

U SPORTS UNIVERSAL CODE OF CONDUCT TO PREVENT AND ADDRESS MALTREATMENT IN SPORT based on UCCMS 2022 (6.0)

Approved by U SPORTS Board November 21, 2024

The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) is the core document that sets harmonized rules to be adopted by sport organizations that receive funding from the Government of Canada to advance a respectful sport culture that delivers quality, inclusive, accessible, welcoming and safe sport experiences.

The “U SPORTS Version” [hereafter U-UCCMS] removes all procedural elements while maintaining the behavior expectations. It also provides some modifications where the UCCMS expectations are not able to align with university policies. The U-UCCMS modification are highlighted in blue.

The numbering is consistent with the original version of the UCCMS 2022 (6.0) for sections 1 through 6.

TABLE OF CONTENTS

1	PURPOSE	1
2	GENERAL PRINCIPLES AND COMMITMENT	1
3	OBJECTIVES	2
4	SCOPE OF APPLICATION	3
4.1	Individual Subject to and Protected by the UCCMS	3
4.2	Investigations and Disciplinary Review	3
4.3	Context in which the UCCMS is in Effect	3
4.4	Sport-Specific Considerations	3
4.5	Amendments	3
5	PROHIBITED BEHAVIOURS	3
5.1	Violations of the UCCMS	3
5.2	Psychological Maltreatment	3
5.3	Physical Maltreatment	4
5.4	Neglect	5
5.5	Sexual Maltreatment	5
5.6	Grooming	6
5.7	Boundary Transgressions	7
5.8	Discrimination	7
5.9	Subjecting a Participant to the Risk of Maltreatment	8
5.10	Aiding and Abetting	8
5.11	Failure to Report	8
5.12	Intentionally Reporting a False Allegation	9
5.13	Interference with or Manipulation of Process	9
5.14	Retaliation	10
6	Sections 6, removed since it is procedural	10
7	Section 7, removed since it is procedural	10
8	Section 8 removed since it is procedural	10
9	U SPORTS Additional information	10
10	U SPORTS Interpretations	11
10.1	Physical Maltreatment 5.3.1 Exercise as punishment	11
10.2	Sensitive Language	11
10.3	Examples that are not maltreatment	11
	APPENDIX I: DEFINITIONS	13

UNIVERSAL CODE OF CONDUCT TO PREVENT AND ADDRESS MALTREATMENT IN SPORT

1 PURPOSE

- 1.1 The Canadian sport sector is committed to advancing a respectful sport culture that delivers quality, inclusive, accessible, welcoming and safe sport experiences.
- 1.2 Individuals should have the reasonable expectation when they participate in sport in Canada that it will be in an environment that is free from all forms of *Maltreatment* and that treats every individual with dignity and respect. *Maltreatment* in all its forms is a serious issue that undermines the health, well-being, performance and security of individuals, communities, and society.

2 GENERAL PRINCIPLES AND COMMITMENT

- 2.1 *Maltreatment* violates the integrity of individual(s) and undermines the principles endorsed by the Federal, Provincial, and Territorial Ministers responsible for Sport, Physical Activity, and Recreation through the Red Deer Declaration for the Prevention of Harassment, Abuse and Discrimination in Sport.
- 2.2 Sport organizations that have adopted the present Universal Code to Prevent and Address Maltreatment in Sport (the “UCCMS”) are committed to creating a sport environment that is free from all forms of *Maltreatment* and that treats all *Participants* with dignity and respect.
- 2.3 *Maltreatment* is unacceptable and fundamentally incompatible with the core values that lie at the heart of Canadian sport. The commitments expressed below reflect this common understanding amongst *Adopting Organizations* and shall guide the interpretation and application of the UCCMS:
 - 2.3.1 All *Participants* in sport can expect to play, practice, compete, work, volunteer, and interact in an environment free from *Maltreatment*.
 - 2.3.2 All *Participants* recognize that *Maltreatment* can occur regardless of race, sex, gender identity, gender expression, sexual orientation, age, disability, religion, and other characteristics. Moreover, it is recognized that those from marginalized groups have increased vulnerability to experiences of *Maltreatment*.
 - 2.3.3 All *Participants* recognize that persons who have experienced *Maltreatment* may experience a range of effects that may emerge at different times and that can profoundly affect their lives.
 - 2.3.4 Persons who have experienced *Maltreatment* may suffer from the impact of trauma, and efforts must be made to understand that impact and to avoid re-traumatization.
 - 2.3.5 Addressing the causes and consequences of *Maltreatment* is a collective responsibility and requires the deliberate efforts of all *Participants* and other sport stakeholders.

