



Policy Name: Coach Screening Policy	Date of Approval: March 30, 2026	Activation Date: April 1, 2026
Approved By: Board of Directors	Version: 2026.1	Replacing Previous Version: Registration Handbook
Review Cycle: 3 Years or as required		

1.1 Purpose

- a) The Organization (referring to Manitoba Gymnastics Association) understands that screening coaches is a vital part of providing a safe sporting environment. The Organization is responsible to do everything reasonable to provide a safe and secure environment for participants in its programs, activities, and events. The purpose of screening is to identify individuals involved with an Organization's activities who may pose a risk to the Organization and its participants. Coaches are valued and respected by the Organization and are viewed as a key component of the sport delivery system. It is important for coaches to be clear on their role and responsibilities and how these relate to the mission of the Organization.

1.2 Definitions

- a) Coach - A coach is any person who guides athletes to participate in a sport. They are in a position of power and trust with their athletes regardless of the age of the athlete and the age of the coach.
- b) Athlete - Any child, youth or adult who participates or trains in a sport with the guidance of a coach.

1.4 Levels of Risk

- a) High Risk – Coaches who have direct access to athletes (of any age) without parental supervision.
- b) Medium Risk – Coaches who are under the supervision of other coaches and there is no opportunity to be alone with an athlete.
- c) Low Risk – Coaches who are under full-time parent supervision (e.g., community-based coaches). There is no travel involved and no opportunity to be alone with an athlete.

1.5 Types of Background Checks

- a) **Enhanced Police Information Check (E-PIC – Sterling)** – The organization requires all EPICs be obtained through the Organization's Sterling Backcheck system. Each club must send EPIC application to each applicable coach and is responsible for the costs. The club and the Organization will receive a copy of the results. Any individual not affiliated with a club will be sent a request directly from the Organization, the cost of the check will be invoiced to the coach. For anyone under the age of 18 who is considered a coach, they will not need a Criminal Background Check.
- b) **Child Abuse Registry** - The Child Abuse Registry is designed to identify and register known child abusers. Individuals on this registry have been found guilty of an offense involving the abuse of a child and/or the Child Abuse Committee has determined the individual has abused a child. The Organization has its own "CARC Forms" that clubs and their coaches must use to submit a Child Abuse Registry Check. Should an individual have their own completed self-check through the Child



Abuse Registry, the original copy must be forwarded to the MGA for review. Upon receipt the MGA will make a copy and return it to the coach.

1.6 Screening Matrix

- a) The organization has assigned a level of risk to each Coach role. The coach roles correspond to the Membership types outlined in the Membership Handbook. Each role has different screening requirements that range from completing screening education modules to regularly submitting a background check.

The matrix below explains which screening requirements are necessary for each coach role.

Coach Role	Level of Risk	Screening Requirements	Frequency of Requirements
Coach-In-Training	Low	Child Abuse Registry Check	Annually
Recreational Coach	Medium	Child Abuse Registry Check	Annually
Regional Coach	High	Child Abuse Registry Check Enhanced Police Information Check	Annually
Provincial Coach	High	Child Abuse Registry Check Enhanced Police Information Check	Annually
National Coach	High	Child Abuse Registry Check Enhanced Police Information Check	Annually

1.7 Rejection and Appeal

- a) The Organization reserves the right to reject the participation of any coach whose screening results reveal previous criminal activity. However, the coach's rejection may be appealed to the Organization's Appeal Committee (which consists of two members of the Organization Board of Directors, and the Organization's Executive Director). When determining whether to accept or deny the appeal, the Committee will consider the relevance of the infraction, efforts at rehabilitation, and the date of the infraction.

Appeals should be submitted to Organization Executive Director, or the Appeal Committee may request more information from the Appellant coach. The results of the appeal will be provided to the Appellant within one month of the appeal.

If a coaches CARC reveals an incident, the coach will not be permitted to participate in the role in any circumstances. This is not appealable.