SPORT INTEGRITY CANADA

CANADIAN SAFE SPORT PROGRAM RULES

— 2025 —

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Sport Integrity Canada gratefully acknowledges the support and financial contribution of the Government of Canada.

Version 1.0 (April 1, 2025)

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Italicized terms used in the Canadian Safe Sport Program are defined in Definitions.

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DEFINITIONS

Defined terms shall include their plural and possessive forms, as well as those terms used as other parts of speech.

Adoption Contract: A formal contract that will integrate the Canadian Safe Sport Program (CSSP) into the rules of each adopting *Sport Organization* in accordance with Rules 3 and 4 of the CSSP Rules. The *Adoption Contract* will specify rights, obligations and responsibilities for the *Sport Organization* and for Sport Integrity Canada.

Appeal Panel: The panel of the *Appeal Tribunal* of the Sport Dispute Resolution Centre of Canada (SDRCC) that hears an appeal of sanction.

Appeal Tribunal: The division of the Sport Dispute Resolution Centre of Canada (SDRCC) that constitutes Panels whose responsibility is to decide appeals of decisions of a *Safeguarding Panel* on sanction.

Athlete: Any person that competes in sport at the international and/or national level and that is a member, registrant or licence-holder of a *Sport Organization*; and/or competes at the international and/or national level and is a member of a team participating in multi-sport events under the authority of a *Sport Organization*.

Athlete Support Personnel: Any coach, trainer, manager, agent, team staff, medical, paramedical personnel, or any other person working with, treating or assisting an *Athlete* participating in or preparing for sports competition.

Canadian Safe Sport Program Process (CSSP Process): Any process or step under the CSSP Rules, including investigation of a *Report*, *Mediation*, determination of a *Report,* and review or appeal of a Sport Integrity Canada decision.

Canadian Sport Dispute Resolution Code: The procedural Code of the SDRCC.

Consent Form: An agreement that, as part of the *Sport Organization*'s *Adoption Contract*, a *Sport Organization* must ensure every *Participant* and any other individual subject to the CSSP agrees to the *Consent Form* making them aware they are subject to the CSSP and the CSSP Rules.

Impacted Person: A person who has directly experienced alleged *Prohibited Behaviour* and has been identified as an *Impacted Person* by Sport Integrity Canada in the *CSSP Process*. An *Impacted Person* may or may not be the *Reporting Person* in a *Report*.

Investigation Report: A report prepared by an investigator, following an investigation, which sets out a summary of the relevant evidence, the findings of fact and credibility made by the investigator on a balance of probabilities, and the reasons for those findings, as set out in Rule 14 of the CSSP Rules.

Letter of Concern: A letter issued by Sport Integrity Canada to a *Respondent* to a *Report*, recommending or directing that the *Respondent* engage in remedial or educational activities as set out in Rule 13.1 of the CSSP Rules.

Mediation: A resolution process, facilitated by the SDRCC, to resolve a *Report* of *Prohibited Behaviour* through a mutually agreed upon Minutes of Resolution and approved by Sport Integrity Canada.

Minor: A person under the age of 19.

Notice of Decision: The written notice provided by Sport Integrity Canada to the *Respondent*, *Reporting Person*, *Impacted Person* and the *Sport Organization* (as applicable) under Rule 15, setting out Sport Integrity Canada's decision on whether a *Respondent* engaged in *Prohibited Behaviour* following receipt of an *Investigation Report* and the reasons for that decision.

Notice of Report: The written notice provided to the *Respondent* by Sport Integrity Canada informing the *Respondent* that a *Report* has been made against them, as set out in Rule 10 of the CSSP Rules.

Participant: An individual who is subject to the UCCMS and CSSP as defined in Rule 3 of the CSSP Rules.[1]

Prohibited Behaviour: *Prohibited Behaviour* under the CSSP is *Prohibited Behaviour* as defined in the UCCMS, conduct that constitutes a violation of the CSSP Rules, and conduct that was prohibited by the relevant *Sport Organization*'s policies and procedures in place at the time the *Prohibited Behavior* occurred, and which would constitute *Prohibited Behaviour* under the UCCMS.

Provisional Measure: A temporary protective measure imposed by Sport Integrity Canada pending determination of a *Report* in accordance with Rule 12 of the CSSP Rules.

Public Registry: A searchable database or registry of *Respondents* whose eligibility to participate in sport has been restricted and which is publicly available in accordance with Rule 19 of the CSSP Rules.

Remedial Resolution: A resolution agreed to by the *Respondent* and Sport Integrity Canada in which the *Respondent* acknowledges that they engaged in concerning behaviour and agrees to the imposition of educational and/or remedial and/or safety and/or protective conditions or requirements by Sport Integrity Canada in accordance with Rule 13.2 of the CSSP Rules.

Report: An allegation made to Sport Integrity Canada under Rule 6 of the CSSP Rules, that a *Participant* engaged in *Prohibited Behaviour*.

Reporting Person: The individual who has made a *Report* to Sport Integrity Canada alleging that a *Participant* has engaged in *Prohibited Behaviour*. The *Reporting Person* may or may not be the person directly impacted by the *Prohibited Behaviour* (the *Impacted Person*).

Respondent: A *Participant* alleged in a *Report* to have engaged in one or more *Prohibited Behaviours*.

Safeguarding Panel: The Panel that is or has been appointed by the *Safeguarding Tribunal* of the Sport Dispute Resolution Centre of Canada (SDRCC) to hear reviews of decisions made by Sport Integrity Canada, pursuant to Rule 16 of the CSSP Rules.

[1] For the avoidance of doubt, other individuals identified by *Sport Organizations* under Rule 3.2 are considered *Participants* for the purpose of applying the CSSP.

Safeguarding Tribunal: The division of the Sport Dispute Resolution Centre of Canada (SDRCC) that constitutes *Safeguarding Panels* to hear reviews of decisions made by Sport Integrity Canada, pursuant to Rule 16 of the CSSP Rules.

Sport Organization: Any 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.

Support Person: A *Support Person* may include legal counsel, parents, and personal support workers, among others, but cannot be a person who is a witness or potential witness to the subject matter of the *Report* or *CSSP Process*.

RULE 1 PURPOSE

1.1 Purpose

The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) commits the Canadian sport sector to advancing a respectful sport culture that delivers quality, inclusive, accessible, welcoming and safe sport experiences. The Canadian Safe Sport Program (CSSP) is similarly committed to advancing this fundamental goal.

The CSSP recognizes Sport Integrity Canada as the body mandated to independently administer and enforce the UCCMS for *Sport Organizations*, by receiving and responding to *Reports* of *Prohibited Behaviour*, and by developing and carrying out education, prevention and policy activities, including sport environment assessments.

The Canadian Safe Sport Program Rules (CSSP Rules) address the adoption by *Sport Organizations* of the CSSP, the process by which *Reports* of *Prohibited Behaviour* in sport will be administered and enforced by Sport Integrity Canada, and the role of the Sport Dispute Resolution Centre of Canada (SDRCC) in reviewing decisions made by Sport Integrity Canada.

Sport Integrity Canada 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.

1.2 Universal Code of Conduct to Prevent and Address Maltreatment in Sport

The UCCMS is incorporated by reference into the CSSP and the CSSP Rules as if set out in full herein. Any amendments or modifications to the UCCMS shall apply automatically and come into effect immediately upon their adoption without the need for any further action by Sport Integrity Canada or any *Sport Organization*. 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.

RULE 2 GENERAL PRINCIPLES AND COMMITMENTS

2.1 Commitments

2.1.1 Sport Integrity Canada 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*.

RULE 3 SCOPE OF APPLICATION

3.1 CSSP Application

The CSSP shall apply to all *Participants*[2] in sport, defined as:

a) the board members and employees of a *Sport Organization*;

b) any *Athlete* that receives Athlete Assistance Program (AAP) support, or who is part of the *Sport Organization*'s national team program,[3] or who is otherwise included in the *Sport Organization*'s National Athlete Pool (NAP);[4]

c) any *Athlete Support Personnel*[5] who falls under a *Sport Organization*'s authority who is directly involved with or provides services to a *Sport Organization's* national team program;[6]

d) any other individual who competes, participates or is otherwise involved in sport under the authority of a *Sport Organization* that has adopted the CSSP and who Sport Integrity Canada has authorized the *Sport Organization* to designate as a *Participant* for the purpose of the CSSP;[7] and

e) as designated by each *Sport Organization*, and as authorized by Sport Integrity Canada, any Canadian official, judge, umpire or referee accredited by a *Sport Organization* who

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[2] For the avoidance of doubt, *Participants* shall not include any ombudsperson, independent third-party safe sport complaint manager or individuals responsible for administering or managing safe sport complaints on behalf of a *Sport Organization,* when such individuals are serving in their official capacities.

[3] National team program shall include all levels of a *Sport Organization's* national team including, without limitation, a senior national team, national training squads, a development national team and a junior national team.

[4] The National Athlete Pool is the pool of *Athletes* jointly identified by Sport Integrity Canada and the *Sport Organization* in accordance with the criteria set out in the Canadian Anti-Doping Program, as amended from time to time.

[5] *Athlete Support Personnel* is defined in the CSSP as: Any coach, trainer, manager, agent, team staff, medical, paramedical personnel, or any other person working with, treating or assisting an *Athlete* participating in or preparing for sports competition.

