



Boxing Alberta

Policies and Procedures Manual

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MISSION STATEMENT

It is the purpose of Boxing Alberta to promote and foster the growth development of the sport of Olympic Style Boxing throughout the province of Alberta. This shall be done through information, education, positive public relations, leadership and citizenship. It is also the intent of Boxing Alberta to develop its boxers to the height of their potential through self-discipline, confidence, fitness and sportsmanship. Boxing Alberta will develop all coaches and officials to ensure competence and quality throughout the boxing program. Boxing Alberta will strive to ensure continuity among all registered boxing clubs.

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I. BY-LAWS

A. (attached)

B. Interpretation

1. In the event of any questions arising and not being provided for in these By-Laws or Policies and Procedures Manual, the Executive or the Board of Directors shall have the power to make a decision on such questions.
2. Board of Directors decisions affecting Policies and Procedures shall be ratified and added at the Annual General Meeting.

C. Annual General Meeting

The date and venue of the Annual General Meeting will be set by the Board of Directors.

D. Board of Directors' Meetings

1. There will be a minimum of four (4) board meetings per year.
2. Board members will be notified one (1) week prior to the meeting. The notice will include date, venue, and time.
3. A quorum will be majority of voting members present.
4. Board members will notify President or Secretary if they are unable to attend.

II. ORGANIZATIONAL CHART OF BOXING ALBERTA

President

Executive Director

Provincial Coaching Administrator

Executive

Past President

Vice President

Secretary-Treasurer

Board of Directors

Dir. Competitions and Officials

Dir. Athletes

Dir. Coaches

Dir. At Large

Medical Director

III COMMITTEE/GUIDELINES

A. Awards Committee

1. Appointed by the President to solicit names for consideration.
2. The President's Award recipient is to be selected by the President.
3. Awards to be presented at the Annual General Meeting.

B. Discipline Committee

1. Discipline Policy (attached)
2. Any member convicted of an indictable offense may be suspended from the association.
3. Any member initiating or involved in a lawsuit against the association will be temporarily suspended from the association pending the outcome of the litigation.
4. All submissions to the Discipline Committee must be made in writing.

C. Nominating Committee

1. A member of the Board of Directors will chair the Nominating committee.
2. The general membership shall be notified as to the name of the nominating Chairperson thirty (30) days prior to the Annual General Meeting.
3. The chairperson will select two (2) other registered members to sit on the committee.
4. The committee will present a slate of candidates at the AGM and call for nominations from the floor. All persons nominated must be registered members in good standing, of the association. Absentee candidates must notify the nominating committee, in writing, one (1) week prior to the AGM of their intention to stand for election of a specific position.

IV MEMBERSHIP GUIDELINES

A. Registrar

The Board of Directors will appoint a registrar.

B. Renewals

All club, coach, official and athlete renewal applications must be registered for the current boxing season with Boxing Canada.

C. Club Membership

1. Fees set annually by the Board of Directors
2. To carry voting privileges, a club:
 - i. Must consist of five members registered with Boxing Canada;
 - ii. Must have at least one member registered as a competitive member;
 - iii. Must be registered with the association at least ninety (90) days in advance of any Annual or Extra-Ordinary Meeting.

D. Other Memberships – fees set annually by the Board of Directors

1. Coach
Must be a registered member of Boxing Alberta to participate as a coach. In order to be in the field of play, you must be a registered coach with Boxing Alberta. As of September 8th 2018, in order to corner a boxer (in the ring), a coach must be Instruction Beginners certified (formerly level 1). For new coaches, they will have 12 months to become Instruction Beginners certified once registered with Boxing Alberta.
2. Official
Must be a registered member of CABA to participate as a referee or judge at any sanctioned card and the officials' levels will be upgraded at the discretion of the head official.
3. All athletes, coaches, and managers must be registered with Boxing Alberta to be eligible to participate at the National Championships.

E. Athlete Memberships

1. All boxers must be registered with registrar prior to competing on any card or tournament.
2. Registration of boxers will not be accepted at tournaments.
3. If a boxer is suspended from competition for a time period, that boxer is not permitted to spar for that time period. If found sparring, they are not in good standing with Boxing Alberta.

4. If a boxer provides false information for membership, that boxer's membership could be suspended or terminated by the Board of Directors. If a coach submits a membership on behalf of a boxer, and the coach knows the provided information is false, that coach's membership may be suspended or terminated by the Board of Directors.

V SANCTIONS

A. Responsibility

Sanctions are the responsibility of the Director of Competitions or designated Board member.

B. Sanction Form

Must be submitted to Director of Competitions of designated Board member thirty (30) days prior to card date.

C. Fees

1. Set annually by the Board of Directors prior to new season.
NOTE: Any competition lasting more than one (1) day is considered a tournament and tournament sanction fees must be paid.
2. Sanction fees must be paid when booking and are non-refundable.

D. Club Cards

1. The host will make arrangements for officials through the Director of Competitions. Local officials are to be utilized wherever possible. Sanctions to be submitted thirty (30) days prior to event.
2. Provincial tournaments take precedence over club card sanctions.
3. Every sanction must meet requirements of safety.
4. If the ring is over 2 feet, there must be two (2) sets of stairs, one (1) in each corner.
5. There must be a proper gloving table and have a person working the table.
6. An accurate scale must be provided.
7. Proper boxing attire must be worn at all times.
8. All head gear must be either AIBA or USA Boxing approved.

E. General Guidelines for Sanctioned Events

1. Smoking is not permitted in venue
2. Consumption of alcohol will be governed by the AGLC rules and regulations.
3. Recorder sheets and results of the club cards must be submitted to the Director of Officials within fourteen (14) days of the conclusion of the card.
4. Host clubs are responsible for the attendance of a doctor at ringside and weigh-ins.
5. Any Board members in attendance at a club card shall have the authority to render a decision on any dispute until dealt with by the Board of Directors.
6. All Board and Life members in attendance receive free admittance to all Boxing Alberta sanctioned events.
7. Association entitled to sell souvenirs and distribute promotional pamphlets, etc. at all sanctioned events.

VI TOURNAMENTS

A. Definition

Any competition lasting more than one (1) day is considered a tournament.

B. Bids

1. All bids for designated provincial tournaments will be submitted in writing to the Board of Directors at the AGM (or emailed to the Executive Director prior to the AGM). If no submissions are received by the Board of Directors, the Association will host the tournament.
2. All bid submissions must attach a signed document stating that they have a venue already established for the tournament.
3. All bid submissions must provide a doctor's name and phone number for proof of supplying a doctor.
4. If a club is submitting a bid for multiple tournaments, a signed document for the venue and a doctor's name and phone number are required for each bid.

C. Sanctions

The sanction fee and the refundable guarantee deposit to be submitted by the successful applicant.

D. Dates

1. Dates for the designated provincial tournaments to be set by the Board of Directors and to be included in notice of AGM package and to be ratified by the general membership at the AGM.
2. Boxing Alberta will not sanction any competitions in or outside of the province the day of the AGM.

E. Criteria

1. Boxing Canada and Boxing Alberta rules govern.
2. All provincial tournaments to be two (2) days except the Provincial Championships, which could be a three (3) day tournament, unless the Board of Directors rule otherwise.
3. A tournament package will be supplied to the host detailing the financial obligations and support staff of the host and the association.
4. An athlete who has competed as an elite boxer in a provincial, national or international tournament is an open boxer and cannot compete in any tournament as a novice.
5. Entry forms and information package for tournament should be mailed to all Boxing Alberta registered clubs no later than thirty (30) days prior to the tournament. This information package must contain the date and time of weigh-ins and matches, categories of competitors, the venue accommodations available, and deadline for entries.
6. If there are more than four entries in a category, it will be divided into an A and B division. Exception is the Provincial Championships.
7. The association and the host club shall conduct weigh-ins and draws.
8. In all three (3) day tournaments when boxing does not commence before evening of the first day, the weigh-in cannot start before noon on the first day.
9. Unsportsmanlike behaviour and/or profanity during any Provincial

tournament may result in automatic disciplinary action and any medals, etc. forfeited.

10. Tournament registration fees are not permitted.

F. Boxer Awards

1. Shall be determined by a committee appointed by the Director of Competitions and/or the Board of Directors. The committee will be appointed prior to the tournament. When possible, life members in attendance should be approached to serve on this committee
2. The perpetual trophies shall remain in the possession of the association. The association will provide the perpetual trophies for the following competitions: Sub-Novice, Bronze Gloves, Silver Gloves, Golden Gloves, and the Best Boxer at the Provincial tournament. The host club shall be responsible for the keeper trophies and trophies in all other categories.

G. Officials

Will be designated by the Director of Officials.

VII DESIGNATED PROVINCIAL TOURNAMENTS

A. Sub-Novice

1. Entries accepted for all Junior, Youth, and Elite boxers with zero to two (0-2) bouts.

B. Bronze Gloves

1. Entries accepted for all Junior, Youth and Elite boxers with two to seven (2-7) bouts. Females with zero to seven (0-7) bouts.
2. Bronze Boxer – provincial trophy for outstanding boxer of the tournament.
3. Under the discretion of the Board of Directors or Executive, boxers with eight to ten (8-10) bouts may be eligible.

C. Silver Gloves

1. Entries accepted for all Junior, Youth or Elite novice boxers with ten (10) bouts or less. Entries for open boxers will at the discretion of the Board of Directors or Executive.

2. Silver Boxer – provincial trophy for outstanding boxer of the Tournament.

D. Golden Gloves

1. Entries will be accepted for all Open Junior, Youth, and Senior boxers, out of province by invitation from the host club. Novices may be accepted at the discretion of the organizing body.
2. Golden Boxer – provincial trophy for outstanding boxer of the tournament.

E. Provincial Championships

1. Entries accepted for all Junior, Youth and Elite novices and open boxers.
2. Make up bouts may be made at the discretion of the Board of Directors or Executive.
3. All competitors must have an up-to-date photograph of themselves in the passport.
4. Provincial Trophies given out shall be:
Best Junior A, Best Junior B and Best Junior C
Best Youth
Best Elite
Best Boxer Keeper trophy
5. All open boxers that will be competing need their representative(s) to notify the director of competitions within 30 days of the tournament. If it's concluded that any athletes have nobody in their weight category the director of competitions can assign a level 3 or higher official, before commencement of the tournament, to weigh the athlete in on Boxing Alberta's scale and confirm they made weight if they don't wish to travel to the tournament and still be confirmed the provincial champion.
Updated March 2023

F. Diamond Belt

To be hosted by the association or may be awarded to a boxing club to be determined by the Board of Directors or by vote from the Association's members.

VIII NATIONAL TOURNAMENTS

A. Manager Selection

1. The Director of Coaches must advise the Board of Directors of anyone interested in the position and the Board of Directors will ratify the selections.
2. In all cases, the Board of Directors shall appoint the manager.

B. National Tournament Expense

1. The Board of Directors will determine a budget for all teams attending the national tournaments.
2. The provincial team attending national tournaments must follow the criteria as set by the host club regarding accommodation, meals and transportation. Any departure from said criteria must receive prior approval from the President of Boxing Alberta.

C. Provincial Team to Nationals and FTS

1. Consists of a team of athletes selected from Provincial Championship. The Board of Directors will ratify the boxers who qualify.
2. An alternate can be selected but must be ratified by the Board of Directors.
3. Additional (personal) coaches may be accredited to coach the corner of their boxers but attend National Championships at their own expense. The 2nd coach in the corner must be one of the designated team coaches.
4. Team uniforms will be provided by Boxing Alberta. The wearing of team uniforms while competing at Nationals is mandatory. Failure to comply may result in disciplinary action.
5. Team Coaches/Manager
 - i. Coaches must be fully certified Competition Introduction (formerly Level II) or higher.
 - ii. Manager Eligibility – any registered Boxing Alberta member in good standing for three consecutive years may submit their name for this position.

D. Entries

1. The Executive Director will submit tournament entries for Nationals.

2. The Provincial Coaching Administrator will prepare a national package.

E. Discipline

1. All members of the Alberta provincial team must abide by the Alberta Boxing Code of Ethics as outlined in this manual. Failure to do so may, with approval of the President, result in that member being immediately suspended from the team and sent home.
2. All Alberta boxers and coaches attending a final team selection are governed by Boxing Alberta rules and regulations and code of ethics and are subject to Boxing Alberta disciplinary actions.

IX PROVINCIAL TEAMS

Selection

1. Provincial teams will be selected by the Board of Directors
2. Competitors unable to attend provincials due to certified medical reason will be considered. Medical evidence must have been presented prior to the provincial weigh-in.

X TRAINING CAMPS

Attendance

1. Team members will be notified as to arrangements (NATIONAL PACKAGE).
2. Compulsory attendance to five (5) day training camp or shorter duration decided by the Executive. The Board of Directors must ratify any exceptions.

XI TRAVEL PERMITS

Travel permits must be obtained prior to travel outside the country as per Boxing Canada Rulebook. The President of the association must approve all permits.

XII ANNUAL AWARDS

A. Boxer Recognition

1. Outstanding Junior

2. Outstanding Youth
3. Outstanding Elite
4. Outstanding Alberta Boxer

B. Individual Awards – to be presented at the Annual Meeting

1. Life Memberships - (a) Coach
(b) Official
(c) Administrator
2. Alex Horvath Award – outstanding contribution to Boxing Alberta
3. Paul Hortie Memorial Award – Coach of the Year
4. Joe McGowan Memorial – Official of the Year
5. Dale Brown Award of Excellence – National/International distinction
6. Dennis Belair Memorial - Volunteer of the Year
7. Appreciation Awards
8. President’s Award
9. Gordon Russell Award
10. Laurence Duperron Award

XIII PRO/AM

1. For the purpose of these rules and policies professional will be referred to as Pro, and amateur will be referred to as Am.
2. The Am part of a Pro-Am card must be completed before the Pro side, with no competitive combat be held for at least fifteen (15) minutes.
3. The Am side of the card must be sanctioned by Boxing Alberta.
4. All rules and regulations as set down by Boxing Alberta and Boxing Canada governing the host club, officials, timekeepers, and medical personnel will apply.
5. The Pro promoter will have the option to employ the event announcer for

the Pro and Am side of the card.

6. The same doctor may be used for the Pro and Am side of the card.
7. The ring must meet the criteria of Boxing Alberta and Boxing Canada.
8. Pro combatants and Am combatants should, where possible, be kept separate by using different dressing rooms.
9. There will be absolutely no expenses paid directly to the host club, or any of the Am participants by the Pro promoter. This will include officials, timekeepers, attending clubs or host club, along with coaches, and personnel.
10. At no time may an amateur boxer enter the ring with a Pro boxer for the purpose of exhibition or sparing at the same event.

XIV TECHNICAL CLINICS

Boxing Alberta under the guidance of the Directors of Coaches and Officials will provide technical clinics for officials and coaches. Upgrading clinics as required will be held in addition to the technical clinics.

XV OFFICIALS

Must be registered with A.I.B.A. or registered with Boxing Canada as an official to be able to officiate at any sanctioned event in Alberta. Officials from out of the province must have approval of Chief Official of Alberta to officiate at any event in Alberta. EXCEPTION – Boxing Canada organized tournaments.

XVI COMBAT SPORTS

1. A person registering as a competitor who comes from another combat sport must provide a medical dated no later than seven (7) days from the date of submission of registration.
2. If a registered Boxing Alberta athlete competes in a different combat sport, their Boxing Alberta membership is immediately terminated.

XVII ATTACHMENTS

- A. By-Laws
- B. Conflict of Interest Policy
- C. Screening Policy
- D. Concussion Protocol
- E. Discipline Policy

B. Conflict of Interest Policy

Definitions

1. The following terms will have these meanings in this Policy:
 - a. Conflict of Interest - Any situation in which an individual or the organization they represent in any capacity is influenced or could be influenced by business, financial, personal, family, or other interests which override the best interests of Boxing Alberta.
 - b. Stakeholder – Individuals employed by, or engaged in activities on behalf of Boxing Alberta including; coaches, staff members, contract personnel, volunteers, managers, administrators, committee members, directors, officers, and other individuals who are decision makers with Boxing Alberta
 - c. Person – Any athlete, parent, staff, family member, friend, customer, client, sponsor, colleague, legal person, or organization

Purpose

2. The purpose of this Policy is to provide a standard of behaviour that prevents any exploitation and how members of Boxing Alberta will conduct themselves in matters relating to conflicts of interest.

Application

3. This policy applies to all stakeholders as defined in the definitions section.

Obligations

4. Boxing Alberta and its stakeholders will fulfill the additional requirements of this Policy. Stakeholders of Boxing Alberta WILL NOT:
 - a. Engage in any business, transaction, or have a financial or other personal interest that is incompatible with their official duties with Boxing Alberta, unless such business, transaction, or other interest is properly disclosed in accordance with this Policy;
 - b. Knowingly place themselves in a position where they are under obligation to any Person who might benefit from special consideration, or who might seek, in any way, preferential treatment;
 - c. In the performance of their official duties, give preferential treatment to any Person;
 - d. Derive personal benefit from information that they have acquired during the course of fulfilling their official duties with Boxing Alberta, if such information is confidential or not generally available to the public;
 - e. Engage in any outside work, activity or business or professional undertaking that conflicts or appears to conflict with their official duties as a stakeholder of Boxing Alberta, or in which they have an advantage or appear to have an advantage on the basis of their association with Boxing Alberta

- f. Place themselves in positions where they could, by virtue of being a Stakeholder of Boxing Alberta, influence decisions or contracts from they could derive any direct or indirect benefit or interest;
- g. Accept any gift or favour that could be construed as being given in anticipation of, or in a recognition for, any special consideration granted by virtue of being a Stakeholder of Boxing Alberta
- h. Use Boxing Alberta property, equipment, supplies or services for activated not associated with the performance of official duties with Boxing Alberta.

Disclosure of Conflict of Interest

- 5. At any time that a Stakeholder of Boxing Alberta becomes aware that there may exist a real, potential, or perceived conflict of interest, they will disclose this conflict to the Board of Directors immediately.
- 6. Any person who is of the view that a Stakeholder of Boxing Alberta may be in a position of conflict of interest may report this matter to the Board of Directors.

Conflicts Involving Employees

- 7. Subject to the terms and conditions of any employment agreement, Boxing Alberta will not restrict employees from accepting other employment, contract, or volunteer appointments during the term of their employment with Boxing Alberta, provided that the employment, contract, or volunteer appointment does not diminish the employee's ability to perform the work contemplated in their employment agreement with Boxing Alberta. Any determination as to whether there is a conflict of interest will rest solely with Boxing Alberta, and where a conflict of interest is deemed to exist, the employee will resolve the conflict of interest by ceasing the activity giving rise to the conflict of interest.

Resolving Conflicts in Decision Making

- 8. Upon receipt of a complaint in writing, Boxing Alberta will determine whether or not a conflict of interest exists provided the alleged Stakeholder has been given notice of and the opportunity to submit evidence and to be heard at such meeting.
- 9. After hearing the matter, Boxing Alberta will determine whether a conflict of interest exists and if so, what appropriate actions will be imposed.
- 10. The decision or transaction will be in the best interest of Boxing Alberta
- 11. Failure to comply with an action as determined by Boxing Alberta will result in an automatic suspension from Boxing Alberta until such time as compliance occurs.

Documentation

12. Documentation relating to conflict of interest situations will be recorded in the Minutes of the Board of Directors, when relevant.

Decision Final and Binding

13. Any decision of Boxing Alberta in accordance with this Policy may be appealed in accordance with the Boxing Alberta's Appeal Policy.

C. Screening Policy

Definitions

1. The following terms have these meaning in this Policy:
 - a. Police Information Check (PIC) – A search of the RCMP criminal records database to determine whether the individual has a criminal record
 - b. Vulnerable Sector Check (VSC) – A secondary part of the Police Information Check for individuals who are volunteering in a vulnerable sector (ex. persons with a disability or minor athletes), which also searches for the existence of any pardoned sex offense and/or charges
 - c. Person – any non-athlete individual that is a member of Boxing Alberta (including athlete-coaches)

Purpose

2. Providing a safe sporting environment for athletes is extremely important to Boxing Alberta and screening members is a vital action in accomplishing this.

Application of this Policy

3. Every Person applying for membership will need to include their police information check and vulnerable sector check with their application form (unless Boxing Alberta already has valid documents for both checks from previous membership applications)

Policy

4. It is Boxing Alberta's policy that:
 - a. Failure to participate in the screening process as outlined in this Policy will result in the ineligibility of the individual
 - b. The screening committee is responsible for receiving and reviewing all PICs and VSCs and will make any decision regarding eligibility of a Person with positive checks.
 - c. If a Person is charged with or subsequently receives a conviction for, or is found guilty of, a relevant offense, they will report this situation immediately to Boxing Alberta
 - d. If a Person provides falsified or misleading information, that Person will have their Boxing Alberta membership immediately nullified.

How to Obtain a Police Information Check with Vulnerable Sector Check

5. A Person may get their PIC and VSC by visiting an RCMP office or their police of jurisdiction providing the appropriate identification and completing any required paperwork. Fees may also be required.
6. Fingerprinting may be required.

7. Usually within 30 days, the RCMP or local police will issue the individual a document identifying one of the following:
 - a. Negative (a criminal record does not exist)
 - b. Records match (a criminal record exists)
 - c. Incomplete (there is a match with the gender and birthdate, and fingerprinting is required)

Procedure

8. Both the Police Information Check and Vulnerable Sector Check will be submitted to Boxing Alberta with the registration form (only the people making the decision will view the checks)
9. A Boxing Alberta membership will not be issued without both the PIC and VSC accompanying the application or without a valid PIC and VSC already in the Boxing Alberta records.
10. The screening Committee will review all PICs and VSCs
11. If an individual's PIC and/or VSC are "records match", then the screening committee will determine if the individual's offense will cause Boxing Alberta not to issue a membership
 - a. The screening committee may determine that the incidents on an individual's screening documents may allow the individual to pass the screening process and then receive a Boxing Alberta membership
12. If an individual's PIC and VSC are "negative", then a Boxing Alberta membership will be issued
13. The police information check and vulnerable sector check are each valid for 5 years

Records

14. 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.

Club Obligations

15. This Policy does not prevent any Boxing Alberta club from conducting their own additional screening mechanism for their coaches, staff, volunteers, etc. and Boxing Alberta supports any additional club screening measures to ensure a safe and positive sporting environment

D. Boxing Alberta Concussion Protocol

Boxing Alberta has developed this Concussion Protocol to help guide the management of athletes who may have a suspected concussion as a result of participation in Boxing Alberta activities.

Purpose

This protocol covers the recognition, medical diagnosis, and management of athletes and sport participants who may sustain a suspected concussion during a sport activity. It aims to ensure that athletes with a suspected concussion receive timely and appropriate care and proper management to allow them to return back to their sport safely. This protocol may not address every possible clinical scenario that can occur during sport-related activities but includes critical elements based on the latest evidence and current expert consensus.

Who should use this protocol?

This protocol is intended for use by all individuals who interact with athletes inside and outside the context of school and non-school based organized sports activity, including athletes, parents, coaches, officials, teachers, trainers, and licensed healthcare professionals.

For a summary of the Boxing Alberta Concussion Protocol please refer to the Boxing Alberta Sport Concussion Pathway figure at the end of this document.

1. Pre-Season Education

Despite recent increased attention focusing on concussion there is a continued need to improve concussion education and awareness. Optimizing the prevention and management of concussion depends highly on annual education of all sport stakeholders (athletes, parents, coaches, officials, teachers, trainers, licensed healthcare professionals) on current evidence-informed approaches that can prevent concussion and more serious forms of head injury and help identify and manage an athlete with a suspected concussion.

Concussion education should include information on:

- the definition of concussion,
 - possible mechanisms of injury,
 - common signs and symptoms,
 - steps that can be taken to prevent concussions and other injuries from occurring in sport.
 - what to do when an athlete has suffered a suspected concussion or more serious head injury,
 - what measures should be taken to ensure proper medical assessment,
 - *Return-to-School* and *Return-to-Sport Strategies*, and
 - Return to sport medical clearance requirements
- **Who:** Athletes, parents, coaches, officials, teachers, and trainers, licensed healthcare professionals

- ▶ **How:** Pre-season Concussion Education Sheet

All parents and athletes are required to review and submit a signed copy of the *Pre-season Concussion Education Sheet* to their coach prior to the first practice of the season. In addition to reviewing information on concussion, it is also important that all sport stakeholders have a clear understanding of the Boxing Alberta Concussion Protocol. For example, this can be accomplished through pre-season in-person orientation sessions for athletes, parents, coaches and other sport stakeholders.

2. Head Injury Recognition

Although the formal diagnosis of concussion should be made following a medical assessment, all sport stakeholders including athletes, parents, teachers, coaches, teachers, officials, and licensed healthcare professionals are responsible for the recognition and reporting of athletes who may demonstrate visual signs of a head injury or who report concussion-related symptoms. This is particularly important because many sport and recreation venues will not have access to on-site licensed healthcare professionals.

A concussion should be suspected:

- in any athlete who sustains a significant impact to the head, face, neck, or body and demonstrates *ANY* of the visual signs of a suspected concussion or reports *ANY* symptoms of a suspected concussion as detailed in the *Concussion Recognition Tool 5*.
- if a player reports *ANY* concussion symptoms to one of their peers, parents, teachers, or coaches or if anyone witnesses an athlete exhibiting any of the visual signs of concussion.

In some cases, an athlete may demonstrate signs or symptoms of a more severe head or spine injury including convulsions, worsening headaches, vomiting or neck pain. If an athlete demonstrates any of the ‘Red Flags’ indicated by the *Concussion Recognition Tool 5*, a more severe head or spine injury should be suspected, and Emergency Medical Assessment should be pursued.

- ▶ **Who:** Athletes, parents, coaches, officials, teachers, trainers, and licensed healthcare professionals
- ▶ **How:** [Concussion Recognition Tool 5](#)

3. Onsite Medical Assessment

Depending on the suspected severity of the injury, an initial assessment may be completed by emergency medical professionals or by an on-site licensed healthcare professional where available. In cases where an athlete loses consciousness or it is suspected an athlete might have a more severe head or spine injury, Emergency Medical Assessment by emergency medical professionals should take place (see 3a below). If a more severe injury is not suspected, the athlete should undergo Sideline Medical Assessment or Medical Assessment, depending on if there is a licensed healthcare professional present (see 3b below).

3a. Emergency Medical Assessment

If an athlete is suspected of sustaining a more severe head or spine injury during a game or practice, an ambulance should be called immediately to transfer the patient to the nearest emergency department for further Medical Assessment.

Coaches, parents, teachers, trainers and officials should not make any effort to remove equipment or move the athlete until an ambulance has arrived and the athlete should not be left alone until the ambulance arrives. After the emergency medical services staff has completed the Emergency Medical Assessment, the athlete should be transferred to the nearest hospital for Medical Assessment. In the case of youth (under 18 years of age), the athlete's parents should be contacted immediately to inform them of the athlete's injury. For athletes over 18 years of age, their emergency contact person should be contacted if one has been provided

- **Who:** Emergency medical professionals

3b. Sideline Medical Assessment

If an athlete is suspected of sustaining a concussion and there is no concern for a more serious head or spine injury, the player should be immediately removed from the field of play.

Scenario 1: If a licensed healthcare professional is present

The athlete should be taken to a quiet area and undergo Sideline Medical Assessment using the Sport Concussion Assessment Tool 5 (SCAT5) or the Child SCAT5. The SCAT5 and Child SCAT5 are clinical tools that should only be used by a licensed healthcare professional that has experience using these tools. It is important to note that the results of SCAT5 and Child SCAT5 testing can be normal in the setting of acute concussion. As such, these tools can be used by licensed healthcare professionals to document initial neurological status but should not be used to make sideline return-to-sport decisions in youth athletes. Any youth athlete who is suspected of having sustained a concussion must not return to the game or practice and must be referred for Medical Assessment.

If a youth athlete is removed from play following a significant impact and has undergone assessment by a licensed healthcare professional, but there are NO visual signs of a concussion and the athlete reports NO concussion symptoms then the athlete can be returned to play but should be monitored for delayed symptoms.

In the case of national team-affiliated athletes (age 18 years and older), an experienced certified athletic therapist, physiotherapist or medical doctor providing medical coverage for the sporting event may make the determination that a concussion has not occurred based on the results of the Sideline Medical Assessment. In these cases, the athlete may be returned to the practice or game without a *Medical Clearance Letter* but this should be clearly communicated to the coaching staff. Players that have been cleared to return to games or practices should be monitored for delayed symptoms. If the athlete develops any delayed symptoms the athlete should be removed from play and undergo medical assessment by a medical doctor or nurse practitioner.

Scenario 2: If there is no licensed healthcare professional present

The athlete should be referred immediately for medical assessment by a medical doctor or nurse practitioner, and the athlete must not return to play until receiving medical clearance.

- ▶ **Who:** Athletic therapists, physiotherapists, medical doctor
- ▶ **How:** [Sport Concussion Assessment Tool 5 \(SCAT5\)](#), [Child Sport Concussion Assessment Tool 5 \(Child SCAT5\)](#)

4. Medical Assessment

In order to provide comprehensive evaluation of athletes with a suspected concussion, the medical assessment must rule out more serious forms of traumatic brain and spine injuries, must rule out medical and neurological conditions that can present with concussion-like symptoms, and must make the diagnosis of concussion based on findings of the clinical history and physical examination and the evidence-based use of adjunctive tests as indicated (i.e. CT scan). In addition to nurse practitioners, medical doctors¹ that are qualified to evaluate patients with a suspected concussion include: pediatricians; family medicine, sports medicine, emergency department, internal medicine, and rehabilitation (physiatrists) physicians; neurologists; and neurosurgeons.

In geographic regions of Canada with limited access to medical doctors (i.e. rural or northern communities), a licensed healthcare professional (i.e. nurse) with pre-arranged access to a medical doctor or nurse practitioner can facilitate this role. The medical assessment is responsible for determining whether the athlete has been diagnosed with a concussion or not. Athletes with a diagnosed concussion should be provided with a *Medical Assessment Letter* indicating a concussion has been diagnosed. Athletes that are determined to have not sustained a concussion must be provided with a *Medical Assessment Letter* indicating a concussion has not been diagnosed and the athlete can return to school, work and sports activities without restriction.

- ▶ **Who:** Medical doctor, nurse practitioner, nurse
- ▶ **How:** *Medical Assessment Letter*

5. Concussion Management

When an athlete has been diagnosed with a concussion, it is important that the athlete's parent/legal guardian is informed. All athletes diagnosed with a concussion must be provided with a standardized *Medical Assessment Letter* that notifies the athlete and their parents/legal guardians/spouse that they have been diagnosed with a concussion and may not return to any activities with a risk of concussion until medically cleared to do so by a medical doctor or nurse practitioner. Because the *Medical Assessment Letter* contains personal health information, it is the responsibility of the athlete or their parent/legal guardian to provide this documentation to the athlete's coaches, teachers, or employers. It is also important for the athlete to provide this

¹ Medical doctors and nurse practitioners are the only healthcare professionals in Canada with licensed training and expertise to meet these needs; therefore all athletes with a suspected concussion should undergo evaluation by one of these professionals.

information to sport organization officials that are responsible for injury reporting and concussion surveillance where applicable.

Athletes diagnosed with a concussion should be provided with education about the signs and symptoms of concussion, strategies about how to manage their symptoms, the risks of returning to sport without medical clearance and recommendations regarding a gradual return to school and sport activities. Athletes diagnosed with a concussion are to be managed according to their *Return-to-School and Sport-Specific Return-to-Sport Strategy* under the supervision of a medical doctor or nurse practitioner. When available, athletes should be encouraged to work with the team athletic therapist or physiotherapist to optimize progression through their *Sport-Specific Return-to-Sport Strategy*. Once the athlete has completed their *Return-to-School and Sport-Specific Return-to-Sport Strategy* and are deemed to be clinically recovered from their concussion, the medical doctor or nurse practitioner can consider the athlete for a return to full sports activities and issue a *Medical Clearance Letter*.

The stepwise progressions for *Return-to-School* and *Return-to-Sport Strategies* are outlined below. As indicated in stage 1 of the *Return-to-Sport Strategy*, reintroduction of daily, school, and work activities using the *Return-to-School Strategy* must precede return to sport participation.

Return-to-School Strategy

The following is an outline of the *Return-to-School Strategy* that should be used to help student-athletes, parents, and teachers to collaborate in allowing the athlete to make a gradual return to school activities. Depending on the severity and type of the symptoms present student-athletes will progress through the following stages at different rates. If the student-athlete experiences new symptoms or worsening symptoms at any stage, they should go back to the previous stage. Athletes should also be encouraged to ask their school if they have a school-specific Return-to-Learn Program in place to help student-athletes make a gradual return to school.

Stage	Aim	Activity	Goal of each step
1	Daily activities at home that do not give the student-athlete symptoms	Typical activities during the day as long as they do not increase symptoms (i.e. reading, texting, screen time). Start at 5-15 minutes at a time and gradually build up.	Gradual return to typical activities
2	School activities	Homework, reading or other cognitive activities outside of the classroom.	Increase tolerance to cognitive work
3	Return to school part-time	Gradual introduction of schoolwork. May need to start with a partial school day or with increased breaks during the day.	Increase academic activities
4	Return to school full-time	Gradually progress	Return to full academic activities and catch up on missed school work

Boxing-Specific Return-to-Sport Strategy

The following is an outline of the Return-to-Sport Strategy that should be used to help athletes, coaches, trainers, and medical professionals to partner in allowing the athlete to make a gradual return to sport activities. An initial period of 24-48 hours of rest is recommended before starting the Boxing-Specific Return-to-Sport Strategy. If the athlete experiences new symptoms or worsening symptoms at any stage, they should go back to the previous stage. It is important that youth and adult student-athletes return to full-time school activities before progressing to stage 5 and 6 of the Boxing-Specific Return-to-Sport Strategy. It is also important that all athletes provide their coach with a *Medical Clearance Letter* prior to returning to full contact sport activities.

Stage	Aim	Activity	Goal of each step
1	Symptom-limiting activity	Daily activities that do not provoke symptoms	Gradual re-introduction of work/school activities
2	Light aerobic activity	Walking or stationary cycling at slow to medium pace. No resistance training <i>-Light intensity jogging or stationary cycling for 15-20 minutes at sub-symptom threshold intensity</i>	Increase heart rate
3	Sport-specific exercise	Running or skating drills. No head impact activities <i>- Moderate intensity jogging for 30-60 minutes at sub-symptom threshold intensity</i> <i>- Low to moderate impact passing, dribbling, shooting, and agility drills</i>	Add movement
4	Non-contact training drills	Harder training drills, i.e. passing drills. May start progressive resistance training <i>- Participation in high intensity running and drills</i> <i>- Non-contact practice without heading</i> <i>- Participation in resistance training work-outs</i>	Exercise, coordination and increased thinking
5	Full contact practice	Following medical clearance <i>- Participation in full practice without activity restriction</i>	Restore confidence and assess functional skills by coaching staff
6	Return to sport	Normal game play	

- ▶ **Who:** Medical doctor, nurse practitioner and team athletic therapist or physiotherapist (where available)
- ▶ **How:** *Return-to-Learn Strategy, Sport-Specific Return-to Sport Strategy, Medical Assessment Letter*

6. Multidisciplinary Concussion Care

Most athletes who sustain a concussion while participating in sport will make a complete recovery and be able to return to full school and sport activities within 1-4 weeks of injury. However, approximately 15-30% of individuals will experience symptoms that persist beyond this time frame. If available, individuals who experience persistent post-concussion symptoms (>4 weeks for youth athletes, >2 weeks for adult athletes) may benefit from referral to a medically supervised multidisciplinary concussion clinic that has access to professionals with licensed training in traumatic brain injury that may include experts in sport medicine, neuropsychology, physiotherapy, occupational therapy, neurology, neurosurgery, and rehabilitation medicine.

Referral to a multidisciplinary clinic for assessment should be made on an individualized basis at the discretion of an athlete's medical doctor or nurse practitioner. If access to a multidisciplinary concussion clinic is not available, a referral to a medical doctor with clinical training and experience in concussion (e.g. a sport medicine physician, neurologist, or rehabilitation medicine physician) should be considered for the purposes of developing an individualized treatment plan. Depending on the clinical presentation of the individual, this treatment plan may involve a variety of health care professionals with areas of expertise that address the specific needs of the athlete based on the assessment findings.

- **Who:** Multidisciplinary medical team, medical doctor with clinical training and experience in concussion (e.g. a sports medicine physician, neurologist, or rehabilitation medicine physician), licensed healthcare professionals

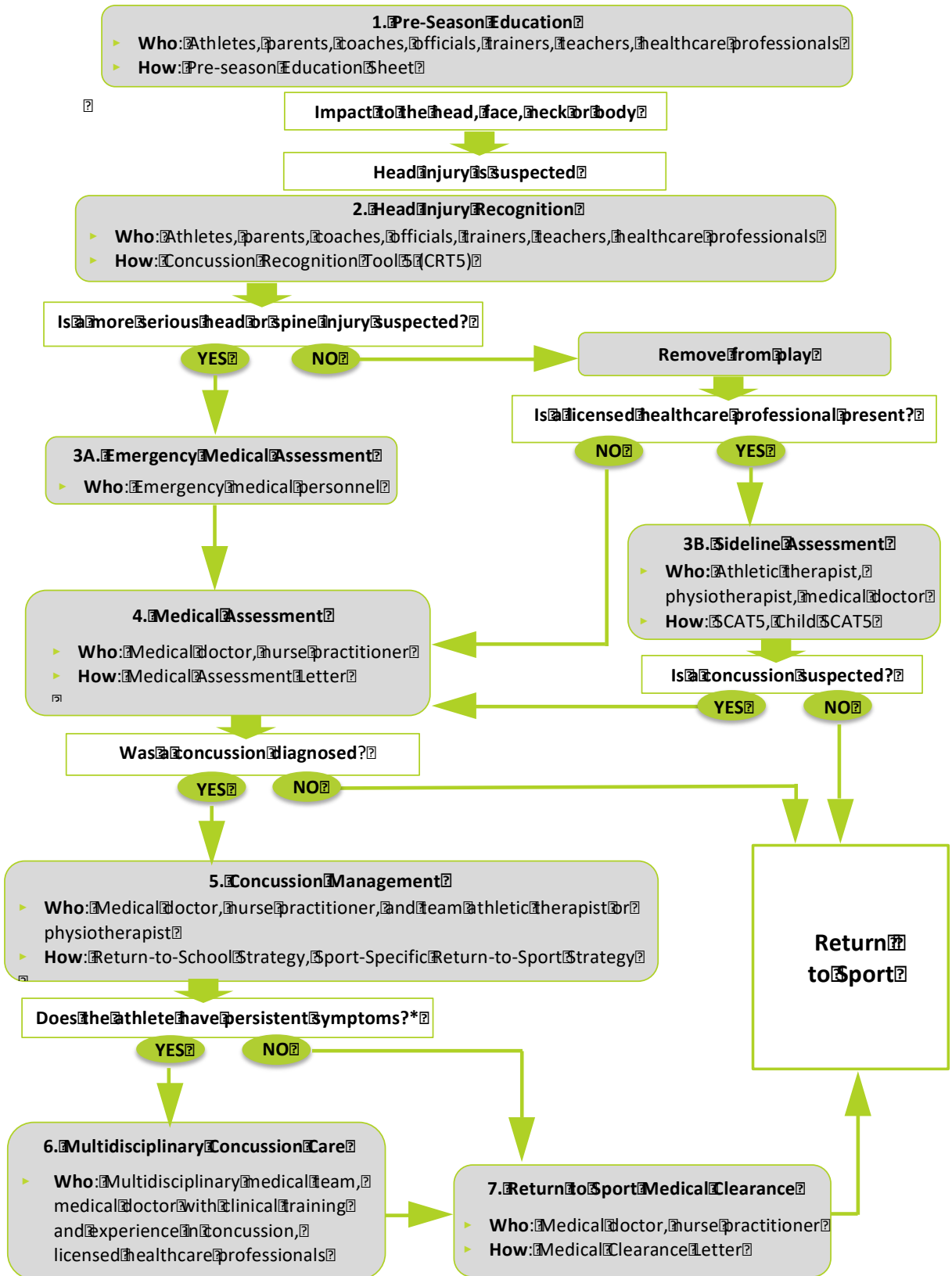
7. Return to Sport

Athletes who have been determined to have not sustained a concussion and those that have been diagnosed with a concussion and have successfully completed their *Return-to-School and [Name of Sport]-Specific Return-to-Sport Strategy* can be considered for return to full sports activities. The final decision to medically clear an athlete to return to full game activity should be based on the clinical judgment of the medical doctor or nurse practitioner taking into account the athlete's past medical history, clinical history, physical examination findings and the results of other tests and clinical consultations where indicated (i.e. neuropsychological testing, diagnostic imaging). Prior to returning to full contact practice and game play, each athlete that has been diagnosed with a concussion must provide their coach with a standardized *Medical Clearance Letter* that specifies that a medical doctor or nurse practitioner has personally evaluated the patient and has cleared the athlete to return to sports. In geographic regions of Canada with limited access to medical doctors (i.e. rural or northern communities), a licensed healthcare professional (such as a nurse) with pre-arranged access to a medical doctor or nurse practitioner can provide this documentation. A copy of the *Medical Clearance Letter* should also be submitted to sports organization officials that have injury reporting and surveillance programs where applicable.

Athletes who have been provided with a *Medical Clearance Letter* may return to full sport activities as tolerated. If the athlete experiences any new concussion-like symptoms while returning to play, they should be instructed to stop playing immediately, notify their parents,

coaches, trainer or teachers, and undergo follow-up *Medical Assessment*. In the event that the athlete sustains a new suspected concussion, the Boxing Alberta Concussion Protocol should be followed as outlined here.

- **Who:** Medical doctor, nurse practitioner
- **Document:** *Medical Clearance Letter*



*Persistent symptoms: Lasting > 4 weeks in children & youth or > 2 weeks in adults

E. Discipline Policy

Purpose

1. Membership and participation in the activities of Boxing Alberta offer many benefits and privileges. At the same time members and participants are expected to fulfill certain responsibilities and obligations, including complying with the Code of Conduct of Boxing Canada. This Code of Conduct identifies the standard of behaviour that is expected of members and participants, and those who fail to meet this standard may be subject to the disciplinary procedures set out in this policy.

Application

2. This policy applies to all categories of members of Boxing Alberta and to all individuals participating in activities with Boxing Alberta. These include, but are not limited to, athletes, coaches and officials.
3. This policy applies to all discipline matters that arise during the course of Boxing Alberta's business, activities and events, including but not limited to, competitions, practices, training camps, travel associated with competitive activities.
4. The Chair of the Discipline Committee (hereafter referred to as Chair) is responsible for overseeing the procedures set out in this policy and will, at all times, ensure that such procedures are carried out in a timely manner. In the event the Chair is unable to fulfill such responsibilities, the executive director will contact a separate not for profit sporting association and designate them to do so and Boxing Alberta will cover any expenses required for them to do so.

Reporting an Infraction

5. Any individual may report to the executive director, in writing, a disciplinary infraction. A committee will then be formed under Boxing Alberta's guidelines. It will be at the sole discretion of the Chair to determine if the infraction is best dealt with as a minor or major infraction.

Minor Infraction

6. Minor infractions are single incidents of misconduct that breach the Code of Conduct but generally do not result in harm to others. Disciplinary situations involving minor infractions may be dealt with by the Chair, or another appropriate person having authority over the individual involved: this person may include, but is not restricted to a Board member, Committee, staff person, coach, organizer or manager.
7. Procedures for dealing with minor infractions are informal as compared to those for major infractions and will be determined at the discretion of the Chair, or the person having authority, provided the individual being disciplined is told the nature of the infraction. This policy will not

prevent an appropriate person having authority from taking immediate, informal, corrective disciplinary action in response to behaviour that constitutes a minor infraction.

8. Disciplinary sanctions for minor infractions may include the following:
 - a. Verbal or written reprimand;
 - b. Verbal or written apology;
 - c. Service or other voluntary contribution to Boxing Alberta;
 - d. Suspension from the current activity or competition;
 - e. Any other similar sanction considered appropriate for the offence

Major Infraction

9. Major infractions are instances of misconduct that violates the Code of Conduct and that result, or have the potential to result, in harm to other persons, to Boxing Alberta or the sport of boxing.
10. Where the Chair determines that an infraction is to be dealt with as a major infraction, the Chair will notify the individual alleged to have committed the infraction as soon as possible, and will provide the individual with a copy of the written report and a copy of this policy.
11. Major infractions occurring within a competition may be dealt with immediately, if necessary, by the appropriate person having authority (i.e., the chief official at a club show, or the director of competitions at all other tournaments). The individual being disciplined will be told the nature of the infraction and will have an opportunity to provide information concerning the incident. In such situations, disciplinary sanctions will be for the duration of the competition only. Further sanctions may be applied but only after review of the matter in accordance with the procedures set out in this policy for major infractions. (Note that referees control infractions/penalties during actual bouts, and are responsible for dealing with athlete misconduct during games).

Procedures to Responding to an Infraction

12. Depending on the nature and severity of the infraction, the Chair may appoint an independent individual to conduct an investigation. If this is the case, the investigator will carry out the investigation in a timely manner and at the conclusion of the investigation will submit a written report to the Chair.
13. Upon receiving the written report of the investigator if an investigation was carried out the Chair will decide if the complaint should be dealt with informally, in which case the Chair will direct the appropriate response and the matter will then be concluded.
14. The chair may determine that the alleged infraction is of such seriousness as to warrant suspension of the individuals from activities with Boxing Alberta pending a review of the complaint.

Hearing

15. If the Chair determines that the complaint should be dealt with more formally by means of a hearing, the Chair will refer the complaint to the Discipline Committee as outlined in Boxing Alberta's procedures. The role of the Chair will be to coordinate the administrative work of the Committee and ensure that the procedures of this policy are properly carried out.
16. Having regard to the nature of the discipline matter and the potential consequences of any resulting sanctions, the Committee will decide whether to conduct the hearing by way of review of documentary evidence, by way of oral hearing or by way of a combination of these two methods. If the Committee decides to conduct an oral hearing, it may decide to do so in-person or by any means of video conferencing.
17. The committee may determine that the circumstances of the infraction warrant a preliminary meeting. The Committee may delegate to one of its members the authority to deal with these preliminary matters, which may include but are not limited to:
 - a. Date and location of the hearing;
 - b. Timelines for the exchange of documents
 - c. Clarification of issues in the infraction;
 - d. Order and procedures of the hearing;
 - e. Evidence to be brought before the hearing;
 - f. Identification of any witnesses; or
 - g. Any other procedural matter that may assist in expediting the hearing
18. The committee will govern the hearing as its sees fit, provided that:
 - a. The individual being disciplined will be given 10 days written notice of the day, time and place of the hearing;
 - b. The individual being disciplined will receive a copy of the Investigator's report, if any investigation was carried out;
 - c. A quorum will be with all discipline Committee members, and decisions will be by majority vote.
 - d. In the case of an oral hearing, the individual being disciplined may be accompanied by a representative;
 - e. In the case of an oral hearing, the individual being disciplined will have the right to present evidence and argument;
 - f. The committee may request that any witness or any other person be present at the hearing or submit written evidence in advance of the hearing;
 - g. If the individual being disciplined chooses not to participate in the hearing, the hearing will none the less proceed;
 - h. The hearing will be held in private;

- i. Once appointed, the Committee will have the authority to abridge or extend timelines associated with any aspect of the hearing.
19. After hearing, the Committee will determine whether or not the individual has breached the Code of Conduct and if so, the appropriate penalty to be imposed and any measures to mitigate the harm suffered by others as a result. The Committee's written decision, with reasons, will be distributed to all parties and to the Executive Director and the President within 7 days of the conclusion of the hearing.
 20. Where the individual acknowledges the facts of the incident, he or she may waive the hearing, in which case the Committee will determine the appropriate disciplinary sanction. The Committee may hold a hearing for the purpose of determining an appropriate sanction.
 21. Where the incident relates to harassment and where the Committee determines that the allegations of harassment are false, vexatious, retaliatory or frivolous the Committee may direct that there be disciplinary action against the complaint.
 22. The decision of the Committee will be final and binding upon the individual being disciplined and Boxing Alberta, subject only to an appeal pursuant to the policies of Boxing Alberta.

Sanctions

23. The Committee may apply the following disciplinary sanctions singly or in combination, for major infractions:
 - a. Written reprimand;
 - b. Removal of certain privileges of membership;
 - c. Suspension from certain events which may include suspension from the current competition or from future teams or competitions;
 - d. Suspension from certain Boxing Alberta activities such as competing, coaching or judging for a designated period of time;
 - e. Suspension from all Boxing Alberta activities for a designated period of time;
 - f. Expulsion from membership;
 - g. Publication of the decision;
 - h. If the individual is a current board member and it was determined they didn't adhere to the bylaws or policies and procedures they will be removed from their respective position in accordance to Boxing Alberta's guidelines; and or
 - i. Other sanctions as may be considered appropriate for the offence.
24. Unless the Committee decides otherwise, any disciplinary sanctions will commence immediately. Failure to comply with a sanction as determined by the Committee will result in automatic suspension of membership or participation in Boxing Alberta until such time as the sanction is complied with.

25. In applying sanctions, the Committee may have regard to the following aggravating or mitigating circumstances:
- a. The nature and severity of the infraction;
 - b. The extent to which others have been harmed by the infraction;
 - c. The cooperation of the individual being disciplined in the proceedings under this policy;
 - d. Whether the incident is a first offence or has occurred repeatedly;
 - e. The individual's acknowledgement of responsibility;
 - f. The individual's remorse and post-infraction conduct;
 - g. The age, maturity or experience of the individual;
 - h. Whether the individual retaliated, where the incident involves harassment;
 - i. The individual's prospects for rehabilitation.

Confidentiality

26. Where the reported behaviour may constitute harassment, or is of a similar sensitive nature, Boxing Alberta will keep all proceedings under this policy confidential, except where disclosure is directed by the Committee as part of a sanction, is required by law or is in the best interests of the public.

Appeals Procedure

27. Except where otherwise provided, the decision of the Committee may be appealed in accordance with Boxing Alberta's Appeal Policy.

F. Appeal Policy

Purpose

1. The purpose of this policy is to enable disputes between individuals and Boxing Alberta to be dealt with fairly, expeditiously and affordably, without recourse to formal legal and court-like procedures.

Application

2. This policy applies to all members of Boxing Alberta, including athletes, coaches, officials, organizers, volunteers, employees and directors. It applies to decisions made by the Board of Directors of Boxing Canada, by any Boxing Canada Committee, by any Boxing Canada Discipline Committee or by anybody or individual who has been delegated authority to make decisions on behalf of Boxing Canada. Any member who is affected by such a decision may appeal the decision, provided there are sufficient grounds for the appeal as defined in this policy.
3. This policy does not apply to matters of employment.

Timing of Appeal

4. Any member who wishes to appeal a decision will have 10 days from the date on which they received notice of the decision, to submit written notice of their intention to appeal, along with detailed reasons for appeal, to the Executive Director of Boxing Alberta.
5. Any member who wishes to initiate an appeal beyond 10 days' period must provide a written request stating reasons for an exemption to the requirement of Section 4. The decision to allow, or not allow, an appeal outside the 10 days' period will be at the sole discretion of the Executive Director.

Grounds of Appeal

6. A decision cannot be appealed nor can an appeal be heard, on the merits of the decision. Decisions may only be appealed and appeals may only be heard, on procedural grounds. Procedural grounds are limited to Boxing Alberta:
 - a. Making a decision for which it did not have the authority or jurisdiction as set out in Boxing Alberta's governing documents;
 - b. Failing to follow procedures as laid out in the By-Laws or approved policies of Boxing Alberta;
 - c. Misinterpreting a rule of Boxing Alberta;
 - d. Making a decision which was influenced by bias.

Screening of Appeal

7. Within 3 days of receiving the notice of appeal, the Executive Director will decide whether or not the appeal is based on one or more of the grounds described in Section 6.
8. If the appeal is denied on the basis of insufficient grounds, the member will be notified of this decision in writing, giving reasons. This decision is at the sole discretion of the Executive Director and may not be appealed.

Appeals Panel

9. If the Executive Director is satisfied that there are sufficient grounds for an appeal, within 10 days of having received the original notice of appeal, the Executive Director will appoint three unbiased individuals, one with a legal background and one member of the public to serve on the Appeals Panel, one whom will serve as Chairman. A member of the board can be on the panel as long as it's not the president.

Preliminary Process

10. The Panel may determine that the circumstances of the dispute warrant a preliminary conference. The matters may be considered at a preliminary conference include:
 - a. Format for the appeal (hearing by documentary evidence, oral hearing in-person, oral hearing by video conference, or a combination of these methods);

- b. Date and location of hearing;
- c. Timelines for exchange of documents;
- d. Clarification of issues in dispute;
- e. Clarification of evidence to be presented to the Panel;
- f. Order and procedure of hearing;
- g. Remedies being sought;
- h. Identification of witness;
- i. Any other matter that may assist in expediting the appeal proceedings.

11. The panel may delegate to its Chairman or to one of its members the authority to deal with these preliminary matters.

Procedure of the Appeal

12. Where the Panel has determined that the appeal will be held by way of oral hearing, the Panel will govern the hearing by such procedures as it deems appropriate in the circumstances, provided that:
- a. The hearing will be held within 21 days of the Panel's appointment.
 - b. The quorum will consist of all three (3) Panel members.
 - c. Decisions will be by majority vote, where the Chairman carries a vote.
 - d. If the decision of the Panel may affect another party to the extent that the other party could have recourse to an appeal under this policy, that party will become a party to the appeal in question.
 - e. The appellant, respondent and any affected parties will be given 10 days written notice of the date, time and place of the appeal hearing.
 - f. The Panel may direct that any other individual participates in the appeal.
 - g. In the event that one of the Panel's members is unable or unwilling to continue with the appeal, the matter will be concluded by the remaining two (2) Panel members who will make their decision unanimously.
 - h. Unless otherwise agreed by the parties, there will be no communication between Panel members and the parties except in the presence of, or by copy to, the other parties.

Procedure for a Documentary Meeting

13. Where the Panel has determined that the appeal will be held by way of documentary evidence, it will govern the appeals by such procedures as it deems appropriate in the circumstances provided that:
- a. All parties are given an opportunity to provide written submissions to the Panel, to review written submissions of the other parties, and to provide written rebuttal.
 - b. The applicable principles and timelines of Section 12 are respected.

Evidence that may be Considered

14. As a general rule, the Panel will only consider evidence that was available to the original decision-maker. At its discretion, the Panel may hear new evidence that is material and that was not available at the time of the original decision.

Appeal Decision

15. Within 5 days of concluding the appeal, the Panel will issue its written decision, with reasons. In making its decision, the Panel will have no greater authority than that of the original decision-maker. The Panel may decide:
 - a. To void or confirm the decision being appealed;
 - b. To vary the decision where an error occurred and such an error cannot be corrected by the original decision-maker for reasons which include, but are not limited to, lack of clear procedure, lack of time or lack of neutrality;
 - c. To refer the matter back to the initial decision-maker for a new decision;
 - d. To determine how cost of the appeal will be allocated, if at all.
16. A copy of this decision will be provided to each of the parties and to the President and Executive Director.

Timelines

17. If the circumstances of the dispute are such that this policy will not allow a timely appeal, the Panel may direct that these timelines be abridged. If the circumstances of the dispute are such that the appeal cannot be concluded within the timelines dictated in this policy, the Panel may direct that these timelines be extended.
18. Where there is a need to render a decision quickly, the Panel may issue a summary decision with reasons to follow, provided the written decision with reasons is rendered within 5 days of concluding the appeal or such other timeline as may be agreed to by the parties.

Jurisdiction

19. The decision of the Panel will be final and binding upon the appellant, respondent and Boxing Alberta.
20. There is no further internal appeal procedure within Boxing Alberta. Once all aspects of Boxing Alberta internal appeal procedures are exhausted, any further action on the issue would have to be exhausted through other means.
21. No action or legal proceeding will be commenced against Boxing Alberta in respect to a dispute, unless Boxing Alberta has refused or failed to abide by the provisions of appeal of the dispute, as set out in this policy.

G. Code of Conduct and Ethics

** Indicates a section that has been adapted from the Universal Code to Prevent and Address Maltreatment in Sport (“UCCMS”)*

Boxing Alberta accepts all language contained in the in the Boxing Alberta Universal Code of Conduct (BA UCC).

UCCMS Definitions

1.*The following terms are defined in the UCCMS and also provided in **Appendix A:**

- a) Consent
- b) Disclosure
- c) Duty to Report
- d) Grooming
- e) Maltreatment
- f) Minor
- g) Neglect
- h) Physical Maltreatment
- i) Power Imbalance
- j) Psychological Maltreatment
- k) Reporting (or Report)
- l) Sexual Maltreatment

Definitions

2. The following terms have these meanings in this Code:

- a) ***Athlete** – An individual who is an Athlete Participant in Boxing Alberta who is subject to the UCCMS and the policies of Boxing Alberta
- b) **Abuse** – Includes Psychological Maltreatment, Physical Maltreatment, Neglect, and/or Grooming of Vulnerable Participants by Persons in Authority and which can have the following warning signs:
 - i. Recurrent unexplained injuries
 - ii. Alert behaviour; child seems to always be expecting something bad to happen
 - iii. Often wears clothing that covers up their skin, even in warm weather
 - iv. Child startles easily, shies away from touch or shows other skittish behaviour
 - v. Constantly seems fearful or anxious about doing something wrong
 - vi. Withdrawn from peers and adults
 - vii. Behaviour fluctuates between extremes (e.g., extremely cooperative or extremely demanding)
 - viii. Behaviour fluctuates between extremes (e.g., extremely cooperative or extremely demanding)

- viii. 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)
- ix. Acting out in an inappropriate sexual way with toys or objects
- x. New adult words for body parts and no obvious source
- xi. Self-harm (e.g., cutting, burning or other harmful activities)
- xii. Not wanting to be alone with a particular child or young person

c) **Bullying** - is offensive behaviour and/or abusive treatment of a Participant that typically, but not always, involves an abuse of power. Examples of behaviour that may constitute Bullying include, but are not limited to:

- i. Spreading malicious rumours, gossip or innuendos with the intent of causing harm or suffering to a Participant;
- ii. Excluding or isolating a Participant socially with the intent of causing them harm or suffering;
- iii. Making offensive jokes or derogatory comments to a Participant or to others;
- iv. Yelling, verbally berating or using profanity;
- v. Assigning unreasonable duties or workload which are unfavourable to a Participant; or
- vi. Any form of cyber bullying which can include:
 - a. Sending mean or threatening emails or text/instant messages;
 - b. Posting embarrassing photos of someone online
 - c. Creating a website to make fun of others
 - d. Pretending to be someone else
 - e. Tricking someone into sending pictures or videos or revealing personal information
 - f. Sending personal information (including pictures and videos) about someone else to a third-party

d) **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.

e) **Harassment** – A course of vexatious comment or conduct against a Participant or group, which is known or ought reasonably to be known to be unwelcome. Types of behaviour that constitute Harassment include, but are not limited to:

- i. Written or verbal abuse, threats, or outbursts;
- ii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;

- iii. 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;
- iv. Leering or other suggestive or obscene gestures;
 - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. Practical jokes which endanger a person's safety, or may negatively affect performance;
 - vii. 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; viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
 - ix. Deliberately excluding or socially isolating a person from a group or team;
 - x. Persistent sexual flirtations, advances, requests, or invitations;
 - xi. Physical or sexual assault;
 - xii. Contributing to a poisoned sport environment, which can include:
 - a. Locations where material that is discriminatory is displayed (e.g., sexually explicit posters and racial/racist cartoons)
 - b. Groups where harassing behaviour is part of the normal course of activities
 - c. Behaviour that causes embarrassment, awkwardness, endangers a person's safety or negatively affects performance.
 - xiii. 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
 - xiv. Retaliation or threats of retaliation against a person who reports harassment to Boxing Alberta

f) ***Participants** – Refers to all categories of individual members and/or registrants defined in the Bylaws of Boxing Alberta as well as all people engaged in activities with Boxing Alberta, including, but not limited to Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, and Directors and Officers. Participants are subject to the UCCMS and the policies of Boxing Alberta.

g) **Person in Authority** – Any Participant who holds a position of authority within Boxing Alberta including, but not limited to, coaches, instructors, officials, managers, support personnel, chaperones, committee members, and Directors and Officers.

h) **Vulnerable Participants** – Includes Minors and vulnerable adults (people who, because of age, disability or other circumstance, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority)

i) **Workplace** – Any place where business or work-related activities are conducted. Workplaces include but are not limited to, the registered office(s), work-related social functions, work assignments outside the registered office(s), work-related travel, the training and competition environment, and work-related conferences or training sessions.

Purpose

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

Application of this Code

4. This Code applies to any Participant's conduct during the business, activities, and events of Boxing Alberta including, but not limited to competitions, practices, evaluations, treatment or consultations (e.g., massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings.

5. This Code also applies to Participants' conduct outside of the business, activities, and events of Boxing Alberta when such conduct is detrimental to the image and reputation of Boxing Alberta. Such applicability will be determined by Boxing Alberta, as applicable, at its sole discretion.

6. *This Code applies to Participants active in the sport or who have retired from the sport where any claim regarding a potential breach of this Code occurred when the Participant was active in the sport.

7. Any Participant who violates this Code may be subject to sanctions pursuant to Boxing Alberta's *Discipline Policy*. In addition to facing possible sanctions pursuant to Boxing Alberta's *Discipline Policy*, a Participant who violates this Code during a competition may be removed from the competition or training area, and the Participant may be subject to further sanctions.

Persons in Authority and Maltreatment

8. *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.

9. *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.

10. *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 recorded history of Maltreatment, assigning support staff to an Athlete when the support staff has a recorded history of Maltreatment or assigning such a guide or support staff to a para-Athlete in the absence of consultation with the para-Athlete

Responsibilities

11. During the course of any business, activities, and events of Boxing Alberta, Participants have a responsibility to:

- a) *Refrain from any behaviour that constitutes Maltreatment, Discrimination, or Harassment
- b) Maintain and enhance the dignity and self-esteem of other Participants by:
 - i. Treating each other with fairness, honesty, respect and integrity;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other Participants;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct; and
 - iv. Ensuring adherence to the rules of the sport and the spirit of those rules.
- c) Abstain from the non-medical use of medications or drugs or the use of Prohibited Substances or Prohibited Methods as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force, as it relates to participation in any competitive events or activities of Boxing Alberta. More specifically, Boxing Alberta adopts and adheres to the Canadian Anti-Doping Program. Boxing Alberta will respect any sanction imposed on a Participant as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
- d) Refrain from coaching, training, instructing, administrating, managing, or being involved in the athletic development of any person who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
- e) Reasonably cooperate with the CCES or another anti-doping organization that is investigating anti-doping rule violations
- f) Not harass, intimidate, or otherwise conduct themselves offensively towards a doping control official or other individual involved in doping control
- g) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities

- h) Refrain from consuming recreational drugs while participating in the programs, activities, competitions, or events of Boxing
- i) In the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or event
- j) In the case of adults, not consume recreational drugs in the Workplace or in any situation associated with the events of Boxing Alberta (subject to any requirements for accommodation), not consume alcohol during training, competitions, or in situations where Minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations
- k) When driving a vehicle:
 - i. Have a valid driver's license;
 - ii. Not be under the influence of alcohol or illegal drugs or substances;
 - iii. Have valid car insurance; and
 - iv. Refrain from holding a mobile device.
- l) Respect the property of others and not wilfully cause damage
- m) Promote sport in the most constructive and positive manner possible
- n) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a classification or competition, and not offer or receive any bribe which is intended to manipulate the outcome of a competition
- o) Adhere to all applicable federal, provincial/territorial, municipal and host country laws
- p) Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of Boxing Alberta, as applicable and as adopted and amended from time to time
- q) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions involving a Participant to Boxing Alberta, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or prohibited substance or method

Directors, Committee Members, and Staff

12. In addition to section 11 (above), Directors, committee members, and staff of Boxing Alberta will have additional responsibilities to:

- a) Function primarily as a Director, committee member or staff member of Boxing Alberta (as applicable) and ensure to prioritize their loyalty to Boxing Alberta (and not to any other organization or group) while acting in this role
- b) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
- c) Conduct themselves openly, professionally, lawfully and in good faith

- d) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
- e) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws
- f) Maintain confidentiality of private organizational information
- h) Respect the decisions of the majority and resign if unable to do so
- i) Commit the time to attend the mandatory meetings per year as set out in *Boxing Alberta's bylaws* and be diligent in preparation for, and participation in, discussions at such meetings
- j) Have a thorough knowledge and understanding of all governance documents

Coaches, Instructors, Trainers, and Athlete Support Personnel

13. In addition to section 11 (above), coaches, instructors, trainers and athlete support personnel 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, either consciously or unconsciously. Coaches, instructors, trainers, and athlete support personnel will:

- a) *Avoid any behaviour that abuses the Power Imbalance inherent in the coaching position to (i) establish or maintain a sexual relationship with an Athlete that they are coaching, or (ii) encourage inappropriate physical or emotional intimacy with an Athlete, regardless of the Athlete's age
- b) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes
- c) 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
- d) Avoid compromising the present and future health of Athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments
- e) Support the coaching staff of a training camp, provincial/territorial team, or national team, should an Athlete qualify for participation with one of these programs
- f) Accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate
- g) Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete
- h) Act in the best interest of the Athlete's development as a whole person

- i) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions to Boxing Alberta (as applicable), including those for violence, child pornography, or possession, use, or sale of any illegal or prohibited substance or method
- 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) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods and, in the case of Minors, alcohol, cannabis, and/or tobacco
- l) Not engage in a sexual or intimate relationship with an Athlete of any age in which the coach is in a position of trust or authority
- m) Disclose to Boxing Alberta any sexual or intimate relationship with an athlete over the age of majority and immediately discontinue any coaching involvement with that athlete
- n) 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
- o) Dress professionally and use appropriate language
- p) Encourage officials in their participation and refrain from any public criticism of their decisions. Any concerns should be brought forward to the Director of competitions (D.O.C) or chief official, if the D.O.C isn't present, after a Boxing Alberta Event has concluded, unless the D.O.C or chief official can accommodate the coaches concerns during the event, in a respectful manner. The D.O.C or chief official has full discretion as to if they can accommodate the concern during any Boxing Alberta event in progress. Not adhering to this could result in immediate sanctions pursuant to Boxing Alberta's *Discipline Policy*.

Parents/Guardians and Spectators

16. Parents/guardians and spectators at events should:

- 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 competition or practice
- d) Respect the decisions and judgments of officials, and encourage Athletes to do the same
- e) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm

- f) Respect and show appreciation to all competitors, and to coaches, officials and other volunteers
- g) Never harass competitors, coaches, officials, parents/guardians, or other spectators

Branches

17. Provincial / Territorial Branches must:

- a) Adhere to all of Boxing Alberta's governing documents and, where necessary, amend their own rules to comply or align with those of Boxing Alberta.
- b) Pay all required dues and fees by the prescribed deadlines;
- c) Recognize that their websites, blogs and social media accounts may be seen as extensions of Boxing Alberta and must reflect Boxing Alberta's mission, vision and values
- d) Ensure that all Athletes and coaches participating in sanctioned competitions and events of Boxing Alberta are registered and in good standing
- e) Appropriately screen prospective employees to help ensure Athletes have a healthy and safe sport environment
- f) Ensure that any possible or actual misconduct is investigated promptly and thoroughly
- g) Impose appropriate disciplinary or corrective measures when misconduct has been substantiated
- h) Advise Boxing Alberta immediately of any situation where a complainant has publicized a complaint in the media, including social media
- i) Provide Boxing Alberta with a copy of any relevant decisions rendered pursuant to the organization's policies for complaints and appeals

Appendix A – Definitions from the UCCMS

The following definitions of terms are from version 5.1 of the UCCMS and have been adapted by Boxing Alberta

