



Curling Canada, Member Association and Adopting Member Club/Facility

Statement on Sport Integrity

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Curling Canada has a fundamental obligation and responsibility to protect the health, safety, physical and mental well-being of every individual who is involved in the Canadian curling community.

Curling Canada and its *Member Associations* have worked together to create a comprehensive Sport Integrity Program to safeguard the sport of curling, with the goal of having all Member Clubs/Facilities adopt the Sport Integrity Program. This would mean that all Canadian curlers would fall within the jurisdiction of the Sport Integrity Program.

Curling Canada, its *Member Association(s)* and *Adopting Member Club(s)/Facility(s)* take situations involving *Misconduct*, *Prohibited Behaviour* or *Maltreatment* very seriously. For this reason, the *Organizations* are committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of *Misconduct*, *Prohibited Behaviour* or *Maltreatment*.

The Sport Integrity Program is intended to promote a safe and welcoming sport environment in a manner that allows for consistent, immediate, appropriate, and meaningful action should any issues arise. They are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

To this end, the *Organizations* have adopted the *Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)* as part of the conduct standard for the Canadian curling community.

Should anyone wish to report an incident or concern about *Misconduct* or *Maltreatment* by anyone associated with curling in Canada, including but not limited to, *Athletes*, coaches, officials, volunteers, and parents/guardians of *Athletes*, they may do so directly through the identified pathways.

The *Organizations* make the following commitments to a sport environment free from *Misconduct*, *Prohibited Behaviour* and *Maltreatment*:

- a) All participants in curling can expect to play, practice, compete, work, and interact in an environment free from *Misconduct*, *Prohibited Behaviour* and *Maltreatment*.
- b) Addressing the causes and consequences of *Misconduct*, *Prohibited Behaviour* and *Maltreatment* is a collective responsibility and requires the deliberate efforts of all *Organizational Participants*, the broader sport community, sport club administrators and organization leaders.
- c) Participants in positions of trust and authority have a responsibility to protect the health and well-being of all other participants.
- d) Adult *Organizational Participants* have a specific ethical and statutory duty and the additional responsibility to respond to incidents of *Misconduct* and *Maltreatment* involving *Minors* and other *Vulnerable Organizational Participants*.
- e) All *Organizational Participants* recognize that *Misconduct*, *Prohibited Behaviour* and *Maltreatment* can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of *Misconduct*, *Prohibited Behaviour* and *Maltreatment*.
- f) All *Organizational Participants* recognize that individuals who have experienced *Misconduct*, *Prohibited Behaviour* and *Maltreatment* may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
- g) All *Organizational Participants* working with children and youth have a duty to prevent or mitigate opportunities for *Misconduct*, *Prohibited Behaviour* and *Maltreatment*.
- h) *Organizational Participants* affiliated with the *Organizations* may be required to complete appropriate mandatory training on conduct standards, preventing and addressing abuse, *Harassment*, *Prohibited Behaviour* and *Maltreatment*.
- i) In recognition of the historic vulnerability to discrimination and violence amongst some groups, which persists today, participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.

Operationalization

Sport Integrity will be operationalized throughout the curling system in Canada through nationally aligned policies and procedures.

The primary policies contained in the Sport Integrity Program include but are not limited to:

1. *Code of Conduct and Ethics, including the Universal Code of Conduct to Prevent and Address Maltreatment in Sport 7.0*
2. *Athlete Protection Policy*
3. *Discipline and Complaints Policy*
4. *Appeal Policy*
5. *Social Media Policy*
6. *Screening Policy*
7. *Reciprocation Policy*
8. *Sanctioned Competition Discipline Policy*
9. *Concussion Policy*

Definitions

1. Terms in the Sport Integrity Program are defined as follows:

- a) ***Adopting Member Club/Facility*** – a Member Club/Facility which has adopted the Sport Integrity Program and associated processes.
- b) ***Affected Party***¹ – any individual or entity, as determined by the *Appeal Manager*, who may be affected by a decision rendered under the *Appeal Policy* and who may have recourse to an appeal in their own right.
- c) ***Affiliated Curling Organization*** – those organizations or entities recognized by Curling Canada who have accepted to be bound by the Sport Integrity Policy Program.
- d) ***Alternative Dispute Resolution (ADR)*** – a voluntary and flexible process for addressing disputes outside of formal adjudication, and can include a variety of methods, such as mediation or facilitated conversations. The process may lead to a settlement agreement and is intended to reduce the uncertainty, costs, and other challenges associated with investigations, hearings, and appeals.
- e) ***Appeal Manager*** – an individual, who may be any staff member, committee member, volunteer, governor, director, or an independent party, who is appointed to oversee the *Appeal Policy*. The *Appeal Manager* will have responsibilities that include using decision making authority under the *Appeal Policy*. This individual must not have had any prior involvement with the matter under appeal or have a direct relationship with any of the *Parties*.
- f) ***Appeal Panel*** – an individual appointed by the *Appeal Manager* to decide on appeals that are assessed under the *Appeal Policy*. The *Appeal Panel* must not be in a conflict of interest or have a direct relationship with any of the *Parties*.
 - i. The functions of the *Appeal Panel* may be performed by a panel of three individuals appointed by the *Appeal Manager*, with decisions made by majority vote.
 - ii. One individual will be appointed chair of the *Appeal Panel*, and act as the primary point of contact.
- g) ***Appellant*** – the *Party* appealing a decision.

¹ Throughout this document, a word or expression in the singular includes the plural, and a word or expression in the plural includes the singular.

- h) **Athlete** – an individual who is an *Athlete* participant in Curling Canada who is subject to the By-Laws and policies of Curling Canada.
- i) **Athlete Support Personnel** – any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent, or any other person working with, treating, or assisting an *Athlete* participating in or preparing for sports competition.
- j) **Bullying** – offensive behaviour and/or abusive treatment of an *Organizational Participant* that typically, but not always, involves an abuse of power.
- k) **Canadian Anti-Doping Program (CADP)** – the *SIC* implements and administers the *CADP* on behalf of the Canadian sport community. It is designed to prevent, deter and detect doping and serves to protect the integrity of sport and the rights of clean *Athletes*.
- l) **Canadian Safe Sport Program (CSSP)** – Program created by *SIC* in accordance with its mandate from the federal government to independently administer and enforce the *UCCMS* for sport organizations as defined in the *CSSP Rules*.
 - i. **Canadian Safe Sport Program (CSSP) Consent Form** – An agreement regarding the administration and enforcement of the *UCCMS* and *CSSP Rules* that must be signed by every *CSSP Participant* and subject to the *CSSP* as a condition for participation with a *CSSP Sport Organization*. It is in force at any time (including without limitation, pursuant to consent provided during a previously signed agreement between a signatory to the Abuse-Free Sport Program and the SDRCC for related services).
 - ii. **Canadian Safe Sport Program (CSSP) Participant** – an individual affiliated with a *CSSP Sport Organization*, as defined by the *CSSP Rules* and is therefore subject to the *CSSP Rules*, or as otherwise designated by a *CSSP Sport Organization*. *CSSP Participants* may include an *Athlete*, a coach, a board member, an official, an *Athlete Support Personnel*, an employee, a *Worker*, an administrator, or a volunteer acting on behalf of, or representing a *CSSP Sport Organization* in any capacity.
 - iii. **Canadian Safe Sport Program (CSSP) Sport Organization** – a sport organization that has adopted the *CSSP* and has retained the services of the *SIC* for the *CSSP*. For the purpose of these policies, only Curling Canada is a *CSSP Sport Organization*.
- m) **Code** – the *Code of Conduct and Ethics*.
- n) **Complainant** – an individual who makes a report of an incident, or a suspected incident, of alleged *Maltreatment*, *Prohibited Behaviour* or *Misconduct* that may

be a violation of the standards described in the *Organization's* policies, by-laws, rules or regulations, including the *UCCMS*.

