

**THE CONSTITUTION OF THE  
CANADIAN ARMWRESTLING FEDERATION (CAWF)  
Revised 2023**

**ARTICLE 1: TITLE**

Canadian Arm wrestling Federation is the official title of the organization and this Constitution document. Through this Constitution, the acronym “CAWF” will be used to designate the Canadian Arm wrestling Federation. This title may be changed only by a majority vote of CAWF members at an annual The AGM meeting.

This revised Constitution has been vetted, in an attempt, to reflect the equity of all who compete in the sport of Arm wrestling in Canada. “Remember the Spirit”.

**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 Arm wrestling Federation.



**ARTICLE 3: COMPOSITION**

The CAWF is composed of an Executive Committee, a Board of Directors, and the Ethics Advisory Committee, henceforth referred to as the E.A.C.

The Executive Committee shall consist of the President, Vice-President, Secretary/Treasurer, an E.A.C Chair, the Director of Communications and the Referee -in-Chief. Other positions may be added or removed with a majority vote of the Board of Directors.

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

Provincial Associations may have as many active Arm-wrestling organizations as they want, but they may ONLY have one Provincial Association representative who represents them in the CAWF. Each Provincial representative must meet criteria as set forth by CAWF. Provincial

Associations become CAWF members so long as they meet CAWF membership criteria are set forth in Article 18.

ALL members of the CAWF are expected to abide by the CAWF Code of Ethics and are pressed to utilize the Ethics Advisory Committee as a means to resolve abuse issues, if they are unable to resolve such issues on their own, by following the Provincial policy and procedures of the in relation to the EAC as posted on the EAC website.

<https://cawf.ca/ethics-advisory-committee>

#### **Article 4: CAWF ORGANIZATIONAL PURPOSE**

1. The business purpose of the CAWF is to advocate on behalf of its athletes, oversee organization, promotion and refereeing of the sport of arm wrestling in Canada.
2. Setting out guidelines, such as issuing, setting and modifying rules for both stand-up and sit-down styles of arm wrestling to be used nationally.
3. Establishing a method of funding for the CAWF and its affiliated Federations.
4. Maintaining a close contact with the World Arm wrestling Federation (WAF) as well as the International Arm wrestling Federation (IFA) and coordinating communication between the two respective Federations.
5. To model, promote equity within the organization, enforce the Code of Ethics guidelines and the Ethics Advisory Committee that maintain the authority to investigate various abuse issues as outlined in the Code of Ethics.

#### **ARTICLE 5: GENERAL PROVISIONS**

1. CAWF is a non-profit organization. The Board of Directors, E.A.C Chairs, and the Executive Committee members, are volunteers elected, nominated to serve the CAWF. They do not receive a salary, nor will they profit financially from carrying out their duties as CAWF members. In retrospect, it is also expected that they will not bear personal costs for operating CAWF business from day to day. These costs are to be pre-approved by the membership at the annual The AGM meetings.
2. CAWF is an inclusive organization CAWF believes in equity within its mandate serving a diverse group of athletes. As an example, decisions will not be based on religious, political, sexual orientation, ability or racial backgrounds. Blatant discrimination or racism will not be tolerated in the CAWF organization and as enforced by the E.A.C. (Please refer to the Code of Ethics policy)

3. CAWF may be associated with any organization that will ethically benefit arm wrestling.
4. CAWF headquarters will be where the CAWF membership deems it to be the most practical (by vote), and based on good business sense. (including the holder of its virtual location if applicable)
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 Board members to be ratified and documented; a letter of understanding will then form part of the constitution. Suggested changes specific to the E.A.C, and the nomination of its members etc. must be dealt with through the E.A.C Chairs & the sitting Executive member for consideration.

#### **ARTICLE 6: LANGUAGE**

1. The official language of CAWF is English. All publications, correspondence, reports, scoring, refereeing, dispute resolutions, and the AGM proceedings will be in English.
2. English is the working language of the CAWF; AGM meetings of Executive Committee and Committees should be carried out in English.
3. A Province can identify the need for a translator, to the organizer of a National event, and bring their respective translator at their expense.
4. All efforts will be made to provide services in French, particularly as it applies to the complaint procedure and dealings with the E.A.C. Involved parties can identify the need for a translator, to the respective E.A.C representative, and involve that translator upon written consent and at their expense.

