

STERIK'S

HEALTH & SAFETY PROGRAM

STERIK'S Sport Development Inc. is vitally interested in the health and safety of its management, coaches, athletes, parents/guardians, and community. Protecting against the risks and hazards that freestyle skiing and snowboard activities present is a major ongoing objective of the organization. STERIK'S Sport Development Inc. health and safety policy and objectives are implemented in order to ensure operations and maintenance of the program and event environments are in compliance with all safe work practices and procedures established by the company and other requirements to which we subscribe.

HEALTH & SAFETY POLICY & OBJECTIVES

STERIK'S Sport Development Inc. is committed to communicating the companies health & safety policies, initiatives, practices and procedures to our management, coaches, athletes, parents/guardians, and community by making them available for download on our website, steriks.ca. Additionally, any/all athletes participating in any STERIK'S Sport Development Inc. program and/or event shall review the STERIK'S Sport Development Inc. Health & Safety Program prior to participating with the program and/or event.

STERIK'S Sport Development Inc. is responsible to supervise any/all program activities, maintain a 1:7 coach/supervisor to athlete ratio, and ensure that a staff member certified in first aid (Red Cross First Aid & CPR Level C) is present and on-site at all times. During event operations, STERIK'S Sport Development Inc. is responsible to ensure that Ski Patrol Services supervise any/all event activities. STERIK'S Sport Development Inc. is responsible to inform all athletes participating in any program and/or event of any/all specific hazards related to the activity environment and implement the appropriate processes for athletes to perform freestyle ski and snowboard activities as safely as possible.

STERIK'S Sport Development Inc. management, coaches, athletes, parents/guardians, and community recognize that freestyle ski and snowboard activities are an extreme and dangerous activity when practiced at any level. Accidents may occur at any given time during a program and/or event operations, and STERIK'S Sport Development Inc. management and coaches are committed to respond to any/all accident situations in accordance with our Accident Response Policy as outlined below.

A freestyle ski and/or snowboard accident can be described as a serious, unexpected and dangerous crash/fall associated with program and/ or event activities which requires Ski Patrol Services, and may or may not require paramedic, and/or emergency medical services. This occurrence may include, but is not limited too: fatality, blunt trauma, bone fracture, laceration or wound, concussion, unconsciousness, seizure convulsions, joint dislocation and separation.

In the case of an accident during program operations, STERIK'S Sport Development Inc. management and coaches are responsible to implement all processes and procedures outlined in the Accident Response Policy. In the case of an accident during event operations, STERIK'S Sport Development Inc. shall ensure that Ski Patrol Services on duty respond to the situation immediately and carry out their responsibilities as required by the facilitating ski club/ resort.

STERIK'S Sport Development Inc. coaches are responsible to adhere and abide by instruction limitations of their qualifications and certifications. STERIK'S Sport Development Inc. shall ensure that at least one certified air qualifier (inverted ariels supervisor) is on duty at all times.

An evaluation of the STERIK'S Sport Development Inc. Health & Safety Program and initiatives shall be conducted annually. Commitment to safe freestyle ski and snowboard practices and activity is an integral part of STERIK'S Sport Development Inc., from its owners/operators through to its coaches, athletes, parents/guardians, and community. It is in the best interest of all parties to consider the STERIK'S Sport Development Inc. health and safety program in every activity.

VIOLENCE & HARASSMENT POLICY

A harassment situation can be described as the act of systematic aggressive pressure or intimidation and/or continued unwanted and annoying actions of one party of a group, including threats and demands within and/or during program/event operations. This occurrence may include, but is not limited to: engaging in a course of vexatious comments or conduct against an athlete/ manager/coach in a program/event environment, a comment or conduct that is known or ought reasonably to be known to be unwelcome, a form of discrimination as set out in the Ontario Human Rights Code.

A violence situation can be described as behaviour involving physical force intended to hurt, damage, or kill someone or something. This occurrence may

include, but is not limited to: the exercise of physical force by a person against an athlete/manager/coach in a program/event environment that causes or could cause physical injury to the athlete/manager/coach, an attempt to exercise physical force against an athlete/manager/coach that could cause physical injury to the athlete/manager/coach, and/or a statement or behaviour that it is reasonable for an athlete/manager/coach to interpret as a threat to exercise physical force against the athlete/manager/coach in a program/event environment that could cause physical injury to the athlete/manager/coach.

