

"It is our attitude at the beginning of a difficult task which, more than anything else, will affect its successful outcome."

*By William James*

Welcome to our latest newsletter!

In this edition, you'll find updates on new eLearning modules, mentee application for the High-Performance Women in Coaching Mentorship Program, upcoming exclusive webinars series for Professional Coaches, Professional Coaching services, legal corner, CAC Coaching Awards Program, Professional Coaching Survey, EDI and Sport Safety resources.

Stay tuned for all this and more!



### New eLearning Modules



**eLEARNING MODULE**

## Coaching in Canada

A guide for international coaches



**Launch date:** June 2024

**Duration:** 45-60 minutes

**Cost:** Free

**PD Points towards maintenance of certification:** 1 point

The Coaching in Canada eLearning module was developed to support international coaches in applying and adapting their coaching methods, principles, values, and past experiences within the context of sport in Canada.

#### Learning outcomes:

- Reflect on Indigenous history
- Consider the unique needs of individual athletes when making decisions that affect them
- Identify the key concepts of high performance coaching in the context of sport in Canada
- Recall key elements and programs that support the Safe Sport movement
- Understand the structure of the sport system in Canada
- Identify sport organizations to contact for specific inquiries to assist athletes and coaches



**eLearning Module Series**

## Intercultural Skills in Sport

From awareness to action



**Expected launch date:** July 2024

**Duration:** 20 minutes per module (3 modules)

**Cost:** Free

**NCCP PD Points towards maintenance of certification:** 1 point per module

The Intercultural Skills in Sport eLearning modules (Defining Culture, Culture and Me, Culture and Us) support coaches in engaging across cultures, thinking and acting inclusively, and building bridges with participants from various backgrounds. After completing this set of three modules, coaches will be better prepared to support and affirm all participants on diverse teams.

**Learning outcomes:**

- Gain insights into cultural humility and its role in fostering positive relationships
- Develop strategies for effective cross-cultural communication
- Learn to create inclusive sporting environments that celebrate diversity
- Enhance ability to support and engage with participants from varying cultural backgrounds

A Marketing Toolkit will be available for organizations to use when promoting this eLearning module series, including template copy and graphics for web, emails, and social media.

## **Call for Mentee Coaches: High Performance Women in Coaching Mentorship Program**

A call for mentee applications is now open! With the support of Sport Canada funding and the federal government priority of gender equity in sport by 2035, the Coaching Association of Canada developed and added the High-Performance Women in Coaching Mentorship Program to its existing Women in Coaching program in 2020.

The program supports women coaches in high performance sport environments using mentorship to drive leadership development and community building. Interested coaches can review the program guidelines and complete the application form.



To apply, review the [Program Guidelines](#) and complete the [Application Form](#) by **June 17, 2024 at 5PM ET**.

## **Exclusive 3-part Professional Coaching Webinar Series coming this Fall**

Join us in the Fall 2024, for an exciting three-part webinar series, exclusive to Professional Coaches, hosted by Dr. Erin Willson, a former Artistic Swimming Olympian, and the President of AthletesCAN. Joining her are a lineup of distinguished guest coaches and athletes. Earn 1 professional development point for each session. The series will touch on positive coaching environments in the high-performance context.

Webinar 1: Positive coaching in High-Performance Sport: Can you do both?

Webinar 2: What a positive sport experience looks like

Webinar 3: Challenging definitions of success in sport

Stay tuned for more information on upcoming dates in the August newsletter!

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

## Professional Coaching Services

Here are some Professional Coaching services you won't want to miss:

### **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 ChPCs 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](#).



### **Rosetta Stone**

Get one of 10 annual licenses to learn French or English, available on a first-come, first-served basis. These licenses are rotated among interested coaches. If interested, please email [procoach@coach.ca](mailto:procoach@coach.ca).



### **Health and Dental Benefits**

ChPCs and Registered Coaches have access to an easy-to-use, affordable, and competitive health and dental benefits program. Depending on your coverage needs, you may opt into one of 2 plans:

- [OPTION 1](#)
- [OPTION 2](#)



The benefits of joining include:

- Added financial security for you and your family
- No medical forms to be completed with participating providers. Simply fill out your enrolment form and a Green Shield pay-direct card will be sent to you
- Insurance is less expensive to obtain through a group plan than in the individual insurance market.

For more information on how you can join the health and dental benefits program, contact Benefits by Design (BBD).