2. ***Consent** – Consent is defined in Canada's Criminal Code as the voluntary agreement to engage in the sexual activity in question. The law focuses on what the person was actually thinking and feeling at the time of the sexual activity. Sexual touching is only lawful if the person affirmatively communicated their consent, whether through words or conduct. Silence or passivity does not equal consent. Sexual activity is only legal when both parties consent. The Criminal Code also says there is no consent when: Someone says or does something that shows they are not consenting to an activity; Someone says or does something to show they are not agreeing to continue an activity that has already started; Someone is incapable of consenting to the activity, because, for example, they are unconscious; The consent is a result of a someone abusing a position of trust, power or authority or someone consents on someone else's behalf. A person cannot say they mistakenly believed a person was consenting if: that belief is based on their own intoxication; they were reckless about whether the person was consenting; they

chose to ignore things that would tell them there was a lack of consent; or they didn't take proper steps to check if there was consent. Sexual activity with a Minor is a criminal offence as is sexual activity with a person under the age of 18 years when the other person is in a position of trust or authority

3. ***Disclosure** - The sharing of information by a Participant regarding an incident or a pattern of Maltreatment experienced by that Participant. Disclosure does not constitute a formal report that initiates a process of investigation to address the Maltreatment

4. ***Duty to Report**

a) **Concerns Under Child Protection Legislation:** A legal duty to report is mandated by law, and the requirement varies by province depending on provincial legislation. Everyone has a duty to report child abuse and neglect under Canadian child welfare laws. Professionals who work with children and youth have an added responsibility to report. Adults are obliged to report child Maltreatment if there is knowledge or suspicion that it is occurring. This is called the "duty to report." Every person in Canada has the duty to report known or suspected child Maltreatment by law. Known or suspected abuse or Neglect of a child must be reported to: local child welfare services (e.g., children's aid society or child and family services agency), or provincial/territorial social service ministries or departments, or local police

b) **Concerns Outside of Child Protection Legislation:** Participants have a duty to report concerns of inappropriate conduct of other Participants to uphold the ethical standards and values of Canadian sport. Reporting inappropriate conduct is important to ensure proper action is taken and expectations are re-established. By addressing inappropriate conduct, a collective responsibility to protect Participants from Maltreatment is enacted

5. ***Grooming** – Deliberate conduct by a Participant to sexualize a relationship with a Minor that involves the gradual blurring of boundaries and normalization of inappropriate and sexually abusive behaviour. During the grooming process, the Participant will gain the trust of the Minor and protective adults and peers around the Minor often under the guise of an existing relationship. Manipulation tactics are then used to blur perceptions and gain further access to and private time with the Minor in order to abuse or exploit the Minor. Grooming can occur whether or not harm is intended or results from the behaviour. (Grooming is also a prohibited behaviour listed under the definition of Maltreatment)

6. ***Maltreatment** – Includes Maltreatment related to: a) Psychological Maltreatment – which includes, without limitation, verbal acts, non-assaultive physical acts and acts that deny attention or support

a. Verbal Acts - Verbally assaulting or attacking someone, including but not limited to: unwarranted personal criticisms; body shaming; derogatory comments related to one'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

someone to diminish that person's reputation; using confidential sport and non-sport information inappropriately. Verbal Maltreatment may also occur in online forms.

b. 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

c. Acts that Deny Attention or Support - Acts of commission that deny attention, lack of support or isolation including but not limited to: ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time; abandonment of an Athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same

b) *Physical Maltreatment* – includes, without limitation, contact or non-contact behaviours that have the potential to cause physical harm

a. Contact behaviours - Including but not limited to: deliberately punching, kicking, beating, biting, striking, strangling or slapping another; deliberately hitting another with objects

b. Non-contact behaviours - Including but not limited to: isolating a person in a confined space; forcing a person to assume a painful stance or position for no athletic purpose (e.g., requiring an Athlete to kneel on a hard surface); the use of exercise for the purposes of punishment; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; denying access to a toilet; providing alcohol to a Participant 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* – includes, without limitation, any act targeting a person's sexuality, gender identity or expression, that is committed, threatened or attempted against a 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. Examples include:

a. 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:

1. vaginal penetration by a penis, object, tongue, or finger; and
2. anal penetration by a penis, object, tongue, or finger

b. 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:

1. kissing;
2. intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts;
3. any contact, no matter how slight, between the mouth of one person and the genitalia of another person, and
4. making another touch themselves, the Participant, or someone else with or on any of the body parts listed in b).
5. any intentional touching in a sexualized manner regardless of the relationship, context or situation

c. In addition to the criminal acts identified above, the UCCMS prohibits sexual relations between an Athlete above the age of majority (depending upon jurisdiction) and a Participant who holds a position of trust and authority on the basis that there can be no Consent where there is a Power Imbalance. A Power Imbalance that is presumed to exist may be challenged

d) *Neglect* – or acts of omission, includes without limitation: not providing an Athlete recovery time and/or treatment for a sport injury; not being aware of and not considering an individual’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., weigh-ins, caliper tests); disregarding the use of performance-enhancing drugs by an Athlete; failure to ensure safety of equipment or environment; allowing an Athlete to disregard sport’s rules, regulations, and standards, subjecting Participants to the risk of Maltreatment

e) *Grooming* – is often a slow, gradual and escalating process of building trust and comfort with a young person. Grooming includes, without limitation, the process of 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). The Grooming process:

a. Grooming usually begins with subtle behaviours that do not appear to be inappropriate. Many victims/survivors of sexual abuse do not recognize the grooming process as it is happening, nor do they recognize that this process of manipulation is part of the overall abuse process.

b. In the grooming process, the offender begins by gaining trust of adults around the young person. The offender establishes a friendship and gains the young person’s trust. Grooming then involves testing boundaries (e.g., telling sexual jokes, showing sexually explicit images, making sexual remarks). Typically, behaviour moves from non-sexual touching to “accidental” sexual touching

c. The young person is often manipulated into feeling responsible for the contact, is discouraged from telling anyone else about the relationship, and is made to feel obligated to protect the offender. The offender also builds trust with those close to the young person so that the relationship with the young person is not questioned

f) *Interference with or Manipulation of Process* – it is considered maltreatment if an adult Participant directly or indirectly interferes with a process by:

- a. falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;
- b. destroying or concealing information;
- c. attempting to discourage an individual's proper participation in or use of the processes of Boxing Alberta;
- d. harassing or intimidating (verbally or physically) any person involved in the processes before, during, and/or following any proceedings of Boxing Alberta;
- e. publicly disclosing a Participant's identifying information, without the Participant's agreement;
- f. failing to comply with any temporary or provisional measure or other final sanction;
- g. distributing or otherwise publicizing materials a Participant gains access to during an investigation or hearing, except as required by law or as expressly permitted; or
- h. influencing or attempting to influence another person to interfere with or manipulate the process

g) *Retaliation* – which means that a Participant shall not take an adverse action against any person for making a good faith Report of possible Maltreatment or for participating in any process related to alleged conduct violations. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the processes of Boxing Alberta. 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. Retaliation does not include good-faith actions lawfully pursued in response to a Report of possible Maltreatment

h) *Aiding and Abetting* – which is 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:

- a. allowing any person who has been suspended or is otherwise ineligible to be in any way associated with sport or to coach or instruct Participants;
- b. providing any coaching-related advice or service to an Athlete who has been suspended or is otherwise ineligible; and
- c. allowing any person 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.

a. 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

b. 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.

c. 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

7. ***Minor** – Any Participant who is under the age of majority at the time and in the jurisdiction where the alleged Maltreatment has occurred. Adults 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:

- i. 16 years old: Newfoundland and Labrador; Saskatchewan; Northwest Territories; Nunavut
- ii. 18 years old: Prince Edward Island; Quebec; Ontario; Manitoba; Alberta
- iii. 19 years old: Nova Scotia; New Brunswick; British Columbia; Yukon

8. ***Neglect** – Any pattern or a single serious incident of lack of reasonable care, inattention to a Participant’s needs, nurturing or well-being, or omissions in care. Neglect is determined by the objective behaviour but the behaviour must be evaluated with consideration given to the Participant’s needs and requirements, not whether harm is intended or results from the behaviour. (Neglect is also a prohibited behaviour listed under the definition of Maltreatment)

9. ***Physical Maltreatment** – Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the physical well-being of the Participant. Physical Maltreatment includes, without limitation, contact or non-contact infliction of physical harm. Physical Maltreatment is determined by the objective behaviour, not whether harm is intended or results from the behaviour. (Physical Maltreatment is also a prohibited behaviour listed under the definition of Maltreatment)

10. ***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 Participant. 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, guides or pilots. 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 Athletes 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 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).

11. ***Psychological Maltreatment** – Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the psychological well-being of the Participant. Psychological Maltreatment includes, without limitation, verbal conduct, non-assaultive physical conduct, and conduct that denies attention or support. Psychological Maltreatment is determined by the objective behaviour, not whether harm is intended or results from the behaviour. (Psychological Maltreatment is also a prohibited behaviour listed under the definition of Maltreatment)

12. ***Reporting (or Report)** – The provision of information in writing by any person or a Participant to a relevant independent authority (the independent person or position, such as an Independent Third-Party, 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

13. ****Sexual Maltreatment***

a) **Involving a Child:** Any form of adult/child sexualized interaction constitutes child sexual abuse. Sexual abuse of a child may occur through behaviours that do or do not involve actual physical contact. (Sexual Maltreatment is also a prohibited behaviour listed under the definition of Maltreatment)

b) **Involving a person over the Age of Majority:** Any sexual act, whether physical or psychological in nature, that is committed, threatened, or attempted against a Participant without the Participant's Consent. It includes any act targeting a Participant's sexuality, gender identity or expression, that is committed, threatened or attempted against a Participant without that Participant's Consent, 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. Sexual Maltreatment can take place through any form or means of communication (e.g. online, social media, verbal, written, visual, hazing, or through a third party). (Sexual Maltreatment is also a prohibited behaviour listed under the definition of Maltreatment)