



Category: 1.0 Governance & Strategic Direction Policies

Section: 1.9 General Policies

Policy: 1.9.2 Conduct and Discipline Policy

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Definitions

1. This policy adopts the following terms and definitions including those described in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (t "UCCMS"), as amended from time to time.
 - a. "Abuse-Free Sport program" means Canada's independent system (mechanism) and program for preventing and addressing Maltreatment in sport;
 - b. "Complainant" – the party making a Complaint under s. 17 of this policy;
 - c. "Complaint" - a complaint of a breach of s. 15 of this policy made in writing to a Complaint Officer;
 - d. "Complaint Officer" – means the Canadian Paralympic Committee Safe sport Officer. Should this position be vacant or unavailable for any reason then the role of Complaint Officer will defer to the CPC CEO or their designate.
 - e. "CPC" – is the Canadian Paralympic Committee;
 - f. "Days" – means any day of the week, including weekends and holidays;
 - g. "Directors or Sanctions and Outcomes" means the Abuse-Free Sport program's individual who has full authority to impose sanctions on UCCMS Participants;
 - h. "Individuals" – means all individuals engaged in activities with the CPC including athletes, coaches, team managers, officials, volunteers, suppliers, contractors, parents/guardians, Board of directors and officers, members, member representatives and committee members of the CPC;



- i. “Maltreatment” means physical, psychological, and sexual maltreatments as defined in the UCCMS;
- j. “OSIC” means the Office of the Sport Integrity Commissioner responsible for administering the UCCMS involving designated UCCMS Participants;
- k. “Participants subject to the UCCMS or UCCMS Participants” means the individual or organization designated by the CPC to be subject to the UCCMS and who shall have their complaints administered by OSIC;
- l. “Prohibited Behaviors” means the prohibited behaviors as defined by the UCCMS;
- m. “Respondent” – The party alleged to have violated this policy in a Complaint;
- n. “Safeguarding Tribunal” means the SDRCC’s Tribunal making decisions related to provisional measures and/or sanctions imposed by the Director of Sanctions and Outcomes and the findings of a violation by an investigator;
- o. “signed” – means that the name of the Complainant has been affixed to the Complaint in any way, including by conventional or digital signature or the representation of the Complainant’s name by letters;
- p. “UCCMS” – means the Universal Code of Conduct to Prevent and Address Maltreatment in Sport as amended from time to time.
- q. “writing” includes words written, printed, typewritten, painted, engraved, lithographed, photographed, or represented or reproduced by any mode of representing or reproducing words in visible, audible or any form and includes writing instrument and paper, email, text message, social media, and mobile application;

2. Purpose

The Canadian Paralympic Committee (“CPC”) is committed to providing an athlete centred environment which is safe, welcoming, and inclusive, where all Individuals are treated with respect and characterized by the values of fairness, integrity, and open communication. CPC is also committed to ensuring safe sport related policies are well communicated to its stakeholders.

1. The CPC is committed to safe sport and is a full signatory of the OSIC and Abuse-free Sport program and has fully adopted the UCCMS as a stand-alone policy to prevent and address Maltreatments and Prohibited Behaviors.



2. Membership in CPC, as well as participation in its activities, brings with it many benefits and privileges. At the same time, members and participants are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with the CPC's policies, bylaws, rules, and regulations.

3. This policy identifies the standard of behaviour that is expected of CPC members and participants. CPC and the Individuals who comprise it are committed to being leaders on the world stage. Among other essential skills, this requires a high standard of behaviour. Irresponsible behaviour by Individuals can result in severe damage to the reputation, brand, and integrity of the CPC and Canada as a whole. Consequently, this policy is organized as follows:

- a. Responsibilities of Individuals, athletes, coaches, and parents – this part of the policy says that not living up to these responsibilities can result in consequences such as informal corrective action or a more severe sanction for an individual found by CPC under this policy to have engaged in Prohibited Conduct;
- b. Prohibited Conduct - this part of the policy sets out conduct that is prohibited by CPC, that may be subject to a Complaint, and that CPC may punish an individual for engaging in;
- c. Process for making a Complaint that an Individual has engaged in Prohibited Conduct;
- d. Process for investigating and deciding whether Prohibited Conduct occurred or did not occur and what sanctions CPC will apply, if any; and
- e. Process after a decision and sanctions are implemented.

3. Application of this Policy

1. This policy applies to all Individuals including those designated by the CPC, from time to time, as UCCMS Participants.
2. The individuals designated as UCCMS Participants shall be subject to the UCCMS and have their complaints directly and exclusively administered by OSIC.
3. Other Individuals who are not designated as UCCMS Participants are still bound by the UCCMS but shall file their UCCMS related complaints to the CPC's Complaint Officer.
4. This policy only applies to Complaints or allegations that may arise during the course of CPC business, activities, and events, including but not limited to the Paralympic Games



(Summer & Winter) and the Parapan American Games, travel associated with CPC activities, and any CPC meetings and corporate events. This policy does not prevent and may supplement discipline from being applied by CPC or another organization.

5. Discipline matters and Complaints arising within the business, activities or events organized by entities other than the CPC, including its NSO Members, will be dealt with pursuant to the policies of those other entities unless otherwise requested and accepted by CPC in the sole discretion of CPC.

6. Nothing in this policy overrides any rights or remedies CPC employees may have, including under other CPC policies or applicable law.