#### **ARTICLE 7: ANNUAL GENERAL MEETING STRUCTURE & VOTING QUORUM**

1. The CAWF Annual General meeting will take place annually at the Canadian Arm wrestling Championship at least one day prior to the competition. If the AGM cannot be held at the National Championships they may be held via electronic means (refer to article 8). The following items will always be on the agenda:
  - a. Affiliation of new members.
  - b. The approval/review of the reports of the President, Vice-President(s), Secretary/Treasurer, the E.A.C., Referee-in-Chief, and sub-committee members.
  - c. The filling/VOTING of any existing vacancies on the CAWF Executive Committee, its Board of Directors and the E.A.C (please see procedure for member recruitment of the E.A.C in its respective section)

- d. Selection of location of CAWF Canadian Championship, other sanctioned championships and Referee seminars.
  - e. Modification of statutes, bylaws and rules for the CAWF governing body or other.
  - f. New business presented by affiliated members or organizations.
  - g. Review of audited accounts.
  - h. Hiring of auditors.
2. Before the start of the AGM, the CAWF Secretary/ Treasurer will request the credentials of all the delegates to log an accurate roll-call.
  3. Provinces will be represented in the AGM by the elected officials or official designates of their Provincial arm wrestling organizations. Representatives should be prepared to show in writing, proof of their designation from their Province, and provided to the Secretary/Treasurer
  4. The attendance to the AGM by the CAWF President and Secretary/Treasurer or their proper designates is compulsory.
  5. 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, and the E.A.C, 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.
  6. Only members in good standing are allowed to vote on the agenda or participate in discussion of the agenda. Good standing includes, but is not limited to paid up membership fees and conduct aligned with the Code of Ethics. Each member shall have one vote.
  7. The AGM will only pass items that have been accepted by a majority vote.
  8. Voting will be a simple show of hands, or other electronic means, 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 in special circumstances or other electronic means. Voting for CAWF Executive members is done by secret ballot.
  9. 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.

10. The AGM sessions are private. Observers and special guests can attend providing an arrangement has been made with the Executive Committee. They will be observers only and cannot enter debate or vote.

11. The President or his proper designate will chair the AGM meeting, following normal parliamentary procedure such as Robert's Rule.

12. Quorum will be formed with 50% of members in good standing present.

13. The AGM will meet no less than once a year at (or prior to) each CAWF Canadian Championship.

14. Minutes of the AGM meetings will be recorded and distributed at the earliest convenience of the Secretary/Treasurer and posted to the CAWF website.

## **ARTICLE 8: BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE ROLES**

### **Executive Committee**

1. The property of business of the Corporation shall be managed by the Executive Committee, 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 Executive Committee shall continue until their successors are elected.

3. At the first The AGM following incorporation, the Executive Committee then elected shall replace the provisional Directors named in the Letters Patent of the Corporation.

4. Directors shall honor a term of 3 years minimally.

5. Directors shall sit on the Executive Committee and the Executive Committee members are therefore Directors.

6. The office/duty 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 they be removed from office.

b. If a Director has resigned their office by delivering a written resignation

to the Secretary/Treasurer.

c. If they are found by a court to be of unsound mind.

d. On death.

e. As a consequence of a serious incident contrary to the CAWF Code of Ethics or pending the outcome of a serious matter upon which a provisional suspension may be issued until the matter is resolved or outcome known.

f. Conflict of interest. Any member who is associated or involved with an outside affiliate that is not ethically aligned with the CAWF and who has not disclosed this affiliation.

7. Provided that if any vacancy shall occur for any reason in this paragraph contained, the Board of Directors, by majority vote may, or by appointment, will 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 their position as such; provided that a Director may be paid reasonable expenses incurred by them in the performance of their 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 Committee of the 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 Committee 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 objectives of CAWF and the sport of Arm wrestling.

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 be deemed 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.

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 the CAWF, which the Board of Directors may be deemed expedient.

16. The Executive Committee 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 prescribed by the Executive Committee at the time of such appointment.

17. 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.

18. One member of the Executive Committee will always be on any sub- committee.

17. Meetings of the Executive Committee are confidential in accordance with the Confidentiality policy of the CAWF.

18. The Executive Committee may meet by other electronic means that permits each Director to communicate with each other, provided that:

a. The Board of Directors has passed a resolution addressing the mechanics of holding such a meeting and dealing specifically with how security issues should be handled, confidentiality, 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.

d. Outcomes of said meetings are logged and shared with the Board of Directors at the AGM or sooner if the situation is plausible.

19. A quorum of the Board of Directors shall be 50% of the total Directors. A quorum for the Executive Committee is 3 members. 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 CAWF Corporation.

20. 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:

21. 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 them, or in respect of any act, deed, matter of thing whatsoever, made, done or permitted by them in or about the execution of the duties of their office or in respect of any such liability.

a. All other costs, charges and expenses which they sustain or incurs in or about or in relation to the affairs thereof, except such costs, charges or expenses as are occasioned by their 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.

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

23. 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.

24. If a Director holds 2 positions (i.e., on the Executive Committee & Board & a sub-committee), they may only have one vote.

