



COACH



Coaching & Officiating

A Guide for Getting Started

For Sport's Sake...GET IN THE GAME!

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SASK LOTTERIES



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For Sport's Sake...Get in the Game!

Introduction

Grassroots sports thrive because of dedicated coaches and officials, but these roles are increasingly hard to fill. Many barriers, such as unsupportive environments, financial costs, and lack of confidence, prevent people from stepping into these essential positions. Without strong leadership, local clubs and community programs struggle to grow and provide positive experiences for young athletes.

To help address this challenge, **South East Sport, Culture & Recreation District** created **For Sport's Sake**—a campaign and set of resources designed for potential coaches and officials, community leaders, sport clubs, and grassroots organizations. Inside, you'll find:

- **Training Information** for those interested in becoming coaches or officials.
- **Support** tips and tools to keep these leaders motivated and valued
- **Messaging ideas** to build a culture of respect and appreciation in sport
- **Information** for Athlete Parents & Guardians

This resource is meant to be shared widely. Use it as you plan your strategy to recruit, retain, and support coaches and officials in your community. Grassroots sports depend on these roles – help foster an environment where they feel welcomed and supported.

Join the movement. Build a culture of respect. Promote best practices for parents, fans, and sport leaders. Together, we can ensure the future of community sport! **THERE'S A SPOT ON THE TEAM FOR EVERYONE!**

About the South East Sport, Culture & Recreation District

We are the one-stop shop for sport, culture, and recreation support in South East Saskatchewan. With grants, training, and expert advice, **we empower the groups that keep our communities active, creative, and connected.**

Disclaimer: All information provided in or throughout this handout is for educational and informational purposes only. It is not intended to provide individual advice and should not be relied upon for such purposes. You should assess whether you require additional information, where appropriate, seek independent professional advice. Although the South East Sport, Culture & Recreation District believes that the information is reliable as presented, we do not guarantee that the information will always be accurate or current. We and any of our employees, directors or agents are not legally liable to any person for damages arising out of or related to the use of the contents of this information. You agree at all times to indemnify, defend and hold harmless South East Sport, Culture & Recreation District of all actions, proceedings, costs, claims, damages, demands, liabilities and expenses whatsoever sustained, incurred or paid by us directly or indirectly in respect of the use or application of the contents of this information.

Benefits of Coaching and Officiating

If you care about helping kids learn, grow, and have fun, consider getting involved as a coach or an official! The benefits of being involved in sports do not just apply to athletes, being a coach or an official can improve valuable skills like leadership, communication, and teamwork. You'll also be making a valuable impact in your community and creating memories and connections that last!

Coaching and Officiating - Sport for Life

Staying involved in sport can be a meaningful and rewarding experience. The South East District has had the opportunity to be part of that experience through the Saskatchewan Games Program. Here's what one past Team South East Coach had to say about her experience coaching at the games:

"My favourite part was getting to give back to a sport that meant a lot to me—without having to swim the races myself (a win). It was genuinely rewarding to watch the young athletes—often the underdogs in swimming—fully embrace the Games experience. They gained confidence, life skills, and friendships that will stick with them long after the meet. Their energy also reminded me how easy it is to lose that spark in day-to-day life."

While the Saskatchewan Games only happen every two years, there are plenty of opportunities to get involved in sports year-round in the Southeast. Check out below for more information on!

Get Inspired!

Check out the **Sport. It's More Than A Game.** Campaign created by Sask Sport!

Watch and listen to athletes, coaches, and officials talk about their passion for sport! You can also help spread the message by requesting social media and website materials (like the example shown here.) Signage rentals and orders for other promotional materials are also available for sports groups.



Become a Coach/Official in ...

3. Pick a Sport

Connect with a local sports group and find opportunities near you. See below for a sample email for contacting clubs.

2. Get Training

Local sports organizations can help you figure out what training you need to get started and how to access it.

1. Make an Impact

Help kids grow, learn, and have fun through sport.

