

	NSAWA SafeSport Policy	Approved: March, 2022	Up for review: May, 2024
---	-----------------------------------	---------------------------------	------------------------------------

NSAWA considers safety in the sport of paramount importance and therefore considers it to be of the highest priority. As a participant under the jurisdiction of Wrestling Canada Lutte (WCL), NSAWA has agreed to follow the WCL SafeSport Policy which contains the following policies:

- Definitions
- Athlete Protection Policy with the following Appendix
 - Appendix A: Image Consent Form
- Code of Conduct and Ethics
- Abuse Policy
- Discipline and Complaints Policy
- Investigations Policy
- Alternative Dispute Resolution Policy
- Appeal Policy
- Reciprocity Policy
- Social Media Policy
- Screening Policy with the following appendice
 - Appendix A (Application form regarding paid or volunteer employment)
 - Appendix B (Screening Disclosure form)
 - Appendix C (Screening Renewal form)
 - Appendix D (Request for a Vulnerable Sector Check)

The all-encompassing WCL SafeSport Policy will supersede any previous NSAWA SafeSport Policies such as the Criminal Records Check Policy, the Rule of Two policy, the Code of Conduct, the Discipline and Complaints policy, the Discipline and Complaints policy, the Appeals policy, and any other relevant policies.

In addition to the measures outlined in the WCL Screening Policy, members of NSAWA must submit a Nova Scotia Department of Social Services Child Abuse Registry Check dated less than three years previous.



SAFE SPORT POLICY MANUAL

June 2021

TABLE OF CONTENTS

Introduction	3
Definitions.....	4
Athlete Protection Policy	12
Appendix A – Image Consent Form.....	17
Code of Conduct & Ethics	18
Abuse Policy.....	24
Discipline & Complaints Policy.....	31
Investigations Policy	39
Alternative Dispute Resolution Policy.....	41
Appeal Policy.....	42
Reciprocity Policy.....	46
Social Media Policy	47
Screening Policy	49
Appendix A – Application Form	55
Appendix B – Screening Disclosure Form.....	56
Appendix C – Screening Renewal Form	58
Appendix D – Request For Vulnerable Sector Check	59

INTRODUCTION

Wrestling Canada Lutte (WCL) has a fundamental obligation and responsibility to protect the health and well-being of the organization and its participants.

WCL takes any situation involving misconduct or Maltreatment very seriously. WCL is committed to enacting and enforcing strong, clear, and streamlined policies and processes for preventing and addressing all forms of misconduct or Maltreatment.

This WCL Safe Sport Manual, applicable to Participants in WCL's jurisdiction, contains policies intended to promote a safe sport environment in a manner that allows for consistent, immediate, appropriate and meaningful action should any issues arise, but also to prevent issues from arising by communicating expected standards of behaviour to all participants.

Individuals and participants involved with wrestling programs (including Athletes, coaches, officials, volunteers, and parents of Athletes) can report any instance of misconduct or maltreatment directly to WCL's Independent Third Party (the Complaints & Appeal Officer), who will then determine the appropriate jurisdiction and / or manner to address the complaint.

WCL recognizes work being carried out nationally across the sports system that may lead to some shared national policies such as a Safe Sport Code. WCL will ensure that any policies or codes that are adopted nationally will be integrated into this WCL Safe Sport Manual.

It should also be noted that certain policies found in this Safe Sport Manual also apply to matters beyond safe sport (i.e. Appeal Policy). As such, copies of these policies will also be published separately on WCL's website so that they are accessible and applicable in all relevant areas.

WCL also recognizes the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and its responsibilities to integrate the UCCMS into its policies. Since the UCCMS may continue to evolve in the foreseeable future, this Safe Sport Policy Manual incorporates the key elements of the current version of the UCCMS.

UCCMS v. 5.1 Section	Safe Sport Manual
Section 1.2 – General Principles	Discipline and Complaints Policy para. 2
Definitions	Definitions
Scope and Application 2.1.2	Code of Conduct para. 3 Discipline and Complaints Policy para. 7
Scope and Application 2.1.3	Code of Conduct para. 10b
Scope and Application 2.1.4	Code of Conduct para. 7-8
Scope and Application 2.1.5	Code of Conduct para. 9
Scope and Application 2.1.6	Investigations Policy para. 9
Maltreatment 2.2	Definitions
Retaliation 2.2.6.1.2	Investigations Policy para. 13
Sanctions 3.1	Discipline and Complaints Policy para. 40
Considerations 3.2	Discipline and Complaints Policy para. 38-39
Presumptive Sanctions 3.3	Discipline and Complaints Policy para. 41
Public Disclosure 3.4	Discipline and Complaints Policy para. 51

DEFINITIONS

The terms defined below shall apply to the WCL policies included in this WCL Safe Sport Manual, as well as any other policies that may be referenced herein.

Please note the definitions below for “*Participants*” and “*WCL jurisdiction*” which are key to understanding the intent and application of this Manual.

*indicates a definition adapted from the UCCMS.

1. “*Abuse*” – Grooming, Child/Youth Abuse or Vulnerable Adult Abuse.
2. “*Affected Party*” - Any individual or entity, as determined by the Complaints & Appeal Officer, who may be affected by a decision rendered under the Appeal Policy and who may have recourse to an appeal in their own right under the Appeal Policy.
3. “*Appellant*” – The Party appealing a decision pursuant to the Appeal Policy.
4. **“Athlete”* – An individual who is an Athlete Participant under WCL jurisdiction who is subject to the UCCMS and the policies of WCL.
5. “*Board*” – The Board of Directors of WCL or a Member, as applicable.
6. “*Club*” – A club or league affiliated with a PTSO or with WCL.
7. **“Complainant”* – A Participant or observer who makes a report of an incident, or a suspected incident, of Maltreatment or other behaviour that is a violation of the standards described in the *Code of Conduct and Ethics*.
8. “*Complaints & Appeal Officer*” – an independent third party who administers the Dispute Resolution Policy, Discipline and Complaints Policy, Appeal Policy and the Investigations Policy. The Complaints & Appeal Officer will have responsibilities that include decision-making authority empowered by the respective policies.
9. “*Conflict of Interest*” – Any situation in which a Representative’s decision-making, which should always be in the best interests of WCL, is influenced or could be influenced by personal, family, financial, business, or other private interests.
10. “*Criminal Record Check (CRC)*” – A search of the RCMP Canadian Police Information Centre (CPIC) system for adult convictions.
11. “*Days*” – Days including weekends and holidays.
12. “*Director*” – An individual appointed or elected to the Board.
13. “*Discipline Panel*” - An individual(s) appointed by WCL’s Complaints & Appeal Officer to decide complaints submitted to WCL.
14. “*Discrimination*” – Differential treatment of an individual based on one or more prohibited grounds which include race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability. Types of behaviour that constitute discrimination include, but are not limited to:
 - a) Harassment
 - b) Stereotyping
 - c) Exclusion
 - d) Demonstrating bias or prejudice
15. “*Enhanced Police Information Check (E-PIC)*” – a Criminal Record Check plus a search of local police information, available from Sterling Backcheck.
16. “*Event*” – An event sanctioned by WCL.

17. *“Harassment”* – A course of vexatious comment or conduct against a Participant or group, which is known or ought to reasonably be known to be unwelcome. Types of behaviour that constitute Harassment include, but are not limited to:
- a) Written or verbal abuse, threats, or outbursts;
 - b) Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
 - c) Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;
 - d) Leering or other suggestive or obscene gestures;
 - e) Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - f) Practical jokes which endanger a person’s safety, or may negatively affect performance;
 - g) Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual’s positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual’s willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability;
 - h) Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
 - i) Deliberately excluding or socially isolating a person from a group or team;
 - j) Persistent sexual flirtations, advances, requests, or invitations;
 - k) Physical or sexual assault;
 - l) Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and
 - m) Retaliation or threats of retaliation against a person who reports harassment to WCL.
18. *“Independent Third Party”* – the Complaints & Appeal Officer.
19. *“Intimate or Romantic Relationship”* – a close personal relationship—other than a familial relationship—that exists independently and outside of wrestling. Whether a relationship is intimate is based on the totality of the circumstances, including: regular contact and/or interactions outside of or unrelated to the sport relationship (electronically or in person), the parties’ emotional connectedness, the exchange of gifts, ongoing physical and/or intimate contact and/or sexual activity, identity as a couple, the sharing of sensitive personal information, and/or intimate knowledge about each other’s lives outside the sport relationship¹.
20. *“Investigator”* – An independent third-party appointed to conduct an investigation.
21. *“Local Police Information (LPI)”* – additional conviction and selected non-conviction information in national and local police data sources which may be relevant to the position sought.
22. **“Maltreatment”* – a volitional act (or acts) by a Participant that results in harm or the potential for physical or psychological harm to another Participant, and includes any of the following behaviours or conduct:
- a) Psychological Maltreatment: any serious incident (or incidents) of deliberate conduct that has the potential to be harmful to the psychological well-being of a Participant. Psychological Maltreatment is determined by the objective behaviour, and not whether harm is intended or results from the behaviour. It includes:

¹ Adapted from US Center for Safesport – Minor Athlete Abuse Prevention Policies

- i. Verbal Acts: verbally assaulting or attacking a Participant, including but not limited to unwarranted personal criticisms; body shaming; derogatory comments related to a Participant's identity (e.g. race, gender identity or expression, ethnicity, Indigenous status, ability/disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about an Individual to diminish their reputation; using confidential sport and non-sport information inappropriately. Verbal Maltreatment may also occur in online forms.
- ii. Non-assaultive Physical Acts (no physical contact): physically aggressive behaviours, including but not limited to throwing objects at or in the presence of others without striking another; hitting, striking or punching objects in the presence of others.
- iii. Acts that Deny Attention or Support: acts that deny attention, lack of support or isolation including but not limited to ignoring psychological needs or socially isolating a Participant 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.
- b) Physical Maltreatment: any incident (or incidents) of deliberate conduct that has the potential to be harmful to the physical well-being of a Participant. Physical Maltreatment is determined by the objective behaviour, and not whether harm is intended or results from the behaviour. It includes, without limitation:
 - i. Contact behaviours: including but not limited to deliberately punching, kicking, beating, biting, striking, strangling or slapping another; deliberately hitting another with objects.
 - ii. Non-contact behaviours: including but not limited to isolating a Participant in a confined space; forcing an Individual 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 under the legal drinking age; providing illegal drugs or non-prescribed medications to a Participant; encouraging or knowingly permitting an athlete to return to play prematurely following any injury or after a concussion and without the clearance of a medical professional; encouraging an athlete to perform a skill for which they are known to not be developmentally ready.
- c) Sexual Maltreatment, including, but not limited to, any act targeting a Participant's sexuality, gender identity or expression, that is committed, threatened or attempted against that person, and includes but is not limited to the Criminal Code offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and non-consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature.
 - i. Examples of Sexual Maltreatment include, but are not limited to:
 - 1. Any penetration of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:
 - a. vaginal penetration by a penis, object, tongue, or finger; and
 - b. anal penetration by a penis, object, tongue, or finger.
 - 2. Any intentional touching of a sexual nature of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:
 - a. kissing;

- b. intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts;
 - c. any contact, no matter how slight, between the mouth of one person and the genitalia of another person;
 - d. making another touch themselves or someone else with or on any of the body parts listed in 2); or
 - e. any intentional touching in a sexualized manner of the relationship, context or situation.
- d) Neglect: any incident (or incidents) of lack of reasonable care, inattention to a Participant's needs, nurturing or well-being, or omissions in care. Neglect is determined by the objective behaviour but the behaviour must be evaluated with consideration given to the Individual's needs and requirements, not whether harm is intended or results from the behaviour.
 - i. Neglect, or acts of omission, include, without limitation, not providing an Athlete recovery time and/or treatment for a sport injury; not being aware of and not considering a Participant's physical or intellectual disability; not considering 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., caliper tests); disregarding the use of Prohibited Substances by an Athlete; failure to ensure safety of equipment or environment; allowing an athlete to disregard sport rules, regulations, and standards, subjecting Participants to the risk of Maltreatment.
- e) Grooming: includes, without limitation, deliberate conduct by a Participant to sexualize a relationship with a Minor, and which includes making inappropriate behaviour seem normal and gradually engaging in 'boundary violations' which have been professionally-identified to Canadian standards (e.g., a degrading remark, a sexual joke, sexualized physical contact; adult participants sharing rooms with a Minor who is not an immediate family member; providing a massage or other purported therapeutic interventions with no specific training or expertise; private social media and text communications; sharing personal photographs; shared use of locker rooms; private meetings; private travel, and providing gifts).
- f) Interference with or Manipulation of Process
 - i. A Participant violates the *Code of Conduct and Ethics* by directly or indirectly interfering with a process instituted pursuant to the *Code* or any other WCL policy by:
 1. falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;
 2. destroying or concealing information;
 3. attempting to discourage an Individual's proper participation in or use of WCL's processes;
 4. harassing or intimidating (verbally or physically) any person involved in WCL's processes before, during, and/or following any proceedings;
 5. publicly disclosing a Participant's identifying information, without the Participant's agreement;
 6. failing to comply with any temporary or provisional measure or other final sanction;
 7. distributing or otherwise publicizing materials a Participant gains access to during any investigation or hearing, except as required by law or as expressly permitted; or
 8. influencing or attempting to influence another Participant to interfere with or manipulate the process.

- g) Retaliation: A Participant shall not take an adverse action against any other Participant for making a good faith report of possible Maltreatment or for participating in any process found in WCL's policies. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in WCL's processes. Retaliation after the conclusion of investigation and sanction processes is also prohibited. Retaliation may be present even where there is a finding that no Maltreatment occurred, but does not include good-faith actions lawfully pursued in response to a report of possible Maltreatment.
- h) Aiding and abetting:
 - i. any act taken with the purpose of facilitating, promoting, or encouraging the commission of Maltreatment by a Participant. Aiding and abetting also includes, without limitation, knowingly:
 - 1. allowing any Participant who has been suspended or is otherwise ineligible to be in any way associated with sport or to coach or instruct other Participants;
 - 2. providing any coaching-related advice or service to an athlete who has been suspended or is otherwise ineligible; and
 - 3. allowing any Participant to violate the terms of their suspension or any other sanctions imposed.
- i) Reporting: it is considered Maltreatment to fail to report Maltreatment of a Minor. A legal Duty to Report is mandated by law, and the requirement varies by province depending on provincial legislation.
 - i. Failure to Report Maltreatment of a Minor
 - 1. The obligation to Report requires the Reporting of any conduct which, if proven true, would constitute Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect involving a Minor Participant. The obligation to Report is an ongoing one and is not satisfied simply by making an initial Report. The obligation includes Reporting, on a timely basis, all relevant information of which an adult Participant becomes aware
 - 2. The obligation to report includes making a direct Report
 - 3. The obligation to Report includes personally identifying information of a potential Minor Complainant to the extent known at the time of the Report, as well as a duty to reasonably supplement the Report as to identifying information learned at a later time
 - 4. Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect. Participants making a good faith Report are not required to prove the Reports are true before Reporting
 - ii. Failure to Report Inappropriate Conduct
 - 1. Not all inappropriate conduct may meet the threshold for constituting Maltreatment. However, such inappropriate conduct may represent behaviour with the risk of escalating to Maltreatment. Any Participant who suspects or becomes aware of another Participant's inappropriate conduct, even if it is not defined as Maltreatment, has a Duty to Report such inappropriate conduct through the organization's internal procedures. Those in positions of trust and authority who become aware of another's inappropriate conduct have a responsibility for reporting the concern within their organization's policies and procedures. The person making the report does not need to determine whether a violation took place: instead, the responsibility lies in reporting the objective behaviour.

- iii. Intentionally Filing a False Allegation
 - 1. An allegation is false if the events Reported did not occur, and the person making the Report knows the events did not occur
 - 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 grounds for a violation
- 23. “*Minor*” – any Participant who is under the age of majority at the time and in the jurisdiction where the alleged breach of any WCL policy has occurred. Adult Participants are responsible for knowing the age of a Minor. For the purpose of protection in each Canadian province and territory, a Minor is a child younger than the following age:
 - a) 16 years old: Newfoundland and Labrador; Saskatchewan; Northwest Territories; Nunavut
 - b) 18 years old: Prince Edward Island; Quebec; Ontario; Manitoba; Alberta;
 - c) 19 years old: Nova Scotia; New Brunswick; British Columbia; Yukon.
- 24. **“Participants”* – Refers to all categories of individual members and/or registrants defined in the By-laws of WCL who are under WCL jurisdiction and who are subject to the UCCMS and the policies of WCL, as well as all people employed by, contracted by, or engaged in activities with, WCL including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators at WCL-sanctioned Events, and Directors and Officers.
- 25. “*Parties*” – The groups involved with a dispute. In the *Discipline and Complaints Policy*, the Parties are the Complainant and Respondent. In the *Appeal Policy*, the Parties are the Appellant, Respondent, and any Affected Party.
- 26. “*Person in Authority*” – A Participant who holds a position of authority within WCL or its Members including, but not limited to, coaches, officials, managers, support personnel, chaperones, and Directors.
- 27. **“Power Imbalance”* - A Power Imbalance may exist where, based on the totality of the circumstances, a Participant has supervisory, evaluative, a duty of care, or other authority over another Individual. A Power Imbalance may also exist between an Athlete and other adults involved in sport in positions such as high-performance directors, sport specific health-care providers, sport science support staff, care or support persons. Maltreatment occurs when this power is misused. Once a coach- Athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach- Athlete relationship, regardless of age, and is presumed to continue for Minor Athlete after the coach- Athlete relationship terminates or until the Athlete reaches 25 years of age. A Power Imbalance may exist, but is not presumed, where an Intimate or Romantic Relationship existed 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).
- 28. “*PTSOs*” – Provincial/Territorial Sport Organizations.
- 29. **“Reporting (or Report)”* - The provision of information in writing by any person or a Participant to a relevant independent authority (the Independent Third Party or position charged with receiving a Report and determining next steps) regarding Maltreatment. Reporting may occur through either: (i) the Complainant (of any age) or the one who experienced the Maltreatment, or (ii) a witness – someone who witnessed the Maltreatment or otherwise knows or suspects Maltreatment. In either case, the intention of Reporting is to initiate an independent investigative process, which could result in disciplinary action being taken against the Respondent.

30. *“Representatives”* – Participants employed by, or engaged in activities on behalf of, WCL including: staff, contract personnel, volunteers, managers, administrators, Committee Members, and Directors and Officers.
31. **“Respondent”* – The Participant responding to a complaint or, in the case of an appeal, the body whose decision is being appealed.
32. *“Sexual Harassment”* – A course of vexatious comment or conduct against a Participant because of sex, sexual orientation, gender identify or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advance to the Participant and the person knows or ought reasonably to know that the solicitation or advance is unwelcome. Types of behaviour that constitute Sexual Harassment include, but are not limited to:
- a) Sexist jokes;
 - b) Threats, punishment, or denial of a benefit for refusing a sexual advance;
 - c) Offering a benefit in exchange for a sexual favour;
 - d) Demanding hugs;
 - e) Bragging about sexual ability;
 - f) Leering (persistent sexual staring);
 - g) Sexual assault;
 - h) Display of sexually offensive material;
 - i) Distributing sexually explicit messages or attachments such as pictures or video files;
 - j) Sexually degrading words used to describe a Participant;
 - k) Unwelcome inquiries into or comments about a Participant’s gender identity or physical appearance;
 - l) Inquiries or comments about a Participant’s sex life;
 - m) Persistent, unwanted attention after a consensual relationship ends;
 - n) Persistent unwelcome sexual flirtations, advances, comments or propositions; and
 - o) Persistent unwanted contact.
33. *“Social media”* – The catch-all term that is applied broadly to new computer-mediated communication media such as blogs, YouTube, Facebook, Instagram, Tumblr, Tiktok, WhatsApp, Snapchat, and Twitter.
34. *“Vulnerable Participants”* – A Minor Athlete and/or a person who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority.
35. *“Vulnerable Sector Check (VSC)”* – a detailed check that includes a search of the RCMP Canadian Police Information Centre (CPIC) system, local police information, and the Pardoned Sex Offender database.
36. *“WCL jurisdiction”* - Participants and activities identified for the purposes of applying the Safe Sport Manual and applicable policies include, but not limited to:
- a) Any WCL sanctioned activity (competition, training, camps, treatment or consultations, travel associated with WCL activities, the office environment, and any meetings or social events, etc.)
 - b) Any Schedule B, NextGen, Carded or National Team Athlete (i.e. Cadet, Junior, Senior #1 & #2 ranked Athlete)
 - c) Any Individual participating in UWW activities that has been sanctioned by WCL (funded or self-funded)
 - d) Any coach receiving funding from WCL (i.e. Club Excellence, HP coach grants, etc.)

37. *“Worker”* – An individual who has signed an Employment Agreement or Contractor Agreement with WCL or a Member.
38. *“Workplace”* - Any place where business or work-related activities are conducted. Workplaces include but are not limited to, the office of WCL or a Member, work-related social functions, work assignments outside offices, work-related travel, the training and competition environment, and work-related conferences or training sessions.
39. *“Workplace Harassment”* – Vexatious comment or conduct against a worker in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace Harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions. Types of behaviour that constitute Workplace Harassment include, but are not limited to:
- a) Bullying;
 - b) Workplace pranks, vandalism, bullying or hazing;
 - c) Repeated offensive or intimidating phone calls or emails;
 - d) Inappropriate sexual touching, advances, suggestions or requests;
 - e) Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
 - f) Psychological abuse;
 - g) Excluding or ignoring someone, including persistent exclusion of a person from work-related social gatherings;
 - h) Deliberately withholding information that would enable a person to do his or her job, perform or train;
 - i) Sabotaging someone else’s work or performance;
 - j) Gossiping or spreading malicious rumours;
 - k) Intimidating words or conduct (offensive jokes or innuendos); and
 - l) Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning.
40. *“Workplace Violence”* – the use of or threat of physical force by a person against a worker in a Workplace that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker in a Workplace that could cause physical injury to the worker; or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker in a Workplace that could cause physical injury to the worker. Types of behaviour that constitute Workplace Violence include, but are not limited to:
- a) Verbal or written threats to attack;
 - b) Sending to or leaving threatening notes or emails;
 - c) Physically threatening behaviour such as shaking a fist at someone, finger pointing, destroying property, or throwing objects;
 - d) Wielding a weapon in a Workplace;
 - e) Hitting, pinching or unwanted touching which is not accidental;
 - f) Dangerous or threatening horseplay;
 - g) Physical restraint or confinement;
 - h) Blatant or intentional disregard for the safety or wellbeing of others;
 - i) Blocking normal movement or physical interference, with or without the use of equipment;
 - j) Sexual violence; and
 - k) Any attempt to engage in the type of conduct outlined above.

ATHLETE PROTECTION POLICY

Purpose

1. This Policy describe how Persons in Authority can maintain a safe sport environment for Athletes.

Position of Trust or Authority

2. Maintaining an appropriate and professional relationship with all individuals, especially children, young people and those individuals at risk, is a key part of maintaining a safe sport environment.
3. A Person in Authority holds a position of trust or authority over another person. These individuals have a considerable amount of power, influence or control. To help define situations where an individual is in a position of trust or authority over an Athlete, or where a Power Imbalance may exist, the following guidelines should be applied to make that determination:
 - Does the individual actually exercise power over the Athlete?
 - Is there an imbalance of power between the individual and Athlete?
 - What is the age of the Athlete and the individual? What is the age difference between the individual and Athlete?
 - Does the individual give orders and does the Athlete comply with these orders?
 - How did the relationship develop and evolve?
 - Is the individual / Athlete relationship ongoing or has it been suspended or terminated?
 - How long has the individual / Athlete relationship been in place?

Rule of Two - Interactions between Persons in Authority and Athletes

4. WCL strongly recommends the 'Rule of Two' be followed for all Persons in Authority who interact with Athletes, to the maximum extent feasible. The 'Rule of Two' is a directive that says that an Athlete must never be alone one-on-one with an unrelated Person in Authority.
5. WCL recognizes that fully implementing the 'Rule of Two', may not always be possible in some instances. Consequently, at minimum, interactions between Persons in Authority and Athletes must respect the following:
 - a) Transparent
 - The training environment should be open to observation so that all interactions between Persons in Authority and Athletes are observable. This could include leaving the door open when having a meeting and/or moving away from others in a public space but staying within eyesight.
 - Avoid private or one-on-one situations unless they are open and observable by another adult or Athlete.
 - b) Authorized
 - Persons in Authority shall not invite or have a Minor Athlete(s) in their home without the written permission and contemporaneous knowledge of the Minor Athlete's parent or guardian
 - Minor Athletes must not be in a situation where they are alone with a Person in Authority without another screened adult or athlete present unless prior written permission is obtained from the Minor Athlete's parent or guardian

- c) Accountable
 - If a situation arises where an interaction that breaks the spirit of the 'Rule of Two' arises, Persons in Authority should make themselves accountable by reporting it to a staff or volunteer supervisor

Rule of Two - Virtual Setting

6. The Rule of Two shall apply to all Minors in a virtual environment. Specifically:
 - a) For Minor Athletes, where possible, a parent or guardian should be present during any virtual session;
 - b) Parents or guardians of Minors shall be informed by WCL of the activities that will occur during the virtual session, as well as the process of the virtual session;
 - c) Parents or guardians of Minors shall provide consent to the Minor participating in the virtual session, if irregularly scheduled, or prior to the first session if the sessions occur on a regular basis;
 - d) Communications during virtual sessions shall take place in an open and observable environment. Sessions must be initiated in appropriate locations.

Relationships - Interactions Between Persons in Authority and Athletes

7. It is recognized that athletes have personal relationships with others in the wrestling community, including their coaches. However, Intimate or Romantic Relationships are not permitted between Athletes and coaches, staff, officials or any other Person in Authority.
8. If a relationship that is not permitted by the Policy exists, immediate steps are to be taken. Resolution includes Participants changing their role(s) so that neither is a Person in Authority relative to the other, or ending the relationship.
9. If an Athlete is in a relationship with another Athlete, a determination needs to be made whether the Athlete assumes a position of trust or authority over the other Athlete and vice versa. If a Power Imbalance exists, then this relationship would not be permitted, as outlined in the Section above. The follow examples are not exhaustive but provide guidance on some potential situations:

Example 1:

If a senior Athlete helps coach their club team and is in a relationship with a fellow club Athlete, then the guidelines noted above would yield the conclusion that the individual should be considered a coach when looking at the appropriateness of that relationship, and as such the relationship should not be permitted.

Example 2:

If a senior Athlete is in a relationship with a fellow club Athlete, and also coaches and officiates at the high school level, then as per the guideline above, the senior Athlete with multiple roles does not result in any power over the club Athlete. The relationship is then permitted (at least as far as the multiple roles is concerned).

Example 3:

If two Athletes are in a relationship and neither play another role in the sport (i.e. not a coach or official), it is still possible that a reasonable person would consider that one Athlete is a Person in

Authority relative to the other Athlete. This could be case if the one Athlete has a supervisory or evaluative role, a duty of care, or other authority over the other Athlete.

Communications

10. For communications between Persons in Authority and Athletes, WCL recommends:

- a) Parents and guardians have the right to request that their Minor Athlete not be contacted by Persons in Authority using any form of electronic communication and/or to request that certain information about their child may not be distributed in any form of electronic communications.
- b) Electronic communication between Persons in Authority and Athletes that is personal in nature should be avoided. If such personal communication is unavoidable, it must be recorded and available for review by another Person in Authority and/or by the Athlete's parent/guardian (when the Athlete is a Vulnerable Participant). Persons in Authority may only send personal texts, direct messages on social media or emails to individual Athletes when necessary, the communication must be professional in tone and only for communicating information related to team issues and activities (e.g., non-personal information).
- c) All communication between Persons in Authority and Athletes must be between the hours of 6:00am and midnight unless extenuating circumstances exist.
- d) No communication concerning drugs or alcohol use (unless regarding its prohibition) is permitted
- e) No sexually explicit language or imagery or sexually oriented conversation is permitted.
- f) Persons in Authority are not permitted to ask Athletes to keep a secret for them.
- g) A Person in Authority should not become excessively involved in an Athlete's personal life.

Practices and Competitions

11. For practices and competitions, WCL recommends:

- a) A Person in Authority should never be alone with a Minor Athlete prior to or following a competition or practice, unless the Person in Authority is the Athlete parent or guardian.
- b) If the Minor Athlete is the first Athlete to arrive, the Athlete's parent should remain until another Athlete or Person in Authority arrives.
- c) Similarly, if a Minor Athlete would potentially be alone with a Person in Authority following a competition or practice, the Person in Authority should ask another Person in Authority (or a parent or guardian of another Athlete) to stay until all the Athletes have been picked up. If an adult is not available, then another Athlete should be present in order to avoid the Person in Authority being alone with a single Athlete.

Travel

12. For travel involving Persons in Authority and Athletes, WCL recommends:

- a) Teams or groups of Minor Athletes will always have at least two Persons in Authority with them.
- b) For mixed gender teams or groups of Minor Athletes, there will be one Person in Authority from each gender identity.
- c) If two Persons in Authority cannot be present, reasonable efforts should be made to supplement supervision with screened parents or other volunteers. To the maximum extent possible, no Person in Authority may drive a minor athlete alone unless the Person in Authority has the permission of the Athlete's parent or guardian.
- d) Double occupancy (or more) is permitted, provided than no individual is sharing a bed with another individual.

- e) A Person in Authority may not share a room or be alone in a hotel room with an athlete unless the Person in Authority is the athlete's parent / guardian, or spouse.
- f) Room or bed checks during overnight stays (where applicable) must be done by two Persons in Authority, or two adults.
- g) For overnight travel when athletes must share a hotel room, roommates will be age-appropriate (and for Minor Athletes within 3 years of age) and of the same gender identity. Any accommodation requests should be directed to WCL.

Locker Room / Changing Areas

13. For locker rooms, changing areas, and other closed meeting spaces, WCL recommends:
 - a) Interactions (i.e., conversation) between Persons in Authority and Athletes should not occur in any room where there is a reasonable expectation of privacy such as the locker room, restroom or changing area. A second adult should be present for any necessary interaction between an adult and an Athlete in any such room (e.g., respecting the Rule of Two).
 - b) If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required, including but not limited to team communications and/or emergency.

Photography / Video

14. For all photography and video of an Athlete, WCL recommends:
 - a) If any photographs or videos will be used on any form of public media, an Image Consent Form (Appendix A – Image Consent Form) must be completed before any images are taken and used.
 - b) Photographs and video may only be taken in public view, must observe generally accepted standards of decency, and be both appropriate for and in the best interest of the Athlete.
 - c) The use of recording devices of any kind in rooms where there is a reasonable expectation of privacy is strictly prohibited.
 - d) Examples of photos that should be edited or deleted include:
 - i. Images with misplaced apparel
 - ii. Suggestive or provocative poses
 - iii. Embarrassing images

Physical Contact

15. WCL understands that some physical contact between Persons in Authority and Athletes may be necessary for various reasons including, but not limited to, teaching a skill or tending to an injury. WCL is committed to creating a safe environment to have the kinds of conversations needed to further educate Athletes and coaches on the difference between appropriate and inappropriate contact. Any physical contact shall respect the following:
 - a) Unless it is not possible because of serious injury or other circumstance, a Person in Authority should always clarify with an Athlete where and why any physical contact will occur prior to the contact occurring. The Person in Authority must make clear that he or she is *requesting* to touch the Athlete and not *requiring* the physical contact.
 - b) Infrequent, non-intentional physical contact during training or competition is permitted.
 - c) Feeling comfortable to say you are uncomfortable.
 - d) Unwanted hugging, cuddling, physical horseplay, and physical contact initiated by the Person in Authority is not permitted. It is recognized that some Athletes may initiate hugging or other

physical contact with a Person in Authority for various reasons (e.g., such as crying or celebrating after a performance), but this physical contact may only occur in an open and observable environment.

Enforcement

16. Any alleged violations of this *Athlete Protection Policy* will be addressed pursuant to the *Discipline and Complaints Policy*.

Policy History	
Approved	June 28, 2021
Next Review Date	June 2022
Revision Approval Dates	

APPENDIX A – IMAGE CONSENT FORM

1. I hereby grant WCL on a worldwide basis, the permission to photograph and/or record the Participant's image and/or voice on still or motion picture film and/or audio tape (collectively the "Images"), and to use the Images to promote the sport and/or WCL through traditional media such as newsletters, websites, television, film, radio, print and/or display form, and through social media such as Instagram, Facebook, YouTube, and Twitter. I understand that I waive any claim to remuneration for use of audio/visual materials used for these purposes. This consent will remain in effect in perpetuity. Participants will have the right to request removal of an image under certain circumstances.
2. I hereby fully release, discharge, and agree to save harmless WCL, for any and all claims, demands, actions, damages, losses or costs that might arise out of the collection, use or disclosure of the Images or taking, publication, distortion of the Images, negatives, and masters or any other likeness or representation of the Participant that may occur or be produced in the taking of said Images or in any subsequent processing thereof, including without limitation any claims for libel, passing off, misappropriation of personality or invasion of privacy.
3. **I UNDERSTAND AND AGREE**, that I have read and understood the terms and conditions of this document. On behalf of me, my heirs and assigns, I agree that I am signing this document voluntarily and to abide by such terms and conditions.

Signed at this _____ day of _____, 20__.

Print Name of Participant: _____

Signature of Participant: _____

Signature of Parent/Guardian: _____
(if Participant is younger than the age of majority)

CODE OF CONDUCT & ETHICS

*Indicates a section that has been adapted from the UCCMS.

Purpose

1. The purpose of this Code is to ensure a safe and positive environment within the programs, activities, and events of WCL by making Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with the applicable organization's core values. WCL supports equal opportunity, prohibit discriminatory practices and Maltreatment, and are committed to providing an environment in which all individuals are treated with respect and fairness.

Application of this Code

2. This Code applies to Participants in WCL's jurisdiction.
3. *This Code also applies to Participants active in the sport of wrestling or who have retired from the sport of wrestling where any claim regarding a potential breach of this Code occurred when the Participant was active in the sport.
4. In addition, breaches of this Code may occur when one or more Participants involved interacted due to their mutual involvement in the sport of wrestling or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Participant(s).
5. A Participant that violates this Code may be subject to sanctions pursuant to the *Discipline and Complaints Policy*. In addition to facing possible sanctions pursuant to the *Discipline and Complaints Policy*, a Participant who violates this Code during a competition may be ejected from the competition or practice area, and the Participant may be subject to sanctions pursuant to that competition's policies.
6. This Code also applies to Participants' conduct outside of the business, activities, and events of WCL when such conduct adversely affects the organization's relationships (and the work and sport environment) or is detrimental to the image and reputation of WCL. Such applicability will be determined by WCL, as applicable, at its sole discretion.

Persons in Authority and Maltreatment

7. *When they are a Person in Authority, Participants are responsible for knowing what constitutes Maltreatment. The categories of Maltreatment are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the Maltreatment is whether the conduct falls into one or more of the categories, not into which category it falls. Abuse, assault, Harassment, bullying, and hazing can be experienced in more than one category of Maltreatment.
8. *Maltreatment can be any of the prohibited behaviours and conduct, provided the Maltreatment occurs in any one or a combination of the following situations (The physical location(s) where the alleged Maltreatment occurred is not determinative):
 - a) Within a sport environment;
 - b) When the Participant alleged to have committed Maltreatment was engaging in sport activities;

- c) When the Participants involved interacted due to their mutual involvement in sport; or
 - d) Outside of the sport environment where the Maltreatment has a serious and detrimental impact on another Participant.
9. *It is a violation of the Code for sport administrators or other Persons in Authority to place Participants in situations that make them vulnerable to Maltreatment. This includes, but is not limited to, instructing an Athlete and coach to share a hotel room when traveling, hiring a coach who has a history of Maltreatment, assigning guides and other support staff to a para-Athlete when the guide or support staff has a reputation for Maltreatment or assigning such a guide or support staff to a para-Athlete in the absence of consultation with the para-Athlete.

Responsibilities

10. Participants have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of members and other individuals by:
 - i. Treating each other with the highest standards of respect and integrity;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
 - v. Consistently treating individuals fairly and reasonably; and
 - vi. Ensuring adherence to the rules of the sport and the spirit of those rules.
- b) Refrain from any behaviour that constitutes Abuse, Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Discrimination or any form of Maltreatment.
- c) Abide by the Canadian Anti-Doping Program, which WCL has adopted.
- d) Reasonably cooperate with the CCES or another anti-doping organization that is investigating anti-doping rule violations.
- e) Not harass, intimidate or otherwise conduct themselves offensively towards a doping control official or other individual involved in doping control.
- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- g) Refrain from consuming recreational drugs while participating in the programs, activities, competitions, or events of WCL (as outlined below, Athletes are prohibited from any consumption of cannabis (or any other substance on World Anti-Doping Agency's Prohibited List) even if these drugs are legal in Canada).
- h) In the case of Minor Athletes, not consume alcohol, tobacco, or cannabis at any competition or event.
- i) In the case of adults, manage consumption of cannabis and alcohol as per these "Responsible Consumption" guiding principles:

For Athletes:

- i. No consumption of alcohol until the conclusion of their competition. Consumption of cannabis remains banned during the "in-competition" period.

For any registered or accredited support staff, including coaches, officials, team leaders, medical staff, volunteers, WCL staff and Directors:

- i. At all times be guided by standards of maintaining Athlete performance.

- ii. No consumption until the conclusion of the daily competition or training.
- iii. Be “fit for duty” and sober (in the required physical, mental, and emotional state) when returning to one’s tasks.
- iv. Ensure one’s behaviour when consuming is consistent with a professional image and positive reputation.
- j) Respect the property of others and not wilfully cause damage.
- k) Promote sport in the most constructive and positive manner possible.
- l) When driving a vehicle with a Participant, comply with all applicable legislation.
- m) Adhere to all federal, provincial, municipal and host country laws.
- n) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition.
- o) Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of WCL and its Members, as applicable and as adopted and amended from time to time.
- p) Report any ongoing criminal investigation, conviction, or existing bail conditions involving a Participant to WCL, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal substance or performance-enhancing drug.
- q) It is a violation of this Code for any Person in Authority to place a Participant in a situation that makes them vulnerable to Maltreatment. This includes, but is not limited to, instructing an athlete and a coach to share a hotel room when traveling, or hiring a coach who has a past history of athlete Maltreatment.
- r) To remove the risk of any actual or perceived conflicts, not engage in an Intimate or Romantic Relationship with an Athlete of any age, or with any Participant where a Power Imbalance exists. If a relationship that is not permitted by the Policy exists, immediate steps are to be taken. Resolution includes Participants changing their role(s) so that neither is a Person in Authority relative to the other, or ending the relationship.

Directors, Committee Members, and Staff

11. In addition to section 10 (above), Directors, Committee Members, and Staff of WCL and its Members will have additional responsibilities to:
- a) When performing their role, ensure that they respect their duty of loyalty to WCL and refrain from engaging in any activity or behaviour that could constitute a conflict of interest.
 - b) Ensure their loyalty prioritizes the interests of WCL.
 - c) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of Participants’ confidence.
 - d) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
 - e) Comply with the *Screening Policy*.
 - f) Conduct themselves openly, professionally, lawfully and in good faith.
 - g) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
 - h) Behave with decorum appropriate to both circumstance and position.
 - i) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws.
 - j) Respect the confidentiality appropriate to issues of a sensitive nature.
 - k) Respect the decisions of the majority and resign if unable to do so.

- l) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
- m) Be knowledgeable and understand all relevant policies and procedures.

Coaches

12. In addition to section 10 (above), coaches have many additional responsibilities. The coach-Athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the Athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:
- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved Athletes.
 - b) Prepare Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Athletes.
 - c) Avoid compromising the present and future health of Athletes by communicating and cooperating with sport science and sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments when discussing optimal nutritional strategies or weight control methods for junior aged Athletes and above (18 + years of age). Please note that dieting and other weight control methods are not permitted for Athletes 17 years of age and younger.
 - d) Support the coaching staff of a training camp, provincial team, or national team; should an Athlete qualify for participation with one of these programs.
 - e) Accept and promote Athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate.
 - f) Provide Athletes (and the parents/guardians of minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete.
 - g) Act in the best interest of the Athlete's development as a whole person.
 - h) Comply with the *Screening Policy*.
 - i) Under no circumstances provide, promote, or condone the use of cannabis or other drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of Minor Athletes, alcohol, cannabis and/or tobacco.
 - j) Not coach, train, or otherwise support athletes if they use methods or substances prohibited by the Canadian Anti-Doping Program without valid and acceptable justification.
 - k) Respect Athletes competing on other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes.
 - l) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
 - m) Dress appropriately.
 - n) Use appropriate language, taking into account the audience being addressed.

Athletes

13. In addition to section 10 (above), athletes will have additional responsibilities to:

- a) Adhere to the Athlete's Athlete Agreement (if applicable).
- b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete.
- c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events.
- d) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason.
- e) Adhere to any rules and requirements regarding clothing and equipment.
- f) Dress to represent the sport and themselves appropriately.
- g) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers or WCL staff.

Officials

14. In addition to section 10 (above), officials will have additional responsibilities to:

- a) Maintain and update their knowledge of the rules and rules changes.
- b) Not publicly criticize other officials, event organizers, coaches, athletes or other members of the wrestling community.
- c) Work within the boundaries of their position's description while supporting the work of other officials.
- d) Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial rules and regulations.
- e) Take ownership of actions and decisions made while officiating.
- f) Respect the rights, dignity, and worth of all Participants.
- g) Act openly, impartially, professionally, lawfully, and in good faith.
- h) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
- i) Respect the confidentiality required by issues of a sensitive nature, which may include yellow or red card notifications, defaults, forfeits, discipline processes, appeals, and specific information or data about Participants.
- j) Comply with the *Screening Policy*.
- k) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time.
- l) When writing reports, set out the actual facts to the best of their knowledge and recollection.
- m) Dress appropriately for officiating.

Parents/Guardians and Spectators

15. In addition to section 10 (above), parents/guardians and spectators at events will:

- a) Encourage Athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence.
- b) Condemn the use of violence in any form.
- c) Never ridicule a Participant for making a mistake during a performance or practice.
- d) Provide positive comments that motivate and encourage participants' continued effort.
- e) Respect the decisions and judgments of officials and staff members and encourage athletes to do the same.
- f) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm.

- g) Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers.
- h) Not harass competitors, coaches, officials, parents/guardians, or other spectators.

Retaliation, Retribution or Reprisal

16. It is a breach of this *Code of Conduct and Ethics* for any Participant to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that Individual from filing, in good faith, a complaint pursuant to any WCL policy.

Transition Provisions

17. Understanding that pre-existing Intimate or Romantic Relationships between Participants where a Power Imbalance may exist, WCL's Board of Directors will address each occurrence on a case-by-case basis. A transition plan is to be put in place as soon as reasonably practical and transition steps need to begin no later than December 31, 2021. Going forward, for any new Intimate or Romantic Relationships that begin and are not permitted by the Policy, immediate steps are to be taken. Resolution includes Participants changing their role(s) so that neither is a Person in Authority relative to the other or ending the relationship.

Policy History	
Approved	June 28, 2021
Next Review Date	June 2022
Revision Approval Dates	

ABUSE POLICY

Purpose

1. WCL is committed to a sport environment free from abuse. The purpose of this Policy is to stress the importance of that commitment by educating Participants about abuse, outlining how WCL will work to prevent abuse, and how abuse or suspected abuse can be reported to and addressed by WCL.

Zero Tolerance Statement

2. WCL has zero tolerance for any type of abuse. Participants are required to report instances of abuse or suspected abuse to WCL to be immediately addressed under the terms of the applicable policy.

Education – What is Abuse

3. Vulnerable Participants can be abused in different forms.
4. The following description of Child / Youth Abuse has been modified and adapted from Ecclesiastical's *Guidelines for Developing a Safety & Protection Policy for Children / Youth / Vulnerable Adults* [1]:

Child / Youth Abuse

5. "Child abuse" refers to the violence, mistreatment or neglect that a child or adolescent may experience while in the care of someone they depend on or trust. There are many different forms of abuse and a child may be subjected to more than one form:
 - a) **Physical abuse** involves single or repeated instances of deliberately using force against a child in such a way that the child is either injured or is at risk of being injured. Physical abuse includes beating, hitting, shaking, pushing, choking, biting, burning, kicking or assaulting a child with a weapon. It also includes holding a child under water, or any other dangerous or harmful use of force or restraint.
 - b) **Sexual abuse** and exploitation involve using a child for sexual purposes. Examples of child sexual abuse include fondling, inviting a child to touch or be touched sexually, intercourse, rape, incest, sodomy, exhibitionism, or involving a child in prostitution or pornography.
 - c) **Neglect** is often chronic, and it usually involves repeated incidents. It involves failing to provide what a child needs for his or her physical, psychological or emotional development and well-being. For example, neglect includes failing to provide a dependent child with food, clothing, shelter, cleanliness, medical care, or protection from harm.
 - d) **Emotional abuse** involves harming a child's sense of self-worth. It includes acts (or omissions) that result in, or place a child at risk of, serious behavioural, cognitive, emotional, or mental health problems. For example, emotional abuse may include aggressive verbal threats, social isolation, intimidation, exploitation, or routinely making unreasonable demands. It also includes exposing the child to violence.
6. Potential warning signs of abuse of children or youth can include [2][3]:
 - a) Recurrent unexplained injuries
 - b) Alert behaviour; child seems to always be expecting something bad to happen
 - c) Often wears clothing that covers up their skin, even in warm weather
 - d) Child startles easily, shies away from touch or shows other skittish behaviour
 - e) Constantly seems fearful or anxious about doing something wrong

- f) Withdrawn from peers and adults
 - g) Behavior fluctuates between extremes (e.g., extremely cooperative or extremely demanding)
 - h) Acting either inappropriately beyond their age (like an adult; taking care of other children) or inappropriately younger than their age (like an infant; throwing tantrums)
 - i) Acting out in an inappropriate sexual way with toys or objects
 - j) New adult words for body parts and no obvious source
 - k) Self-harm (e.g., cutting, burning or other harmful activities)
 - l) Not wanting to be alone with a particular child, young person or adult
7. An abuser may use a number of different tactics to gain access to children, exert power and control over them, and prevent them from telling anyone about the abuse or seeking support. The abuse may happen once, or it may occur in a repeated and escalating pattern over a period of months or years. The abuse may change form over time.

Abuse in Sport

8. Abuse in sport can include emotional maltreatment, neglect, physical maltreatment and grooming.
- a) **Emotional Maltreatment** – A Person in Authority’s failure to provide a developmentally-appropriate and supportive environment. Emotional abuse is at the foundation of all other forms of maltreatment (sexual, physical and neglect). In sports, this conduct has the potential to cause emotional or psychological harm to an athlete when it is persistent, pervasive or patterned acts (i.e., yelling at an athlete once does not constitute maltreatment). Examples of emotional maltreatment include:
 - i. Refusal to recognize an athlete’s worth or the legitimacy of an athlete’s needs (including complaints of injury/pain, thirst or feeling unwell)
 - ii. Creating a culture of fear, or threatening, bullying or frightening an athlete
 - iii. Frequent name-calling or sarcasm that continually “beats down” an athlete’s self-esteem
 - iv. Embarrassing or humiliating an athlete in front of peers
 - v. Excluding or isolating an athlete from the group
 - vi. Withholding attention
 - vii. Encouraging an athlete to engage in destructive and antisocial behaviour, reinforcing deviance, or impairing an athlete’s ability to behave in socially appropriate ways
 - viii. Over-pressuring; whereby the Person in Authority imposes extreme pressure upon the athlete to behave and achieve in ways that are far beyond the athlete’s capabilities
 - ix. Verbally attacking an athlete personally (e.g., belittling them or calling them worthless, lazy, useless, fat or disgusting).
 - x. Routinely or arbitrarily excluding athletes from practice
 - xi. Using conditioning as punishment
 - xii. Throwing sports equipment, water bottles or chairs at, or in the presence of, athletes
 - xiii. Body shaming – making disrespectful, hurtful or embarrassing comments about an athlete’s physique
 - b) **Neglect** - acts of omission (i.e., the Person in Authority should act to protect the health/well-being of an athlete but does not). Examples of neglect include:
 - i. Isolating an athlete in a confined space or separated from a larger practice group with no supervision and/or for an extended period

- ii. Withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep
 - iii. Ignoring an injury
 - iv. Knowing about sexual abuse of an athlete but failing to report it
- c) **Physical Maltreatment** - involves contact or non-contact behaviour that can cause physical harm to an athlete. It also includes any act or conduct described as physical abuse or misconduct (e.g., child abuse, child neglect and assault). Almost all sport involves strenuous physical activity. Athletes regularly push themselves to the point of exhaustion. However, any activity that physically harms an athlete—such as extreme disciplinary actions or punishment—is unacceptable. Physical maltreatment can extend to seemingly unrelated areas including inadequate recovery times for injuries and restricted diet. Examples of physical maltreatment include:
- i. Punching, beating, biting, striking, choking or slapping an athlete
 - ii. Intentionally hitting an athlete with objects or sporting equipment
 - iii. Providing alcohol to an athlete under the legal drinking age
 - iv. Providing illegal drugs or non-prescribed medications to any athlete
 - v. Encouraging or permitting an Athlete to return to play prematurely or without the clearance of a medical professional, following a serious injury (e.g., a concussion)
 - vi. Prescribed dieting or other weight-control methods for junior aged Athletes and above (18+ years of age) without regard for their nutritional well-being and health (sport science and sport medicine professionals should be consulted when discussing optimal nutritional strategies or weight control methods). Please note that dieting and other weight control methods are not permitted for Athletes 17 years of age and younger.
 - vii. Forcing an Athlete to assume a painful stance or position for no athletic purpose, or excessive repetition of a skill to the point of injury
 - viii. Using excessive exercise as punishment (e.g., stretching to the point of causing the Athlete to cry, endurance conditioning until the Athlete vomits)
- d) **Grooming** - a slow gradual and escalating process of building comfort and trust with an Athlete and/or their parents/guardian that is often very difficult to recognize. The process allows for inappropriate conduct to become normalized. It is often preceded by building confidence and comfort that an individual can be trusted with the care of the athlete. Examples of grooming include:
- i. Nudity or exposure of genitals in the presence of an Athlete;
 - ii. Sexually oriented conversation or discussions about personal sexual activities;
 - iii. Excessive discussions about a coach's personal life outside of coaching (i.e., family, work, medical challenges)
 - iv. Spending time with an individual Athlete and/or their family outside of team activities;
 - v. Excessive gift-giving to an individual Athlete;
 - vi. Socially isolating an Athlete;
 - vii. Restricting an Athlete's privacy;
 - viii. Providing drugs, alcohol or tobacco to an Athlete;
 - ix. Becoming overly-involved in an Athlete's personal life;
 - x. Making sexual or discriminatory jokes or comments to an Athlete;
 - xi. Displaying material of a sexual nature in the presence of an Athlete;

- xii. Mocking or threatening an Athlete
 - xiii. Putting coach's needs above needs of Athlete and/or going to Athlete to have coach's needs met
9. Importantly, emotional and physical maltreatment does not include professionally-accepted reasonable coaching methods (per the NCCP) of skill enhancement, human development, physical conditioning, team building, discipline, or improving athletic performance, or sport science and sport medicine supervised nutritional strategies and weight control methods.

Vulnerable Adult Abuse

10. Although individuals may be abused at virtually any life stage – childhood, adolescence, young adulthood, middle age, or old age – the nature and consequences of abuse may differ depending on an individual's situation, disability, or circumstance.
11. The following description of Vulnerable Adult Abuse has been modified and adapted from Ecclesiastical's *Guidelines for Developing a Safety & Protection Policy for Children / Youth / Vulnerable Adults* [1].
12. Abuse of vulnerable adults is often described as a misuse of power and a violation of trust. Abusers may use a number of different tactics to exert power and control over their victims. Abuse may happen once, or it may occur in a repeated and escalating pattern over months or years. The abuse may take many different forms, which may change over time:
- a) **Psychological abuse** includes attempts to dehumanize or intimidate vulnerable adults. Any verbal or non-verbal act that reduces their sense of self-worth or dignity and threatens their psychological and emotional integrity is abuse. This type of abuse may include, for example
 - i. Threatening to use violence
 - ii. Threatening to abandon them
 - iii. Intentionally frightening them
 - iv. Making them fear that they will not receive the food or care they need
 - v. Lying to them
 - vi. Failing to check allegations of abuse against them
 - b) **Financial abuse** encompasses financial manipulation or exploitation, including theft, fraud, forgery, or extortion. It includes using a vulnerable adult's money or property in a dishonest manner or failing to use a vulnerable adult's assets for their welfare. Abuse occurs any time someone acts without consent in a way that financially or personally benefits one person at the expense of another. This type of abuse against a vulnerable adult may include, for example:
 - i. Stealing their money, disability cheques, or other possessions
 - ii. Wrongfully using a Power of Attorney
 - iii. Failing to pay back borrowed money when asked
 - c) **Physical abuse** includes any act of violence – whether or not it results in physical injury. Intentionally inflicting pain or injury that results in either bodily harm or mental distress is abuse. Physical abuse may include, for example:
 - i. Beating

- ii. Burning or scalding
 - iii. Pushing or shoving
 - iv. Hitting or slapping
 - v. Rough handling
 - vi. Tripping
 - vii. Spitting
- d) All forms of sexual abuse are also applicable to vulnerable adults
13. Potential warning signs of abuse of vulnerable adults can include:
- a) Depression, fear, anxiety, passivity
 - b) Unexplained physical injuries
 - c) Dehydration, malnutrition, or lack of food
 - d) Poor hygiene, rashes, pressure sores
 - e) Over-sedation
 - f) Not wanting to be alone with a particular person

Preventing Abuse

14. WCL will enact measures aimed at preventing abuse. These measures include screening, orientation, training, practice, and monitoring.

Screening

15. WCL will use the *Screening Policy* to determine the level of trust, authority, and access that each Person in Authority has with Vulnerable Participants. Each level of risk will be accompanied by increased screening procedures which may include the following, singularly or in combination:
- a) Completing an Application Form for the position sought (which includes alerting Participants that they must agree to adhere with the organization's policies and procedures (including this *Abuse Policy*))
 - b) Completing a Screening Declaration Form
 - c) Providing letters of reference
 - d) Providing a E-Pic, Criminal Record Check ("CRC") and/or Vulnerable Sector Check ("VSC")
 - e) Providing a driver's abstract, as required
 - f) Other screening procedures, as required
16. A Participant's failure to participate in the screening process or pass the screening requirements as determined by a Screening Committee, will result in the Individual's ineligibility for the position sought.

Orientation and Training

17. WCL may deliver orientation and training to those Persons in Authority who have access to, or interact with, Vulnerable Participants. The orientation and training, and their frequency, will be based on the level of risk, as described in the *Screening Policy*.
18. Orientation may include, but is not limited to: introductory presentations, facility tours, equipment demonstrations, parent/athlete meetings, meetings with colleagues and supervisors, orientation manuals, orientation sessions, and increased supervision during initial tasks or period of engagement.

19. Training may include, but is not limited to: certification courses, online learning, mentoring, workshop sessions, webinars, on-site demonstrations, and peer feedback.
20. At the conclusion of the orientation and training, Participants may be required to acknowledge, in written form, that they have received and completed the training.

Practice

21. When Persons in Authority interact with Vulnerable Participants, they are required to enact certain practical approaches to these interactions. These may include, but are not limited to:
 - a) Limiting physical interactions to non-threatening or non-sexual touching (e.g., high-fives, pats on the back or shoulder, handshakes, specific skill instruction, etc.)
 - b) Ensuring that Vulnerable Participants are always supervised by more than one Person in Authority
 - c) Ensuring that more than one person is involved with team selection (thereby limiting the consolidation of power onto one individual)
 - d) Ensuring that parents/guardians are aware that some non-personal communication between Persons in Authority and Vulnerable Participants (e.g., between coaches and minor athletes) may take place electronically (e.g., by texting) and that this type of communication is now considered to be commonplace, especially with older Vulnerable Participants (e.g., teenagers). Participants are aware that such communication is subject to the *Code of Conduct and Ethics* and *Social Media Policy*.
 - e) When traveling with Vulnerable Participants, a Person in Authority will not transport Vulnerable Participants without another adult present and will not stay in the same overnight accommodation location without additional adult supervision.

Monitoring

22. WCL will regularly monitor those Persons in Authority who have access to, or interact with, Vulnerable Participants. The monitoring will be based on the level of risk, as described in the *Screening Policy*.
23. Monitoring may include, but is not limited to: regular status reports, logs, supervisor meetings, supervisor on-site check-ins, feedback provided directly to the organization (from peers and parents/athletes), and regular evaluations.

Reporting Abuse

24. Reports of abuse that are shared confidentially with a Person in Authority by a Vulnerable Participant may require the Participant to report the incident to parents/guardians, WCL, a Member, or police. Participants must respond to such reports in a non-judgemental, supportive and comforting manner but must also explain that the report may need to be escalated to the proper authority or to the Vulnerable Participant's parent/guardian.
25. Complaints or reports that describe an element of **abuse** will be addressed by the process(es) described in the *Discipline and Complaints Policy* and the *Investigations Policy*.

[1] Retrieved from: https://www.ecclesiastical.ca/guidelines_developsafetyprotectionpolicy_children-youths-vulnerableadults_faith/

[2] Adapted from: <https://www.all4kids.org/2014/03/04/warning-signs-child-abuse-neglect/>

[3] Adapted from: https://www.parentsprotect.co.uk/warning_signs.htm

Policy History	
Approved	June 28, 2021
Next Review Date	June 2022
Revision Approval Dates	

DISCIPLINE & COMPLAINTS POLICY

* Indicates a section that has been adapted from the UCCMS

Purpose

1. Participants are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with policies, Bylaws, rules and regulations of WCL, as applicable. Non-compliance may result in sanctions pursuant to this Policy.

Principles

2. *The following principles guide the findings and determinations under this Policy:
 - a) Any form of Maltreatment violates the integrity of Participants and undermines the values of Canadian sport.
 - b) Sanctions imposed will reflect the seriousness of the Maltreatment and the harm to those affected and the values of Canadian sport.
 - c) This Policy and its procedures will be:
 - i. Harmonized (applied to all Participants across Canada)
 - ii. Fair (procedural and substantive due process for all Participants)
 - iii. Comprehensive (all forms of Maltreatment addressed and potential sanctions described)
 - iv. Expert-informed (the determination of Maltreatment and impositions of sanctions will be informed by those with expertise in such areas as sport, child abuse, and the law)
 - v. Trauma-informed (acknowledgement of the physical, psychological and emotional effects of trauma, and avoidance of re-traumatization)
 - vi. Evidence-driven (evidence of Maltreatment required, where Evidence or “proof” of maltreatment may include the words/report of a complainant if found credible by the relevant authorities. Depending upon the nature of the Maltreatment, physical evidence, corroboration or third-party verification may not be needed)
 - vii. Independent administration (free from all conflicts of interest)

Application of this Policy

3. This Policy applies to all Participants.
4. This Policy applies to matters that may arise during the business, activities, and events of WCL including, but not limited to, competitions, practices, tryouts, training camps, travel associated with organizational activities, and any meetings.
5. This Policy also applies to Participants’ conduct outside of the business, activities, and events of WCL when such conduct adversely affects the organization’s relationships (and the work and sport environment) or is detrimental to the image and reputation of WCL, or upon the acceptance of WCL. Applicability will be determined by WCL at its sole discretion and is not subject to appeal.
6. If a Participant makes a complaint or reports an incident that occurred at a time during which a different WCL policy was in force, the matter will be governed by the substantive rules in the policy in force at the time the incident occurred to determine whether an offense or breach of the policy occurred, unless the Panel hearing the matter determines that the principle of “lex mitior” applies to the circumstances of the case. In such cases, the Discipline and Complaints Policy will apply

retroactively, prior to its approval dates, as it relates to procedural matters. Applicability of this Policy will be determined by the Complaints & Appeal Officer at its sole discretion and is not subject to appeal.

7. *This Policy applies to alleged breaches of the *Code of Conduct and Ethics* by Participants who have retired from the sport where any claim regarding a potential breach of the *Code of Conduct and Ethics* occurred when the Participant was active in the sport. In addition, this Policy will apply to breaches of the *Code of Conduct and Ethics* that occurred when the Participants involved interacted due to their mutual involvement in the sport or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Participant(s).
8. This Policy does not prevent immediate discipline or sanction from being applied as reasonably required at any WCL sanctioned activity. Further discipline may be applied according to this Policy. Any infractions or complaints occurring within competition will be dealt with by the procedures specific to the competition, if applicable. In such situations, disciplinary sanctions will be for the duration of the competition, training, activity, or event only.
9. An employee of WCL who is a Respondent may also be subject to consequences in accordance with the employee's Employment Agreement, if applicable. Violations may result in a warning, reprimand, restrictions, suspension, or other disciplinary actions up to and including termination of employment.

Alignment

10. WCL recognizes that Participants may also be registered with WCL, PTSOs, CAWO, and/or Clubs. Pursuant to the *Reciprocation Policy*, organizations are required to have discipline decisions involving Participants submitted to WCL which may take further action at its discretion. Further action may include the involvement of the Complaints & Appeal Officer when the decision involved an element of discrimination, harassment, workplace harassment, workplace violence, sexual harassment, Maltreatment or abuse.
11. If WCL decides to take further action upon becoming aware of a Participant who has been disciplined by a PTO, CAWO and/or a Club, the Participant will be the Respondent to a complaint initiated under the terms of this Policy. WCL may act as the Complainant if the original Complainant is unwilling or unavailable to participate in this process.
12. The Discipline Panel, as applicable, will review and consider the decision by the PTO, CAWO and/or Club when deciding on the complaint per the terms of this Policy.

Adult Representative

13. Complaints may be brought for or against a Participant who is a Minor. Minors must have a parent/guardian or other adult serve as their representative during this process. If the Minor's adult representative is not their parent / guardian, the representative must have written permission to act such a capacity from the Minor's parent / guardian. Communications, as applicable, must be directed to the Minor's representative.
14. A minor is not required to attend an oral hearing, if held.

Reporting a Complaint

15. Any person may report a complaint to the independent Complaints & Appeal Officer (complaints@wrestling.ca).
16. At its discretion, WCL may act as the Complainant and initiate the complaint process under the terms of this Policy. In such cases, WCL will identify an individual to represent the organization.
17. Complaints or incident reports must be made in writing using the Notice of Complaint Form (<https://wrestling.ca/wp-content/uploads/2020/10/Notice-of-Complaint-Form-bilingual.pdf>). The person making the complaint may contact the Complaints & Appeal Officer for direction. The Complaints & Appeal Officer may accept any report, at their sole discretion. The Notice of Complaint Form will include the following information:
 - a) Contact information of the Complainant
 - b) Name of the Respondent and any affected parties
 - c) Date and location of the incident
 - d) Detailed summary of the incident
 - e) All evidence that supports the complaint
18. Anonymous complaints may be accepted at the sole discretion of the Complaints & Appeal Officer, however WCL strongly discourages anonymous complaints recognizing that non-criminal offences are virtually impossible to address without the involvement of the Complainant.
19. Upon receipt of a written complaint or incident report from an individual(s), WCL's Complaints & Appeal Officer will determine the jurisdiction under which the notice of complaint will be addressed and notify Complainant.
20. The Complaints & Appeal Officer shall make the above-mentioned determination by taking into consideration whether the incident occurred within WCL's business, activities or events as described in Section 3 above. If the incident occurred outside of the business, activities or events of WCL, the Complaints & Appeal Officer will determine which organization's relationships are adversely affected or which organization's image or reputation will be detrimentally affected by the incident as described in Section 4 above, and notify that organization to assume the notice of complaint.

Receiving a Complaint

21. The Complaints & Appeal Officer may determine that the alleged incident requires investigation. In this case, the Complaints & Appeal Officer may appoint an Investigator in accordance with the *Investigations Policy* and WCL and the Investigator, will have additional responsibilities as described in that Policy.
22. Upon receipt of a written complaint, the Complaints & Appeal Officer has a responsibility to:
 - a) Determine whether the complaint is frivolous and/or within the jurisdiction of this Policy;
 - b) Propose the use of the *Alternative Dispute Resolution Policy*;
 - c) Determine an investigation is required; and/or
 - d) Choose which process should be followed, and may use the following examples as a general guideline:

Process #1 - the Complaint alleges the following incidents:

- i. Disrespectful conduct
- ii. Minor incidents of violence (e.g., tripping, pushing, elbowing)
- iii. Conduct contrary to the values of WCL, a Member, or a Club
- iv. Non-compliance with the organization's policies, procedures, rules, or regulations
- v. Minor violations of the *Code of Conduct and Ethics*

Process #2 - the Complaint alleges the following incidents:

- i. Disrespectful, abusive, racist, or sexist comments or behaviour
- ii. Repeated minor incidents
- iii. Any incident of hazing
- iv. Behaviour that constitutes harassment, sexual harassment, or sexual misconduct
- v. Major incidents of violence (e.g., fighting, attacking, sucker punching)
- vi. Pranks, jokes, or other activities that endanger the safety of others
- vii. Conduct that intentionally interferes with a competition or with any athlete's preparation for a competition
- viii. Conduct that intentionally damages the organization's image, credibility, or reputation
- ix. Consistent disregard for the bylaws, policies, rules, and regulations
- x. Major or repeated violations of the *Code of Conduct and Ethics*
- xi. Intentionally damaging the organization's property or improperly handling the organization's monies
- xii. Abusive use of alcohol, any use or possession of alcohol by minors, or use or possession of illicit drugs and narcotics
- xiii. A conviction for any *Criminal Code* offense
- xiv. Any possession or use of banned performance enhancing drugs or methods

23. If the Complaints & Appeal Officer determines the complaint is frivolous or outside the jurisdiction of this Policy, the complaint will be dismissed immediately, and a written decision of such decision will be provided to WCL and the Complainant.

24. The Complaints & Appeal Officer's decision to accept or dismiss the complaint may not be appealed.

Process #1:

25. Following the determination that the complaint or incident should be handled under Process #1, the Complaints & Appeal Officer will appoint a Discipline Panel, which shall consist of a single Arbitrator, who will review the submissions related to the complaint or incident and determine one or more of the following sanctions:

- a) Verbal or written reprimand
- b) Verbal or written apology
- c) Service or other contribution to WCL
- d) Removal of certain privileges
- e) Suspension from certain teams, events, and/or activities
- f) Suspension from all the activities of WCL for a designated period
- g) Any other sanction considered appropriate for the offense

26. The Discipline Panel will inform the Parties of the decision, which will take effect immediately.

27. Records of all sanctions will be maintained by WCL.

Process #2:

28. Following the determination that the complaint or incident should be handled under Process #2, the Complaints & Appeal Officer has a responsibility to:

- a) Appoint the Discipline Panel, if necessary
- b) Coordinate all administrative aspects and set timelines
- c) Provide administrative assistance and logistical support to the Discipline Panel as required
- d) Provide any other service or support that may be necessary to ensure a fair and timely proceeding

29. The Complaints & Appeal Officer will establish and adhere to timelines that ensure procedural fairness and that the matter is heard in a timely fashion.

30. The Complaints & Appeal Officer may propose using the *Alternative Dispute Resolution Policy* with the objective of resolving the dispute. If applicable, and if the dispute is not resolved, or if the parties refuse to use the *Alternative Dispute Resolution Policy*, the Complaints & Appeal Officer will appoint a Discipline Panel, which shall consist of a single Arbitrator, to hear the complaint. At the discretion of the Complaints & Appeal Officer, a Discipline Panel of three persons may be appointed to hear the complaint. In this event, the Complaints & Appeal Officer will appoint one of the Discipline Panel's members to serve as the Chair.

31. The Complaints & Appeal Officer, in cooperation with the Discipline Panel, will then decide the format under which the complaint will be heard. This decision may not be appealed. The format of the hearing may be an oral in-person hearing, an oral hearing by telephone or other communication medium, a hearing based on a review of documentary evidence submitted in advance of the hearing, or a combination of these methods. The hearing will be governed by the procedures that the Complaints & Appeal Officer and the Discipline Panel deem appropriate in the circumstances, provided that:

- a) The Parties will be given appropriate notice of the day, time, and place of the hearing, in the case of an oral in-person hearing or an oral hearing by telephone or other communication medium
- b) Copies of any written documents which the parties wish to have the Discipline Panel consider will be provided to all Parties, through the Complaints & Appeal Officer, in advance of the hearing
- c) The Parties may engage a representative, advisor, or legal counsel at their own expense
- d) The Discipline Panel may request that any other individual participate and give evidence at the hearing
- e) The Discipline Panel may allow as evidence at the hearing any oral evidence and document or thing relevant to the subject matter of the complaint, but may exclude such evidence that is unduly repetitious, and shall place such weight on the evidence as it deems appropriate
- f) The decision will be by a majority vote of the Discipline Panel

32. If the Respondent acknowledges the facts of the incident, the Respondent may waive the hearing, in which case the Discipline Panel will determine the appropriate sanction. The Discipline Panel may still hold a hearing for the purpose of determining an appropriate sanction.

33. The hearing will proceed in any event, even if a Party chooses not to participate in the hearing.

34. If a decision may affect another party to the extent that the other party would have recourse to a complaint or an appeal in their own right, that party will become a Party to the current complaint and will be bound by the decision.
35. In fulfilling its duties, the Discipline Panel may obtain independent advice.

Decision

36. After hearing and/or reviewing the matter, the Discipline Panel will determine whether an infraction has occurred and, if so, the sanctions to be imposed. Within fourteen (14) days of the hearing's conclusion, the Discipline Panel's written decision, with reasons, will be distributed to all Parties, the Complaints & Appeal Officer, and to WCL. In extraordinary circumstances, the Discipline Panel may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued before the end of the fourteen (14) day period.

Disclosure

37. A summary of the decision and sanction will be considered a matter of public record unless decided otherwise by the Discipline Panel.

Sanctions

38. *Prior to determining sanctions, the Discipline Panel will consider factors relevant to determining appropriate sanctions which include:
- a) The nature and duration of the Respondent's relationship with the Complainant, including whether there is a Power Imbalance;
 - b) The Respondent's prior history and any pattern of inappropriate behaviour or Maltreatment;
 - c) The ages of the individuals involved;
 - d) Whether the Respondent poses an ongoing and/or potential threat to the safety of others;
 - e) The Respondent's voluntary admission of the offense(s), acceptance of responsibility for the Maltreatment, and/or cooperation in the process of WCL;
 - f) Real or perceived impact of the incident on the Complainant, sport organization or the sporting community;
 - g) Circumstances specific to the Respondent being sanctioned (e.g. lack of appropriate knowledge or training regarding the requirements in the *Code of Conduct and Ethics*; addiction; disability; illness);
 - h) Whether, given the facts and circumstances that have been established, continued participation in the sport community is appropriate;
 - i) A Respondent who is in a position of trust, intimate contact or high-impact decision-making may face more serious sanctions; and/or
 - j) Other mitigating and aggravating circumstances.
39. *Any sanction imposed must be proportionate and reasonable. However, progressive discipline is not required and a single incident of Maltreatment or other prohibited behaviour may justify elevated or combined sanctions.
40. *The Discipline Panel may apply the following disciplinary sanctions, singularly or in combination:

- a) **Verbal or Written Warning** - A verbal reprimand or an official, written notice and formal admonition that a Participant has violated the *Code of Conduct and Ethics* and that more severe sanctions will result should the Participant be involved in other violations
 - b) **Education** - The requirement that a Participant undertake specified educational or similar remedial measures to address the violation(s) of the *Code of Conduct and Ethics*
 - c) **Probation** - Should any further violations of the *Code of Conduct and Ethics* occur during the probationary period, will result in additional disciplinary measures, likely including a period of suspension or permanent ineligibility. This sanction can also include loss of privileges or other conditions, restrictions, or requirements for a specified period of time
 - d) **Suspension** - Suspension, either for a set time or until further notice, from participation, in any capacity, in any program, practice, activity, event, or competition sponsored by, organized by, or under the jurisdiction of WCL. A suspended Participant is eligible to return to participation, but reinstatement may be subject to certain restrictions or contingent upon the Participant satisfying specific conditions noted at the time of suspension
 - e) **Eligibility Restrictions** - Restrictions or prohibitions from some types of participation but allowing participation in other capacities under strict conditions
 - f) **Permanent Ineligibility** - Permanent ineligibility to participate, in any sport, in any capacity, in any program, activity, event, or competition sponsored by, organized by, or under the auspices of WCL, a PTSO, and/or any sport organization subject to the UCCMS
 - g) **Other Discretionary Sanctions** - Other sanctions may be imposed, including, but not limited to, other loss of privileges, no contact directives, a fine or a monetary payment to compensate for direct losses, or other restrictions or conditions as deemed necessary or appropriate
41. *The Discipline Panel may apply the following presumptive sanctions which are presumed to be fair and appropriate for the listed Maltreatment:
- a) Sexual Maltreatment involving a Minor Complainant shall carry a presumptive sanction of permanent ineligibility;
 - b) Sexual Maltreatment, Physical Maltreatment with contact, and Maltreatment related to interference or manipulation of process shall carry a presumptive sanction of either a period of suspension or eligibility restrictions.
 - c) While a Respondent has pending charges or dispositions in violation of the criminal law, the presumptive sanction shall be a period of suspension
42. A Participant's conviction for a *Criminal Code* offense shall carry a presumptive sanction of permanent ineligibility from participating with WCL. *Criminal Code* offences may include, but are not limited to:
- a) Any child pornography offences
 - b) Any sexual offences
 - c) Any offence of physical violence
 - d) Any offence of assault
 - e) Any offence involving trafficking of illegal drugs
43. Unless the Discipline Panel decides otherwise, any disciplinary sanctions will begin immediately, notwithstanding an appeal. Failure to comply with a sanction as determined by the Discipline Panel will result in an automatic suspension until such time as compliance occurs.
44. Records of all decisions will be maintained by WCL.

Appeals

45. The decision of the Discipline Panel may be appealed in accordance with the *Appeal Policy*.

Suspension Pending a Hearing

46. WCL may determine that an alleged incident is of such seriousness as to warrant suspension of a Participant pending completion of an investigation, criminal process, the hearing, or a decision of the Discipline Panel.

47. A Participant who has been charged for a *Criminal Code* offense, as determined by WCL will be immediately suspended from WCL until a determination is made regarding the charges. If an individual is subsequently cleared from the charges their suspension will be lifted.

Confidentiality

48. The discipline and complaints process is confidential and involves only WCL, the Parties, the Complaints & Appeal Officer, the Discipline Panel, and any independent advisors to the Discipline Panel. Once initiated and until a decision is released, none of the Parties will disclose confidential information relating to the discipline or complaint to any person not involved in the proceedings.

Timelines

49. If the circumstances of the complaint are such that adhering to the timelines outlined by this Policy will not allow a timely resolution to the complaint, the Discipline Panel may direct that these timelines be revised.

Records and Distribution of Decisions

50. Other individuals or organizations, including but not limited to, national sport organizations, Provincial/Territorial sport organizations, sport clubs, etc., may be advised of any decisions rendered in accordance with this Policy.

51. *WCL recognizes that a publicly-available searchable database or registry of Respondents who have been sanctioned, or whose eligibility to participate in sport has in some way been restricted, may be maintained and may be subject to provisions in the UCCMS.

Policy History	
Approved	June 28, 2021
Next Review Date	June 2022
Revision Approval Dates	

INVESTIGATIONS POLICY

* Indicates a section that has been adapted from the UCCMS.

Determination and Disclosure

1. When a complaint is submitted per the *Discipline and Complaints Policy*, the Complaints & Appeal Officer will determine if the complaint should be investigated.
2. WCL will adhere to all disclosure and reporting responsibilities required by any government entity, local police force, or child protection agency.

Investigation

3. The Complaints & Appeal Officer will appoint an Investigator. The Investigator must be an independent third-party skilled in investigating. The Investigator must not be in a conflict of interest situation and should have no connection to either party.
4. Federal and/or Provincial legislation related to Workplace Harassment may apply to the investigation if Harassment was directed toward a worker in a Workplace. The Investigator should review workplace safety legislation, the organization's policies for human resources, and/or consult independent experts to determine whether legislation applies to the complaint.
5. The investigation may take any form as decided by the Investigator, guided by any applicable Federal and/or Provincial legislation. The investigation may include:
 - a) Complainant interviewed;
 - b) Witnesses interviewed;
 - c) Collection of documents;
 - d) Statement of facts (complainant's perspective) prepared by Investigator and acknowledged by Complainant;
 - e) Statement delivered to Respondent;
 - f) Respondent interviewed;
 - g) Witnesses interviewed; and
 - h) Statement of facts (respondent's perspective) prepared by Investigator and acknowledged by Respondent.

Investigator's Report

6. Upon completion of their investigation, the Investigator shall prepare a Report that should include a summary of evidence from the parties (including both statements of facts, if applicable) and recommendations from the Investigator of whether, on a balance of probabilities, a breach the *Code of Conduct and Ethics* occurred.
7. The Investigator's Report will be provided to the Complaints & Appeal Officer who will disclose it per their discretion, but at least to WCL, and any other parties, including the Discipline Panel. The Complaints & Appeal Officer will also have discretion to provide other parties with an executive summary of the Investigator's Report.

8. The Investigator's Report and any executive summary shall remain confidential once disclosed to WCL, or any other relevant party. Any failure to respect this provision may be subject to a complaint and disciplinary measures pursuant to the *Discipline and Complaints Policy*.
9. *The Investigator must be aware that sport-specific differences exist with respect to such aspects as acceptable levels of touch, physical contact, and aggression during training or competition and will consider such differences during the investigative process.
10. Should the Investigator find that there are possible instances of offence under the *Criminal Code*, particularly related to Criminal Harassment (or Stalking), Uttering Threats, Assault, Sexual Interference, or Sexual Exploitation, the Investigator shall advise the Complainant to refer the matter to police. The Investigator will further inform WCL that the matter should be directed to the police.
11. The Investigator must also inform WCL of any findings of criminal activity. WCL may decide whether to report such findings to police but is required to inform police if there are findings related to the trafficking of doping drugs or materials, any sexual crime involving minors, fraud against WCL, or other offences where the lack of reporting would bring WCL into disrepute.
12. For complaints that are reported to police, the Investigator will be guided by the police and/or complainant on whether the investigation should continue or pause. If a complainant indicates that they will not be reporting the complaint to the police, the investigation can continue at the Investigator's discretion.

Reprisal and Retaliation

13. *An individual who submits a complaint in good faith to WCL, or who gives evidence in an investigation, may not be subject to reprisal or retaliation from any individual or group. Should anyone who participates in the process face reprisal or retaliation, that individual will have cause to submit a complaint.

False Allegations

14. An individual who submits allegations that the Investigator determines to be maliciously false or for the purpose of retribution, retaliation or vengeance, may be subject to a complaint under the terms of the *Discipline and Complaints Policy* with WCL, or the individual against whom the false allegations were submitted, acting as the Complainant. This individual may be required to pay for the costs of any investigation that comes to this conclusion. Any individual who is liable to pay for such costs shall be automatically deemed to be not in good standing until the costs are paid in full.

Confidentiality

15. The Investigator will make every effort to preserve the confidentiality of the Complainant, Respondent, and any other party. However, WCL recognizes that maintaining anonymity of any party may be difficult for the Investigator during the investigation.

Policy History	
Approved	June 28, 2021
Next Review Date	June 2022
Revision Approval Dates	

ALTERNATIVE DISPUTE RESOLUTION POLICY

Purpose

1. WCL supports the principles of Alternate Dispute Resolution (ADR) and are committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes. ADR also avoids the uncertainty, costs, and other negative effects associated with lengthy appeals or complaints, or with litigation.
2. WCL encourages all Participants to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. WCL believes that negotiated settlements are usually preferable to outcomes resolved through other dispute resolution techniques. Negotiated resolutions to disputes with and among Participants are strongly encouraged.

Application of this Policy

3. This Policy applies to all Participants.
4. Opportunities for ADR may be pursued at any point in a dispute when all parties to the dispute agree that such a course of action would be mutually beneficial.

Facilitation and Mediation

5. If all parties to a dispute agree to ADR, WCL's Complaints & Appeal Officer will mediate or facilitate the dispute. Alternatively, a mediator or facilitator, acceptable to all parties, shall be appointed to mediate or facilitate the dispute. WCL commits to using the Sport Dispute Resolution Centre of Canada (SDRCC) mediation and facilitation services where possible.
6. The mediator or facilitator shall decide the format under which the dispute shall be mediated or facilitated and shall specify a deadline before which the parties must reach a negotiated decision.
7. Should a negotiated decision be reached, the decision shall be reported to and approved by WCL. Any actions that are to take place as a result of the decision shall be enacted on the timelines specified by the negotiated decision, pending approval.
8. Should a negotiated decision not be reached by the deadline specified by the mediator or facilitator at the start of the process, or if the parties to the dispute do not agree to ADR, the dispute shall be considered under the appropriate section of the *Discipline and Complaints Policy* or *Appeal Policy*, as applicable.

Final and Binding

9. Any negotiated decision will be binding on the parties. Negotiated decisions may not be appealed.

Policy History	
Approved	June 28, 2021
Next Review Date	June 2022
Revision Approval Dates	

APPEAL POLICY

Purpose

1. WCL is committed to providing an environment in which all Participants involved with the organizations are treated with respect and fairness. WCL provides Participants with this *Appeal Policy* to enable fair, affordable, and expedient appeals of certain decisions made by WCL. Further, some decisions made by the process outlined in the *Discipline and Complaints Policy* may be appealed under this Policy.

