


POLICY

	Policy:	Concussions		
	Department:	Park, Facilities and Recreation		
	Division:	Recreation Services	By-Law No.:	2024-083
	Administered By:	Manager of Recreation Services	Approval Date:	Dec. 16, 2024
	Replaces:	Concussions– May 13, 2019		
Attachment(s):	Appendix A – Concussion Guidelines – Initial Response Removal from Physical Activity Appendix B – Return to Physical Activity (R2P)			

1. POLICY STATEMENT

The Town of Amherstburg is committed to ensuring that participants in recreational programs have safe and enjoyable experiences in our facilities. To that end, the Town continually trains staff in providing a safe environment and responding to unforeseen incidents. Despite these best efforts, the Town cannot predict when a participant might suffer a concussion. Through this policy, the Town of Amherstburg will ensure that employees are aware of common symptoms and signs of a concussion and trained to properly manage a potential concussion incident.

2. PURPOSE

- 2.1. Concussions and head injuries can result from contact in sports or physical activity and have serious consequences if not properly evaluated and treated. The Ministries of Education, Health, and Sport are working together to increase awareness of head injury prevention, concussion identification and injury management.
- 2.2. The policy is to provide concussion awareness training to employees who are directly involved in sports and recreation programs, instruction and supervision. This includes encouraging and motivating participants to assume responsibility for their own safety and the safety of others.
- 2.3. This policy ensures compliance with Bill 193, Rowan’s Law (Concussion Safety), 2018, requiring organizations to protect amateur athletes and make sport safer on the field.

3. SCOPE

- 3.1. The policy applies to employees in municipal recreation facilities and sports venues who are directly involved with Town organized recreation programming and/or supervision of participants. Sports organizations allocated seasonal sports facility permits will be provided with information on this policy but this policy does not apply to 3rd party rentals or programs
- 3.2. This policy shall be reviewed every five (5) years from the date it becomes effective, and/or sooner at the discretion of the CAO or designate.

4. DEFINITIONS

- 4.1. A **Concussion** is a brain injury that causes changes in how the brain functions, leading to symptoms that can be physical, cognitive, emotional/behavioural and/or related to sleep. A concussion can occur from a blow to the head or body that causes the brain to move rapidly back and forth within the skull.

- 4.2. **Municipal Facilities** means all property owned and operated by the Town of Amherstburg. May also be referenced as “Town Facilities”.
- 4.3. **Staff** is any person (or group thereof) who supplies services to the Corporation for wages including any union or non-union, regular or temporary, full-time, part-time, seasonal or casual staff member, including but not limited to permanent staff, temporary staff, committee members, students, recreation staff, contract employees, paid work placements, and adult crossing guards.
- 4.4. **User Group** is any organization, team, club, or association that rents municipal facilities on a consistent basis. These include, but not limited to minor sports associations, adult sports associations, service clubs, sports teams, non-profit organizations

Common definitions, acronyms, and terms are available in the Glossary located on the Town’s Policies webpage.

5. **INTERPRETATIONS**

Any reference in this policy to any statute or any section of a statute shall, unless expressly stated, be deemed to be reference to the statute as amended, restated or re-enacted from time to time. Any references to a by-law or Town policy shall be deemed to be a reference to the most recent passed policy or by-law and any replacements thereto.

6. **GENERAL CONDITIONS**

6.1. **Signs and Symptoms of a Concussion**

Individuals who have sustained a concussion may show a number of signs or symptoms. Symptoms are something that the person expresses they feel such as nausea. Signs are something that others observe, such as irritability. The effects of multiple concussions are extremely dangerous; the brain is more prone to permanent damage after a concussion. A participant may show any one or more of these signs and symptoms:

- Blurred Vision
- Headache
- Confusion, Disorientation
- Dizziness
- Neck Pain
- Ringing in ears
- Nausea and Vomiting
- Sensitivity to Light
- Poor Concentration
- Sadness
- Highly Emotional
- Fatigue
- Memory Problems
- Balance Problems
- Feel “off” or Slowed Down
- Vacant stare
- Loss of Consciousness
- Seizures or Convulsions
- Irritability
- Delayed responses to questions

