

Proposed OLA Amendment – B3.01 Harassment

B3.01(a) The OLA is committed to promoting a sport environment in which the terms and conditions of participation are equitable and non-discriminatory. Every participant has the right to be treated with dignity and respect and to work, train and compete in a environment conducive to productivity, self-development and performance advancement based upon individual interest and ability. The OLA will foster a sport environment free of harassment on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, sex, sexual orientation, disability, age, marital/family status or an offence for which a pardon has been granted.

B3.01(b) Harassment means any behaviour by a person engaged in any paid or volunteer capacity, role or function with the OLA that is offensive to any person or group of people and which the individual knew or ought to have known would be unwelcome. Harassment may be intentional or unintentional and can take many forms, but generally involves conduct, comment, or display which is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading, or otherwise causes offence, discomfort, or personal humiliation or embarrassment to a person or group of people.

B3.01(c) It is the overall objective of the OLA Policy on Harassment to create and maintain a work and sport environment free from harassment. Individuals who experience harassment are encouraged to take the appropriate actions to put an end to the harassment and seek adequate redress. Harassment which is unintentional may be stopped by informing the harasser(s) that the behavior is offensive. If the behavior continues, the individual should file a complaint in the manner described in the OLA Discipline Policy.

B3.01(d) If an individual feels uncomfortable or threatened about confronting the harasser(s) on their own, a complaint should be filed directly in accordance with the OLA Code of Conduct. The OLA takes any complaint seriously, and will investigate and respond in a sensitive, effective and timely manner.

B3.01(e) The OLA believes that harassment is a serious offence. It is also a serious offence to falsely accuse someone of harassment. If the results of the investigation find that there has been harassment or that there has been an intentional false accusation of harassment, appropriate disciplinary action will be taken in accordance with the OLA Discipline Policy.

Reason for suggesting change:

To comply with the OLA's Harassment Policy & Code of Conduct.

Proposed OLA Amendment – B4.01 Criminal Record Check (CRC)

B4.01(a) All approved OLA bench personnel (coaches, staff, trainers, etc) and all OLA certified officials (box and field) who coach or officiate athletes 18 years of age or younger must submit a current criminal record check upon registering for the current year.

B4.01(b) The current criminal record check must be submitted by the appropriate members upon registering with the OLA for the current year.

B4.01(c) Failure to provide a criminal record check could result in the individual being suspended from coaching, officiating and volunteering.

B4.01(d) The Ontario Lacrosse Association strongly recommends that all associations with athletes 18 years of age or younger institute a policy that states no adult will be alone with a child and there should always be at least two adults present at all times around a child.

B4.01(e) It is the responsibility of the minor box associations, minor field associations, senior box teams, junior box teams, junior field teams, senior field teams and minor, junior and senior women's field teams and provincial teams to ensure that the all bench, coaching and management staff personnel including, but not limited to, coaches, trainers, therapists and volunteers, as well as volunteers who have direct contact with minor aged players 18 years of age or younger have a current criminal record check on file. It is the specific responsibility of the OLA to ensure that all OLA registered officials (Box and Field) have a current criminal record check on file. The CRC's are to be returned to a designated local association/team screening officer of the appropriate local association/team/OLA, who will confirm that the appropriate bench, coaching, management staff/volunteers, and officials have a current CRC. Should any issues arise the CRC must be forwarded to the OLA Screening Officer for a resolution.

Reason for suggesting change:

To comply with the OLA's Harassment Policy & Code of Conduct.

Proposed OLA Amendment – B5.01 Confidential File

B5.01(a) The Ontario Lacrosse Association (OLA) shall create and maintain a confidential file with criminal record checks (CRC) where information has been obtained about a OLA Member or any individual desirous of becoming involved with the OLA in so far as it regards to a criminal record or pending criminal charge.

B5.01(b) The Ontario Lacrosse Association (OLA) shall protect the personal information contained in the confidential file by making reasonable security arrangements against such risks as authorized access, collection, use, disclosure or disposal.

B5.01(c) The Ontario Lacrosse Association (OLA) shall disclose the contents of its confidential file to the President or Head of any respective association with who the “individual” is involved or proposed to become involved and the information contained therein must be communicated to the Executive of that respective association.

B5.01(d) Prior to disclosing the personal information contained in the confidential file, the Ontario Lacrosse Association (OLA) shall make all reasonable efforts to notify the individual whose personal information is to be released.

