

“Continuous effort—not strength or intelligence—is the key to unlocking our potential.”

By Liane Cardes

Professional Coaching Program Survey

We want your feedback! The survey is designed with the primary goal of collecting valuable insights from coaches regarding the Professional Coaching Program. Our aim is to gain a deeper understanding of your experiences and satisfaction levels with the Professional Coaching Program, allowing us to continuously enhance our processes based on your invaluable feedback.

Everyone who completes the survey will have the opportunity to be entered in a prize draw.

Click on the following link to complete the survey: [ProCoach Survey](#)

CAC and Game Plan Coaching Education Grants

Game Plan and the Coaching Association Canada are excited to provide support for up to \$1000 for ALL NCCP Coaching Streams this year!

- NCCP Competition-Introduction (Comp-Intro) Stream
- NCCP Competition-Development (Comp-Dev) Stream
- NCCP Advanced Coaching Diploma (ACD) Program

Connect with your NSO to understand which NCCP courses and coaching stream you should consider or your Game Plan Advisor for more details.

Apply here: <https://www.surveymonkey.ca/r/2024-Coaching-Education>

This grant is for the following:

- A Sport Canada carded athlete or National Training Group athlete
- Athletes who retired from sport within the past two years
- Athletes who have been retired for more than two years

If you know someone who fits into this category, here is more information about the grant to pass on to them: <https://www.mygameplan.ca/about/eligibility-benefits>

Applications are due by March 15, 2024.



Professional Coaching Webinars

If you missed any of the exclusive webinars available to all Professional Coaches please click [HERE](#).

eLearning Series - The CCMHS Workshop Trilogy: Powering Coach Mental Health Literacy

To help coaches and leaders expand their mental health literacy, the Canadian Centre for Mental Health and Sport (CCMHS), in collaboration with the Coaching Association of Canada, is offering a trilogy of eLearning modules entitled "Powering Coach Mental Health Literacy":

- **Maximizing Coach Potential Through the Power of the Mental Triad**
- **Powering Coach Wellness and Performance Through Self-care**
- **Promoting the Power of Mental Health Through Coaching Practice**

Each eLearning module will take approximately 45 minutes to complete. Coaches who are maintaining their NCCP Certification will earn 2 PD points for each module completed. You have the option of completing 1, 2, or all 3 modules. Although it's ideal to complete the modules in sequence, you may choose a different order that's more suitable to your needs and preferences.

***These eLearning modules are available for FREE until **March 31, 2024**.

Note: To access the trilogy, you'll need to register for a free Thinkific account: <https://ccmhs-ccsms-education.thinkific.com/pages/self-paced%20workshops%20%7C%20ateliers%20%C3%A0%20votre%20rythme>

Professional Coaching Services

Professional Coaching Services

**This is a reminder that all Professional Coaches have access to Liability Insurance for Coaches - Canadian Insurance Brokers Inc. (CIBI).

Liability insurance is necessary to protect yourself when you work outside your regular coaching environment. The CAC provides this insurance package to ChPC's and Registered Coaches at a discount. The insurance covers paid coaches, unpaid coaches, independent coaches, team leaders, mentors, instructors, and coach developers who may not be insured when working or volunteering with teams, groups, or sanctioned organizations. It also provides additional protection in the event your team or sanctioning body does not have adequate insurance. Canadian Insurance Brokers Inc. (CIBI) in conjunction with the CAC has formed [an exclusive Insurance Program for Coaches across Canada](#).

Premiums above are for \$2M CGL and accident. Additional flat premium of \$200 to increase limit to \$5M. [Legal Expense Insurance](#) is an additional \$190 per coach, 24/7 Legal Helpline access.



To see all the services click [HERE](#)

Legal Corner

LEGAL CORNER

True Law
Legal Services

LEGAL CORNER: WATCH WHAT YOU POST! - Social Media and the Workplace

Written by Catherine Willson, www.truelawlegal.ca

People today, especially younger generations, like to live out loud on social media. Through Instagram, Twitter/X, Facebook, and a hundred new applications, people's personal lives are going public. While it may seem like a good idea at the time, personal information, once posted online, gains permanence and can be circulated and searched by others, even years later.

Employees should know that employers and recruiters often search a candidate's social media profile before hiring decisions are made. In addition, subject to existing workplace policies, some employers monitor their employees' social media presence. When using social media in a workplace context, employees' personal information may be collected, used, and disclosed by the employer. In addition, co-workers, company competitors, and clients may find an employee's social media postings and take offense or use the information to damage the company.

While employers cannot generally control employees' off-duty social media conduct, where the posting has a connection to the employer or the nature of the employment, harms the employer's reputation or brand, renders the employee unable to perform their duties, or creates a toxic or unsafe work environment for co-workers, the employer may be justified in disciplining or terminating the employee.

Freedom of expression is more limited in a workplace environment and depending on the policies of the employer, expressions of political statements or support for different social causes, could be cause for disciplinary measures. Employers should be familiar with the *Human Rights Code* preventing discrimination against individuals based on several protected grounds, including race, faith, gender, etc., and take care not to judge posts that express sentiments under protected grounds.

