



Code of Ethics and Conduct Policy

Definitions

1. The following terms have these meanings in this Policy:
 - a) *UCCMS – Universal Code of Conduct to Prevent and Address Maltreatment in Sport (see Appendix I)*
 - b) *“Prohibited Behaviour” – As outlined in Section 5 of the [UCCMS](#).*
 - c) *“Maltreatment” – A volitional act and/or omission that results in harm or has the potential for physical or psychological harm, abuse, harassment, sexual harassment as defined in the BC Athletics Code of Ethics and Conduct*
 - d) *“Participants” – Individuals employed by, or engaged in activities with, BC Athletics including, but not limited to, athletes, coaches, officials, volunteers, managers, administrators, committee members, parents and guardians and spectators at events, Directors and Officers of BC Athletics, and clubs that are members of BC Athletics.*
 - e) *“Sport Environment” - Any place where BC Athletics business or activities are conducted. The sport environment includes but is not limited to, BC Athletics competitions, practices, tryouts, training camps, meetings, travel associated with BC Athletics, and BC Athletics office environment.*
 - f) *“SDRCC” - The Sport Dispute Resolution Centre of Canada*

1. Organizational Commitment

BC Athletics views ethical conduct as a cornerstone in the fair administration of the sport of athletics. Everyone participating in athletics, including, but not limited to, an athlete, coach, integrated support team, administrator, volunteer, or staff member is entitled to participate in an environment that is free of Prohibited Behaviour and/or Maltreatment (as defined in Appendix I; [Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#) (“UCCMS”) as amended from time to time).

BC Athletics recognizes that it has a responsibility to ensure a safe and welcoming environment that is free from abuse, harassment, prohibited behaviour and maltreatment,

and violence and prioritizes the welfare, safety, and rights of every individual at all times within operations and activities related to athletics including but not limited to training, competition, and the workplace. BC Athletics is committed to eliminating all instances of maltreatment within operations and activities related to athletics throughout the country, particularly those that are directed toward athletes.

BC Athletics requires that all *participants* in the sport of athletics otherwise governed or sanctioned by BC Athletics adhere to and uphold [UCCMS](#) and to conduct themselves with the highest level of ethical conduct which include fairness, dignity, courtesy, personal responsibility and accountability, honesty, integrity, respect, and a doping-free sport.

The purpose of the BC Athletics Code of Ethics and Conduct is to ensure a safe and positive environment within BC Athletics programs, activities, and events by making individuals aware that there is an expectation, at all times, of appropriate and respectful behaviour consistent with BC Athletics core values of integrity, fun, personal achievement, excellence, inclusion, participation, community, creativity and innovation. BC Athletics supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

2. Policy Description

Facilitating a safe sport environment is the collective responsibility of all Individuals involved in the athletics community. The BC Athletics Code sets out the minimum expectations for acceptable behaviour for all Individuals within the scope of this Policy. BC Athletics also anticipates and expects that the conduct of all members in the athletics community will positively exceed these minimum standards.

The BC Athletics Codes of Conduct for participants have similarly been developed to both guide and define additional expectations for conduct by Individuals in those positions.

3. Scope of Policy

3.1. Application to Participants

The BC Athletics Code applies to all Participants who are engaged in all BC Athletics sanctioned work, events and business.

Application

The BC Athletics Code applies to the conduct of all Participants during the business, activities, and events of BC Athletics and its Participants including, but not limited to, competitions, practices, tryouts, training camps, travel associated with organization activities, the office environment, and any meetings or social events.

The BC Athletics Code also applies to individuals' conduct outside of BC Athletics business, activities, and events when such conduct adversely affects relationships within BC Athletics (and its work and sport environment) and is detrimental to the image and reputation of BC Athletics and the athletic community. Such applicability will be determined by BC Athletics at its sole discretion.

An employee of BC Athletics found to have violated the BC Athletics Code against any other employee, worker, contractor, member, customer, supplier, client, athlete, coach or other third-party during business hours, or at any BC Athletics event, will be subject to appropriate disciplinary action subject to the terms of BC Athletics policies on human resources as well as the employee's Employment Agreement (if applicable). If an employee commits an act of violence, the police may be called depending on the nature and severity of the incident.

4. [The Universal Code of Conduct to Prevent and Address Maltreatment in Sport \("UCCMS"\)](#)

BC Athletics has adopted the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS"), including Appendix I: Definitions, which shall be incorporated into this Code of Ethics and Conduct Policy by reference as if set out in full herein. Any modifications or amendments made to the UCCMS by the Sport Dispute Resolution Centre of Canada ("SDRCC") shall come into effect immediately upon their adoption by the SDRCC, without the need for any further action by BC Athletics or any of its Members. By agreeing to be bound by this Code of Ethics and Conduct Policy, all Individuals agree to be bound by and shall respect the UCCMS, as amended from time to time.

5. Code of Conduct and Ethics

5.1. General Principles and Commitment

BC Athletics and the athletics community promise to contribute to the physical, psychological, social, and mental health of individuals of varying abilities, backgrounds and interests, and contributes to societal engagement and well-being. The *Physical Activity and Sport Act* states that: "The Government of Canada's policy regarding sport is founded on the highest ethical standards and values, including the treatment of all persons with fairness and respect, the full and fair participation of all persons in sport and the fair, equitable, transparent and timely resolution of disputes in sport."

Only when sport environments are safe and inclusive can these values be realized. Individuals should have the reasonable expectation when they participate in sport in British Columbia that it will be in an environment that is accessible, inclusive, respects their personal goals and is free from all forms of maltreatment. Maltreatment in all its forms is a serious issue that undermines the health, well-being, performance and security of individuals, communities, and society.

Maltreatment is unacceptable and fundamentally incompatible with the core values that lie at the heart of Canadian sport as indicated in the Canadian Sport Policy, including being value-based, inclusive, technically sound, collaborative, intentional, and effective.

Following the Safe Sport Working Group's consensus statements and the Pan-Canadian consultation held March to May 2019, all parties and organizations committed to the goal of Safe Sport have agreed that maltreatment has no place in Canadian sport and, when present, must be sanctioned appropriately. The commitments expressed below reflect this common understanding amongst Canadian sport stakeholders:

BC Athletics Code of Ethics and Conduct Policy (2024)

- All Participants in sport can expect to play, practice and compete, work, and interact in an environment free from maltreatment.
- Addressing the causes and consequences of maltreatment is a collective responsibility and requires the deliberate efforts of all participants, sport stakeholders, sport club administrators and organization leaders.
- Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other participants.
- Participants over the age of majority have a specific ethical and statutory duty and the additional responsibility to respond to incidents of maltreatment involving minors and other vulnerable individuals.
- All Participants recognize that maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of maltreatment.
- All Participants recognize that individuals who have experienced maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
- All Participants over the age of majority working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
- In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.

