



# COMPLAINTS & DISCIPLINE POLICY

**Updated**

August, 2023

# TABLE OF CONTENTS

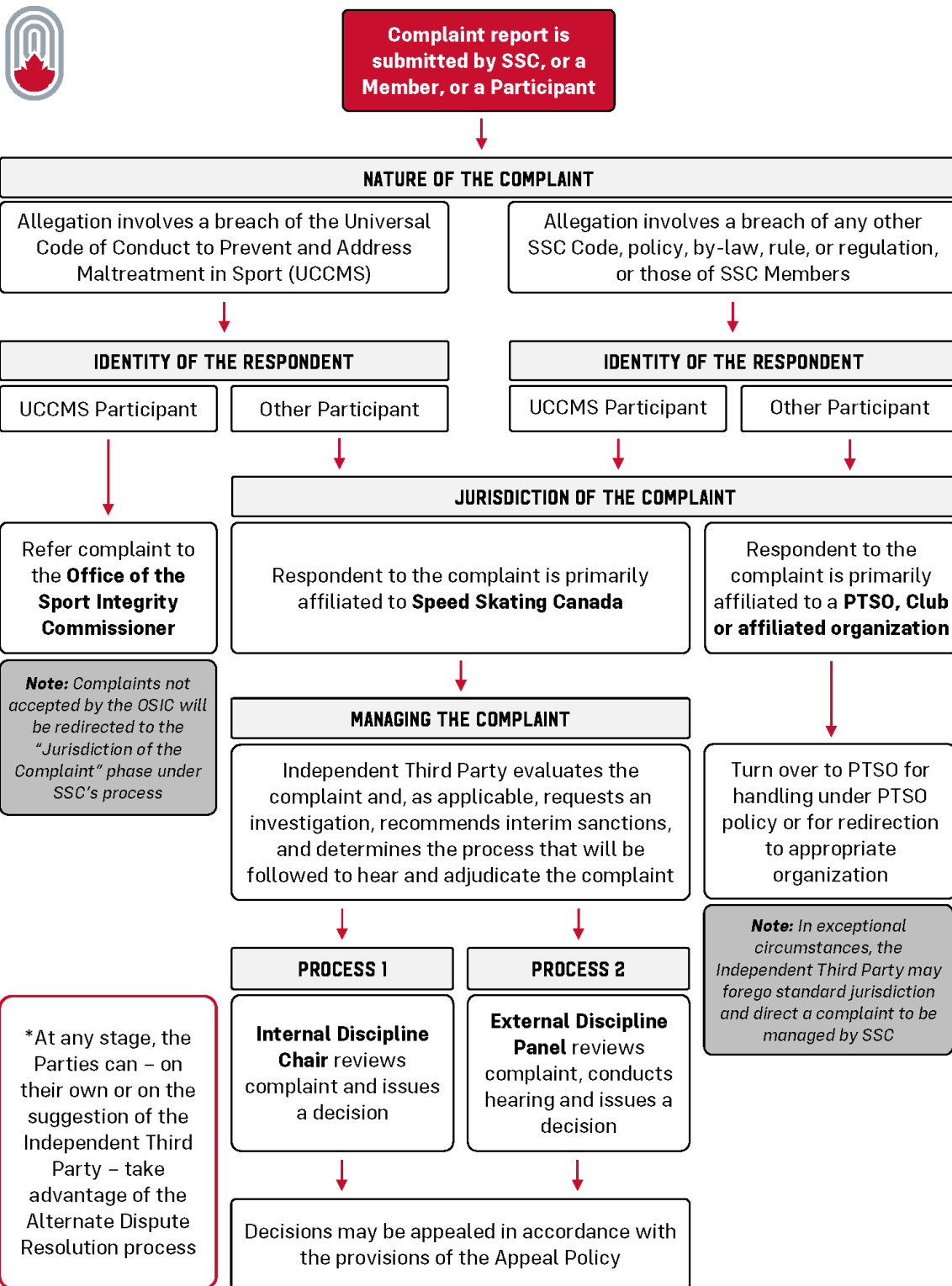
<b>1. Overview</b>	<b>4</b>
<b>2. Principles and Application</b>	<b>5</b>
Purpose	5
Application of this Policy	5
Alignment	6
<b>3. Definitions</b>	<b>7</b>
<b>4. Filing a Complaint</b>	<b>7</b>
UCCMS Participants	7
All Other Complaints	8
Adult Representative	8
Reprisal and Retaliation	9
<b>5. Evaluating the Complaint</b>	<b>9</b>
Process	10
Confidentiality of the Complaint	11
Provisional Suspension	11
<b>6. Managing the Complaint</b>	<b>12</b>
Process 1: Internal Discipline Chair	12
Process 2: External Discipline Panel	14
Appeals	17
Timelines	17
Records and Distribution of Decisions	17
Statistical Reporting	17
<b>7. Sanctioning</b>	<b>18</b>
OSIC Sanctions	20
<b>8. Dispute Resolution Procedure</b>	<b>20</b>
Purpose	20
Application of this Procedure	20
Facilitation and Mediation	20
<b>9. Event Discipline Procedure</b>	<b>21</b>
Purpose	21
Application of this Procedure	21



Misconduct During Events	22
<b>10. Privacy</b>	<b>23</b>
<b>11. Governance</b>	<b>23</b>
Approval & Review	23
Language	23
Related Policies	23
<b>Appendix A: Definitions</b>	<b>25</b>
<b>Appendix B: Reciprocity Policy</b>	<b>27</b>
<b>Appendix C: Investigation Procedure</b>	<b>29</b>

# 1. Overview

1.1. In general terms, complaints involving Participants of speed skating in Canada shall proceed on the following basis.




## 2. Principles and Application

### Purpose

- 2.1. Participants of speed skating in Canada are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with all codes, policies, by-laws, rules and regulations of Speed Skating Canada (SSC), as updated and amended from time to time.
- 2.2. Non-compliance with any of SSC's codes, policies, by-laws, rules, or regulations, or those of its Members, as applicable, may result in the imposition of sanctions pursuant to this Policy or the by-laws of SSC or, as applicable, those of its Members.
- 2.3. This Policy describes how Participants can report instances of inappropriate conduct and how such complaints will be investigated and acted upon.


### Application of this Policy

- 2.4. This Policy applies to all Participants and to any alleged breaches of SSC's codes, policies, by-laws, rules or regulations. The provisions of this Policy are also automatically in effect for any Members or clubs under a Member's jurisdiction who have not formally approved an alternative documented procedure to address Participant conduct that meets, at a minimum, the standards of this Policy as determined by SSC. In such instance, the Member or club (as applicable) retains jurisdiction over the complaint and will handle it in accordance with this Policy.
- 2.5. Unless otherwise excluded pursuant to the terms hereof, this Policy applies to Participants' conduct during the business, activities, and Events of SSC, its Members and any clubs under a Member's jurisdiction, including, but not limited to, competitions, practices, tryouts, training camps, travel associated with organizational business, activities, and Events, including any meetings, social Events and communications.
- 2.6. This Policy also applies to Participants' conduct outside of the business, activities, and events of SSC, its Members and any clubs under a Member's jurisdiction when such conduct adversely affects the organization's relationships (and the work and sport environment) or is detrimental to the image and reputation of SSC or a Member. Applicability will be determined by SSC in its sole discretion, pursuant to the terms of this Policy and other applicable policies of SSC.
- 2.7. This Policy does not prevent immediate discipline from being applied during the course of an Event, as reasonably required, pursuant to Section 9 of this Policy. In such situations, disciplinary action will be for the duration of the Event only. Further sanctions may be applied according to other provisions of this Policy.

- 
- 2.8. In addition to being subject to disciplinary action pursuant to this Policy, an employee of SSC or a Member who is a Respondent to a complaint may also be subject to consequences in accordance with the applicable Human Resources Policy as well as the employee's employment agreement and any applicable legislation.
- 2.9. This Policy does not apply to objections or other allegations relating to or arising out of:
- a) SSC carding, team selection, training group or coaching assignment decisions
  - b) The adoption or application of high performance bulletins and like documents

## Alignment

- 2.10. SSC recognizes that Participants are also registered with Provincial/Territorial Organizations (which are Members under SSC's by-laws) and/or clubs or affiliated organizations associated with those Members.
- 2.11. Given the above, the jurisdiction of a complaint handled under this Policy or a similar policy of a Member (or a club or affiliated organization) will be assigned to the appropriate organization based on the affiliation or identity of the Respondent and the Respondent's role at the time of the conduct. Other factors (e.g., location of an incident, identity of Complainant, involvement of other Parties or complaint processes) may be taken into consideration as necessary by the Independent Third Party in deciding jurisdiction.
- 2.12. In exceptional circumstances, such as where a conflict of interest exists with a Member (or a club or affiliated organization) or where the complaint involves allegations of complex jurisdiction, the Independent Third Party may forego the standard application of jurisdiction and direct a complaint to be managed by SSC. SSC, with written notice or by agreement with the Member (or the club or affiliated organization), may also take over jurisdiction where a Member (or a club or affiliated organization) is unable to or fails to conduct the appropriate processes in a reasonable time frame, as determined by the Independent Third Party. In all such circumstances, SSC shall have the right to collect reimbursement for costs to conduct the proceedings from the Member (or the club or affiliated organization).
- 2.13. Pursuant to its Reciprocation Policy in Appendix B, SSC requires that Members, clubs and affiliated organizations submit disciplinary decisions to SSC when any of the following sanctions are imposed against any Participant:
- a) Temporary or permanent removal of certain privileges
  - b) Suspension
  - c) Eligibility restrictions
  - d) Permanent ineligibility or expulsion from the organization
  - e) Any other sanction impacting the Respondent's ability to be an active Participant in the speed skating community

- 
- 2.14. SSC will maintain records of all disciplinary decisions provided to it and may communicate any imposed sanction(s) in accordance with provisions outlined in Sections 6.23, 6.24 and 6.31 of this Policy.
  - 2.15. Any findings or evidence shared with SSC by the OSIC, a Member, club, affiliated organization or other individual or organization may be used as information taken into consideration to support SSC decisions in the application of discipline.
  - 2.16. All decisions imposed by a Member, club or affiliated organization will be reviewed by SSC's Internal Discipline Chair to ensure the necessary steps are taken to respect the sanction at the national level.

### 3. Definitions

- 3.1. Capitalized terms used in this Policy are defined in Appendix A.

### 4. Filing a Complaint

- 4.1. Participants and SSC may file complaints using one of two mechanisms, as defined below.

#### UCCMS Participants

- 4.2. SSC has designated specific Participants as UCCMS Participants. This includes National and NextGen team athletes and training partners; National Program coaches; and Speed Skating Canada staff and board members.
- 4.3. Incidents involving alleged Maltreatment or Prohibited Behaviour (as defined in the UCCMS) by a UCCMS Participant that occurred after or were continuing when the UCCMS Participant signed a UCCMS Participant consent form must be reported to [Abuse-Free Sport](#) and will be addressed pursuant to the OSIC's policies and procedures. The OSIC shall determine the admissibility of all such complaints.
- 4.4. Where the Respondent has not been designated by SSC as a UCCMS Participant, or if the incident occurred prior to a UCCMS Participant signing a UCCMS Participant consent form (or was not continuing as of the date that the UCCMS Participant signed a UCCMS Participant consent form), the matter may only proceed before the OSIC with the express consent of the Parties involved and if OSIC determines the complaint as admissible pursuant to the relevant and applicable OSIC Guidelines regarding the initial review and preliminary assessment. Otherwise, the complaint will be redirected to SSC's Independent Third Party.
- 4.5. If the Independent Third Party receives a complaint that they consider falls within the jurisdiction of the OSIC, the Independent Third Party shall refer the matter to the OSIC and notify the Complainant(s) of such action.



## All Other Complaints

- 4.6. Any complaints involving alleged breaches of SCC policies where the Respondent is not an identified UCCMS Participant must be reported by a Participant to the Canadian speed skating community's [Safe Sport Speak Up Line](#).
- 4.7. SSC shall engage an Independent Third Party to review and triage all complaints submitted via the [Safe Sport Speak Up Line](#).
- 4.8. Complaints submitted via this mechanism must be reported within one year of the occurrence of the incident.
  - a) For the avoidance of doubt, this includes complaints referred back to the Independent Third Party by the OSIC following a determination made by the OSIC that a complaint initially reported to it does not fall within its jurisdiction.
  - b) Matters involving complaints related to the UCCMS may be accepted beyond this time frame as evaluated and decided upon by the Independent Third Party.
- 4.9. Notwithstanding any provision in this Policy, SSC may, at its discretion or upon request of the Independent Third Party, act as the Complainant and initiate the complaint process under the terms of this Policy. In such cases, SSC will identify an individual to represent the organization.
- 4.10. A Complainant who fears retribution or reprisal, or who otherwise considers that their identity must remain confidential, may file a complaint with the Independent Third Party and request that their identity be kept confidential. In such instances, the Independent Third Party may ask that SSC take carriage of the complaint and act as the Complainant<sup>1</sup>.

## Adult Representative

- 4.11. Complaints may be brought by, for or against a Participant who is a Minor. Minors must have a parent/guardian or other adult serve as their representative during this process, until such time as they reach the relevant age of majority.
- 4.12. Communication from the Independent Third Party, Internal Discipline Chair and/or External Discipline Panel, as applicable, must be directed to the Minor's representative. If the Minor's representative is not their parent/guardian, the representative must have written permission to act in such capacity from the Minor's parent/guardian.
- 4.13. At any interview of a Minor during an investigation, the minor is entitled to have an adult representative present.



## Reprisal and Retaliation

- 4.14. A Participant who submits a Complaint or who gives evidence in an investigation may not be subject to reprisal or retaliation from any individual or group. Any such conduct may constitute Prohibited Behaviour and be subject to disciplinary proceedings pursuant to this Policy or, as applicable, the policies and procedures of the OSIC.

---

<sup>1</sup> In such circumstances, the Complainant(s) may be required to provide evidence during the disciplinary process, as determined by the Internal Discipline Chair or External Discipline Panel (as applicable) in their sole discretion.

## 5. Evaluating the Complaint

- 5.1. The Independent Third Party shall consider the complaint and, at their discretion and to the extent they believe is necessary, may obtain further information from the Complainant or any other person, including the Respondent.
- 5.2. Upon considering the complaint, the Independent Third Party has a responsibility to:
- a) Determine whether the complaint falls within the jurisdiction of this Policy and whether it has been submitted in accordance with the timelines indicated herein.
  - b) Determine whether the complaint falls within the jurisdiction of OSIC and, if so, redirect the complaint accordingly.
  - c) Determine the appropriate jurisdiction to manage the complaint by considering the following:
    - i. Whether the incident occurred within the business, activities, or Events of SSC or one of its Members (or a club or affiliated organization), or involves outside conduct adversely affecting the organization's relationships, image and/or reputation
    - ii. The primary affiliation or identity of the Respondent and their role at the time of the conduct
    - iii. If the Member (or the club affiliated organization) is able to manage the complaint process<sup>2</sup>
    - iv. Determine whether the complaint is frivolous vexatious or It has been made In bad faith,
  - d) Identify the complaint as one primarily dealing with matters of a Respondent's employment with SSC or a Member (or a club or affiliated organization) and conduct as an employee and refer the complaint to SSC or the appropriate Member (or club or affiliated organization) for handling as a matter of its human resource functions and policies.
  - e) Determine if the alleged incident should be investigated pursuant to Appendix C – Investigation Procedure.
  - f) Identify which process (Process 1 or Process 2, as outlined below) should be followed to hear and adjudicate the matter.
  - g) Determine whether the complaint is connected to or associated with any other complaint and whether two or more complaints ought to be addressed together, with or without the consent of the Parties.
  - h) Assess whether the submitted complaint represents a distinct and independent matter or if it primarily revisits concerns that have been previously addressed within an ongoing complaint

or prior complaints and make a determination as to whether the complaint should be redirected towards the existing ongoing matter or if it warrants dismissal.

- i) Notify the Respondent of the complaint with a summary of the substance of the complaint.

5.3. All such decisions and determinations made by the Independent Third Party may not be appealed.

---

<sup>2</sup> In making this assessment, the Independent Third Party may determine that the Member lacks the capacity to manage the complaint (which may include financial and human resource capacity), that the Member (or club or affiliated organization) is not the appropriate organization to manage the complaint due to its complex jurisdiction, or that a real or perceived conflict of interest exists within the Member (or club or affiliated organization).

If the Independent Third Party determines that the complaint should be handled by a Member (or club or affiliated organization), that organization may use its own policies to address the complaint or may adopt this Policy and appoint its own Independent Third Party to fulfil the responsibilities listed herein. Where this Policy is adopted by a Member (or club or affiliated organization), any reference to the Independent Third Party shall be understood as a reference to the Independent Third Party of the Member (or club or affiliated organization).

## Process

5.4. There are two different processes that may be used to hear and adjudicate complaints. For any complaint not within the jurisdiction of the OSIC, the Independent Third Party decides which process will be followed at their discretion.

### Process 1


5.5. Process 1 will be used in instances where the complaint contains allegations involving the following behaviours, which serve as examples only and are not a definitive list of behaviours that may be addressed through Process 1:

- a) Disrespectful conduct or comments;
- b) Minor acts of physical violence (e.g., tripping, pushing, elbowing), unless the physical violence is between a Person in Authority and a Vulnerable Participant, in which case the matter will be addressed under Process 2;
- c) An isolated instance of conduct contrary to the values of SSC or those of one of its Members (or a club or affiliated organization); or
- d) Noncompliance with the policies or bylaws of SSC or those of its Members (or those of a club or affiliated organization).

### Process 2

5.6. Process 2 will be used in instances where the complaint contains allegations involving the following behaviours, which serve as examples only and are not a definitive list of behaviours that may be addressed through Process 2:

- a) Repeated incidents described in Process 1;
- b) Hazing;

- 
- c) Abusive, racist or sexist comments, conduct or behaviour;
  - d) Incidents that constitute Prohibited Behaviour under SSC's Code of Conduct or the UCCMS (in the case of the latter for non UCCMS Participants);
  - e) Major incidents of violence (e.g., fighting, attacking);
  - f) Pranks, jokes, or other activities that endanger the safety of others;
  - g) Conduct that intentionally interferes with a competition or with any athlete's preparation for a competition;
  - h) Conduct that intentionally damages the image, credibility or reputation of SSC or one of its Members (or that of a club or affiliated organization);
  - i) Consistent disregard for the bylaws, policies, rules, or regulations of SSC or one of its Members (or those of a club or affiliated organization);
  - j) Major or repeated violations of SSC's Code of Conduct or any other policies, bylaws, rules or regulations that designate this Policy as applicable to address such breaches;
  - k) Intentionally damaging the property of SSC or one of its Members (or that of a club or affiliated organization), or improperly handling any of the aforementioned organizations' monies;
  - l) Abusive use of alcohol, any use or possession of alcohol by Minors, or use or possession of illicit drugs and narcotics;
  - m) A conviction for any *Criminal Code* offense; or
  - n) Any possession or use of prohibited substances or methods

## Confidentiality of the Complaint

- 5.7. The complaint management process is confidential and involves only SSC, the applicable Member(s) (or the club or affiliated organization), the Parties, the Independent Third Party, the Internal Discipline Chair or the External Discipline Panel (as appropriate), and any independent advisors to the External Discipline Panel.
- 5.8. Any information obtained through participation in this process about an incident or complaint (including identifying information about any individuals involved) will remain confidential, unless and only to the extent disclosure is necessary for the purpose of investigation, complaint management, taking corrective action, monitoring of a sanction, or is otherwise required by law or by this Policy.
- 5.9. Any failure to respect the confidentiality requirement may be considered in decisions regarding sanctions or discipline by the Internal Discipline Chair or External Discipline Panel (as applicable).

## Provisional Suspension

- 5.10. SSC, its Members, clubs and affiliated organization will adhere to all disclosure and reporting responsibilities required by any government entity, local police force, or child protection agency.
- 5.11. If it is considered appropriate or necessary on the basis of the alleged behaviour and other relevant circumstances, immediate discipline, a Provisional Suspension or other interim measures may be imposed against the Respondent by the Independent Third Party for the duration of the complaint management process, after which further discipline or sanctions may be applied according to this Policy.

- 5.12. If an infraction occurs at an Event, it will be dealt with by the Event Discipline Procedure as outlined in Section 9. Provisional Suspensions or interim measures may be imposed for the duration of the Event only<sup>3</sup>.

---

<sup>3</sup> Event-related discipline or penalties imposed as per the Event Discipline Procedure does not prevent a Participant from facing additional disciplinary proceedings under this Policy.

- 5.13. Any Respondent against whom a Provisional Suspension or interim measure is imposed may make a request to the Internal Discipline Chair or External Discipline Panel (if appointed) to have the Provisional Suspension or interim measure lifted or varied. In such circumstances, the Independent Third Party or External Discipline Panel (if appointed) shall be provided with an opportunity to make submissions, orally or in writing, regarding the Respondent's request. Both the Complainant as well as SSC will be provided with the opportunity to make a submission regarding any request made by the Respondent regarding modifications to Provisional Suspension or interim measure. Provisional Suspensions or interim measures shall only be lifted in circumstances where the Respondent establishes that it would be manifestly unfair to maintain the Provisional Suspension or interim measures against them.
- 5.14. Any decision by the Internal Discipline Chair or External Discipline Panel (as applicable) not to lift a Provisional Suspension or interim measure shall not be subject to appeal.
- 5.15. Except in cases where a sanction is levied against a Vulnerable Participant, SSC and/or the Member (as applicable) shall publish on its website the name of the Respondent involved and the sanction(s) imposed.

## 6. Managing the Complaint

### Process 1: Internal Discipline Chair

- 6.1. Following the determination that the complaint should be handled under Process 1, the Independent Third Party will refer the matter to the Internal Discipline Chair.
- 6.2. Where the Independent Third Party has deemed the alleged incident should be investigated, the Internal Discipline Chair will review the investigation report and provide the Respondent with the investigation report, in whole or in part, including necessary redactions made at the sole discretion of the Independent Third Party, and a reasonable opportunity to make a brief written submission on whether an incident occurred and, if so, what sanctions, penalties, or reprimand ought to be levied.

6.3. The Internal Discipline Chair may:


- a) At the recommendation of the Independent Third Party, consider alternate dispute resolution techniques, if appropriate, and ask for the permission of the Complainant to invite the Respondent to participate in alternate dispute resolution; and/or
- b) Ask the Complainant and the Respondent for either written or oral submissions regarding the complaint. Both Parties shall also have the right to submit to the Internal Discipline Chair any relevant evidence, including but not limited to, witness statements, documentary evidence or evidence from other media (i.e., photos, screenshots, videos or other recordings). Each Party shall have the right to receive the other Party's submissions and evidence, including the complaint; and/or
- c) If appropriate, convene the Parties to a meeting, either in person or by way of video or teleconference, to ask the Parties questions and to allow the Parties to ask questions of one another.

6.4. Following their review of the submissions and evidence related to the complaint, the Internal Discipline Chair shall determine whether the evidence supports a finding that an infraction has occurred and, if so, the sanctions to be imposed, if any. If the Internal Discipline Chair considers that no infraction has occurred, they shall dismiss the complaint.

6.5. When the Internal Discipline Chair imposes a sanction, their written decision shall include, at a minimum, the following details:

- a) Jurisdiction
- b) Summary of the Parties' submissions and of other facts and relevant evidence
- c) Where applicable, the specific provision(s) of SSC's or a Member (or club or affiliated organization)'s codes, policies, bylaws, rules or regulations that have been breached
- d) What sanction(s), if any, will be imposed
- e) Which Party or organization is responsible for the costs of implementing any sanction
- f) Which organization is responsible for monitoring that the Respondent respects the terms of the sanction
- g) Any reinstatement conditions that the Respondent must satisfy (if any), and which organization is responsible for ensuring that the conditions have been satisfied
- h) Any other guidance that will assist the Parties to implement the Internal Discipline Chair's decision

6.6. The Internal Discipline Chair will inform the Parties of their decision, which shall take effect immediately, unless specified otherwise. Should the circumstances require a decision to be rendered immediately or within a short timeline, the Internal Discipline Chair may issue a short decision, either orally or in writing, followed by a written decision including all of the elements as outlined in Section 6.5.

- 
- 6.7. Any decision rendered by the Internal Discipline Chair shall be provided to and maintained in the records of SSC and the relevant Member (as applicable). Decisions will be kept confidential by the Parties and the aforementioned organizations and shall be retained and discarded in accordance with the relevant policy and applicable privacy legislation.

## Process 2: External Discipline Panel

- 6.8. Following the determination that the complaint should be handled under Process 2, the Independent Third Party may propose the use of alternate dispute resolution methods, if appropriate. If the dispute is not resolved in this manner, the Independent Third Party will appoint an External Discipline Panel of one (1) arbitrator to hear the complaint.
- 6.9. If warranted based on the nature of the complaint, the Independent Third Party may, at their sole discretion, appoint an External Discipline Panel of three (3) people. When a three-person External Discipline Panel is appointed, the Independent Third Party will appoint one of the members to serve as the Chair.
- 6.10. All members of the External Discipline Panel shall be free of any conflict of interest and shall not have any direct relationship with any of the Parties .
- 6.11. Following the appointment of the External Discipline Panel, the Independent Third Party shall have the following responsibilities:
- a) Ensure that the External Discipline Panel establishes and adheres to timelines that ensure procedural fairness and that the matter is heard in a timely manner
  - b) Provide administrative assistance and logistical support to the External Discipline Panel as required, including providing any information related to previously imposed and/or existing disciplinary sanctions against the Respondent(s)
  - c) Provide any other support that may be necessary to ensure a fair and timely proceeding
  - d) Remove or replace members of the External Discipline Panel who fail to adhere to the procedures outlined in this Policy or who no longer satisfy the conditions for appointment as indicated herein
- 6.12. Where the Independent Third Party has deemed the alleged incident should be investigated, the External Discipline Panel will review the investigation report and provide the Respondent with the investigation report, in whole or in part, including necessary redactions made at the sole discretion of the Independent Third Party. All parties, including SSC will be provided a reasonable opportunity to make a brief written submission on whether an incident occurred and, if so, what sanctions, penalties, or reprimand ought to be levied.

## Hearing

- 6.13. The External Discipline Panel, in consultation with the Independent Third Party, will then decide the format under which the complaint will be heard. The format of the hearing may be an oral in-person hearing, an oral hearing by telephone or video conference, a hearing based on a review of

documentary evidence, or a combination of these methods. This decision may not be appealed.

- 6.14. The hearing will be governed by the procedures that the External Discipline Panel, in consultation with the Independent Third Party, deems appropriate for the circumstances. The following procedural directions will apply:
- a) The determination of procedures and timelines, as well as the hearing duration, shall be as expedient and cost-efficient as possible in order to ensure that costs to the Parties, SSC and/or the Member are reasonable.
  - b) The Parties will be given appropriate notice of the day, time, and place of the hearing.
  - c) Copies of any written documents which any of the Parties wish to have the External Discipline Panel consider will be provided to all Parties, through the Independent Third Party, in advance of the hearing.
  - d) The Parties may engage a representative, advisor, translator, transcription services or legal counsel at their own expense.
  - e) The External Discipline Panel may request that any other individual or organization representative participate and give evidence at the hearing.
  - f) If not a Party, SSC and/or the relevant Member shall be allowed to attend the hearing as an observer and will be provided with access to any documents submitted. With the permission of the External Discipline Panel, SSC and/or the relevant Member may make submissions at the hearing or may provide the External Discipline Panel with clarifying information that may be required for the External Discipline Panel to render its decision
  - g) The External Discipline Panel shall allow any evidence at the hearing filed by the Parties and may exclude any evidence is unduly repetitious or otherwise an abuse of process.
  - h) The External Discipline Panel shall apply its discretion in relation to the admissibility and weight given to evidence filed by the Parties.
  - i) Nothing is admissible in evidence at a hearing that:
    - i. Would be inadmissible in a court by reason of any privilege under the law of evidence; or
    - ii. Is inadmissible by any statute.
  - j) If the External Discipline Panel is made up of more than one individual, the decision will be by a majority vote.
- 6.15. If the Respondent acknowledges the facts of the complaint and that the conduct is deserving of sanction, the Respondent may waive the hearing, in which case the External Discipline Panel will determine the appropriate sanction. The External Discipline Panel may still hold a hearing for the purpose of determining an appropriate sanction if the Respondent only acknowledges the facts of the complaint.
- 6.16. The hearing will proceed even if a Party chooses not to participate in the hearing.
- 6.17. If a decision may involve another Participant to the extent that the other Participant would have recourse to a complaint or an appeal in their own right, that Participant will become a Party to the complaint, shall be permitted to participate in the proceedings as determined by the External Discipline Panel, and will be bound by the decision.

6.18. In fulfilling its duties, the External Discipline Panel may obtain independent advice.

## Decision

6.19. After hearing the matter, the External Discipline Panel will determine whether an infraction has occurred and, if so, the sanctions to be imposed. If the External Discipline Panel considers that an infraction has not occurred, the complaint will be dismissed.

6.20. Within fourteen (14) clear calendar days of the hearing's conclusion, the External Discipline Panel's written decision, with reasons, will be distributed to all Parties, including to the Independent Third Party, SSC and the relevant Member(s), as applicable. If necessary, the External Discipline Panel may first issue a verbal or summary decision soon after the conclusion of the hearing, with the full written decision to be issued before the end of the fourteen (14) day period.

6.21. When the External Discipline Panel imposes a sanction, the decision shall include, at a minimum, the following details:

- a) Jurisdiction
- b) Summary of the Parties' submissions and of other facts and relevant evidence
- c) Where applicable, the specific provision(s) of SSC's or a Member's codes, policies, bylaws, rules or regulations that have been breached
- d) What sanction(s), if any, will be levied
- e) Which Party or organization is responsible for the costs of implementing any sanction
- f) Which organization is responsible for monitoring that the Respondent respects the terms of the sanction
- g) Any reinstatement conditions that the Respondent must satisfy (if any), and which organization is responsible for ensuring that the conditions have been satisfied
- h) Any other guidance that will assist the Parties to implement the External Discipline Panel's decision

6.22. The decision will come into effect as of the date that it is rendered, unless decided otherwise by the External Discipline Panel. The External Discipline Panel's decision will apply automatically to the activities of SSC and all of its Members, clubs and affiliated organizations, in accordance with the terms of the Reciprocity Policy as listed in Appendix B.

6.23. Subject to Section 6.2.4, except in cases where a sanction is imposed against a Vulnerable Participant, once the appeal deadline in the Appeal Policy has expired, SSC and/or the Member (as applicable) shall publish on its website the name(s) of the Respondent(s), the provision(s) of the relevant policies that have been violated, and the sanction(s) imposed. If the matter is appealed, the publication provisions in the Appeal Policy shall apply. Identifying information regarding Minors or Vulnerable Participants will never be published by SSC or one of its Members. Additionally, where SSC acts as the Complainant under Section 4.10 above, only SSC, and not the



original Complainant, shall be identified as an involved Individual.

- 6.24. If the External Discipline Panel dismisses the complaint, the information referred to in Section 6.23 above may only be published with the Respondent's consent. If the Respondent does not provide such consent, the decision will be kept confidential by the Parties, the Independent Third Party, SSC and the Member (as applicable) and shall be retained and discarded in accordance with the relevant and applicable privacy legislation. Failure to respect this provision may result in disciplinary action being taken pursuant to this Policy.
- 6.25. If necessary, a Party – or the organization(s) responsible for implementing or monitoring a sanction – may seek clarifications from the External Discipline Panel regarding the decision so that the sanction can be implemented or monitored appropriately.

## Appeals

- 6.26. The Internal Discipline Chair's decision is final and not subject to appeal.
- 6.27. The decision of the External Discipline Panel may be appealed in accordance with the [Appeal Policy](#).

## Timelines

- 6.28. If the circumstances of the complaint are such that adhering to any timelines outlined by this Policy is not feasible, the Independent Third Party may revise these timelines at their discretion.

## Records and Distribution of Decisions

- 6.29. Records of all decisions will be maintained by SSC in accordance with the [Privacy Policy](#); Members shall be required to maintain decisions in accordance with the relevant and applicable privacy legislation in their jurisdiction and, where applicable, their own Privacy Policy.
- 6.30. At the conclusion of the matter, the Independent Third Party shall inform the Complainant that the matter has been completed and whether the Respondent's conduct was found to be a breach. Unless contained in the formal decision, the Complainant shall only be informed of any sanction imposed that directly affects their anticipated future dealings (if any) with the Respondent.
- 6.31. Other individuals or organizations, including but not limited to other National Sport Organizations, Provincial/Territorial Sport Organizations, clubs and affiliated organizations may be advised by SSC of any decisions and/or sanctions rendered in accordance with this Policy, including those levied against a Vulnerable Participant, in such detail and with such information as SSC is required to provide or may be necessary to give effect to a sanction.

## Statistical Reporting

- 6.32. SSC shall, at least annually, publish a general statistical report of the activity that has been conducted pursuant to this Policy. This report shall not include any information that is confidential

under this Policy but may include the number of complaints reported to the Independent Third Party (for SSC and its Members), and statistics regarding the number of cases that were resolved through Alternate Dispute Resolution, the Internal Discipline Chair process, the External Discipline Panel process, and the number of appeals filed pursuant to the [Appeal Policy](#) and the result of such appeals.