- English Inquiries: 1-888-272-0413, ext. 125

To explore all available services, simply click [HERE](#)

## **Legal Corner**

### **LEGAL CORNER**

If you need legal advice pertaining to your coaching activities, including contract review or other disputes, the CAC will connect you with a lawyer and pay for your initial 1-hour consultation. Email [procoach@coach.ca](mailto:procoach@coach.ca).



## Workplace Investigations: Is an employer liable for getting it wrong?

by Catherine Willson, True Law, [www.truelawlegal.ca](http://www.truelawlegal.ca)

More and more often, employees are finding themselves to be the subject of a workplace investigation. The investigation could be triggered by a fellow employee's complaint regarding harassment, bullying, sexual advances, or other conduct prohibited by an employer's code of conduct.

Employers are duty-bound to investigate such complaints and often conduct these investigations through their own internal staffing, usually their HR department. What if the investigation is done poorly and the accused employee is 'unfairly' disciplined or even terminated from employment as a result of the investigation? Does the employee have any recourse against the employer? Does an employer owe a duty of care to an accused employee in connection with a workplace investigation?

A recent case, *Salina v. Investors Group Financial Services Inc.*, heard in 2023 in the Supreme Court of British Columbia, considered this question and ultimately found that employers do not owe such a duty of care to their employees.

In this case, the plaintiff, Mr. Salina, was an investment advisor for Investors Group. In December 2016, the Mutual Fund Dealers Association of Canada (MFDA) commenced an investigation of Mr. Salina related to his investment practices to determine whether he had violated any rules. After an internal workplace investigation by Investors Group, Mr. Salina was terminated for cause (no termination pay) while the MFDA investigation was ongoing.

The plaintiff claimed that Investors Group had a duty to conduct its workplace investigation in a fair and reasonable manner and had failed in this duty, negligently conducting its internal workplace investigation, causing him damages including the wrongful termination of his employment.

The court rejected the plaintiff's claim and stated that Investors Group did not owe the plaintiff a duty of care in connection with the internal investigation. They applied a two part test, namely,

- Does the relationship between the plaintiff employee and the defendant employer disclose sufficient foreseeability and proximity to establish a prima facie duty of care?
- If so, are there policy considerations that should negate or limit that duty of care?

The first question was answered in the affirmative as Mr. Salina could and did face discipline and other financial consequences as a result of investigation. However, on the grounds of public policy, there were good policy reasons to deny the existence of such a duty of care. Policy reasons include encouraging the reporting and detection of wrongdoing in the workplace. The court held that for public

policy reasons, there is no liability in tort for an employer conducting a negligent internal investigation into an employee's conduct.

It appears that the courts wish to encourage employers to conduct internal investigations whenever they deem it appropriate. Employers should take pains to ensure that investigations are conducted in good faith with proper procedures that provide the accused employees with reasonable opportunities to respond to the allegations against them and to avoid claims of unfairness or negligence.

**True Law ([www.truelawlegal.ca](http://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](mailto:info@truelaw.legal) with any questions.*

## CAC Coaching Awards Program

Join the Celebration: 2024 Coaching Association of Canada National Awards Program is Now Open for Nominations! **CAC Registered and Chartered Professional Coaches (ChPC) are eligible for all CAC Coaching Awards.**

The nomination period for the 2024 Coaching Association of Canada Awards Program is now open! The CAC strives to recognize coaches and organizations who reflect the diverse makeup of Canada and celebrate their tremendous contributions to its sport in Canada and to the success of its participants on and off the field of play.

The recipients of these awards prove excellence in sport, not only for accomplishments in sport performance but also for outstanding contributions to the development of coaching and the growth of the sport community in Canada.

Nominations for the following awards will be accepted until Friday, July 5

- The [Lifetime Achievement Award](#) recognizes and celebrates a lifelong commitment to coaching and coach development.
- The [Community and National NCCP Coach Developer Awards](#) recognize outstanding individuals who have gone above and beyond to develop certified and trained NCCP coaches in their communities.
- The [Impact Award](#) recognizes an individual or organization for their creation of an innovative event or program that has benefited the sport and coaching community.

Nominations for the following awards will be accepted until Monday, September 16

- The [Coach of the Year Award](#) recognizes the outstanding achievements of a coach in Canada, both for the sport performances of their athlete(s) or team in the previous competitive season and for exhibiting excellence in sport values.

- The [Petro-Canada Coaching Excellence Awards](#) recognize coaches whose athlete or team has achieved a medal-winning performance at a World Championship, Olympic or Paralympic Games, or at the Special Olympics World Games.

Visit [coach.ca/coaching-awards](https://coach.ca/coaching-awards) for award descriptions and nomination details.

