



Athletics Equity and Safe Sport Committee Community Update - September 2026

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Introduction: The Committee's Context and Aspirations

The following introduction sets out the context, principles and aspirations that guided the Committee's work.

In recent years, a critical examination of inequity, discrimination, and gender-based violence in sport has gained momentum across Canada and globally. StFX is not immune to the broader challenges of systemic inequity, gender-based and sexual violence, racism, discrimination, intolerance, injustice, and the ongoing effects of colonialism within sport. As such, St. Francis Xavier University has engaged in a thoughtful and collaborative process to enhance equity, safety, and inclusion across its varsity athletics programs. In 2023, the University established the Athletics Equity and Safe Sport Committee to explore current practices, identify opportunities for growth, and recommend strategies that reflect our shared commitment to a respectful and empowering environment for all student-athletes.

The Committee's work was guided by two key focus areas: equitable resourcing and safe sport practices, alongside a third, complementary effort to strengthen alignment between Athletics and Student Services. While each area of focus brought a unique lens, their collective efforts have identified a connected set of priorities for continued cultural and institutional change. Central to this work are three foundational themes: **culture**, **communication**, and **collaboration**.

Student representatives participated in the Committee, and student-athlete perspectives were also sought through external review consultations, StFX Athletics/Innerlogic culture surveys, and a proposed student-athlete research initiative. However, the process did not generate the depth of direct student-athlete input the Committee had hoped to receive. This is an important limitation and reinforces the need for continued efforts to create voluntary, trusted, and accessible ways for student-athletes to share their experiences and perspectives. The recommendations nevertheless reflect a student-centred approach that prioritizes athlete well-being, accountability, and inclusion.

The **Safe Sport Sub-Committee** examined expectations, education, and complaints and response within varsity athletics. Its work included policy review, the development of student staff guidelines, consideration of community-service expectations, review of training and professional development, and recommendations related to reporting options outside normal Athletics channels. The Committee also identified the importance of clearer reporting pathways, continued policy alignment, and stronger opportunities for student-athletes to contribute to future evaluation and improvement.

The Committee also recognizes the importance of advancing gender equity in coaching, staffing, resourcing, scheduling, recognition, and visibility. **The Equitable Resourcing Sub-Committee** developed evidence-informed recommendations related to women head coaches, assistant-coach stipends, game scheduling, and Athletic Financial Awards. These recommendations are not simply operational improvements; they are meaningful steps toward a more equitable and inclusive athletics culture.

A strong partnership between Athletics and Student Services continues to embed values-based education and robust support systems into the student-athlete experience. Building on existing leadership initiatives and responding to recommendations from the External Review of the Sexual Violence Policy, Athletics, Student Services, Health, Counselling and Accessible Learning, Student Life, Human Rights and Equity, and the Sexual Violence Prevention and Response team have advanced related work in parallel with the Committee process. Appendix B outlines these recommendations and status updates. This work includes expanded sexual violence prevention and bystander education, strengthened coach and student-athlete training, clearer support and reporting pathways, expanded orientation programming, closer cross-unit coordination, and the advancement of a single consolidated Hazing Policy through StFX governance.

This parallel work is distinct from the work of the Athletics Equity and Safe Sport Committee, but it is closely connected to its goals. Progress in equity and safe sport depends not only on recommendations, but also on clear policies, education, trusted supports, appropriate responses to concerns, and sustained coordination across the University.

StFX is also working to integrate EDIA principles throughout the athletic journey: from team onboarding and leadership development to everyday interactions. These moments offer important opportunities to reinforce shared values and shape a more inclusive and supportive environment.

These efforts are part of a broader whole-campus approach to equity and safe sport. While Athletics is an important focus, lasting culture change depends on engagement from the wider university community. Faculty and staff can contribute through trauma-informed practice, mental health support, inclusive programming, and effective referral and response. Alumni, fans, and donors also have a role to play in championing inclusive values and supporting equitable opportunities for all teams.

This 2026 status update brings together the final recommendations and current status of the Equitable Resourcing and Safe Sport Sub-Committees. The tables that follow provide a concise public summary of the recommendations, rationale, and progress to date. They should be read as a record of the Committee’s work and current institutional response, rather than as the full implementation framework.

The Committee’s recommendations are intended to work together in an integrated and mutually reinforcing way. Some have already been completed or substantially advanced. Others will require multi-year financial leadership, policy implementation, operational planning, or continued collaboration with external bodies such as Atlantic University Sport and U SPORTS. The Committee is mindful of the sustained financial challenges facing the University, while also recognizing that meaningful progress will require continued attention to recommendations that may be more complex or difficult to implement.

The Committee offers the following aspirational goals:

- 1. **Equity and Inclusion:** Guided by our motto, “Whatsoever things are true,” we affirm that truth and fairness go hand in hand. By working together—fans, donors, administration, coaches, staff, and athletes—StFX Athletics will strive toward leading practice in equitable and inclusive university sport.

2. **Safety and Support:** Athletics should enhance the student experience and contribute positively to the broader StFX community. Personal safety is foundational. Through collective effort, StFX will continue to strengthen a culture of care, accountability, and responsive support.

This report is offered in the spirit of shared leadership, accountability, and continuous improvement. With its publication, the Athletics Equity and Safe Sport Committee will conclude its mandate. Responsibility for implementation, monitoring, and future reporting will continue through the appropriate University leaders, units, and accountability processes.

A separate Implementation and Accountability Framework supports assignment of responsibility, identification of timelines and dependencies, monitoring of progress, and future reporting as the work continues to advance.

Committee Membership and Acknowledgements

We wish to recognize and thank the following individuals who served on this committee*:

Committee Members:

Akwaima Akpan – Student Representative, Women’s Rugby

Grace Bourret – University Librarian

Megan Fogarty – Director of Human Rights and Equity

Monica Foster – Vice President Finance and Administration and Co-Chair

Dr. Gregory Hadley – Faculty Representative

Gatluak James – Student Representative, Men’s Basketball

Wendy Langley – Director of Advancement

Leo MacPherson – Director of Athletics and Recreation

Krista McKenna - Manager of Varsity Athletics

Matt Spencer – Head Coach, Women’s Basketball

Gary Waterman – Head Coach, StFX Football

Dr. Charlene Weaving – Faculty Representative

Michelle White - Project Manager

Elizabeth Yeo – Vice President Students and Co-Chair

External Advisors:

Barbara McLean – External Advisor

Ron MacDonald – External Advisor

The Committee also extends its sincere appreciation to Susan Chisholm, a StFX alumna who generously contributed her time, expertise, and practical support to help advance this work.

*Committee membership reflects those who served during the course of the Committee’s work. Some members are no longer members of the StFX community.

Use of generative AI: Generative AI tools were used to assist with drafting and language refinement in the introductions and appendices. All factual claims, judgments, and final wording were reviewed and approved by the responsible authors.

The following sections present the recommendations of the Committee’s two subcommittees and the University’s reported implementation status as of July 2026. The recommendation and rationale columns summarize the subcommittees’ work; the status column describes subsequent institutional action.

Equitable Resourcing Subcommittee Recommendations and Status:

Chair: Dr. Charlene Weaving

RECOMMENDATION # 1: HEAD COACHES

Recommendation	Rationale	Status
(1) Recommend that StFX hire a woman as a head coach for the 2026-2027 academic year.	StFX did not have any head women coaches.	While StFX was preparing to implement this recommendation, two women were subsequently appointed as head coaches through regular hiring processes. StFX will continue to monitor this recommendation in ongoing years per Recommendation 3 below.

Recommendation	Rationale	Status
(2) Subsequently, given that the StFX Athletics' coaching staff compliment is currently male dominated, efforts should be made to ensure that a new woman head coach hire is supported. StFX ought to facilitate an environment that promotes women coaches.	Retention and inclusion	In progress
(3) Long term, we recommend that StFX commit to increasing the number of head women coaches for women's teams. StFX ought to recognize the importance of having head women coaches and be dedicated to improving the significant gender imbalance of the current coaching compliment. StFX should also be open to hiring women coaches for men's teams.	See peer-reviewed published research on the lack of women coaches in USPORTS and why it is important to rectify: "#USportsSoMale: Gender (In) equity in Canadian Interuniversity Varsity Sport". <i>Journal of Intercollegiate Sport</i> , 2023, 16.2 https://doi.org/10.17161/jis.v16i2.18105	Long term action plan

RECOMMENDATION # 2: STIPEND ASSISTANT COACHES

Recommendation	Rationale	Status
(1) We recommend that the University consider the difficulty women's teams experience with fundraising in budget allocation for stipends	Even though teams are issued the same amount for stipends, this does not imply that the context is the same (i.e. difficulty in fundraising).	Funding improved for stipend allocations for assistant coaches of women's teams for 2026-2027.

