

Provincial Policy & Mandate to the E.A.C

Provinces can deal with minor issues as a means to troubleshoot incidences within their membership in a timely and efficient manner.

Minor issues defined

- Minor issues are incidents which do not meet the criteria for E.A.C investigation and may include: individual disagreements, some Facebook content which doesn't the criteria of abuse but in violation of Facebook rules, not following tournament rules, rules of the venue, or referee rules.

Policy

- **All CAWF affiliates (Provincial Presidents, Referees, all CAWF Officials & Athletes) are expected to review and be familiar with the CAWF Code of Ethics, the Provincial policy & procedure including the Oath of Confidentiality. We are all expected to model, and promote abuse prevention and report abusive situations within the sport of Armwrestling.**
- A Provincial Official may consult regarding the treatment of abuse allegations by as listed below or by emailing the E.A.C using the email below. using the weblink.
- Any Official who deals with a minor issue is to respect the Oath of Confidentiality in terms of holding that information unless it needs to be shared due to safety concerns. (i.e risk of excessive intoxication during a tournament after being warned about the behavior in the past)
- Any Official can prohibit an athlete or Official from participating in an event if their behavior is deemed to be unsafe to themselves or others.
- Provincial Presidents should be keeping a running account of incidents in a secure and confidential digital or physical "incident file" for the purposes of tracking or follow up.
- Transfer of an Incident file from one Provincial President to another, should be done immediately upon knowledge of the newly elected Official.
- All Provinces should publicize their code of conduct, before, during, and after tournaments so that all members can reference and abide by those rules.
- When the EAC receives the complaint form from the Official it will conduct its eligibility review. All attempted interventions and timelines need to be documented clearly in the complaint form to assess for eligibility.
- If the complaint doesn't fit the criteria for eligibility the E.A.C can consult with the Official to discuss next steps.
- EAC Complaint forms need to be submitted to the EAC Weblink in a timely manner (i.e after 3 warnings or attempted interventions or when the situation clearly falls under an abuse allegation). All criminal situations should be referred to local police immediately. The E.A.C is NOT a crisis response unit.

- The Weblink is the ONLY means by which to report a complaint. There may be some individuals who cannot use the weblink (i.e due to capacity) It may be necessary to walk them through the process or fill out the form on their behalf and submit it through the EAC weblink.
- Once the Province makes their referral there will be brief consultation at the intake, to ensure the form is filled out correctly, and then they will be informed of the outcome. , NOT the details of the finding as per the EAC investigation procedure.

Suspensions

- The decision of suspension, provisional suspension or banning of an athlete is the responsibility of the E.A.C.
- Suspensions are reported to the following officials: CAWF President, Provincial President, and the Chief Referee. Those officials will share the suspension to relevant tournament organizers as required.
- Suspensions are communicated in terms of their outcome and not regarding the details of the incident, complainant or witnesses interviewed.
- Those informed about suspensions must treat this information with respect and are only to share the suspension with those who need knowing as per the Oath of Confidentiality.
- Those with provisional suspensions will be contacted on a yearly basis for an update on their circumstance.
- Those who are suspended or banned will be given clear timelines and so will the respective officials.
- E.A.C Yearly reports will be updated to the listed officials to either confirm or acknowledge the status of a suspension.
- Appeals of suspensions are dealt with through the E.A.C and the Executive sitting member and remain provisional until the decision is overturned or stayed. The outcome of an appealed suspension (if overturned) will be communicated to the officials anew so they can update their records.

For more information regarding the CAWF Code of Ethics, the EAC Terms of Reference, Procedure, complaint or volunteer forms, history etc, visit the EAC Website: <https://cawf.ca/ethics-advisory-committee>

To submit a Complaint form: eac.cawf@gmail.com