



## **Tennis Professionals Association (TPA) Recommendations to Tennis Organizations with respect to a “Safe and Respectful Workplace”**

Membership in the TPA and participation in its activities brings with it many benefits and privileges that are balanced by the responsibilities and obligations of its Members. The TPA is committed to providing a sport environment that reflects the values of community, teamwork, integrity, sportsmanship and excellence.

The Responsible Coaching Movement (RCM) is a multi-phase, system-wide movement, coordinated by the Coaching Association of Canada (CAC) and the Canadian Centre for Ethics in Sport (CCES). The RCM is a call to action for organizations to create a coach led, athlete focused, safe and fun sport environment.

***The TPA has implemented many of the RCM recommendations, along with additional coaching standards. We strongly encourage all tennis organizations that hire coaches to identify which of these recommendations and standards can be realistically implemented in their organization.***

- 1) The TPA has created a Professional Coaching Code of Conduct that will be aligned with the Tennis Canada Code of Conduct. It will replace the existing “Code of Ethics”. The new Code outlines the conduct expected of coaches and the discipline procedures that coaches are subject to if they are found to be in breach of this Code. In extreme cases, the result will be a loss of TPA membership and privileges by the coach.
- 2) The TPA has created, in support of the Code, a “Declaration of Good Character”. It will become part of the annual registration and renewal process for TPA.
- 3) The TPA will ensure that members of the TPA Advisory Board and all Course Facilitators complete a criminal record check (CRC). The first CRC provided must be a vulnerable sector verification, which will be conducted by a Canadian police agency. Subsequent CRCs must be provided every three years and it is recommended that CRCs are processed online through Sterling Talent Solutions, but may be conducted by any recognized agency.
- 4) The TPA, via Tennis Canada, will access the partnership created by the CAC with Sterling Talent Solutions to make available CRCs that are reasonably priced and easy to acquire for coaches and other participants in PTA’s, clubs, or other partner organizations. This partnership provides a convenient, customizable, and secure online CRC process, accessible through Sterling’s designated [landing page for tennis in Canada](#).

- 5) The TPA will incorporate education on the implementation of the “Rule of Two”; two screened and certified coaches are always present with a single athlete or multiple athletes when in an enclosed space. *If a second screened and certified coach is not available, then an adult can fill this role. The spirit of this rule is to ensure that both athlete and coach are not put in a vulnerable position. For example, if prior to a match the coach wants to speak with an athlete in a quiet area, the coach should find an area that is not totally enclosed and they can be visible.*
- 6) The TPA has provided the “Respect in Sport” and “Respect in the Workplace” online modules as part of the professional development options available to be used for maintaining NCCP certification.
- 7) The TPA will provide information/education on best practices for hiring and ongoing risk management which will be part of the TPA website, sent to all TPA Club Leaders and to all TPA certified professionals.
- 8) The TPA will continue to provide certification via the National Coaching Certification Program (NCCP) in the context in which they are coaching. This will include ensuring all coaches take the “Make Ethical Decisions” (MED) online evaluation that is associated with NCCP certification.

All tennis organizations are encouraged to consider implementing realistic coaching standards in their environment. For further information visit: <http://www.tpacanada.com> or <http://coach.ca/responsible-coaching-movement-s17179>