- 6.2. Symptoms of a concussion may not occur immediately but may instead show hours after the initial incident. Initial symptoms may also worsen throughout the day. All injuries sustained while in municipal facilities shall be documented using an Incident Report Form.
- 6.3. The Town recommends that all staff follow the Ministry Sport's Concussion Guideline flow chart (see attached Appendices).
- 6.4. Any participant in a Town operated program who has, or is suspected of having a concussion, will be removed from any physical activity until such time as appropriate for the injury or as dictated by a physician.
- 6.5. **Response to Injury - No Symptoms**
 - 6.5.1. If a participant has an injury that may have caused a concussion, even if they are not immediately exhibiting signs, they must be removed from any physical activity for the remainder of the day/program.
 - 6.5.2. The participant must be continually observed throughout the program for any signs or symptoms.
 - 6.5.3. If the participant is a child or youth, the incident must be communicated to the participant's parent/guardian.
 - 6.5.4. If no symptoms are reported by the parent/guardian or any employee/volunteer for the next twenty-four (24) hours, the participant may return to normal play the following day/program period.
- 6.6. **Response to Injury - Concussion Suspected**
 - 6.6.1. If a participant has an injury and is demonstrating signs or symptoms of a concussion, or the injury is of a nature that it may be believed that concussion has occurred (keeping in mind that symptoms do not always appear immediately), the participant must be removed from all physical activity; and if a child or youth, their parent/guardian must be contacted and advised to seek medical attention.
 - 6.6.2. The incident must be documented and the participant may not return to physical activities until they have been cleared to do so by a physician.
- 6.7. **Response to Serious Injury or Loss of Consciousness**
 - 6.7.1. If a participant has a serious injury or loses consciousness, 911 must be called and the participant sent to the hospital.
 - 6.7.2. If the participant is a child or youth, the parent/guardian must be informed and an employee must complete an internal incident report.
 - 6.7.3. The participant may not return to any physical activity without documented clearance from a physician.

7. **RESPONSIBILITIES**

- 7.1. **Council has the authority and responsibility to:**
 - 7.1.1. Adopt and maintain the Concussions Policy
- 7.2. The **Director of Parks, Facilities and Recreation** has the authority and responsibility to:
 - 7.2.1. Ensure that all Parks, Facilities and Recreation employees are aware of the Concussion Policy;
- 7.3. The **Manager of Parks, Facilities and Recreation** has the authority and responsibility to:
 - 7.3.1. Ensure compliance with the Concussions Policy by all Town employees and volunteers.
 - 7.3.2. Make concussion resource information available within Municipal Facilities for participants and 3rd party rentals.
 - 7.3.3. Provide training on recognizing the signs and symptoms of a concussion to employees and volunteers, as well as establishing procedures to be followed in the event of a concussion.
- 7.4. All **Staff** have the authority and responsibility to:
 - 7.4.1. To monitor and limit activities that may lead to concussion.
 - 7.4.2. If a concussion is suspected, prevent a participant from further participation in any Town organized activity, complete the proper incident form, and notify their immediate supervisor. The Supervisor will submit a copy of the incident form to Human Resources.
 - 7.4.3. The Supervisor will then follow up with the participant or parent on proper return to play procedures. The Supervisor will notify all staff when medical clearance is provided and the participant can start to participate in activities again.
 - 7.4.4. Notwithstanding that a participant has been medically cleared to play, an employee is responsible for preventing a participant from participating in an activity if the employee determines that it is in the participants best interest.
 - 7.4.5. Employees who allow a participant to play after a concussion has been medically diagnosed and they have not been medically cleared to return to play shall face disciplinary action.
 - 7.4.6. Employees are responsible for reporting all accidents, even if they seem inconsequential.
 - 7.4.7. Participate in prescribed and related training.
- 7.5. **User Groups, Volunteers, Parents/Guardians and Children**
 - 7.5.1. If injured, participants should inform one of the employees and/or user group representatives or volunteers of the injury, even if it was not witnessed.
 - 7.5.2. After a concussion has been medically diagnosed, parents/guardians must provide medical documentation to the supervising employee that clearly indicates the child or youth is able to return to participate.
 - 7.5.3. In the event that a child/youth has sustained a concussion prior to participating in any Town-organized programming or event, the parent/guardian must inform the Town of Amherstburg employee overseeing the program/event who will forward the information to the direct Supervisor

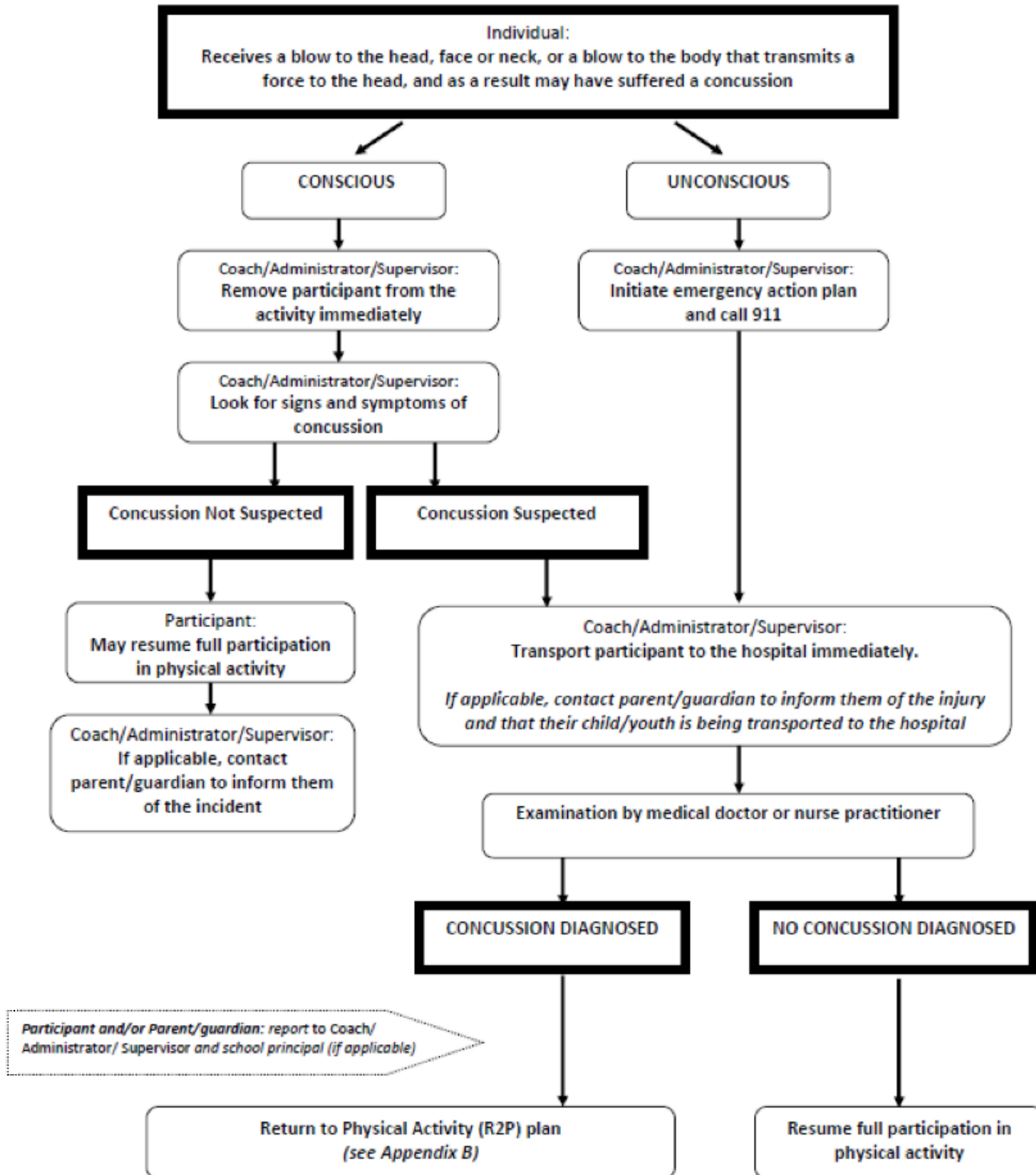
8. LEGISLATIVE REFERENCES AND RELATED DOCUMENTS

- 8.1. Rowan's Law (Concussion Safety), 2018
- 8.2. Ministry of Sport
- 8.3. Parachute Canada: Preventing Injuries and Saving Lives
- 8.4. Sport Information Resource Centre (SIRC): We Are Headstrong
- 8.5. Canadian Guideline on Concussion in Sport
- 8.6. Play Safe Resources: Developing a Concussion Policy

APPENDIX A – CONCUSSION GUIDELINES - Initial Response Removal from Physical Activity