## Professional Coaching Survey

### **Thank you to all our Professional Coaching survey participants!**

We are thrilled to announce that we received 161 valuable responses to our recent survey, shared through our newsletter.

Your feedback is immensely important to us as it helps us enhance our programs and better understand your needs and perspectives. Thank you to everyone who took the time to share their thoughts!

We also want to extend a big congratulations to the winners of our survey prize draw! Each winner was selected randomly and we are excited to share what they have won:

- Coach Marilyn - \$250 gift card.
- Coach Dan - Free entry to the Sport Leadership Sportif Conference in Regina, SK, in November 2024, valued at \$399.
- Coach Jill - Free CAC or NCCP eLearning course of your choice.
- Coach Krystina - CAC swag bag, which includes a ChPC and CAC branded white polo shirt.
- Coach Giuseppe - Free CAC Professional Coaching Program fee for one year, a \$100 value.

Congratulations to all our winners! We hope your prizes will support your continued growth and success in coaching.

Stay tuned for more insights! We will be sharing some of the key findings from the survey in our August newsletter.

Stay tuned for more insights! We will be sharing some of the key findings from the survey in our August newsletter. Thank you once again to all participants for your invaluable feedback. It is your voice that guides us forward, helping us to make meaningful improvements that benefit our entire community.

## Congratulations to the newest ChPCs™

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

Tim Sherstobitoff - British Columbia (Cycling)

Jim Svenoy – Ontario (Athletics)

Patrick Lester – Ontario (Canoe Kayak)

Chris Johnson - British Columbia (Athletics)  
Guy Schultz – Ontario (Athletics)  
Danielle Brassington British Columbia (Ringette)  
Victoria Smith – Ontario (Figure Skating)  
Amanda Tambakopoulos – Quebec (Gymnastics)  
Colleen Hagan – Ontario (Ringette)  
Olena Yermolchuk – Ontario (Gymnastics)  
Nathan Mckibbon – Ontario (Basketball)  
Thorsten Gohl – Northwest Territories (Table Tennis)  
Kyle Martin – British Columbia (Sailing - Yachting)  
AllisonMerrill – Nova Scotia (Artistic Swimming)  
Julie Byers - Ontario (Speed Skating)  
Jean-Paul Circelli – Ontario (Football)  
Zak Lewis – Ontario (Rowing)  
Sean Fisher – Prince Edward Island (Hockey)  
Shane Bradley – Saskatchewan (Wrestling)

## EDI Resources

Here are two FREE resources we want to highlight:

### 1. [The Belonging Playbook](#)

The Ottawa Sport Council launched **The Belonging Playbook: Ottawa's Equity, Diversity, and Inclusion Resource Hub for Sport**. This toolkit was designed to help community sport organizations in their efforts to remove barriers to participation and create a more welcoming and inclusive sport environment.

The Ottawa playbook is comprised of ten distinct tools that are crafted to establish a more welcoming and inclusive environment for individuals to authentically express themselves and experience sport in a more positive way. It has been organized into sections that are designed to help community sport organizations with three key activities: promote diversity, foster inclusion, and remove barriers to participation. Tools have been developed in both video and downloadable pictorial format to ensure ease of use and learning. Tools include:

1. Building Meaningful Partnerships
2. Mentorship Programs to Foster Diversity
3. How to Run Inclusive Parent/Guardian Meetings
4. Inclusive Language Guide
5. Inclusive Language Process
6. Cultural Calendar & Observations
7. Physical Accessibility Evaluations
8. Accessing Funding to Remove Barriers
9. Reducing Equipment Barriers
10. Translation Services

### 2. **Special Olympics Canada (SOC)**

Special Olympics Canada (SOC) and its Chapters recognize and value individual differences in identity, perspective, and lived experience. We encourage and support participation in our organization of all segments of Canadian society and are committed to creating and sustaining a safe, accessible, diverse, and inclusive

environment. In doing so, SOC and its Chapters will promote and reflect Equity, Diversity, and Inclusion (EDI) in our governance, programs, and operations.

These infographics are great as a reference and for daily application: [Equity, Diversity and Inclusion | Special Olympics Canada](#)

**TIP SHEETS WITH KEY CONSIDERATIONS**

1. Key Terms
2. How to be an Ally
3. Pronoun Infographic
4. Accessible Language
5. Inclusive Language
6. Equity, Diversity & Inclusion Image Filter
7. How to Diversify Your Board of Directors
8. Sports for Growth
9. Diversifying Athletes & Volunteers

**Sport Safety Resources**

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<p>A new mental health service specifically for sport has been added to the service for 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](mailto:procoach@coach.ca)