7. If the Canadian sport system adopts processes inconsistent with this policy, CPC may recognize such a Safe Sport System by board resolution, and Safe Sport System processes will resolve any inconsistency with this policy.

4. Responsibilities of Individuals

1. All Individuals are required to fulfill the responsibilities listed in this policy and failure to do so will be a breach of this policy which may result in corrective action by persons in authority. A breach of ss. 14 -17 of this policy is not in itself the basis of a Complaint under this policy. A breach of ss. 14- 7 of this policy is an aggravating factor in determining the sanction for Prohibited Conduct under this policy

2. All Individuals have a responsibility to:

- a. Refrain, at all times, from committing any form of Maltreatments or other Prohibited Behaviors as defined in the UCCMS;
- b. Maintain and enhance the dignity and self-esteem of Individuals by:
 - i. Demonstrating respect to individuals regardless of disability, language, body type, physical characteristics, athletic ability, gender identity, gender expression, ancestry, colour, ethnic or national origin, race, sexual orientation, age, marital status, religion, religious belief, political belief, or economic status;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, directors, officers and NSO Members;
 - iii. Consistently demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct;
 - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - v. Consistently treating individuals fairly and reasonably;
 - vi. Ensuring that the rules of the sport, and the spirit of such rules, are adhered to;



- c. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
- d. Take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with the CPC's events;
- e. Respect the property of others and not willfully cause damage;
- f. Comply at all times with the Bylaws, policies, rules, and regulations of the CPC, as adopted and amended from time to time;
- g. Not be late for or absent from CPC events and activities at which attendance is expected or required;
- h. Not engage in unsportsmanlike conduct on or off the field of play, such as angry outbursts or arguing;
- i. Comply with the policies, procedures, rules, and regulations under which CPC is governed, whether national or international;
- j. Not create or participate in disturbances in the Athletes Village during quiet time;
- k. Wear the appropriate clothing required of them and provided by CPC; and
- l. Not interfere with a competition or with any athlete's preparation for competition

5. Responsibilities of Coaches

1. In addition to the general Responsibilities of Individuals described in ss. 14, Coaches have additional responsibilities and are accountable for their conduct to organizations including CPC, Coaching Association of Canada, and other applicable organizations. The athlete-coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will at all times:
 - a. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment;
 - b. 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 needs;



- c. Under no circumstances provide, promote, or condone the use of prohibited drugs or performance-enhancing substances;
- d. Provide feedback to athletes, coaches, parents, and administrators in a clear and respectful way, as privately as possible and with an openness to learning new information and the perspective of others;
- e. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise
- f. At no time engage in an intimate or sexual relationship with an athlete under the age of majority.
- g. At no time engage in an intimate or sexual relationship with an athlete or individual over which the coach has a Power Imbalance, as defined in the UCCMS.
- h. Where an athlete has qualified for a training camp, provincial team, national team, etc., the coach will support the program, applicable coaching staff, and the CPC;
- i. Give athletes the opportunity to discuss and contribute to proposed training and performance standards as appropriate. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete as appropriate;
- j. Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach;
- k. Act in the best interest of the athlete's development as a whole person;
- l. 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;
- m. Wear proper attire and identification while actively working including clothing required and provided by CPC;
- n. Abide by the applicable rules of their sport;



- o. At all times present an enthusiastic, supportive, and positive attitude;
- p. Never ridicule a participant for making a mistake during a performance or practice; and
- q. Cooperate with the administration staff and program head coaches.

6. Responsibilities of Athletes

1. In addition to the general Responsibilities of Individuals described in ss. 14, Athletes will have additional responsibilities to:
 - a. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete;
 - b. Participate and appear on time in all competitions, practices, training sessions, events, activities, or projects;
 - c. Provide feedback to other athletes, athlete representatives, members of the CPC Athlete Council, coaches, and administrators in a clear and respectful way, as privately as possible when required and with an openness to learning new information and the perspective of others;
 - d. Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification, or other reasons;
 - e. Adhere to the CPC's rules and requirements regarding clothing and equipment;
 - f. Present themselves in a positive manner to all other athletes, members, and coaches;
 - g. Cooperate with administrative staff and coaches;
 - h. Attend CPC practices and competitions in a condition to participate at one's best abilities;
 - i. Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence;
 - j. Never ridicule a participant for making a mistake during a performance or practice;
 - k. Provide positive comments that motivate and encourage participants' continued effort;



l. Abide by the applicable rules of their sport; and

m. Respect and show appreciation to all competitors, and to coaches, officials, volunteers, and Individuals.

7. Responsibilities of Parents/Guardians

1. In addition to the general Responsibilities of Individuals described in ss. 14, Parents/Guardians of Individuals at events will:

- a. Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence;
- b. Never ridicule a participant for making a mistake during a performance or practice;
- c. Provide positive comments that motivate and encourage participants continued effort;
- d. Respect the decisions and judgments of officials, and encourage athletes to do the same; and
- e. Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers who give their time to the sport.

8. Prohibited Conduct

1. Individuals are prohibited from engaging in the following conducts:
 - a. Any form of physical, psychological, and sexual Maltreatments and Prohibited Behaviors as defined by the UCCMS;
 - b. Abusive comments or behaviour directed towards others, including but not limited to peers, opponents, athletes, coaches, officials, administrators, parents, staff, and sponsors, including activity in and on traditional and social media;
 - c. In addition, the definition of Discrimination in the UCCMS, Discrimination including engaging in differential treatment of an Individual or group of Individuals based, in whole or in part, on: