Georgian Bay Nordic
Event Discipline Procedures

Policy

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** This *Event Discipline Policy* does not supersede or replace the *Discipline and Complaints Policy* **

Definitions

1. Terms in this Policy are defined as follows:
    a. ***Athlete*** – An individual who is subject to the policies of Georgian Bay Nordic, and who may also be subject to the policies of Cross Country Ski Ontario, Nordiq Canada and the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS")
    b. ***Event*** – An event sanctioned by Georgian Bay Nordic, and which may include a social Event
    c. ***OSIC*** – The Office of the Sport Integrity Commissioner, an independent division of the SDRCC, which comprises the functions of the Sport Integrity Commissioner; also referred to as Abuse-Free Sport
    d. ***Participants*** – Refers to all categories of individual members as defined in the By-laws of Georgian Bay Nordic who are subject to the policies of Georgian Bay Nordic, as well as all people employed by, contracted by, or engaged in activities with Georgian Bay Nordic including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, directors or officers
    e. ***SDRCC*** – The Sport Dispute Resolution Centre of Canada
    f. ***UCCMS*** – The Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time by the SDRCC
    g. ***UCCMS Participant*** – A Participant affiliated with Nordiq Canada, as designated by Nordiq Canada, and who has signed the required consent form. For Nordiq Canada, UCCMS Participants Include:
        i. Board Members
        ii. Employees
        iii. Contract staff
        iv. Service providers who enter the national team environment

v. High Performance Committee members
vi. Voting jury members
vii. Master learning facilitators
viii. National team athletes
ix. Athletes
x. Staff and mentees who participate in national camps and/or competition trips

Purpose

2. Georgian Bay Nordic is committed to providing a competition environment in which all Participants are treated with respect. This Procedure outlines how alleged misconduct that occurs during an Event will be handled.

Scope and Application of this Policy

3. This Procedure will be applied to all Events sanctioned by Georgian Bay Nordic.

4. If the Event is being sanctioned by an organization other than Georgian Bay Nordic (e.g., Cross Country Ski Ontario, Nordiq Canada or an international federation), the procedures for event discipline of the host organization will replace this procedure. Incidents involving Participants connected with Georgian Bay Nordic (such as Athletes, coaches, and Directors and Officers) must still be reported by the head coach or team representative to Cross Country Ski Ontario to be addressed under the *Discipline and Complaints Policy,* if necessary.

5. This Procedure does not replace or supersede the *Discipline and Complaints Policy* or the jurisdiction of the OSIC, where the involved parties are UCCMS Participants. Instead, this Procedure works in concert with the *Discipline and Complaints Policy* or UCCMS (as administered by the OSIC) by outlining, for a designated person with authority at an Event sanctioned by Georgian Bay Nordic, the procedure for taking immediate, informal,

or corrective action in the event of a possible violation of the *Code of Conduct and Ethics.*

Misconduct During Events

6. Incidents that violate or potentially violate the *Code of Conduct and Ethics,* which can occur during a competition, away from the area of competition, or between parties connected to the Event, shall be reported by the head coach or team representative to a designated person (usually the chief official) responsible at the Event.

7. The designated person at the Event shall use the following procedure to address the incident that violated or potentially violated the *Code of Conduct and Ethics*:
   a) Notify the involved parties that there has been an incident that violated or potentially violated the *Code of Conduct and Ethics*
   b) Convene a jury of either one person or three people (one of whom shall be designated the Chairperson), who shall not be in a conflict of interest or involved in the original incident, to determine whether the *Code of Conduct and Ethics* has been violated. The designated person at the Event may serve on the jury
   c) The jury will interview and secure statements from any witnesses to the alleged violation
   d) If the violation occurred during a competition, interviews will be held with the officials who officiated or observed the competition and with the coaches and captains of each team when necessary and appropriate
   e) The jury will secure a statement from the person(s) accused of the violation
   f) The jury will render a decision and determine a possible penalty
   g) The Chairperson of the jury will inform all parties of the jury's decision

8. The penalty determined by the jury may include any of the following, singularly or in combination:
   a) Oral or written warning
   b) Oral or written reprimand

c) Suspension from future competitions at the Event

d) Ejection from the Event

e) Other appropriate penalty as determined by the jury

9. The jury does not have the authority to determine a penalty that exceeds the duration of the Event. A full written report of the incident and the jury's decision shall be submitted to Georgian Bay Nordic by the Chair of the jury following the conclusion of the Event. Further discipline may then be applied in accordance with the *Discipline and Complaints Policy* or UCCMS (as administered by the OSIC), if necessary.

10. Decisions made pursuant to this Policy may not be appealed.

11. This Policy does not prohibit other Participants from reporting the same incident to Georgian Bay Nordic, Cross Country Ski Ontario, Nordiq Canada, or the OSIC, as applicable, to be addressed as a formal complaint under the *Discipline and Complaints Policy* or the UCCMS (as administered by the OSIC).

12. Georgian Bay Nordic shall record and maintain records of all reported incidents.

Timeliness

13. The procedures outlined in this Procedure are Event-specific and therefore shall be exercised and implemented as soon as it is reasonable to do so. The final decision of the jury must be reached and communicated to the Parties prior to the conclusion of the event in order for it to be effective.

14. Decisions issued by the jury after the conclusion of the event will not be enforceable.

Privacy

15. The collection, use and disclosure of any personal information pursuant to this Policy is subject to Georgian Bay Nordic's usual policies and practices regarding private and/or confidential information.