

Successful leaders...will be the ones who can facilitate true happiness for their people.
Steven Worrall

Celebrating Coaches #ThanksCoach



Every year in September we celebrate all coaches across Canada. Did you know that we track over 35 million digital impressions acknowledging you! National Coaches Week has become a huge campaign to celebrate the importance of coaches as valued members of our society and role models to athletes, participants, parents/guardians and leaders in sport. We recognize the time, hard work and professionalism with which you represent yourself, your sport, your country and how you show up for your athletes every day. #ThanksCoach

A special shout-out to our [Paralympic](#) and [Olympic](#) coaches and athletes that represented Canada so well both on and off the field of play. And our team behind the team.

Upcoming Events: The Business of Coaching Webinar Series

Join us for [The Business of Coaching Part 1](#) on **October 28** from 2-3 PM EST

Olympic Coach [Mark Smith](#), National Team Coach of Canada's Women's Softball Team and Tokyo Games Bronze Medalists, will be presenting on creating the right environment and will share his lessons from the field based on over 30 years of coaching at all levels of sport.

Register for [The Business of Coaching Part 2](#) December 15 from 2-3 PM EST

Join us for a conversation with **Rachèle Beliveau**, a successful veteran coach at McGill University, who will discuss balancing life and coaching, managing expectations and share her definition of excellence.

The Coach Perspective: A Safe Sport Review

Thank you coaches for participating in this review. The goal was to give coaches a voice and understand coaches' perceptions on safe sport through one-on-one interviews (76 participants) and online surveys (513 participants).

The recommendations will contribute to the development of the resources, tools and education to build trust and safety in the system for all stakeholders. Specifically, we are developing a Responsible Coaching Movement campaign with an informational/promotional video, a Rule of Two e-module, an Anti-Racism in Sport e-module and policy templates for Screening and Social Media & Communications. We continue to encourage sport organizations to engage coaches and athletes in the building of policies and procedures that work for your sport reality.

You can access the reports here: [English](#) [French](#)

Safe Sport Talks Webinar #1 : summary of Sept 22, 2021



The webinar presented by Lise MacLean, an HR specialist and Safe Sport Officer for multiple national sports, discussed discrimination, harassment and maltreatment in the context of the workplace and in the safe sport context, specifically as defined in the UCCMS. In addition, complainant management, duty to report and tips for when a complaint is made against you (as the respondent) and what you can do, were covered.

Recording is available upon request: sportsafety@coach.ca

Click [here](#) Power Point presentation

Click [here](#) Participant Resource

Save the date for the next Safe Sport Talks is November 25 from 2:00-3:00PM ET!

Title: Starting the EDI conversation with Mark Tewksbury and guests
Register [here](#)

[Professional Coaching Services](#)



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French Inquiries: 1-888-272-0413, ext. 113

Legal Corner

**** Reminder:** As a Professional Coach you are entitled to one hour of free legal advice. Please contact procoach@coach.ca if you require legal advice.



Short term employment contracts can be permanent!

Many coaches get hired for fixed periods – whether it’s a year, two years or several months. Often, these contracts will get renewed multiple times, and coaches originally hired for one year, may end up serving 20 odd years as a coach at the same coaching institution. What happens when that coach is finally let go by their employer? It may surprise you.

Employers often decide to use consecutive fixed term contracts because it could save them paying out a longer notice period if they fire the employee without cause. With a fixed term contract, employers believe they can terminate an employee without consequence at the end of the fixed term. Alternatively, employers terminate an employee during the fixed term contract but at a fraction of the cost that a termination of a long term employment relationship would otherwise impose on the employer.

Recently, Courts in Canada have deemed these consecutive fixed term contracts to entitle the employee to notice of termination of employment with respect to the entire time they worked for the company, as opposed to just the most recent fixed term contract. In *Burns v UNB*, the Court held that to determine a wrongful dismissal the Court must look at the distinction between fixed term contracts and indefinite term contracts. The Court will look at factors such as the continuous employment of an employee over multiple fixed term contracts, the consistency of the contract terms, and the treatment of salary increases, benefits, and other employment terms to determine whether the employment relationship is fixed or permanent. For example, in *Latoski and James Smith Cree Nation, Re*, a Saskatchewan adjudicator held that despite a teacher being on a series of one-year contracts she can be considered a full-time employee. The adjudicator looked at the factors set out in her employment agreement such as pension benefits and boarding arrangements which were consistent with a permanent employment relationship.

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Congratulations to the newest ChPCs™

The CAC would like to congratulate the following coaches for recently attaining their ChPC designation!

Sean Turriff – Ontario (Curling)
Maria E Gallo – British Columbia (Rugby)
Joshua Hart - British Columbia (Soccer)
Katie Mora – Ontario (Hockey)
Jeffrey Paulus – Alberta (Soccer)
Mitch Ostberg – Alberta (Wrestling)
David Zilberman – Quebec (Wrestling)
Terry Radchenko – Ontario (Athletics)
John JBlythe – Ontario (Curling)
Gale Stewart – Quebec (Shooting)
Elias Jonsson – British Columbia (Alpine Ski)

If you have any questions, please contact us at procoach@coach.ca

Sport Safety Resources



Additional Free resources for child-serving organizations: webinar, resource sheets, tips, school age activities