[6] National team program shall include all levels of a *Sport Organization's* national team including, without limitation, a senior national team, national training squads, a development national team and a junior national team.

[7] Such individuals may include, without limitation, *Sport Organization* contractors, committee members, etc., however, Sport Integrity Canada will only approve the inclusion of individuals as *Participants* under Rule 3.1(d) if their participation or involvement with the *Sport Organization* is at the national level.

is involved in any international and/or national-level competition held under the authority or governed by the rules of a national *Sport Organization*.

Each of the above-referenced individuals shall be considered as *Participants* for the purpose of the CSSP.

3.2 Application to Other Individuals at Events

3.2.1 Individuals who are not already identified as *Participants* under Rule 3.1 and who are registered for and/or participating in events that are designated by each *Sport Organization,* and as authorized by Sport Integrity Canada, may be subject to the terms of the UCCMS and CSSP while participating at such events. Any such individuals will be considered a Participant for the purpose of applying the CSSP and will agree (or otherwise consent) to the application of the UCCMS and CSSP as part of the event registration process. Such individuals may include:

a) any *Athlete* who competes at a National Championship, or any other national-level event, or who is otherwise a member of a team participating in a national-level multi-sport event under the authority of a *Sport Organization*;

b) any *Athlete* who competes for Canada at the international level;

c) any *Athlete Support Personnel* who participates at a National Championship, or any other national-level event, or is otherwise part of a team participating in a national-level multi-sport event under the authority of a *Sport Organization*;

d) any *Athlete Support Personnel* who is part of a team participating for Canada at the international level; or

e) any other individual that the *Sport Organization* considers should be subject to the CSSP.[8]

3.2.2 For such individuals, the CSSP shall only apply for the duration of their participation in the designated events.

3.3 Contexts in which the CSSP Applies

3.3.1 The CSSP shall apply to each of the *Participants* defined above in the following situations:

a) Within a *Sport Organization*'s environment[9] (including the online/virtual environment);[10] or

[8] Such individuals may include, without limitation, *Sport Organization* contractors, committee members, etc; however, Sport Integrity Canada will only approve the inclusion of individuals as *Participants* under Rule 3.2.1(e) if their participation or involvement with the *Sport Organization* is at the national level.

[9] 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 footnote means an event that was authorized or approved by the *Sport Organization* or a representative of the *Sport Organization*.

[10] The online environment for the purposes of 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.

b) When the *Participant* alleged to have committed a *Prohibited Behaviour* was engaging in a *Sport Organization*'s activities;

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

a) When the *Participant(s)* involved interacted or were known to each other due to their mutual involvement in a *Sport Organization*'s activities; or

b) Outside of a *Sport Organization*'s environment and activities (including in an online/virtual environment) where the *Prohibited Behaviour*:

i) has a serious and detrimental impact on another person; or

ii) could undermine the integrity of sport or bring the Canadian sport system into disrepute.

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

3.4 Application to Conduct that Predates the CSSP and the UCCMS

Prohibited Behaviour under the CSSP includes conduct that occurred prior to the UCCMS and CSSP coming into force, if the conduct was prohibited by the relevant *Sport Organization's* policies and procedures in place at the time the *Prohibited Behaviour* occurred and would constitute *Prohibited Behaviour* under the UCCMS or where the conduct was prohibited by applicable provincial or federal law(s) and would constitute *Prohibited Behaviour* under the UCCMS.

3.5 Application to *Participants* at the Time the Conduct Occurred

The CSSP applies to persons who are no longer affiliated with the *Sport Organization* provided they were *Participants* at the time the alleged conduct occurred.

RULE 4 CSSP ADOPTING *SPORT ORGANIZATIONS*

4.1 Formal Adoption by *Sport Organizations*

The CSSP shall be expressly accepted and adopted by each *Sport Organization* in compliance with their governing documents, by way of a formal contract (the *Adoption Contract*) as part of their internal governing documents, which will integrate the CSSP into the rules of each adopting *Sport Organization* and render the CSSP binding on the *Participants* indicated in Rule 3.1 above.

4.2 Rights, Obligations and Responsibilities

The *Adoption Contract* will specify rights, obligations and responsibilities for the *Sport Organization* and for Sport Integrity Canada. Failure by the *Sport Organization* to comply in all respects with the *Adoption Contract* may result in the *Sport Organization* being deemed non-compliant with the CSSP by Sport Integrity Canada, which may result in the *Sport Organization* being non-compliant with any requirements for continued funding by Sport Canada.

4.3 *Adoption Contract*

The *Adoption Contract* will address, at a minimum, the following issues:

a) The term of the *Adoption Contract*.

b) A requirement that the *Sport Organization* approve and accept the CSSP through its normal governance process.

c) A requirement that the *Sport Organization* has adopted into its own rules the UCCMS as amended from time to time.

d) A requirement that, in respect of all CSSP *Participants* under their authority and control, the *Sport Organization* must ensure that,

   i) Sport Integrity Canada's Safe Sport e-learning module is completed by all *Participants* in accordance with the *Adoption Contract*;[11]

   ii) every *Participant* is made aware that they are subject to the UCCMS and CSSP; and

   iii) every *Participant* (or their parent/guardian) has agreed to the UCCMS/CSSP *Consent Form*.

e) A requirement that the *Sport Organization* shall recognize and enforce all *Provisional Measures* per Rule 12 and sanctions as determined by Sport Integrity Canada or by a Tribunal of the SDRCC per Rules 13 through 17 of the CSSP Rules.

RULE 5 JURISDICTION OF SPORT INTEGRITY CANADA

5.1 Mandatory Jurisdiction

Sport Integrity Canada shall assume jurisdiction over all *Reports* of *Prohibited Behaviour* covered by the UCCMS and CSSP, in accordance with CSSP Rule 3 and Rule 5.

5.2 Where Sport Integrity Canada Will Not Assume Jurisdiction

5.2.1 Sport Integrity Canada will not assume jurisdiction over a *Report* where:

a) The *Report* does not contain allegations relating to a *Participant* or *Sport Organization*;

b) The *Report* does not contain allegations of *Prohibited Behaviour*;

c) The allegations were already addressed and resolved by another domestic or international sport organization, court, tribunal or other comparable forum and Sport Integrity Canada determines no further action is warranted;

d) The *Report* involves alleged conduct that due to circumstances outside of the control of Sport Integrity Canada, such as the passage of time, Sport Integrity

[11] This education requirement does not apply to Participants that fall under Rule 3.2.

Canada determines that it is not able to address or investigate the *Report*; and/or

e) The *Report* does not fall within the scope of the CSSP's application, as outlined in Rule 3.

5.2.2 Where Sport Integrity Canada is determining jurisdiction, Sport Integrity Canada may make reasonable inquiries, including consulting with the *Reporting Person*, to request information and/or address possible gaps in information.

5.2.3 Where Sport Integrity Canada determines that it does not have jurisdiction or will not exercise jurisdiction, Sport Integrity Canada will notify the *Reporting Person* in writing with the reasons for the decision. This decision is final and binding and cannot be reviewed or appealed to the SDRCC.

5.2.4 Sport Integrity Canada may refer or direct *Reports* over which it has no jurisdiction, to the *Sport Organization,* in coordination with, or with prior notice to, the *Reporting Person*.

5.3 No Limitation Period

For greater clarity, and subject to Rules 3.4 and 5.2.1(d), there is no limitation period for making a *Report* to Sport Integrity Canada. Sport Integrity Canada recognizes that *Impacted Persons* or *Reporting Persons* may require time to *Report*. At the same time, the passage of time may result in loss of evidence or otherwise make it difficult for Sport Integrity Canada to process a *Report*, as a result of which Sport Integrity Canada may not assume jurisdiction and the *Report* may be closed.

5.4 Coordinating with *Sport Organizations*

The CSSP Rules recognize that, in certain circumstances, such as under employment or occupational health and safety laws, *Sport Organizations* may have an independent legal duty to investigate or respond to a *Report* involving employees of the *Sport Organization. Sport Organizations* must work with Sport Integrity Canada to avoid duplicative processes and to protect the integrity and timeliness of the *CSSP Process*.[12]

RULE 6 *REPORTS*

6.1 Who can Make a *Report* of *Prohibited Behaviour*

Any individual or organization may make a *Report* of a *Prohibited Behaviour*.

6.2 *Reports* by *Minors*

6.2.1 *Reports* may be made by a *Minor*.

[12] The *Sport Organization* may, under the applicable legislative regime, seek to designate Sport Integrity Canada as the investigator for any workplace complaint where a *Participant* is alleged to have engaged in *Prohibited Behaviour*. Sport Integrity Canada shall consider all such requests in good faith, having regard to the nature of the incident and whether serving in this capacity conflicts with or risks undermining the purposes or provisions of the CSSP or CSSP Rules.

6.2.2 *Minors* may, but are not required to, have a parent/guardian or other adult serve as their representative during the *CSSP Process*. Sport Integrity Canada may determine that Sport Integrity Canada must disclose information to the parent/guardian that a *Report* was made.

6.2.3 In deciding whether a *Minor's* parent/guardian must be notified of a *Report*, Sport Integrity Canada will assess factors such as the alleged *Prohibited Behaviour* (e.g., sexual abuse, grooming, boundary transgressions), the role of the *Respondent* in sport (e.g., being in a position of trust or authority), the age of the *Minor*, and the decision-making capacity of the *Minor* making the *Report*.

6.2.4 Where Sport Integrity Canada determines that it will contact a parent/guardian under the CSSP Rules, Sport Integrity Canada will make reasonable efforts to first notify the *Minor* prior to contacting the parent/guardian.

6.2.5 A *Minor* may choose to withdraw their *Report*. Sport Integrity Canada may still proceed with the *Report* as an anonymous *Report*. Where there is a requirement to report to child welfare or other authority, or an overriding concern for the welfare of the *Minor*, Sport Integrity Canada will notify the appropriate authorities and/or the parent/guardian of the *Minor*.

6.3 Format for *Reporting*

6.3.1 *Reports* should be made through Sport Integrity Canada's reporting platform (online or telephone hotline). Where a *Reporting Person* is unable to use or is not comfortable using the reporting platform, a Sport Integrity Canada representative will support the *Reporting Person.*

6.3.2 In order for Sport Integrity Canada to process the *Report* efficiently and effectively, the *Report* should, to the extent possible, include the following information:

a) Name and contact information of the individual reporting the *Prohibited Behaviour* (the *Reporting Person*) and their *Sport Organization*, if applicable.

b) Name of the individual or individuals alleged to have engaged in the *Prohibited Behaviour* (the *Respondent*) and, if known, the *Respondent*'s role in the *Sport Organization(s)* in which they are a *Participant*.

c) If the *Reporting Person* is reporting *Prohibited Behaviour* experienced by individual(s) other than themselves, the name(s) of those individual(s), unless they are not known to the *Reporting Person*.

d) A summary of the incident(s) or behaviour alleged.

e) Whether or not a *Report* regarding the conduct has been made to the local police or other authorities, including child welfare services, if known.

f) An indication if there is any urgency associated with the *Report*.

6.4 Requests to Keep Identifying Information Confidential

6.4.1 A *Reporting Person* may request that their personal identifying information or the personal identifying information of any *Impacted Person*, not be shared with a *Respondent(s)* or a *Sport Organization(s)*. Sport Integrity Canada will seek to honour the *Reporting Person*'s request if it is reasonably possible to do so while also protecting the health and safety of the *Reporting Person, Impacted Person* or others; and while administering a process that is procedurally fair.

6.4.2 Where Sport Integrity Canada determines that the identity of the *Reporting Person* or *Impacted Person* must be disclosed to the *Respondent*, the *Reporting Person* and/or *Impacted Person* will be given notice and will be provided the option of not proceeding with the *Report*.

6.5 Anonymous *Reports*

Any individual may make an anonymous *Report*, meaning that their name and any identifying information are not shared with Sport Integrity Canada. Sport Integrity Canada will endeavour to move forward with anonymous *Reports* to the best of its ability with the information provided. In certain cases, due to a lack of information, Sport Integrity Canada may be unable to process the *Report* and may close the file. A decision by Sport Integrity Canada not to proceed under this Rule is without prejudice and does not prevent a *Reporting Person* or *Impacted Person* from making a subsequent *Report* in the future.

6.6 Reports Received by *Sport Organizations* Must be Referred to Sport Integrity Canada

All reports of *Prohibited Behaviour* against *Participants* should be made directly to Sport Integrity Canada. Where a *Sport Organization* receives information for the purposes of a *Sport Organization* taking action under the UCCMS/CSSP Rules or information relevant to a duty to report under UCCMS Section 5.11, pertaining to a *Participant* of a *Sport Organization*, they must immediately refer the matter to Sport Integrity Canada via Sport Integrity Canada reporting platform.

RULE 7 RESPONDING TO A *REPORT*

7.1 Responding to a *Report* of *Prohibited Behaviour*

Respondents may, but are not required to, provide a written response to a *Report* within fifteen (15) days following receipt of a *Notice of Report* under Rule 10.2, including for the purpose of providing information relevant to Sport Integrity Canada's assessment of any *Provisional Measures* and resolution procedures under Rules 12 and 13.

7.2 Where the *Respondent* is a *Minor*

7.2.1 Where a *Respondent* is a *Minor*, Sport Integrity Canada will provide *Notice of Report* to the *Respondent's* parent/guardian.

7.2.2 A response to a *Report* by a *Minor* will not be rejected by Sport Integrity Canada on the sole basis that it was provided to Sport Integrity Canada by the *Minor* and not their parent/guardian.

7.2.3 Sport Integrity Canada may disclose the response or the information in the response to the *Minor's* parent/guardian, including having regard to factors such as the nature and circumstances of the alleged *Prohibited Behaviour*, the role of the *Respondent* in sport and the age of the *Minor*.

7.3 Response to a *Report*

A response to a *Report* may contain, among other information, a summary of the response to the incident(s) or *Prohibited Behaviour* alleged, any documentation supporting the *Respondent*'s position, the *Respondent's* views on the appropriate resolution of the *Report* under Rule 13, and an indication of whether there is any urgency associated with the *Report* or the *CSSP Process* in response to the *Report.*

RULE 8 COORDINATING WITH OTHER AUTHORITIES

8.1 *Reports* Made to Other Authorities

If a report to police, child protection services and/or another law enforcement or regulatory agency has been made regarding a *Respondent*'s conduct that amounts to a potential violation of the UCCMS or CSSP, Sport Integrity Canada will contact the relevant authority to explain the CSSP and obtain direction from the authorities regarding what information, if any, Sport Integrity Canada can share with the *Respondent*. Sport Integrity Canada will work with the authorities to ensure that their investigation is not compromised and to ensure that adequate protections are in place to protect the *Impacted Person* and/or *Reporting Person* and others. This can include imposing *Provisional Measures* and/or proceeding with a *CSSP Process* pending ongoing police or other processes.

8.2 Sharing Information with Other Authorities

Upon receipt of a *Report,* Sport Integrity Canada will determine whether Sport Integrity Canada has a legal duty to report, in accordance with applicable reporting legislation (e.g., child welfare legislation or to professional regulatory bodies). If a legal duty to report exists, Sport Integrity Canada will inform the *Reporting Person* and/or *Impacted Person* that Sport Integrity Canada has a duty to report and will exercise its duty without delay. More generally, if Sport Integrity Canada receives information during the course of processing a *Report* which gives rise to a legal duty to report, Sport Integrity Canada will exercise its duty to report without delay upon receipt of the relevant information.

RULE 9 CONFIDENTIALITY AND PRIVACY

9.1 Privacy of Individuals

Reports to Sport Integrity Canada are treated as confidential. There are, however, limits to confidentiality. Sport Integrity Canada will make reasonable efforts to protect the privacy of individuals involved in the administration of *Reports*, while balancing the need to gather information to assess and/or investigate a *Report* and to implement the CSSP in a manner that is procedurally fair.

9.2 Sharing Information when Processing a *Report*

The sharing of information will be limited to those who need to know the information for the purposes of implementing the CSSP. Information may be shared, as reasonably necessary, with Sport Integrity Canada staff involved in administering the *Report,* the *Reporting Person* and/or *Impacted Person*, the *Respondent*, witnesses, investigators, legal counsel, the SDRCC (where there is a mediation, review or appeal), and other persons with information relevant to Sport Integrity Canada's administering of the *Report*. In this regard, it may also be necessary for Sport Integrity Canada to provide information to a *Sport Organization* for the purposes only of administering the *Report,* with such information including but not limited to:

a) a *Notice of Report* involving a *Participant* from that *Sport Organization*;

b) notice if Sport Integrity Canada imposes a *Provisional Measure* under Rule 12;

c) procedural status updates; and/or

d) any sanctions imposed.

Sport Integrity Canada may also share information within Sport Integrity Canada that is relevant to other sport policies or codes of conduct under the jurisdiction of Sport Integrity Canada, such as the Canadian Anti-Doping Program (CADP) or relating to competition manipulation.

9.3 Identity of *Reporting Person* and/or *Impacted Person* Shared Only as Necessary with *Sport Organization*

Unless necessary for reasons of safety, to enforce a *Provisional Measure,* to investigate the reported *Prohibited Behaviour*, to enforce a sanction, or unless the consent of the *Reporting Person* and/or *Impacted Person* has been obtained, Sport Integrity Canada will not share the name and identifying information of the *Impacted Person* or *Reporting Person* with the *Sport Organization*.

9.4 No Retaliation

For greater clarity, any improper sharing of information or retaliation arising from a *Report* is prohibited. A breach of confidentiality or retaliation may be investigated by Sport Integrity Canada under Rule 20 as a violation of the CSSP Rules and/or UCCMS Section 5.14.

9.5 Compliance with Privacy Legislation

Sport Integrity Canada will comply with the CSSP privacy policy with respect to the collection, use, disclosure, and handling of all personal information or personal data.

9.6 Confidentiality Obligations of Parties and Witnesses in a *CSSP Process*

9.6.1 *Reporting Persons* and/or *Impacted Persons*, *Respondents*, witnesses and/or other person(s) involved in a *CSSP Process* must keep confidential all information received from another party, *Sport Organization* or witness, except as required by Sport Integrity Canada, under the CSSP Rules, or by law. The purpose of this confidentiality provision is to maintain the integrity of all CSSP resolution or investigation processes in response to the *Report*.

9.6.2 During the course of a *CSSP Process*, Rule 9.6.1 does not prevent *Reporting Persons*, *Impacted Persons*, *Respondents*, or witnesses from confidentially speaking to *Support Persons*, (subject to any direction by Sport Integrity Canada), provided these persons understand and agree to maintain the confidentiality of the information shared.

9.6.3 Documents created in the course of a *CSSP Process* and their contents, such as an *Investigation Report*, witness summaries, written submissions and evidence submitted by parties, *Letters of Concern*, documents confirming a *Remedial Resolution* or *Mediation* under Rules 13.1 to 13.4, and notices or decision letters issued by Sport Integrity Canada, are confidential and must not be disclosed outside of the *CSSP Process* or the SDRCC, except as required by law or authorized by Sport Integrity Canada, the *Safeguarding Panel* or *Appeal Panel* of the SDRCC or as permitted by Rule 9.6.2.

9.6.4 Any violation of Rule 9.4 and 9.6.1 to Rule 9.6.3 may give rise to an investigation and sanction under the CSSP Rules or UCCMS Section 5.13(f).

9.6.5 As set out above, confidentiality during a CSSP investigation and resolution process is important to maintain the integrity of the process and to avoid retaliation. Following the conclusion of the reporting process, nothing in this Rule prevents a *Reporting Person*, *Impacted Person*, *Respondent* or witness, from speaking about their experience of the reported incident(s), participating in the *CSSP Process* or the outcome and any sanction. The ongoing confidentiality requirements of Rules 9.6.1 and 9.6.3 continue after the completion of a CSSP investigation, including and in particular confidentiality with respect to the identity of the *Impacted Person* and/or *Reporting Person,* as applicable. For greater clarity, nothing in this Rule protects any person who shares information from the operation of defamation or other applicable laws. If any person or entity misrepresents a *CSSP Process*, the underlying facts, or the outcome of a matter, Sport Integrity Canada may publicly correct the record.

9.7 Information on the *Public Registry* is Not Confidential

Information that is on the *Public Registry* is public and not confidential for the purposes of Rule 9 and Rule 19.5.

RULE 10 INITIAL PROCESSING OF *REPORT*

10.1 Confirmation of *Report* by *Reporting Person*

After Sport Integrity Canada determines it has jurisdiction over a *Report*, it will make reasonable efforts to confirm the allegations with the *Reporting Person* within fourteen (14) days of receipt of the *Report*. Sport Integrity Canada may also, in its discretion, proceed with the *Report* in the absence of confirmation by a *Reporting Person*. This deadline may be extended by Sport Integrity Canada if additional information gathering is required before the *Report* can be confirmed. If additional information as deemed necessary by Sport Integrity Canada is not forthcoming on a timely basis, Sport Integrity Canada may close the *Report* with the possibility that the *Report* will be re-opened when the additional information is available or provided.

10.2 Notice to the *Respondent*

Within seven (7) business days of the allegations being confirmed by the *Reporting Person*, or of Sport Integrity Canada deciding to proceed with a *Report* in the absence of confirmation, Sport Integrity Canada will send a *Notice of Report* to the *Respondent* (or the *Respondent*'s parent/guardian if they are a *Minor*), setting out:

a) a statement of the provisions of the UCCMS or CSSP Rules alleged to have been violated, as applicable;

b) the particulars of the allegations;

c) the *Reporting Person* and/or *Impacted Person* involved (unless unknown or identifying information has been withheld under Rule 6.4);

d) an outline of next steps; and

e) a reminder of the confidentiality of the process set out under Rule 9.

Sport Integrity Canada may, in its discretion, extend the timeline for delivery of the *Notice of Report* to the *Respondent* beyond seven (7) business days, having regard to the integrity of the investigation, the safety of the sport community, the rights and interests of the *Reporting Person, Impacted Person* and *Respondent,* and the principles of procedural fairness.

10.3 Notice to the *Sport Organization*

10.3.1 When the *Notice of Report* is sent to the *Respondent,* Sport Integrity Canada will also inform the *Sport Organization* of the *Report*, including the name of the *Respondent*. Where the *Respondent* is a *Participant* of multiple *Sport Organizations*, Sport Integrity Canada will report to each applicable *Sport Organization*.

10.3.2 In accordance with Rule 6.4, the notice to the *Sport Organization* shall not include the name of the *Reporting Person* and/or *Impacted Person*, unless this information is reasonably necessary to protect that individual or other *Participants*.

10.3.3 To the extent reasonably possible, Sport Integrity Canada will obtain the consent of the *Reporting Person* or *Impacted Person* prior to providing their names to the *Sport Organization*. In any event, the *Reporting Person* and/or *Impacted Person* will be notified

in advance if Sport Integrity Canada provides the identifying information of the *Reporting Person* and/or *Impacted Person* to the *Sport Organization*.

10.3.4 Where the *Respondent* to the *Report* is the Safe Sport Officer or the executive director/chief executive officer of the *Sport Organization*, notice of the information in this Rule may be provided by Sport Integrity Canada to the chair of the board of directors of the *Sport Organization*, or their delegate, or other appropriate individual.

10.4 Consolidation

Where multiple individuals or organizations make the same or similar *Reports* against the same *Respondent(s)*, or where one or more *Reporting Person* makes a *Report* involving multiple *Respondents*, Sport Integrity Canada may consolidate the *Reports*.

10.6 Referral to Resolution Procedure

Within no more than thirty (30) days following the *Notice of Report* being provided to the *Respondent*, Sport Integrity Canada will initiate one or more resolution procedure(s) under Rules 13.1 to 13.5. In determining the appropriate resolution procedure(s), Sport Integrity Canada will consider any information provided by the *Reporting Person* and/or *Impacted Person* or *Respondent*, including any response to the allegations provided by the *Respondent* under Rule 7. Where Sport Integrity Canada determines it is appropriate, Sport Integrity Canada may initiate a resolution procedure prior to receiving information or submissions from the *Reporting Person* and/or *Impacted Person* or *Respondent*, if any.

RULE 11 PROCEDURAL ORDERS

11.1 Flexibility to Adjust Timelines

Sport Integrity Canada may, in its sole discretion, expedite or adjust as necessary the timelines for the steps and procedures in the CSSP Rules, as appropriate in the circumstances, consistent with the principles and goals of the UCCMS and CSSP/CSSP Rules, except for time limits to file a review or appeal to the SDRCC.

11.2 Procedural Orders

In order to ensure the efficient, timely and fair processing and resolution of a *Report*, Sport Integrity Canada may issue procedural orders, such as setting timelines for the delivery of documents or materials, and timelines by which steps in a resolution process, including investigation interviews, must be completed.

11.3 Consequence for Failure to Comply with a Procedural Order

If a *Respondent*, *Reporting Person*, *Impacted Person* or witness fails to comply with a procedural order, Sport Integrity Canada may make a decision or take a step without awaiting information, documentation or participation from the individual in question. In the context of an investigation under Rule 14, where there is a failure to comply with a procedural order, the investigation may proceed in the absence of that party's evidence and Sport Integrity Canada may make an order

that the party shall not be permitted to introduce evidence to Sport Integrity Canada following the issuance of the *Investigation Report* or in any SDRCC *Safeguarding Tribunal* or *Appeal Tribunal* hearing, unless there is a compelling justification for the failure to comply. This prohibition shall not apply to fresh evidence that meets the requirements in Rule 16.4(c).

11.4 General

Where the CSSP Rules are silent on any issue other than a review or appeal to the SDRCC, Sport Integrity Canada may make procedural orders or directions as required to resolve a *Report* in accordance with the commitments set out under Rule 2.1.

RULE 12 *PROVISIONAL MEASURES*

12.1 *Provisional Measures* Following a *Report*

At any stage following receipt of a *Report*, Sport Integrity Canada may impose *Provisional Measures*.

12.2 Considerations for Imposing *Provisional Measures*

12.2.1 *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.

12.2.2 *Provisional Measures* must be reasonable and proportionate, having regard to the factors listed above.

12.2.3 To assess the imposition of *Provisional Measures*, Sport Integrity Canada may receive submissions from or consult with relevant persons, including the *Reporting Person*, *Impacted Person* or *Respondent*. The *Sport Organization(s)* may also be consulted on whether the implementation of the *Provisional Measures* is pragmatic.

12.3 Scope of *Provisional Measures*

12.3.1 *Provisional Measures* may include, but are not limited to:

a) modifying training schedules or training locations;

b) changing or modifying duties, including limiting decision-making authority;

c) relocating individuals to avoid contact;

d) providing or requiring chaperones or imposing other monitoring conditions;

e) implementing contact limitations or measures prohibiting one-on-one interactions;

f) implementing communication limitations or conditions;

g) travel restrictions or modifications of travel logistics;

h) restrictions on activities, including scope of participation in, and location or timing of, training, coaching, officiating and/or non-training, coaching or officiating activities;

i) imposing check-ins or reporting obligations;

j) interim remedial or supportive measures, including positive support measures, such as mentorship, training, assignment of a new coach, or facilitating access to counselling; and

k) suspension from, and prohibition on, participation in all or part of the sport or activities of the *Sport Organization(s)*.

12.3.2 Sport Integrity Canada is not responsible for assuming any costs related to the imposition of a *Provisional Measure*.

12.4 Notice to the *Respondent*

Except where Sport Integrity Canada determines that *Provisional Measures* must be issued immediately to meet the protective and safety goals set out in Rule 12.2 above, Sport Integrity Canada will provide notice in writing to the *Respondent* setting out the *Provisional Measures* that Sport Integrity Canada is considering imposing, and the basis for those measures. The *Respondent* shall have five (5) business days to provide a response, except where Sport Integrity Canada determines that urgency or safety require that advance notice of some or all of the *Provisional Measures* may be truncated or eliminated, in which case the *Respondent* may request to modify or lift the *Provisional Measure* in accordance with Rule 12.5 below.

