

"THE COACH" JACK DONOHUE

(Key note speaker
at conference)



Jack Donohue is best known as the architect of a winning Canadian Olympic basketball program. He coached the Canadian team from a position of relative obscurity to one of the top-rated teams in the world — virtually always a medal contender.

When it comes to competing and winning, "The Coach" knows what he is talking about. For almost four decades he has been instructing, inspiring, and motivating teams that win. A member of the New York City "Coaches' Hall of Fame"; Jack Donohue coached a record 250 wins in 300 games in two different high schools (Lew Alcindor, now Kareem Abdul-Jabbar of the Los Angeles Lakers was one of his pupils).

Using his valuable experience, Jack now coaches business organizations and industry on leadership, motivation, teamwork and commitment.

In addition to his coaching duties, Jack has worked with both the federal and provincial sport ministries and has served as a board member of the Sport Federation. He is a current member of the Coaching Association of Canada and President Elect of the Canadian Association of National Coaches.

The following is an abstract from a talk given in July to the CPRA by Rob B. Thibodeau, Litigation Lawyer with Bassel, Sullivan & Leake. It serves as a useful guideline for those who have no inspections of their fields or are thinking of implementing a system.

1. Always ensure that a properly qualified and responsible person with good judgment is put in place to inspect and oversee the maintenance, repair and use of your recreational facilities. This individual will be your key witness at trial and his record-keeping ability and supervision of your grounds keepers and other employees will be subject to concerted attack by the Plaintiff's solicitor;
2. You must ensure that an established written schedule of inspection is created, followed and enforced so that

the facilities and playing surfaces under your jurisdiction are inspected as regularly as your budget and manpower will allow. It is my suggestion, as Defence Council, that significant playing surfaces and facilities be inspected every morning by a designated individual and that brief, written or typed, inspection reports or records be maintained by that individual indicating that he in fact attended at the facility or playing surface; what he did when he attended there; and noting particularly any possible or potential problems that he became aware of because of his inspection. Of course, if any problems are noted, then the inspection or maintenance report should indicate who this individual designated to repair the problem and, as part of the paper trail establishing your system, the actual repair invoices or reports are to be completed by the individual employees or the responsible management person after the repairs or alterations have been completed.

3. You should ensure that a training program for your inspection and maintenance supervisor and your actual grounds keepers and other responsible employees is implemented, even if it is only one to two hours per year. My preference would be to see a brief one- to two-hour training program before the commencement of each season of activity relating specifically to the facilities and playing surfaces in that season that would be most in use, e.g. you might hold a training session for one to two hours in September of each year providing special emphasis with respect to your arenas and your football fields, if that is relevant to your particular set-up. Notes should be kept by the individual conducting the training session and an attendance list of all employees at the training session should be kept and any instructional films or materials provided to the employees should be noted;
4. Great effort should be made to keep daily diary journals or notations on employee daily time cards of all inspection, maintenance and repair work involving facilities under your jurisdiction. In particular, your supervisor, or the staff person appointed by you as primarily responsible for inspection and maintenance, should complete a journal entry every day, which entry should evidence the completion of the inspection and should outline in brief form any repairs, alterations or problems;
5. As previously mentioned, when repairs or alterations are undertaken and completed, a full detailed report should be prepared if those alterations or repairs are significant. The decision on what is significant will have to be left to you, however, I suggest that if it is in an area of a facility where there is any possibility of injury to a user then of course the report should be detailed;
6. Post warning or notice signs in all facilities setting out rules for the use of these facilities and advising of any particular problems or potential dangers inherent in the facility that you are aware of. Although this may sound like an invitation to a potential lawsuit, if an injury occurs because of hazard that you have warned about, as Defence Counsel, I would certainly rather be

(Continued on Page 7)