- 2.4 The following principles will guide the determination of *Prohibited Behaviour* and imposition of sanctions:
- Harmonized;
 - Comprehensive;
 - Fair;
 - Trauma-informed;
 - Evidence-driven;
 - Independent administration;
 - Proportionate;
 - Expert-informed.

3 OBJECTIVES

- 3.1 Every *Participant* in sport should strive to:
- 3.1.1 Ensure their intentions, actions and efforts reflect a commitment to prioritizing the safety of all *Participants*.
 - 3.1.2 Treat others with respect and dignity.
 - 3.1.3 Demonstrate the spirit of sportsmanship, leadership and ethical conduct.
 - 3.1.4 Demonstrate respect for the diversity of *Participants*.
 - 3.1.5 Act to correct or prevent practices that are unjustly *Discriminatory*.
 - 3.1.6 Treat individuals fairly and reasonably.
 - 3.1.7 Ensure adherence to the rules of the sport and the spirit of the rules.
 - 3.1.8 Immediately *Report* any acts or suspicions of *Maltreatment* or other *Prohibited Behaviours*.
 - 3.1.9 Foster meaningful inclusion of all individuals.
 - 3.1.10 Identify and engage in conversations that lead to positive behaviour change.
 - 3.1.11 Accept and consider feedback with respect to their own actions and take positive steps to resolve the concerns raised.
 - 3.1.12 Establish, respect and maintain appropriate boundaries with *Participants*.
 - 3.1.13 Ensure all interactions and communications are consistent with the role of the *Participant* in relation to the sport, and carried out in a way that is transparent to other *Participants* and promotes the concept of individual accountability.
 - 3.1.14 Monitor their own behaviours and the behaviours of others.
 - 3.1.15 Treat all *Disclosures*, allegations or suspicions of *Maltreatment* seriously.
 - 3.1.16 Abstain from all forms of *Prohibited Behaviours*.
- 3.2 All *Participants* in a position of trust or authority have a responsibility to:
- 3.2.1 Protect the health and well-being of other *Participants*.
 - 3.2.2 Prevent or mitigate opportunities for *Maltreatment* and other *Prohibited Behaviours*.
 - 3.2.3 Respond appropriately to incidents of *Maltreatment*.
 - 3.2.4 Incorporate best practices to recognize systemic bias, unconscious bias, and other *Discriminatory* practices.
 - 3.2.5 Respond quickly and effectively to eliminate *Discriminatory* practices.
 - 3.2.6 Recognize when they are in a position of *Power Imbalance*.

4 SCOPE OF APPLICATION

4.1 Individual Subject to and Protected by the UCCMS

Removed – procedural element

4.2 Investigations and Disciplinary Review

Removed – procedural element

4.3 Context in which the UCCMS is in Effect

Removed – procedural element

4.4 Sport-Specific Considerations

The UCCMS acknowledges that sport-specific differences exist with respect to such aspects as acceptable levels of touch, physical contact, and aggression during training or competition. However, as the UCCMS does not address rules of the game, any relevant sport-specific differences will be considered during an investigative or disciplinary review process.

4.5 Amendments

Removed – procedural element

5 PROHIBITED BEHAVIOURS

5.1 Violations of the UCCMS

It is a violation of the UCCMS for a *Participant* to engage in the behaviours described in this Section. It may be that conduct constituting *Prohibited Behaviour* falls into more than one of the categories of this Section. It is the assessment of the conduct itself that is important, not into which category or categories it falls.

5.2 Psychological Maltreatment

5.2.1 *Psychological Maltreatment* includes, without limitation, verbal conduct, non-assaultive physical conduct, conduct that denies attention or support, and/or a person in authority's pattern of deliberate non-contact behaviours that have the potential to cause harm.

- a) Verbal Conduct: without limitation, verbally assaulting or attacking someone, including in online forms; unwarranted personal criticisms; implied or expressed body shaming; derogatory comments related to one's identity (e.g. race, gender identity or expression, ethnicity, Indigeneity, disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about someone to diminish that person's reputation; using confidential sport and non-sport information inappropriately.
- b) Non-assaultive physical conduct: physical behaviour, or the encouragement of physical behaviour, that has the potential to be harmful or instil fear, including, without limitation:

- i) body-shaming, such as, without limitation, repeated and unnecessary weigh-ins, setting unreasonable weigh-in goals, inappropriately taking food away from athletes, prescribing inappropriately restrictive diets, inappropriately focusing on the physical appearance of a person's body, unnecessary or inappropriate emphasis on biometric data; and
 - ii) forms of physically aggressive behaviours such as, without limitation, throwing objects at or in the presence of others without striking another; damaging another's personal belongings; hitting, striking or punching objects in the presence of others.
- c) Conduct that causes denial of attention or support: without limitation, forms of lack of support or isolation such as ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time; abandonment of an athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same.
- d) A person in authority's pattern of deliberate non-contact behaviours that has the objective potential to be harmful.

5.2.2 *Psychological Maltreatment* is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.

5.3 Physical Maltreatment

5.3.1 *Physical Maltreatment* includes contact or non-contact infliction of physical harm.

- a) Contact behaviours: without limitation, deliberately punching, kicking, beating, biting, striking, strangling or slapping another; deliberately hitting another with objects; providing a massage or other purported therapeutic or medical interventions with no specific training or expertise.
- b) Non-contact behaviours: without limitation, isolating a person in a confined space; forcing a person to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a hard surface); the use of exercise for the purposes of punishment; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; denying access to a toilet; providing alcohol to a *Participant* who is under the legal drinking age; providing illegal drugs or non-prescribed medications to a *Participant*; encouraging or permitting an athlete under their authority to return to play following any injury, including after a concussion, when they knew or ought to have known that the return is premature, or without the clearance of a medical professional where reasonably required; encouraging an athlete to perform a potentially dangerous skill for which the *Participant* knows or ought to know that the athlete is not developmentally ready.

5.3.2 *Physical Maltreatment* is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.

5.4 Neglect

- 5.4.1 *Neglect* refers to the omission of adequate care and attention and is evaluated with consideration given to the *Participant's* needs and requirements. Examples of *Neglect* include without limitation: not allowing an athlete adequate recovery time and/or treatment for a sport injury; disregarding and/or not considering a person's physical or intellectual disability; not ensuring appropriate supervision of an athlete during travel, training or competition; not considering the welfare of the athlete when prescribing dieting or other weight control methods (e.g., weigh-ins, caliper tests); disregarding the use of performance-enhancing drugs by an athlete; failure to ensure safety of equipment or environment; allowing an athlete to disregard sport's rules, regulations, and standards.
- 5.4.2 Neglect is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.

5.5 Sexual Maltreatment

- 5.5.1 *Sexual Maltreatment* includes, but is not limited to,
- a) any non-*Consensual* touching of a sexual nature and/or the *Criminal Code* offence of sexual assault;
 - b) forcing or coercing a person into sexual acts;
 - c) participating in or performing acts on a person that violate their sexual integrity;
 - d) *Criminal Code* offences that do not involve actual physical contact or that can occur through electronic means such as indecent exposure, voyeurism, non-*Consensual* distribution of sexual/intimate images, luring and agreement or arrangement to commit a sexual offence;
 - e) Sexual harassment, which is defined as any series of or serious comment(s) or conduct of a sexual nature that is unwelcome and that would be objectively perceived to be unwelcome, and which broadly includes jokes, remarks or gestures of a sexual or degrading nature, or distributing, displaying or promoting images or other material of a sexual or degrading nature, or any act targeting a person's sexuality, gender identity or expression. It can also include stalking or harassment in person or by electronic means where the stalking or harassment is of a sexual nature.
- 5.5.2 *Sexual Maltreatment* can take place through any form or means of communication (e.g. online, social media, verbal, written, visual, hazing, or through a third party).
- 5.5.3 *Sexual Maltreatment* of a *Minor* is any *Sexual Maltreatment* against a *Minor*. It includes the items described in 5.5.1 above and also includes, but is not limited to, the *Criminal Code* offences that are specific to individuals who are not adults or to individuals under a particular age, such as sexual exploitation, sexual interference, and any offence related to exploitation of a *Minor* through prostitution. *Sexual Maltreatment* of a *Minor* is not limited to acts that involve physical contact but can include acts that can occur in person or via electronic means such as, but not limited to, invitation to sexual touching, making sexually explicit material available to a *Minor*, and acts that occur only online such as luring or agreement or arrangement to commit a sexual offence against a *Minor*. It also includes any offence related to child pornography as that term is defined in the law in

Canada. For the sake of clarity, it shall not constitute a violation in and of itself for a *Minor Participant* to create, possess, make available or distribute images of themselves.

5.5.4 A *Participant* is presumed to know that a person is a *Minor*.

5.5.5 It is prohibited for a *Participant* to create, possess, make available or distribute images that sexualize or contain nudity of another person in the absence of *Consent*.

5.5.6 Where there is a *Power Imbalance*, sexual acts or communications (electronic or otherwise) between any *Participant* and another *Participant* are prohibited.

5.5.7 Examples of *Sexual Maltreatment* include, without limitation:

- a) Reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance, where the reprisal is made or threatened by a *Participant* who has more power in the context of a relationship that involves a *Power Imbalance*, or if the person to whom the solicitation or advance is made is a *Minor*;
- b) Pressuring a person to engage in sexual activity, including by making repeated advances that are known or ought to be known to be unwelcome;
- c) Questions asked of a person about their sexual preferences, sexual history, sexual organs or sexual experiences, particularly when such questions are asked by a *Participant* who has more power in the context of a relationship that involves a *Power Imbalance*, or asked of a *Minor* or *Vulnerable Participant*;
- d) Sexual attention when the person giving the attention reasonably knows or ought to know that the attention is unwanted or unwelcome or where the object of the attention is a *Minor*. Sexual attention includes but is not limited to comments about a person's appearance, body or clothing that could be objectively perceived by another person as being sexual in nature, practical jokes based on sex, intimidating sexual remarks, propositions, invitations or familiarity.
- e) Unwelcome remarks based on gender which are not of a sexual nature but which are demeaning such as derogatory gender-based jokes or comments.

5.6 Grooming

5.6.1 *Grooming* is conduct that may precede other behaviours defined as *Sexual Maltreatment*, or is carried out in conjunction with other forms of *Sexual Maltreatment*. Repeated *Boundary Transgressions* by a *Participant* toward a *Minor* or *Vulnerable Participant* may also be deemed to be *Grooming*, even in the absence of deliberate intention to facilitate a sexual relationship.

5.6.2 In assessing whether *Grooming* has occurred, the existence of a *Power Imbalance* should be taken into account.

5.6.3 The *Grooming* process is often gradual and involves building trust and comfort with a person, and sometimes also with the protective adults and peers around the person. It may begin with subtle behaviours that may not appear to be inappropriate but that can serve to sexualize a relationship, reduce sexual inhibitions, or normalize inappropriate behaviour. It may include the testing of boundaries (e.g., seemingly accidental touching) that gradually escalates to *Sexual Maltreatment* (e.g. sexualized touching). It is acknowledged that many victims/survivors of sexual abuse do not recognize the *Grooming*

process as it is happening, nor do they recognize that this process of manipulation is part of the overall abuse process.

5.7 Boundary Transgressions

- 5.7.1 Identifying a *Boundary Transgression* is dependent on context, including the age of the persons involved and the existence of a *Power Imbalance*. It may be the case that a particular act or communication does not meet the threshold of any of the types of *Maltreatment*, but is an act or communication that is nonetheless viewed as inappropriate in the circumstances. The assessment of the behaviour should consider whether the behaviour would raise concern in the mind of a reasonable observer, what objective appears to be guiding the interaction, and whose needs are being met. Even if the act in question does not, on its own, objectively cause harm to another person, a *Boundary Transgression* is nonetheless an act that should be corrected in order to ensure the safety and security of all members involved in sport, recognizing that *Boundary Transgressions* are often part of the *Grooming* process.
- 5.7.2 Recognizing that there may be a need to be flexible in the way in which such *Boundary Transgressions* are addressed, a *Boundary Transgression* may trigger review of the circumstances and potentially be resolved informally, or a formal conduct review may be initiated.
- 5.7.3 Consequences can range from formal disciplinary action to simply recording the circumstances and its resolution and retaining it in the record of the *Participant* in the event future *Boundary Transgressions* occur. A repeated *Boundary Transgression* after a consequence should be treated seriously.
- 5.7.4 The concept of *Boundary Transgressions* is intended to be broad in scope. By way of example and not limitation, a *Boundary Transgression* may be a circumstance where:
- a) one person uses contact information available to the person for the purpose of sport, to make contact with a person for a purpose that is not related to sport;
 - b) a *Participant* uses or attempts to use a line of communication with another person that is not within the typical communication channels;
 - c) communicating privately with a *Minor* through social media or text;
 - d) a *Participant* inappropriately shares personal photographs;
 - e) a *Participant* arranges for or engages in inappropriate sharing of locker rooms;
 - f) one-on-one meetings that are not held in an open and observable environment;
 - g) there is inappropriate private travel or transportation; and
 - h) providing personal gifts.

5.8 Discrimination

- 5.8.1 *Discrimination* can include overt or subtle forms of harm that uniquely define the adverse or inequitable experiences of marginalized persons.
- 5.8.2 The following are examples of *Discrimination* if they are based on one or more of the grounds of *Discrimination* within the definition:
- a) Denying someone access to services, benefits, or opportunities;
 - b) Treating a person unfairly;
 - c) Communicating hate messages or unwelcome remarks or jokes;

- d) The perpetuation of misogynistic, racist, ableist, homophobic, or transphobic attitudes and stereotypes.

5.8.3 *Discrimination* does not require an intention to cause harm.

5.9 Subjecting a *Participant* to the Risk of *Maltreatment*

5.9.1 Sport administrators or other sport decision-makers in positions of authority who place *Participants* in situations that they know or ought to have known make the *Participant* vulnerable to *Maltreatment* are subjecting a *Participant* to the risk of *Maltreatment*.

5.9.2 Subjecting a *Participant* to the risk of *Maltreatment* includes, without limitation: instructing an athlete and coach to share a hotel room when traveling, knowingly hiring a *Participant* who has a past history of *Prohibited Behaviour* and who is under a sanction of temporary or permanent ineligibility pursuant to a UCCMS enforcement process, assigning guides and other support staff to a para-athlete when the guide or support staff has a past history of *Prohibited Behaviour* and is under a sanction of temporary or permanent ineligibility pursuant to a UCCMS enforcement process, or assigning a guide or support staff to a para-athlete in the absence of consultation with the para-athlete.

5.10 Aiding and Abetting

5.10.1 Aiding and Abetting is any act or communication taken with the purpose of directly assisting, furthering, facilitating, promoting, or encouraging the commission of *Maltreatment* or other *Prohibited Behaviour* by or against a *Participant*.

5.10.2 Aiding and Abetting also includes, without limitation: knowingly allowing any person who is suspended or is otherwise ineligible to participate in an *Adopting Organization's* activities; providing any coaching-related advice or service to an athlete who is suspended or is otherwise ineligible; and allowing any person to violate the terms of their suspension or any other sanctions imposed.

5.11 Failure to Report

5.11.1 Failure to Report possible *Maltreatment* or other *Prohibited Behaviour*:

- U SPORTS Modification- Failure to report will not apply to Student-athletes, unless the Student-athlete is an adult and the prohibited behavior has occurred against a Minor.
 - a) It is a violation for any adult *Participant* who knew or ought to have known of a *Participant's Prohibited Behaviour* toward another person to fail to Report such conduct. For clarity, a *Participant* is not obligated to Report an instance of *Prohibited Behaviour* to which they were personally subject.
 - b) Where information regarding a *Participant's Prohibited Behaviour* toward another adult is made known to an adult *Participant* through an explicitly confidential *Disclosure*, the adult *Participant* shall not be required to Report the information obtained through that *Disclosure*. Nevertheless, if an adult *Participant* knew or ought to have known of the *Participant's Prohibited Behaviour* for reasons other than the explicitly confidential *Disclosure*, it remains a violation for them to fail to Report such conduct.
 - c) The person making the Report does not need to determine whether a violation took place: instead, the responsibility lies in Reporting the objective behaviour.

Early intervention is required to prevent escalation, hence the obligation on all adult *Participants* to *Report*.

- d) The *Reporting Obligation* is ongoing and is not satisfied simply by making an initial *Report*. The *Reporting Obligation* includes *Reporting*, on a timely basis, any and all relevant information of which an adult *Participant* becomes aware.
- e) It is a violation for any adult *Participant* to fail to fulfill any applicable legal *Duty to Report*.

5.12 Intentionally *Reporting* a False Allegation

- 5.12.1 It is a violation to *Report* a knowingly false allegation, or influence another to *Report* a knowingly false allegation, that a *Participant* engaged in *Prohibited Behaviour*. An allegation is false if the events *Reported* did not occur, and the person making the *Report* knows at the time of *Reporting* that the events did not occur.
- 5.12.2 A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable bad faith, an unsubstantiated allegation alone is not a violation of the UCCMS.

5.13 Interference with or Manipulation of Process

- 5.13.1 It is a violation of the UCCMS for a *Participant* to directly or indirectly interfere with or manipulate an investigation or disciplinary review process by:
 - a) knowingly destroying, falsifying, distorting, concealing, or misrepresenting information, with the intent to interfere with or influence the resolution process or the implementation of an outcome;
 - b) attempting to discourage or prevent a person's proper participation in or use of the processes;
 - c) harassing or intimidating any person involved in the processes before, during, and/or following any proceedings;
 - d) failing to comply with any temporary or provisional measure or final sanction;
 - e) influencing or attempting to influence another person to interfere with or manipulate the process; or
 - f) distributing or otherwise publicizing materials a *Participant* gains access to during a UCCMS investigation or hearing, except as required by law or as expressly permitted.
- 5.13.2 All *Participants* are expected to act in good faith throughout any investigation or disciplinary review process, and the sole purpose of Section 5.13 is to provide a means to discipline those who do not. In recognition that a victim/survivor, of sexual abuse in particular, may conceal information out of embarrassment, shame or to protect the perpetrator, absent demonstrable bad faith, minimizing or concealing in such circumstances is not a UCCMS violation.

5.14 Retaliation

- 5.14.1 It is considered retaliation for a *Participant* to take an adverse action against any person for making a good faith *Report* of possible *Prohibited Behaviour* or for participating in any UCCMS enforcement process.
- 5.14.2 Retaliation includes threatening, intimidating, harassing, coercing, negatively interfering with sport participation, or any other conduct that would discourage a reasonable person from engaging or participating in an investigation or disciplinary review process related to behaviour prohibited by the UCCMS. Retaliation after the conclusion of these processes is also prohibited, even where there is a finding that no *Prohibited Behaviour* occurred. Retaliation does not include good-faith actions lawfully pursued in response to a *Report* of possible *Prohibited Behaviour*.

6 Sections 6, removed since it is procedural

7 Section 7, removed since it is procedural

8 Section 8 removed since it is procedural

9 U SPORTS Additional information

- **The** Office of the Sport Integrity Commissioner will be providing clarifications through the annotated UCCMS document. U SPORTS may update these interpretations in response to those clarifications. This document is valid until a U SPORTS update is published.
- **All Sections:** There are statements in the UCCMS regarding neglect relating to one's physical or intellectual ability (5.4.1). Notwithstanding such statements, Universities and Sport Leaders may engage in behaviour, make decisions regarding Student-Athletes, and implement practices that may appear contrary to these principles or may be otherwise perceived as "discriminatory" so long as they are rationally connected to or necessary to accomplish legitimate sport objectives (including the competitiveness of the team).
- **All Sections:** University Sport is a high-performance, competitive environment that includes inherent physical and mental performance elements and expectations for training, competition, playing time, and safety. While Sport Leaders must treat all Student-Athletes fairly, Student-Athletes cannot expect equal treatment (for example equal playing time, etc.) as certain decisions and actions involve various considerations including, but not limited to, skill, ability, attitude, behaviour, the appropriate mix of players, injuries, academic eligibility, and suspension.
- **All Sections:** Sport Leaders, as well as Participants, must assess readiness for training, competition, and travel while considering factors including, but not limited to, physical condition, mental condition, and role in team preparation. These assessments and decisions will be done in good faith and within the principles outlined in this document.

10 U SPORTS Interpretations

Note that clarifications are based on what would a reasonable person have understood and what would a reasonable person have done.

10.1 Physical Maltreatment 5.3.1 Exercise as punishment

Item b) Non-contact behaviors "...the use of exercise for the purposes of punishment..."

Not acceptable examples:

- Increased physical conditioning due to game loss or frustration of a Sport Leader.
- Increased physical conditioning of the team, due to the actions of one person.
- Excessive warm up for an individual that is late to practice.
- Requiring the team to run behind a bus when you lose a game, or anything similar.

It is less likely to be acceptable if an individual is singled out, and/or frequently singled out.

Potentially acceptable examples if implemented reasonably:

- The team splits into two teams for a scrimmage. The winning and losing teams have different physical conditioning outcomes.
- A late participant does exercise that is in scope with the other teammates so they are properly warmed up.
- A planned drill where if successful, you continue and if not successful, you have to engage in a reasonable physical activity prior to returning to the drill.
- Changing a practice plan to respond to the energy of the group, if it stays in scope with the planned training volume for the week.

10.2 Sensitive Language

- Terms which have been historically derogative, are at times being "reclaimed" by the group that is impacted by them. Most commonly in the BIPOC and LGBTQ communities. These types of terms, regardless of who uses them will be viewed as inappropriate in the University sport setting.

10.3 Examples that are not maltreatment

- Sport Leaders have a legitimate right and responsibility to provide constructive feedback, and to implement reasonable measures to enhance performance and correct deficiencies in Student-Athletes (and other Sport Leaders), including, but not limited to:

- The legitimate (i.e. not discriminatory, arbitrary, abusive or retaliatory) exercise in good faith of a Sport Leader's right to determine team rosters, playing time, and or competition participation.
- Undertaking reasonable disciplinary action against Student-Athletes (and other Sport Leaders) for violations of sport team rules and/or University policies.
- Reasonable actions taken by a Sport Leader relating to the coaching, supervision, or assessment of Student-Athletes, including with respect to their sport performance and conduct, including in accordance with sport, athletic or University policies.

The University does not condone harassment under the guise of "strong management". However, an assertive management, supervisory, teaching or coaching style may be acceptable provided that Student-Athletes (and other Sport Leaders) are treated with respect and dignity.

APPENDIX I: DEFINITIONS

- a) **Adopting Organization:** An organization that has adopted the current version of the UCCMS, as amended.
- b) **Boundary Transgressions:** Interactions or communications that breach objectively reasonable boundaries of an individual and are inconsistent with duties/responsibilities of the *Participant*. See Section 5.7.
- c) **Consent:** The communicated voluntary agreement to engage in the activity in question, by a person who has the legal capacity to consent. Consent regarding sexual activity is assessed in accordance with the laws of Canada, including the *Criminal Code*.
- d) **Criminal Code:** The Criminal Code of Canada (Criminal Code, R.S.C. 1985, c. C-46, as amended).
- e) **Disclosure:** The sharing of information by a person regarding an incident or a pattern of *Maltreatment* experienced by that person, including a breach of reasonable boundaries. *Disclosure* does not constitute a formal *Report*.
- f) **Discrimination:** Behaviour, policies, and/or practices that contribute to differential, inequitable, adverse or otherwise inappropriate treatment of or impact on an individual or class of individuals based on one or more prohibited grounds, which include race, national or ethnic origin, colour, Indigeneity, religion, age, sex, sexual orientation, gender identity or expression, pregnancy, marital status, family status, language, genetic characteristics or disability, and analogous grounds. Behaviour, policies, and/or practices specifically benefitting members of marginalized groups shall not be considered *Discrimination*.
[U SPORTS Modification: The legal definitions of what constitutes discrimination and prohibited grounds in the applicable human rights legislation in each province, and in each University's policies, will apply and supersede the definitions in the UCCMS, if they are in conflict with the UCCMS definitions.](#)
Discrimination does not include behaviour, policies and/or practices rationally connected to legitimate sport objectives with the honest and good faith belief that they are reasonably necessary to accomplish the relevant objectives, provided that accommodation of the needs of an individual or a class of individuals affected would impose undue hardship on the *Participant* and/or *Adopting Organization* that would have to accommodate those needs, considering health, safety, cost, and legitimate sport objectives. See Section 5.8.
- g) **Grooming:** Deliberate conduct by a *Participant* comprised of one or several acts that, viewed objectively, either make it easier to engage in *Sexual Maltreatment* or reduce the chance that *Sexual Maltreatment* will be *Reported*. See Section 5.6.