Example Email for Provincial Sport Organizations and Clubs

Draft Email:

Subject: I want to become a [Coach/Official] in my community. Can you Help?

Dear [Provincial Sport Organization/Club Contact],

I am writing to inquire about [coaching/officiating] for [specific sport] in [your community].

I am interested in becoming a [coach/official] and would appreciate any information you have on the steps and requirements involved, including what training I might need to complete.

Thank you for your help.

Best regards,

[Your Name]

Need help finding a sports club? Your Provincial Sport Organization might be able to help! A list of Provincial Sports is available on the Sask Sport Website. Click [HERE](#).



BE A COACH.

BE A COACH

Being a coach is more than just teaching a sport. You are teaching kids valuable life skills and helping them to build their confidence! Coaches are mentors, motivators and leaders in sports and in our communities.

Listen to Sask Sport's "Sport. It's More than a Game." Ambassadors [Claire Dore](#) and [Mason Medynski](#) on the importance of being a coach.

Training

Training can help provide you with knowledge and tools to help kids grow and helps to create a safer training environment. The required training will often depend on the sport and level you are interested in coaching. **Provincial Sport Organizations** and **Clubs** can help you figure out what training is required for you to take.

Need help finding a sports club? A list of Provincial Sports Organizations is available on the Sask Sport Website. Click [HERE](#). Provincial Sport organizations, or PSOs, are the groups that co-ordinate sporting activities and distribute funds to clubs, teams and athletes in communities throughout the province. PSOs on this list are Sask Sport Members.

Respect in Sport Group

All active and registered coaches within Sask Sport's provincial sport membership are required to complete the **Respect in Sport Training**. The online Respect in Sport Activity Leaders/Coach Program educates youth leaders, coaches, officials and participants (14-years and up) to recognize, understand and respond to issues of bullying, abuse, harassment and discrimination.

You can access Respect in Sport Training through Sask Sport [HERE](#).

Coaching Organizations

Below is a summary of the different associations that offer training and support to coaches in Saskatchewan.

Coaching Association of Canada (CAC)

The Coaching Association of Canada educates and certifies coaches and does research on coaching trends in Canada. They oversee:

The National Coaching Certification Program (NCCP)

The NCCP is a standardized inclusive, and safe sport education for coaches. The CAC manages and delivers the National Coaching Certification Program (NCCP) through its national and provincial partners.

The Locker

The Locker is the main location to access, manage, and maintain your coach training and records related to your National Coaching Certification Program (NCCP).

Check out the Canadian Coaching Association's [Become a Coach YouTube Video](#), to find out more about the importance of coaching and the NCCP.

Coaches Association of Saskatchewan (CAS)

The Coaches Association of Saskatchewan provides training and development opportunities for coaches in Saskatchewan. They are a provincial partner to the Coaching Association of Canada. On their website you'll find information about online and in-person training, grants, programs, and resources that can help you in your coaching journey.



To view a list of upcoming NCCP workshops offered through CAS visit:

<https://saskcoach.ca/nccp-training/upcoming-courses/>

Aboriginal Coaching Module (ACM). The ACM is a professional development training tool for all coaches, whether Indigenous or non-Indigenous, who coach Indigenous athletes. Offered as a workshop through the National Coaching Certification Program (NCCP), its content reflects the uniqueness of Indigenous cultures, values, and lifestyles and is rolled out in three modules

Canadian Sport Centre Saskatchewan (CSCS)

The Canadian Sport Centre Saskatchewan helps coaches that are working with high performance athletes. They help with certifications, education, and other personal development opportunities.

Saskatchewan High Schools Athletic Association (SHSAA)

If you are interested in coaching in schools, visit the Saskatchewan High Schools Athletic Association's Coach Education Page to find out which courses are required for non-teacher coaches and teacher coaches.

BE AN OFFICIAL.



BE AN OFFICIAL

Officials are a crucial part of the game; in fact, without them, there is no game! Sports Officials like referees, judges, and minor officials help keep sports safe and fair for everyone.