25. Theft or fraudulent behavior of any kind will be reported to respective jurisdictional Authorities.

### **Board of Directors**

1. Directors with the Board shall honor a term of 3 years minimally.
2. A quorum of the Board of Directors shall be 50% of the total Directors.
3. The Board of Directors meet annually at the AGM to review Association members, bi-law or Constitutional changes or recommendations by the Executive Committee
4. Please refer to Article 10 regarding voting of Board and Committee members.
5. Ratification of Constitution or other bi-laws
6. Approval of yearly CAWF budget expenditures.
7. Presentation of National Championship bids

### **ARTICLE 9: SUB-COMMITTEES**

1. One member of the Executive Committee must chair any sub-committee. The member can be on more than one subcommittee. (Diversity of representation is encouraged however to give everyone a voice)



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 their proper designate.
4. Anyone who can contribute to the sub-committees' goals can be a member. A call-out may be recommended to extend the invitation by the sub-committee members.
5. Standing sub-committees will be allowed.
6. The above excludes the Ethics Advisory Committee as it is a permanent compliment to the Executive Committee and must be operational at all times.
7. Sub-committee members (beyond the CAWF Executive Committee or its Board of Directors) is excluded from voting on CAWF matters.

#### **ARTICLE 10: ELECTIONS OF THE CAWF MEMBERSHIP**

1. 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 (including, but not limited to good working knowledge of the organization and its values, and be in good standing with the CAWF Code of Ethics.

When the position of CAWF President is filled, (and if the candidate was a Provincial President) the vice-president of the Provincial Association affected will move up to position of Provincial President for voting purposes only. They will represent the affected Province at the AGM. 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 Association involved.

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. If no Provincial candidates are presented to the Secretary/ Treasurer, the Executive Committee will handle this situation. (i.e., share tasks, AS DELEGATED BY THE V.P until someone is voted in)

4. The vote for CAWF Board of Directors/Executive Committee members will take place at the start of The AGM and become legally binding at the end of CAWF Canadian championship for the next three years.

5. Every third year, using 2014 as a reference, Board of Directors and Executive Committee will vote on the following:

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

6 1). Every third year, using 2015 as a reference, Board of Directors and Executive Committee will vote on the following:

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

The E.A.C manages its own nominations in collaboration with the sitting Executive Member (V.P), voting year and interviews for:

- a. E.A.C Chair & Co-Chair Reviewers

7. 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.

8. The Executive Committee shall consist, fundamentally, of the President, Vice-President, Secretary/Treasurer, an E.A.C Chair, the Director of Communications and the Referee -in-Chief. Other positions may be added or removed with a majority vote of the Board of Directors.

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

10. The position of the Head Scorekeeper will work under the leadership of the Executive.

11. Nominations for the E.A.C Chairs are received by the E.A.C Chairs and are reviewed every 3 years or as required and in consultation with the remaining Chair and the

sitting Executive Member. There must always be 2 Chairs operating the E.A.C. (Chair/Co-chair) in collaboration with a sitting Executive Member (V.P).

a. Nominations for the E.A.C Complaint Reviewers, can be provided by their respective Provincial Association every 3 years, and will be interviewed and approved by the E.A.C Co-Chairs and sitting Executive Member. If the presented nominees are unsuitable there will be an immediate re-issue of call-outs for nominations by the E.A.C Chairs.

b. E.A.C Chair and E.A.C Complaint Reviewers must have the required investigative skillset to handle complaints and deliberate decisions on a case-by-case basis in full compliance with the confidentiality policy, the CAWF Constitution and the CAWF Code of Ethics itself in order to be nominated.

#### **ARTICLE 11: DUTIES OF THE CAWF 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 in which case the designate will attend.

5. The President will take part in the opening and closing ceremonies of the CAWF Canadian Championship unless circumstances will not allow it in which case the designate will attend.

6. The President will preside on the committee to settle any disputes at a CAWF Championship.

7. The President shall attend meetings with invested organizations that will benefit the sport of arm wrestling,
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 for approval.
9. In the preceding sub-sections, in the event that the President cannot attend or participate in any of the functions of the CAWF, the Vice-President will be the designated representative. If the Vice-President is also unable to attend a proper designate will be appointed. This appointment has to be in writing and shared with the Executive Committee.
10. The President will be privy to the annual report of the E.A.C, may have access to specifics as it applies to serious offences and restrictions.
11. The President is expected to have current knowledge of the Code of Ethics, and Confidentiality policy, in order to uphold its intent.

#### **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 systemic 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 be expected to act and speak on behalf of the President when asked.
4. The Vice- President will be privy to the annual report of the E.A.C, may have access to specifics as it applies to serious offences and restrictions.
5. The Vice- President is expected to have current knowledge of the Code of Ethics, and Confidentiality policy, in order to uphold its intent.
6. The Vice-President (where appropriate and with the right skill set) will be requested to act as the sitting Executive Member for E.A.C appeals. Where the individual does not have the proper skillset, training can be offered or a call-out for Appeals Officer will be made. See Article 17 b) for duties in relation to this.

#### **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 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 AGM recorded and distributed to the Executive Committee and the CAWF Board, within 30 days of the original meeting date.
3. The Secretary/ Treasurer will forward all documentation and distribution of relevant news of Arm wrestling to the Director of Communications for mass distribution.
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 the 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.
6. 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 AGM or whenever it is required by the Executive Committee.
7. The Secretary/ Treasurer will conduct their 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.
8. 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. (Need to make sure this reflects above clause)
9. The Secretary/Treasurer is expected to have current knowledge of the Code of Ethics and Confidentiality policy, in order to uphold its intent.

#### **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 the Referee-in-Chief position.
2. The appointment must be accepted by a majority vote of the membership.

3. The Referee-in-Chief must pre-arrange the required qualified referees for the CAWF Canadian Championship.
4. The Referee-in-Chief must issue referee report cards to his/her referees at every CAWF Canadian Championship, collect these and file them.
5. The Referee-in-Chief must keep a record of all his/her referees, their training and experience. Valid referee cards must be issued.
6. The Referee-in-Chief must arrange for a referee training session at each CAWF Canadian Championship prior to the championship. This includes the review of the CAWF Code of Ethics.
7. 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. This includes the Code of Ethics.
8. The Referee-in-Chief is responsible to ensure that the proper technical equipment is used at CAWF Championships.
9. 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.
10. 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.
11. The Referee in Chief will be privy to the annual report of the E.A.C, may have access to specifics as it applies to serious offences and restrictions.
12. The Referee in Chief is expected to have current knowledge of the CAWF Code of Ethics, and Confidentiality policy, in order to uphold its intent.

#### **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.
4. The Referee in Chief will be privy to the annual report of the E.A.C, may have access to specifics as it applies to serious offences and restrictions.
5. The Referee in Chief is expected to have current knowledge of the CAWF Code of Ethics, and Confidentiality policy, in order to uphold its intent.

#### **ARTICLE 16: 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 Secretary/Treasurer of payments for website(s) and hosting costs.
5. Maintain a social media platform (such as Zoom) from which the CAWF (as a whole) can conduct its affairs.
6. Post national and world event tournament placings.
7. Responsible for any publications, as forwarded by the Secretary/Treasurer on the CAWF Website.
8. The Communications Director is expected to have current knowledge of the CAWF Code of Ethics, and Confidentiality policy, in order to uphold its intent.

#### **ARTICLE 17: DUTIES OF THE ETHICS ADVISORY COMMITTEE (E.A.C) CHAIR & CO-CHAIR**

1. To uphold the CAWF Code of Ethics including its design and review
2. To oversee the operations of the E.A.C
3. To recruit E.A.C representatives in collaboration with the sitting Executive Member
4. To review the E.A.C Terms of Reference
5. To track complaints/resolutions throughout the year
6. RESPOND TO COMPLAINT INTAKES USING THE EAC REPORTING WEB LINK
7. Initiate virtual file
8. Assess complaint eligibility
9. Assign complaint investigations to Complaints Reviewers (C.R)

10. Consult on investigation outcomes with the C.R (to make sure sufficient information is collected only)
11. It may be required that, on occasion, they will, objectively interview involved parties and view/handle/collect/store materials/evidence in accordance with the Ethics procedure and confidentiality policy.
12. Report specific investigation outcomes with the respective involved parties.
13. Report general investigation outcomes with the sitting Executive member, CAWF President, Referee-in-Chief and Provincial Association for the purpose of upholding reprimands.
14. Consult with its sitting Executive member on appeals
15. Offer peer support
16. Consult on all correspondence to respective parties, involved in a complaint investigation.
17. Schedule quarterly meetings with all E.A.C reps to discuss policies and procedures.
18. Attend the CAWF AGM and provide yearly overview of the E.A.C activities.
19. Meet with the CAWF Executive Committee, minimally once per year or as required, to discuss changes to policies and procedures and initiated by the chair of the E.A.C.
20. Consult on international occurrences with the Executive Committee.
  
21. The E.A.C Co-Chairs are expected to have current knowledge of the CAWF Code of Ethics, and Confidentiality policy, in order to uphold its intent.
  
22. Recruit new members including an Appeals Officer should the sitting Executive Member (CAWF V.P) not be suited or able to fulfill the role of Appeals Officer

#### **Article 17 a) The Duties of the Complaints Reviewer (C.R)**

1. Complete the intake portion of a complaint
2. To investigate a complaint in accordance with the Ethics procedure
3. To objectively interview involved parties and view/handle/collect/store materials/evidence in accordance with the Ethics procedure and confidentiality policy.
4. To consult with the E.A.C Chair ONLY when they've concluded their investigation. All C.R members are bound by their Oath of Confidentiality
5. To offer peer support within the E.A.C particularly if there is a traumatic occurrence. Peer support discussions must not include the names of parties involved to protect privacy.
6. To participate in training opportunities regarding topics in relation to the handling of complaints.
7. To meet with the E.A.C minimally twice per year to discuss the policies and procedures.



