

## Maltreatment

Maltreatment is an umbrella term that refers to any deliberate act, or failure to act, that results in harm or has the potential to result in harm. It includes:

- Actions that cause harm
- Actions that did not cause in harm, but had the potential to
- Inactions that cause harm
- Inactions that did not cause harm, but had the potential to

Maltreatment can be intentional or unintentional and is determined by a behaviour viewed objectively, not whether harm results from the behaviour.

**Psychological maltreatment** - Deliberate conduct that has the potential to be harmful to a person's psychological well-being. E.g. verbally attacking someone, damaging someone's belongings, and abandoning an athlete as punishment for poor performance.

**Physical maltreatment** - Deliberate conduct, including contact and non-contact behaviours, that has the potential to be harmful to a person's physical or psychological well-being. E.g. deliberately hitting someone, denying someone adequate rest or medical attention, and the use of exercise as punishment.

**Neglect** - Failing to provide adequate care or attention based on a participant's needs. E.g. failing to consider an athlete's injury, failing to provide adequate supervision, and failing to provide adequate hydration.

**Sexual maltreatment** - Any act, whether physical or psychological, that is committed, threatened, or attempted, and that has the potential to be harmful to a person's sexual integrity. E.g. any non-consensual touching of a sexual nature, unwelcome sexual jokes or remarks, and sending explicit images or messages.

**Grooming** - Conduct that either makes it easier to engage in sexual maltreatment or reduces the chance that sexual maltreatment will be reported. E.g. creating opportunities to be alone with a minor, and testing boundaries between appropriate and inappropriate behaviour (e.g. "accidental" touching).

**Boundary transgressions** - Inappropriate actions or communications that breach reasonable boundaries or don't align with a participant's role or responsibilities. E.g. privately texting a minor, sharing inappropriate personal photographs, and arranging for inappropriate sharing of locker rooms.

**Discrimination** - Behaviours or practices that contribute to inequitable or inappropriate treatment towards an individual or class of individuals based on characteristics such as race, national origin, religion, age, sex, gender identity, or disability. E.g. denying someone access to opportunities, communicating harmful messages, and perpetuating racist or homophobic attitudes.

**Subjecting a participant to the risk of maltreatment** - Placing someone in situations that make them vulnerable to maltreatment. E.g. having an athlete and coach share a hotel room and knowingly hiring someone with a history of committing maltreatment.

**Aiding and abetting** - Any action meant to help or encourage someone to commit maltreatment. E.g. knowingly allowing a person who is suspended, or is otherwise ineligible, to participate in a sport organization's activities.

**Failure to report** - Adults failing to report maltreatment when they knew, or ought to have known, about it.

**Intentionally reporting a false allegation** - Knowingly reporting, or influencing another to report an allegation of maltreatment that did not occur.

**Interference with or manipulation of process** - Directly or indirectly interfering with or manipulating an investigation or disciplinary review process. Examples include destroying or concealing information and preventing a person's participation in an investigation process.

**Retaliation** - Taking an adverse action against any person for reporting possible maltreatment or for participating in any enforcement process. Examples include threats, intimidation, or any behaviour that would discourage someone from participating in an enforcement process. Retaliation after the conclusion of these processes is also prohibited.