Scope and Application of this Policy

2. This Policy applies to all Participants. Any Participant who is directly affected by a decision made by WCL shall have the right to appeal that decision provided there are sufficient grounds for the appeal under the 'Grounds for Appeal' section of this Policy.
3. This Policy **will apply** to decisions relating to:
 - a) Eligibility
 - b) Nomination and Selection
 - c) Conflict of Interest
 - d) Discipline
 - e) Membership
 - f) Athlete Assistance Program (AAP) Carding Nominations
4. This Policy **will not apply** to decisions relating to:
 - a) Employment
 - b) Infractions for doping offenses
 - c) The rules of the sport ("Competition Rules")
 - d) Nomination and selection criteria, quotas, policies, and procedures established by entities other than WCL
 - e) Substance, content and establishment of team nomination and selection criteria
 - f) Volunteer/coach appointments and the withdrawal or termination of those appointments
 - g) Budgeting and budget implementation
 - h) The organization's operational structure and committee appointments
 - i) Decisions or discipline arising within the business, activities, or events organized by entities other than WCL (appeals of these decisions shall be dealt with pursuant to the policies of those other entities unless requested and accepted by the organization at its sole discretion)
 - j) Commercial matters for which another appeals process exists under a contract or applicable law
 - k) Decisions made under this Policy

Timing of Appeal

5. Participants who wish to appeal a decision have seven (7) days from the date on which they received notice of the decision to submit a Request for Appeal Form (<https://wrestling.ca/wp-content/uploads/2020/10/Request-for-Appeal-Form-bilingual.pdf>) to the Complaints & Appeal Officer, which includes the following:
 - a) Notice of the intention to appeal
 - b) Contact information and status of the appellant
 - c) Name of the respondent and any affected parties, when known to the Appellant

- d) Date the appellant was advised of the decision being appealed
 - e) A copy of the decision being appealed, or description of decision if written document is not available
 - f) Grounds for the appeal
 - g) Detailed reasons for the appeal
 - h) All evidence that supports these grounds
 - i) Requested remedy or remedies
 - j) An administration fee of five hundred dollars (\$500)
6. A Participant who wishes to initiate an appeal beyond the seven (7) day period must provide a written request stating the reasons for an exemption. The decision to allow, or not allow, an appeal outside of the seven (7) day period will be at the sole discretion of the Complaints & Appeal Officer and may not be appealed.

Grounds for Appeal

7. A decision cannot be appealed on its merits alone. An appeal may only be heard if there are sufficient grounds for appeal. Sufficient grounds include the Respondent:
- a) Made a decision that it did not have the authority or jurisdiction (as set out in the Respondent's governing documents) to make
 - b) Failed to follow its own procedures (as set out in the Respondent's governing documents)
 - c) Made a decision that was influenced by bias (where bias is defined as a lack of neutrality to such an extent that the decision-maker appears not to have considered other views)
8. The Appellant must demonstrate, on a balance of probabilities, that the Respondent has made a procedural error as described in the 'Grounds for Appeal' section of this Policy and that this error had, or may reasonably have had, a material effect on the decision or decision-maker.

Screening of Appeal

9. Upon receiving the notice of the appeal, the fee, and all other information (outlined in the 'Timing of Appeal' section of this Policy), the parties may first determine that the appeal be considered under the *Dispute Resolution Policy*.
10. Appeals resolved by mediation under the *Dispute Resolution Policy* will cause the administration fee to be refunded to the Appellant.
11. Should the appeal not be resolved by using the *Alternative Dispute Resolution Policy*, the Complaints & Appeal Officer has the following responsibilities:
- a) Determine if the appeal falls under the scope of this Policy
 - b) Determine if the appeal was submitted in a timely manner
 - c) Decide whether there are sufficient grounds for the appeal
12. If the appeal is denied on the basis of insufficient grounds, because it was not submitted in a timely manner, or because it did not fall under the scope of this Policy, the Appellant will be notified, in writing, of the reasons for this decision. This decision may not be appealed.

13. If the Complaints & Appeal Officer is satisfied there are sufficient grounds for an appeal, they will appoint an Appeal Panel which shall consist of a single Arbitrator, to hear the appeal. In extraordinary circumstances, and at the discretion of the Complaints & Appeal Officer, a Panel of three persons may be appointed to hear the appeal. In this event, the Complaints & Appeal Officer will appoint one of the Panel's members to serve as the Chair.

Determination of Affected Parties

14. In order to ensure the identification of any Affected Parties, the Complaints & Appeal Officer will engage WCL. The Complaints & Appeal Officer will determine whether a party is an Affected Party at their sole discretion.

Procedure for Appeal Hearing

15. The Complaints & Appeal Officer shall notify the Parties that the appeal will be heard. The Complaints & Appeal Officer shall then decide the format under which the appeal will be heard. This decision is at the sole discretion of the Complaints & Appeal Officer and may not be appealed.
16. If a Party chooses not to participate in the hearing, the hearing will proceed in any event.
17. The format of the hearing may involve an oral in-person hearing, an oral hearing by telephone or other electronic means, a hearing based on a review of documentary evidence submitted in advance of the hearing, or a combination of these methods. The hearing will be governed by the procedures that the Complaints & Appeal Officer and the Panel deem appropriate in the circumstances, provided that:
 - a) The hearing will be held within a timeline determined by the Complaints & Appeal Officer
 - b) The Parties will be given reasonable notice of the day, time and place of an oral in-person hearing or oral hearing by telephone or electronic communications.
 - c) Copies of any written documents which the parties wish to have the Panel consider will be provided to all Parties in advance of the hearing
 - d) The Parties may be accompanied by a representative, advisor, or legal counsel at their own expense
 - e) The Panel may request that any other individual participate and give evidence at an oral in-person hearing or oral hearing by telephone or electronic communications.
 - f) The Panel may allow as evidence at the hearing any oral evidence and document or thing relevant to the subject matter of the appeal, but may exclude such evidence that is unduly repetitious and shall place such weight on the evidence as it deems appropriate
 - g) If a decision in the appeal may affect another party to the extent that the other party would have recourse to an appeal in their own right under this Policy, that party will become a party to the appeal in question and will be bound by its outcome
 - h) The decision to uphold or reject the appeal will be by a majority vote of Panel members
18. In fulfilling its duties, the Panel may obtain independent advice.

Appeal Decision

19. The Panel shall issue its decision, in writing and with reasons, within seven (7) days after the hearing's conclusion. In making its decision, the Panel will have no greater authority than that of the original decision-maker. The Panel may decide to:
 - a) Reject the appeal and confirm the decision being appealed

- b) Uphold the appeal and refer the matter back to the initial decision-maker for a new decision
- c) Uphold the appeal and vary the decision
- d) May refund the appeal administration fee if the appellant is successful in their appeal.

20. The Panel's written decision, with reasons, will be distributed to all Parties, the Complaints & Appeal Officer, and WCL. The Panel may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued thereafter. The decision will be considered a matter of public record unless decided otherwise by the Panel.

Timelines

21. If the circumstances of the appeal are such that adhering to the timelines outlined by this Policy will not allow a timely resolution to the appeal, the Complaints & Appeal Officer and/or Panel may direct that these timelines be revised.

Confidentiality

22. The appeals process is confidential and involves only the Parties, the Complaints & Appeal Officer, the Panel, and any independent advisors to the Panel. Once initiated and until a decision is released, none of the Parties will disclose confidential information to any person not involved in the proceedings.

23. Any failure to respect the aforementioned confidentiality requirement may result in further sanctions or discipline by the Discipline Panel.

Final and Binding

24. The decision of the Panel will be binding on the Parties; subject to the right of any Party to seek a review of the Panel's decision pursuant to the rules of the Sport Dispute Resolution Centre of Canada (SDRCC).

25. No action or legal proceeding will be commenced against WCL, or Participants in respect of a dispute, unless WCL has refused or failed to provide or abide by the dispute resolution process and/or appeal process as set out in governing documents.

Policy History	
Approved	June 28, 2021
Next Review Date	June 2022
Revision Approval Dates	

RECIPROCATATION POLICY

Purpose

1. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by WCL, PTSOs, Canadian Association of Wrestling Officials (CAWO), and Clubs.

Application

2. This Policy applies to all Participants, WCL, PTSOs, CAWO, and Clubs.

Responsibilities

3. WCL will:
 - a) Provide copies of discipline and appeal decisions involving Participants to all PTSOs and to the Club(s) with which the Participant was affiliated
 - b) For discipline decisions provided to WCL by a PTISO, CAWO or by a Club, determine per the *Discipline and Complaints Policy* whether to initiate further action against the Participant(s) named in the decision
 - c) Recognize and enforce the disciplinary sanctions imposed by a PTISO, CAWO and/or a Club
 - d) Previous decisions in which the sanction is still enforceable, shall also be communicated to all PTSOs and to the Club(s) for which the individual was affiliated
4. PTISO / CAWO will:
 - a) Provide copies of discipline and appeal decisions involving Participants to WCL and to the Club(s) with which the Individual was affiliated
 - b) For discipline decisions provided to a PTISO, CAWO by WCL or by a Club, determine per its own policies whether to initiate further action against the Individual(s) named in the decision
 - c) Recognize and enforce the disciplinary sanctions imposed by WCL and/or a Club
 - d) Update their governing documents to reference the reciprocatation procedures described herein
5. Clubs will:
 - a) Provide copies of discipline and appeal decisions involving Participants to WCL and to the PTISO with which the Club is affiliated
 - b) For discipline decisions provided to a Club by WCL or by a PTISO, determine per its own policies whether to initiate further action against the Individual(s) named in the decision
 - c) Recognize and enforce the disciplinary sanctions imposed by WCL and/or a PTISO
 - d) Update their governing documents to reference the reciprocatation procedures described herein

Appeals

6. The recognition and implementation of a sanction in accordance with this Policy is not appealable.

Policy History	
Approved	June 28, 2021
Next Review Date	June 2022
Revision Approval Dates	

SOCIAL MEDIA POLICY

Preamble

1. WCL is aware that individual interaction and communication occurs frequently on social media. WCL cautions Participants that any conduct falling short of the standard of behaviour required by the *Code of Conduct and Ethics* will be subject to the disciplinary sanctions identified within the *Discipline and Complaints Policy*.

Application of this Policy

2. This Policy applies to all Participants.

Conduct and Behaviour

3. All conduct and behaviour occurring on Social Media must comply with the *Code of Conduct and Ethics*.
 - a) Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at a Participant, at WCL, at a PTSO, CAWO, or at other individuals connected with WCL or its PTSOs and CAWO
 - b) Posting a picture, altered picture, or video on a social medium that is harmful, disrespectful, insulting, embarrassing, suggestive, provocative or otherwise offensive, and that is directed at a Participant, at WCL, at a PTSO, CAWO, or at other individuals connected with WCL or its PTSOs and CAWO
 - c) Creating or contributing to a Facebook group, webpage, Instagram account, Twitter feed, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about WCL or its Members, their stakeholders, or their reputation
 - d) Inappropriate Intimate or Romantic Relationships over a social medium between Individuals and Persons in Authority, such as between Athletes and coaches, Directors and Officers, Committee members and staff, officials and Athletes, etc.
 - e) Any instance of cyber-bullying or cyber-harassment between one Participant and another Participant (including a teammate, coach, opponent, volunteer, or official), where incidents of cyber-bullying and cyber-harassment can include but are not limited to the following conduct on any social medium, via text-message, or via email: regular insults, negative comments, vexatious or unwelcome behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour.

Participants' Responsibilities

4. Participants should be aware that their social media activity may be viewed by anyone; including WCL or other Participants.
5. If WCL unofficially engages with a Participant in social media (such as by retweeting a tweet or sharing a photo on Facebook) the Individual may, at any time, ask WCL to cease this engagement.
6. When using social media, a Participant must model appropriate behaviour befitting the Participant's role and status in connection with WCL.
7. Removing content from social media after it has been posted (either publicly or privately) does not excuse the Participant from being subject to the *Discipline and Complaints Policy*.

8. An individual who believes that a Participant's social media activity is inappropriate or may violate the policies and procedures of WCL or a Member should report the matter in the manner outlined by the *Discipline and Complaints Policy*.

Policy History	
Approved	June 28, 2021
Next Review Date	June 2022
Revision Approval Dates	

SCREENING POLICY

**Effective October 1, 2021*

Preamble

1. WCL understands that screening personnel and volunteers is a vital part of providing a safe sporting environment and has become a common practice among sport organizations that provide programs and services to the community.

Application of this Policy

2. This Policy applies to all individuals whose position with WCL is one of trust or authority which may relate to, at a minimum, finances, supervision, or Vulnerable Participants.
3. Not all individuals associated with WCL will be required to obtain a criminal record check or submit screening documents because not all positions pose a risk of harm to WCL, or participants. WCL will determine which individuals will be subject to screening using the following guidelines (WCL may vary the guidelines at its discretion):

Level 1 – Low Risk - Participants involved in low risk assignments who are not in a supervisory role, not directing others, not involved with finances, and/or do not have unsupervised access to Vulnerable Participants. Examples:

- a) Parents, youth, or volunteers who are helping out on a non-regular or informal basis

Level 2 – Medium Risk – Participants involved in medium risk assignments who may be in a supervisory role, may direct others, may be involved with finances, and/or who may have limited access to Vulnerable Participants. Examples:

- a) Athlete support personnel
- b) Non-coach employees or managers
- c) Directors
- d) Coaches who are typically under the supervision of another coach
- e) Officials

Level 3 – High Risk – Participants involved in high risk assignments who occupy positions of trust and/or authority, have a supervisory role, direct others, are involved with finances, and who have frequent or unsupervised access to Vulnerable Participants. Examples:

- a) Full time coaches
- b) Coaches who travel with Minor Athletes
- c) Coaches who could be alone with Minor Athletes
- d) Medical personnel

Screening Committee

4. The implementation of this policy is the responsibility of WCL staff and a WCL appointed or contracted Screening Committee composed of either one (1) or three (3) members. WCL will ensure that the Screening Committee possesses the requisite skills, knowledge and abilities to accurately screening documents and render decisions under this Policy.

5. The Screening Committee will carry out its duties, in accordance with the terms of this policy.
6. The Screening Committee is responsible for reviewing all documents submitted which have an adverse finding and, based on the review, making decisions regarding the appropriateness of individuals filling positions within WCL, as applicable. In carrying out its duties, the Screening Committee may consult with independent experts including lawyers, police, risk management consultants, volunteer screening specialists, or any other person.