Listen to [Alexandra Clarke](#), “Sport. It’s More Than A Game.” Ambassador, to hear more about why being an official is important.

Training

If you are interested in being involved in a sport as an official, reach out to your local club or Provincial Sport Organization to find out the requirements and how you can get trained and certified.

Need help finding a sports club? A list of Provincial Sport Organizations is available on the Sask Sport Website. [Click HERE](#). Provincial Sport organizations, or PSOs, are groups that co-ordinate sporting activities and distribute funds to clubs, teams and athletes in communities throughout the province. PSOs on this list are Sask Sport Members.

Interested in being an Official for the Saskatchewan High School Athletics Association? [Click HERE](#) for more information.

Besides sport-specific requirements for training, there are also some additional training courses available through:

Respect in Sport Group

The online Respect in Sport Activity Leaders/Coach Program educates youth leaders, coaches, officials and participants (14-years and up) to recognize, understand and respond to issues of bullying, abuse, harassment and discrimination.

You can access Respect in Sport Training through Sask Sport [Here](#). The Respect in Sport Group also offers a certificate activity program for [officials](#).

[The Locker](#)

The Locker is a tool created and managed by the Coaching Association of Canada and is used to educate coaches and help them track their progress for the National Coaching Certification Program training. While coaches are the primary users of the Locker, there are several courses available that might be useful for Officials.

Available Courses:

- Decision Making for Officials
- Skilled Interactions for Officials
- **Other courses:**
 - Bystander Empowerment
 - Gender Based Violence in Sport
 - Intercultural Skills in Sport
 - Modelling Healthy Relationships
 - Understanding the Rule of Two

The background of the entire page is a photograph of a sports field, likely for soccer or football. In the foreground, a white goalpost is visible on the left. The field is green with white markings. In the background, several players are visible on the field. A large, semi-circular green overlay covers the top right portion of the image, containing the title text.

TIPS AND TOOLS FOR LOCAL SPORT CLUBS AND RECREATION DEPARTMENTS/BOARDS

TIPS AND TOOLS FOR LOCAL SPORT CLUBS AND RECREATION DEPARTMENTS/BOARDS

Recruiting, Developing, and Supporting Your Coaches and Officials

This section is dedicated to organizations that want to strengthen their efforts in recruiting and supporting coaches and officials - two roles that are vital to the success of grassroots sport. Building a strong base of leaders doesn't happen by chance; it requires clear strategy and intentional actions.

By investing in these positions, your organization will:

- **Create a positive sport experience** for athletes and families
- **Build long-term sustainability** for your programs
- **Foster a culture of respect, support, and belonging** in your sport

We've included practical tools, messaging ideas, and strategies to help you recruit and retain officials and coaches. Use this section as your guide to attract new leaders, keep them engaged, and ensure they feel valued. Together, we can make coaching and officiating rewarding roles that strengthen the future of sport.

Recruitment

Where to Look:

Current and retired athletes are one of the largest pools to draw from while searching for coaches and officials, they account for around [80% of Canada's sports officials](#). Athletes often have a desire to give back to the game they love and might be looking for new ways to challenge themselves in sport.

TIP

Need to fill volunteer coaching and official roles? Do you have High-School aged athletes in your club that might be interested in an opportunity to develop new skills? The [Saskatchewan Volunteerism level credit for community service activities](#) might be an opportunity to reward and recognize their contributions.

Athlete parents and family members may also be motivated to step up and help contribute to the sport their athlete loves. Knowledge and training are often obstacles that prevent these potential recruits from joining.

Coaching in Canada Toolkit – the Coaching association of Canada has created this toolkit to provide recommended practices considerations related to the recruitment, screening, and onboarding of national and international coaches.

Campaign “For Sport’s Sake...”



