

Universal Code of Conduct to Prevent and Address Maltreatment in Sport

— 2025 —

Annotated Version

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.

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DOCUMENT CONTEXT, OBJECTIVES, AND DISCLAIMERS

The Annotated Version of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) contextualizes some of the UCCMS's provisions to provide additional information which will guide its interpretation and application.

The annotations and interpretations set out in this document are provided by the Canadian Centre for Ethics in Sport (CCES) pursuant to its mandate to administer the UCCMS.

This document was published on April 14, 2025, and will be updated and distributed periodically on a continuous basis.

This document does not provide an exhaustive interpretation of all UCCMS provisions and in case of a discrepancy between the UCCMS and the Annotated Version of the UCCMS, the terms of the UCCMS shall prevail.

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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.

Annotation – Section 1.1

The Canadian Safe Sport Program (CSSP) is similarly committed to advancing this fundamental goal. The Canadian Safe Sport Program Rules (CSSP Rules) address the adoption of the CSSP Rules by Sport Organizations and the process by which *Reports of Prohibited Behaviour* in sport will be administered and enforced by the Canadian Centre for Ethics in Sport (CCES). The CCES may develop and publish separate procedures and policies to implement the CSSP Rules, and for education, prevention and policy activities, to achieve the safe sport goals of the UCCMS.

For purposes of clarity, the UCCMS is incorporated by reference into the CSSP Rules (CSSP Rule 1.2). The UCCMS and CSSP Rules shall be read harmoniously to the extent possible. In the event of a conflict between the CSSP Rules and the UCCMS, the CSSP Rules will prevail, except in respect of UCCMS Section 5 (*Prohibited Behaviours*) and the definitions of *Prohibited Behaviours* in the UCCMS, which shall prevail over any conflict with the CSSP Rules.

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.

Annotation – Section 2.4

The CCES (see CSSP Rule 2.1.1) is committed to administering the CSSP in a manner that:

- a) Treats individuals with compassion, dignity and respect;
- b) Is trauma-informed;
- c) Meets the requirement of procedural fairness;
- d) Understands and acknowledges the uniqueness of every individual with a disability;
- e) Recognizes participatory rights of the Reporting Person and/or Impacted Person in the CSSP Process;
- f) Recognizes the importance of proportionality and efficiency in responding to, and determining, *Reports of Prohibited Behaviour*; and
- g) Recognizes the importance of timeliness in responding to and resolving *Reports of Prohibited Behaviour*, recognizing that delay can have negative implications for any one or more of the Reporting Person, Impacted Person, the *Respondent*, the sport, or other *Participants*.

The interpretation of *Prohibited Behaviour* will be applied in a consistent manner to all individuals who are *Participants* under the UCCMS.

The interpretation of *Prohibited Behaviour* will be guided as required by individuals with expertise in the sport at issue, and/or human rights and/or child abuse and/or law and/or any other area deemed necessary in the interests of a thorough process.

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*.

Annotation – Section 3.2.3

Maltreatment is included in the definition of *Prohibited Behaviour* in the UCCMS. *Prohibited Behaviour* is defined in the CSSP Rules (CSSP Rules Definitions) as including the definition of *Prohibited Behaviour* in the UCCMS. Section 3.2.3 will be interpreted as requiring all *Participants* in a position of trust or authority to have an obligation to respond appropriately to incidents of *Maltreatment and other Prohibited Behaviours*. The obligation to respond can be seen to also be part of the obligation to prevent or mitigate opportunities for *Maltreatment or Prohibited Behaviour* in Section 3.2.2.

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.

Annotation – Section 4.1

The wording for the Scope of Application (see Section 4) and for *Prohibited Behaviours* (see Section 5) is specifically defined in reference to *Participants* and “individuals,” deliberately excluding organizations. Since the UCCMS contemplates rules and violations for *Participants*, only individuals (and not Sport Organizations) can be subject to the UCCMS.

Additionally, organizations are required to ensure that all of their policies and procedures are interpreted and applied in a manner consistent with the UCCMS (CSSP Rule 4 and the Adoption Contract) and to recognize and enforce sanctions imposed on a *Participant* and other decisions of the CCES respecting the CSSP and UCCMS (CSSP Rule 22.1.1). **CCES is required to report breaches of the CSSP Rules and Adoption Contracts to Sport Canada**, and as such, organizations could face consequences for failing to respect these obligations. However, this enforcement process is distinct from the application of the UCCMS to *Participants*.

