioned events