



OLA Code of Conduct

June 2025

Preamble

The Ontario Lacrosse Association (OLA) strives to be a leader in fostering safe, inclusive, and healthy sport and activity environments for all individuals. This commitment extends to all programs and events facilitated by the OLA and prioritizes the well-being and safety of every individual involved. This Code of Conduct identifies the standard behaviour which is expected of all OLA members and participants, which for purpose of this policy shall include all players, guardians, parents, coaches, officials, volunteers, directors, officers, committee members, convenors, team managers, trainers, administrators and employees who are or may be involved in OLA activities and events.

About the Ontario Lacrosse Association

The OLA exists to improve, foster, perpetuate and govern the sport of lacrosse within the province of Ontario. In addition to coordinating the administration and operation of the game, the OLA provides informative resources, technical development programs and additional supplies for those interested in developing the “fastest game on two feet.”

SECTION 1: INTRODUCTION

Creating a safe sport environment is a shared responsibility. From athletes and team personnel to officials, volunteers and parents/guardians, everyone involved in the Ontario Lacrosse community must play a role in building and maintaining a positive, enriching and healthy experience.

The OLA prioritizes the well-being and safety of each individual, and strongly condemns all forms of maltreatment, which we believe is incompatible with sport. We hold an unwavering commitment to a safe sport environment, free from maltreatment, where the dignity and rights of every individual are upheld.

This Code of Conduct is not intended to specifically outline every instance or variation of misconduct. Actions or inactions that are inconsistent with the values of the OLA, or with the spirit and purpose of this Code of Conduct may still constitute a breach, and be subject to discipline or consequences even though the specific violation is not explicitly referenced within this Code.

The commitments expressed below reflect this common understanding amongst all individuals:

- S 1.1 All individuals in sport can expect to play, practice, compete, work and interact in an environment that is free from maltreatment;
- S 1.2 Addressing the causes and consequences of maltreatment is a collective responsibility and requires the deliberate efforts of all individuals, sport communities, sport club administrators and organization leaders;
- S 1.3 Individuals in positions of trust and authority have a general responsibility to protect the health and well-being of all other individuals;
- S 1.4 All individuals recognize that maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, nationality, Indigenous status, level of physical or intellectual disability, or other protected status and each of their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of maltreatment;
- S 1.5 All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct and maltreatment; and
- S 1.6 In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that these actions continue to persist today, individuals in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias and unconscious bias, and to respond effectively to discriminatory practices.

SECTION 2: JURISDICTION

This Code of Conduct applies to all individuals (athletes, team personnel, staff, volunteers, officials, parents/ guardians and any other person participating in a capacity where the OLA or an OLA Member Club or Member League is) who are involved in OLA-sanctioned activities and its affiliated organizations. This encompasses all activities, events, and business dealings, including practices, certification sessions, lessons, competitions, practices, evaluations, consultations, training camps, travel, community events, the office environment, and meetings, whether in-person or virtual.

The Code of Conduct also extends to each individuals' external conduct if it negatively impacts the OLA's relationships, workplace environment, or operations, or if it damages the image or reputation of OLA. The OLA holds the sole discretion to determine if external conduct falls under this Code.

Furthermore, this Code of Conduct may apply to past interactions between individuals, outside OLA activities, if the interaction involved their shared involvement in the sport and the breach had a serious and detrimental impact on the individuals involved. This includes those individuals within the OLA who have retired or otherwise moved on from participation where any submission regarding a potential breach occurred while they were active within the sport.

This Policy suite includes a series of supporting OLA policies which are affiliated or aligned with the OLA's Code of Conduct, including:

- S 2.1 Anti-Doping Policy
- S 2.2 Automatic Discipline Policy
- S 2.3 Concussion Management Strategy
- S 2.4 Confidentiality Policy
- S 2.5 Conflict of Interest Policy
- S 2.6 Fair Play Policy
- S 2.7 General Inclusion Policy
- S 2.8 Information Privacy Policy
- S 2.9 LGBTIQ+ Policy
- S 2.10 Screening Policy
- S 2.11 Selections Policy
- S 2.12 Social Media Policy
- S 2.13 Substance Misuse Policy
- S 2.14 Transgender Athlete Policy

SECTION 3: PROHIBITED BEHAVIOURS

All individuals must refrain from any action or inaction that constitutes a Prohibited Behaviour as defined by this Code of Conduct. Individuals are responsible for knowing which actions or behaviours constitute Prohibited Behaviours and Maltreatment, and conducting themselves appropriately.