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.

Annotation - Section 4.3

The CSSP Rules use the term Sport Organization (CSSP Rules Definitions) which is defined as “[a]ny national sport organization, national multi-sport service organization, Canadian Sport Centre(s) and Institute(s) receiving funding from Sport Canada that has adopted the CSSP.” Where the UCCMS uses the term Adopting Organization it will be interpreted having the same meaning as Sport Organization in the CSSP Rules. Similarly, Sections 4.3.1 to 4.3.4 “Context in which the UCCMS is in Effect” will be interpreted as meaning the “Contexts in which the CSSP Applies” (CSSP Rules 3.3.1, 3.3.2, and 3.3.3).

Annotation – Section 4.3.1

“Within an *Adopting Organization's* environment” will be interpreted as meaning “[w]ithin a Sport Organization’s environment (including the online/virtual environment)” (CSSP Rule 3.3.1(a)).

The environment and activities of a Sport Organization includes, without limitation, offices, training facilities, hotels and vehicles during team travel, and locations where there are team (sanctioned and unsanctioned) events or gatherings.). A “sanctioned” event in this context means an event that was authorized or approved by the Sport Organization or a representative of the Sport Organization (CSSP Rules, footnote 9).

The online/virtual environment for the purposes of CSSP Rule 3.4 includes, without limitation, chats, blogs, videos, stories, texts, emails, phone calls/voice memos, apps, and any other social media, digital communications and telecommunications (CSSP Rules, footnote 10).

Annotation – Section 4.3.1(b)

“When the *Participant* alleged to have committed a *Prohibited Behaviour* was engaged in an *Adopting Organization's* activities” will be interpreted as meaning “When the *Participant* alleged to have committed a *Prohibited Behaviour* was engaging in a Sport Organization’s activities” (CSSP Rule 3.3.1(b)).

Annotation – Section 4.3.2(a)

“When the *Participants* involved interacted or were known to each other due to their mutual involvement in an *Adopting Organization’s* activities” will be interpreted as meaning “When the *Participants* involved interacted or were known to each other due to their mutual involvement in a Sport Organization’s activities (CSSP Rule 3.3.2(a)). For example, an incident occurring outside of the grounds of a competition hosted by a Sport Organization, but where the *Participants* were put in touch by engaging in activities of the Sport Organization, such as by competing against one another at the event, may be covered by the UCCMS.

When determining whether the CSSP applies, the physical or online/virtual location(s) where the alleged *Prohibited Behaviour* occurred is not determinative (CSSP Rules 3.3.3).

Annotation – Section 4.3.2(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” will be interpreted as meaning “Outside of a Sport Organization’s environment and activities (including in an online/virtual 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 (CSSP Rules 3.3.2(b)).

When determining whether the CSSP applies, the physical or online/virtual location(s) where the alleged *Prohibited Behaviour* occurred is not determinative (CSSP Rules 3.3.3).

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.

Annotation – Section 4.4

This Section highlights that the UCCMS needs to be read and administered in context by accounting for considerations which may be unique to a specific sport, and certain sport environments. These considerations may impact the assessment of reasonable expectations, and the role and function of different categories of *Participants*. For example, certain *Participants* may be subject to specific obligations under separate professional standards/codes of conduct which co-exist with the UCCMS. In applicable circumstances, these obligations may be considered in assessing how the UCCMS ought to be applied.

4.5 Amendments

The UCCMS may be amended from time to time by the Canadian Centre for Ethics in Sport (CCES) 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.

Annotation – Section 5.1

Any individual or organization can report a suspected violation of the UCCMS where the *Respondent* is a *Participant* (i.e., an individual subject to the UCCMS, as defined in the CSSP Rules Definitions and CSSP Rule 3.1 or 3.2.) (CSSP Rule Definitions and Rule 3.1 and 3.2). Jurisdiction is assessed based on the *Respondent's Participant* status and not the status of the Reporting Person or Impacted Person.

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.

Annotation – Section 5.2.1(a)

Expressing differences of opinion, offering constructive feedback, providing guidance and/or advice about a particular behaviour and/or situation does not constitute *Psychological Maltreatment*, unless it is done in a way that it has the potential to cause harm, as set out by the criteria in Section 5.2.1, or other applicable provisions of the UCCMS.

- 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.

Annotation – Section 5.5.3

This section says that it shall not constitute a violation in and of itself for a *Minor Participant* to create, possess, make available or distribute images of themselves. However, where the conduct of the *Minor* would constitute an offence under the *Criminal Code* it will also constitute a violation of the UCCMS.

Annotation – Section 5.5.7

This section is intended to provide some illustrative examples of behaviour that could amount to *Sexual Maltreatment*. It is important to note that “the potential to be harmful to a person’s sexual integrity” in the definition of *Sexual Maltreatment* is assessed on a reasonable objective standard; what a reasonable person would think, not the intention of the participant who engages in the behaviour.

Annotation – Section 5.5.7(c)

Section 5.5.7(c) needs to be read and administered in context by accounting for considerations which may be unique to a specific sport, certain sport environments (as in the annotation to UCCMS Section 4.4) as well as the specific role and function of the *Participant*. Certain *Participants* may be subject to specific obligations under separate professional standards/codes of conduct which co-exist with the UCCMS. In applicable circumstances, these obligations may also be considered in assessing how the UCCMS ought to be applied.

For example, with respect to certain health professionals licensed and authorized to provide medical support, or counseling, in their role as *Participant*, applicable professional standards/codes of conduct will be considered in assessing how Section 5.5.7(c) ought to apply. It is understood that concerns of sexual health or abuse (e.g., birth control, safe access to sexual and reproductive health care, etc.) addressed by any such health professional both 1) consensually on the part of the patient, and 2) in an appropriate environment and in an appropriate manner that meets relevant professional standards and codes, would not, in itself, constitute conduct that would fall within the definition of *Sexual Maltreatment* set out in Section 5.5.7(c).

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.

Annotation – Section 5.7.1

A *Boundary Transgression* is a *Prohibited Behaviour* which is assessed on a reasonable objective standard. At issue is not the intention of the *Participant* who engages in the behaviour, but rather what a reasonable person would think; with consideration being given to specific contexts and circumstances, such as the objective guiding the interaction, and whose needs are being met. There is no requirement that actual harm be caused by the behaviour.

Annotation – Sections 5.7.2 and 5.7.3

The CSSP Rules treat *Boundary Transgressions* the same way as other potential violations of the UCCMS; while informal resolutions may be available, they will be considered pursuant to the CSSP Rules in the same manner as for any other potential violation of the UCCMS.

Annotation – Section 5.7.4

This Section sets out “examples” of what “may” constitute a *Boundary Transgression*. The examples are not exhaustive and must be read in conjunction with Section 5.7.1 which provides for assessment of the context in which the behaviour takes place and will be assessed on an objective standard; what would a reasonable person think was appropriate in the circumstances.

For example, with respect to Section 5.7.4(f) for certain health professionals licensed and authorized to provide medical support or counseling in their role as *Participant*, applicable professional standards/codes of conduct will be considered. It is understood that concerns of health may necessitate a “one-on-one meeting” held in a private environment. Where such a meeting occurs 1) consensually on the part of the patient, and 2) is conducted in an appropriate location and an appropriate manner, that meets relevant professional standards and codes, it would not, in and of itself, constitute conduct that would fall within the definition of *Boundary Transgression*.

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.

Annotation – Section 5.8.2

Discrimination is a differential practice having the potential to have an inappropriate impact on an individual, or a class of individuals, based on one or more prohibited grounds as enumerated in the definition of *Discrimination* in the UCCMS. This includes: 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. The potential for an adverse impact ensuing from differential practices is central to determining discriminatory behaviours.

Discrimination does not include practices where the differential treatment aims to redress historical injustices and does not have a harmful effect on the impacted individuals. Moreover, a practice rationally connected to legitimate sports objectives where they are reasonably necessary will also not be considered *Discrimination* (see Definitions: *Discrimination*).

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.

Annotation – Section 5.10.2

Once imposed, sanctions and Provisional Measures are enforced by *Adopting Organizations*, in accordance with the terms of applicable policies and agreements. Accordingly, it is essential for *Participants* to ensure that the terms of sanctions and Provisional Measures are respected.

Sanctions or Provisional Measures can take the form, among others, of a “Suspension” (Section 7.2.5) which applies to all forms of participation or an “Eligibility Restriction” (Section 7.2.6) which limits a *Participant's* ability to participate in certain capacities/roles. In the latter case, it is important that *Participants* subject to “Eligibility Restrictions” not be placed in roles which would violate the terms of an applicable sanction or Provisional Measure.

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*.

Annotation – Section 5.11

This Section imposes a duty to report *Prohibited Behaviours* only upon adult *Participants*. Accordingly, adult *Participants* who have knowledge of, or ought to have knowledge of, any instance in which another *Participant* engages in any of the conduct described in Section 5, are required to *Report* this conduct to an entity having the authority to receive such *Reports*. The CSSP Rules recognize the CCES as the body mandated to independently administer and enforce the UCCMS by receiving and responding to these *Reports of Prohibited Behaviour* (CSSP Rule 1.1).

As expanded upon in Section 5.11.1(c), the person making the *Report* does not need to determine whether the conduct constitutes a violation. This duty is thus triggered for an adult *Participant* who has reasonable grounds to believe that the conduct is prohibited under Section 5 and who has reasonable grounds to believe that the individual engaging in this conduct is a *Participant* (see Section 4.1 “Individuals Subject to and Protected by the UCCMS” and Definitions: *Participant*). The focus is on the information objectively available, not the subjective belief of the *Participant*.

Annotation – Section 5.11.1(b)

A disclosure made in the context of a professional consultation to which confidentiality rules apply, subject to professional standards, is understood to constitute an explicitly confidential disclosure as described in this Section. Certain *Participants* may be subject to specific reporting obligations under separate professional standards/codes of conduct which co-exist with the UCCMS, and which will factor into what is considered reasonable in the circumstances.

Note that *Participants* who acquire information through an explicitly confidential disclosure shall “not be required” to *Report* this information to CCES, though they may still choose to do so, and they may still be required to report under applicable provincial and territorial legislation.

Annotation – Section 5.11.1(e)

This Section speaks to a failure to fulfill any *Legal Duty to Report*. In addition to an obligation to *Report* conduct prohibited under Section 5, it is also a violation to fail to meet one’s *Legal Duty to Report* abuse, which is determined by applicable provincial and territorial legislation and may vary based on an individual’s role and the *Participant’s* or Impacted Person’s age.

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.

Annotation – Section 5.12

Reporting an allegation that is ultimately found to be unsubstantiated is not the same as *Reporting* something knowing it to be false. Individuals are encouraged to *Report* behaviour that they believe to violates the UCCMS. Processing such *Reports*, made in good faith, are important to providing a safe sport environment in Canada.

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.

Annotation – Section 5.13

The existence of a non-disclosure agreement (“NDA”) or non-disparaging clause (including any Athlete Agreement clause that an athlete not bring their Sport Organization into disrepute) should never be used to prevent or deter

Participants or others from disclosing *Prohibited Behaviour* they have experienced or witnessed. Additionally, such agreements or clauses can never be used by a *Participant* as an excuse for failure to *Report Prohibited Behaviour* as required by UCCMS, or any other *Legal Duty to Report*. Any contract, policy, procedure or other action, relating to an NDA or otherwise, that would restrict a person's ability to exercise their rights, protections or responsibilities under the UCCMS is fundamentally incompatible with the commitments and obligations of *Participants* and *Adopting Organizations*.

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.

Annotation – Section 6.1.1

Where the relevant facts were found to be facts “beyond a reasonable doubt” or “on a balance of probabilities,” these findings will not only be admissible as evidence, they will also be found to be facts in the CSSP Process. For purposes of clarity, negative findings (for example, a fact NOT proven beyond a reasonable doubt) may still be found to have happened/to be a fact on a balance of probabilities. These types of facts will be admissible as evidence but not necessarily found to be facts. Only facts that relate to matters covered by the UCCMS, such as outlined *Prohibited Behaviours*, are pertinent to this Section. Violations that do not pertain to matters covered under the UCCMS are not impacted by this provision.

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.

Annotation – Section 6.2.1

Automatic sanctions are limited in scope to convictions for *Criminal Code* offences that correspond to an outlined *Prohibited Behaviour* only. Convictions for *Criminal Code* offences that do not accord with an outlined *Prohibited Behaviour* will not be automatically sanctioned under the UCCMS. A *Participant* who receives an automatic sanction as a result of a *Criminal Code* conviction of an offence considered to be *Prohibited Behaviour* has a right to challenge only the sanction and not the deemed violation under the UCCMS.

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.

Annotation – Section 6.3

Automatic sanctions are limited in scope to convicted offences under a foreign criminal court, professional disciplinary tribunal, and/or specialized sports tribunal, that correspond to an outlined *Prohibited Behaviour*. Other

offences that do not accord with an outlined *Prohibited Behaviour* will not be automatically sanctioned under the UCCMS. A *Participant* who receives an automatic sanction as a result of a sanction from one of the aforementioned courts or tribunals retains a right to challenge both the sanction and the deemed violation under the UCCMS.

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.

Annotation – Section 7.1

The CSSP Rules incorporate these factors with some modifications of wording and add two additional factors. All *Adopting Organizations* under the CSSP Rules have agreed to the following:

Provisional Measures may be imposed, without limitation, having regard to a consideration of the following factors:

- a) the safety or well-being of any *Participant(s)* and the sport community;
- b) the seriousness of the allegations and the facts and circumstances of the case;
- c) potential risks and prejudice from action and inaction, with safety being paramount;
- d) the best interest of sport and those who participate in it, including the views of the Reporting Person and/or Impacted Person;
- e) the impact of the measure on the *Respondent*; and
- f) the integrity of the investigation or other resolution process (CSSP Rule 12.2.1).

The CSSP Rules also provide that Provisional Measures must be reasonable and proportionate (CSSP Rule 12.2.2) and that the CCES may receive submissions from, or consult with, relevant persons including the Reporting Person, Impacted Person or *Respondent* as well as Sport Organizations (CSSP Rule 12.2.3). The scope of Provisional Measures that may be imposed is set out in a non-exhaustive list in CSSP Rule 12.3.1.

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.

Annotation – Section 7.3.1(c)

Presumptive sanctions for pending charges under the *Criminal Code* are limited to offences against a person that correspond to an outlined *Prohibited Behaviour*. Other offences that do not accord with an outlined *Prohibited Behaviour* will not be presumptively sanctioned under the UCCMS. A *Participant* has the right to rebut the presumptive sanction and retains a right to challenge the sanction ultimately imposed under the UCCMS.

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.

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.

Annotation – Section 8.1

The Public Registry maintained by CCES in accordance with CSSP Rule 19 has separate pages for sanctions and Provisional Measures. The sanctions and Provisional Measures that are posted are only those that restrict a person's eligibility to participate in sport (as contemplated under Section 7). Accordingly, if there are no sanctions or Provisional Measures imposed on a *Participant* that in some way restrict their eligibility to participate in sport, no information regarding that *Participant* will be published to the Public Registry.

Imposed Provisional Measures will be reflected in the Public Registry to ensure their effective implementation. In that case, a general mention of the category (i.e., allegations of *Prohibited Behaviour*) and corresponding action taken (i.e., Provisional Measures) would be provided, but no actual allegations would be published until a finding of violation has been reached.

Information that might be included in this Public Registry includes: the *Participant's* name, the *Participant's* sport affiliation, the *Participant's* province/territory and city, a summary of the sanctions or measures imposed, etc.

Sanctions and Provisional Measures involving *Minors* will not be posted on the Public Registry, except on a case-by-case basis as determined by CCES (CSSP Rule 19.4).

- 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 – ANNOTATED VERSION

Version	Date	Description	Source
6.0	April 13, 2023	An Annotated Version of the UCCMS was first published by the Office of the Sport Integrity Commissioner (OSIC) in collaboration with Pro Bono Students Canada	SDRCC
7.0	April 14, 2025	This version was prepared by the Canadian Centre for Ethics in Sport (CCES), Canadian Safe Sport Program (CSSP)	CCES