



## REPORT CONCERNING INDEPENDENT REVIEW OF COACHING CULTURE FOR WRESTLING CANADA LUTTE

### SUMMARY OF ACTIVITIES AS OF NOVEMBER 2023

Green – complete | Light Green – evergreen | Yellow – in progress | White – no progress

Recommendation Number	Description	Pillar	Date of Completion	Notes / Next Steps
12	<p>Mandatory training for all coaches who participate internationally, including:</p> <ul style="list-style-type: none"> <li>• How to deal with the modern athlete</li> <li>• Coaching the female athlete (Coaching males and females differently)</li> <li>• Psychological motivation</li> <li>• How to communicate with the modern athlete</li> <li>• How to motivate an athlete: What is the difference between motivating and bullying</li> <li>• Nutrition</li> <li>• Weight cutting</li> <li>• Training about the ways the body and mind can react to stress</li> <li>• Training about how to spot eating disorders and disordered eating</li> <li>• Sexual harassment</li> <li>• Ethics and conduct (representing Canada) (p 19)</li> </ul>	Policy Education/ Training	<p>Evergreen</p> <p>Fall 2023 / Winter 2024</p>	<p>Most topics are addressed in mandatory safe sport training, in current NCCP coach education content and through content delivery with our IST leads (eg. nutrition &amp; weight cutting) and available on protected pages on WCL’s website, and delivered at training camps.</p> <p>WCL IST personnel to continue research and consult with other sports on best practices, in collaboration with OTP.</p> <p>WCL is presently undergoing a Sport Environment Assessment (SEA) led by Abuse-Free Sport to gauge the changes in the environment approximately 5 years from the release of the “Report”.</p> <p>WCL to participate in OTP’s Culture Assessment &amp; Audit Tool (CAAT), anticipated to be repositioned and integrated with the SEA report findings, with a focus on tools and implementation of strategies to continue to improve the culture in the daily environment.</p>



27	It should be mandatory that coaches receive training on healthy eating, dieting, weight loss, disordered eating and eating disorders (p 27)	Education / Training	Evergreen	<p>Specific education around nutrition related to wrestling (a weight-cutting sport) is integrated into WCL's NCCP Comp Dev module.</p> <p>Education / training is also being delivered at training camps.</p> <p>WCL IST personnel to continue research and consult with other sports on best practices.</p>
30	Develop and promote a national initiative that promotes healthy attitudes towards food (p 27)	Education / Training	Evergreen	<p>Nutrition lead conducts education sessions at national training camps.</p> <p>WCL to consult with other sports on best practices.</p>
32	Coaches should be given mandatory training on coaching the female athlete (p 29)	Education / Training	Ongoing	<p>Current NCCP coach education content and content delivered with our various IST personnel (eg. nutrition &amp; weight cutting during menstruation, identifying the best weight class) are specific to coaching female athletes.</p>
41	Provide athletes training on the new sexual harassment policy (p 33)	Education / Training	<p>October 2021</p> <p>Ongoing</p> <p>February 2023</p>	<p>WCL included athletes in its mandate for Safe Sport training for all WCL sanctioned activity.</p> <p>Additional athlete training was intended to occur during national team training camps, which have not taken place due to COVID since the summer of 2019.</p> <p>WCL held an information session on Feb 2, 2023 on WCL's new safe sport policy manual.</p> <p>Additional information sessions were scheduled throughout the year and during national team camps.</p>
44	Respond to athletes' and coaches' requests for information in a timely manner (p 34)	Other	Evergreen	<p>Ongoing. WCL is often understaffed which may result at times in delayed response times.</p>



