



ABUSE-FREE SPORT POLICY REGARDING VIOLATIONS AND SANCTIONS

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1. BACKGROUND

As part of the Abuse-Free Sport Complaint Management Process, once a Complaint or Report has been submitted to the Office of the Sport Integrity Commissioner (the “**OSIC**”) and an Investigation has concluded, the Independent Investigator will provide a written Investigation Report to the OSIC. The OSIC will provide the Investigation Report to the Director of Sanctions and Outcomes of Abuse-Free Sport, or, where applicable, the Deputy Director of Sanctions and Outcomes (the “**DSO**”). Pursuant to its authority granted by Abuse-Free Sport, the DSO shall review the findings of the Investigation Report and is obligated to (i) make a determination of whether there has been a violation of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (“**UCCMS**”); and (ii) determine and impose the appropriate sanction, if any.

For a complete list of definitions used in this Policy, please refer to the [Inventory of Abuse-Free Sport Definitions](#) at **Appendix I**. Other defined terms in this Policy have the meanings ascribed to them in the UCCMS.

2. PURPOSE

The purpose of this Policy is to outline the principles observed by the DSO in its receipt and review of the Investigation Report, determination of violations of the UCCMS and imposition of appropriate sanctions.

Pursuant to Section 2.4 of the UCCMS, the following principles guide the determination of Prohibited Behaviour and imposition of sanctions:

- Harmonized;
- Comprehensive;
- Fair;
- Trauma-informed;
- Evidence-driven;
- Independent administration;
- Proportionate;
- Expert-informed.

Likewise, the DSO observes these guiding principles in exercising its role with respect to findings of violation and sanctioning, pursuant to this Policy.

3. ROLES AND JURISDICTION

(a) Role and Jurisdiction of the Independent Investigator

The Independent Investigator will be assigned by the OSIC to conduct the Investigation in accordance with the UCCMS, and applicable Policies and Procedures. The Independent Investigator shall gather and review evidence and make findings of fact regarding any alleged violation of the UCCMS pursuant to a Complaint and issue an Investigation Report. An Independent Investigator is not responsible for determining whether a violation of the UCCMS has occurred, but should consider and report on any aggravating and/or mitigating circumstances, consistent with Section 7.4 of the UCCMS.

(b) Role and Jurisdiction of the OSIC

The OSIC will review the Investigation Report to validate that it contains the elements required under the OSIC Guidelines Regarding Investigation of Complaints and that the Investigation was completed in accordance with the Policies and Procedures. The OSIC may take any further steps required in accordance with its Policies and Procedures.

The OSIC will provide the DSO with the Investigation Report, once finalized, and communicate to the parties that the Investigation Report has been provided to the DSO.

(c) Role and Jurisdiction of the DSO

The DSO is responsible for reviewing the final Investigation Report, and providing it to the parties in accordance with the steps outlined below, subject to any clarification(s), and/or redactions that are deemed appropriate in accordance with the Policies and Procedures.

The DSO is responsible to make a determination as to whether there was a violation of the UCCMS based on the Investigation Report and, if so, to impose the appropriate sanctions, as applicable, in accordance with Section 7(4) of the UCCMS. For clarity, the DSO's role in this respect is not as an investigator or a finder of fact, but is rather to apply the UCCMS and Policies and Procedures, and to determine whether there was a violation and to impose the appropriate sanctions in accordance with the principles specified in this Policy and the UCCMS.

4. PROCESS

The following process shall be observed by the parties, OSIC and the DSO once the DSO receives the final Investigation Report:

(a) Review of Investigation Report

Once finalized, the OSIC will provide the final Investigation Report to the DSO. In its review of the Investigation Report, the DSO may communicate with the Independent Investigator as needed to ask questions and seek clarification, at the DSO's discretion. Such communication will be subject to the Abuse-Free Sport Confidentiality Policy.

The DSO may redact, or ask the Independent Investigator to redact any portion of the Investigation Report they deem appropriate in accordance with the Policies and Procedures. Redactions may be made for the purposes of anonymity of parties, the protection of vulnerable

parties, and other reasons consistent with confidentiality and privacy objectives of Abuse-Free Sport.

(b) Providing Parties with Investigation Report

The DSO shall provide to each of the parties to the Complaint, and to any Interested Party where appropriate in accordance with Policies and Procedures, a copy of the Investigation Report, subject to any redactions. If considered appropriate in the circumstances, the relevant Program Signatory may be provided with a summary Investigation Report by the DSO, which may also be subject to redactions.