Prohibited Behaviours include, but are not limited to, the following sections of the most recently updated version of the Universal Code of Conduct to Address Maltreatment in Sport (UCCMS), which the OLA has adopted in conjunction with the implementation of its Code of Conduct:

- S 3.1 Maltreatment which is Physical, Psychological and/or Sexual in nature
- S 3.2 Neglect
- S 3.3 Grooming and/or Boundary Transgressions
- S 3.4 Bullying
- S 3.5 Discrimination
- S 3.6 Failing to Report Violations
- S 3.7 Aiding and Abetting
- S 3.8 Retaliation
- S 3.9 Interference with, or Manipulation of Process
- S 3.10 False Reporting
- S 3.11 Harassment
- S 3.12 Threatening or Abusive Behaviours or Actions

Discrimination is any distinction—intentional or unintentional, direct or indirect—based of a person’s race, ancestry, ethnic origin, creed, place of origin, colour, citizenship, sex, sexual orientation, gender identity and expression, age, pregnancy, marital status, family status, record of offences, political affiliation, religious belief, disability or means to accommodate the disability and that has the effect of erecting barriers, or creating obligations, disadvantages or situations of unequal treatment that withhold or limit access to privileges, advantages or political, social or economic rights available to other members of society.

Harassment means engaging in conduct that is known or ought reasonably to be known to be unwelcome. A single unwelcome incident, if serious enough, can be sufficient to support an instance of harassment. Harassment includes comments or conduct that intimidates, humiliates, undermines or dominates the other person by belittling, embarrassing or demeaning them or involves the use of abusive or threatening language. Every individual has the right to be free from harassment and discrimination on any prohibited grounds.

SECTION 4: GENERAL RESPONSIBILITIES FOR ALL INDIVIDUALS

As participants and guests within the OLA, all individuals (athletes, coaches, officials, team personnel, league personnel, volunteers, staff and spectators) must:

S 4.1 Refraining from any involvement that constitutes a Prohibited Behaviour under this Code or the Universal Code of Conduct to Address Maltreatment in Sport (UCCMS). This can be achieved by refraining from:

- (a) Breaching this Code of Conduct or any other aligned policies.
- (b) Using a position of authority for unauthorised personal and/or material gain.
- (c) Willfully circulating false, malicious, derogatory statements or rumours which may humiliate, embarrass or discredit an individual or organization.
- (d) Carrying or possessing weapons, dangerous items or illegal substances.
- (e) Willfully ignoring or breaking the By-Laws, policies, rules or regulations of the OLA.
- (f) Counselling others to ignore or break the By-Laws, policies, rules or regulations of the OLA.

S 4.2 Promoting the OLA in the most constructive and positive manner by:

- (a) Being fair, honest and open in their actions and communications.
- (b) Respecting people’s individual differences.
- (c) Supporting innovation, creativity and risk-taking.
- (d) Celebrating successes and sharing failures.
- (e) Demonstrating commitment to carrying their share of the responsibilities and workload.
- (f) Confronting problems and issues openly, directly, and in a timely manner.
- (g) Respecting levels of authority and jurisdiction.
- (h) Working as partners to make the lacrosse community thrive.
- (i) Respecting the rights of other affiliated member organizations and individuals.
- (j) Respecting the property of others, and not wilfully causing damage.

- (k) Disclosing personal relationships and conflicts when appropriate.
- (l) Adhering to the highest standard of behaviour, and refraining at all times from behaviour which may reflect poorly on the OLA.
- (m) Complying at all times with the OLA's By-Laws, policies, rules, regulations, directives and decisions.
- (n) Working in a spirit of partnership with all Member Clubs and Member Leagues to align efforts to achieve the mission and vision of the OLA.
- (o) Resolving conflicts in a professional and civil manner.
- (p) Demonstrating respect towards all individuals through actions and words.
- (q) Adhering to the rulings of True Sport, the World Anti-Doping Agency, and the Canadian Centre for Ethics in Sport.
- (r) Demonstrating respect for the principles of fair play, including respecting both the letter and the spirit of the rules of the sport, respect for officials and their decisions, respect for their opponents, and the maintenance of self-control.
- (s) Refraining from the use of authority to attempt to coerce someone to engage in Prohibited Behaviours.
- (t) Refraining from publicly criticizing the decisions of others.
- (u) Reasonably cooperating with any investigation relating to an alleged breach of this Code of Conduct.

S 4.3 When operating a vehicle:

- (a) Holding a valid driver's license.
- (b) Obeying all traffic laws.
- (c) Not being under the influence of alcohol or non-prescription drugs or substances.
- (d) Having valid vehicle insurance (if applicable).
- (e) Refraining from engaging in any activity that would constitute distracted driving.

S 4.4 Adhering to all applicable federal, provincial/territorial, municipal, and host-nation laws.

S 4.5 Complying with OLA By-Laws, policies, rules, regulations, directives and decisions. Failure to respect and adhere to these standard expectations of behaviour by individuals may constitute in a breach of this Code of Conduct at the sole discretion of the OLA.

SECTION 5: TEAM, CLUB AND LEAGUE PERSONNEL RESPONSIBILITIES

In addition to the responsibilities outlined above, Team Club and League personnel must understand that their appointment carries a responsibility and obligation of representing the sport, their athletes, and the OLA in an exemplary fashion. Team, Club and League personnel will:

S 5.1 Conduct themselves openly, professionally, lawfully, and in good faith.

S 5.2 Be independent and impartial, and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism when making decisions.

S 5.3 Maintain the required confidentiality of all organizational information.

In addition, Team, Club and League personnel are responsible for the following actions:

- S 5.4 Conduct periodic Safe Sport Reviews of their internal operations, and record copies of these documents for future reference.
- S 5.5 In instances where athletes choose to share aspects of their medical or other personal information to allow team personnel to provide a more appropriate training environment, coaches and club representatives are to keep this information strictly confidential.
- S 5.6 Abstain from the use of recreational substances that may impair judgment or professionalism while in the presence of participants, and discourage their use at all times.
- S 5.7 Not consume alcohol, tobacco or cannabis so that it impacts the fulfillment of their duties, nor should the scent or presence of alcohol, tobacco or cannabis be present while coaching, officiating or volunteering.
- S 5.8 Treat all individuals equitably within the context of their activity, regardless of factors like gender, origin, ethnicity, sexual orientation, religion, socioeconomic means or other protected status.
- S 5.9 Be punctual for all activities, practices, events, and meetings. Team, Club and League personnel will always be dressed appropriately for the activity, presenting themselves in a professional manner that reflects well on the OLA.
- S 5.10 Consistently advocate against the use of any banned or prohibited substances.
- S 5.11 Ensure confidentiality of participant information or data gained in the exercise of their functions, unless they evaluate a situation as potentially dangerous or that the health and safety of the athlete is in jeopardy, at which point they will share that information with qualified professionals.
- S 5.12 Refrain from any action or behaviour which causes harm to the image or reputation of the Ontario Lacrosse Association and any of its affiliate organizations.
- S 5.13 Stay up-to-date with and abide by the relevant coaching and officiating expectations of conduct.

SECTION 6: SPECTATOR RESPONSIBILITIES

The OLA's commitment to safety and respect extends to individuals who attend any OLA-sanctioned events in a non-participation capacity. Everyone is welcome and should expect to help promote an environment where everyone is treated in a courteous, professional, considerate and respectful manner by everyone in attendance. Accordingly, the OLA has a zero-tolerance policy and will not tolerate unsafe, abusive, unlawful or offensive conduct at our events. The Spectator's Code of Conduct requires spectators to:

- Cheer in a positive manner, without spectator-imposed pressures to win.
- Respect the officials' decisions and encourage athletes to do the same.
- Not interfere with the competition.
- Keep off of the playing area.
- Be courteous and respectful.
- Refrain from encouraging athletes to break the rules or resolve conflicts with hostility or violence.
- Refrain from approaching the bench, scorers' area, or other spectator-restricted areas.
- Support the game of lacrosse, and each athlete's personal development pathway.

The following section addresses conduct that is inconsistent with OLA's mission, goals and values and detracts from the overall experience and is prohibited at all OLA events:

- S 6.1 Behaviour that is unruly, disruptive, threatening or violent in nature, including verbal or physical harassment of coaches, athletes, officials, volunteers, staff or other spectators.
- S 6.2 Conduct that is illegal.
- S 6.3 Conduct that results in damage to the facility or other personal property.
- S 6.4 Displaying signs, symbols, images which are offensive or derogatory, using language or making gestures that are threatening, abusive, or discriminatory, including on the basis of race, ethnicity, national origin, religion, gender, gender identity, ability, and/or sexual orientation.
- S 6.5 Interfering with the competition, including entering the field of play or playing surface, throwing objects of any kind, incidents of distraction (e.g. excessively loud artificial noisemakers, cheering during an injury, banging on the glass directly behind the player's bench or goaltender, taunting from the endlines or other conduct which may be considered to be direct interference).
- S 6.6 Failing to follow requests from staff regarding event operations, policies and emergency response procedures.
- S 6.7 Consumption or being under the influence of any alcoholic beverage or drugs or substances, other than medication prescribed by a medical doctor, whether of legal age or not, at any time during an OLA event.
- S 6.8 Any disruptive, harmful or disorderly behaviour or any act which, in the opinion of the convenor or OLA representative, presents a risk to the safety of other individuals, interferes with the competition or otherwise targets other spectators or the spectators' enjoyment of the competition.

SECTION 7: RETALIATION, RETRIBUTION OR REPRISAL

It is a breach of this Code of Conduct for any individual to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging someone from filing, in good faith, a complaint pursuant to OLA Complaint and Discipline policy. It is also a breach of this Code of Conduct for an individual to file a complaint for the purpose of retaliation, retribution or reprisal against any other individual. Any individuals found to be in breach of this section will be liable for the costs related to the disciplinary process required to establish such a breach.

SECTION 8: PRIVACY AND CONFIDENTIALITY

The collection, use and disclosure of any personal information pursuant to this Policy is subject to the OLA's Information Privacy Policy and Confidentiality Policy.

SECTION 9: REPORTING A VIOLATION

Violations of the OLA's Code of Conduct may be reported in writing to the OLA Executive Director (jeramie@ontariolacrosse.com) for determination of next steps, or may be filed directly with the OLA's Independent Third Party Case Manager.

Separately, the OLA may act on any breach without a written report, provided any Board member, staff member or key volunteer (collectively referred to as OLA Representatives) is a direct witness to the violation, in accordance with the OLA's By-Laws for participant discipline.

SECTION 10: CONSEQUENCES FOR VIOLATIONS OF THE CODE OF CONDUCT

The OLA retains a range of options when addressing violations of the Code, including but not limited to any one or combination of the following consequences:

- S 10.1 Verbal or written apology
- S 10.2 Verbal or written warning
- S 10.3 Mandated education
- S 10.4 Probation with conditions
- S 10.5 Suspension from some or all participation
- S 10.6 Eligibility restrictions for a pre-determined period of time, or on specified roles within the sport
- S 10.7 Prohibition on attendance (notice of trespass)
- S 10.8 Permanent ineligibility within the OLA

Universal Code of Conduct to Prevent and Address Maltreatment in Sport

— 2025 —

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.

For further information, please contact:

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Canada 

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DEFINITIONS

Adopting Organization « Organisme ayant adopté le CCUMS »: An organization that has adopted the current version of the UCCMS, as amended.

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.

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*.

Criminal Code « Code Criminel »: The Criminal Code of Canada (Criminal Code, R.S.C. 1985, c. C-46, as amended).

Disclosure « Divulgarion »: 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*.

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.

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.

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.

Maltreatment « Maltraitance »: A volitional act and/or omission described in Sections 5.2 to 5.6 that results in harm or has the potential for physical or psychological harm.

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*.

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.

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*.

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.

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*.

- a) 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.
- b) 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.
- b) 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).
- d) A *Power Imbalance* is presumed to exist where the *Participant* and other person are in:
 - i) 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; or
 - ii) 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.
- e) A presumption that *Power Imbalance* exists may be rebutted.

- f) 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.
- g) 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.
- h) *Maltreatment* occurs when this power is misused. Moreover, it is recognized that those from marginalized groups have experienced positions of lesser power.

Prohibited Behaviour « Comportement prohibé »: Any of the conduct described in Section 5, including but not limited to *Maltreatment*.

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.

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:

- a) the person who experienced the *Prohibited Behaviour*, or
- b) someone who witnessed the *Prohibited Behaviour* or otherwise knows or reasonably believes that *Prohibited Behaviour* or a risk of *Prohibited Behaviour* exists.

Reporting Obligation « Obligation de signaler »: The obligation to *Report* possible *Prohibited Behaviour* under the UCCMS. See Section 5.11.

Respondent « Intimé »: A *Participant* who is alleged to have engaged in one or more of the *Prohibited Behaviours* described herein.

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.

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*.

SECTION 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.

SECTION 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 (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.

SECTION 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*.

SECTION 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

- 4.3.1 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:
 - a) Within an *Adopting Organization's* environment; or
 - b) When the *Participant* alleged to have committed a *Prohibited Behaviour* was engaging in an *Adopting Organization's* activities.
- 4.3.2 The UCCMS may also apply when the *Prohibited Behaviour* occurs in any one or a combination of the following situations:
 - a) When the *Participants* involved interacted or were known to each other due to their mutual involvement in an *Adopting Organization's* activities; or
 - b) 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.
- 4.3.3 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 Canadian Centre for Ethics in Sport and amendments shall be published on its website six (6) months before such amendments must come into effect.

SECTION 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 Section 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; or
 - 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:

- a) knowingly allowing any person who is suspended, or is otherwise ineligible, to participate in an *Adopting Organization's* activities;
- b) providing any coaching-related advice or service to an athlete who is suspended or is otherwise ineligible; or
- c) 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*.

SECTION 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

- 6.3.1 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.

- 6.3.2 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.

SECTION 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:

- a) the seriousness of the allegations and the facts and circumstances of the case;
- b) the safety and well-being of *Participants* and the sport community;
- c) potential risks and prejudice from action and inaction, with safety being paramount; and
- d) 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 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.

SECTION 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 1 REVISION HISTORY

Version	Date	Description	Source
5.1	2019	First publication by the Canadian Centre for Ethics in Sport (CCES)	CCES
6.0	May 31, 2022	Published by the Sport Dispute Resolution Centre of Canada (SDRCC) and effective no later than November 30, 2022	SDRCC
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