- o) **Commercial Activity** – any particular transaction, act or conduct that is of a commercial character.
- p) **Concussion** – a brain injury that can result in an alteration in thinking and behaviour because of a physical impact to the head, neck, face or body.
- q) **Criminal Record Check (CRC)** – a search of the Royal Canadian Mounted Police (RCMP) Canadian Police Information Centre (CPIC) system for adult convictions.
- r) **Days** – calendar *Days*².
- s) **Designated Person** – refers to a person/people designated by Curling Canada removal-from-sport protocol and by its return-to-sport protocol for the purposes of fulfilling various duties indicated in this Policy. The Designated Person(s) is/are responsible for ensuring that:
 - i. an *Athlete* is immediately removed from further training, practice or competition if the *Athlete* is suspected of having sustained a *Concussion*,
 - ii. if the *Athlete* is under 18 years of age or such other age as may be prescribed, the parent or guardian is informed of the removal,
 - iii. such persons or entities as may be prescribed are informed of the removal, and
 - iv. once removed, the *Athlete* is not permitted to return to training, practice or competition, except in accordance with Curling Canada's Return-to-Sport protocol.
- t) **Dispute Resolution Officer** – individual(s) who are appointed by the *Independent Third Party* to decide on complaints that are assessed under Process #2 of the *Discipline and Complaints Policy* regarding UCCMS related matters

² For the purpose of calculating deadlines, the following shall apply: the Day of the act is not included in the calculation (i.e., the date of receipt of a decision is not Day 1); instead, the deadline would start on the Day following receipt of the decision and would expire at midnight (in the location of the individual seeking to file an appeal) on the last Day of the period. If the end date is a Saturday, a Sunday or a legal holiday, the period runs until the next Day that is not a Saturday, a Sunday or a legal holiday. For example, if an individual receives a decision on Thursday December 17, 20XX, the 14-Day deadline to appeal this decision starts on Friday December 18, 20XX and would expire on Friday January 1, 20XY. However, since January 1, 20XY, is a legal holiday, January 2, 20XY is a Saturday, and January 3, 20XY is a Sunday, the deadline to appeal would expire at midnight (in the location of the individual seeking to file an appeal) on January 4, 20XY.

- u) **Diversity** – the presence and integration of a variety of individuals with different personal characteristics, particularly *Under-Represented Groups*, in a group or organization.
- v) **Enhanced Police Information Check (E-PIC)** – a *Criminal Record Check* plus a search of *Local Police Information*.
- w) **Equity** – fairness afforded to individuals with diverse personal characteristics regardless of those characteristics.
- x) **Fair Play Panel** – individuals appointed by Curling Canada to decide on complaints that are assessed under the Fair Play Process of the *Discipline and Complaints Policy*. The *Fair Play Panel* must not be in a conflict of interest or have a direct relationship with any of the *Parties*.
 - i. The functions of the *Fair Play Panel* may be performed by a panel of three individuals appointed by Curling Canada, with decisions made by majority vote.
 - ii. One individual will be appointed chair of the *Fair Play Panel*, and act as the primary point of contact.
- y) **Harass or Harassment** – In addition to the definitions under the *UCCMS*, to *Harass or Harassment* is a course of vexatious comments or conduct against an *Organizational Participant* or group, which is known or ought reasonably to be known to be unwelcome. *Harassing* behaviours may also be *Maltreatment*. Types of behaviour that constitute *Harassment* include, but are not limited to:
 - i. written or verbal abuse, threats, or outbursts;
 - ii. the display of visual material that is offensive or which one ought to know is offensive;
 - iii. unwelcome remarks, jokes, comments, innuendo, or taunts;
 - iv. leering or other suggestive or obscene gestures;
 - v. condescending or patronizing behaviour that is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. practical jokes that cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - vii. any form of hazing;