12.5 Requests to Modify *Provisional Measures*

At any time, the *Respondent*, the *Reporting Person*, or an *Impacted Person*, may request that Sport Integrity Canada modify or lift *Provisional Measures* on the basis that there has been a change in circumstances, or the *Provisional Measures* are not effective or pragmatic, having regard to the factors set out in Rule 12.2. Where a *Provisional Measure* is modified or lifted, Sport Integrity Canada will notify the *Respondent*, *Reporting Person*, the *Impacted Person* (as applicable) and the *Sport Organization(s)*. Excessive, repetitive and duplicative requests to modify *Provisional Measures* will not be considered by Sport Integrity Canada.

12.6 Notification and Public Disclosure

12.6.1 When *Provisional Measures* are imposed, Sport Integrity Canada will provide the *Respondent* with notice in writing, including setting out the basis for the *Provisional Measures* imposed.

12.6.2 Sport Integrity Canada will also notify the *Reporting Person* and/or *Impacted Person* and *Sport Organization(s)* in which the *Respondent* is a *Participant*. Except as necessary for the *Sport Organization* to enforce the *Provisional Measures*, the information shall be maintained in confidence by those who are notified of the *Provisional Measures*, unless Sport Integrity Canada publicly discloses the *Provisional Measures* on the *Public Registry* in accordance with Rule 19.

12.6.3 Notwithstanding Rule 12.6.2, Sport Integrity Canada may share information about *Provisional Measures* with sport organizations other than the *Sport Organization* in which the *Respondent* is a *Participant*, if Sport Integrity Canada determines such sharing is necessary to meet the goals of Rule 12.2. In any case where any additional sport organization is informed of the *Provisional Measures*, Sport Integrity Canada will notify the *Respondent* and *Reporting Person* and/or *Impacted Person*.

12.6.4 A *Respondent* may request a review of a Sport Integrity Canada decision to publish *Provisional Measures* on the *Public Registry*, in accordance with Rule 12.7.3 below.

12.7 Review by *Safeguarding Tribunal*

12.7.1 Within twenty-one (21) days of Sport Integrity Canada issuing or amending the *Provisional Measures*, the *Respondent* may request a review by the *Safeguarding Tribunal*. The review will be heard by the *Safeguarding Tribunal* in writing by documentary review only, unless the Tribunal orders that a different form of hearing is required in the circumstances. Only a *Respondent* may request a review. No other party may seek to appeal or review a decision to impose, or not impose, *Provisional Measures*.

12.7.2 The *Safeguarding Tribunal* shall apply the standard of reasonableness, taking into account the considerations set out in Rule 12.2.

12.7.3 A *Respondent* may request a review of a decision by Sport Integrity Canada to post a *Provisional Measure* on the *Public Registry*. The *Safeguarding Tribunal* shall determine whether the posting of the *Provisional Measure* on the *Public Registry* is necessary and appropriate, having regard to the considerations set out in Rule 12.2. A review of a posting on the *Public Registry* may be filed separately from any review of the *Provisional Measures*. The filing of a review under Rule 12.7 does not stay Sport Integrity Canada decision to post a *Provisional Measure* on the *Public Registry*.

12.7.4 The outcome of any review of a Sport Integrity Canada decision to impose a *Provisional Measure* shall have no impact on the merits or final outcome of the case.

12.7.5 Any decision rendered by the *Safeguarding Tribunal* on a review of *Provisional Measures* or the posting of *Provisional Measures* on the *Public Registry* is final and is not subject to further SDRCC appeal or review.

12.7.6 The parties to the *Safeguarding Tribunal* review of a Sport Integrity Canada decision relating to *Provisional Measures* under Rules 12.7.2 and 12.7.3 are Sport Integrity Canada and the *Respondent*. The *Reporting Person* and/or *Impacted Person* may provide information in writing to the *Safeguarding Tribunal* with respect to the factors under Rule 12.2, including relating to their safety and well-being.

12.8 Violation of *Provisional Measures*

A failure by a *Respondent* to comply with a *Provisional Measure* may be investigated by Sport Integrity Canada as a violation of the CSSP Rules and the UCCMS under Rule 20 and/or may result in Sport Integrity Canada modifying the *Provisional Measures*, including by imposing more restrictive measures, up to and including provisional suspension from, and prohibition on participation in, sport or the activities of the *Sport Organization*. A violation of a *Provisional Measure* may also be an aggravating factor in the determination of sanction.

RULE 13 METHODS OF RESOLUTION

Prior to resolving a *Report* under any of the resolution methods set out in Rules 13.1 through 13.4, Sport Integrity Canada will, to the extent reasonably possible and appropriate in the circumstances, consult with the *Reporting Person* and/or *Impacted Person* and the *Respondent*.

13.1 *Letters of Concern*

13.1.1 At any time, Sport Integrity Canada may, in its sole discretion, determine that the appropriate resolution of a *Report* is the issuance of a *Letter of Concern*.

13.1.2 Sport Integrity Canada may issue a *Letter of Concern* to a *Respondent* (or a *Minor Respondent*'s parent/guardian), where Sport Integrity Canada determines that the reported conduct is best addressed with the *Respondent* by way of educational or remedial measures, which Sport Integrity Canada may require the *Respondent* to undertake. A *Letter of Concern* does not constitute a finding of violation by Sport Integrity Canada or an admission of a violation of the UCCMS or CSSP Rules by the *Respondent*. The *Reporting Person, Impacted Person or Respondent* may seek a review of Sport Integrity Canada decision, as set out in Rule 16.

13.2 *Remedial Resolution*

13.2.1 At any time, Sport Integrity Canada may resolve the *Report* by way of a *Remedial Resolution*. A *Remedial Resolution* is a voluntary, binding agreement between the *Respondent* (or their parent/guardian if they are a *Minor*) and Sport Integrity Canada. A *Remedial Resolution* may include safety and/or protective conditions or requirements and restrictions on participation in sport, such as those listed in Rule 12.3. A *Remedial Resolution* does not constitute a finding of violation of the UCCMS or CSSP Rules by

Sport Integrity Canada or an admission of a violation of the UCCMS or CSSP Rules by the *Respondent*. The *Reporting Person* and/or *Impacted Person* may seek a review of Sport Integrity Canada decision, as set out in Rule 16.

13.2.2 A Failure to comply with the terms of a *Remedial Resolution* may result in one or more of:

a) a revocation of the *Remedial Resolution* and Sport Integrity Canada proceeding to investigate the initial *Report*;

b) the imposition of *Provisional Measures* which may include a provisional suspension; and

c) investigation and possible sanction of the *Respondent* for violation of the *Remedial Resolution* under Rule 20.

13.3 Acceptance of Violation and Sanction

At any time, the *Respondent* may acknowledge that some or all of the reported behaviour(s) violated the UCCMS or CSSP Rules and accept responsibility and a sanction. Sport Integrity Canada will consider and determine the appropriate sanction having regard to the information gathered in the reporting process, the circumstances surrounding the *Respondent* and the alleged behaviour, and the views of the *Reporting Person* and/or *Impacted Person* and *Respondent*. The outcome and sanction may be published by Sport Integrity Canada on the *Public Registry*. Sport Integrity Canada may fully resolve a *Report* under this Rule on the basis of an acceptance of responsibility for some, but not all, of the allegations contained in a *Report,* or may continue to investigate the allegations that are not accepted by the *Respondent*. An Acceptance of Violation and Sanction reflects a voluntary, binding acceptance by the *Respondent* (or their parent/guardian if they are a *Minor*) of findings and sanctions as determined by Sport Integrity Canada. The *Reporting Person* and/or *Impacted Person* may seek a review of Sport Integrity Canada decision, as set out in Rule 16.

13.4 *Mediation*

13.4.1 At any time, Sport Integrity Canada may determine that *Mediation* is appropriate and direct that a *Mediation* be facilitated by a mediator appointed by the SDRCC and conducted in accordance with SDRCC procedures. Where the parties request *Mediation*, the request may be approved or denied by Sport Integrity Canada as appropriate to each case. In determining whether to direct the parties to *Mediation*, or whether to approve a request by the parties for *Mediation*, Sport Integrity Canada may consider the nature of the allegations, any power imbalance between the parties, and the views and safety of the parties.

13.4.2 Minutes of Resolution

Resolutions under this Rule are agreed to and signed by the *Reporting Person* and/or *Impacted Person*, and the *Respondent* and must be approved by Sport Integrity Canada. Sport Integrity Canada approval of the Minutes of Resolution is to ensure that the

resolution is consistent with the UCCMS and CSSP. Sport Integrity Canada may be consulted by the mediator during the *Mediation*, on whether proposed resolutions are likely to be approved by Sport Integrity Canada. Mediated resolutions are final and binding and cannot be appealed by any party. Minutes of resolution may be amended on consent of the parties and approval of Sport Integrity Canada.

13.4.3 Consequences for Violation of Minutes of Resolution

A *Respondent* or *Reporting Person* and/or *Impacted Person* who violates a term of the Minutes of Resolution may be subject to investigation and sanction by Sport Integrity Canada, including under Rule 20.

13.4.4 Where *Mediation* is Unsuccessful

If *Mediation* is unsuccessful, Sport Integrity Canada will continue to process the *Report* under Rule 13*,* including, where appropriate, investigating the *Report* under Rules 14 and 15.