Reason for suggesting change:

To comply with the OLA’s Harassment Policy & Code of Conduct.



Hamilton Police Service

☐ POLICE INFORMATION CHECK ☐ POLICE VULNERABLE SECTOR CHECK (FOR THE VULNERABLE SECTOR CHECK, UNIT 3 MUST ALSO BE COMPLETED)

*UNIT 1

THIS SECTION TO BE COMPLETED BY APPLICANT

MAILING ADDRESS BELOW (PLEASE PRINT CLEARLY)

LAST NAME FIRST NAME
STREET (NUMBER AND NAME) APT/UNIT #
CITY PROVINCE POSTAL CODE

DATE OF REQUEST Y Y M M D D

MIDDLE NAME DATE OF BIRTH Y Y M M D D
MAIDEN NAME OR OTHER SURNAMES USED OTHER FIRST NAMES USED
PLACE OF BIRTH GENDER

TELEPHONE (RESIDENTIAL) CELL PHONE DRIVER'S LICENCE #

Address History - please fill out if resident address differs from mailing address and/or if resided OUTSIDE of the Region in the past 5 years.

| STREET NAME AND NUMBER | APT/UNIT # | CITY | PROVINCE | POSTAL CODE | # OF YEARS |
|------------------------|------------|------|----------|-------------|------------|
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REASON FOR REQUEST ☐ VOLUNTEER ☐ OTHER (IF OTHER PLEASE SPECIFY)
☐ EMPLOYMENT

IS "REASON FOR REQUEST" DEALING WITH THE VULNERABLE SECTOR? ☐ YES ☐ NO

*** IF YES, UNIT 3 MUST BE COMPLETED ***

SELF-DECLARATION (If Applicable)

DECLARATION OF CRIMINAL RECORD ATTACHED ☐ YES ☐ NO

*UNIT 2

POLICE USE ONLY - One box must be checked for each section

Delays do exist between a conviction being rendered in court, and the details being accessible on the RCMP National Repository of Criminal Records. Not all offences are reported to the RCMP National Repository of Criminal Records.

1 RESULTS FOR NAME-BASED CRIMINAL RECORD VERIFICATION

| | |
|--|---|
| NEGATIVE <input type="checkbox"/> | Based solely on the name(s) and date of birth provided and the criminal record information declared by the applicant, a search of the RCMP National Repository of Criminal Records did NOT identify any records with the name(s) and date of birth of the applicant. Positive identification that a criminal record does or does not exist at the RCMP National Repository of Criminal Records can only be confirmed by FINGERPRINT comparison. |
| INCOMPLETE <input type="checkbox"/> | Based solely on the name(s) and date of birth provided and the criminal record information declared by the applicant, a search of the RCMP National Repository of Criminal Records could NOT be completed. Positive identification that a criminal record does or does not exist requires the applicant to SUBMIT FINGERPRINTS to the RCMP National Repository of Criminal Records by an authorized police service or accredited private fingerprinting company. |
| POSSIBLE MATCH <input type="checkbox"/> (See attached page for details) | Based solely on the name(s) and date of birth provided and the criminal record information declared by the applicant, a search of the RCMP National Repository of Criminal Records has resulted in a POSSIBLE MATCH to a registered criminal record. Positive identification that a criminal record does or does not exist at the RCMP National Repository of Criminal Records can only be confirmed by FINGERPRINT comparison. As such, the criminal record information declared by the applicant does NOT constitute a Certified Criminal Record by the RCMP. |

NOT VALID UNLESS EMBOSSED BY HAMILTON POLICE SERVICE SEAL

2 RESULTS OF FINGERPRINT COMPARISON SEARCH WITH THE NATIONAL REPOSITORY OF CRIMINAL RECORDS

- ☐ CERTIFIES THAT OUR SEARCH DID NOT IDENTIFY ANY RECORDS ASSOCIATED WITH THE APPLICANT THAT MAY BE DISCLOSED IN ACCORDANCE WITH FEDERAL LAWS.
- ☐ A SEARCH IDENTIFIED THAT THE FINGERPRINTS SUBMITTED BY THE APPLICANT WERE IDENTICAL TO FINGERPRINTS REGISTERED UNDER CRIMINAL FPS NUMBER. SEE ATTACHED.
- ☐ NOT APPLICABLE - NO FINGERPRINT SEARCH CONDUCTED.

3 RESULTS OF INVESTIGATIVE DATABASE AND LOCAL INDICES RESULTS

- ☐ NEGATIVE - NO INFORMATION WAS REVEALED THAT CAN BE DISCLOSED IN ACCORDANCE WITH FEDERAL LAWS, LOCAL AND RCMP POLICIES.
- ☐ POSITIVE - SEE ATTACHED PAGE(S) FOR DETAILS.

4 RESULTS OF POLICE VULNERABLE SECTOR SCREENING ONLY

- ☐ A NAME BASED SEARCH OF PAROLED SEX OFFENDER RECORDS WAS CONDUCTED WITH NEGATIVE RESULTS.
- ☐ BASED ON FINGERPRINTS, A SEARCH OF PAROLED SEX OFFENDER RECORDS WAS CONDUCTED WITH NEGATIVE RESULTS.
- ☐ BASED ON FINGERPRINTS, A SEARCH OF PAROLED SEX OFFENDER RECORDS WAS CONDUCTED WITH THE FOLLOWING RESULTS. SEE ATTACHED.
- ☐ A SEARCH OF PAROLED SEX OFFENDER RECORDS WAS NOT CONDUCTED.

DATE OF SEARCH Y Y M M D D CLERK NUMBER

130534 FEB12

THE POLICE INFORMATION CHECK WILL INCLUDE THE FOLLOWING INFORMATION AS IT EXISTS ON THE DATE OF THE SEARCH:

- OUTSTANDING ENTRIES, SUCH AS CHARGES AND WARRANTS, JUDICIAL ORDERS, PEACE BONDS, PROBATION AND PROHIBITION ORDERS
- CRIMINAL CONVICTIONS (SUMMARY AND INDICTABLE) FROM CPIC AND/OR LOCAL DATABASES.
- ABSOLUTE AND CONDITIONAL DISCHARGES.
- FAMILY COURT RESTRAINING ORDERS.
- CRIMINAL CHARGES RESULTING IN DISPOSITIONS INCLUDING, BUT NOT LIMITED TO, WITHDRAWN, DISMISSED, AND CASES OF NOT CRIMINALLY RESPONSIBLE BY REASON OF MENTAL DISORDER AS LISTED ON LOCAL INDICES.
- POLICE CONTACTS INCLUDING BUT NOT LIMITED TO THEFT, WEAPONS, SEX OFFENCES, DISPUTES/DISTURBANCES, OR VIOLENT, HARMFUL AND THREATENING BEHAVIOUR.

THE POLICE VULNERABLE SECTOR CHECK WILL INCLUDE ALL OF THE ABOVE AND THE FOLLOWING INFORMATION AS IT EXISTS ON THE DATE OF THE SEARCH:

- POLICE CONTACTS INCLUDING BUT NOT LIMITED TO THEFT, WEAPONS, SEX OFFENCES, DISPUTES/DISTURBANCES, OR VIOLENT, HARMFUL OR THREATENING BEHAVIOR WHICH MAY OR MAY NOT HAVE INVOLVED A MENTAL HEALTH INCIDENT WHERE NO CHARGES WERE LAID.
- ALL PAROLED CRIMINAL CONVICTIONS, INCLUDING NON SEX OFFENCES, IDENTIFIED AS A RESULT OF A VULNERABLE SECTOR VERIFICATION SEARCH AND AUTHORIZED FOR RELEASE BY THE MINISTER OF PUBLIC SAFETY AND EMERGENCY PREPAREDNESS.

- I HEREBY RELEASE AND DISCHARGE THE HAMILTON POLICE SERVICE AND ALL MEMBERS AND EMPLOYEES OF THE SAID SERVICE FROM ANY AND ALL ACTIONS, CLAIMS AND DEMANDS FOR DAMAGES, LOSS OR INJURY HOWSOEVER ARISING WHICH MAY HEREAFTER BE SUSTAINED BY MYSELF AS A RESULT OF THE DISCLOSURE OF INFORMATION BY THE POLICE SERVICE. I HEREBY AUTHORIZE THE HAMILTON POLICE SERVICE TO INQUIRE INTO AND DISCLOSE THE RESULTS OF ANY POLICE RECORDS INDICATING CRIMINAL CONVICTIONS, CONDITIONAL AND ABSOLUTE DISCHARGES, OUTSTANDING CRIMINAL CHARGES TO ME AND TO CONDUCT A LOCAL POLICE CONTACT SEARCH WITH ANY POLICE SERVICE IN CANADA.
- I CERTIFY THAT THE INFORMATION PROVIDED BY ME IN THIS APPLICATION IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF. I HAVE READ THIS CONSENT, UNDERSTAND IT AND AGREE TO IT IN ITS ENTIRETY.

