

COC POLICY ON THE MANAGEMENT OF SAFE SPORT COMPLAINTS

April 1, 2025



Comes into effect	Replaces	Location
April 1, 2025	COC Policy on the Management of Safe Sport Complaints (December 1, 2022)	COC WEBSITE https://olympic.ca/canadian-olympic-committee/governance/policies/



HISTORY AND BACKGROUND

The Canadian Olympic Committee and the Canadian Olympic Foundation (collectively hereinafter referred to as the “COC”) are dedicated to creating a safe, inclusive and barrier-free sport environment that is free from maltreatment and treats every individual with dignity and respect.

As a key stakeholder in the Canadian sport system, the COC recognizes that addressing the root causes and consequences of maltreatment is a collective responsibility and requires the deliberate effort of all stakeholders in sport. The *Universal Code of Conduct to Prevent and Address Maltreatment in Sport* (the “UCCMS”) sets harmonized rules to advance a respectful sport culture that delivers quality, inclusive, accessible, welcoming, and safe sport experiences. The latest version of the UCCMS can be found here: <https://cces.ca/safe-sport-program>.

As of April 1, 2025, the Canadian Centre for Ethics in Sport (“CCES”) will independently administer the UCCMS through the application of the Canadian Safe Sport Program (“CSSP”) Rules for federally funded, national-level sport organizations such as the COC. The latest version of the CSSP rules can be found here: <https://cces.ca/safe-sport-program>

INTEGRATION OF THE UCCMS AND CSSP INTO COC POLICIES

Effective April 1, 2025 (the “Effective Date”), the COC will become an adopting sport organization of the CSSP and the responsibility for the implementation, administration and enforcement of the UCCMS will fall to the CCES. Subject to this Policy, all complaints or reports of incidents of Maltreatment (as defined under the UCCMS) occurring after the Effective Date and falling within the jurisdiction of the UCCMS shall be governed by the CSSP Rules.

All participants involved in COC activities, including but not limited to COC employees & independent contractors, volunteers, board & committee members and members of the Canadian delegation for multisport Games under the jurisdiction of the COC (hereafter the “Participants”) are required to comply with the UCCMS and the CSSP Rules. Participants must sign the *CSSP Participant Informed Consent Form* (“Consent Form”). In doing so, Participants are subject to the process implemented by the CCES for investigating complaints.

As part of the COC’s integration of the UCCMS and the CSSP, the COC has amended this *COC Policy on the Management of Safe Sport Complaints* (the “Policy”) which shall replace and supersede all previous COC policies that governed conduct considered as Maltreatment (as defined under the UCCMS), including but not limited to the previous version of the Policy (effective December 2022), the COC Code to Address Maltreatment in Sport, the COC Policy Statement on Conduct, the COC Policy Statement and Guidelines on Discrimination and Harassment, etc. (hereafter a “Historical Policy”).

The UCCMS and the CSSP may be amended from time to time by CCES.



INVESTIGATION PROCESS

Participants associated with a complaint, including, without limitation, any, respondent, witness, sport organization participants and/or other third party affected by an Investigation, are responsible to cooperate in good faith with the COC's and the CCES's respective agents in relation with such complaint.

In exercising their duties under the CSSP, the CCES's respective agents may request documents, materials, or other information. Any Participant is expected to cooperate in good faith, including, without limitation, by providing to the CCES's respective agents, in a timely manner, all requested and/or relevant documents, materials or other information, as well as facilitating access to applicable venues or persons to conduct interviews or gather evidence for purposes of an Investigation.

MANAGEMENT OF COMPLAINTS FOR INCIDENTS OF MALTREATMENT THAT OCCURED PRIOR TO THE EFFECTIVE DATE

If an individual makes a complaint or report concerning an incident of maltreatment that is substantially the same or similar to conduct that is considered Maltreatment under the UCCMS, that occurred at a time during which a Historical Policy was in force and that was not resolved in accordance with the applicable Historical Policy, then the matter will be governed by the substantive rules of the Historical Policy in force at the time of the incident in order to determine whether a violation of the applicable Historical Policy has occurred. Notwithstanding anything to the contrary, the CSSP Rules that relate to any and all procedural matters will apply retroactively and will replace any procedural aspects of the applicable Historical Policy, including but not limited to the complaint management process, investigation process, appeal process, etc.

MANAGEMENT OF COMPLAINTS FOR INCIDENTS OF MALTREATMENT OCCURING IN THE WORKPLACE

Notwithstanding anything to the contrary contained herein or in the CSSP, all incidents of Maltreatment involving COC Workers, as defined in the *COC Workplace Conduct Policy* (the "**Workplace Policy**") will also be addressed pursuant to the processes set out in the Workplace Policy. For greater certainty, where an allegation of misconduct is alleged to be a breach of the Workplace Policy and of the UCCMS, the matter may be referred for handling under the CSSP in addition to the Workplace Policy.