Maltreatment should not be confused with legitimate, reasonable management or coaching functions that are part of the normal work relationship or athlete-coach relationship, such as:

- Performance measurements.
- Strategies taken to correct performance deficiencies such as placing a worker/employee on a performance improvement plan.
- Imposing discipline for work infractions or legitimate discipline pursuant to the BC Athletics Code; or
- Requesting medical documents in support of an absence from work as part of the accommodation process or as a part of understanding the care and treatment plan for an athlete.

6. Responsibilities

6.1. Participants

Participants shall include all Members, the BC Athletics Board of Directors, athletes, coaches, officials, club leaders, employees, contractors, volunteers and participants otherwise engaged in all BC Athletics sanctioned work, events and business. It is broadly defined to ensure all those interacting within the BC Athletics community are within the scope of this Policy.

All Participants have a responsibility to:

- a) Uphold and comply with the principles and terms contained in this BC Athletics Code.
- b) Maintain and enhance the dignity and self-esteem of BC Athletics participants and other individuals by:
 - a. Treating each other with the highest standards of respect and integrity;
 - b. Demonstrating equal treatment of all individuals in accordance with the principles set out in the human rights and occupational health and safety legislation as may be applicable;
 - c. Consistently demonstrating sportsmanship and fair play, sport leadership, and ethical conduct;
 - d. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory or unethical;
 - e. Consistently treating other Individuals fairly and reasonably; and
 - f. Adhere to the rules of the sport and to the spirit of those rules.
- c) Refrain from any behaviour that constitutes Prohibited Behaviour or Maltreatment;
- d) Abstain from the non-medical use of drugs and/or the use of performance-enhancing drugs or methods. More specifically, BC Athletics adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of the BC Athletics Code and may be subject to further disciplinary action, and possible sanction. BC Athletics will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by BC Athletics or any other organization;
- e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES);

- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
- g) Refrain from consuming tobacco products, or recreational drugs while participating in BC Athletics programs, activities, competitions, or events;
- h) In the case of minors, not consume alcohol, tobacco, or recreational drugs at any competition or event;
- i) In the case of adults, not consume recreational drugs in the Workplace or in any situation associated with BC Athletics events (subject to any requirements for accommodation), not provide alcohol or recreational drugs to minors, and take reasonable steps to manage the responsible consumption of alcohol in social situations associated with BC Athletics events;
- j) Respect the property of others and not willfully cause damage;
- k) Promote the sport in the most constructive and positive manner possible;
- l) Refrain from engaging in cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition;
- m) Adhere to all Federal, Provincial/Territorial, municipal and host country laws; and
- n) Comply, at all times, with BC Athletics bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time, in particular the BC Athletics Code

6.2. Directors, Committee Members, Staff

In addition to the Participant Responsibilities (above), BC Athletics Directors, Committee Members, employees, contractors will have additional responsibilities to, where applicable:

- a) Function primarily as a Director, Committee Member or Staff Member of BC Athletics as their first responsibility; not as a member of any other particular category of participant in BC Athletics activity;
- b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of BC Athletics business and the maintenance of Individuals' confidence;
- c) Ensure that BC Athletics financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
- d) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of BC Athletics;
- e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;

- f) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others;
- g) Keep informed about BC Athletics activities, the international, national and Provincial/Territorial sport community, and general trends in the sectors in which they operate;
- h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which BC Athletics is incorporated;
- i) Respect the confidentiality appropriate to issues of a sensitive nature;
- j) Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;
- k) Respect the decisions of the majority and resign if unable to do so;
- l) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
- m) Have a thorough knowledge and understanding of all BC Athletics governance documents

6.3. BC Team Staff, Coaches and Integrated Support Team (IST)

In addition to Participant Responsibilities (above), BC Team Staff, coaches and IST staff have many additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. BC Team Staff, Coaches and IST staff will:

- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes;
- b) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes;
- c) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments;
- d) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete;
- e) Consider the academic pressures applicable to student-athletes and conduct training and events in a manner that supports academic success;

BC Athletics Code of Ethics and Conduct Policy (2024)

- f) Act in the best interest of the athlete's development as a whole person;
- g) Respect other coaches;
- h) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by BC Athletics policies on professional development and screening;
- i) Report any ongoing criminal investigation, conviction, or existing bail conditions involving themselves or any other Individual;
- j) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol, recreational drugs and/or tobacco;
- k) Respect athletes participating with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', other than after first receiving approval from the coaches who are responsible for the athletes;
- l) Disclose any sexual or intimate relationship with an athlete over the age of 18 to BC Athletics and immediately discontinue any coaching involvement with that athlete because of the imbalance of power, unless that intimate relationship began before the coaching relationship;
- m) Not engage in a sexual relationship with an athlete under 18 years of age, or an intimate or sexual relationship with an athlete over the age of 18 if in a position of power, trust or authority over the athlete;
- n) Position of Power/Power Imbalance: A Power Imbalance may exist where, based on the totality of the circumstances, one person has supervisory, evaluative, a duty of care, or other authority over another. Whether there is a Power Imbalance depends on several factors, including but not limited to: the nature and extent of the supervisory, evaluative or other authority over the person; the actual relationship between the parties; the parties' respective roles; the nature and duration of the relationship; the age of the parties involved; identity aspects (e.g. gender, gender expression, sexual and ethno-racial minorities, physical and intellectual disabilities, and Indigenous status); whether there is an initiator; whether there is a significant disparity in age, size, strength, or intellectual capacity.
- o) Once a coach-athlete relationship is established, a power imbalance is presumed to exist throughout the coach-athlete relationship, regardless of age. A power imbalance is presumed to continue for minor athletes.
- p) After a coach-minor athlete relationship terminates until the athlete reaches 25 years of age. A power imbalance may also exist between an athlete and other adults involved in sport in positions such as high- performance directors, sport specific health-care providers or sport science support staff.

- q) A power imbalance may exist, but is not presumed, where an intimate relationship existed before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship that preceded the sport relationship). There can be no consent where there is a power imbalance within a dependency or authority-based relationship. Importantly, a power imbalance is presumed to exist for the duration of the athlete-coach relationship. A power imbalance that is presumed to exist may be rebutted.
- r) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights;
- s) Dress professionally, neatly, and inoffensively; and
- t) Use professional, inclusive, respectful language, considering the audience being addressed.

