



**Building Healthy Minds and Bodies since 1977**

## **4.28 – UNSAFE ACTIVITY OR BEHAVIOUR POLICY**

### **PURPOSE**

To discourage any unsafe behaviour and outline reporting expectations for all Okanagan Gymnastics Centre (OGC) employees and volunteers.

### **POLICY**

Employees must not engage in any unsafe activity or behaviour while on duty or on OGC property that might create or constitute a hazard to themselves or to any other person.

Unsafe activity or behaviour could result in serious injury, paralysis or death.

Unsafe behaviour must be reported to the Director of Operations or designate.

### **PROCEDURE**

Employees have a duty to report any situation that represents a danger to the health and safety of others or a significant danger to the environment.

Employees reporting such behaviour can expect such matters to be treated in confidence, unless disclosure of information is authorized or required by law. Employees will not be subject to discipline or reprisal for bringing forward, in good faith, allegations of wrongdoing in accordance with this policy.

Some examples of unsafe activity or behaviour include but not limited to:

- Throwing a child into the foam pit that is uncontrolled
- Lifting a child by one arm
- Teaching skills to an athlete who is not ready yet
- Teaching skills that are not age appropriate
- Teaching skills without the proper, safe landing area
- Encouraging injured athletes to train beyond their injury
- Encouraging an athlete with a possible concussion to continue training
- Unsafe use of equipment
- Unsafe alterations of equipment

**APPROVED BY OGC BOARD OF DIRECTORS APRIL 19, 2017**