Ministry of Sport – Concussion Guidelines *

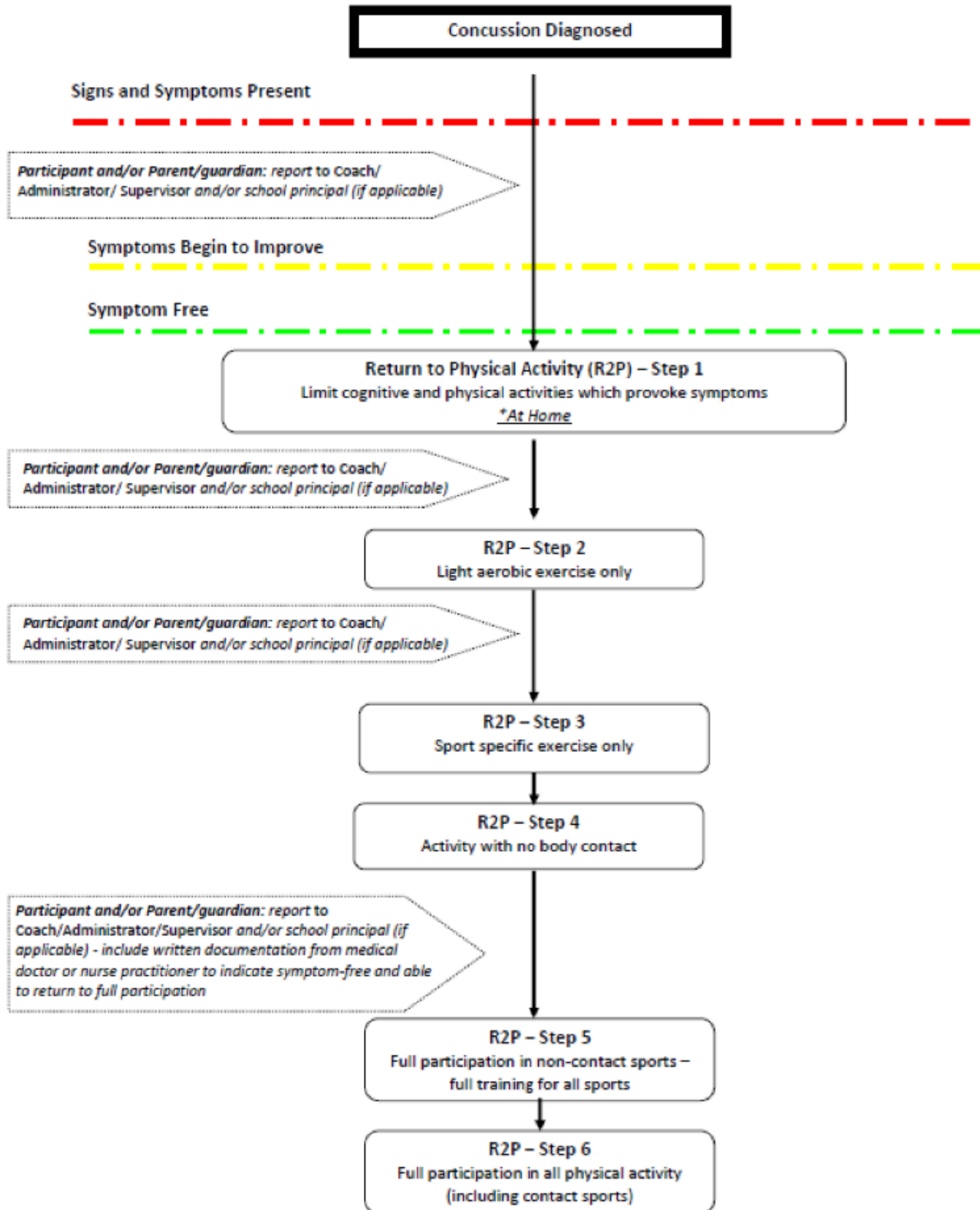
Appendix A: INITIAL RESPONSE – Removal from Physical Activity



*These Informational Guidelines have been prepared for general informational purposes only. They are not intended to and do not constitute any medical advice and do not contain any medical diagnoses, symptom assessments or medical opinions.

APPENDIX B – RETURN TO PHYSICAL ACTIVITY (R2P)

Ministry of Sport – Concussion Guidelines *



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