6.4. Athletes

In addition to the Participant Responsibilities (above), athletes will have additional responsibilities to:

- a) Report any medical issues or concerns in a timely fashion, when these may limit the athlete's ability to travel, practice, or compete; or in the case of carded athletes, interfere with the athlete's ability to fulfill the requirements of the Athlete Agreement;
- b) Participate and appear on-time, and prepared to participate to the best of their ability in all training camps, competitions, practices, training sessions, tryouts, tournaments, and events;
- c) Properly represent themselves and participate only in competition for which they are eligible;
- d) Adhere to BC Athletics rules and requirements regarding clothing and equipment;
- e) Never ridicule a participant for a poor performance or practice;
- f) Act in a manner that respects others and not use violence, foul language, or negative gestures;
- g) Dress to represent the sport and themselves well and with professionalism;

6.5. Officials

In addition to the Participant Responsibilities (above), officials will have additional responsibilities to:

- a) Maintain and update their knowledge of the rules and rules changes;
- b) Work within the boundaries of their position's description while supporting the work of other officials;
- c) Act as an ambassador of BC Athletics by agreeing to enforce and abide by national and Provincial/Territorial rules and regulations;
- d) Take ownership of actions and decisions made while officiating;
- e) Respect the rights, dignity, and worth of all individuals;
- f) Not publicly criticize other officials or any club or association;
- g) Assist with the development of less-experienced officials;
- h) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of BC Athletics, athletes, coaches, other officials, and parents;
- i) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
- j) Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about individuals;
- k) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time'
- l) When writing reports, set out all relevant facts to the best of their knowledge and recollection and not attempt to justify any decisions; and
- m) Dress in proper attire for officiating.

APPENDIX I:

UNIVERSAL CODE OF CONDUCT TO PREVENT AND ADDRESS MALTREATMENT IN SPORT VERSION 2022 (6.0)

The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) is the core document that sets harmonized rules to be adopted by sport organizations that receive funding from the Government of Canada to advance a respectful sport culture that delivers quality, inclusive, accessible, welcoming and safe sport experiences.

The UCCMS was first published in 2019 (version 5.1) by the Canadian Centre for Ethics in Sport. Version 2022 (6.0) was published on May 31, 2022 by the Sport Dispute Resolution Centre of Canada (SDRCC) and is effective no later than November 30, 2022.

Published on May 31, 2022
Published by Sport Dispute Resolution Centre of
Canada 1080 Beaver Hall, Suite 950
Montréal, QC, H2Z 1S8
Tél: 514-866-1245 / 1-866-733-7767
Fax: 514-866-1246 / 1-877-733-1246
www.crdsc-sdrcc.ca

TABLE OF CONTENTS

1	PURPOSE	1
2	GENERAL PRINCIPLES AND COMMITMENT	1
3	OBJECTIVES	2
4	SCOPE OF APPLICATION.....	3
4.1	Individual Subject to and Protected by the UCCMS	3
4.2	Investigations and Disciplinary Review	3
4.3	Context in which the UCCMS is in Effect.....	3
4.4	Sport-Specific Considerations.....	3
4.5	Amendments	3
5	PROHIBITED BEHAVIOURS.....	4
5.1	Violations of the UCCMS.....	4
5.2	Psychological Maltreatment	4
5.3	Physical Maltreatment.....	5
5.4	Neglect.....	5
5.5	Sexual Maltreatment.....	5
5.6	Grooming.....	7
5.7	Boundary Transgressions	7
5.8	Discrimination	8
5.9	Subjecting a Participant to the Risk of Maltreatment	8
5.10	Aiding and Abetting	8
5.11	Failure to Report.....	9
5.12	Intentionally Reporting a False Allegation	9
5.13	Interference with or Manipulation of Process	9
5.14	Retaliation.....	10
6	OTHER PROCEEDINGS AND RECOGNITION OF SANCTIONS.....	10
6.1	Facts Accepted by Courts or Professional Disciplinary Tribunals.....	10
6.2	Criminal Code Convictions	10
6.3	Findings from Other Proceedings	11
7	RANGE OF POSSIBLE SANCTIONS.....	11
7.1	Temporary or Provisional Measures	11
7.2	Types of Sanctions.....	12
7.3	Presumptive Sanctions	13
7.4	Sanctioning Considerations	13
8	PUBLIC DISCLOSURE.....	14
	APPENDIX I: DEFINITIONS.....	15

UNIVERSAL CODE OF CONDUCT TO PREVENT AND ADDRESS MALTREATMENT IN SPORT

1 PURPOSE

- 1.1 The Canadian sport sector is committed to advancing a respectful sport culture that delivers quality, inclusive, accessible, welcoming and safe sport experiences.
- 1.2 Individuals should have the reasonable expectation when they participate in sport in Canada that it will be in an environment that is free from all forms of *Maltreatment* and that treats every individual with dignity and respect. *Maltreatment* in all its forms is a serious issue that undermines the health, well-being, performance and security of individuals, communities, and society.

2 GENERAL PRINCIPLES AND COMMITMENT

- 2.1 *Maltreatment* violates the integrity of individual(s) and undermines the principles endorsed by the Federal, Provincial, and Territorial Ministers responsible for Sport, Physical Activity, and Recreation through the Red Deer Declaration for the Prevention of Harassment, Abuse and Discrimination in Sport.
- 2.2 Sport organizations that have adopted the present Universal Code to Prevent and Address Maltreatment in Sport (the “**UCCMS**”) are committed to creating a sport environment that is free from all forms of *Maltreatment* and that treats all *Participants* with dignity and respect.
- 2.3 *Maltreatment* is unacceptable and fundamentally incompatible with the core values that lie at the heart of Canadian sport. The commitments expressed below reflect this common understanding amongst *Adopting Organizations* and shall guide the interpretation and application of the UCCMS:
 - 2.3.1 All *Participants* in sport can expect to play, practice, compete, work, volunteer, and interact in an environment free from *Maltreatment*.
 - 2.3.2 All *Participants* recognize that *Maltreatment* can occur regardless of race, sex, gender identity, gender expression, sexual orientation, age, disability, religion, and other characteristics. Moreover, it is recognized that those from marginalized groups have increased vulnerability to experiences of *Maltreatment*.
 - 2.3.3 All *Participants* recognize that persons who have experienced *Maltreatment* may experience a range of effects that may emerge at different times and that can profoundly affect their lives.
 - 2.3.4 Persons who have experienced *Maltreatment* may suffer from the impact of trauma, and efforts must be made to understand that impact and to avoid re-traumatization.

- 2.3.5 Addressing the causes and consequences of *Maltreatment* is a collective responsibility and requires the deliberate efforts of all *Participants* and other sport stakeholders.
- 2.4 The following principles will guide the determination of *Prohibited Behaviour* and imposition of sanctions:
- Harmonized;
 - Comprehensive;
 - Fair;
 - Trauma-informed;
 - Evidence-driven;
 - Independent administration;
 - Proportionate;
 - Expert-informed.