45	Conduct exit interviews with all athletes and employees who leave (p 34)	Other	Evergreen	Not enforceable from an HR perspective. Athletes don't always formally declare their retirement.
1	A prohibition on sexual relationships between national team coaches and athletes (p 12)	Policy	June 2021 November 2022 January 2023	<a href="https://wrestling.ca/wp-content/uploads/2022/06/Safe_Sport_Policy_Manual-September-2021.pdf">https://wrestling.ca/wp-content/uploads/2022/06/Safe Sport Policy Manual-September-2021.pdf</a> <a href="https://wrestling.ca/wp-content/uploads/2023/01/Safe_Sport_Policy_Manual-January-2023-1.pdf">https://wrestling.ca/wp-content/uploads/2023/01/Safe Sport Policy Manual-January-2023-1.pdf</a>
2	A prohibition on sexual relationships between national team coaches and other coaches (p 12)	Policy	June 2021	
3	A prohibition on sexual relationships between national team coaches and WCL staff (p 12)	Policy	June 2021	
4	A prohibition on sexual relationships between staff and staff (p 12)	Policy	June 2021	
5	A prohibition on sexual relationships between staff and athletes (p 12)	Policy	June 2021	
6	Mandatory Vulnerable Sector Check for all WCL staff and coaches (p 13)	Policy	July 2019	
7	Mandatory Vulnerable Sector Check for all provincial staff and coaches (p 13)	Policy	n/a	n/a as this is PTSO jurisdiction. New membership database will support tracking this information.
8	Creation of a coach and athlete database to ensure they have met the requirements to be licensed, including the completion of a background screen, signature of the coaching Code of Conduct and the identification of coaches who have breached the coaching Code of Conduct (p 13)	Other	July 2019 February 2023	Database work is currently underway in partnership with Interpodia. Work was delayed during COVID. Notwithstanding, this information is being tracked.  Database launched
9	Rule of Two policy implemented for athletes under eighteen (p 13)	Policy	June 2021	
10	There should be an annual review of all safety policies (p 13)	Policy	December 2022	Revised policy suite approved Nov / Dec 2022.



11	<p>There should be an independent review of the allegations made by the two anonymous parties to OTP, the Minister of Sport and WCL (p 13)</p>	ITP	May 2023	<p>The independent investigator (E.Durant) completed the first phase of the investigation and was undertaking a more complete investigation into specific allegations raised during the first phase.</p> <p>The complainants subject to the 2<sup>nd</sup> phase investigation raised concerns with WCL about receiving the reports following the investigation. WCL committed to sharing the results, noting that some information might need to be redacted for confidentiality. The investigator made numerous attempts to engage with the complainants. Notwithstanding WCL’s commitment for transparency in the process, the complainants failed to participate. As a result, the investigation is now concluded.</p> <p>Upon review of both reports, WCL’s Management Team determined that neither report will be published, as there are still ongoing matters that relate to the information contained.</p> <p>The Phase 1 Report was sent in full to all the complainants. The Phase 2 Report was sent in full only to those complainants subject to the 2<sup>nd</sup> phase.</p> <p>To maintain confidentiality, redacted versions were also shared with Sport Canada and OSIC, as part of WCL’s accountability and reporting requirements.</p>
13	<p>There should be no physical contact between coaches and athletes (p 20)</p>	Policy	June 2021	
14	<p>Verbal abuse, including swearing, yelling, using pejorative language (slut, lazy, fat, useless) should be prohibited by the Code of Conduct (p 20)</p>	Policy Education / Training	June 2021	



15	Coaches should not be pushing their athletes physically until they vomit or are on the mat in tears from exhaustion (p 20)	Policy / Education / Training	June 2021	
16	Coaches and staff need to be reminded that they are there for the athletes and not the other way around (p 20)	Other	August 2022	Updated language in WCL strategic plan supports this. For example, we use the term “Athletes & other Participants” when we wish to highlight "athlete-centric".
17	There needs to be more opportunities for new and young coaches (p 20)	Policy	April 2022	Updated coach selection policy.
18	There needs to be the development and promotion of more women coaches (p 20)  Same as recommendation 33.	Other	2019-2022	Through Sport Canada’s Gender Equity funding, WCL offset the cost of female coaches undergoing coach education training for the last two years.  WCL has also secured grants for female coach education through United World Wrestling.  Other activities under “Women of Wrestling” project were either postponed or unable to be completed due to COVID.
19	Protocol around contacting athletes (p 20)	Policy / Education / Training	June 2021	
20	Discontinue the practice of “Birthday Beats” (p 20)	Other	June 2021	This has never been a practice of WCL, however, this is emphasized in training and education and policy.
21	Prohibit drinking between coaches and athletes (p 22)	Policy	June 2021	
22	Develop a policy concerning alcohol consumption (p 22)	Policy	June 2021	
23	Develop a policy on cannabis for coaches and staff members (p 23)	Policy	June 2021	
24	There should be mandatory education for all coaches and athletes around concussions (p 25)	Policy / Education / Training	October 2018	
25	If an athlete is funded by WCL then they should use WCL’s medical treatment for concussions and other major injuries (p 25)	Education / Training	October 2018	Concussion Protocol: <a href="https://wrestling.ca/wp-">https://wrestling.ca/wp-</a>