South East District has created a collection of ready to share posts and modifiable templates in **Canva** that your group can use and adapt to fit your needs. These tools are designed to help you promote coaching and officiating opportunities in a clear, engaging, and professional way. Use them to share consistent messaging across social media, posters, and other communication channels.

These templates can be customized with club colours, photos, logos, and QR Codes. When editing these templates for your own use, please do not remove the Sask Lotteries or South East District logos and ensure they are visible.

Printable “Tap on the Shoulder” Cards

According to Volunteer Canada’s National Volunteer Action Strategy Summer 2025 report, sometimes the difference between someone that volunteers and someone that doesn’t is whether someone has asked them too.

Is there a parent, athlete, or volunteer that you think would make a great coach or official? Give them a tap on the shoulder and let them know that. This is especially important with more experienced athletes that may be transitioning out of competitive sports.

To use these tools, visit our [website!](#)

Development

Training

Your club can be a resource for potential coaches and officials. Have a section on your website that explains how to become a coach or official for your sport and direct them to the appropriate organizations such as your club's Provincial Sport Organization.

Coaches

Help share opportunities for additional development. Organizations like the Coaching Association of Saskatchewan and The Locker have additional courses that may be able to help provide additional knowledge and tools for your coaches

Officials

While additional resources for training officials are not as extensive, The Locker offers several online training courses that could be beneficial for new officials looking to grow their skills.

Try putting athletes through the Officials Course to help them understand the game better, some athletes may find out they have an interest in being an Official!

Mentorship

Like athletes, coaches and officials also need support to grow and learn.

Coaches

Several mentorship programs are available in Saskatchewan for coaches. Check out CAS's [Apprenticeship page](#) for more.

Officials

Help provide new officials with support and instruction outside of evaluation. Can your club reach out and utilize experienced officials to coach and give feedback to officials?

Programs, Grants & Funding

Coaches Association of Saskatchewan - [Indigenous Coaches and Officials Program](#)

Sask Sport - [Coaches and Officials Grant](#)

Team Canada - [Olympic Day Grant](#)

Jump Start - [Community Development Grants](#)

Recognition

Below are existing resources, programs, and ideas to recognize the efforts and accomplishments of coaches and officials in your sport.

Coaches - National Coaches Week

National Coaches Week is a time to celebrate the positive impact coaches have on athletes and communities across Canada. This annual campaign is an opportunity to recognize coaches for the integral role they play, and to take time to say #ThanksCoach!

Check out the Canadian Coaching Association [website](#) for how to participate.

Did you know that During National Coaches Week, coaches can take free or discounted NCCP Courses? The following eLearning Courses are available to take through the Locker:

- NCCP Coach Initiation in Sport
- NCCP Creating a Positive Sport Environment
- NCCP Sport Nutrition
- NCCP Coaching Athletes with a Disability

Check their website for more details before Coaches Week, certain courses may only be available on certain days.

Officials - National Officials Day

On [April 17th](#), celebrate officials and their contributions to sport and share a message to say thank you! Help recognize officials as a partner in sport.

If your club distributes awards at the end of your season, consider adding in a category for officials if you do not already have one.

Other Recognition Programs:

[Saskatchewan Sport Awards - Sask Sport](#)

[CAC National Awards Program | Coaching Association of Canada | Association canadienne des entraîneurs](#)

[The Sask Recreation Awards](#)

Resources for Supporting Coaches

Below are existing resources, programs, and ideas to help support Coaches in your club.

The Coaching Association of Canada – CAC

The CAC has a vast amount of information, resources and educational materials to help coaches and clubs. Take a look through their [website](#) or check out their [resource library](#) to find guides, toolkits and resources on safe sport, quality coaching, and mental health.

Report - Voices from the Community: Insights on Accessing Sport, Coach Education & Coaching - In 2019, the CAC conducted a survey on Diversity and Inclusion Programming, asking its program delivery partners to rank their priority level for including specific underserved groups in their organization. The survey revealed gaps in the prioritization of visible minority and new coaches in Canada, with regards to awareness, policy, programs, and services.

Resources for Supporting Officials

Below are existing resources, programs, and ideas to help support officials in your club.

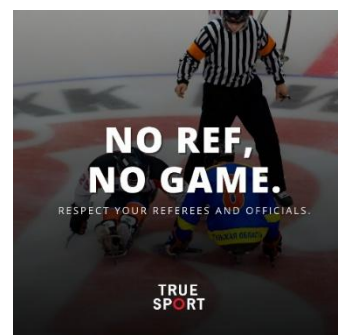
Awareness Campaigns

Check out some of the following resources and initiatives to help promote sportsmanship and prevent the mistreatment of officials.

True Sport – Respecting Officials

NoRefNoGame is a social media campaign that aims to increase awareness about the maltreatment experienced by many officials in sport.

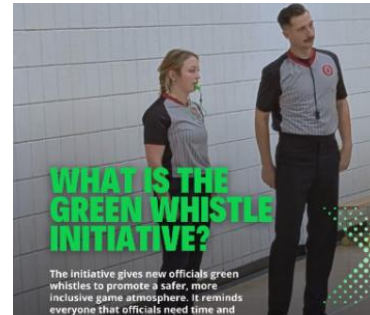
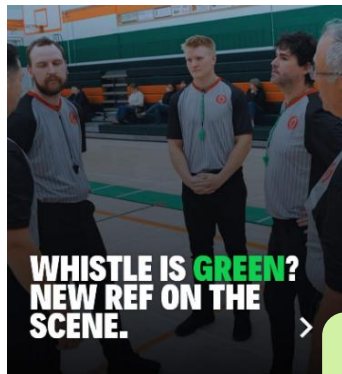
You can download generic or sports specific media tiles to share on your organization's social media channels! Visit their [webpage](#) for more information.



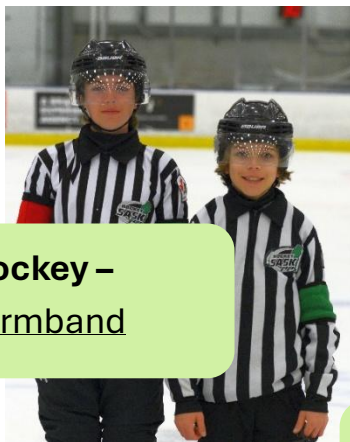
Awareness for New and Underage Officials

Many organizations have implemented the use of coloured whistles and arm bands to indicate that a ref or official is just starting out or is a minor. This serves as a reminder for fans and spectators to think before they speak, and make sure that the sport is safe for everyone, including the officials.

Examples:



**Saskatchewan Highschool Athletics Association –
Green Whistle Initiative**



**Sask Hockey –
Green Armband**



**Sask Soccer –
Green Whistle**



**Alberta Water Polo-
No Ref, No Game**

Sask Sport Resources

Resource Library – Officials - A compilation of resources that can be used to develop and support officials from Sask Sport, the Sport Medicine & Science Council of Saskatchewan, and various Provincial Sport Organizations.

Make It Official - Materials to support recruiting and recognizing Officials.

Working with Parents, Guardians and Families

Parents, Guardians, and Families play an important role in the youth sports system whether it's supporting their own athlete or supporting the club and team by volunteering, they help contribute valuable resources including time and funding. Parents, Guardians and Families are also role models for the athletes in your club. It is important to foster healthy partnerships with these key stakeholders. Below are some tips and resources that can be used to create positive partnerships and educate families.