3 OBJECTIVES

- 3.1 Every *Participant* in sport should strive to:
- 3.1.1 Ensure their intentions, actions and efforts reflect a commitment to prioritizing the safety of all *Participants*.
 - 3.1.2 Treat others with respect and dignity.
 - 3.1.3 Demonstrate the spirit of sportsmanship, leadership and ethical conduct.
 - 3.1.4 Demonstrate respect for the diversity of *Participants*.
 - 3.1.5 Act to correct or prevent practices that are unjustly *Discriminatory*.
 - 3.1.6 Treat individuals fairly and reasonably.
 - 3.1.7 Ensure adherence to the rules of the sport and the spirit of the rules.
 - 3.1.8 Immediately *Report* any acts or suspicions of *Maltreatment* or other *Prohibited Behaviours*.
 - 3.1.9 Foster meaningful inclusion of all individuals.
 - 3.1.10 Identify and engage in conversations that lead to positive behaviour change.
 - 3.1.11 Accept and consider feedback with respect to their own actions and take positive steps to resolve the concerns raised.
 - 3.1.12 Establish, respect and maintain appropriate boundaries with *Participants*.
 - 3.1.13 Ensure all interactions and communications are consistent with the role of the *Participant* in relation to the sport, and carried out in a way that is transparent to other *Participants* and promotes the concept of individual accountability.
 - 3.1.14 Monitor their own behaviours and the behaviours of others.
 - 3.1.15 Treat all *Disclosures*, allegations or suspicions of *Maltreatment* seriously.
 - 3.1.16 Abstain from all forms of *Prohibited Behaviours*.
- 3.2 All *Participants* in a position of trust or authority have a responsibility to:
- 3.2.1 Protect the health and well-being of other *Participants*.
 - 3.2.2 Prevent or mitigate opportunities for *Maltreatment* and other *Prohibited Behaviours*.
 - 3.2.3 Respond appropriately to incidents of *Maltreatment*.
 - 3.2.4 Incorporate best practices to recognize systemic bias, unconscious bias, and other *Discriminatory* practices.
 - 3.2.5 Respond quickly and effectively to eliminate *Discriminatory* practices.

3.2.6 Recognize when they are in a position of *Power Imbalance*.

4 SCOPE OF APPLICATION

4.1 Individual Subject to and Protected by the UCCMS

The UCCMS applies to all *Participants* as determined by the *Adopting Organization*.

Participants, especially those in positions of trust or authority, are responsible for knowing what constitutes a *Prohibited Behaviour*. They shall also recognize that the categories of *Maltreatment* are not mutually exclusive, nor are the examples provided in each category an exhaustive list.

4.2 Investigations and Disciplinary Review

Participants alleged to be in violation of the UCCMS are subject to applicable investigation and disciplinary review processes as outlined in the *Adopting Organization's* policies.

4.3 Context in which the UCCMS is in Effect

The UCCMS applies to any of the *Prohibited Behaviours* described herein, provided the *Prohibited Behaviour* occurs in any one or a combination of the following situations:

4.3.1 Within an *Adopting Organization's* environment; or

4.3.2 When the *Participant* alleged to have committed a *Prohibited Behaviour* was engaging in an *Adopting Organization's* activities.

The UCCMS may also apply when the *Prohibited Behaviour* occurs in any one or a combination of the following situations:

4.3.3 When the *Participants* involved interacted or were known to each other due to their mutual involvement in an *Adopting Organization's* activities; or

4.3.4 Outside of an *Adopting Organization's* environment where the *Prohibited Behaviour* has a serious and detrimental impact on another person or could undermine the integrity of sport or bring the Canadian sport system into disrepute. The physical location(s) where the alleged *Prohibited Behaviour* occurred is not determinative.

4.4 Sport-Specific Considerations

The UCCMS acknowledges that sport-specific differences exist with respect to such aspects as acceptable levels of touch, physical contact, and aggression during training or competition. However, as the UCCMS does not address rules of the game, any relevant sport-specific differences will be considered during an investigative or disciplinary review process.

4.5 Amendments

The UCCMS may be amended from time to time by the Office of the Sport Integrity Commissioner and amendments shall be published on its website 6 months before such amendments must come into effect.

5 PROHIBITED BEHAVIOURS

5.1 Violations of the UCCMS

It is a violation of the UCCMS for a *Participant* to engage in the behaviours described in this Section. It may be that conduct constituting *Prohibited Behaviour* falls into more than one of the categories of this Section. It is the assessment of the conduct itself that is important, not into which category or categories it falls.

5.2 Psychological Maltreatment

5.2.1 *Psychological Maltreatment* includes, without limitation, verbal conduct, non-assaultive physical conduct, conduct that denies attention or support, and/or a person in authority's pattern of deliberate non-contact behaviours that have the potential to cause harm.

- a) Verbal Conduct: without limitation, verbally assaulting or attacking someone, including in online forms; unwarranted personal criticisms; implied or expressed body shaming; derogatory comments related to one's identity (e.g. race, gender identity or expression, ethnicity, Indigeneity, disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about someone to diminish that person's reputation; using confidential sport and non-sport information inappropriately.
- b) Non-assaultive physical conduct: physical behaviour, or the encouragement of physical behaviour, that has the potential to be harmful or instil fear, including, without limitation:
 - i) body-shaming, such as, without limitation, repeated and unnecessary weigh-ins, setting unreasonable weigh-in goals, inappropriately taking food away from athletes, prescribing inappropriately restrictive diets, inappropriately focusing on the physical appearance of a person's body, unnecessary or inappropriate emphasis on biometric data; and
 - ii) forms of physically aggressive behaviours such as, without limitation, throwing objects at or in the presence of others without striking another; damaging another's personal belongings; hitting, striking or punching objects in the presence of others.
- c) Conduct that causes denial of attention or support: without limitation, forms of lack of support or isolation such as ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time; abandonment of an athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same.
- d) A person in authority's pattern of deliberate non-contact behaviours that has the objective potential to be harmful.

5.2.2 *Psychological Maltreatment* is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.

5.3 Physical Maltreatment

5.3.1 *Physical Maltreatment* includes contact or non-contact infliction of physical harm.

- a) Contact behaviours: without limitation, deliberately punching, kicking, beating, biting, striking, strangling or slapping another; deliberately hitting another with objects; providing a massage or other purported therapeutic or medical interventions with no specific training or expertise.
- b) Non-contact behaviours: without limitation, isolating a person in a confined space; forcing a person to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a hard surface); the use of exercise for the purposes of punishment; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; denying access to a toilet; providing alcohol to a *Participant* who is under the legal drinking age; providing illegal drugs or non-prescribed medications to a *Participant*; encouraging or permitting an athlete under their authority to return to play following any injury, including after a concussion, when they knew or ought to have known that the return is premature, or without the clearance of a medical professional where reasonably required; encouraging an athlete to perform a potentially dangerous skill for which the *Participant* knows or ought to know that the athlete is not developmentally ready.

5.3.2 *Physical Maltreatment* is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.

5.4 Neglect

5.4.1 *Neglect* refers to the omission of adequate care and attention and is evaluated with consideration given to the *Participant's* needs and requirements. Examples of *Neglect* include without limitation: not allowing an athlete adequate recovery time and/or treatment for a sport injury; disregarding and/or not considering a person's physical or intellectual disability; not ensuring appropriate supervision of an athlete during travel, training or competition; not considering the welfare of the athlete when prescribing dieting or other weight control methods (e.g., weigh-ins, caliper tests); disregarding the use of performance-enhancing drugs by an athlete; failure to ensure safety of equipment or environment; allowing an athlete to disregard sport's rules, regulations, and standards.

5.4.2 Neglect is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.

5.5 Sexual Maltreatment

5.5.1 *Sexual Maltreatment* includes, but is not limited to,

- a) any non-*Consensual* touching of a sexual nature and/or the *Criminal Code* offence of sexual assault;
- b) forcing or coercing a person into sexual acts;
- c) participating in or performing acts on a person that violate their sexual integrity;
- d) *Criminal Code* offences that do not involve actual physical contact or

that can occur through electronic means such as indecent exposure, voyeurism, non-

Consensual distribution of sexual/intimate images, luring and agreement or arrangement to commit a sexual offence;

- e) Sexual harassment, which is defined as any series of or serious comment(s) or conduct of a sexual nature that is unwelcome and that would be objectively perceived to be unwelcome, and which broadly includes jokes, remarks or gestures of a sexual or degrading nature, or distributing, displaying or promoting images or other material of a sexual or degrading nature, or any act targeting a person's sexuality, gender identity or expression. It can also include stalking or harassment in person or by electronic means where the stalking or harassment is of a sexual nature.

5.5.2 *Sexual Maltreatment* can take place through any form or means of communication (e.g. online, social media, verbal, written, visual, hazing, or through a third party).

5.5.3 *Sexual Maltreatment* of a *Minor* is any *Sexual Maltreatment* against a *Minor*. It includes the items described in 5.5.1 above and also includes, but is not limited to, the *Criminal Code* offences that are specific to individuals who are not adults or to individuals under a particular age, such as sexual exploitation, sexual interference, and any offence related to exploitation of a *Minor* through prostitution. *Sexual Maltreatment* of a *Minor* is not limited to acts that involve physical contact but can include acts that can occur in person or via electronic means such as, but not limited to, invitation to sexual touching, making sexually explicit material available to a *Minor*, and acts that occur only online such as luring or agreement or arrangement to commit a sexual offence against a *Minor*. It also includes any offence related to child pornography as that term is defined in the law in Canada. For the sake of clarity, it shall not constitute a violation in and of itself for a *Minor Participant* to create, possess, make available or distribute images of themselves.

5.5.4 A *Participant* is presumed to know that a person is a *Minor*.

5.5.5 It is prohibited for a *Participant* to create, possess, make available or distribute images that sexualize or contain nudity of another person in the absence of *Consent*.

5.5.6 Where there is a *Power Imbalance*, sexual acts or communications (electronic or otherwise) between any *Participant* and another *Participant* are prohibited.

5.5.7 Examples of *Sexual Maltreatment* include, without limitation:

- a) Reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance, where the reprisal is made or threatened by a *Participant* who has more power in the context of a relationship that involves a *Power Imbalance*, or if the person to whom the solicitation or advance is made is a *Minor*;
- b) Pressuring a person to engage in sexual activity, including by making repeated advances that are known or ought to be known to be unwelcome;
- c) Questions asked of a person about their sexual preferences, sexual history, sexual organs or sexual experiences, particularly when such

questions are asked by a *Participant* who has more power in the context of a relationship that involves a Power Imbalance, or asked of a *Minor* or *Vulnerable Participant*;

- d) Sexual attention when the person giving the attention reasonably knows or ought to know that the attention is unwanted or unwelcome or where the object of the attention is a *Minor*. Sexual attention includes but is not limited to comments about a person's appearance, body or clothing that could be

objectively perceived by another person as being sexual in nature, practical jokes based on sex, intimidating sexual remarks, propositions, invitations or familiarity.

- e) Unwelcome remarks based on gender which are not of a sexual nature but which are demeaning such as derogatory gender-based jokes or comments.

5.6 Grooming

5.6.1 *Grooming* is conduct that may precede other behaviours defined as *Sexual Maltreatment*, or is carried out in conjunction with other forms of *Sexual Maltreatment*. Repeated *Boundary Transgressions* by a *Participant* toward a *Minor* or *Vulnerable Participant* may also be deemed to be *Grooming*, even in the absence of deliberate intention to facilitate a sexual relationship.

5.6.2 In assessing whether *Grooming* has occurred, the existence of a *Power Imbalance* should be taken into account.

5.6.3 The *Grooming* process is often gradual and involves building trust and comfort with a person, and sometimes also with the protective adults and peers around the person. It may begin with subtle behaviours that may not appear to be inappropriate but that can serve to sexualize a relationship, reduce sexual inhibitions, or normalize inappropriate behaviour. It may include the testing of boundaries (e.g., seemingly accidental touching) that gradually escalates to *Sexual Maltreatment* (e.g. sexualized touching). It is acknowledged that many victims/survivors of sexual abuse do not recognize the *Grooming* process as it is happening, nor do they recognize that this process of manipulation is part of the overall abuse process.

5.7 Boundary Transgressions

5.7.1 Identifying a *Boundary Transgression* is dependent on context, including the age of the persons involved and the existence of a *Power Imbalance*. It may be the case that a particular act or communication does not meet the threshold of any of the types of *Maltreatment*, but is an act or communication that is nonetheless viewed as inappropriate in the circumstances. The assessment of the behaviour should consider whether the behaviour would raise concern in the mind of a reasonable observer, what objective appears to be guiding the interaction, and whose needs are being met. Even if the act in question does not, on its own, objectively cause harm to another person, a *Boundary Transgression* is nonetheless an act that should be corrected in order to ensure the safety and security of all members involved in sport, recognizing that *Boundary Transgressions* are often part of the *Grooming* process.

- 5.7.2 Recognizing that there may be a need to be flexible in the way in which such *Boundary Transgressions* are addressed, a *Boundary Transgression* may trigger review of the circumstances and potentially be resolved informally, or a formal conduct review may be initiated.
- 5.7.3 Consequences can range from formal disciplinary action to simply recording the circumstances and its resolution and retaining it in the record of the *Participant* in the event future *Boundary Transgressions* occur. A repeated *Boundary Transgression* after a consequence should be treated seriously.
- 5.7.4 The concept of *Boundary Transgressions* is intended to be broad in scope. By way of example and not limitation, a *Boundary Transgression* may be a circumstance where:
- a) one person uses contact information available to the person for the purpose of sport, to make contact with a person for a purpose that is not related to sport;
 - b) a *Participant* uses or attempts to use a line of communication with another person that is not within the typical communication channels;
 - c) communicating privately with a *Minor* through social media or text;
 - d) a *Participant* inappropriately shares personal photographs;
 - e) a *Participant* arranges for or engages in inappropriate sharing of locker rooms;
 - f) one-on-one meetings that are not held in an open and observable environment;
 - g) there is inappropriate private travel or transportation; and
 - h) providing personal gifts.

5.8 Discrimination

- 5.8.1 *Discrimination* can include overt or subtle forms of harm that uniquely define the adverse or inequitable experiences of marginalized persons.
- 5.8.2 The following are examples of *Discrimination* if they are based on one or more of the grounds of *Discrimination* within the definition:
- a) Denying someone access to services, benefits, or opportunities;
 - b) Treating a person unfairly;
 - c) Communicating hate messages or unwelcome remarks or jokes;
 - d) The perpetuation of misogynistic, racist, ableist, homophobic, or transphobic attitudes and stereotypes.
- 5.8.3 *Discrimination* does not require an intention to cause harm.