Screening Requirements

7. It is the policy of WCL that when a Participant is first engaged by the organization:
 - a) Level 1 Participants will:
 - i. Complete an Application Form (**Appendix A**)
 - ii. Complete a Screening Disclosure Form (**Appendix B**)
 - iii. Participate in training, orientation, and monitoring as determined by the organization
 - b) Level 2 Participants will:
 - i. Complete an Application Form
 - ii. Complete a Screening Disclosure Form
 - iii. Complete and provide an E-PIC
 - iv. Provide one letter of reference related to the position
 - v. Participate in training, orientation, and monitoring as determined by the organization
 - vi. Provide a driver's abstract, if requested
 - c) Level 3 Participants will:
 - i. Complete an Application Form
 - ii. Complete a Screening Disclosure Form
 - iii. Complete and provide an E-PIC and a VSC
 - iv. Provide one letter of reference related to the position
 - v. Participate in training, orientation, and monitoring as determined by the organization
 - vi. Provide a driver's abstract, if requested
 - d) If a Participant subsequently receives a charge, conviction for, or is found guilty of, an offense they will report this circumstance immediately to WCL. Additionally, the individual will inform the organization of any changes in their circumstance that would alter their original responses in their Screening Disclosure Form.
 - e) If WCL learns that a Participant has provided false, inaccurate, or misleading information, the Participant will immediately be removed from their position and may be subject to further discipline in accordance with the *Discipline and Complaints Policy*.

Young People

8. WCL defines a Young Person as someone who is younger than 18 years old. When screening Young People, WCL will:
 - a) Not require the Young Person to obtain a VSC or E-PIC; and
 - b) In lieu of obtaining a VSC or E-PIC, require the Young Person to submit up to two (2) additional letters of reference.

9. Notwithstanding the above, WCL may ask a Young Person to obtain a VSC or E-PIC if the organization suspects the Young Person has an adult conviction and therefore has a *criminal record*. In these circumstances, the organization will be clear in its request that it is not asking for the Young Person's *youth record*. WCL understands that it may not request to see a Young Person's youth record.

Renewal

10. Unless the Screening Committee determines, on a case-by-case basis, to modify the submission requirements, individuals who are required to submit an E-PIC, Screening Disclosure Form, VSC, or Screening Renewal Form, are required to submit the documents as follows:
- a) An E-PIC every three years
 - b) A Screening Disclosure Form every three years
 - c) A Screening Renewal Form (**Appendix C**) every year
 - d) A Vulnerable Sector Check once
11. The Screening Committee may request that an individual provide any of the above documents at any time. Such request will be in writing and reasons will be provided for the request.

Orientation, Training, and Monitoring

12. The type and amount of orientation, training, and monitoring will be based on the individual's level of risk, at the discretion of WCL.
13. Orientation may include, but is not limited to: introductory presentations, facility tours, equipment demonstrations, parent/athlete meetings, meetings with colleagues and supervisors, orientation manuals, orientation sessions, and increased supervision during initial tasks or initial period of engagement.
14. Training may include, but is not limited to: certification courses, online learning, mentoring, workshop sessions, webinars, on-site demonstrations, and peer feedback.
15. At the conclusion of orientation and training, the individual will be required to acknowledge, in written form, that they have received and completed the orientation and training.
16. Monitoring may include but is not limited to: written or oral reports, observations, tracking, electronic surveillance (e.g., facility security cameras), and site visits.

How to Obtain an E-PIC or VSC

17. WCL has partnered with Sterling Backcheck and therefore has access to the E-PIC at a discounted rate. Participants can obtain an E-PIC via: <https://pages.sterlingbackcheck.ca/landing-pages/w/wrestling-canada-lutte/>
18. For Ontario-based organizations, WCL understand that the *Police Record Checks Reform Act, 2015* requires the individual to consent in writing before requesting a criminal record check (such as an E-PIC). The Act also requires the individual to consent in writing for any disclosure of the results to the requesting organization.
19. For BC-based organizations and/or individuals located in BC, WCL understands that the process for

obtaining a Criminal Record Check is different than in other provinces and territories and that sections of this policy relating to obtaining a Criminal Record Check may not apply. In such cases, the Screening Committee will provide Participants with directions pursuant to the following website: <https://www.viasport.ca/free-criminal-records-checks>

20. Participants may only obtain a VSC by visiting an RCMP office or police station, submitting two pieces of government-issued identification (one of which must have a photo), and completing any required paperwork. Fees may also be required.
21. Fingerprinting may be required if there is a positive match with the individual's gender and birth date.
22. WCL understands that it may be required to assist an individual with obtaining a VSC. A Request for VSC (**Appendix D**) may need to be submitted or other documentation may need to be completed that describes the nature of the organization and the individual's role with vulnerable individuals.

Procedure

23. Every individual as outlined above will submit the required documentation at the time requested. Further, WCL may request that an individual provide VSCs, E-PICs or other screening documents for review and consideration at any time.
24. Screening documents must be submitted to WCL as requested.
25. An individual who refuses or fails to provide the necessary screening documents will be ineligible to volunteer, apply for the position sought, or participate in a given activity. The individual will be informed that their application and/or position will not proceed until such time as the screening documents are submitted.
26. WCL understands that there may be delays in receiving the results of an E-PIC or a VSC. At its discretion, the organization may permit the individual to participate in the role during the delay. This permission may be withdrawn at any time and for any reason.
27. If an individual's documents do not reveal a positive response ("yes") or the possibility of a relevant offence, WCL will grant the individual with eligibility to volunteer or participate in a given activity.
28. WCL recognizes that different information will be available depending on the type of screening document that the individual has submitted. For example, an E-PIC may show details of a specific offense, or not, and/or a VSC may be returned with specific information or simply a notification indicating 'cleared' or 'not cleared'. The Screening Committee will use its expertise and discretion when making decisions based on the screening documents that have been submitted.
29. In the event that screening document(s) disclose a positive response ("yes") or the possibility of a relevant offence, the Screening Committee will be established and will decide:
 - a) The individual has passed screening and may participate in the desired position;
 - b) The individual has passed screening and may participate in the desired position with conditions;
 - c) The individual has not passed screening and may not participate in the desired position; or
 - d) More information is required from the individual.

30. In making its decision, the Screening Committee will consider the type of offense, date of offense, and relevance of the offense to the position sought.
31. Provided a pardon has not been granted, the following examples are considered to be relevant offenses and are provided as a guide for the Screening Committee:
- a) If imposed in the last three years:
 - i. Any offense involving the use of a motor vehicle, including but not limited to impaired driving if the position involves any driving required to conduct the role
 - ii. Any offense for trafficking and/or possession of drugs and/or narcotics
 - iii. Any offense involving conduct against public morals
 - b) If imposed in the last ten years:
 - i. Any crime of violence including but not limited to, all forms of assault
 - ii. Any offense involving a minor or minors
 - iii. Any offense involving theft or fraud
 - c) If imposed at any time:
 - i. An individual's conviction for any of the following *Criminal Code* offenses:
 - a. Any offense of physical or psychological violence
 - b. Any crime of violence including but not limited to, all forms of assault
 - c. Any offense involving trafficking of illegal drugs
 - d. Any offense involving the possession, distribution, or sale of any child-related pornography
 - e. Any sexual offense

Conditions and Monitoring

32. The Screening Committee may determine that relevant offenses (described above) revealed on an individual's screening documents may allow the individual to pass the screening process and participate in a desired position with *conditions* imposed. The Screening Committee may apply and remove conditions at its discretion and will determine the means by which adherence to conditions may be monitored.

Records

33. All records will be maintained in a confidential manner and will not be disclosed to others except as required by law, or for use in legal, quasi-legal, or disciplinary proceedings.
34. The records kept as part of the screening process include but are not limited to:
- a) An individual's Vulnerable Sector Check
 - b) An individual's E-PIC (for a period of three years)
 - c) An individual's Screening Disclosure Form (for a period of three years)
 - d) An individual's Screening Renewal Form (for a period of one year)
 - e) Records of any conditions attached to an individual's registration by the Screening Committee
 - f) Records of any discipline applied to any individual by WCL or by another sport organization

Policy History	
Approved	June 28, 2021
Next Review Date	June 2022
Revision Approval Dates	



APPENDIX A – APPLICATION FORM

Note: Participants who are applying to volunteer or work within certain positions with WCL or a Member must complete this Application Form. Participants need to complete an Application Form once for the position sought. If the Participant is applying for a new position within WCL, a new Application Form must be submitted.

FIRST NAME:

MIDDLE NAME:

LAST NAME:

STREET:

CITY:

PROVINCE:

POSTAL CODE:

DOB (mm/dd/yy):

GENDER IDENTITY:

EMAIL:

PHONE:

POSITION SOUGHT:

By signing this document below, I agree to adhere to the policies and procedures of WCL, including but not limited to the *Code of Conduct and Ethics*, *Conflict of Interest Policy*, *Privacy Policy*, and *Screening Policy*. Policies are located at the following link: <https://wrestling.ca/resources/policy-manual/>

I recognize that I must pass certain screening requirements depending on the position sought, as outlined in the *Screening Policy*, and that the Screening Committee will determine my eligibility to volunteer or work in the position.

DATED:

NAME:

SIGNATURE:





APPENDIX B – SCREENING DISCLOSURE FORM

FIRST NAME:

MIDDLE NAME:

LAST NAME:

OTHER NAMES YOU HAVE USED:

GENDER IDENTITY:

STREET:

CITY:

PROVINCE:

POSTAL CODE:

DOB (mm/dd/yy):

EMAIL:

CLUB:

Note: Failure to disclose truthful information below may be considered an intentional omission and the loss of volunteer responsibilities or other privileges

- 1. Have you been convicted of a crime? If so, please complete the following information for *each conviction*. If not, please leave this section blank. Attach additional pages as necessary.**

Name or Type of Offense:

Name and Jurisdiction of Court/Tribunal:

Year Convicted:

Penalty or Punishment Imposed:

Further Explanation:

- 2. Have you ever been disciplined or sanctioned by a sport governing body or by an independent body (e.g., private tribunal, government agency, etc.) or dismissed from a coaching or volunteer position? If so, please complete the following information for each disciplinary action or sanction. If not, please leave this section blank. Attach additional pages as necessary.**

Name of disciplining or sanctioning body:

Date of discipline, sanction or dismissal:

Reasons for discipline, sanction or dismissal:

Penalty or Punishment Imposed:

Further Explanation:





3. Are criminal charges or any other sanctions, including those from a sport body, private tribunal or government agency, currently pending or threatened against you? If so, please complete the following information for each pending charge or sanction. If not, please leave this section blank. Attach additional pages as necessary.

Name or Type of Offense:

Name and Jurisdiction of Court/Tribunal:

Name of disciplining or sanctioning body:

Further Explanation:

PRIVACY STATEMENT

By completing and submitting this Screening Disclosure Form, I consent and authorize WCL to collect, use and disclose my personal information, including all information provided on the Screening Disclosure Form as well as my Enhanced Police Information Check and/or Vulnerable Sector Check and/or Driver's Abstract (when permitted by law) for the purposes of screening, implementation of the *Screening Policy*, administering membership services, and communicating with National Sport Organizations, Provincial / Territorial Sport Organizations, Clubs, and other organizations involved in the governance of sport. WCL does not distribute personal information for commercial purposes.

CERTIFICATION

I hereby certify that the information contained in this Screening Disclosure Form is accurate, correct, truthful and complete.

I further certify that I will immediately inform WCL of any changes in circumstances that would alter my original responses to this Screening Disclosure Form. Failure to do so may result in the withdrawal of volunteer responsibilities or other privileges and/or disciplinary action.

DATED:

NAME:

SIGNATURE:





APPENDIX C – SCREENING RENEWAL FORM

FIRST NAME:

MIDDLE NAME:

LAST NAME:

STREET:

CITY:

PROVINCE:

POSTAL CODE:

DOB (mm/dd/yy):

GENDER IDENTITY:

EMAIL:

PHONE:

By signing this document below, I certify that there have been no changes to my criminal record since I last submitted an Enhanced Police Information Check and/or Vulnerable Sector Check and/or Screening Disclosure Form and/or Driver's Abstract ("Personal Document") to WCL. I further certify that there are no outstanding charges and warrants, judicial orders, peace bonds, probation or prohibition orders, or applicable non-conviction information, and there have been no absolute and conditional discharges.

I agree that any Personal Document that I would obtain or submit on the date indicated below would be no different than the last Personal Document that I submitted to WCL. I understand that if there have been any changes, or if I suspect that there have been any changes, it is my responsibility to obtain and submit a new Personal Document to the Screening Committee instead of this form.

I recognize that if there have been changes to the results available from the Personal Document and if I submit this form improperly, then I am subject to disciplinary action and/or the removal of volunteer responsibilities or other privileges at the discretion of the Screening Committee.

DATED:

NAME:

SIGNATURE:





APPENDIX D – REQUEST FOR VULNERABLE SECTOR CHECK

Note: WCL will be required to modify this letter to adhere to any requirements from the VSC provider

INTRODUCTION

Wrestling Canada Lutte (WCL) is requesting a Vulnerable Sector Check for _____ [insert individual's full name] who identifies as a _____ [insert gender identity] and who was born on _____ [insert birthdate].

DESCRIPTION OF ORGANIZATION

Wrestling Canada Lutte is a not-for-profit national organization for the sport of wrestling.

[Insert additional description]

DESCRIPTION OF ROLE

_____ [insert individual's name] will be acting as a _____ [insert individual's role].
In this role, the individual will have access to vulnerable individuals.

[Insert additional information re: type and number of vulnerable individuals, frequency of access, etc.]

CONTACT INFORMATION

If more information is required from Wrestling Canada Lutte, please contact the Screening Committee Chair:

[Insert information for Screening Committee Chair]

Signed: _____ Date: _____