Respect in Sport Group – Parent Program

This program was designed to help set a standard for of behavior for all parents involved in community sport and to help provide them with tools to create and maintain Safe Sport environments. Some sports organizations, like

Articles

SIRC - [Shifting the narrative: Empowering parents and fostering understanding of their roles in the youth sport system](#)

SIRC - [Mobilizing knowledge into action: Exploring sport administrators' and parents' perceptions of the quality of youth sport programs](#)

SIRC - [On the sidelines but central: The powerful role parents play in youth sport](#)

Example Parent Code of Conduct Letters

University of Alberta – [How to Be a Good Hockey Parent](#)

The Sport Institute Research Provides the Following Examples for Fostering Good Relationships with Parents in Sports:

1. **Create tools that allow parents to offer regular feedback:** Implement consistent feedback mechanisms, such as surveys or evaluations, to gather input from parents about their experiences and concerns. Use this feedback to make adjustments and improvements as needed.
2. **Introduce and facilitate online forums:** Create online forums, social media groups, or virtual communities where parents can connect and share their experiences, challenges, and successes. These platforms can foster peer support and provide a space for parents to learn from one another.
3. **Form parent-to-parent mentorship programs:** Establish mentorship programs where experienced and knowledgeable parents' mentor newer parents. This peer-to-peer support system can be valuable for sharing insights, concerns, and best practices.
4. **Establish parent-coach partnerships:** Put in place a formal structure to facilitate communication and collaboration between parents and coaches. As part of this structure, coaches can host regular meetings or check-ins to discuss team goals, expectations, and how parents can contribute positively to the sport experience.
5. **Develop video resources that model positive parenting behaviours:** Develop and share video resources that highlight positive parenting behaviours and demonstrate effective communication strategies. Videos can be a powerful and engaging way to convey information and engage parents.
6. **Provide positive reinforcement and recognition:** Recognize and celebrate parents who exhibit positive behaviours and sportsmanship. Publicly acknowledging and rewarding desirable behaviours can motivate other parents to follow suit.
7. **Suggest evidence-based resources for parents:** Various materials can be provided to parents to gain valuable insights into the intricacies of youth sport, offering evidence-based information, practical tips, and effective strategies for navigating their roles and supporting their children's athletic journeys.

The background of the entire page is a grayscale photograph of a soccer game. In the foreground, a soccer ball with black and white panels is partially visible on the right side, resting on a grassy field. In the background, a group of people, likely players and spectators, are blurred. A large, bright green wavy shape overlays the middle of the image, serving as a background for the text.

TIPS AND TOOLS FOR PARENTS, GUARDIANS & FAMILIES

For Parents and Guardians

Building Healthy Relationships with Sport

This section is dedicated to providing resources that might be helpful in navigating your athletes' experience in sport. Sports are a great way for kids to develop skills. They help build community and promote healthy and active lifestyles. Through sport we can learn the value of teamwork and leadership, and what it means to be a positive role model.

While sports have many benefits, participating in sport can present challenges for both athletes and their support systems. Often sports involve being pushed outside of one's comfort zone and experiencing failure. These can be opportunities for growth and learning but that doesn't make them any easier to go through, or to watch from the stands.

Supporting Your Athlete

Active for Life – [Sports & Rec Resources](#)

Parent Guide – [Evidence Based Strategies for Parenting in Organized Youth Sport](#)

True Sport – [The Ride Home](#)

True Sport – [Tips for Parents](#)

Being a Parent-Coach

Coaches are an important part of making sports happen in our communities. If you are involved in coaching your child's sport, or are thinking about getting involved, check out these tips for being a parent-coach.

Article – [Coaching Your Own Child – 5 Tips For the Parent-Coach](#)

Additional Resources

[Sport Medicine & Science Council of Saskatchewan \(SMSCS\)](#) – The SMSCS provides resources and support for athletes and individuals involved in sports. Their goals are to optimize athletic performance, prevent and reduce the risks of sports related injuries, and promote overall well-being for all individuals engaged in sport. They offer consulting related to nutrition, mental performance, concussion programming, and more.

[Kids Sport Saskatchewan](#) – Kid Sport Saskatchewan provides grants to help cover costs of enrollment so that all kids aged 5-18 in Saskatchewan can play a season of sport.

[Jumpstart Individual Child Grants](#) – Jumpstart is committed to helping all families access a range of activities, from boxing to bowling and skating to skiing, and more.