Recommendation	Rationale	Status
(2) We recommend that StFX review the 2025-2026 stipend actuals and fundraising targets achieved in April of 2026, to ensure that the women’s basketball team stipend budgets are sufficient.		For the 2025-2026 season, the women’s basketball team stipend assistant coach budget improved.
(3) We recommend that the women’s rugby stipend budget be increased for 2026-2027.	For 2024-2025, rugby did not have any stipend assistant coaches. We note that there were rugby assistant coaches who opted to volunteer instead of receiving a stipend to coach. However, we recognize the importance of pay equity. See analysis from the Coaching Association of Canada on gender pay inequity (2020).	StFX is committed to annual budget review to provide equitable budget allocation for stipend coaches, especially for women’s rugby.
(4) The overall recommendation is that funding for stipend coaches be allocated equitably amongst all teams by 2027-2028		Long term action plan

RECOMMENDATION # 3- SCHEDULING OF GAMES

A note on **HOMECOMING**: StFX Athletics created a Homecoming plan (November 2023) outlining the alternation of the Saturday afternoon featured game through to the 2030 season involving the sports of football, women’s rugby, and men’s and women’s soccer.

Recommendation	Rationale	Status
(1) If the AUS is going to schedule hockey games on Saturday afternoons, then <u>both</u> the men and women’s team should be scheduled to play afternoon games.	A historical overview is relevant: For the 2024-2025 varsity hockey season, the women’s team played five games on Sundays, and the men played no games on Sundays. AUS women’s hockey coaches advocated AUS to remove Sunday as a game day for women’s hockey. For the 2025-2026 season, Sunday afternoon games were replaced with Saturday afternoon games for women’s hockey, based upon coaches’ requests for travelling on overnight trips. Men’s hockey does not have any Saturday afternoon games scheduled. For the upcoming 2026-2027 season, women’s games will take place: -Friday evenings -Saturday afternoons -Saturday evenings -Sunday afternoons. Whereas the men’s team is only scheduled to play evening games (7 PM).	StFX Athletics continues to advocate with the AUS for equitable scheduling for women’s hockey. Scheduling is an issue beyond StFX.

Recommendation	Rationale	Status
(2) AUS Soccer should consider reversing the start times for some doubleheaders.	A survey was completed in 2025 by basketball and soccer student-athletes (total 35 student athletes completed the survey) -women's soccer: 14 -women's basketball: 13 -men's basketball: 7 -men's soccer: 1 Results indicated that the men's soccer and men's basketball games were considered to be the highlight/the main event of the doubleheader.	In progress and requires discussions at the AUS level. Scheduling is an issue beyond StFX.

(3) AUS Basketball should consider reversing start times for some men’s and women’s regular season and playoff games.	Numerous women student-athlete basketball players indicated that they perceived the men’s game to be of more value and better quality than the women’s game. Moreover, there was a misunderstanding that the men’s basketball games earn more gate revenue compared to the women’s. Note: tickets are sold as a double header package, not as individual game tickets. In switching the game time start for some doubleheader games; this may help to dispel gender stereotypes that the women’s game is an inferior product compared to the men’s. We note that UNB has switched the order in the past. According to Canadian Women and Sport, gender equity involves ensuring that women athletes have access to prime time slots and prime facilities. UBC posted an equity article leading up to the Paris 2024 Games: “Why the 2024 Paris Olympics are pivotal for gender equity in amateur and recreational sports” and lists 5 ‘things’ that can improve gender equity. Number 5 is relevant and is copied below: # 5: Schedule women’s sporting events with equal priority to men’s Dr. Bundon explains that at all levels of sport, women’s events are often scheduled before men’s, <u>as if they are the warm-up act to the real show</u>. In contrast, men’s events tend to be scheduled <u>for a time when most spectators can attend</u>.	In progress and will require discussions at the AUS level. Scheduling is an issue beyond StFX.
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Recommendation	Rationale	Status
	When sports team travel, she notes, sometimes the men’s bus won’t even arrive until after the women’s events starts— <u>it’s assumed that the women will cheer the men on after they have competed, but not vice-versa</u> . “The assumption is that women’s sport is watched by girls and women, but it’s just as important for boys and men to see women playing sport,” says Dr. Bundon.	

RECOMMENDATION # 4: ATHLETIC FINANCIAL AWARDS (AFAs)

Recommendation	Rationale	Status
(1)StFX will comply with the U SPORTS AFA policy	The policy: 50.10.3.3 Beginning in the 2026-2027 Academic Year, institutions must distribute a minimum of 45% of their total AFA units to student-athletes on men’s teams and a minimum of 45% of their total AFA units to student-athletes on women’s teams. EXCEPTIONS: For the period extending to the conclusion of the 2029-2030 Academic Year, there shall be no discipline applied to a Member Institution who allocates more than 55% of their total AFA units to student-athletes on women’s teams (7). NOTES:	StFX is complying for 2026-2027. We note that the AFA budget for 2025-2026 represented a substantial improvement in AFA budget equity for student-athletes on women’s teams compared to the 2024-2025 AFA budget allocation for student-athletes on men’s teams in the same sport.

Recommendation	Rationale	Status
	-AFAs are funded by two sources: University funds and external generated revenue. -University funds must be distributed equitably for men and women student-athletes. -Equitable distribution of AFAs should be based on University funds, because they can be controlled. Ethical standards for fundraising state that the Donor is the final decision maker in how the funds are allocated and should not be manipulated.	
(2) We recommend that the women's rugby AFA budget be increased for the 2026-2027 academic year, acknowledging the difficulty women's teams experience with fundraising	StFX has 82 championship roster spots for women student-athletes. Out of the 82 spots, 25 roster spots are women's rugby or 30% of StFX women student-athletes' roster spots. StFX has 6 women and 6 men's teams (an <u>equal number</u> of men's and women's teams). Men's football and women's rugby are considered counterparts by default because they are the only two sports where there is not both a men's and a women's team. Even though there is a norm for the number of AUS AFAs for women's rugby; StFX should consider rugby in the overall context of StFX Athletics when budgeting AFAs for rugby.	StFX allocates AFA equitably within the budget process and is working with Advancement and external stakeholders to increase fundraising for women's teams, in particular for Women's Rugby.

Recommendation	Rationale	Status

Equitable resourcing and safe sport are distinct but mutually reinforcing responsibilities. The following section presents the Safe Sport Subcommittee’s recommendations concerning expectations, education, student-athlete voice, and accessible responses to concerns.

Safe Sport Subcommittee Recommendations and Status

Chair: Dr. Greg Hadley

Guided by the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), the Safe Sport Subcommittee organized its work under three pillars: Expectations, Education, and Complaints and Response. The following tables summarize its recommendations, rationale and current status.

EXPECTATIONS

Recommendation	Rationale	Status
Student Staff Expectations and Accountability Develop clear expectations and professional conduct standards for university students employed by or volunteering with varsity teams in support roles, including team managers, social media staff and student coaches.	Student staff play important roles within varsity athletics and should be held to consistent standards of professionalism, conduct and accountability. Clear expectations help foster a positive team culture and reinforce safe sport principles.	Completed. A Student Staff Guidelines document was developed and adopted by Athletics. The guidelines address professionalism, hazing prevention, alcohol and drug use, safe sport training and appropriate relationships.
Student-Athlete Research and Assessment Develop and launch a comprehensive StFX-specific research initiative, involving a random and diverse sample of student-athletes, to gather safe-sport data specific to the varsity experience and support continued monitoring of student-athlete experiences.	The Subcommittee identified a need for institution-specific data related to athlete safety, inclusion, reporting, well-being and team culture. Evidence-informed decision making remains central to future safe sport initiatives.	A comprehensive research design was developed and launched in February 2025, but low participation prevented data collection. Athletics continues to monitor team culture through annual assessment processes, including Innerlogic.

Recommendation	Rationale	Status
Athletics Policy Alignment Review the relevant Athletics Codes of Conduct collaboratively to strengthen alignment with the UCCMS and broader University commitments to student culture, safety and inclusion.	Consistent and current codes of conduct help clarify expected behaviour, support accountability and align Athletics practices with University policy and national safe sport standards.	Completed. The Safe Sport Subcommittee reviewed the relevant Athletics Codes of Conduct. The coaches' Code of Conduct had already been updated, and no further amendments were recommended.

EDUCATION

Recommendation	Rationale	Status
Community-Service and Volunteer Expectations Clearly communicate Athletics' reasonable expectations for student-athlete participation in community-service activities through recruitment materials, onboarding documents and the Athletics website. Coaches and staff should also remain mindful of the effect of volunteer requests on student-athletes' academic, athletic and personal commitments and their perceived ability to decline.	Prospective and current student-athletes should understand the time commitments associated with varsity participation. Clear communication and genuinely voluntary participation help protect academic priorities, personal time and student well-being.	Implementation ongoing. The University acknowledges the extent to which student-athletes are requested to contribute volunteer hours and recognizes that volunteer requests are not mandated and should not jeopardize academic or athletic commitments. The Subcommittee called for these expectations to be stated clearly in varsity recruitment materials, onboarding documents and the Athletics website.
Education, Training and Professional Development Review existing professional development and training for coaches, assistant coaches and support staff, and strengthen education for coaches, Athletics staff, student-athletes and student leaders where gaps are identified.	Education is a foundational component of safe sport and supports a culture of accountability, inclusion, respect and prevention. Ongoing training helps participants understand relevant expectations, policies, supports and responsibilities.	Review completed; implementation ongoing. The Safe Sport Subcommittee documented existing training and professional-development requirements and recommended enhancements for coaches, Athletics staff, student-athletes and student leaders. Several enhanced education and collaboration measures have since been implemented, while others remain in development or are planned for 2026–27. See Appendix A for the detailed training framework.
Hazing Policy Education and Aligned Response Pathways Ensure that the new institutional Hazing Policy and related expectations are explicitly reviewed through Athletics-wide education and/or individual team meetings, and that pathways for responding to concerns are aligned with applicable University policies.	Clear, consistent education is required so that student-athletes, coaches and Athletics personnel understand prohibited conduct, applicable University policies, available supports, reporting and response pathways, and their responsibilities when concerns arise.	In Progress: The consolidated Hazing Policy originated through the Sexual Violence Policy External Review process and will proceed to Senate in the Fall of 2026. Head coaches received Athletics-focused hazing education. See Appendices A and B for the related training framework and detailed institutional response.

COMPLAINTS AND RESPONSE

Recommendation	Rationale	Status
Support, Reporting and Response Mechanisms Provide clear pathways, integrated with applicable University policies, for identifying and addressing concerns outside normal Athletics communication channels. This includes access to an appropriately trained neutral contact outside Athletics and an anonymous online mechanism with a clear process for receiving and responding to concerns.	Student-athletes may not always be comfortable raising concerns through a coach or Athletics staff member. They require clear information about confidential support, applicable University reporting and complaint processes, access to a trained contact outside Athletics, and the purpose and limits of anonymous reporting.	Implemented in part; communication and evaluation ongoing. Megan Fogarty, Director of Human Rights and Equity, serves as the neutral contact outside normal Athletics channels. Respect-Educate-Empower-Support (REES) provides an anonymous reporting and resource online platform and has been expanded to include Safe Sport and Harassment and Discrimination matters. Confidential support and advocacy for disclosures of sexual violence continue to be provided through the Sexual Violence Prevention and Response Advocate; formal reports and complaints are addressed under the applicable University policy and process. Work continues to strengthen awareness, clarify response pathways and evaluate the REES platform.

The appendices provide supporting information relevant to implementation. Appendix A consolidates current and planned training and professional-development requirements for student-athletes, coaches, Athletics staff and related personnel. Appendix B summarizes athletics-focused actions arising from the separate 2024 External Review of StFX’s Sexual Violence Policy. These related actions were advanced through parallel institutional processes and should not be interpreted as recommendations originating from the AESS Committee.

Appendix A: Student-Athlete, Coach and Athletics Staff Training and Professional Development

Education and Training Initiatives

The Athletics Equity and Safe Sport Committee identified education and training as foundational components of creating and sustaining a safe, inclusive, and respectful varsity athletics environment. The following summary outlines the external certifications, internal training initiatives, and ongoing professional development currently required or recommended for coaches, Athletics staff, and student-athletes in support of the Committee's Education recommendations.

This appendix consolidates the external certification, screening and training requirements that support a safe sport environment at StFX, together with University-delivered education for coaches, staff and student-athletes. It distinguishes established requirements and completed delivery from training enhancements planned for 2026–27. The Sub-Committee found that the following **external mandatory** training and professional development programs are offered to coaches, assistant coaches, and support staff. Completion and renewal requirements are tracked by the Manager of Varsity Athletics in accordance with the applicable requirements for each program.

External Training, Certification and Screening Requirements:

Full-time Head Coaches:

- Coaching Association of Canada Safe Sport Training

- Coaching Association of Canada Making Headway
- Coaching Association of Canada Make Ethical Decisions
- Coaching Association of Canada Mental Health in Sport
- Coaching Association of Canada Anti-Racism in Coaching
- Screening: E-PIC (Enhanced Police Information Check)
- Screening: Vulnerable Sector Check
- Respect in the Workplace
- Respect in Sport for Activity Leaders
- Competition Development Certification (ongoing)
- ChPC certification through the Coaching Association of Canada (ongoing)

Part-time Head Coaches and full-time/part-time/volunteer Assistant Coaches:

- Coaching Association of Canada Safe Sport Training
- Coaching Association of Canada Making Headway
- Screening: E-PIC (Enhanced Police Information Check)
- Screening: Vulnerable Sector Check
- As well as working towards Competition Development Certification (ongoing)

Athletics & XREC Administrative and Support Staff and IST Leads complete:

- Coaching Association of Canada Safe Sport Training
- Coaching Association of Canada Making Headway
- Coaching Association of Canada Make Ethical Decisions
- Coaching Association of Canada Mental Health in Sport
- Coaching Association of Canada Anti-Racism in Coaching
- Screening: E-PIC (Enhanced Police Information Check)

Building Our University the Way it is Meant to Be

- Respect in the Workplace
- Respect in Sport for Activity Leaders

StFX Varsity Athletes:

- Canadian Centre for Ethics in Sport Anti-Doping Program
- Coaching Association of Canada Safe Sport Training

Additionally, the following tables (Tables 2 and 3) detail the **internal mandatory training** provided at StFX University that supports a safe sport environment for student athletes. These training and professional development programs are tracked by the Manager of Athletics to ensure completion. The tables include the current training and frequency, along with the recommended updated training and frequency on the part of the Sub-Committee.

Table 2

Mandatory Internal Training Programs for Safe Sport – Coaches & Staff

Previous Training Topic & Frequency	Updated Training Topic & Frequency	Responsibility	Audience
Waves of Change Training including bystander intervention, responding to disclosures of sexual violence. One session annually.	Waves of Change Training including gender equity, power dynamics and bystander intervention. Three sessions offered annually at other times of mutual agreement).	SVPRA, SVPEC, Director of Athletics, Director of HCAL, Director of Student Life	Full-time coaches, part time, volunteer & student coaches, IST staff, student therapists, sports performance interns
Mental Health First Aid Offered 3 times annually as needed.	Mental Health First Aid Offered 3 times annually as needed.	Director, HCAL	Full-time coaches, Athletics staff, IST staff
Previous Creating Inclusive Environments Annually (as needed)	Equity and Anti- Oppression Training Annually (at one collaboration meeting)	Office of Human Rights & Equity	Full-time coaches, Athletics staff, IST staff
Positive Space Training Annually (as needed)		Gender & Sexual Diversity Advisor	Full-time coaches, Athletics staff, IST staff
Hazing Policy Awareness Annually at Athletics September orientation	New Hazing Prevention Training Annually (at one collaboration meeting)	Director of Student Life, Manager of Varsity Athletics	Full-time coaches, Athletics staff, IST staff

Previous Training Topic & Frequency	Updated Training Topic & Frequency	Responsibility	Audience
(n/a)	Student Services/Athletics Collaboration Meetings Ongoing 3 times annually	All/VP Finance and Admin/VP Students Director of Student Life, Athletics, SVPRA	Student Services leadership team and selected staff, Athletics Leadership team, full- time coaches, staff

Ongoing Commitment: It should be noted that moving forward, the Director of Athletics and Recreation will weave expectations for sexual violence prevention and anti-racism behaviors into existing values-based athletics culture building work, with ongoing liaison with the SVPRA and Director, Human Rights and Equity. The Director of Athletics & Recreation will continue to champion sexual violence prevention as a core departmental priority through onboarding, orientation sessions, regular conversations and follow-up to team Waves of Change training. This ongoing education, awareness, and accountability, the department will ensure that staff, coaches, and student-athletes understand their shared responsibility for fostering a safe, respectful, and inclusive environment. Sexual violence prevention will remain an integral component of the department's work on culture and leadership.

Table 3
Mandatory Internal Safe Sport Training Programs – Student Athletes

Previous Training Topic & Frequency	Updated Training Topic & Frequency	Responsibility	Audience
(n/a)	Cultural, Equity and Services Training One session annually - integrated into Athletics Sept. Orientation	Director of Athletics, Director of Student Life, Director HRE, Director HCAL	Varsity student-athletes
Waves of Change Sexual Violence Prevention and Response Training	Waves of Change Sexual Violence Prevention and Response Training	SVPRA, SVPEC/Director, HCAL, Athletics	Varsity student-athletes
Level 1 Basic Bystander Annually in fall term.	Level 1 Basic Bystander Annually in fall term for returning SA's; annually at New Student Orientation for 1st year SA's		
(n/a)	Waves of Change Sexual Violence Prevention and Response Training Level 1 Basic Bystander Annually in winter term.	SVPRA, SVPEC/Director, HCAL, Athletics	Club sport student-athletes

Level 1 Basic Bystander Annually in fall term.	Level 1 Basic Bystander Annually in fall term for returning SA's; annually at New Student Orientation for 1 st year SA's		
(n/a)	Waves of Change Sexual Violence Prevention and Response Training Level 2: Advanced Bystander Annually in winter term.	SVPR, SVPEC/Director, HCAL, Athletics	Varsity student-athletes
Hazing Policy Awareness Annually at Athletics Sept orientation	New Hazing Prevention Training Awareness Annually (integrated into Waves of Change and Student Orientations)	Manager, Conduct and Restorative Practice/SVPEC/ Manager Student Development	Varsity student-athletes

All sport leaders, student-athletes, and administrators must complete the Coaching Association of Canada (CAC) Safe Sport Training every three years. Additional university-specific training on conduct policies and complaints processes is also required. At StFX, university specific training on conduct policies and complaints processes is embedded in the annual Student Athlete Orientation or in dedicated training sessions.

Appendix B: Related Athletics-Focused Work Arising from the Sexual Violence Policy External Review

The recommendations in this appendix arose from the 2024 External Review of StFX’s Sexual Violence Policy, not from the AESS Committee. They are included because their implementation directly intersects with athletics culture, student-athlete safety, education, reporting and institutional response. The entries provide an athletics-focused summary only; the University’s Sexual Violence Policy External Review Action Plan Update provides the complete institutional response, responsibilities and timelines.

The entries below provide an athletics-focused summary of the actions and status reported in the University’s Sexual Violence Policy External Review Action Plan Update not otherwise addressed in the preceding AESS recommendation tables.

	External Review recommendation	Athletics-related implementation update	Status
5	Waves of Change Training be mandatory annually for both varsity and club coaches, trainers and assistant trainers for the next five years, to be completed in the fall term. The training may be modified or updated for staff who have taken the training multiple times.	In 2025–26, Athletics coaches and relevant staff completed spring training on sexual violence prevention, gender equity, power dynamics, bystander intervention, and related safe sport expectations, supported by additional professional development on behavioural policies, racism, and masculinity. The pilot informed a mandatory annual model now being formalized for 2026–27, including participation expectations, completion tracking, alignment with the Athletics calendar, and integration of hazing-prevention and response content. The ASAP Coordinator and Athletics Supporting Advocacy and Prevention Committee are also being developed to strengthen athlete-facing prevention capacity. See Appendix A for the current Athletics staff and coach training framework.	Pilot complete in 2025–26; mandatory annual training model being formalized for 2026–27.
6	Waves of Change Training be mandatory for club athletes once per academic year, and for varsity athletes twice per academic year; once in August/September and a second time in the Winter term.	All varsity teams received Basic Bystander training in fall 2025 and Advanced Bystander training in January 2026. By March 2026, Basic Bystander training had also been completed for 10 of 12 club-sport groups. Annual delivery will continue, with varsity athletes receiving fall and winter training and club-sport athletes receiving Basic Bystander training. See Appendix A for the current student-athlete training framework.	In progress.
7	For the next three years, the University administration require that the Director of Athletics and head coaches meet with the SVPR, Human Rights and Equity Advisor, Black Student Advisor, Indigenous Student Advisor, and Gender and Sexual Diversity Advisor, and their relevant Directors, three times per year (summer, fall, and winter) to integrate these other University experts and services into the leadership training and development of student athletes, and to identify issues and their solutions. The meetings should be minuted with action items and follow-up.	Three Athletics–Student Services meetings were completed in 2024–25 and three more in 2025–26. The recommendation was implemented through a phased and broadened model involving Athletics leadership and the Student Services Leadership Team, with agendas and follow-up items addressing supports, protocols, hazing, Orientation, policy training, and race and masculinity programming. Direct team-based engagement with Student Services advisors is planned as the next phase in 2026–27.	Completed with modification; ongoing.
8	The SVPR, Human Rights and Equity Advisor, Black Student Advisor, Indigenous Student Advisor, and Gender and Sexual Diversity Advisor be integrated into the delivery of leadership training in the “Leadership Academy” for athletes.	This recommendation was broadened from Leadership Academy participants to all student-athletes. In 2025–26, new student-athletes were directed to relevant Welcome and Orientation sessions addressing equity, student support, sexual violence prevention, cultural learning, and community expectations. Direct team-based introductions to Student Services advisors and other key staff will be piloted in 2026–27, with the expanded model to be reviewed during the year and evaluated on a three-year cycle.	Modified to expand reach; implementation underway.