APPLICANT'S NAME (PLEASE PRINT)

APPLICANT'S SIGNATURE

*UNIT 3

POLICE VULNERABLE SECTOR CHECK

THIS SECTION IS RESTRICTED TO APPLICANTS SEEKING EMPLOYMENT AND/OR VOLUNTEERING WITH VULNERABLE INDIVIDUALS.

"VULNERABLE PERSONS" MEANS PERSONS WHO, BECAUSE OF THEIR AGE, A DISABILITY OR OTHER CIRCUMSTANCES, WHETHER TEMPORARY OR PERMANENT, (A) ARE IN A POSITION OF DEPENDENCE ON OTHERS; OR (B) ARE OTHERWISE AT A GREATER RISK THAN THE GENERAL POPULATION OF BEING HARMED BY PERSONS IN A POSITION OF AUTHORITY OR TRUST RELATIVE TO THEM.

PART 1 IDENTIFICATION OF THE APPLICANT

SURNAME GIVEN NAME(S) GENDER DATE OF BIRTH Y Y M M D D
☐ MALE
☐ FEMALE

PART 2 REASON FOR CONSENT (PLEASE FILL OUT THE FOLLOWING)

I AM AN APPLICANT FOR A PAID OR VOLUNTEER POSITION WITH A PERSON OR ORGANIZATION RESPONSIBLE FOR THE WELL-BEING OF ONE OR MORE CHILDREN OR VULNERABLE PERSONS.

DESCRIPTION OF THE PAID OR VOLUNTEER POSITION NAME OF THE PERSON OR ORGANIZATION

DETAILS REGARDING THE RESPONSIBILITIES TOWARDS CHILDREN OR VULNERABLE PERSON(S)

PART 3 CONSENT

I HEREBY CONSENT TO A SEARCH BEING MADE IN THE AUTOMATED CRIMINAL RECORDS RETRIEVAL SYSTEM MAINTAINED BY THE ROYAL CANADIAN MOUNTED POLICE TO FIND OUT IF I HAVE BEEN CONVICTED OF, AND BEEN GRANTED A PARDON FOR, ANY OF THE SEXUAL OFFENCES THAT ARE LISTED IN THE SCHEDULE TO THE CRIMINAL RECORDS ACT.

I UNDERSTAND THAT, AS A RESULT OF GIVING THIS CONSENT, IF I AM SUSPECTED OF BEING THE PERSON NAMED IN A CRIMINAL RECORD FOR ONE OF THE SEXUAL OFFENCES LISTED IN THE SCHEDULE TO THE CRIMINAL RECORDS ACT IN RESPECT OF WHICH A PARDON WAS GRANTED OR ISSUED, I WILL BE REQUESTED TO PROVIDE FINGERPRINTS TO CONFIRM THAT RECORD AND THAT RECORD MAY BE PROVIDED BY THE COMMISSIONER OF THE ROYAL CANADIAN MOUNTED POLICE TO THE SOLICITOR GENERAL OF CANADA, WHO MAY THEN DISCLOSE ALL OR PART OF THE INFORMATION CONTAINED IN THAT RECORD TO A POLICE FORCE OR OTHER AUTHORIZED BODY. THAT POLICE FORCE OR AUTHORIZED BODY WILL THEN DISCLOSE THAT INFORMATION TO ME. IF I FURTHER CONSENT IN WRITING TO DISCLOSURE OF THAT INFORMATION TO THE PERSON OR ORGANIZATION REFERRED TO ABOVE THAT REQUESTED THE VERIFICATION, THAT INFORMATION WILL BE DISCLOSED TO THAT PERSON OR ORGANIZATION.

SIGNATURE OF APPLICANT

DATE Y Y M M D D

PERSONAL INFORMATION CONTAINED ON THIS FORM IS COLLECTED PURSUANT TO THE POLICE SERVICES ACT, S.41 AND IS COLLECTED FOR THE PURPOSE OF PROCESSING THIS POLICE RECORD CHECK. QUESTIONS CONCERNING THIS COLLECTION SHOULD BE DIRECTED TO THE HAMILTON POLICE SERVICE, RECORDS BUSINESS CENTRE.