(c) Request for Submissions

Upon providing the parties with the Investigation Report, the DSO will communicate to the parties to a Complaint, and to any Interested Party where appropriate in accordance with Policies and Procedures, that they have an opportunity to provide the DSO with final submissions concerning the investigative findings.

Submissions may, but are not limited to, address possible findings of violation under the UCCMS, or appropriate sanctions, if any, under the UCCMS. The submissions are not intended to alter the outcome of the investigation or adduce new evidence. The submissions are for the purposes of the DSO's determination of whether a violation of the UCCMS has occurred, and if so, what the appropriate sanction is, including mitigating or aggravating circumstances.

In the DSO's invitation of submissions, the DSO may indicate which sections of the UCCMS the DSO considers to be engaged by virtue of the Investigation Report based on the DSO's preliminary review, including whether any Presumptive Sanctions may be engaged by virtue of Section 7.3 of the UCCMS. For clarity, the DSO will not have made any findings of a violation at this stage, nor made a determination on sanction.

There is no required content or format for the submissions. They may take the form of formal submissions, or, for example, an Impact Statement. However, unless expressly permitted by the DSO, submissions cannot exceed 3 typed pages of size 11, Times New Roman font, and must be submitted to the DSO via email to dir-sanctions@abuse-free-sport.ca or as the DSO or their designate may direct within ten (10) days of the receipt of the Investigation Report from the DSO, unless instructed otherwise in writing by the DSO.

Final submissions will not be shared with any other party at this stage, and are intended strictly for the DSO's consideration for the purpose of the Report on Violations and Sanctions. The submissions may be referenced in the Report on Violations and Sanctions. Parties should note that submissions may be produceable to all parties and to the Safeguarding Tribunal on a challenge of violation and/or sanction.

If a party fails to file submissions by the deadline, the DSO will proceed with finalizing the Report of Violations and Sanctions in the absence of any final submissions from the respective party.

(d) Determination of Violation(s)

Following its review of the Investigation Report and any submissions received in accordance with this Policy, the DSO will make a determination as to whether there has been a violation or multiple violations of the UCCMS. Such determination will be made based on a careful analysis of the

factual findings, and a determination of whether such factual findings constitute Prohibited Behaviours under Section 5 the UCCMS, namely: Psychological Maltreatment, Physical Maltreatment, Neglect, Sexual Maltreatment, Grooming, Boundary Transgressions, Discrimination, Subject a Participation to the Risk of Maltreatment, Aiding and Abetting, Failure to Report, Intentionally Reporting a False Allegation, Interference with or Manipulation of Process or Retaliation, as more explicitly described in the UCCMS.

The DSO is not limited to making findings of violation of only those provisions of the UCCMS that were originally alleged to have been contravened in the Complaint. The DSO may find other sections to have been contravened based on the factual findings of the Investigation Report, which may be more or less severe than originally alleged.

(e) Determination of Sanction(s)

The following process shall be observed by the DSO when determining the appropriate sanctions for a violation(s) of the UCCMS:

(i) Types of Sanctions

Pursuant to Section 7.2 of the UCCMS, once the DSO determines a violation has occurred, they may impose sanctions. Progressive discipline is not required as a single occurrence of a violation can lead to a very significant sanction. The DSO may impose one or more of the following sanctions:

- a. Verbal or Written Apology: The requirement that a participant issue a verbal, written or online apology to acknowledge the prohibited behaviour and its impact on others.
- b. Verbal or Written Warning: A verbal reprimand or an official, written notice and formal admonition that a participant has violated the UCCMS and that more severe sanctions will result should the participant be involved in other violations.
- c. Education: The requirement that a Participant undertake specified supplemental educational or similar remedial measures to address the prohibited behaviour.
- d. Probation: A probationary period may include a loss of privileges or other conditions, restrictions, or requirements for a specified period of time. Any further violation of the UCCMS during the probationary period will result in additional disciplinary measures, likely including a period of suspension or permanent ineligibility.
- e. Suspension: Suspension, either for a set time or until further notice, from participation, in any capacity, in any program, practice, activity, event, or competition organized or sanctioned by any Adopting Organization and/or its members. A suspended participant may be eligible to return to sport but reinstatement may be subject to certain restrictions or contingent upon the participant satisfying specific conditions noted at the time of suspension.
- f. Eligibility Restrictions: Restrictions or prohibitions from some types of participation but allowing participation in other capacities under strict conditions.

- g. Permanent Ineligibility: Permanent ineligibility to participate, in any sport, in any capacity, in any program, activity, event, or competition organized or sanctioned by any Adopting Organization and/or its members.
- h. Other discretionary sanctions: Other sanctions for prohibited behaviour may be imposed, including, but not limited to, other loss of privileges, loss of right to attend or spectate sport events, no contact directives, a fine or a monetary payment to compensate for direct losses, or other restrictions or conditions as deemed necessary or appropriate.

(ii) Presumptive Sanctions

Pursuant to Section 7.3 of the UCCMS, the following sanctions are presumed to be fair and appropriate. The Respondent may rebut these presumptions, but, in the absence of an acceptable rebuttal, the DSO will be expected to impose the following sanctions:

- a. Sexual Maltreatment involving a Minor shall carry a presumptive sanction of permanent ineligibility;
- b. Sexual Maltreatment, Physical Maltreatment with contact, Grooming, and prohibited behaviour described in Sections 5.9 to 5.14 of the UCCMS shall carry a presumptive sanction of either a period of suspension or eligibility restrictions;
- c. While a Respondent has pending charges under the Criminal Code regarding allegations of a crime against a person, if justified by the seriousness of the offence, the presumptive sanction shall be a period of suspension until a final determination is made by the applicable UCCMS enforcement process.

Rebuttals to the presumptive sanctions may include, but are not limited to: inconclusive factual findings, a single significant or combination of mitigating factors from Section 7.4 of the UCCMS Sanctioning Considerations, listed below, or considerations raised by a party in submissions as deemed relevant by the DSO.

(iii) Sanctioning Considerations

In all cases, if the DSO determines that there was a violation(s) of the UCCMS, the DSO is obligated to consider an appropriate sanction(s), if any, pursuant to Section 7.4 of the UCCMS.

Pursuant to Section 7.4 of the UCCMS, factors relevant to determining appropriate sanctions include, without limitation:

- a. The nature and duration of the Respondent's relationship with the affected individuals, including whether there is a Power Imbalance or position of trust;
- b. The Respondent's prior history and any pattern of Prohibited Behaviour or other inappropriate conduct, to the extent known to an Independent Investigator or the DSO;
- c. Any previous disciplinary findings regarding, or sanctions against, the Respondent. This may involve if multiple Complaints were filed against a Respondent, or if there were multiple Impacted Parties to a Complaint concerning Prohibited Behaviour;

- d. Maltreatment of a Minor or of a vulnerable participant is to be considered an aggravating circumstance;
- e. The ages of the persons involved, including when the Respondent is a minor, whereby maltreatment by a Minor of a child under the age of 12 or of a vulnerable participant is to be considered an aggravating circumstance;
- f. Whether the Respondent poses an ongoing and/or potential threat to the safety of others;
- g. The Respondent's voluntary admission of the violation(s), acceptance of responsibility for the Prohibited Behaviour, and/or cooperation in the applicable UCCMS enforcement process. The Respondent's voluntary admission may be reported to the DSO at any time during the Complaint Management Process, and cooperation with an Investigation and the Respondent's credibility as noted by the Independent Investigator may be noted;
- h. Real or perceived impact of the incident on the affected individuals, sport organization or the sporting community;
- i. Deterrent effect on future such conduct;
- j. Potential impact on the public's confidence in the integrity of the Canadian sport system;
- k. Aggravating or mitigating circumstances specific to the Respondent being sanctioned (e.g., lack of appropriate knowledge or training regarding the requirements in the UCCMS; addiction; disability; illness; lack of remorse; intent to harm). Complaints that relate to historical instances of Prohibited Behaviours may particularly be considered in light of such contextual circumstances;
- l. Whether, given the facts and circumstances that have been established, the Respondent's continued participation in the sport community is appropriate;
- m. Whether the Respondent was found to have committed one or more previous UCCMS violation(s);
- n. The desired outcomes of the person(s) directly impacted by the Prohibited Behaviour. For example, while an apology may seem like an appropriate sanction in some cases, a Complainant may not be prepared to receive it or accept it. As such, consideration will be given to the most effective and appropriate sanction in the circumstances from a trauma-informed perspective; and/or
- o. Other mitigating and aggravating circumstances, as reported by the Independent Investigator and/or as noted by the DSO from the Investigation Report.