\*\* All members, athletes and officials are expected to review and uphold the Code of Ethics, and Confidentiality policy, including the responsibility regarding the “duty to report” if they are witness to a critical incident. \*\*

9. E.A.C Chairs or the C.R do not get honorariums for their investigative work nor do they accept any honorarium to influence outcomes of investigations.

10. The C. Rs do not have a vote in CAWF matters, but contribute to the design and evolution of the E.A.C Policy & Procedures, Terms of Reference and Code of Ethics.

11. The Complaint Reviewers are expected to have current knowledge of the CAWF Code of Ethics, and Confidentiality policy, in order to uphold its intent.

#### **Article 17 b) EAC Appeal’s Officer (Sitting Executive Member)**

1. Review the request for appeal and consult with the EAC Chair to determine its eligibility for review.
2. Review all gathered information including the recommended sanction.
3. The Appeals Officer is not permitted to share information with other members of the CAWF as per the Oath of Confidentiality.
4. The Appeals Officer may request the assistance of the EAC to ask further questions regarding the investigation.
5. The Appeals Officer will follow the EAC procedure and timelines to render a decision.
6. The Appeals Officer will consult with the EAC prior to making a decision.
7. The Appeals Officer will use the EAC letterhead to correspond to all involved parties including Officials if overturning a sanction.
8. All information gathered for the purpose of the appeal remains in the possession of the EAC in the Google EAC DRIVE file. The EAC Chair will resolve access rights once the appeal is completed.

#### **ARTICLE 18: PROVINCIAL ASSOCIATIONS**

1. A Provincial Association shall have a properly formed constitution, Executive Committee and business address. All Association 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, Constitution, and CAWF Code of Ethics.
3. Provinces that are CAWF members can have only one Provincial Association representative. Each province may have several different organizations within itself, but only

one Provincial Association can represent arm wrestling Provincially and at CAWF Canadian Championships.

4. A Provincial championship must be held annually and results submitted to CAWF General Secretary yearly. This must be transmitted electronically so the information can be stored

5. The Provincial representative to the CAWF Executive Committee must be a member of their Provincial Executive Committee.

6. In the event that a Provincial Associations becomes in-operative or dissolves, CAWF will assist that Province to become active again.

7. Provincial Associations must have a minor official training program in place. This includes referees, draw masters and weigh masters (female and male), and must review the CAWF Code of Ethics with its members at least once a year at their general meeting.

8. Referee candidates must be affiliated with the Canadian Arm wrestling Federation.

9. The Provincial Associations are expected to have current knowledge of the CAWF Code of Ethics, and Confidentiality policy, in order to uphold its intent. They are also expected to share this information with their respective members whenever possible.

10. Whereas a bye has been approved for an athlete to participate in the respective Nationals of that year, a list of approvals must be submitted to the CAWF President and the organizer of the event no later than 14 calendar days prior to the Nationals.

#### **ARTICLE 19: APPLICATION FOR THE CAWF 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, Code of Ethics 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. A Provincial Association may lose their affiliation for the following reasons
  - a. Non-compliance to CAWF constitution, rules and bylaws and CAWF Code of Ethics.
  - b. Non-payment of affiliation fees for more than two years.
  - c. Affiliating or being affiliated / associated to another International Amateurs Arm wrestling or Para-Arm wrestling Federation.
6. In regards to sub-section 6, discussion would take place, regarding provincial loss of affiliation, at the CAWF AGM and a vote would be taken as to the outcome. Results will be sent out by registered mail to the Provincial President or their designate.
7. Every member Province must try by all means to have representation at the CAWF Canadian Championship.
8. Member Provinces may withdraw by providing written notice to the General Secretary. There shall be no refund of membership fees.
9. Only Members in good standing are allowed to vote or participate in discussions. Good standing includes, but is not limited to, paid up membership fees and compliance with CAWF Code of Ethics. Each member shall have one vote.
10. There shall be only one class of membership for the purpose of being a CAWF member province.
11. Members, in good standing, shall have the right to attend all members meetings within their respective roles.
12. 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. (Unless for World events)
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 classes \$60.00
- iii. Junior classes \$20.00
- iv. Para-Arm wrestling Classes (sit-down or stand-up) \$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 Association wishing to host the championship must first agree, in writing, that they wish to bid for a specific CAWF championship license and include a bid bond of half of the fee. If they are successful bidders, the bid bond will go towards the fee and the balance will be due prior to the National event. If they are not successful, the bid bond will be returned to them.
3. The Association that receives the CAWF championship license undertakes all financial liability and any other risks associated to the championship. CAWF assumes no risk.
4. Upon approval of a bid, the 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. The host is expected to have current knowledge of the CAWF Constitution, Code of Ethics, and Confidentiality policy, in order to uphold its intent.
  - c. Payment of the bid bond.
  - d. Detail of the proposed venue for the championship and for The AGM which should include the registration and weigh in facility.
  - e. 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 and visible during the championship as a means to promote the event. Size & placement must be approved by the Executive Committee. Certain aspects of the design such as the use of the CAWF logo must be part of the banner.
2. Advertising and sponsorship signage may be displayed to the sides of the venue.
3. All other products and forms need to be approved by CAWF.
4. All CAWF Championships will be double elimination system of scorekeeping and feature both left arm and right arm classes in Senior, Masters, Grand Masters, and Para-Athletic classes. Youth classes are double elimination. The Board of Directors may change other classes to double elimination if it deems necessary.
5. All weigh-ins will be conducted in a designated space, and with people, upholding the privacy and dignity of respective classes and genders and as aligned by the CAWF Code of Ethics.
6. All Officials organizing the tournament must model and promote the CAWF Code of Ethics, venue bylaws, and Referee's rules, in order for the event to run safely.
7. 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.
8. 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 the host province at the end.
  - b. Two designated people will carry the provincial 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 host Province will give a short speech.
  - e. The speakers and teams will disperse and the stage will be set for the arm wrestling 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 with a review/demonstration of combat rules.