Other Resources

Indigenous Sport & Reconciliation

[Aboriginal Sport Circle](#)

[Aboriginal Coaching Module \(ACM\). - CAS Workshop](#)

[SIRC - Reconciliation](#)

[Sask Sport – Indigenous Sport Page](#)

[Sask Sport – Indigenous Sport Timeline](#)

Racism in Sport

[Anti-Racism in Sport](#)

[SIRC – Anti-Racism](#)

The Field of Sport

[Responsible Coaching Movement](#)

[Sport Integrity Canada \(Formerly Known as The Canadian Centre for Ethics in Sport\) – Education](#)

[Sport for Life – Coaches](#)

[Sport for Life – Officials](#)

[SIRC – The Sport Information Resource Centre](#)

[True Sport – Resources](#)

Gender Equity

[Body Confident Sport](#)

[Canadian Women & Sport](#)

[Creating an Inclusive Space for Positive Sport Experiences – Sask Sport Resource](#)

[Keeping Girls in Sport - Training](#)

[Leading the Way: Working with LGBTQ Athletes and Coaches | Coaching Association of Canada | Association canadienne des entraîneurs](#)

Athletes with Disabilities

Guide: Supporting Young Athletes Who are Deaf and Hard of Hearing in a Mainstream Setting

Own Beat Athlete – Working with Athletes with ADHD, Learning Differences, and Anxiety

Manual: NCCP Introduction to Coaching Athletes with Disabilities

Sports Program Development

Community sport for children and youth planning toolkit

Sport For Life ON Demand Learning

Mental Health

Mental Health in Sport | Coaching Association of Canada | Association canadienne des entraîneurs

Glossary

Coaching Association of Canada (CAC) - The Coaching Association of Canada educates and certifies coaches and celebrates their achievements at all levels of sport. Through its coach education, research, and advocacy programs, the CAC unites partners and stakeholders in its commitment to raise the skills and stature of coaches, and ultimately to expand their reach and influence.

Coaches Association Saskatchewan (CAS) - The Coaches Association of Saskatchewan (CAS) is a professional organization of coaches of all levels that works to help develop, train and maintain credentials for coaches in the province through collaboration, innovation and quality education. CAS is a membership organization managed by a volunteer board of directors representing all aspects of coaching.

National Sport Organization (NSO) – National Sport Organizations (NSOs) - sometimes referred to as National Sport Federations (NSFs) - are the national governing bodies for a given sport in Canada. These organizations serve many important functions, including:

- Governing all aspects of a sport within Canada.
- Managing their high-performance programs.
- Selecting and managing their national teams.
- Implementing national initiatives to develop and promote their sport.
- Sanctioning national level competitions and tournaments.
- Providing professional development for coaches and officials in their sport; and,
- Proposing and supporting bids for international competitions in Canada.

Provincial Sport Organizations (PSOs)- Provincial Sport Organizations co-ordinate activities to benefit clubs, teams and athletes in communities throughout the province, with many utilizing and distributing funding from the Sask Lotteries Trust Fund for Sport, Culture and Recreation to do so.

Sask Sport – Sask Sport is a volunteer-driven, non-profit organization that serves as the provincial federation for amateur sport and as the operator of Sask Lotteries. Their programs, services, funding and grant initiatives foster opportunities for Saskatchewan residents of all cultures, backgrounds, ages and abilities to participate in and benefit from sport.

Final Message

Thank you for taking the time to look through this resource. **For Sport's Sake**, we hope we have been able to provide you some helpful information and inspiration to **Get in the Game**.

The South East Sport, Culture & Recreation District offers a variety of other resources to help support your goals, such as grants and webinars!

Check out our [website](#) for more!



SASK SPORT
RESOURCE LINE

Concerned about bullying,
abuse, harassment or
discrimination in sport?
Reach out

help@resourceline.ca
phone 1.888.329.4009
text 306.717.9636

Confidential · Anonymous
Professional · Bilingual
Free Support