13.5 Formal Resolution

A formal resolution involves:

a) an investigation of the *Report*, in which findings of fact and findings of credibility are made by an investigator under Rule 14;

b) a decision by Sport Integrity Canada on whether the *Respondent* engaged in conduct that violated the UCCMS/CSSP Rules under Rule 15; and

c) if a violation is established, Sport Integrity Canada ordering a sanction, as appropriate, in accordance with Rule 15 of the CSSP Rules and UCCMS Section 7.

RULE 14 INVESTIGATION

14.1 Appointment and Role of Investigator

At any time after assuming jurisdiction, Sport Integrity Canada may appoint an investigator to investigate the reported *Prohibited Behaviour*. Investigations will be proportionate to the allegations, consistent with Rule 2.1. To the extent reasonably possible, investigators shall have experience or expertise in trauma-informed practice, procedural fairness, and the general subject area of the *Report* (e.g., sexual or psychological maltreatment or accessibility or discrimination against persons with disabilities). The investigator will generally interview the parties and witnesses and collect evidence. The investigator may request the production of relevant documents, such as texts, emails or other social media or recorded evidence. Failure by a party to produce relevant documents requested by the investigator (or pursuant to a procedural order under Rule 11), may result in an adverse inference being drawn. The investigator's role is to make findings of credibility and findings of fact, on a balance of probabilities.

14.2 Rights of *Reporting Person* and/or *Impacted Person* and *Respondent* in the Investigation

The *Reporting Person* and/or *Impacted Person* and the *Respondent* will have an opportunity in the investigation to submit information and relevant evidence and identify witnesses who may have relevant information. Subject to any decisions made by Sport Integrity Canada anonymizing the identities of witnesses and a decision by the investigator or Sport Integrity Canada regarding the extent of disclosure necessary to meet the requirements of procedural fairness and/or to maintain the integrity of the *CSSP Process*, the *Respondent* and *Reporting Person* and/or *Impacted Person* will be provided with the substance of any relevant evidence and an opportunity to respond.

14.3 Timeline for Investigations

Investigations should be completed within seventy-five (75) days of the appointment of the investigator. Procedural orders under Rule 11 may be made by Sport Integrity Canada to ensure the timely processing of investigations. Sport Integrity Canada may extend the timeline for completion of investigations, including in complex cases or where other circumstances so warrant.

14.4 Role of *Support Persons*

The *Reporting Person, Impacted Person, Respondent* and any witness may be accompanied by *Support Person(s)* at any meeting or proceeding related to an investigation. The *Support Person(s)* may not provide evidence on behalf of the party or witness but may ask procedural questions and provide advice to the person they are supporting.

14.5 Relevance

The investigator will not ask any person irrelevant questions related to that person's sexual expression, past, or other sexual activity. The determination of relevance of other sexual activity shall be guided by the law under s. 276 of the *Criminal Code* (as amended).

14.6 Participation in Investigation

14.6.1 *Participants* must act in good faith and cooperate throughout any investigation.

14.6.2 If a *Reporting Person* or *Respondent* declines to cooperate with or participate in an investigation on the timelines set out in these rules, Sport Integrity Canada may proceed in their absence, on the basis of the available information at that time.

a) Where the *Reporting Person* and/or *Impacted Person* does not participate, this may mean that Sport Integrity Canada's ability to investigate the allegations will be limited and Sport Integrity Canada may choose to close the file due to an absence of evidence.

b) Where the *Respondent* or, as applicable, any other party or witness, does not participate in the investigation prior to the issuance of the *Investigation Report*, their information or evidence shall not be considered by the investigator or by Sport Integrity Canada, nor shall such information or evidence be admitted by the *Safeguarding Tribunal*, except in accordance with Rule 16.4(c). An

investigator may also draw an adverse inference from the *Respondent*'s or other witness' failure to participate.

14.7 *Investigation Report*

At the completion of the investigation, the investigator shall deliver an *Investigation Report* to Sport Integrity Canada. The *Investigation Report* will set out a summary of the relevant evidence, the findings of fact and credibility made by the investigator, and the reasons for those findings. Sport Integrity Canada may review the *Investigation Report* and request clarification or additional investigation. If additional investigation is requested, the parties shall be advised and provided an opportunity to respond to any further investigation, as appropriate.

14.8 Acceptance of the *Investigation Report*

Sport Integrity Canada will accept the findings of fact by the Investigator and will make decisions under Rule 15 on the basis of these findings of fact, except where Sport Integrity Canada directs that additional investigative steps be undertaken (Rule 15.3(a)) or Sport Integrity Canada orders a new investigation (Rule 15.3(b))

RULE 15 DETERMINATION OF THE *REPORT* BY SPORT INTEGRITY CANADA

15.1 Delivery of *Investigation Report* to the *Reporting Person* and/or *Impacted Person* and *Respondent*

Within five (5) business days of Sport Integrity Canada's receipt of the final *Investigation Report*, Sport Integrity Canada shall provide to the *Reporting Person* and/or *Impacted Person* and the *Respondent,* a copy of the *Investigation Report* along with, as appropriate to the case and each party and as reasonably necessary to meet the requirements of procedural fairness, any attachments or exhibits to the *Report*, which may be redacted of identifying and/or private information, on a confidential basis.

15.2 Opportunity to Make Written Submissions

Within ten (10) days of the *Investigation Report* being provided by Sport Integrity Canada to the *Reporting Person* and/or *Impacted Person* and the *Respondent*, the parties may make written submissions to Sport Integrity Canada on:

a) the findings of fact made by the investigator and whether the findings give rise to a violation of the UCCMS or CSSP Rules;

b) the appropriate sanction (if any) based on the findings made in the *Investigation Report*;

c) the rebuttal of any presumptive sanctions under the UCCMS;

d) the impact of the *Prohibited Behaviour* as found by the investigator, on the *Reporting Person* or *Impacted Person;* and

e) any submission that the investigation was not procedurally fair in accordance with the criteria for procedural fairness set out in Rule 16.4.

15.3 Decision by Sport Integrity Canada

Following receipt of written submissions under Rule 15.2, if any, Sport Integrity Canada may:

a) direct the investigator to collect additional evidence and/or to take additional steps to address any procedural fairness concerns, following which a decision under this section may be made;

b) set aside the investigation and order a new investigation; or

c) issue a decision, based on the *Investigation Report*, in which Sport Integrity Canada makes a finding as to whether the *Respondent* engaged in *Prohibited Behaviour* in violation of the UCCMS/CSSP Rules on a balance of probabilities and, if so, imposing a sanction as appropriate. Sanctions, if any, shall be imposed by Sport Integrity Canada in accordance with the UCCMS Section 7.

The parties shall be notified in writing of Sport Integrity Canada's decision under Rule 15.3(a)-(c) above, by way of *Notice of Decision*, which will include the reasons for the decision by Sport Integrity Canada. In accordance with Rule 16 below, the *Reporting Person, Impacted Person or Respondent* may seek a review of a Sport Integrity Canada decision made under Rule 15.3(b) and (c).

15.4 *Notice of Decision* and Documents Provided to the Parties During the *CSSP Process* are Confidential

The *Notice of Decision* will be provided to the *Reporting Person* and/or *Impacted Person,* the *Respondent,* and the relevant *Sport Organization(s)*, anonymized or redacted of private or identifying information related to the *Reporting Person* and/or *Impacted Person* as determined by Sport Integrity Canada. The *Notice of Decision* and any documents provided to the parties in the course of the *CSSP Process* (e.g., witness summaries, *Investigation Report*, copies of evidence) are confidential. The outcome and sanction may be posted by Sport Integrity Canada on the *Public Registry* in accordance with Rule 19.

RULE 16 REVIEW BY THE *SAFEGUARDING TRIBUNAL*

16.1 Sport Integrity Canada Decisions that may be Reviewed

A review by the *Safeguarding Tribunal* is available where:

a) The *Reporting Person*, *Impacted Person* or *Respondent* request a review of a decision by Sport Integrity Canada under Rules 13.1, 15.3(b) and 15.3(c);

b) The *Reporting Person* and/or *Impacted Person* request a review of a *Remedial Resolution* or an Acknowledgment and Acceptance of Sanction agreement between Sport Integrity Canada and the *Respondent* under Rules 13.2 and 13.3;

c) A *Respondent* requests a review under Rule 12.7.

Apart from the rights to review outlined in this section and expressly stated elsewhere in the CSSP Rules, all decisions and orders made by Sport Integrity Canada (including investigators or

decision-makers retained by Sport Integrity Canada) pursuant to the CSSP Rules are final and binding, and no party shall have any other right to review or appeal any such decisions or procedural orders.

16.2 Timeline to Request a Review

A request to review a Sport Integrity Canada decision or agreement subject to review, as set out in Rule 16.1, must be made to the *Safeguarding Tribunal* within twenty-one (21) days from the date that notice of Sport Integrity Canada decision is deemed to have been sent to the party seeking a review, in accordance with Rule 23.

16.3 *Safeguarding Tribunal* Hearing is not a hearing De Novo, *Investigation Report* Admitted as Fact

A review by the *Safeguarding Tribunal* is not a hearing *de novo* and is not a redetermination of the investigation. The findings of fact and credibility made in the *Investigation Report* shall be accepted by the *Safeguarding Tribunal*, except where the findings are successfully challenged by the *Reporting Person* and/or *Impacted Person* or the *Respondent* in accordance with Rule 16.4.