## 7. Sanctioning

- 7.1. When determining an appropriate sanction, the Internal Discipline Chair or External Discipline Panel, as applicable, will consider the following factors (where applicable):
  - a) The nature and duration of the Respondent's relationship with the Complainant, including whether the relationship involves a power imbalance and/or involves a Vulnerable Participant.
  - b) The Respondent's prior history and any pattern of misconduct, Prohibited Behaviour or Maltreatment.
  - c) The respective ages of the individuals involved.
  - d) Whether the Respondent poses an ongoing and/or potential threat to the safety of others.
  - e) Whether the Respondent has made a voluntary admission of the offense(s), accepted responsibility for the misconduct, Prohibited Behaviour or Maltreatment, and/or cooperated in the investigative and/or disciplinary process of SSC.
  - f) Real or perceived impact of the incident on the Complainant, sport organization and/or the sporting community.
  - g) Circumstances specific to the Respondent being sanctioned (e.g., lack of appropriate knowledge or training regarding the requirements in the *Code of Conduct*, addiction, abuse of alcohol or drugs, disability, illness).
  - h) Whether, given the facts and circumstances that have been established, continued participation in the sport community is appropriate, or under what terms it may be appropriate.
  - i) A Respondent who is in a position of trust, intimate contact or high-impact decision- making may face more serious sanctions.
  - j) Other mitigating or aggravating circumstances.
- 7.2. Any sanction imposed must be proportionate and reasonable. However, progressive discipline is not required, and a single incident of Prohibited Behaviour, Maltreatment or other misconduct may justify elevated or combined sanctions.
- 7.3. The Internal Discipline Chair or External Discipline Panel, as applicable, may apply the following disciplinary sanctions, singularly or in combination:
  - a) Verbal or written reprimand – A verbal reprimand or an official, written notice that a Participant has violated SSC Policy and that more severe sanctions will result should the Participant be involved in other violations.
  - b) Verbal or written apology
  - c) Education – The requirement that a Participant undertake specified educational or similar remedial measures to address the violation(s) of SSC Policy or the UCCMS.

- d) Any financial, volunteer or other contribution to SSC or a Member
- e) Probation – Should any further violations of any SSC policy or the UCCMS occur during the probationary period, this may result in additional disciplinary measures, including, without limitation, a period of suspension or permanent ineligibility.
- f) Temporary or permanent removal of certain privileges
- g) Suspension – Either for a set time or until further notice, from participation, in any capacity, in any program, activity, Event, or competition sanctioned by, organized by, or under the auspices of SSC, one of its Members or affiliated organizations. A suspended Participant may be eligible to return to participation, but reinstatement may be subject to certain restrictions or contingent upon the Participant satisfying specific conditions noted at the time of suspension.
- h) Eligibility restrictions
- i) Payment of cost of repairs for property damage
- j) Suspension of funding from the organization or from other sources
- k) Permanent ineligibility or expulsion from the organization
- l) Any other sanction considered appropriate for the offense

7.4. The Internal Discipline Chair or External Discipline Panel, as applicable, may apply the following presumptive sanctions which are presumed to be fair and appropriate for the listed Maltreatment:

- a) Sexual Maltreatment involving a Minor Complainant, or a Complainant who was a Minor at the time of the incidents complained of, shall carry a presumptive sanction of permanent ineligibility.
- b) Sexual Maltreatment, Physical Maltreatment with contact, and Maltreatment related to interference or manipulation of process, shall carry a presumptive sanction of either a period of suspension or eligibility restrictions.
- c) While a Respondent has pending 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 process.

7.5. A Participant's conviction for certain *Criminal Code* offences, as determined by SSC, may be deemed an infraction for the purposes of this Policy and result in expulsion from SSC. Such *Criminal Code* offences may include, but are not limited to:

- a) Any child pornography offences
- b) Any sexual offences
- c) Any offence of physical violence
- d) Any offence of assault
- e) Any offence involving trafficking of illegal drugs
- f) Any offence involving gaming / competition manipulation related to sport

7.6. Failure to comply with a sanction as determined by the Internal Discipline Chair or External Discipline Panel, as applicable, will result in an automatic suspension until such time as compliance occurs.



## OSIC Sanctions

- 7.7. As a Program Signatory to the OSIC, SSC will ensure that any sanctions or measures imposed by the OSIC's Director of Sanctions and Outcomes ("DSO") will be implemented and respected within SSC's jurisdiction (including at the provincial, territorial and club level) once SSC receives appropriate notice of any sanction or measure from the OSIC. Members will cooperate with SSC in the implementation of any sanction imposed by the OSIC and respect those sanctions for so long as they are in place.

## 8. Dispute Resolution Procedure

### Purpose

- 8.1. SSC supports the principles of alternate dispute resolution (ADR) and is committed to the techniques of negotiation and mediation as effective ways to resolve complaints. ADR also avoids the uncertainty, costs and other negative effects associated with lengthy investigations, hearings, or appeals.
- 8.2. SSC encourages all Participants to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. SSC believes that negotiated resolutions are usually preferable to outcomes resolved through other dispute resolution techniques.

### Application of this Procedure

- 8.3. Opportunities for ADR may be pursued at any point in a complaint when all Parties agree that such a course of action would be mutually beneficial.

### Facilitation and Mediation

- 8.4. If all Parties to a complaint agree to ADR or mediation, the Independent Third Party may refer the process to a resolution facilitator of the Sport Dispute Resolution Centre of Canada (SDRCC) or appoint any other agreed-upon mediator.
- 8.5. The mediator or facilitator shall decide the format under which the Complaint shall be mediated or facilitated and shall specify a deadline before which the Parties must reach a negotiated decision.
- 8.6. Should a negotiated settlement be reached, that settlement shall be reported to SSC. Any actions that are to take place as a result of the outcome shall constitute a decision and be carried out on the timelines specified by the mediated agreement. Where SSC may be required to implement any part of a negotiated settlement, it shall become a Party to the mediation or it shall be given the opportunity to approve the negotiated settlement, but only with respect to aspects of the

settlement that it may be required to implement.

- 8.7. Should a negotiated settlement not be reached by the deadline specified by the mediator or facilitator at the start of the process (if applicable), or if the Parties to the dispute do not agree to ADR, the Complaint shall proceed under the appropriate section of this Policy.
- 8.8. Any negotiated settlement will be binding upon the Parties and may not be appealed. The settlement shall remain confidential, unless otherwise agreed to by the Parties, and will be protected by SSC and/or the Member's Privacy Policy (or otherwise applicable privacy legislation), as applicable.
- 8.9. No action or legal proceeding will be commenced against SSC or a Member in respect of a dispute, unless SSC or the Member has refused or failed to provide or abide by the dispute resolution processes set out in its governing documents.

## Privacy

- 8.10. The collection, use and disclosure of any personal information pursuant to this Policy is subject to SSC's Privacy Policy.
- 8.11. SSC, its Members, or any of their delegates pursuant to this Policy, shall comply with SSC's Privacy Policy (or, in the case if a Member, the Member's Privacy Policy) in the performance of their services under this Policy.

## 9. Event Discipline Procedure

### Purpose

- 9.1. SSC is committed to providing a competition environment in which all Participants are treated with respect. This procedure outlines how alleged misconduct during an Event will be handled.

### Application of this Procedure

- 9.2. This procedure will apply during all SSC sanctioned Events. Any requested changes to this procedure must be outlined in the Event host's sanctioning request and communicated during Event registration, when applicable.
- 9.3. If the Event is sanctioned by a national or regional games federation, or an international federation, the Event Discipline Procedure of that sanctioning organization will supersede this procedure to the extent of any conflict or inconsistency. Incidents involving any Participant connected with SSC must still be reported to SSC to be addressed under this Policy, if necessary.
- 9.4. This Event Discipline Procedure does not replace or supersede other provisions in this Policy. Instead, this procedure works in concert with the Policy by outlining the process for taking

immediate, informal, or corrective action following a possible violation of SSC's *Code of Conduct* or other SSC policy during an Event.

## Misconduct During Events

- 9.5. Incidents that violate or potentially violate SSC's *Code of Conduct* or other SSC policy which occur during a competition, away from the area of competition, or between Participants connected to the Event, shall be reported to a designated person (usually the SSC Representative, Chief Referee or Meet Coordinator) responsible at the Event.
- 9.6. The designated person at the Event shall address the incident as follows:
  - a) Notify the involved Participants that there has been an incident that violated or potentially violated SSC's *Code of Conduct* or other SSC policy.
  - b) Convene a panel of either one person or three people (one of whom shall be designated the Chair), who shall not be in a conflict of interest, have any direct relationship with the Parties, or involved in the original incident, to determine whether SSC's *Code of Conduct* or other SSC policy has been violated. The designated person at the Event may serve on the panel.
  - c) The panel will interview and secure statements from any witnesses to the incident. If the incident occurred during a competition, interviews will be held with the officials who officiated or observed the competition and with the coaches of each team when necessary and appropriate.
  - d) The panel will secure a statement from the Participant(s) accused of the violation.
  - e) The panel will render a decision and determine a possible penalty.
  - f) The Chair of the panel will inform all Parties of the panel's decision.
- 9.7. The penalty determined by the panel may include any of the following, singularly or in combination:
  - a) Oral or written warning
  - b) Oral or written reprimand
  - c) Suspension from future competitions at the Event
  - d) Ejection from the Event
  - e) Other appropriate penalty as determined by the panel
- 9.8. The panel does not have the authority to determine a penalty that exceeds the duration of the Event. A full written report of the incident and the panel's decision shall be submitted to SSC following the conclusion of the Event. Further discipline may then be applied in accordance with this Policy if necessary.
- 9.9. Decisions made in the scope of this procedure may not be appealed.
- 9.10. This procedure does not prohibit Participants or the designated person from reporting the same incident to SSC to be addressed as a formal complaint under this Policy.

- 9.11. SSC shall record and track all reported incidents of misconduct during Events and the outcome of those reports.

## 10. Privacy

- 10.1. The collection, use and disclosure of any personal information pursuant to this Policy is subject to SSC's [Privacy Policy](#).
- 10.2. SSC, its Members, and any of their delegates pursuant to this Policy (i.e., Independent Third Party, Internal Discipline Chair, External Discipline Panel), shall comply with the SSC Privacy Policy in the performance of their services under this Policy.

## 11. Governance

### Approval & Review

- 11.1 The SSC Board of Directors will review and/or revise this Policy as new information becomes available and, at a minimum, once every three (3) years. Any significant policy amendments must be approved by the SSC Board of Directors.
- 11.2 This Policy was approved by the SSC Board of Directors on August 29, 2023.
- 11.3 This Policy was last reviewed by the SSC Board of Directors on August 29, 2023.

### Language

- 11.4 SSC policies are published in both English and French. In the case of conflict between the text of any English and French version of an SSC policy, the English version will be used to interpret the intended meaning found in the French policy.

### Related Policies

- 11.5 SSC's full policy suite is accessible on the [Speed Skating Canada website](#).




# APPENDICES



# APPENDIX A: DEFINITIONS

The following terms have these meanings in this Policy:

- a) *"Bad Faith"* – For a complaint to be considered to have been made in bad faith, the Independent Third Party must consider that it was filed consciously for a dishonest purpose or due to the moral underhandedness of the Complainant and that there was an intention to mislead.
- b) *"Complainant"* – A Participant or organization who makes a report of an incident, or a suspected incident, of alleged Maltreatment, Prohibited Behaviour or other misconduct that may be a violation of the standards described in SSC's policies, by-laws, rules or regulations, or the UCCMS.
- c) *"Director of Sanctions and Outcomes"* – As defined by the Office of the Sport Integrity Commissioner.
- d) *"External Discipline Panel"* – A panel of one or three people who are appointed by the Independent Third Party, from a pool of potential members approved by SSC, to decide on complaints that are assessed under Process 2 pursuant to this Policy.
- e) *"Event"* – An event sanctioned by SSC or a Member, which may include a training camp or social Event.
- f) *"Independent Third Party"* – An individual retained by SSC who acts as the first point of contact for all discipline and complaint matters reported to SSC. This individual shall fulfil the responsibilities outlined in the Complaints & Discipline Policy and the Appeal Policy, as applicable. This individual must not be in a real or perceived conflict of interest or have a direct relationship with any of the Parties.
- g) *"Internal Discipline Chair"* – An individual appointed by SSC to decide on complaints that are assessed under Process 1 pursuant to this Policy. The Internal Discipline Chair may be a director, coach, staff member, or other individual affiliated with SSC but must not be in a conflict of interest or have a direct relationship with any of the Parties.
- h) *"Members"* – Includes Provincial/Territorial Organizations (PTSOs) as defined in SSC's Bylaws.
- i) *"Minor(s)"* – A person that has not reached the age of majority at the time and in the jurisdiction where the alleged breach has occurred.
- j) *"OSIC"* – Office of the Sport Integrity Commissioner, an independent division of the SDRCC which comprises the functions of the Sport Integrity Commissioner.
- k) *"Participant(s)"* – Refers to all categories of Members and/or Registrants defined in the By-laws of SSC and in the By-laws of a Member, as well as all people employed by, contracted by, or engaged in activities with SSC and/or a Member, including without limitation athletes, coaches, officials, volunteers, administrators, directors, employees, trainers, parents, spectators, etc.

- 
- l) *“Parties”* – The individuals involved in a dispute.
  - m) *“Person in Authority”* – An individual who holds a position of authority within SSC or its Members including, but not limited to, coaches, managers, support personnel, chaperones, and Directors.
  - n) *“Provisional Suspension”* – An interim sanction whereby a Participant is barred temporarily from participating in any capacity in any Event or activity of SSC and its Members, or as otherwise decided by the Independent Third Party, prior to a decision being rendered in a complaint pursuant to this Policy.
  - o) *“Respondent”* - The Party responding to a complaint.
  - p) *“UCCMS”* – Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time by the Office of the Sport Integrity Commissioner.
  - q) *“UCCMS Participant”* – A Participant affiliated with SSC who has been a) designated by SSC and b) who has signed the required consent form. UCCMS Participants may include an athlete, a coach, an official, an Integrated Support Team member, an employee, a contractual worker, an administrator, or a volunteer acting on behalf of, or representing SSC in any capacity.

