

**CONSTITUTION OF THE
CANADIAN ARMWRESTLING FEDERATION
(CAWF)**



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ARTICLE 1: TITLE

Canadian Armwrestling Federation is the official title. Through this constitution, the acronym "CAWF" will be used to designate the Canadian Armwrestling Federation. This title may be changed only by a majority vote of CAWF members at an annual The AGM meeting.

ARTICLE 2: SYMBOL

The CAWF symbol is two arms in a locked in position in front of a red maple leaf, inside a circle with the words Canadian Armwrestling Federation.

ARTICLE 3: COMPOSITION

CAWF is composed of Provincial Associations.

The Provinces may have as many active armwrestling organizations as they want, but they may only be represented by one provincial body from each Province. Each Provincial body must meet criteria as set forth by CAWF. The member Provinces are ultimately CAWF. Membership criteria are set forth in Article 15.

Article 4: PURPOSE

1. The business purpose of the CAWF is to oversee organization, promotion and refereeing of the sport of armwrestling in Canada.
2. Setting out guidelines for the provinces and regions to abide by in regards to stand-up and sit-down armwrestling nationally.
3. Issuing, setting and modifying rules for both stand-up and sit-down styles of armwrestling to be used nationally.
4. Establishing a method of funding for the CAWF and affiliated Federations, Associations, and Clubs in Canada.
5. Maintaining a close contact with the World Armwrestling Federation (WAF) and coordinating communication between the two Federations.

ARTICLE 5: GENERAL PROVISIONS

1. CAWF is a non-profit organization. The Directors as members of the Executive Committee of CAWF are elected and serve on a voluntary basis. They do not receive a salary, nor will they profit financially from carrying out their duties as CAWF executives. In retrospect, it is also expected that they will not bear costs personally of operating CAWF from day to day. These costs are to be approved by the membership at the annual The AGM meetings.
2. CAWF is a non-bias organization. Decisions will not be based on religious, political or racial backgrounds. Discrimination will not be tolerated in the CAWF organization.
3. CAWF may be associated with any organization that will benefit armwrestling.
4. CAWF headquarters will be where the CAWF membership deems it to be the most practical, based on good business sense.
5. Any dispute in interpretation of the constitution statutes and bylaws will be handled by the Executive Committee. Clarification will be presented to the CAWF membership to be ratified and documented as a letter of understanding which will form part of the constitution.
6. The head office of CAWF shall be designated by the Directors.

ARTICLE 6: LANGUAGE

1. The official language of CAWF is English. All publication, correspondence, reports, scoring, refereeing and The AGM proceedings will be in English.
2. English is a working language, AGM meetings of Executive Committee and Committees should be carried out in English.
3. It is the responsibility of each Province to bring a translator if required to the Canadian Championships.

ARTICLE 7: ANNUAL GENERAL MEETING

1. The CAWF Annual General meeting will take place annually at the Canadian Armwrestling Championship at least one day prior to the competition. The following items will always be on the agenda:

- a. Affiliation of new members.
- b. The approval of the reports of the President, Vice-President(s), Secretary/Treasurer, Referee and sub-committee members.
- c. The filling in of any existing vacancies on the CAWF Executive Committee.
- d. Selection of location of CAWF Canadian Championship, other sanctioned championships and seminars.
- e. Modification of statutes, bylaws and rules.
- f. New business presented by affiliated member organizations.
- g. Review of audited accounts.
- h. Appointment of auditors.

2. Every third year, using 2014 as a reference, Directors and Executive will vote on the following:

- a. Vice-President
- b. Secretary/Treasurer
- c. Team Captain
- d. Assistant Referee-in-Chief

3. Every third year, using 2015 as a reference, Directors and Executive will vote on the following:

- a. President
- b. Referee-in-Chief
- c. Director of Communications

4. All Provincial representatives who sit on the CAWF Executive Committee are Directors of CAWF. Election or appointment of a representative to sit on the Executive Committee shall be deemed to be an election or appointment of that representative as a Director of CAWF.

a. Executive Committee shall consist of the President, Vice-President, Secretary/Treasurer and the Director of Communications. Other positions may be added or removed with a majority vote of the Board of Directors.

b. The Board of Directors shall comprise of the Executive committee and the representatives of the Provincial/Territorial bodies. Only Provinces/Territories with membership in Good Standing may cast a vote.

c. The position of the Head Scorekeeper will work under the leadership of the Secretary/ Treasurer. They will be nominated by and approved by Executive Board.

