

## Saskatchewan Powerlifting Association Policy on Discrimination and Harassment

1. The Saskatchewan Powerlifting Association Corp. (SPA) is devoted to the idea that all people have the right to frequent an environment that is free of discrimination or harassment based on a person's age, sex, race, ethnicity, religion or sexual orientation.
2. The SPA encourages all members who feel that they are experiencing harassment to inform the harasser that such behavior is offensive and is contrary to the practices of the SPA. In addition all individuals who are being harassed should report the incident through the appropriate channels.
3. Discrimination is the process of differentiating people by means of age, sex, race, ethnicity, religion or disability and using such distinction to deny any member of the said classes a service or opportunity. Distinctions based on skill or achievement (i.e. National team selections) must not be interpreted or treated as discrimination.
4. Harassment can refer to a broad field of offensive behavior. It most often refers to conduct that is found offensive and threatening such as any verbal threats or abuse and/or physical intimidation or abuse. When harassment is of a sexual nature, involving lewd suggestions, comments, gestures, requests as well as, but not limited to, invitations of sexual touching or any physical encroachment or abuse, it is known as sexual harassment.
5. Harassment and discrimination should never be confused with discipline in training as the latter is necessary to excel in powerlifting as a high performance sport. It is the responsibility of all members of the SPA to be wary of crossing the line between inspiration and encouragement to behavior which is discriminatory and/or harassing.
6. Due to the seriousness with which the SPA views discrimination or harassment occurring within the SPA and the organizations commitment to a sporting environment free of such occurrences, **ALL** instances of harassment and discrimination within the SPA should be reported immediately to the appropriate persons following the complaint procedure. All complaints shall be treated as legitimate and thus, handled with the same importance. The procedure for the reporting of complaints is as follows:
  - a. The victim of any instances of harassment or abuse, hereinafter called the complainant, shall report such occurrences to either:
    - i. The president of the SPA
    - ii. A current member of the SPA executive
  - b. The complainant should be prepared to submit a signed statement that outlines the time, date, location, details of the occurrence and the identity of the member who has allegedly committed an act of harassment or abuse and if applicable, any witnesses.
  - c. In the case that the complainant is not a current member of the SPA, a complaint may still be reported provided that a current member signs the written statement declaring their belief that the complaint in question is legitimate.

- d. In the case that a complaint involves the current president of the SPA, the instance of harassment or discrimination should be reported to the current vice-president of the SPA or any other member of the executive.
7. All reports of harassment shall be allowed the most confidentiality that can be reasonably provided within the means of the SPA. If a case of discrimination or harassment warrants legal intervention, the SPA shall fully cooperate with any and all legal authorities involved in the investigation. In cases where harassment of a minor is alleged, the SPA will report the incident to the appropriate legal authorities.
8. The member of the SPA executive who receives the complaint is required to immediately forward the complaint and all evidence on to the president of the SPA, or in cases where the complaint involves the president; the vice president shall be informed of the complaint, the president or vice-president of the SPA, hereinafter referred to as the president shall then initiate the investigation process.
9. The president shall inform the complainant of the intention to begin an investigation into the matter within 2 weeks of receiving the complaint and will then investigate the matter how they see fit and report back to the SPA executive all developments and findings. The subject of the complaint will be informed of an impending investigation within 2 weeks of the SPA receiving the complaint. The president shall act in the best interests of both parties and will investigate the complaint with the utmost neutrality and professionalism. If a complaint is lodged against an SPA executive member, that member will be excluded from the investigation.
10. If at any time during the investigation, the subject of the complaint or the complainant wishes to retain legal counsel, they may do so at their own cost.
11. The president may decide not to initiate investigation of a complaint if more than 9 months has passed between the alleged happening of events and the report of the complaint.
12. Previous complaints of harassment or discrimination against a member must not influence the outcome of an investigation on an unrelated complaint and will not be considered at the investigation stage. Previous valid complaints of harassment or discrimination may be considered by the disciplinary panel. Each separate incident shall be investigated by a different investigative official if possible.
13. A complaint of harassment or discrimination can be resolved at any point. Any settlement should be in writing and signed by all involved persons.
14. If the president determines through the course of the investigation that a legitimate case of discrimination or harassment has occurred, they shall present their investigation report to the SPA executive, including all particulars of the incident. The SPA executive will:
  - a. Approve the report if they are satisfied that a fair fact finding investigation has taken place

- b. Convene a disciplinary committee to rule on possible disciplinary actions and corrective measures.
  - c. Inform the member accused of discrimination or harassment that they will be allowed to present any further evidence during disciplinary committee deliberations as well as present the evidence against them.
15. The disciplinary committee may include any or all members of the executive not directly related to the complaint and will deliberate the case at hand without delay through a special meeting. Disciplinary committees are recommended to be no larger than 5 members OR half the currently serving executive and must include either the President or the Vice-President so as to allow the formation of a separate appeals tribunal in the case of an appeal. Disciplinary committee members must be different individuals than those involved in the investigation of the complaint.
16. The disciplinary committee shall make a decision no more than 24 days after the start of deliberations.
17. The disciplinary committee may choose, after weighing all the facts of the incident, to apply one or more of the following options which may be progressive in the case of repeated offences:
- i. An apology, either written or verbal
  - ii. A fine
  - iii. Demotion, in the case of an executive member
  - iv. A suspension from membership within the SPA and a recommendation to the Canadian Powerlifting Union (CPU) executive for suspension from the CPU
  - v. Permanent expulsion from the SPA and a recommendation to the CPU executive for permanent expulsion from the CPU
18. The member being disciplined has seven days from the official ruling of the disciplinary committee to comply with its decree or appeal the decision using the official appeals procedure. If the time elapses with neither course of action taken, the member is subject to further discipline including, but not limited to, permanent expulsion from the SPA.
19. All evidence, reports and minutes taken from disciplinary committee deliberations shall be kept and filed with a serving member of the executive for seven years.