- viii. unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
 - ix. unwelcome sexual flirtations, advances, requests, or invitations;
 - x. physical or sexual assault;
 - xi. behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment; and/or
 - xii. retaliation or threats of retaliation against an individual who reports *Harassment*.
- z) **Inclusion** – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics.
 - aa) **Independent Third Party** – the individual or entity retained by Curling Canada on behalf of the *Organizations* to receive reports and complaints, and to fulfill the identified responsibilities outlined in the *Discipline and Complaints Policy* and *Appeal Policy*, as applicable. This individual or entity must not be in a real or perceived conflict of interest or have a direct relationship with any of the *Parties*.
 - bb) **Interpersonal Communication** – Communication that occurs between two or more *Organizational Participants* within a communication medium.
 - cc) **IP Address** – a numerical label that is assigned to electronic devices participating in a computer network that uses internet protocol for communication between devices.
 - dd) **Local Police Information (LPI)** – additional conviction and selected non-conviction information in national and local police data sources which may be relevant to the position sought.
 - ee) **Maltreatment** – as defined in the [UCCMS](#).
 - ff) **Member Association** – refers to the organizations that are *Member Associations* of Curling Canada as set out in Curling Canada’s by-laws.
 - gg) **Member Curling Club or Facility** – a club that has met the membership standards as set by Curling Canada and the applicable *Member Association*.
 - hh) **Minor** – as defined in the [UCCMS](#).
 - ii) **Misconduct** – any action or behaviour where an *Organizational Participant* contravenes a rule, regulation, policy, conduct standard, or approved

requirement of an *Organization(s)*. This includes conduct that violates the values, standards, and ethical principles of an *Organization*.

- jj) **Organization(s)** – refers to Curling Canada, Curling Canada’s *Member Association(s)* and/or *Adopting Member Club/Facility*, as appropriate.
- kk) **Organizational Participant(s)** – refers to all categories of individuals who are subject to the policies, rules and regulations of the *Organization(s)*, as well as all persons employed by, contracted by, or engaged in activities with the *Organization(s)* including, but not limited to, employees, contractors, *athletes/regular curlers*, coaches, instructors, officials, volunteers, *athlete support personnel*, managers, administrators, ice technicians, parents or guardians, committee members, or governors, directors and officers.
- ll) **Party or Parties** – the individual(s) or entities involved in a dispute.
- mm) **Person in Authority** – any *Organizational Participant* who holds a position of authority within the *Organization* including, but not limited to, coaches, instructors, officials, managers, *Athlete Support Personnel*, chaperones, committee members, or governors or directors and officers.
- nn) **Personal Information** – any information about an individual that relates to their personal characteristics including, but not limited to gender, age, income, home address or phone number, ethnic background, family status, health history, and health conditions.
- oo) **Power Imbalance** – as defined in the [UCCMS](#).
- pp) **Prohibited Behaviour** – as defined in the [UCCMS](#).
- qq) **Prohibited Method** – as defined in the [CADP](#).
- rr) **Prohibited Substance** – as defined in the [CADP](#).
- ss) **Provisional Measures** – a measure imposed on an *Organizational Participant* on an interim basis, including restricting their ability to participate in a *Sanctioned Competition* or activity of Curling Canada and its *Members* or as otherwise restricting their ability to participate in sanctioned activities pursuant to the *Discipline and Complaints Policy* or the *CSSP*, or any other such temporary measure deemed appropriate in the circumstances .
- tt) **Public Communication** – Communication that is or was posted publicly, such as on a Participant’s *Social Media* platform.
- uu) **Qualified Healthcare Professional** – refers to a licensed health care professional who has been trained in *Concussion* assessment and treatment.