Any single factor, if severe enough, may be sufficient to justify the sanction(s) imposed. A combination of several factors may justify elevated or combined sanctions.

In considering the factors above, the DSO may ask clarifying questions of the Independent Investigator and communicate with the parties to a Complaint, if necessary.

(f) Communication of Outcome

Following completion of the sanctioning consideration process, as soon as reasonably practical, the DSO will inform the parties, in writing, of their final determination of any violation(s) of the UCCMS, and the sanctions imposed, if any, in a final Report on Violations and Sanctions, supported by detailed reasons.

The Report on Violations and Sanctions will also be provided to the OSIC for record keeping, conclusion of the Complaint Management Process, and any applicable update of the Registry, as detailed below. The Report on Violations and Sanctions will also be provided to the applicable Program Signatory.

If any Provisional Measures have previously been imposed the DSO, and to the extent not previously lifted in their entirety, the Report on Violations and Sanctions will address the lifting of Provisional Measures.

In rare and exceptional circumstances, the DSO may deem, based on relevant information received from the OSIC and in their sole discretion, that there are matters in which a final outcome, including a sanction, is warranted prior to the conclusion of an Investigation or the receipt of an Investigation Report. Such instances include, but are not limited to the frustration of the Investigation process, or a Respondent's full admission of guilt.

(g) Abuse-Free Sport Registry

Section 8.1 of the UCCMS anticipates the creation of a searchable database or registry of respondents whose eligibility to participate in sport has in some way been restricted.

If the DSO has imposed a sanction where the Respondent's eligibility to participate has in some way been restricted, that will be uploaded to the Registry. Accordingly, if there are no sanctions or Provisional Measures imposed on a Respondent, no information regarding that Respondent will be published to the Registry.

Separately, section 8.2 of the UCCMS addresses the possible publication of decisions regarding alleged violations of the UCCMS. The parameters regarding publication of decisions of the Safeguarding Tribunal are addressed at Section 8 of the Code.

5. RIGHT OF CHALLENGE

In accordance with Section 8 of the Code, the Respondent or Interested Party (as defined in the Code) have a right to challenge the findings of violation and corresponding decision on sanction to the Safeguarding Tribunal by filing a request within twenty-one (21) days of the day they receive the Report on Violations and Sanctions from the DSO.

6. COMPLIANCE WITH AND IMPLEMENTATION OF SANCTIONS

Without limiting any other remedies that may be available to a party, a breach of a sanction may be reported to the OSIC as a Complaint or Report, which would initiate the Complaint Management Process.

Pursuant to Section 7.3.2 of the UCCMS, failure by a sanctioned party to comply with a previously imposed sanction will result in automatic suspension of the sanctioned party until such time as compliance occurs.

Pursuant to their applicable Program Signatory Agreement, Program Signatories are broadly responsible for ensuring that any sanctions or other measures imposed by the DSO, the Safeguarding Tribunal or the Appeal Tribunal are implemented and respected within the limits of the Program Signatory's jurisdiction.

In no event shall any measures implemented, or actions taken by a Program Signatory be in conflict with, or frustrate the sanction(s) imposed by the DSO. Legal and regulatory considerations which co-exist should be considered by the relevant Program Signatory, where relevant.

7. CONFIDENTIALITY

This Policy, and the DSO's authority thereunder will be applied in a manner consistent with the Abuse-Free Sport Confidentiality Policy. At all times, the contents of any Investigation Report, discussions, and correspondence regarding the same shall be kept confidential by the DSO and all parties, unless otherwise agreed.

Records of all Investigations will be maintained by the OSIC in accordance with applicable Policies and Procedures. All records will be kept confidential to the extent possible, subject to the Policies and Procedures, and as required by law. The records will not be disclosed unless necessary to administer the Complaint, take other action in accordance with Policies and Procedures, or otherwise as required by law.

8. DOCUMENT REVIEW & DISCLAIMER

This Policy may be amended and updated from time to time in accordance with the applicable Policies and Procedures. This Policy shall be applied and interpreted by the DSO in its reasonable discretion.