Halton Regional Police Service

Security Clearance Request

| | | |
|---|--|--|
| Name (Last, First, Middle Initial) GORDON EDWARD FERGUSON | | Sex Male <input checked="" type="checkbox"/> Female <input type="checkbox"/> |
| Address 372 NEW BOLD DR BURLINGTON ONTARIO L7R 2T7 | | Date of Birth 54 09 01 |
| Home Phone 1 (905) 689-1129 | | Work Phone 905 977-1477 |

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|---------------------------------|
| Address SAME AS ABOVE |
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| | |
|---|--|
| Identification produced for this Security Clearance Request # F2688-29735-40901 | Organization/Employee requesting clearance KNOX CHURCH |
|---|--|

☒ Volunteer Clearance ☐ Student Placement Clearance ☐ All other clearance requests

Volunteer Clearancees will be mail to the applicants' home address. All other clearancees may be: (Please check your preferred method)
☐ mailed to the applicants' home address. ☐ picked up at 1151 Bronte Rd Oakville after receiving a phone call advising its ready.

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|----------------------------|--------------------------------------|---|
| Request taken by (Emp. #): | Receipt Number Issued: 113513 | Number of paid copies requested: 1 |
|----------------------------|--------------------------------------|---|

I hereby consent to the full disclosure of information from the National Repository of Criminal Records, information from the local records of the Halton Regional Police Service and/or information from the records of any other police agency(ies) where I have resided over the past five years as follows:

- Criminal Record (Adult and/or Young Person, including summary offences);
- Record of not criminally responsible on account of a mental disorder;
- Probation, prohibitions, and other judicial orders which are in effect, including peace bonds or recognisances;
- Pending charges under federal statutes;
- Admissions of abuse of the vulnerable;
- Details of information that may assist an agency in making an informed decision including: incidents under provincial statutes i.e. Mental Health Act;
- Court proceeding dispositions including withdrawn charges, acquittals, unexpired peace bonds etc.

I also certify that the information provided by me in this application is true and correct to the best of my knowledge and belief.

Applicants Signature: *[Signature]*

Do you require a vulnerable sector screening, to have access to children or vulnerable adults? Yes ☒ No ☐
If yes your signature is required in this section authorizing the additional search.

I consent to a search being made in the database maintained by the Royal Canadian Mounted Police to find out if I have been convicted of and been granted a pardon for any of the sexual offences that are listed in the schedule to the Criminal Records Act.

Applicants Signature: *[Signature]*

For Police Use Only

The information provided is current as of the date of issue based on the names and addresses provided by the applicant.

☒ The above noted person does not appear in the National Repository of Criminal Records or in the local records of the Halton Regional Police Service, as having any criminal convictions or discharges. The above noted person has no charges pending.

☐ The above noted person does appear in the National Repository of Criminal Records and/or in the local criminal records of the Halton Regional Police Service, as having criminal convictions or discharges. ☐ See page two.

☐ The above noted person does appear in the National Repository of Criminal Records and/or in the local criminal records of the Halton Regional Police Service; however has no convictions on file. ☐ See page two.

☐ The above noted person has an outstanding charge, a probation order, prohibition, or other judicial order which is currently in effect. ☐ See page two.

☐ The above noted person appears in the local records of the Halton Regional Police Service and/or another Police Service. ☐ See page two.

☒ A Vulnerable Sector Screening was performed for this security clearance. The above noted person does not appear in that database.

☐ A Vulnerable Sector Screening was performed for this security clearance. The above noted person is recorded in that database ☐ See page two.

☐ A vulnerable Sector Screening was not performed for this Security Clearance.

Please note:

Note: A Criminal Record may or may not pertain to the subject of your inquiry.
Positive identification can only be confirmed through the submission of fingerprints.

Not valid unless stamped by Halton Regional Police Service

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| Date Received 09/04/21 | Date Issued 09 MAY 13 | Prepared by # 9199 | Approved by # 90332 | Do Not record Health Card and Social Insurance Card numbers on this form |
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Personal information on this form is collected under the authority of the Police Services Act Sec. 1 and 41 and will be used to authorize and conduct a Security Clearance Request. Questions about this collection should be directed to: The Manager, Records Information Services Halton Regional Police Service P.O. Box 2700, and 1151 Bronte Road, Oakville, Ontario L6J 5C7