16.4 Grounds to Review a Finding of Fact or Violation

A review of the findings of fact or credibility by the investigator or the decision by Sport Integrity Canada that the *Respondent* did or did not violate the UCCMS/CSSP Rules, may only be made on the following grounds:

a) Error of law that has a material impact on the findings and/or decisions made. For greater clarity, an error of law includes a misinterpretation of a section of the UCCMS/CSSP.

b) A substantial failure to observe the principles of procedural fairness in the investigative process, in reaching a determination on whether there was a violation of the UCCMS/CSSP Rules, or in reaching a conclusion on the appropriate sanction (if any). The extent of natural justice rights afforded to a Party will be less than that afforded in criminal proceedings and may vary depending on the nature of the alleged violation and sanction that may apply.

c) Fresh evidence where such evidence:

   i) could not, with the exercise of due diligence, have been discovered and presented during the investigation and prior to the decision being made;

   ii) is relevant to a material issue arising from the allegations;

   iii) is credible in that it is reasonably capable of belief; and

   iv) has high probative value, in the sense that, if believed, it could, on its own, or when considered with other evidence, have led to a different conclusion on the material issue.

   For greater clarity, fresh evidence in this section may not be admitted where the evidence was available with the exercise of due diligence and, absent compelling

justification, was not produced during the investigation or following a procedural order made under Rule 11 or where the party did not participate in the investigation (Rule 14.6).

16.5 Grounds to Review a *Letter of Concern, Remedial Resolution* or Acceptance of Violation and Sanction

16.5.1 Where Sport Integrity Canada resolved a *Report* under Rules 13.1 to 13.3, the sole ground for review is that Sport Integrity Canada resolution was unreasonable, having regard to the purposes and goals of the UCCMS/CSSP Rules, including the role of education and remediation in achieving safe sport.

16.5.2 Where Sport Integrity Canada resolved a *Report* under Rules 13.1 to 13.3 following the completion of an *Investigation Report*, a review of the reasonableness of the resolution may include that the resolution is inconsistent with, or not supported by, the findings contained in the *Investigation Report*.

16.6 Grounds to Review a Sanction

A *Reporting Person*, *Impacted Person* or *Respondent* may seek a review of sanction imposed by Sport Integrity Canada on the basis that it is unreasonable having regard to the purposes of sanction under UCCMS Sections 7.3 and 7.4.

16.7 Parties

The parties to a hearing before the *Safeguarding Tribunal* under this Rule are the *Respondent*, *Reporting Person* and/or *Impacted Person* and Sport Integrity Canada*,* except for reviews of *Provisional Measures* where the parties are limited to the *Respondent* and Sport Integrity Canada.

16.8 Production of Documents to the SDRCC and the parties

16.8.1 Where a *Reporting Person, Impacted Person* or the *Respondent* requests a review of a decision under Rule 15.3.b) or 15.3.c), Sport Integrity Canada shall file with the *Safeguarding Tribunal*:

a) the *Investigation Report* and any other documents or exhibits/attachments to the *Investigation Report* relied on by Sport Integrity Canada in making its decision;

b) the submissions provided to Sport Integrity Canada under Rule 15.2; and

c) the submissions and/or evidence on sanction provided to or gathered by Sport Integrity Canada.

16.8.2 To the extent the documents above are different than those already produced to each of the parties by Sport Integrity Canada in the investigation, the *Safeguarding Tribunal* may make orders with respect to the scope of production of documents to the parties to meet the requirements of procedural fairness.

16.9 Form of Hearing

16.9.1 A review of a decision by Sport Integrity Canada shall be in writing, unless ordered otherwise by the *Safeguarding Tribunal*.

16.9.2 In the limited cases where the *Safeguarding Tribunal* may determine that there is a basis to hear evidence from witnesses, no party may directly question any other party or witness. The form of the hearing, and the protections for *Minors* and vulnerable witnesses/parties in any such hearing, shall otherwise be governed by the *Canadian Sport Dispute Resolution Code*.

16.10 Powers of the *Safeguarding Tribunal*

The *Safeguarding Tribunal* may:

a) Uphold the decision made by Sport Integrity Canada;

b) Vary the decision made by Sport Integrity Canada under Rule 15.3.c) and substitute its own decision on violation and/or sanction in accordance with UCCMS Section 7 and the facts before it;

c) Vary the decision made by Sport Integrity Canada under Rule 15.3.b);

d) Set aside the *Investigation Report* and direct that Sport Integrity Canada undertake a new investigation;

e) In exceptional cases, stay the *Report* in accordance with the principles of procedural fairness;

f) Set aside the resolution of a *Report* based on a *Letter of Concern* under Rule 13.1, a *Remedial Resolution* under Rule 13.2, or an Acceptance of Violation and sanction under Rule 13.3, on the basis that it is unreasonable;

g) Where Sport Integrity Canada has resolved a *Report* under Rules 13.2 or 13.3 prior to investigation under Rule 14, the *Safeguarding Tribunal* may set aside the resolution and order Sport Integrity Canada to conduct an investigation under Rule 14; and/or

h) Issue directions for any further steps required for the efficient and timely resolution of a *Report*, as may be required and appropriate in the circumstances.

16.11 Decisions of the *Safeguarding Tribunal* Anonymized

16.11.1 Where a *Respondent* is a *Minor*, their name and identifying information will be anonymized or redacted in any *Safeguarding Panel* decision, including where the *Minor Respondent* has been found to have violated the UCCMS or CSSP Rules.

16.11.2 The names and identifying information of the *Reporting Person* and *Impacted Person* will be anonymized or redacted in any *Safeguarding Panel* decision.

16.11.3 The name and identifying information of the *Respondent* in any *Safeguarding Panel* decision shall be made public (unless otherwise determined by the *Safeguarding Tribunal*), except in decisions where the *Respondent* is not found to have violated the UCCMS/CSSP Rules.

16.11.4 The names and identifying information of the *Reporting Person* and/or *Impacted Person* (and *Respondent* in cases where no finding of violation of the UCCSMS/CSSP Rules is made) may be published by the SDRCC with the individual's consent.

RULE 17 APPEAL OF SANCTION

17.1 Appeal to Panel of the *Appeal Tribunal* of the SDRCC

17.1.1 The *Respondent*, *Reporting Person* and/or *Impacted Person*, or Sport Integrity Canada, may appeal a sanction decision of the *Safeguarding Tribunal* to an *Appeal Panel* appointed by the *Appeal Tribunal* of the SDRCC. To appeal a decision on sanction, the appealing party must have participated in the *Safeguarding Tribunal* hearing. All other decisions of the *Safeguarding Tribunal* are final and binding and are not subject to appeal or review.

17.1.2 The responding parties to an appeal of a *Safeguarding Panel* decision on sanction are the parties to a *Safeguarding Tribunal* hearing under Rule 16, irrespective of whether they participated in the *Safeguarding Tribunal* hearing.

17.1.3 An appeal of a sanction decision shall be made within thirty (30) days of the issuance of the *Safeguarding Panel's* decision on sanction.

17.1.4 An appeal of a *Safeguarding Panel* decision on sanction shall take the form of a judicial review. The *Appeal Panel* shall apply a standard of reasonableness.

17.1.5 The *Appeal Panel* may uphold, increase, decrease, remove, or vary any sanction imposed by the *Safeguarding Panel*.

RULE 18 PRIOR HISTORY

18.1 Sport Integrity Canada may Require Information about Prior History

In the context of assessing or determining *Provisional Measures*, remedial measures or sanction, Sport Integrity Canada may require the *Respondent* or a *Sport Organization* to provide information with respect to whether a finding has ever been made against the *Respondent* by any other sport organization, whether domestically or internationally.

18.2 Prior History Relevant to *Provisional Measures*, *Remedial Resolution* and Sanction

Prior history of a *Respondent* (including any *Letters of Concern* issued to the *Respondent*, any *Remedial Resolutions* the *Respondent* has agreed to, any Acceptance of Violation and Sanction by the *Respondent* under Rule 13.3 and any *Provisional Measures* imposed) in most cases will not be relevant to any determination as to whether the *Respondent* did or did not engage in *Prohibited Behaviour* as alleged in a *Report*. Prior history may be relevant to:

a) an assessment of safety and the imposition of *Provisional Measures* under Rule 12.2;

b) the appropriate means for addressing a *Report* (whether by way of *Letters of Concern, Remedial Resolution,* Acceptance of Violation and Sanction, *Mediation* or Formal Resolution) under Rule 13; and

c) the appropriate sanction under Rules 15, 16 and 17.

RULE 19 *PUBLIC REGISTRY*

19.1 *Public Registry*

In accordance with the UCCMS Section 8, Sport Integrity Canada shall maintain a searchable public database or registry (the *Public Registry*) of *Respondents* whose eligibility to participate in sport has in some way been restricted, along with summary information on the UCCMS/CSSP Rules violation (without identifying the *Reporting Person* and/or *Impacted Person*) and the restrictions imposed.

19.2 When Sanctions Will Be Posted on the *Public Registry*

Sport Integrity Canada will post sanctions on the *Public Registry* for the period during which the sanction is in effect, where the sanction includes a suspension, permanent ineligibility or, in Sport Integrity Canada's sole discretion, other sanctions that restrict eligibility to participate in sport. If a finding of violation or a sanction is being reviewed or appealed, the *Public Registry* will include a notation to this effect.