The following terms have the meanings given to them in the SSC *Code of Conduct* or the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).

- a) Harassment
- b) Maltreatment
- c) Minor
- d) Power Imbalance
- e) Prohibited Behaviour
- f) Vulnerable Participant
- g) Workplace Harassment

# APPENDIX B: RECIPROCATION POLICY

## Purpose

- a) The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary decisions involving any Participant of speed skating in Canada as described in SSC's Complaints & Discipline Policy.

## Application

- b) The Policy applies to Speed Skating Canada, Its Members, clubs, and affiliated organizations.


## Responsibilities

### Speed Skating Canada

- c) Provide an independent platform to collect, handle and/or investigate matters involving maltreatment and misconduct in sport and ensure that all complaints are triaged by the Independent Third Party to the organization with jurisdiction on the matter, in accordance with the *Complaints and Discipline Policy*.
- d) Provide a summary of disciplinary decisions and appeals of national jurisdiction to all Members and, either through them or directly, to the club(s) and/or affiliated organization(s) affected or impacted by the decision.
- e) Subject to Sections 6.23 and 6.24 of the Complaints and Discipline Policy, publish on its website the name(s) of the Respondent(s), the provision(s) of the relevant policies that have been violated, and the sanction(s) imposed, as described in the Complaints and Discipline Policy.
- f) Respect the disciplinary sanctions imposed by Members, clubs and/or affiliated organizations.
- g) Amend a Registrant's IceReg status to "suspended" to reflect any Provisional Suspension, temporary, or permanent disciplinary measures imposed pursuant to the Complaints and Discipline Policy.

### Provincial/ Territorial Sport Organizations

- h) Provide copies of disciplinary decisions and appeals rendered within provincial/territorial jurisdiction to SSC and a summary to the club(s) and/or affiliated organization(s) affected or impacted by the decision.
- i) Respect the disciplinary sanctions imposed by SSC, other Members, clubs and affiliated organizations.
- j) Amend a Registrant's IceReg status to "suspended" to reflect any Provisional Suspension, temporary, or permanent disciplinary measures imposed at the Provincial/Territorial or club level.

- 
- k) Ensure that the Member's policies and governing documents are maintained in a manner to comply with the reciprocity procedures described herein.

### **Clubs and Affiliated Organizations**

- l) Provide copies of disciplinary decisions and appeals rendered within the club or affiliated organization jurisdiction to SSC and the Member with which the club or affiliated organization is affiliated.
- m) Respect the disciplinary sanctions imposed by SSC, Provincial/Territorial Sport Organizations, and other clubs and affiliated organizations.
- n) Ensure that the club or affiliated organization's policies and governing documents are maintained in a manner to comply with the reciprocity procedures described herein.

# APPENDIX C: INVESTIGATION PROCEDURE

## Determination


- a) When a complaint is submitted pursuant to the Policy and is accepted by the Independent Third Party, the Independent Third Party will determine if the incident(s) should be investigated, at their sole discretion.

## Investigation

- b) If the Independent Third Party considers that an investigation is necessary, they will appoint an investigator. The investigator must be an independent third-party with experience in investigating. The investigator must not be in a conflict of interest and should have no connection to either the Complainant or Respondent.
- c) Federal and/or Provincial/Territorial legislation related to workplace harassment may apply to the investigation. The investigator should review workplace safety legislation and the organization's policies for human resources and/or consult independent experts to determine whether such legislation applies to the complaint.
- d) The investigation may take any form as decided by the investigator, guided by any applicable Federal and/or Provincial/Territorial legislation. The investigation may include any or all of the following steps prior to delivery of a final report:
  - i. Interview of the Complainant(s);
  - ii. Witness interviews; and
  - iii. Interview of the Respondent(s)

## Investigator's Report

- e) Upon completion of their investigation, the investigator shall prepare a written report that includes a summary of evidence from the Parties and any witnesses interviewed. The report shall also include a non-binding recommendation from the investigator regarding whether an allegation or, where there are several allegations, which allegations, should be heard by the Internal Discipline Chair or an External Discipline Panel pursuant to this Policy because they constitute a likely breach of the SSC Code of Conduct, the UCCMS or any other relevant and applicable SSC or Member policy on a balance of probabilities. The investigator may also make non-binding recommendations regarding the appropriate next steps (i.e., mediation, disciplinary procedures, further review or investigation).
- f) The investigator's report will be provided to the Independent Third Party who will disclose it to the Internal Discipline Chair or External Discipline Panel, as applicable. The Independent Third Party may also disclose all or parts of, or a summary of, the investigator's report to the Complainant(s) and the Respondent(s), at their discretion. Only if deemed necessary, other relevant Parties may be provided with an executive summary of the investigator's findings by the Independent Third Party.

- 
- g) Should the investigator find that there are possible *Criminal Code* offences, the investigator shall direct the Independent Third Party to refer the matter to the police and advise the Parties, SSC and, where applicable, the Member of such referral. In accordance with the applicable provincial or territorial child protection legislation, the investigator shall also immediately and directly report any information about a suspected child at risk to the appropriate authorities.

## False Allegations

- h) Any Participant who submits allegations that the investigator determines to be malicious, false, or for the purpose of retribution, retaliation or vengeance may be subject to a complaint under the terms of the Complaints and Discipline Policy and may be required to pay for the costs of any investigation that comes to this conclusion. Any Participant who is liable to pay such costs shall be prohibited from participating in any Events, activities or business of SSC or any of its Members until the costs are paid in full.
- i) SSC or any Member (as applicable), or the Participant against whom the allegations were submitted, may act as the Complainant with respect to making a complaint pursuant to this Section. Submitting such a complaint against an individual who has been determined to have made a maliciously false complaint is not a form of reprisal or retaliation.

## Confidentiality

- j) The Investigator will make reasonable efforts to preserve the anonymity of all Participants involved in the investigation including, but not limited to, SSC, the Complainant, Respondent, and any other Participant. However, SSC and its Members recognize that maintaining full anonymity during an investigation may not be feasible.
- k) The Investigator will reinforce the confidentiality provisions of this Policy with all Participants involved in the investigation.

## Privacy

- l) The collection use and disclosure of any personal information pursuant to this Policy is subject to SSC's Privacy Policy. SSC, its Members, or any of their delegates pursuant to this Policy (i.e., Independent Third Party, the investigator), shall comply with SSC's Privacy Policy (or, in the case of a Member, the Member's Privacy Policy) in the performance of their services under this Policy.