STERIK'S Sport Development Inc. shall investigate and scrutinize any/all concerns, complaints, or incidents of violence and/or harassment situations in a fair and timely manner with respects to the manager/coach, athlete and their parent/guardian's privacy. If necessary, STERIK'S Sport Development Inc. shall assist the manager/coach, athlete and parent/guardian with any/all reporting and communication processes. This violence and harassment policy is not intended to prevent or discourage a manager/coach, athlete and their parent/guardian from exercising their right through any other legal avenues that may be available.

STERIK'S Sport Development Inc. recognizes the severity of any/all violence and/or harassment situations including cyber bullying. Commitment to sustaining a positive healthy program/event environment is an integral part of STERIK'S Sport Development Inc., from its owners/operators through to its coaches, athletes, parents/guardians, and community.

STERIK'S

ACCIDENT RESPONSE POLICY

STERIK'S Sport Development Inc. management and coaches are committed to respond to any/all accident situations in accordance with the applicable accident response plans outlined in this policy.

STERIK'S Sport Development Inc. is responsible to ensure that any/all management and coaches carry athlete's parent/guardian, Ski Patrol Services, and Simcoe Paramedic Services contact information at all times. In the case their is no direct link to ski patrol services, any/all management and coaches shall carry a ski club representatives contact information who in turn can ensure direct contact with ski patrol services.

It is the responsibility of STERIK'S Sport Development Inc. management and responding coaches to act as the appointed accident operations coordinators in the case of any/all accidents. A STERIK'S Sport Development Inc. coach shall act as the primary contact in the case of an accident, and is responsible to follow the applicable accident response plan. It is the responsibility of STERIK'S Sport Development Inc. management to assist the responding coach with any means necessary, assist/proceed with any instructions assigned by paramedic or emergency medical services, and make all decisions directly related to the accident situation.

DEFINTIONS:

Freestyle ski and snowboard accidents generally fall under two categories;

1. **Nonemergency** - an accident which requires the immediate attention of ski patrol, but may not require paramedic or emergency medical services. Nonemergency situations may include: blunt trauma, laceration or wound, bone fracture, concussion, and joint separation.
2. **Emergency** - an accident which requires the immediate attention of ski patrol, as well as paramedic and emergency medical services. Emergency situations include, but are not limited to: bone fracture, wound or laceration, joint dislocation, concussion, unconsciousness, seizure convulsions, and fatality.

CATAGORIZATION:

In the case of any/all accidents, the responding coach shall immediately implement step one of the accident response plans (primary action items). Upon completion of primary action items, the responding coach shall immediately implement step two of the accident response plans (secondary action items). Upon arrival of Ski Patrol Services and/or a Valid First Aider, the accident shall be categorized through communications with injured athlete and Ski Patrol Services and/or a Valid First Aider. In the case that the injured athlete is unable to communicate, the accident shall be defined through communications with the reporting Ski Patrol Services, paramedic and emergency medical services.

Please see the nonemergency response plan and emergency response plan for further details and information.

NONEMERGENCY RESPONSE PLAN

In the case of any/all nonemergency or emergency accidents the following procedures must be strictly abided by and enforced.

STEP 1:

Report to the injured athlete immediately. Complete primary action items:

1. Close the feature immediately.
2. Ensure the accident area has been quarantined.

STEP 2:

Complete secondary action items:

3. **Immediately contact SKI PATROL SERVICES.**
4. Communicate with the injured athlete.
5. **DO NOT MOVE the injured athlete.**
6. Instruct any bystanders to clear the area.