19.3 When *Provisional Measures* Will Be Posted on the *Public Registry*

19.3.1 *Provisional Measures* are protective and imposed while investigations into alleged violations of the UCCMS/CSSP Rules are ongoing. They are not indicative of a violation or admission of a violation. *Provisional Measures* that involve a suspension or that restrict the eligibility to participate in sport of a coach or other person in authority, will be posted on the *Public Registry*.

19.3.2 There is a presumption that a suspension or restriction on participation in sport imposed on persons other than those set out in Rule 19.3.1 will be posted on the *Public Registry*. Sport Integrity Canada may, in its sole discretion and on a case-by-case basis, decide not to post *Provisional Measures* for these *Participants*, having regard to balancing the protective purposes of *Provisional Measures* set out in Rule 12.2.

19.3.3 Where Sport Integrity Canada publishes *Provisional Measures* on the *Public Registry*, the category and particulars of the alleged *Prohibited Behaviour* will not be included.

19.3.4 For *Provisional Measures* that do not involve any suspension or restriction on participation in sport, there shall be no publication on the *Public Registry*.

19.4 *Minor Respondents*

Sanctions and *Provisional Measures* involving *Minor Respondents* will not be posted on the *Public Registry,* except on a case-by-case basis as determined by Sport Integrity Canada taking into account the age of the *Respondent,* the principles of remediation of youth, the sensitivity of

personal information, the safety of the sport community, and the need to carry out the objectives of the UCCMS and CSSP.

19.5 Sport Integrity Canada Database

19.5.1 Sport Integrity Canada shall maintain a database with information on all resolutions and sanctions related to a *Participant* who was a *Respondent* under the CSSP.

19.5.2 With the consent of the *Participant*, any *Sport Organization* may obtain information held by Sport Integrity Canada regarding resolutions relating to that *Participant* that were never posted on the *Public Registry* or are no longer posted on the *Public Registry*.

RULE 20 VIOLATION OF THE CSSP RULES

20.1 Investigation and Sanction of a Violation of the CSSP Rules

Sport Integrity Canada may investigate and sanction any *Participant* or *Sport Organization* for violation of the CSSP Rules in addition to any violation of the UCCMS.

20.2 Administration of a Violation

Violations of the CSSP Rules shall be administered in accordance with the CSSP Rules in the same way, and subject to the same rules and principles, as an alleged violation of the UCCMS.

RULE 21 NO LIABILITY

No representative of Sport Integrity Canada, including but not limited to an employee, officer, agent, expert, director or contractor (including, but not limited to, external investigator and legal counsel) of Sport Integrity Canada, shall be liable to any person or *Sport Organization* for any act or omission relating in any way whatsoever for any act done in the performance or intended performance of a duty or in the exercise or intended exercise of a power under the UCCMS or CSSP/CSSP Rules, or for any neglect or default in the performance or exercise in good faith of the duty or power.

RULE 22 RECOGNITION AND ENFORCEMENT

22.1 Reciprocal Recognition and Enforcement

22.1.1 If a sanction has been imposed on a *Participant*, whether by Sport Integrity Canada or a *Safeguarding Panel* or *Appeal Panel*, the sanction(s) shall be automatically recognized and enforced, as necessary, by and between all *Sport Organizations*, which shall take all necessary actions to give effect to the sanction, with no further review or appeal.

22.1.2 At Sport Integrity Canada's sole discretion, Sport Integrity Canada may recognize and enforce, including by publishing on the *Public Registry*, sanctions imposed on a *Participant* by a professional regulatory body, or by a domestic or international sport organization(s) outside of the CSSP, including by the Office of the Sport Integrity Commissioner, where the sanctions have been imposed on a *Participant* for conduct

consistent with behaviour prohibited under the UCCMS. Where Sport Integrity Canada recognizes a sanction imposed by a professional regulatory body or non-CSSP sport organization, such sanction shall be automatically recognized and enforced by and between all *Sport Organizations* in accordance with Rule 22.1.1.

RULE 23 COUNTING OF TIME AND DELIVERY OF NOTICES

23.1 Counting of Time

23.1.1 Unless otherwise specified, times in the CSSP Rules are total consecutive days irrespective of weekends or holidays. When a deadline falls on a weekend or statutory holiday, the next business day shall be the deadline for the purpose of the CSSP Rules.

23.1.2 Where an action is to be done within a specified number of days, the days are counted by excluding the first day and including the last day.

23.2 Form of Notice to Parties, Witnesses and *Sport Organizations* in a *CSSP Process*

Sport Integrity Canada may provide *Notice of a Report* or a decision or otherwise communicate with a party, witness or *Sport Organization* in a *CSSP Process* in one of the following ways:

a) Email;

b) Regular, registered or certified mail to the last known address of the person or party or their representative;

c) Courier; or

d) Notice to a legal or other representative, which is deemed to be notice to the *Sport Organization*, *Participant* or other individual represented.

23.3 Deemed Receipt

23.3.1 A *Reporting Person, Impacted Person, Respondent, Participant, Sport Organization*, or other individual/witness in a *CSSP Process* is deemed to receive any notice, decision or communication that is sent by Sport Integrity Canada to the most recent mail or email address which has been provided to Sport Integrity Canada by that individual or *Sport Organization*.

23.3.2 Notice to a legal or other representative is deemed to be notice to the applicable person or organization under Rule 23.3.1.

23.3.3 Where a document or notice is sent by Sport Integrity Canada, receipt is deemed to have occurred when served or sent by:

a) Regular mail, on the fifth day after the postmark date, not including weekends or holidays;

b) Courier or registered mail, when the person sending the document receives a confirmation of delivery; or

c) Email, on the day sent, or if sent after 5:00 PM EST/EDT, service will be deemed to have occurred the next day that is not a weekend or holiday. However, in urgent circumstances, as determined by Sport Integrity Canada in its sole discretion having regard to the nature, purpose and context of the communication, Sport Integrity Canada document or notice will be effective immediately and service will be deemed to have occurred upon Sport Integrity Canada sending the document or notice to the recipient.

23.4 Documents not Received

Rules 23.3.1 through 23.3.3 do not apply if the person for whom the document was intended establishes that through accident, illness or other cause beyond that person's control, that the document was not received until a later date or not at all.

23.5 Responsibility of *Participants,* Witnesses, and *Sport Organizations*

It is the responsibility of the *Respondent, Reporting Person, Impacted Person, Participant, Sport Organization*, or other individual/witness in a *CSSP Process*, as well as their respective representatives, to ensure that Sport Integrity Canada has current contact information for that individual, organization and/or representative.

RULE 24 AMENDMENTS AND INTERPRETATION OF THE CSSP RULES

24.1 Amendments

The CSSP Rules may be amended from time to time by Sport Integrity Canada.

24.2 Effective Date

The CSSP and CSSP Rules come into full force and effect on April 1, 2025 (the “Effective Date”).

24.3 Official Text

The official text of the CSSP Rules shall be maintained by Sport Integrity Canada and shall be published in English and French. In the event of any conflict between the English and French versions of the CSSP Rules, the French and English versions of the CSSP Rules are equally authoritative and shall be interpreted as such.

24.4 Procedural Application of the CSSP Rules

The CSSP Rules shall apply to all *Reports* of *Prohibited Behaviour* under the CSSP, regardless of whether they occurred prior to the coming into effect of the CSSP and the CSSP Rules.

24.5 Interpretation of Language

24.5.1 Unless the context otherwise requires, the singular form shall include the plural form and vice versa and shall be applied to such words and expressions when used in either the singular or plural form.

24.5.2 Unless the context otherwise requires, words importing a particular gender shall include all genders.

24.6 Application of the *Canadian Sport Dispute Resolution Code*

The rules of the SDRCC as set out in the *Canadian Sport Dispute Resolution Code* apply to the proceedings of the *Safeguarding Panel* and the *Appeal Panel* under the CSSP Rules, except insofar as matters are expressly addressed in the CSSP Rules.

24.7 Ability to Retain and Appoint Contractors

Sport Integrity Canada may retain, appoint and rely on legal counsel or other contractors to assist in carrying out the functions and duties relating to assessing, processing, investigating, deciding and/or otherwise resolving *Reports* under the CSSP and CSSP Rules, including but not limited to investigators, case managers, decision-makers, and legal counsel.

RULE 25 *REPORTS* INVOLVING SPORT INTEGRITY CANADA

Where a *Report* involves a *Participant* of Sport Integrity Canada, the *Report* will be made to a third-party service provider, as specified by Sport Integrity Canada. The decision-making steps under the CSSP Rules that would otherwise be taken by Sport Integrity Canada will be taken by an independent decision-maker selected by the third-party service provider. If the independent decision-maker decides that an investigation is required, such an investigation will be conducted by a non-Sport Integrity Canada investigator, as selected by the third-party service provider.

If a *Report* involving a Sport Integrity Canada *Participant* is made to Sport Integrity Canada directly, Sport Integrity Canada will send it to the third-party service provider and provide notice to the individual who made the *Report*.

APPENDIX 1 REVISION HISTORY

Version	Date	Description	Source
1.0	April 1, 2025	Official release	CCES
1.0	December 15, 2025	Update of the organization name from the Canadian Centre for Ethics in Sport (CCES) to Sport Integrity Canada.	Sport Integrity Canada (formerly the CCES)