5.9 Subjecting a *Participant* to the Risk of *Maltreatment*

- 5.9.1 Sport administrators or other sport decision-makers in positions of authority who place *Participants* in situations that they know or ought to have known make the *Participant* vulnerable to *Maltreatment* are subjecting a *Participant* to the risk of *Maltreatment*.
- 5.9.2 Subjecting a *Participant* to the risk of *Maltreatment* includes, without limitation: instructing an athlete and coach to share a hotel room when traveling, knowingly hiring a *Participant* who has a past history of *Prohibited Behaviour* and who is

under a sanction of temporary or permanent ineligibility pursuant to a UCCMS enforcement process, assigning guides and other support staff to a para-athlete when the guide or support staff has a past history of *Prohibited Behaviour* and is under a sanction of temporary or permanent ineligibility pursuant to a UCCMS enforcement process, or assigning a guide or support staff to a para-athlete in the absence of consultation with the para-athlete.

5.10 Aiding and Abetting

5.10.1 Aiding and Abetting is any act or communication taken with the purpose of directly assisting, furthering, facilitating, promoting, or encouraging the commission of *Maltreatment* or other *Prohibited Behaviour* by or against a *Participant*.

5.10.2 Aiding and Abetting also includes, without limitation: knowingly allowing any person who is suspended or is otherwise ineligible to participate in an *Adopting Organization's*

activities; providing any coaching-related advice or service to an athlete who is suspended or is otherwise ineligible; and allowing any person to violate the terms of their suspension or any other sanctions imposed.

5.11 Failure to Report

5.11.1 Failure to *Report* possible *Maltreatment* or other *Prohibited Behaviour*:

- a) It is a violation for any adult *Participant* who knew or ought to have known of a *Participant's Prohibited Behaviour* toward another person to fail to *Report* such conduct. For clarity, a *Participant* is not obligated to *Report* an instance of *Prohibited Behaviour* to which they were personally subject.
- b) Where information regarding a *Participant's Prohibited Behaviour* toward another adult is made known to an adult *Participant* through an explicitly confidential *Disclosure*, the adult *Participant* shall not be required to *Report* the information obtained through that *Disclosure*. Nevertheless, if an adult *Participant* knew or ought to have known of the *Participant's Prohibited Behaviour* for reasons other than the explicitly confidential *Disclosure*, it remains a violation for them to fail to *Report* such conduct.
- c) The person making the *Report* does not need to determine whether a violation took place: instead, the responsibility lies in *Reporting* the objective behaviour. Early intervention is required to prevent escalation, hence the obligation on all adult *Participants* to *Report*.
- d) The *Reporting Obligation* is ongoing and is not satisfied simply by making an initial *Report*. The *Reporting Obligation* includes *Reporting*, on a timely basis, any and all relevant information of which an adult *Participant* becomes aware.
- e) It is a violation for any adult *Participant* to fail to fulfill any applicable legal *Duty to Report*.

5.12 Intentionally Reporting a False Allegation

5.12.1 It is a violation to *Report* a knowingly false allegation, or influence another to

Report a knowingly false allegation, that a *Participant* engaged in *Prohibited Behaviour*. An allegation is false if the events *Reported* did not occur, and the person making the *Report* knows at the time of *Reporting* that the events did not occur.

- 5.12.2 A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable bad faith, an unsubstantiated allegation alone is not a violation of the UCCMS.

5.13 Interference with or Manipulation of Process

- 5.13.1 It is a violation of the UCCMS for a *Participant* to directly or indirectly interfere with or manipulate an investigation or disciplinary review process by:
- a) knowingly destroying, falsifying, distorting, concealing, or misrepresenting information, with the intent to interfere with or influence the resolution process or the implementation of an outcome;
 - b) attempting to discourage or prevent a person's proper participation in or use of the processes;
 - c) harassing or intimidating any person involved in the processes before, during, and/or following any proceedings;
 - d) failing to comply with any temporary or provisional measure or final sanction;
 - e) influencing or attempting to influence another person to interfere with or manipulate the process; or
 - f) distributing or otherwise publicizing materials a *Participant* gains access to during a UCCMS investigation or hearing, except as required by law or as expressly permitted.
- 5.13.2 All *Participants* are expected to act in good faith throughout any investigation or disciplinary review process, and the sole purpose of Section 5.13 is to provide a means to discipline those who do not. In recognition that a victim/survivor, of sexual abuse in particular, may conceal information out of embarrassment, shame or to protect the perpetrator, absent demonstrable bad faith, minimizing or concealing in such circumstances is not a UCCMS violation.

5.14 Retaliation

- 5.14.1 It is considered retaliation for a *Participant* to take an adverse action against any person for making a good faith *Report* of possible *Prohibited Behaviour* or for participating in any UCCMS enforcement process.
- 5.14.2 Retaliation includes threatening, intimidating, harassing, coercing, negatively interfering with sport participation, or any other conduct that would discourage a reasonable person from engaging or participating in an investigation or disciplinary review process related to behaviour prohibited by the UCCMS. Retaliation after the conclusion of these processes is also prohibited, even where there is a finding that no *Prohibited Behaviour* occurred. Retaliation does not include good-faith actions lawfully pursued in response to a *Report* of possible *Prohibited Behaviour*.

6 OTHER PROCEEDINGS AND RECOGNITION OF SANCTIONS

6.1 Facts Accepted by Courts or Professional Disciplinary Tribunals

6.1.1 Facts accepted by a criminal court, by a civil court or by a professional disciplinary tribunal of competent jurisdiction shall be admissible as evidence within the applicable UCCMS enforcement process, as allowable by applicable law.

6.2 Criminal Code Convictions

6.2.1 Automatic Sanctions

A *Participant* convicted of a *Criminal Code* offence for conduct considered to be *Prohibited Behaviour* shall be automatically sanctioned, subject to a right to challenge only the sanction.

6.2.2 Convictions Under Appeal

If the criminal conviction is under appeal, the *Participant* shall continue to serve the UCCMS sanction until such time as the conviction is overturned and is not subject to a further appeal, or the sanction is completed, whichever is earlier.

6.2.3 Convictions Successfully Overturned

If the criminal conviction is successfully overturned, UCCMS violations arising from the same situation may still be asserted and sanctions imposed against the *Participant*. In such cases, evidence of facts accepted by the criminal court shall be admissible within the applicable UCCMS enforcement process, as allowable by applicable law.

6.3 Findings from Other Proceedings

A *Participant* shall be deemed to have violated the UCCMS if found guilty of an offence or of misconduct considered to be *Prohibited Behaviour* by:

- a) a foreign criminal court;
- b) a professional disciplinary tribunal of competent jurisdiction; or
- c) a sport organization's disciplinary process or a specialized sports tribunal.

The *Participant* shall be automatically sanctioned, with consideration given to any sanctions imposed in such other proceeding, subject to a right to challenge:

- a) the sanction; or
- b) the deemed violation, based on a violation of procedural fairness and/or natural justice in the relied-upon proceeding.

7 RANGE OF POSSIBLE SANCTIONS

7.1 Temporary or Provisional Measures

Prior to the final resolution of an alleged violation of the UCCMS, temporary or provisional measures may be imposed in accordance with the *Adopting Organization's* policies.

Temporary or provisional measures should be evaluated with consideration to and weighing of the following factors:

- (i) the seriousness of the allegations and the facts and circumstances of the case;

- (ii) the safety and well-being of *Participants* and the sport community;
- (iii) potential risks and prejudice from action and inaction, with safety being paramount; and
- (iv) the best interest of sport and those who participate in it, including the views of the person(s) directly impacted.

7.2 Types of Sanctions

Different incidents constituting a violation of the same part of the UCCMS may arise out of markedly different circumstances, including various case-specific aggravating and/or mitigating factors as described in Section 7.4. However, progressive discipline is not required as a single occurrence of *Prohibited Behaviour* can lead to a very significant sanction. Subject to Section 7.3, if *Prohibited Behaviour* is confirmed one or more of the following sanctions may be imposed:

7.2.1 Verbal or Written Apology

The requirement that a *Participant* issue a verbal, written or online apology to acknowledge the *Prohibited Behaviour* and its impact on others.

7.2.2 Verbal or Written Warning

A verbal reprimand or an official, written notice and formal admonition that a *Participant* has violated the UCCMS and that more severe sanctions will result should the *Participant* be involved in other violations.

7.2.3 Education

The requirement that a *Participant* undertake specified supplemental educational or similar remedial measures to address the *Prohibited Behaviour*.

7.2.4 Probation

A probationary period may include a loss of privileges or other conditions, restrictions, or requirements for a specified period of time. Any further violation of the UCCMS during the probationary period will result in additional disciplinary measures, likely including a period of suspension or permanent ineligibility.

7.2.5 Suspension

Suspension, either for a set time or until further notice, from participation, in any capacity, in any program, practice, activity, event, or competition organized or sanctioned by any *Adopting Organization* and/or its members. A suspended *Participant* may be eligible to return to sport but reinstatement may be subject to certain restrictions or contingent upon the *Participant* satisfying specific conditions noted at the time of suspension.

7.2.6 Eligibility Restrictions

Restrictions or prohibitions from some types of participation but allowing participation in other capacities under strict conditions.

7.2.7 Permanent Ineligibility

Permanent ineligibility to participate, in any sport, in any capacity, in any program, activity, event, or competition organized or sanctioned by any *Adopting Organization* and/or its members.

7.2.8 Other discretionary sanctions

Other sanctions for *Prohibited Behaviour* may be imposed, including, but not limited to, other loss of privileges, loss of right to attend or spectate sport events, no contact directives, a fine or a monetary payment to compensate for direct losses, or other restrictions or conditions as deemed necessary or appropriate.

7.3 Presumptive Sanctions

7.3.1 The following sanctions are presumed to be fair and appropriate for the listed *Maltreatment*, but the *Respondent* may rebut these presumptions:

- a) *Sexual Maltreatment* involving a *Minor* shall carry a presumptive sanction of permanent ineligibility;
- b) *Sexual Maltreatment*, *Physical Maltreatment* with contact, *Grooming*, and *Prohibited Behaviour* described in Sections 5.9 to 5.14 shall carry a presumptive sanction of either a period of suspension or eligibility restrictions;
- c) While a *Respondent* has pending charges under the *Criminal Code* regarding allegations of a crime against a person, if justified by the seriousness of the offence, the presumptive sanction shall be a period of suspension until a final determination is made by the applicable UCCMS enforcement process.

7.3.2 Failure to comply with a previously imposed sanction will result in automatic suspension until such time as compliance occurs.

7.4 Sanctioning Considerations

Any sanction imposed against a *Participant* must be proportionate and reasonable, relative to the *Maltreatment* that has occurred. Factors relevant to determining appropriate sanctions for a *Respondent* include, without limitation:

- a) The nature and duration of the *Respondent's* relationship with the affected individuals, including whether there is a *Power Imbalance* or position of trust;
- b) The *Respondent's* prior history and any pattern of *Prohibited Behaviour* or other inappropriate conduct;
- c) Any previous disciplinary findings regarding, or sanctions against, the *Respondent*;
- d) *Maltreatment* of a *Minor* or of a *Vulnerable Participant* is to be considered an aggravating circumstance;
- e) The ages of the persons involved, including when the *Respondent* is a *Minor*, whereby *Maltreatment* by a *Minor* of a child under the age of 12 or of a *Vulnerable Participant* is to be considered an aggravating circumstance;
- f) Whether the *Respondent* poses an ongoing and/or potential threat to the safety of others;
- g) The *Respondent's* voluntary admission of the violation(s), acceptance of responsibility for the *Prohibited Behaviour*, and/or cooperation in the applicable UCCMS enforcement

process;

- h) Real or perceived impact of the incident on the affected individuals, sport organization or the sporting community;
- i) Deterrent effect on future such conduct;
- j) Potential impact on the public's confidence in the integrity of the Canadian sport system;
- k) Aggravating or mitigating circumstances specific to the *Respondent* being sanctioned (e.g. lack of appropriate knowledge or training regarding the requirements in the UCCMS; addiction; disability; illness; lack of remorse; intent to harm);
- l) Whether, given the facts and circumstances that have been established, the Respondent's continued participation in the sport community is appropriate;
- m) Whether the *Respondent* was found to have committed of one or more previous UCCMS violation(s);
- n) The desired outcomes of the person(s) directly impacted by the *Prohibited Behaviour*; and/or
- o) Other mitigating and aggravating circumstances.

Any single factor, if severe enough, may be sufficient to justify the sanction(s) imposed. A combination of several factors may justify elevated or combined sanctions.

8 PUBLIC DISCLOSURE

- 8.1 In order to uphold the purpose and principles of the UCCMS, a searchable database or registry of *Respondents* whose eligibility to participate in sport has in some way been restricted shall be maintained and shall be publicly available, subject to applicable laws. The database or registry shall include sufficient information to provide context to the applicable sanction pursuant to the provisions contained in the UCCMS. *Adopting Organizations* are responsible to collaborate with one or more organizations maintaining such a registry.
- 8.2 Further details of the results of a UCCMS enforcement process, for example a summary or redacted decision or summary or redacted investigation report, may also be publicized in a manner consistent with the purpose and principles of the UCCMS, as well as applicable law.