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 Miazzyk 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 province to come forward and receive the symbolic exchange of the CAWF banner 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 (partially adopted from the model used by the IOC 2007)**

**\*\*NOTE\*\*** The CAWF Code of Ethics applies to all scope of event competitions spanning from; regional, sanctioned, provincial, national to international events.

On May 15 2015, the Executive members of the CAWF committed to the examination of a proposed Code of Ethics geared to provide a structure to prevent and address incidences of abuse (of all forms), between its members.

The CAWF officially established the Ethics Advisory Committee (E.A.C) in 2021. It was designed to respond to incidences of abuse as listed in the Code of Ethics.

### **Preamble:**

“Research indicates that sexual harassment and other types of abuse, such as oppression and racism, happen in all sports and at all levels, with greater prevalence in elite sports. Research also demonstrates that abuse, in sport, seriously and negatively impact athletes’ physical and psychological health. They can damage performance and lead to athlete drop-out, physical harm or permanent emotional trauma/mental health issues or conditions. Racism, sexual harassment and abuse are violations of human rights, regardless of (but not limited to) cultural setting, geographic setting, gender, social status, and beliefs; violations that damage both the individual(s) and organizational health.”

“In its role of promoting and protecting the health of the athlete, the CAWF recognizes the rights of all athletes and officials, including the right to enjoy a safe and supportive sport environment.”

“Everyone in sport shares the responsibility to identify and prevent abuse incidences (of all forms) and to develop a culture of dignity, respect and safety.”

“A healthy sport system that empowers athletes can contribute to the prevention of sexual harassment and abuse inside and outside sport.” (IOC adopts consensus statement on “SEXUAL HARASSMENT & ABUSE IN SPORT”, PR-05-2007)

The following Code of Ethics is partially adopted by the N.S.A.W.A pre-2015.

- A) **Philosophy** - The CAWF is committed to modeling and promoting equality and equity amongst all of its members. The organization strives to be free of oppression, racism, and condemns any form of physical, sexual and emotional abuse within its day-to-day operations. Where incidences occur, contrary to the CAWF Code of Ethics, the Ethics Advisory Committee (E.A.C) can be sought to take appropriate action.

The complaint report is received and is eligible for investigation

b.) Voluntary reconciliation:

- Learned lesson approach
- Restorative Measures (letter of apology or the like)
- Mediated discussion
- Reconciliation (validation of the intent and impact to the victim)
- Sensitivity training at the person’s expense,
- self-termination of respective designation/role depending on the nature and severity of the occurrence and boundary re- setting.

c.) Suspension or revoking the membership and/or position within the CAWF Executive and/or Provincial Association.

d.) The decision of suspension, provisional suspension or banning of an athlete is the

responsibility of the E.A.C.

e.) Immediate referral to authorities or emergency services

f.) Monetary fine (no monies are accepted in order to influence, coerce, or change the outcome of a decision)

g.) Resolved complaints are kept in a digital file on Google Drives, with access by the Co-Chairs ONLY, for up to 7 years at which point it would be deleted by the E.A.C Chair.

h.) International ramifications can be upheld in Canada based on the review of a complaint investigated stemming from an international event (such as with WAF or IFA)

B) **CAWF Code of Ethics defines** <sup>abuse</sup> [REDACTED] as any course of vexatious conduct that is known or ought to be known, to be unwelcome by the recipient(s) meant to ostracize, belittle, “out”, banish, and/or directly/indirectly harm the recipient(s). This may include, but not limited to: racism, verbal slurs, abuse of power, threats or intentional humiliation; innuendo or taunting about a person’s physical appearance, attire, marital status, age, sex, sexuality, religion/beliefs, ethnic, race or national origin, family status/constellation, disability; display of offensive or derogatory pictures, practical jokes which cause embarrassment; unwelcome requests or invitations whether indirect or explicit, intimidation; physical contact such as touching, patting, pinching, punching, leering without consent; physical contact such as physical/sexual assault of any kind; behavior which causes intentional emotional harm such as stalking, and internet bullying.

The CAWF upholds a **ZERO TOLERANCE** policy regarding any abuse against minors. Legal authorities will be notified immediately.

**ARTICLE 24: DISCIPLINE ~~\*\*This article was removed and combined in ARTICLE 23\*\*~~**

## **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. Nominations can be forwarded by anyone to members of the Executive Committee and passed on to the E.A.C Chair.
2. The John Miadzzyk Memorial Award will be given out annually at CAWF Canadian championship to a deserving individual who has shown greatness in the sport of arm wrestling 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 Arm wrestling Association who hosted the very first WAF World Arm wrestling Championship in Wetaskiwin, Alberta, Canada in 1979. This is CAWF's highest honor!
  - a. Nominations, for the John Miadzzyk award, are received during the AGM (annual general meeting), for consideration by the CAWF Executive and the Provincial Presidents.
  - b. The Board of Directors vote for the John Miadzzyk award recipient.

Hall of Fame:

Annual inductees will be considered based on a nomination process.

Nominations will be submitted to the Hall of Fame Committee no later than March 1 for the same calendar year they are intended to be inducted.

The Hall of Fame Committee shall be made up of the CAWF President, CAWF Vice President, and CAWF Secretary Treasurer. Fact checking and consultation with the armwrestling community will be completed and a decision rendered by April 1.

**ARTICLE 27: LEGAL DISPUTES**

1. All legal 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 (Pending membership renewal to a World organization)**

1. A Team Captain will be designated by the CAWF Executive Committee, prior to World events on a yearly basis.
2. The Team Captain will be responsible for putting together Team Canada following National events. Those who qualify could compete at WAF World Championships & the IFA Championships.
3. The Team Captain must have an excellent understanding of WAF/IFA rules, regulations and registration procedures include international code of ethics
4. The Team Captain must be available for all weigh-ins and Team Captain meetings. Whereas weigh-ins and the competition take place simultaneously the Team Captain can appoint an Assistant Team Captain(s) as required.
5. The Team Captain must be able to communicate between WAF/IFA personnel/respective international Team Captains and Team Canada athletes for the purpose of protests or other issues such as international code of ethics breach. (Any issues arising must be immediately communicated with the CAWF president or designate)

6. The Team Captain must be good at problem solving and have good interpersonal skills including conflict resolution.
7. Must know how to assemble a team for World Championships using CAWF regulations.
8. Team Captain is responsible for Team uniforms (pending approval of the Executive regarding design and provider) Including the collection of uniform costs, submitting orders on time. Distribution of uniforms will be done at the Team meeting once arrived at the World event. (Every effort will be made to provide appropriate sizes)
9. Team Captain is responsible to advocate the females are weighed-in by female reps and male athletes by male weigh-in reps.
10. The Team Captain is responsible to organize a Team meeting with all Canadian athletes to go over rules and changes/expectations.
11. Team Captain will be reimbursed partial expenses to help cover travel costs. The stipend will be determined by the Board of Directors.
12. The Team Captain is expected to hold all entry fees (potentially collected in U.S dollars) & individual identification (copy) to submit to the Team Registrar.
13. The position expires after that year's World Championships without bias.
  - a) The Team Captain must submit all relevant financial documents and receipts to the Secretary Treasurer at the end of their term.
14. The Team Captain will be privy to the annual report of the E.A.C, and may have access to specifics as it applies to serious offences and restrictions.
15. The Team Captain is expected to have current knowledge of the CAWF Code of Ethics in order to uphold its intent locally and abroad.

#### 16. Qualifications for World Events

- a. The top 2 placings in each class will be given first right of refusal to be part of Team Canada.
- b. A deposit, from the athlete, is required to hold a spot-on Team Canada. (equates approximate cost per arm per division)
- c. A time limit will be placed on the top two athletes, to decide whether they will be part of Team Canada.

d. After the time limit has expired then it will be on a first come first

serve basis for athletes to register with the designated Team Captain.

c. Time and date that a deposit has been received will be the basis for determining factor for the first in.

d. **\*\* Any athlete known to be doping during National events would not qualify for World events.**

e. **Any athlete not in good standing with WAF cannot compete at that world event.**

f. Athletes and Officials who are not in good standing or banned by WAF may be permitted to compete within Canadian events. (To be reviewed)

### **Article 29: Rules and Weight Classes**

1. Rules and weight classes [REDACTED] determined by the Board of Directors.

2. The Board of Directors may collectively change event rules and or weight classes, in order to best represent the athlete's needs, and in the spirit of "fair play".