STEP 3:

In the case that the injured athlete is able to communicate, wait for the arrival of Ski Patrol Services to determine accident categorization:

- If the injured athlete is able to communicate calmly and does not express indication of severe pain or shock, continue to STEP 4
- **If the injured athlete is able to communicate and expresses any indication of severe pain and/or shock immediately refer to EMERGENCY RESPONSE PLAN STEP 3.**
- **If the injured athlete is unable to communicate, CONTACT SIMCOE PARAMEDIC SERVICES (705) 446-1542 immediately and refer to EMERGENCY RESPONSE PLAN STEP 3.**

IF PARAMEDIC SERVICES ARE CONTACTED, THE ACCIDENT HAS NOW BECOME AN EMERGENCY SITUATION. IMMEDIATELY REFER TO THE EMERGENCY RESPONSE PLAN AND PROCEED WITH APPROPRIATE ACTION.

STEP 4:

In the case the injured athlete is able to communicate calmly, wait for the arrival of Ski Patrol Services to determine accident categorization, and complete accident questionnaire:

1. Do you feel any dizziness or nausea?
2. Do you remember what happened?
3. What's your name and birthday?
4. Do you know what day it is?
5. Can you show me your areas of discomfort?

If the injured athlete is NOT ABLE to answer each question positively and correctly, refer to EMERGENCY RESPONSE PLAN STEP 3.

STEP 5:

Assist Ski Patrol Services with assessment of the injured athlete's condition to establish accident categorization, and the athlete's welfare and wellbeing. In the case that the injured athlete has remained calm and is not showing signs of severe pain and/or shock, continue to STEP 6.

In the case that the injured athlete has developed severe pain and/or shock, refer to EMERGENCY RESPONSE PLAN STEP 3.

STEP 6:

In the case that the Ski Patrol Services suggest the athlete seek immediate medical attention at the nearest hospital, proceed by contacting the athlete's parent/guardian immediately. Calmly communicate all accounts of the accident and request that the athlete be picked-up as soon as reasonably possible.

In the case that the injured athlete has recovered from the accident, is not showing any signs of pain and/or discomfort, and has been cleared and/or released from Ski Patrol Services, continue to STEP 7.

STEP 7:

In the case that the injured athlete has remained calm and is not showing signs of pain and/or discomfort, the athlete may return to the session under the premise that they are strictly prohibited from utilizing any terrain park features and they must remain under your (the reporting coach) constant/direct supervision for the remainder of the session.

In the case that the injured athlete has developed pain and/or discomfort, continue to STEP 8.

STEP 8:

In the case that the injured athlete has developed pain and/or discomfort contact Ski Patrol Services. Wait for the arrival of Ski Patrol Services, and assist responders with any means necessary to determine injury categorization.

STEP 9:

CONTACT INJURED ATHLETES PARENT/GUARDIAN IMMEDIATELY.

Supervise and accompany the injured athlete through all processes involved under Ski Patrol Services care.

STEP 10:

COMPLETE ALL STEPS AND REQUIREMENTS ASSIGNED BY SKI PATROL SERVICES.

You (the primary coach) must supervise and accompany the injured athlete until parents/guardians are on-site.

EMERGENCY RESPONSE PLAN

In the case of any/all emergency accidents the following procedures must be strictly abided by and enforced.

STEP 1:

Report to the injured athlete immediately. Complete primary action items:

1. Close the feature immediately.
2. Ensure the accident area has been quarantined.

STEP 2:

Complete secondary action items:

3. **Immediately contact SKI PATROL SERVICES.**
4. Communicate with the injured athlete.
5. **DO NOT MOVE the injured athlete.**
6. Instruct any bystanders to clear the area.

STEP 3:

In the case that the injured athlete is able to communicate, wait for the arrival of Ski Patrol Services to determine accident categorization:

- **If the injured athlete is able to communicate and expresses any indication of severe pain and/or shock, continue to STEP 4.**
- **If the injured athlete is unable to communicate, CONTACT SIMCOE PARAMEDIC SERVICES (705) 446-1542 immediately continue to STEP 4.**

STEP 4:

Wait for the arrival of Ski Patrol Services, and assist responders with any means necessary to determine injury categorization.

STEP 5:

CONTACT INJURED ATHLETES PARENT/GUARDIAN IMMEDIATELY.

Supervise and accompany the injured athlete through all processes involved under Ski Patrol Services care.

STEP 6:

COMPLETE ALL STEPS AND REQUIREMENTS ASSIGNED BY SKI PATROL SERVICES.

You (the primary coach) must supervise and accompany the injured athlete until parents/guardians are on-site.