- vv) **Recognized Activities** – sanctioned/approved/official curling or curling related activities of the *Organization(s)*.
- ww) **Representatives** – delegates, governors or directors, officers, committee members, employees, administrators, contractors.
- xx) **Respondent** – the *Party* responding to the complaint or an appeal, as applicable.
- yy) **Return-to-Sport (RTS)** – completion of the RTS strategy with no symptoms and no clinical findings associated with the current *Concussion* at rest and with maximal physical exertion.
- zz) **Sanctioned Competition** – a *Sanctioned Competition* recognized by one of the *Organizations*, and which may include a social activity associated with a *Sanctioned Competition*.
- aaa) **Sanctioned Competition Discipline Panel** – a panel of one (1) or three (3) people who are appointed by the designated person to decide on matters under the *Sanctioned Competition Discipline Procedure*.
- bbb) **Sport Integrity Canada (SIC)** – the independent, national, not-for-profit, multi-sport organization with a focus on the integrity issues of safe sport, anti-doping, and competition manipulation, including the *CSSP* for all *CSSP Sport Organizations* at the national level that adopt the *CSSP*.
- ccc) **Sport Dispute Resolution Centre of Canada (SDRCC)** – a sport organization that provides national *Alternative Dispute Resolution* services for sport disputes; and expertise and assistance regarding *Alternative Dispute Resolution*.
- ddd) **Sport Integrity** – the foundation of fair, safe and inclusive sport.
- eee) **Sport-Related Concussion (“SRC”)** – a Sport-Related *Concussion* is a traumatic brain injury induced by biomechanical forces. Several common features that may be used to define the nature of a SRC may include:
 - i. it was caused either by a direct blow to the head, face, neck or elsewhere on the body with an impulsive force transmitted to the head;
 - ii. it typically results in the rapid onset of short-lived impairment of neurological function that resolves spontaneously. However, in some cases, signs and symptoms evolve over several minutes to hours;
 - iii. it may result in neuropathological changes, but the acute clinical signs and symptoms largely reflect a functional disturbance rather than a structural injury and, as such, no abnormality may be visibly apparent; or

- iv. it results in a range of clinical signs and symptoms that may or may not involve loss of consciousness. Resolution of the clinical and cognitive features typically follows a sequential course. However, in some cases symptoms may be prolonged.
- fff) **Social Media** – the catch-all term that is applied broadly to computer-mediated communication media such as, but not limited to, blogs, YouTube, Facebook, Instagram, Threads, Tumblr, Tik Tok, Snapchat, Reddit and X.
- ggg) **Suspected Concussion** – means the recognition that an *Individual* appears to have either experienced an injury or impact that may result in a *Concussion*, or who is exhibiting unusual behaviour that may be the result of *Concussion*.
- hhh) **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. As amended from time to time.
- iii) **Under-Represented Groups** – includes women, individuals who identify as Black, Indigenous, or people of colour (BIPOC), children in low-income families, seniors, people with disabilities, newcomers to Canada, and members of the two-spirit, lesbian, gay, bisexual, transgender, and queer (2SLGBTQ+) community.
- jjj) **Vulnerable Participant** or **Vulnerable Organizational Participant** – as defined in the [UCCMS](#).
- kkk) **Vulnerable Sector Check (VSC)** – a detailed check that includes a search of the RCMP Canadian Police Information Centre (CPIC) system, *Local Police Information*, and the Pardoned Sex Offender database.
- lll) **Worker** – any person who performs work for the *Organization(s)* including employees, managers, supervisors, temporary *Workers*, volunteers, student volunteers, part-time *Workers*, the Board of Directors or Governors, and independent contractor(s).
- mmm) **Workplace** – any place where business or work-related activities are conducted. *Workplaces* include but are not limited to, the registered office(s), work-related social functions, work assignments outside the registered office(s), work-related travel, the training and competition environment, and work-related conferences or training sessions.
- nnn) **Workplace Harassment** – a course of vexatious comment or conduct against a *Worker* in a *Workplace* that is known or ought reasonably to be known to be

unwelcome. *Workplace Harassment* should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for *Workplace* infractions.

- ooo) ***Workplace Violence*** – the use of or threat of physical force by a person against a *Worker* in a *Workplace* that causes or could cause physical injury to the *Worker*; an attempt to exercise physical force against a *Worker* in a *Workplace* that could cause physical injury to the *Worker*; or a statement or behaviour that it is reasonable for a *Worker* to interpret as a threat to exercise physical force against the *Worker* in a *Workplace* that could cause physical injury to the *Worker*.