



## OSIC SPORT ENVIRONMENT ASSESMENT: CYCLING CANADA COMMITMENT STATEMENT

**Ottawa, ON (July 10, 2024)** – At the request of the Office of the Sport Integrity Commissioner (OSIC), Cycling Canada was recently the subject of a Sport Environment Assessment (SEA). Given this was an assessment rather than an investigation there is no complainant or respondent. The purpose of the SEA is to clarify how the assessment participants perceived issues, systems or dynamics within the sport environment.

Cycling Canada would like to thank the Office of the Sport Integrity Commissioner and all Sport Environment Assessment participants for the insights shared in the Sport Environment Assessment Report, which will help us on our ongoing journey to be leaders in diversity, equity and inclusion, and safe sport. We have made strides in recent years to improve governance at all levels and appreciate that there is still work to be done.

Cycling Canada is committed to the implementation of measures, policies and practices strongly focused on culture, inclusion, and performance that will enable us to deliver on our purpose: to inspire Canadians from all walks of life to ride with us.

Ensuring a safe, welcoming and discrimination-free workplace is a top priority, and the feedback reflected in the Sport Environment Assessment Report will serve as a guiding light as we continue our work in this important area. Cycling Canada's Action Plan can be found [here](#), and is grounded in several key areas of focus:

- Increased capacity in Human Resources. This will include the contracting of third-party HR support to review all relevant policies as well as providing additional support for staff inquiries, concerns, and complaints and analysis of staff exit interviews
- Continued work on improving overall organizational culture, including a full assessment of existing culture surveying metrics, and relevant action plans to address outstanding concerns amongst staff, contractors, and other relevant internal stakeholders



- Enhanced internal communication channels to support a culture of openness and transparency
- Continued commitment to and development of existing female staff mentorship programs including proactive identification of professional development, outside mentorship, and networking opportunities
- Increased education and training programs to ensure staff have the necessary skills and knowledge to do their job effectively

As one of the earliest program signatories, Cycling Canada shares OSIC's commitment to the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and will continue our work in upholding the principles that serve as its foundation.

More information on the Office of the Sport Integrity Commissioner can be found at [www.sportintegritycommissioner.ca](http://www.sportintegritycommissioner.ca).

**Source:** Cycling Canada

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