				<p><a href="content/uploads/2020/05/Concussion_Protocol_v2.pdf">content/uploads/2020/05/Concussion_Protocol_v2.pdf</a>.</p> <p>Information is also available in Athlete Handbook and Athlete Agreements.</p> <p>Treatment of athletes is resource dependent.</p>
26	There needs to be a formalized written medical clearance before an athlete can go back to practice or competition (p 25)	Policy	October 2018	Currently in place for athletes at national / international level training / competition (see Concussion Protocol Medical Clearance Letter).
28	Athletes need to be given more resources for healthy eating (p 27)	Education / Training	June 2018	Resources available on WCL's website on a protected Athlete page and being delivered at national team training camps.
29	The nutritionist needs to be doing more to work with the athletes outside of Calgary (p 27)	Education / Training	Summer 2022	There is a new national nutrition lead based in Saskatoon. The scope and reach of work are resource dependent.
31	It should be added into the Code of Conduct that coaches should not be asking athletes to cut weight (p 27)	Policy	June 2021	
33	There needs to be the development and promotion of more women coaches (p 29)	Other	2019-2022	See #18.
34	WCL should conduct a study of how women's monthly cycles impact their weight and weight class (p 29)	Education / Training	November 2019	This is already in existence and was delivered to our HP Coaches previously. WCL recorded a webinar "Determining Appropriate Weight Classes for Wrestlers" that is available on WCL's coach protected webpage.
35	Coaches should be given access to childcare (p 29)	Other	Summer 2019	<p>WCL does not restrict access to childcare for coaches. Resourcing childcare for all coaches across the country is not a WCL responsibility.</p> <p>WCL has made accommodations (including financial support) for</p>



				those coaches employed by WCL within certain parameters.
36	Clarify Job Positions Among WCL Staff (p 32)	Other	January 2019	All job postings have detailed job descriptions, which are also included in employment agreements.
37	Have a More Professional Board of Directors Composed and Increased Gender Parity Among Board Members (p 32)	Other	September 2019  June 2023  November 2023	Bylaws reflect language around gender parity targets.  New bylaws in alignment with the Canadian Sport Governance Code approved by the Board. The bylaws include language promoting diversity, independence, and gender parity.  Following an open call and nomination process by the newly formed Nomination Committee, a new skills-based Board with gender parity (at least 40%) is elected.
38	Bring in more women to serve on the Board of Directors (p 33)	Other	September 2019  June 2023  November 2023	Bylaws reflect language around gender parity targets.  New bylaws in alignment with the Canadian Sport Governance Code approved by the Board. The bylaws include language promoting diversity, independence, and gender parity.  Following an open call and nomination process by the newly formed Nomination Committee, a new skills-based Board with gender parity (at least 40%) is elected.
39	Develop a Database of Athletes and Coaches (p 33)	Other	February 2023	National database for individuals participating in WCL sanctioned activities. Includes OSIC consent, as well as various SC requested demographic information.





40	Create a harassment policy (p 33)	Policy	June 2021	
42	Create a reporting mechanism for sexual harassment claims and outline the process in the Code of Conduct (p 33)	Policy ITP	June 2021	
43	Investigate all future leaks of sensitive information and sanction those responsible (p 33)	Policy	December 2018	BOD operates under a set of Good Governance Principles and Norms and are subject to the Safe Sport Policy.  Any complaints are forwarded to the ITP.
46	Review whether any board members of WCL are in a Conflict of Interest (p 34)	Other	2017  January 2023	Conflict of interest is an agenda item and addressed at every BOD meeting since at least 2015.  A BOD orientation manual developed in 2017 also addresses BOD conduct.  New COI policy approved.
47	Establish an independent Complaints Person (p 35)	ITP	December 2018  December 2022	WCL has had an independent third party since December 2018.  WCL is a signatory to OSIC.
48	Advise athletes of their rights to appeal a decision under the Appeal Policy and to the SDRCC (p 35)	Policy	June 2021	
49	WCL should lobby with the other NSOs to create an ombudsman for sport (p 35)	ITP	Summer 2022	We would consider the creation of OSIC as a step in this direction.
50	Coaches' salaries at the National Centres should be reviewed and a better compensation package should be paid (p 36)	Other	Annual budgeting	While this point has been addressed, this recommendation is irrelevant to safe sport matters and is resource dependent.
51	Athletes should be involved in the implementation of the recommendations made in this report (p 37)	Other	2019-present	Athletes were valuable members of the task force and continue to be included in engagement (eg. athlete town halls during the development of the Safe Sport Policy Manual).





				WCL is also scheduling more frequent town halls with athletes to solicit athlete feedback on various topics including safe sport.
52	There should be an audit carried out after six months and a second audit after a year to evaluate whether the recommendations in this report have been implemented (p 37)	Other	September 2019  October 2020	