APPENDIX I: DEFINITIONS

- a) **Adopting Organization** « Organisme ayant adopté le CCUMS »: An organization that has adopted the current version of the UCCMS, as amended.
- b) **Boundary Transgressions** « Transgressions des limites »: Interactions or communications that breach objectively reasonable boundaries of an individual and are inconsistent with duties/responsibilities of the *Participant*. See Section 5.7.
- c) **Consent** « Consentement (consentir) »: The communicated voluntary agreement to engage in the activity in question, by a person who has the legal capacity to consent. Consent regarding sexual activity is assessed in accordance with the laws of Canada, including the *Criminal Code*.
- d) **Criminal Code** « Code Criminel »: The Criminal Code of Canada (Criminal Code, R.S.C. 1985, c. C-46, as amended).
- e) **Disclosure** « Divulgation »: The sharing of information by a person regarding an incident or a pattern of *Maltreatment* experienced by that person, including a breach of reasonable boundaries. *Disclosure* does not constitute a formal *Report*.
- f) **Discrimination** « Discrimination »: Behaviour, policies, and/or practices that contribute to differential, inequitable, adverse or otherwise inappropriate treatment of or impact on an individual or class of individuals based on one or more prohibited grounds, which include race, national or ethnic origin, colour, Indigeneity, religion, age, sex, sexual orientation, gender identity or expression, pregnancy, marital status, family status, language, genetic characteristics or disability, and analogous grounds. Behaviour, policies, and/or practices specifically benefitting members of marginalized groups shall not be considered *Discrimination*. *Discrimination* does not include behaviour, policies and/or practices rationally connected to legitimate sport objectives with the honest and good faith belief that they are reasonably necessary to accomplish the relevant objectives, provided that accommodation of the needs of an individual or a class of individuals affected would impose undue hardship on the *Participant* and/or *Adopting Organization* that would have to accommodate those needs, considering health, safety, cost, and legitimate sport objectives. See Section 5.8.
- g) **Grooming** « Conditionnement »: Deliberate conduct by a *Participant* comprised of one or several acts that, viewed objectively, either make it easier to engage in *Sexual Maltreatment* or reduce the chance that *Sexual Maltreatment* will be *Reported*. See Section 5.6.
- h) **Legal Duty to Report** « Obligation légale de signaler »: The legal obligation to report potential abuse of a person under the age of protection in their province or territory of residence, in accordance with applicable provincial and territorial legislation.

- i) **Maltreatment** « Maltraitance »: A volitional act and/or omission described in Sections 5.2-5.6 that results in harm or has the potential for physical or psychological harm.
- j) **Minor** « Mineur »: For the purpose of the UCCMS, an individual who is under the age of 19 years old. It is at all times the responsibility of the adult *Participant* to know the age of a *Minor*.
- k) **Neglect** « Négligence »: Any pattern or a single serious incident of lack of reasonable care, inattention to a *Participant*'s needs, nurturing or well-being, or omissions in care. See section 5.4.
- l) **Participant** « Participant »: Any individual who is subject to the UCCMS. *Participants* could include, without limitation, athletes, coaches, officials, volunteers, administrators, directors, employees, trainers, parents/guardians, etc., according to the policies of the *Adopting Organization*.
- m) **Physical Maltreatment** « Maltraitance physique »: Any pattern or a single serious incident of deliberate conduct, including contact behaviours and non-contact behaviours as outlined in Section 5.3, that has the potential to be harmful to a person's physical or psychological well-being. See Section 5.3.
- n) **Power Imbalance** « Déséquilibre de pouvoir »: A *Power Imbalance* is presumed to exist where a *Participant* has authority or control over another person, is in a position to confer, grant or deny a benefit or advancement to the person, or is responsible for the physical or psychological well-being of the person. Whether an actual *Power Imbalance* exists will be determined based on the totality of the circumstances, including the subjective view of the subordinate *Participant*.
 - i. Once a coach-athlete relationship is established, a *Power Imbalance* is presumed to exist throughout the coach-athlete relationship, regardless of the age of the athlete.
 - ii. Where the coach-athlete relationship began while the athlete was a *Minor*, the *Power Imbalance* is presumed to continue even after the coach-athlete relationship terminates, until the athlete reaches 25 years of age.
 - iii. A *Power Imbalance* may exist, but is not presumed, where a sexual or romantic relationship existed between two adult *Participants* before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship between *Consenting* adults that preceded the sport relationship).
 - iv. A *Power Imbalance* is presumed to exist where the *Participant* and other person are in 1) an authority-based relationship in which one person has power over another by virtue of an ascribed position of authority, such as between high performance director and coach; employer and employee; technical official and athlete; 2) a dependency relationship in which the person in a position of lesser power is dependent upon the other person for a sense of security, safety, trust, and fulfillment of needs, conducive to intimate physical or psychological connections, such as between parent/guardian and child; teacher and

student; person with a disability and attendant; coach and athlete; high performance director and athlete; sport science and medical support staff and athlete; billet or host family and athlete.

- v. A presumption that *Power Imbalance* exists may be rebutted.
 - vi. A *Power Imbalance* may arise in a peer-to-peer relationship, including but not limited to teammate-teammate, athlete-athlete, coach-coach or official-official relationships.
 - vii. Power may be represented by seniority, age differential, ability, physical size, public profile, gender identity or expression, sexual orientation, ethno-racial identity, level of physical and intellectual disability, and their intersections, as some examples.
 - viii. *Maltreatment* occurs when this power is misused. Moreover, it is recognized that those from marginalized groups have experienced positions of lesser power.
- o) **Prohibited Behaviour** « Comportement prohibé »: Any of the conduct described in Section 5, including but not limited to *Maltreatment*.
- p) **Psychological Maltreatment** « Maltraitance psychologique »: Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to a person's psychological well-being. See Section 5.2.
- q) **Reporting (or Report)** « Signalement (signaler) »: The provision of information by a *Participant* or by any person to an independent authority designated by the *Adopting Organization* to receive *Reports* regarding *Prohibited Behaviour*. *Reporting* may occur through either: (i) the person who experienced the *Prohibited Behaviour*, or (ii) someone who witnessed the *Prohibited Behaviour* or otherwise knows or reasonably believes that *Prohibited Behaviour* or a risk of *Prohibited Behaviour* exists.
- r) **Reporting Obligation** « Obligation de signaler »: The obligation to *Report* possible *Prohibited Behaviour* under the UCCMS. See Section 5.11.
- s) **Respondent** « Intimé »: A *Participant* who is alleged to have engaged in one or more of the *Prohibited Behaviours* described herein.
- t) **Sexual Maltreatment** « Maltraitance sexuelle »: Any pattern or a single incident, whether physical or psychological in nature, that is committed, threatened, or attempted, and that has the potential to be harmful to a person's sexual integrity. See Section 5.5.
- u) **Vulnerable Participant** « Participant vulnérable »: Persons at increased risk of *Maltreatment* and/or coercion, often due to age, gender, race, poverty, Indigeneity, sexual orientation, gender identity or expression, disability, psychosocial or cognitive ability, and their intersections. *Vulnerable Participants* include persons who are not able to provide informed *Consent*.