5. Before the start of the AGM, the CAWF Secretary/ Treasurer will verify the credentials of all the delegates.

6. Provinces will be represented in AGM by the elected officials or official designates of their Provincial armwrestling organizations. Representatives should be prepared to show in writing, proof of their designation from their Province, if requested by the Secretary/Treasurer.

7. The attendance to the AGM of the CAWF President and Secretary/Treasurer or their proper designates is compulsory.
8. Any items to be included in the AGM agenda must reach the Secretary/Treasurer's office at least 2 months (60 days) prior to the date set for the AGM. The corresponding annual reports about the executed work of the President and Secretary/ Treasurer and Chairman of Committees should be sent to the members of Federations 30 days prior to The AGM date. Only items set forth on the agenda may be discussed unless the President gives special permission to hear added items and if time allows for it.
9. Only members in good standing are allowed to vote on the agenda or participate in discussion of the agenda. Good standing includes paid up membership fees. Each member shall have one vote.
10. The AGM will only pass items that have been accepted by a majority vote.
11. Voting will be a simple show of hands, on For or Against, unless more than 50% of the membership asks for a ballot vote. Voting outside of the AGM may be done by email.
12. Only representatives from the Provinces present and in Good Standing at the AGM can vote. Transfer of "votes" by proxy to representatives of other Provinces is unacceptable.
13. The AGM sessions are private. Observers and special guests can attend providing arrangement has been made with the Executive Committee. They will be observers only and cannot enter debate or vote.
14. The President or his proper designate will chair the AGM meeting, following normal parliamentary procedure such as Robert's Rule.
15. Quorum will be formed with 50% of members in good standing present.
16. The AGM will meet no less than once a year at each CAWF Canadian Championship.
18. Minutes of the AGM meetings will be recorded and distributed at the earliest convenience of the Secretary/Treasurer.

ARTICLE 8: DIRECTORS AND EXECUTIVE COMMITTEE

1. The property of business of the Corporation shall be managed by the Executive, comprised of a minimum of 3 Directors.
2. The applicants for incorporation shall become the first Directors of CAWF whose term of office on the Board of Directors (Executive Committee) shall continue until their successors are elected.
3. At the first The AGM following incorporation, the Board of Directors (Executive Committee) then elected shall replace the provisional Directors named in the Letters Patent of the Corporation.
4. Directors shall be elected for a term of three years by members at the AGM.
5. All Directors shall sit on the Executive Committee and all Executive Committee members are therefore Directors of CAWF.
6. The office of Director shall be automatically vacated:
 - a. If at a special meeting of members or at the AGM, a resolution is passed by 50% of the members present at the meeting that he be removed from office.
 - b. If a director has resigned his office by delivering a written resignation to the Secretary/Treasurer.
 - c. If he is found by a court to be of unsound mind.
 - d. On death.
7. Provided that if any vacancy shall occur for any reason in this paragraph contained, the Board of Directors (Executive Committee) by majority vote may, by appointment, fill the vacancy with a member of CAWF.
8. The Directors shall serve as such without remuneration and no Director shall directly or indirectly receive any profit from his position as such; provided that a Director may be paid reasonable expenses incurred by him in the performance of his duties. Nothing herein contained shall be construed to preclude any Director from serving CAWF as an Officer or in any other capacity and receiving compensation therefore.
9. The Executive of CAWF may administer the affairs of CAWF in all things and make or cause to be made for CAWF, in its name, any kind of contract which CAWF may lawfully enter into and save as hereinafter provided, generally, may exercise all such other powers and do all such other acts and things as CAWF is by its Charter or otherwise authorized to exercise and do.
10. The Executive shall have the power to authorize expenditures on behalf of CAWF from time to time and may delegate by resolution to an Officer or Officers of CAWF the right to employ and pay salaries to employees.
11. The Executive Committee shall take such steps as they may deem requisite to enable CAWF to acquire, accept, solicit or receive legacies, gifts, grants, settlements, bequests, endowments and donations of any kind whatsoever for the purpose of furthering the objects of CAWF.
12. To borrow money upon the credit of CAWF, from any bank, corporation, firm or person, upon such terms, covenants and conditions at such times, in such sums, to such an extent and in such manner as the Executive Committee in its discretion may deem expedient.
13. To limit or increase the amount to be borrowed.
14. To issue or caused to be issued bonds, debentures or other securities of CAWF and to pledge or sell the same for such sums, upon such terms, covenants and conditions and at such prices as may be deemed expedient by the Board of Directors (Executive Committee).

15. To secure such bonds, debentures or other securities, or any other present or future borrowing or liability of CAWF, by mortgage, hypothec, charge or pledge of all or any currently owned or subsequently acquired real and personal, movable and immovable, property of CAWF and the undertaking and rights of CAWF.

16. The Executive may appoint such agents and engage such employees as it shall deem necessary from time to time and such persons shall have such authority and shall perform such duties as shall be prescribed by the Executive at the time of such appointment.

MEETINGS BY OTHER ELECTRONIC MEANS

17. The directors of the Corporation may meet by other electronic means that permits each director to communicate adequately with each other, provided that:

a. The Board of Directors of the Corporation has passed a resolution addressing the mechanics of holding such a meeting and dealing specifically with how security issues should be handled, the procedure of establishing quorum and recording votes;

b. each director has equal access to the specific means of communication to be used;

c. each director has consented in advance to meeting by electronic means using the specific means of communication proposed for the meeting.

18. A majority of Directors in office, from time to time, but no less than 3 directors, shall constitute a quorum for meetings of the Board of Directors (Executive Committee). Any meetings of the Board of Directors (Executive Committee) at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions by or under the By-laws of CAWF, which shall include the power to manage the affairs of the Corporation.

19. Every Director of CAWF and their heirs, executors and administrators and estate and effects, respectively, shall from time to time and at all times, be indemnified and saved harmless out of the funds of CAWF from and against:

20. All costs, charges and expenses which such Director sustains or incurs in or about any action, suit or proceedings which is brought, commenced or prosecuted against him, or in respect of any act, deed, matter of thing whatsoever, made, done or permitted by him in or about the execution of the duties of his office or in respect of any such liability.

a. All other costs, charges and expenses which he sustains or incurs in or about or in relation to the affairs thereof, except such costs, charges or expenses as are occasioned by his own willful neglect or default.

b. Contracts, documents or any instruments in writing requiring the signature of CAWF shall be signed by any two Directors and all contracts, documents and instruments in writing so signed shall be binding upon CAWF without any further authorization or formality. The Directors shall have power from time to time by resolution to appoint an Officer or Officers on behalf of CAWF to sign specific contracts, documents and instruments in writing.

21. Custody of the corporate seal, if any, shall be with the Secretary/ Treasurer- Treasurer.

22. The Executive Committee and Officers of CAWF consists of the following positions:

a. CAWF President

b. CAWF Vice-President

c. Secretary/ Treasurer

d. Referee-in-Chief

e. Assistant Referee-in-Chief

e. Director of Communications

f. Team Captain

23. The Executive Committee members will serve for three (3) years.

24. Any member of the Executive Committee who is regularly absent or neglects their duties, unless for valid reasons, can be replaced. This will be decided by an absolute majority vote of the Executive Committee.
25. One member of the Executive Committee will always be on any sub- committee.
26. Meetings of the Executive Committee are private.
27. The Board of Directors are the ones who ultimately award the venue of a Canadian Championship, and will only change the vote of the AGM with good reason which must be explained to the AGM.
28. If a Director holds 2 positions on the Executive they may only have one vote.

ARTICLE 9: SUB-COMMITTEES

1. One member of the Executive Committee must chair any sub-committee. The member can be on more than one sub-committee.
2. Sub-committees will be formed as needed and will be dissolved in The AGM after completing their goal.
3. Reports have to be presented annually at The AGM by the sub-committee chairperson or his proper designate.
4. Anyone who can contribute to the sub-committees goals can be a member.
5. Standing sub-committees will be allowed.

ARTICLE 10: ELECTIONS

1. Elections for positions to the CAWF Executive Committee will take place every three years.
2. Names of candidates from each Provincial Association must reach the office of the Secretary/ Treasurer in writing at least 3 months (90 days) before the date of the annual The AGM in the election year.
3. Any person can let their name stand for office on the CAWF President. They can be from any Province as long as they possess the ability and the desire to do the job.
4. The filling of the positions will be done in the following order: Vice-President, Secretary/Treasurer and Team Captain. The following year it will be, in order, the President, Referee-in-Chief, Assistant Referee-in-Chief, Director of Communications.

When the position of CAWF President is filled, the vice-president of the Provincial Federation affected will move up to position of Provincial President. This is because the CAWF President has no voting rights except in the case of having to break a tie. This in effect gives that voting right, back to the Provincial Federation involved.

5. Voting will be by secret ballot with a simple majority deciding the vote.
6. If no Provincial representative wishes to let their name stand for Secretary/ Treasurer at this time, the Executive Committee will handle this situation.
7. This process will take place at the start of The AGM and become legally binding at the end of CAWF Canadian championship for the next four years.

ARTICLE 11: DUTIES OF THE PRESIDENT

1. The President will chair the CAWF annual The AGM. Proper rules of parliamentary debate will be followed.
2. In the event of a tie in a vote on a motion, the President will cast the deciding vote. Otherwise the President will abstain from all other votes.
3. The President will help co-ordinate and give direction to the effective hosting of the CAWF Canadian Championship.
4. It is compulsory for the President to attend the CAWF Championship unless circumstances will not allow it.
5. The President will take part in the opening and closing ceremonies of the CAWF Canadian Championship.
6. The President will preside on the committee to settle any disputes at a CAWF Championship.
7. The President shall attend meetings with organizations that will benefit the sport of armwrestling,.
8. The President will conduct business within a budget approved by the AGM. A detailed accounting of these expenditures is to be presented to the annual The AGM.
9. In the preceding sub-sections, in the event that the President cannot attend or participate in any of the functions, a proper designate will be appointed. This appointment has to be in writing.

ARTICLE 12: DUTIES OF THE CAWF VICE-PRESIDENT

1. The Vice-president will help co-ordinate and give direction to the effective hosting of an annual Provincial Championship and The AGM.
2. In the event that any of these issues cannot be resolved at the Provincial level, then the Vice-president will refer the issue to the CAWF Executive Committee for resolution.
3. The Vice-president will issue a report at the CAWF AGM.
4. The Vice-president will be expected to stand in if needed to serve as appointed by the President.

ARTICLE 13: DUTIES OF THE SECRETARY/TREASURER

1. The Secretary/ Treasurer will be responsible to gather all information necessary to compile the agenda for the annual CAWF The AGM and distribute the agenda to the membership at least 1 month (30 days) prior to the date of the annual The AGM.
2. The Secretary/ Treasurer will be responsible to have the minutes of the annual The AGM recorded and distributed.
3. The Secretary/ Treasurer will attend to all documentation and distribution of relevant news of armwrestling to the membership.
4. The Secretary/ Treasurer will assure that only eligible Provinces receive a CAWF Voting card at the annual The AGM.
5. The Secretary/ Treasurer will be responsible to take care of the daily business affairs of CAWF, such as forwarding CAWF correspondence to the President and Executive Committee, answering such correspondence as directed by the President or Executive Committee and paying any outstanding invoices.
7. It will be the Secretary/Treasurer's responsibility to conduct daily financial business for CAWF. It will also be their combined responsibility to present an audited financial report annually at the The AGM or whenever it is required by the Executive Committee.
8. The Secretary/ Treasurer will conduct his business within a budget approved by the CAWF AGM. A detailed accounting of expenditures will be given to The AGM. This will be audited annually.
9. In the preceding sub-sections, if the Secretary/ Treasurer cannot attend or participate to his/her duties, a proper designate will be appointed by the President. After the approval of the Executive Committee this appointment must be in writing.

ARTICLE 14: DUTIES OF THE REFEREE-IN-CHIEF

1. The Referee In Chief will be elected by the board of Directors at the AGM.
 - a. Every CAWF Master Referee shall have the chance to be a candidate for this position.
2. The appointment must be accepted by a majority vote of the membership.
5. The Referee-in-Chief must pre-arrange the required qualified referees for the CAWF Canadian Championship.
6. The Referee-in-Chief must issue referee report cards to his/her referees at every CAWF Canadian Championship, collect these and file them.
7. The Referee-in-Chief must keep a record of all his/her referees, their training and experience. Valid referee cards must be issued.
8. The Referee-in-Chief must arrange for a referee training session at each CAWF Canadian Championship prior to the championship.
9. The Referee-in-Chief is responsible to properly interpret the CAWF Rules and to insure they are carried out in a professional and orderly manner during CAWF Championship.
10. The Referee-in-Chief is responsible to ensure that the proper technical equipment is used at CAWF Championships.
11. Referee-in-Chief is responsible to work within a budget allowed by the CAWF Executive Committee for the running of programs, travel and upkeep of the CAWF Rule book. A detailed accounting of this budget and a report of referee activity is to be presented annually to the CAWF Executive. The budget will be audited at the CAWF The AGM.
12. The Referee-in-Chief will be responsible to bring forward any rule or technical changes requested by his/her referees or any Provincial Federation and present these to the CAWF Executive Committee. The CAWF Committee will present these to the membership in a motion to be discussed and voted on.

ARTICLE 15: DUTIES OF THE ASSISTANT REFEREE-IN-CHIEF

1. The Assistant Referee-in-Chief will work with the Referee-in-Chief at the National Championships.
2. The Assistant Referee-in-Chief will assist in getting referees qualified on their end of the Country.
3. In the event the Referee-in-Chief cannot make the National Championships then the Assistant Referee-in-Chief will take their place.

ARTICLE 16: DUTIES OF THE TEAM CAPTAIN

1. Team Captain must have an excellent understanding of WAF rules, regulations and procedures. Must have knowledge of WAF registration procedures and be available for all weigh-ins and Team Captain meetings.
2. Team Captain must be able to communicate with WAF personnel and Team Canada athletes and potential athletes.
3. Must be good at problem solving
4. Must know how to assemble a team for World Championships using CAWF regulations.
5. Team Captain is responsible for Team uniforms.
6. Team Captain will be reimbursed partial expenses to help cover travel costs. The stipend will be determined by the Board of Directors.
7. The position expires after that year's World Championships..
8. Whereas weigh-ins and the competition take place simultaneously the Team Captain can appoint an Assistant Team Captain(s) as required.

ARTICLE 17: DUTIES OF THE COMMUNICATIONS DIRECTOR

1. Build the CAWF website and perform updates in a timely manner
2. Be an online presence for the CAWF.
3. Be active on all forms of social media promoting the CAWF.
4. Keep track and make it known to the Treasurer of payments for website(s) and hosting costs

ARTICLE 18: PROVINCIAL FEDERATIONS

1. A Provincial Federation shall have a properly formed constitution, Executive Committee and business address. All federation stationary must have printed, by its registered title, "Member of CAWF". Copies of this information has to be submitted to CAWF within the year they were formulated.
2. Provincial Associations must accept and comply to all CAWF Rules and Constitution.
3. Provinces that are Provincial Association members can have only one Provincial Association represent each country. Each country may have several different associations within itself, but absolutely only one Provincial Association to represent armwrestling Provincially and at CAWF Canadian Championships.
4. A Provincial championship must be held annually and results submitted to CAWF General Secretary.
5. The Provincial representative to the CAWF Executive Committee must be a member of the Provincial Executive Committee.
6. In the event that a Provincial federation becomes in-operative or dissolves, CAWF will assist that continent to become active again.
7. Provincial Associations must have a minor officials training program in place. This includes referees, draw masters and weigh masters.
8. Referee candidates must be affiliated with the Canadian Armwrestling Federation.

ARTICLE 19: MEMBERSHIP

1. CAWF will supply the membership form to be filled out by the Province applying for membership. This form will cover all the points needed to be affiliated. Some of these points are:

- a. List of executives.
- b. A copy of their constitution.
- c. \$400.00 annual membership fee.
- d. All phone and fax numbers. Mailing addresses and e-mail addresses if applicable.

2. An application for membership implies complete acceptance of the CAWF Constitution and rules.

3. Full membership becomes valid only if the physical presence of the applicant Province is established through the participation by an official or athlete at a CAWF Canadian Championship.

4. After all CAWF formalities are completed, the new member will be given an official welcome at the CAWF The AGM.

5. Active National armwrestling associations must send in the results and photos of their National Championship to their Provincial Federation.

6. A member Province may lose their affiliation for the following reasons

- a. Non-compliance to CAWF constitution, rules and bylaws.
- b. Non-payment of affiliation fees for more than two years.
- c. Affiliating or being affiliated / associated to another International Amateurs Armwrestling or Para-Armwrestling Federation.

7. In regards to sub-section 7, discussion would take place at the CAWF AGM and a vote would be taken as to the outcome. Results will be sent out by registered mail.

8. Every member Province must try by all means to have representation at the CAWF Canadian Championship.

9. Member Provinces may withdraw by providing written notice to the General Secretary. There shall be no refund of membership fees.

10. Only Members in good standing are allowed to vote or participate in discussions. Good standing includes paid up membership fees. Each member shall have one vote.

11. There shall be only one class of membership.

12. Each voting member present at a meeting shall have the right to exercise one vote.

13. Members shall have the right to attend all members meetings.

14. In the event that a delegate of a member is also a member of the Board of Directors, such a delegate shall not be permitted to vote on a requisitioned vote.

ARTICLE 20: FEES

1. All payments of fees are to be in Canadian currency.
2. All fee structures are decided by the CAWF membership at the annual The AGM.
3. CAWF reserves the right to negotiate with the host, a percentage fee of any revenues received through television and video of any CAWF sanctioned championship.
4. The present fee structure is as follows:
 - a. Annual membership fee \$400.00
 - b. Competitor fees (per person/ per arm/ per class)
 - i. Senior Weight classes \$60.00
 - ii. Master & Grand Masters \$60.00
 - iii. Junior Classes \$20.00
 - iv. Disabled Classes \$60.00

ARTICLE 21: BIDS FOR CAWF CHAMPIONSHIPS

1. All applications for a CAWF championship will be done through a bid format. The bids will be reviewed during the CAWF AGM.
2. The Provincial or Reginal organization wishing to host the championship must first agree in writing that they wish to bid for a specific championship and include a bid bond of half of the fee. If they are successful bidders, the bond will go towards the fee and the balance will be due. If they are not successful, the bid bond will be returned to them.
3. The organization that receives the CAWF license undertakes all financial liability and any other risks associated to the championship. CAWF assumes no risk.
4. Upon approval of a bid, CAWF and the successful bidder will enter a contract which will guarantee that the organizer will fulfill their part of the agreement.
5. CAWF will provide qualified people to supervise registration, weigh-ins, and scorekeeping. All aspects of Registration, Weigh-ins, Scorekeeping and Refereeing will be done in accordance to CAWF Rules and Regulation Guidelines.
6. The bid process will include the following basic points:
 - a. An official letter from the host which outlines organizational ability, financial ability and commitment.
 - b. Payment of the bid bond.
 - c. Detail of the proposed venue for the championship and for The AGM which should include the registration and weigh in facility.
 - g. Knowledge of the CAWF constitution, rules and championship guidelines.
 - h. Availability of proper medical people at the venue during the championship.
7. CAWF retains the right to revoke a championship license if the constitution and rules are not followed and could cancel the championship.

ARTICLE 22: CHAMPIONSHIP FORMAT

1. CAWF banners must hang in a prominent manner to be very visible during the championship. Size & placement must be approved by the Executive Committee.
2. Advertising and sponsorship signage may be displayed to the sides of the venue.
3. All other products and forms to be approved by CAWF.
4. All CAWF Championships will be triple elimination system of scorekeeping and feature both left arm and right arm categories for men and women. This will include Masters, Grand Masters, Disabled and Youth classes. Youth classes are double elimination. The Board of Directors may change it to double elimination if it deems necessary.
5. All CAWF championships will be conducted using CAWF qualified referees and scorekeepers. No “seeding” is allowed and “luck of the draw” is used for scoresheets. Team members from the same Province will not be matched against each other in the first round if possible.
6. All CAWF Championships will feature an opening and closing ceremony and an awards ceremony. The “opening” and “closing” ceremonies will consist of the following:
 - a. All participating Provinces will be assembled on stage or in the venue in alphabetical order with host province at the end.
 - b. Two designated people will carry the National flag of each Province and if possible a “host volunteer” will carry the Provincial name placard at the forefront of each group.
 - c. The guest of honor of the host organization will give a short speech.
 - d. The President of the organizing Province will give a short speech.
 - e. The speakers and teams will disperse and the stage will be set for the armwrestling to begin.
 - f. The Referee-in-chief will come on stage introduce himself and the team of referees for that particular championship. The championship will now commence.
 - g. The championship will normally run over 2 days. Exceptions can be made when it is requested by the host committee.
 - h. The Awards Ceremony to be held daily after each day of competition will feature a three-tiered podium to present the awards to the athletes. Athletes finishing up to 3rd place will come to the podium. The announcer will start with 3rd place and work down to the 1st place finisher. They will pose momentarily for CAWF and team pictures.
 - i. A similar ceremony will take place to recognize the top teams of the championship in all categories.
 - j. The John Miazdzyk Memorial Award will be presented.
 - k. At the conclusion of the awards, the CAWF President and host President will invite the following year’s host country to come forward and receive the symbolic exchange of the CAWF flag to be displayed at next year’s championship. The CAWF President will then declare the championships officially over.
 - l. A specified area will be secured by the stage for the pullers whose class is being run. The Officials will send these pullers to this specified area.

ARTICLE 23: CODE OF ETHICS

****NOTE**** This section will cover the conduct of executive, officials and athletes alike, both during the Canadian and the World championships.

1. All executive, officials and athletes are expected to conduct themselves in a manner that is expected of ladies and gentlemen.
2. CAWF views the use of performance enhancement drugs as unethical and strictly forbids it. CAWF follows the same doping guidelines as the World Anti-Doping Agency (WADA). Athletes may be subject to drug testing and if found positive may face the following consequences:
3. If an athlete refuses to take the test or attempts to manipulate the test, both actions may be regarded as an admission of guilt and therefore a positive result.
 - a. The first time offence will result in a suspension of up to four years. A second offence will result in a possible life time suspension.
 - b.. Any athlete found to test positive either at a CAWF or WAF event will be stripped of their medals and standings.
 1. They will be responsible for any and all fines and expenses associated with the positive test.
 2. They will be responsible for any and all fines issued against the CAWF for said offence.
 3. They will return any money or merchandise supplied to them by the CAWF.
4. All drug tests will be done in an accredited laboratory. Samples will be taken by a qualified physician.
5. The use of alcohol is strictly prohibited at the National Championships. Penalties could lead up to and including expulsion from the competition.

6. Harassment Policy

A) Philosophy

The Canadian Armwrestling Federation is committed to equality of all persons. It shall be free of any form of verbal or physical harassment including but not limited to: sexual, racial, or ethnic harassment. Where incidents of harassment occur the World Armwrestling Federation will take appropriate action up to and including revoking memberships, thereby preventing the offender from World Armwrestling Federation events.

B) Definition

Harassment is any course of vexatious comment or conduct that is known or ought to be known, to be unwelcome by the recipient.

This may include:

- verbal slurs, abuse, threats or humiliation;
- unwelcome remarks, jokes, innuendo or taunting about a person's physical appearance, attire, marital status, age, sex, religion, ethnic or national origin, race, family status, or disability;
- displaying offensive or derogatory pictures;
- practical jokes which cause embarrassment;
- unwelcome requests or invitations whether indirect or explicit, or intimidation;
- inappropriate physical contact such as touching, patting, pinching, or punching;
- conduct which undermines a person's self-respect;
- leering or other gestures;
- physical assault.

ARTICLE 24: DISCIPLINE

**** NOTE**** All and any members of CAWF, whether individual or Province, or executive are subject to disciplinary action by CAWF. All Provinces and individuals who choose to participate in and become members of CAWF agree to respect and abide by the CAWF constitution and rules. The CAWF is a democratic federation which will give any group or individual the benefit of the doubt unless proven different. The guidelines that would warrant discipline are as follows in the sub-sections.

1. Disciplinary action can be taken against any member of CAWF who contravenes the CAWF Code of Ethics, CAWF Constitution or CAWF rules.
2. Any athlete or official who threatens or uses abusive language against or directed to, another athlete or official can be disciplined.
3. Any athlete or official who acts in a manner that brings dishonor to the CAWF may be subject to discipline.
4. Any athlete, official or Province that is served with a disciplinary notice has the right to file a defense. The defense will be heard first by the Executive, and can be appealed to the Board of Directors at the next AGM or sooner if necessary, by electronic means. The Executive Board of Directors will hear both sides and render a decision.

ARTICLE 25: FINANCIAL MATTERS

1. The CAWF will operate a daily bank account to do day to day business. Activity within this account will be reported annually to the CAWF membership by the General Secretary. Checks will be numbered to be able to cross reference the entries.
2. CAWF bank accounts will operate in internationally accessible banks. These accounts will be maintained by the President or General Secretary, who will work with a treasurer, mutually agreed upon by the Executive Committee.
3. CAWF will work within an established budget that will be approved at The AGM. The budget will take into account the financial resources available to CAWF. Items to be included in the budget will be categorized and addressed by priority.
4. CAWF accounts are open to scrutiny by any member in good standing. These accounts will be audited annually by a chartered accountant.

ARTICLE 26: AWARDS

1. Special awards can be given out to worthy individuals or Provinces from time to time to show appreciation of the work being done by them for CAWF. This will be an Executive Committee decision.
2. The John Miazdzyk Memorial Award will be given out annually at CAWF Canadian championship to a deserving individual who has shown greatness in the sport of armwrestling either through organizing, competition or volunteerism. The presentation will be done prior to the senior finals of the championship. It is in memory of the first President of the Canadian Armwrestling Association who hosted the very first WAF World Armwrestling Championship in Wetaskiwin, Alberta, Canada in 1979. This is CAWF's highest honor!

ARTICLE 27: DISPUTES

1. All disputes arising under this Constitution shall, in accordance with its provisions, be subject to an appeal to the Court of Arbitration for Sport in Lausanne (CAS).
2. The CAS appeal shall be in accordance with the rules of CAS currently in force, provided always that the CAS Panel shall be bound to apply the Articles of this Constitution and the appellant shall file its statement of appeal within sixty days of the date of communication in writing of the decision that is to be appealed.
3. The decision of CAS shall be final and binding on the parties and no right of appeal will lie from the CAS decision. The decision shall have immediate effect and all Members shall take all necessary action to ensure that it is effective.
4. The governing law of any such appeal shall be the law of the country residence of CAWF and the arbitration shall be conducted in English, unless the parties agree otherwise.
5. All disputes arising under the Rules and Regulations shall be resolved in accordance with their provisions.

Article 28: Team Canada

1. The Team Captain is ultimately responsible for putting together a team to represent Canada at the WAF World Championships.
2. The top 2 placings in each class will be given first right of refusal to be part of Team Canada.
3. A deposit is required to hold a spot on Team Canada.
4. A time limit will be placed on the top two, to decide whether they will be part of Team Canada.
5. After the time limit has expired then it will be on a first come first serve basis.
6. Time and date that a deposit has been received will be the basis for determining factor for the first in.

Article 29: Rules and Weight Classes

1. Rules and weight classes will follow the World Armwrestling Federation.
2. The Board of Directors may change the rules and or weight classes as see fit.

Article 30: Transgender Policy

1. Those that transition from female to male are eligible to compete in the male category without restriction.
2. Those that transition from male to female pre-pubescence are able to compete without restriction.
3. Those that transition from male to female are eligible to compete in the female category under the following conditions:
 - 3.1. The athlete has declared that her gender identity is female. The declaration cannot be changed, for sporting purposes, for a minimum of four years.
 - 3.2. Whereas a woman being born female at birth has a testosterone level of between 1-3nmol/L (15-85ng/dl), the transgender athlete must demonstrate that her total testosterone level in serum has been at or below 3 nmol/L (85ng/dl) for at least 24 months prior to her first competition (with the requirement for any longer period to be based on a confidential case-by-case evaluation, considering whether 24 months is a sufficient length of time to minimize any advantage in women's competition). The athlete must provide documentation from a board certified doctor showing that that this level has been achieved on a quarterly basis throughout the 24 month period. Failure to provide the documentation will result in non-eligibility.
 - 3.4. The athlete's total testosterone level, in serum, must remain at or below 3nmol/L (85ng/dl) throughout the period of desired eligibility to compete in the female category. The athlete must provide documentation from a board certified doctor showing that this level is being achieved on a quarterly basis. Failure to provide the documentation will result in non-eligibility.
 - 3.5. Compliance with these conditions may be monitored by testing. In the event of noncompliance, the athlete's eligibility for female competition may be suspended for 12 months.

APPENDIX: CAWF CONTRACT

The CAWF contract will be part of the CAWF Constitution and will be appended to the document