- h) **Legal Duty to Report:** The legal obligation to report potential abuse of a person under the age of protection in their province or territory of residence, in accordance with applicable provincial and territorial legislation.
- i) **Maltreatment:** A volitional act and/or omission described in Sections 5.2-5.6 that results in harm or has the potential for physical or psychological harm.
- j) **Minor:** U SPORTS Modification: “Minor” means a person who has not reached the age of majority in the province where the applicable University is located. Note that an Adult is anyone not considered a minor.
- k) **Neglect:** Any pattern or a single serious incident of lack of reasonable care, inattention to a *Participant’s* needs, nurturing or well-being, or omissions in care. See section 5.4.
- l) **Participant:** Any individual who is subject to the UCCMS. *Participants* could include, without limitation, athletes, coaches, officials, volunteers, administrators, directors, employees, trainers, parents/guardians, etc., according to the policies of the *Adopting Organization*.
- m) **Physical Maltreatment:** Any pattern or a single serious incident of deliberate conduct, including contact behaviours and non-contact behaviours as outlined in Section 5.3, that has the potential to be harmful to a person’s physical or psychological well-being. See Section 5.3.
- n) **Power Imbalance:** A *Power Imbalance* is presumed to exist where a *Participant* has authority or control over another person, is in a position to confer, grant or deny a benefit or advancement to the person, or is responsible for the physical or psychological well-being of the person. Whether an actual *Power Imbalance* exists will be determined based on the totality of the circumstances, including the subjective view of the subordinate *Participant*.
 - i. Once a coach-athlete relationship is established, a *Power Imbalance* is presumed to exist throughout the coach-athlete relationship, regardless of the age of the athlete.
 - ii. U SPORTS Modification – This clause is removed. It does not typically align with the power imbalance approach between teachers and students. ~~Where the coach-athlete relationship began while the athlete was a Minor, the Power Imbalance is presumed to continue even after the coach-athlete relationship terminates, until the athlete reaches 25 years of age.~~
 - iii. A *Power Imbalance* may exist, but is not presumed, where a sexual or romantic relationship existed between two adult *Participants* before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship between *Consenting* adults that preceded the sport relationship).
 - iv. A *Power Imbalance* is presumed to exist where the *Participant* and other person are in 1) an authority-based relationship in which one person has power over another by virtue of an ascribed position of authority, such as between high performance director and coach; employer and employee; technical official and athlete; 2) a dependency relationship in which the person in a position of lesser power is dependent upon the other person for a sense of security, safety, trust, and fulfillment of needs, conducive to intimate physical or psychological connections, such as between parent/guardian and child; teacher and student; person with a disability and

attendant; coach and athlete; high performance director and athlete; sport science and medical support staff and athlete; billet or host family and athlete.

- v. A presumption that *Power Imbalance* exists may be rebutted.
 - vi. A *Power Imbalance* may arise in a peer-to-peer relationship, including but not limited to teammate-teammate, athlete-athlete, coach-coach or official-official relationships.
 - vii. Power may be represented by seniority, age differential, ability, physical size, public profile, gender identity or expression, sexual orientation, ethno-racial identity, level of physical and intellectual disability, and their intersections, as some examples.
 - viii. *Maltreatment* occurs when this power is misused. Moreover, it is recognized that those from marginalized groups have experienced positions of lesser power.
- o) **Prohibited Behaviour:** Any of the conduct described in Section 5, including but not limited to *Maltreatment*.
- p) **Psychological Maltreatment:** Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to a person's psychological well-being. See Section 5.2.
- q) **Reporting (or Report):** The provision of information by a *Participant* or by any person to an independent authority designated by the *Adopting Organization* to receive *Reports* regarding *Prohibited Behaviour*. *Reporting* may occur through either: (i) the person who experienced the *Prohibited Behaviour*, or (ii) someone who witnessed the *Prohibited Behaviour* or otherwise knows or reasonably believes that *Prohibited Behaviour* or a risk of *Prohibited Behaviour* exists.
- r) **Reporting Obligation:** The obligation to *Report* possible *Prohibited Behaviour* under the UCCMS. See Section 5.11.
- s) **Respondent:** A *Participant* who is alleged to have engaged in one or more of the *Prohibited Behaviours* described herein.
- t) **Sexual Maltreatment:** Any pattern or a single incident, whether physical or psychological in nature, that is committed, threatened, or attempted, and that has the potential to be harmful to a person's sexual integrity. See Section 5.5.
- u) **Vulnerable Participant:** Persons at increased risk of *Maltreatment* and/or coercion, often due to age, gender, race, poverty, Indigeneity, sexual orientation, gender identity or expression, disability, psychosocial or cognitive ability, and their intersections. *Vulnerable Participants* include persons who are not able to provide informed *Consent*.