	External Review recommendation	Athletics-related implementation update	Status
9	For the next four years (one generation), the football team be required to participate in the Waves of Change training in their residences, in order to redress the actual or perceived entitlement of these students within the residence community.	The recommendation was broadened to include all new student-athletes while retaining football participation, rather than requiring a separate residence-based session for football alone. The expanded model was piloted in 2025–26 and includes Orientation-based training with other new students and winter-term Advanced Bystander training with teams. The approach will continue annually to address entitlement, harmful residence dynamics, bystander responsibility, and team culture while applying consistent expectations across varsity teams.	Completed with modification; ongoing annually.
10	The Athletics webpages and resource documents should clarify that the primary contact for all confidential disclosures of sexual violence is the Sexual Violence Prevention and Response Advocate (SVPRA).	First-round edits to Athletics webpages and resource documents were completed in fall 2024 to clarify referral to the SVPRA for matters related to the Sexual Violence Policy. A second-round review is underway, including development of a graphic to clarify reporting mechanisms. The revised completion timeline will be confirmed following review by Athletics, Human Rights and Equity, and Marketing and Communications.	In progress.
15	StFX should have one consolidated policy prohibiting hazing, rather than separate Senate and Athletics policies. The Hazing Policy should expressly incorporate other relevant StFX policies. Hazing that would be captured by the Sexual Violence Policy should be disclosed to the SVPRA and processed under that Policy; other hazing should be disclosed to a representative in Student Services identified by StFX and addressed under the Community Code of Conduct (in consultation with Athletics where a student athlete is Involved)	A consolidated Hazing Policy has been developed and is being advanced to Senate and Executive Committee for final approval in the Fall of 2026. This will establish a single institutional framework and clarify its relationship with the Sexual Violence Policy, Harassment and Discrimination Policy, Community Code of Conduct, and Athletics processes. Education already delivered includes Positive Community Guidelines and anti-hazing training through Orientation REACH Day in September 2025, a hazing scenario in Advanced Waves of Change training for student-athletes, and orientation for head coaches in June 2026. Policy-specific training and referral guidance will be expanded in 2026–27 for Athletics staff, coaches, captains, student leaders, residences, and teams. See Appendix A for related training information.	Policy proceeding to Senate and Executive Committee final approval in Fall of 2026.
18	Assign the new SVPRA (Note: the new role is SVPEC; not SVPRA) the role of working with communities, such as CAs in a residence, a residence community, or the athletics community, to de-escalate, and educate in response to, or in the context of, incidents of sexual violence	Responsibilities have been divided between the SVPRA, who provides confidential support and advocacy, and the SVPEC, who supports prevention education, awareness, training, and community-based follow-up. The 2025–26 Prevention Education Action Plan was implemented and included residence outreach, student-athlete and student-leader training, Waves of Change, awareness campaigns, and survivor-centred programming; several components of the Safe Sport Training Plan were also implemented. In 2026–27, the SVPRA/SVPEC office and partners will further define the community-response model, including consultation, targeted education, referral pathways, and follow-up for teams or other communities affected by incidents or emerging concerns.	Implemented in part; community response and prevention model continuing to develop.