Appendix I

Inventory of Abuse-Free Sport Definitions

Term	Definition
Abuse-Free Sport <i>Sport Sans Abus</i>	Means the program created by the Sport Dispute Resolution Centre of Canada ("SDRCC") according to the mandate it received from the Government of Canada, for preventing and addressing maltreatment in sport. SDRCC is a non-for-profit organization created under the Physical Activity and Sport Act (S.C. 2003, c.2). It comprises in particular but without limitations, the independent functions of the OSIC, DSO and Safeguarding Tribunal.
Abuse-Free Sport Participant <i>Participant de Sport Sans Abus</i>	Means a person who is under the jurisdiction of Abuse-Free Sport, pursuant to any applicable Abuse-Free Sport Participant Consent Form.
Abuse-Free Sport Participant Consent Form <i>Formulaire de consentement du Participant de Sport Sans Abus</i>	Means the consent terms and conditions regarding the administration and enforcement of the UCCMS for Abuse-Free Sport Participants as provided under Abuse-Free Sport, in force at any time.
Agent <i>Agent</i>	Means the relevant function, agents, designates, representatives and/or delegates of Abuse-Free Sport, pursuant to the applicable Policies and Procedures.
Applicable Information <i>Renseignements visés</i>	Means the type of information considered subject to the Policy regarding Confidentiality of the Complaint Management Process.
Code <i>Code</i>	Means the Canadian Sport Dispute Resolution Code, which is the set of procedural rules governing the resolution of sports-related disputes under the authority of the SDRCC, including the specific rules of the Safeguarding Tribunal.
Complainant <i>Plaignant</i>	Means the person who files a Complaint.
Complaint <i>Plainte</i>	Means a duly completed and submitted complaint intake form, the receipt by the OSIC of information expressly deemed by the OSIC to constitute a Complaint, or a Complaint initiated by the OSIC in accordance with the Policies and Procedures, in each case regarding an alleged violation of the UCCMS.
Complaint Management Process <i>Processus de traitement des plaintes</i>	Means the process administered under Abuse-Free Sport to address alleged Prohibited Behaviour under the UCCMS, in accordance with the applicable Policies and Procedures.

DSO DSR	<p>Means the office of the Director of Sanctions and Outcomes, an independent function of Abuse-Free Sport that is responsible for making decisions regarding Provisional Measures and violations of the UCCMS, imposing sanctions where relevant, appearing before the Safeguarding Tribunal or the Appeal Tribunal when decisions are challenged, and reviewing and approving mediated outcomes to ensure that they align with the objectives of the Abuse-Free Sport program. It reports to the Maltreatment in Sport Sanctions Council and includes the Deputy Director of Sanctions and Outcomes and their delegates.</p>
Identified Complaint <i>Plainte identifiée</i>	<p>Means a Complaint that is admissible pursuant to applicable Policies and Procedures, or which is inadmissible due to the Abuse-Free Sport Participant status of the Identified Respondent but would otherwise be admissible.</p>
Identified Respondent <i>Intimé identifié</i>	<p>Means an individual accused of alleged violation(s) of the UCCMS in a Complaint, which individual is either (i) not an Abuse-Free Sport Participant for purposes of administering the relevant Identified Complaint, or (ii) is an Abuse-Free Sport Participant, but is not currently involved in activities/programs of a Program Signatory and/or is not partaking in the Complaint Management Process for an Identified Complaint.</p>
Impacted Person <i>Personne affectée</i>	<p>Means a person having experienced the alleged Prohibited Behaviour.</p>
Interested Party <i>Partie intéressée</i>	<p>Means a person having acted as Complainant and/or having directly experienced the alleged Prohibited Behaviour under the UCCMS, and identified by the OSIC as an Interested Party in accordance with relevant Abuse-Free Sport Policies and Procedures. Pursuant to the UCCMS and relevant Policies and Procedures and for the purposes of the Code, the Agent shall take into consideration the following factors in identifying who may be an Interested Party:</p> <ul style="list-style-type: none"> • the person’s standing in the context of the Complaint Management Process (i.e., is the individual a party or Impacted Person in connection with a Complaint or the parent or guardian of a party or Impacted Person in connection with a Complaint); • the extent to which the person has engaged in the Complaint Management Process; • the person’s consent to the application of the Abuse-Free Sport Confidentiality Policy to the Complaint Management Process; • the facts and circumstances of the matter; and/or • the best interests of sport and those who participate in it, including the views of the Impacted Person(s), when feasible.
Independent Investigator <i>Enquêteur indépendant</i>	<p>Means the professional responsible for conducting the Investigation in respect of a Complaint in accordance with the terms of the Policies and Procedures and the professional obligations of the Independent Investigator.</p>
Investigation Report <i>Rapport d’enquête</i>	<p>Means the written report issued in accordance with the OSIC Guidelines Regarding Investigation of Complaints.</p>
Initial Review	<p>Means the initial review by the OSIC upon receipt of a Complaint or Report, in accordance with the applicable Policies and Procedures.</p>