Employers must have a social media policy in place that is clear, balanced, and consistently enforced. The policy should inform employees of the expectations of the employer regarding acceptable social media use, set out the consequences of misuse, and address workplace privacy and confidentiality issues. The employer should also indicate whether it monitors social media sites and what social media use is permissible in the workplace.

Workplace investigations regarding employees' misuse of social media should review the full circumstances of the post including how it came to the attention of others (by invite or public), the nature of the post (generic comment v. harassment for example), and its impact on the company, co-workers, and others.

Employees should be familiar with their company's social media, privacy, and confidentiality policies and think carefully before posting and how those posts will be perceived by others and into the future

as they continue their careers. Do not post sensitive or confidential information about an employer or co-workers. Check your privacy settings and take control of who sees your posts.

True Law (www.truelawlegal.ca) is a law firm in Toronto, Ontario. *This article contains general information only, based on the laws of Ontario and is not intended to provide a legal opinion or advice. Readers should consult a lawyer with respect to the application of the information contained above to their particular circumstances. Readers may also contact True Law at info@truelaw.legal with any questions.*

Congratulations to the newest ChPCs™

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

Martine Dagenais - Quebec (Figure Skating)
Mikael Garnier - Quebec (Soccer)
Chris Skelton – Ontario (Biathlon)
Ciera Wolf – Alberta (Athletics)
Antony Herisset – Quebec (Alpine Ski)
Cheyanne Farquharson – Ontario (Canoe Kayak)
Travis Crickard – New Brunswick (Hockey)
Melanie Gagnon – Quebec (Speed Skating)
Philip Tungate Ontario (Weightlifting)
Heather Willis – Manitoba (Cross Country Skiing)
Max Legault – Alberta (Athletics)
Cora Reid Brodie – Alberta (Volleyball)
Tony Fiala – British Columbia (Biathlon)

Sport Safety **PAUSE and REFLECTION**

Safe sport continues to be one of the most prevalent issues in Canadian sport. The absence of harm in the sport experience is not good enough. A values-based approach will help foster a sport culture that leaves far less room for harm and provides a greater chance for sport to deliver on its potential.

Take time to read and reflect on the following definitions as you consider the role you can play in changing the culture of sport and bringing values to the forefront.

Safe Sport: A set of policies, procedures, training, and practices that are implemented by the organization to prevent maltreatment and protect its members. Safe Sport involves the reasonable expectation that the sport environment will be free from all forms of maltreatment (i.e., abuse, neglect, bullying, harassment, and discrimination) and that it will be accessible, safe, welcoming, and inclusive.

Sport Safety: The ability to understand the factors that contribute to physical and mental health and well-being as well as physical and psychological safety including, but not limited to, environments that promote safety through education and prevention and are free of abuse, harassment, discrimination, and neglect. Sport Safety incorporates a culture of empathy, inclusion, belonging, and excellence, and one that coaches and officials strive to implement within their training and competition environments.

Values-Based Sport: Sport that places values at the heart of all policies, practices, and programs to ensure that positive experiences foster a culture of good sport in the long term.

True Sport: An initiative of the [Canadian Centre for Ethics in Sport](#) that promotes an approach to values-based sport that is underpinned by seven principles. When “Go For It, Play Fair, Respect Others, Keep It Fun, Stay Healthy, Include Everyone, and Give Back” are intentionally and consistently activated in sport environments, it creates positive sport experiences and leads to a good sport culture.

Responsible Coaching Movement (RCM): A call to action for sport organizations and coaches to maximize the positive benefits of sport through values-based coaching. The RCM is a Canada-wide initiative that is the result of ongoing consultations with the Canadian sport community developed in partnership by the Canadian Centre for Ethics in Sport and the Coaching Association of Canada. It includes three distinct pillars **and values**, each serving to create a sport environment that is Safe, Smart, and Secure.

According to the basic tenets of the socio-ecological model to inform safe sport (figure below), everyone has a role to play in the movement. This model demonstrates the overlapping influence that numerous people and organizations have over safe sport outcomes. For example, Register-Mihalik et. al. argue that this model offers different avenues for understanding the interplay between levels of society and sport, which can be used to provide education aimed at preventing sport-related concussions. If we use this same model to identify the risk factors in broader safe sport issues, we can target better methods for other community members, such as the sport organizers and government legislators, to impact the implementation of safe sport in the years to come.

Figure 14.4 A Socio-Ecological Model to Inform Safe Sport



[Learn more here: The Coaching Association of Canada's Journey Towards Safer Sport](#)

Changing culture takes intentional work. It's the day-to-day, consistent, and continual commitment by all members to implement the Responsible Coaching Movement and activate the True Sport Principles that will create the culture we seek.

What role can you play to bring values to the forefront as we work to change the culture of sport?

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<p>A new mental health service specifically for sport has been added to service adults and young people. Call 1-800-668-6868 Text - 686868(YOUNG PEOPLE) - 741741 (ADULTS)</p>	<p>Contact the helpline or website for filing incidents and reporting complaints.</p>	<p>The Canadian Centre for Child Protection offers many resources and services for those working with young people.</p>				

Our partners in sport safety have many valuable services that are accessible to you. If you have any questions, please contact us at procoach@coach.ca