Examen préliminaire	
Investigation <i>Enquête</i>	Means the independent investigation of a Complaint, initiated by the OSIC in accordance with the applicable Policies and Procedures.
Minor <i>Mineur</i>	For the purpose of the UCCMS, an individual who is under the age of 19 years old.
Mediator <i>Médiateur</i>	Means an independent mediator duly assigned by the Safeguarding Tribunal to a Complaint mediation process.
“On Hold” Participant Status <i>Statut de participant « en suspens »</i>	Means the “on hold” sport participation status of an Identified Respondent applied according to the process defined under the Policy Regarding “On Hold” Participant Status.
OSIC <i>BCIS</i>	Means the Office of the Sport Integrity Commissioner, an independent function under Abuse-Free Sport responsible for administering the UCCMS pursuant to the applicable Policies and Procedures.
Past Event <i>Événement passé</i>	Means an allegation of an event that occurred entirely prior to a Respondent becoming an Abuse-Free Sport Participant.
Policies and Procedures <i>Politiques et procédures</i>	Means the UCCMS, this Policy, applicable directives, policies and procedures of the OSIC and Abuse-Free Sport Program, applicable sections of the Code, and applicable law.
Preliminary Assessment <i>Évaluation préliminaire</i>	Means the assessment by the OSIC of admissibility, jurisdiction and other related considerations in relation to a Complaint or a Report, in accordance with the applicable Policies and Procedures.
Program Signatory(ies) <i>Signataire(s) du programme</i>	Means the applicable Abuse-Free Sport Program Signatory organization(s) that have entered into an agreement with the SDRCC for purposes of the Abuse-Free Sport program.
Prohibited Behaviour <i>Comportement prohibé</i>	Means conduct defined as Prohibited Behaviour in the UCCMS, as amended from time to time.
Provisional Measures <i>Mesures provisoires</i>	Means any provisional and/or temporary measures that may be imposed by the DSO in accordance with the UCCMS, and according to the process defined in the Abuse-Free Sport Policy Regarding Provisional Measures. Provisional measures are not Sanctions (as defined in the UCCMS). Provisional Measures seek to preserve parties’ rights, both substantive and procedural, pending the final resolution of the Complaint process.
Registry <i>Registre</i>	Means the registry of individuals whose eligibility to participate in sport has in

	some way been restricted, that is maintained by the OSIC for purposes of carrying out the objectives of the UCCMS and the Abuse-Free Sport program, in accordance with applicable law.
Report <i>Signalement</i>	Means a duly completed and submitted report intake form, the receipt by the OSIC of information expressly deemed by the OSIC to constitute a Report, or a Report initiated by the OSIC in accordance with the Policies and Procedures, in each case regarding an alleged violation of the UCCMS.
Reporter <i>Auteur(e) d'un Signalement</i>	Means the person who files a Report.
Respondent <i>Intimé</i>	Means the individual(s) accused of alleged violation(s) of the UCCMS in a Complaint/Report.
Safeguarding Tribunal <i>Tribunal de protection</i>	Means the specialized division of the Dispute Resolution Secretariat of the SDRCC that provides dispute resolution services by independent professionals qualified as mediators and/or arbitrators for matters related to the Abuse-Free Sport program and/or other matters related to the UCCMS.
SDRCC <i>CRDSC</i>	Means the Sport Dispute Resolution Centre of Canada
Sport Environment Assessment (SEA) <i>Évaluation du milieu sportif (EMS)</i>	Means an independent assessment of a sport environment initiated and/or commissioned by the OSIC in accordance with the applicable Policies and Procedures.
UCCMS <i>CCUMS</i>	Means the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as updated from time to time.