**Article 30: DOPING and use of enhancement drugs beyond Therapeutic Use Exemptions (ref: <http://waf-armwrestling.com/dev/wp-content/uploads/2015/02/WAF-2015-Antidoping-Rules.pdf>)**

**REFER TO THE PROHIBITED LIST HERE:**

**[https://www.wada-ama.org/sites/default/files/wada\\_2020\\_english\\_prohibited\\_list\\_0.pdf](https://www.wada-ama.org/sites/default/files/wada_2020_english_prohibited_list_0.pdf)**

**The CAWF acknowledges legislature regarding the use and possession of marijuana may vary between provinces, and wouldn't likely impose sanctions for marijuana use. Organizers may impose event regulations which prohibit the use of marijuana within event venues. (and as per venue stipulations) This is only relevant to Canada. The athletes are responsible to educate themselves regarding use and possession of marijuana in other countries.**

"Doping is fundamentally contrary to the spirit of sport. The scope of these Anti-Doping Rules shall apply to WAF and to each of its National Federations / Associations. They also apply to the following Athletes, Athlete Support Personnel and other Persons, each of whom is deemed, as a condition of his/her membership, accreditation and/or participation in the sport, to have agreed to be bound by these Anti-Doping Rules, and to have submitted to the authority of WAF to enforce these Anti-Doping Rules and to the jurisdiction of the hearing panels specified in Article 8 and Article 13 to hear and determine cases and appeals brought under these Anti-Doping Rules: a. all Athletes and Athlete Support Personnel who are members of WAF, or of any National Federation, or of any member or affiliate organization of any National

Federation (including any clubs, teams, associations or leagues); b. all Athletes and Athlete Support Personnel participating in such capacity in Events, Competitions and other activities organized, convened, authorized or recognized by WAF, or any National Federation, or any member or affiliate organization of any National Federation (including any clubs, teams, associations or leagues), wherever held; c. any other Athlete or Athlete Support Personnel or other Person who, by virtue of an accreditation, a license or other contractual arrangement, or otherwise, is subject to the jurisdiction of WAF, or of any National Federation, or of any member or affiliate organization of any National Federation (including any clubs, teams, associations or leagues), for purposes of anti-doping. To be eligible for participation in International Events, a competitor must have a WAF license issued by WAF. The WAF license will only be issued to competitors who have personally signed the Appendix 3 consent form, in the actual form approved by the WAF. All forms from Minors must be counter-signed by their legal guardians; and d. Athletes who are not regular members of WAF or of one of its National Federations but who want to be eligible to compete in a particular International Event. WAF may include such Athletes in its Registered Testing Pool so that they are required to provide information about their whereabouts for purposes of Testing under these Anti-Doping Rules for at least two weeks prior to the International Event in question.

**ARTICLE 1 DEFINITION OF DOPING:** Doping is defined as the occurrence of one or more of the anti-doping rule violations set forth in Article 2.1 through Article 2.10 of these Antidoping Rules.

**ARTICLE 2 ANTI-DOPING RULE VIOLATIONS** The purpose of Article 2 is to specify the circumstances and conduct which constitute anti-doping rule violations. Hearings in doping cases will proceed based on the assertion that one or more of these specific rules have been violated. Athletes or other Persons shall be responsible for knowing what constitutes an anti-doping rule violation and the substances and methods which have been included on the Prohibited List. The following constitute anti-doping rule violations:

#### 2.1 Presence of a Prohibited Substance or its Metabolites or Markers in an Athlete's Sample

2.1.1 It is each Athlete's personal duty to ensure that no Prohibited Substance enters his or her body. Athletes are responsible for any Prohibited Substance or its Metabolites or Markers found to be present in their Samples. Accordingly, it is not necessary that intent, Fault, negligence or knowing Use on the Athlete's part be demonstrated in order to establish an anti-doping rule violation under Article 2.1.

2.1.2 Sufficient proof of an anti-doping rule violation under Article 2.1 is established by any of the following: presence of a Prohibited Substance or its Metabolites or Markers in the Athlete's A Sample where the Athlete waives analysis of the B Sample and the B Sample is not analyzed; or, where the Athlete's B Sample is analyzed and the analysis of the Athlete's B Sample confirms the presence of the Prohibited Substance or its Metabolites or Markers found in the Athlete's A Sample; or, where the Athlete's B Sample is split into two bottles and the analysis of the second bottle confirms the presence of the Prohibited Substance or its Metabolites or Markers found in the first bottle.

2.1.3 Excepting those substances for which a quantitative threshold is specifically identified in the Prohibited List, the presence of any quantity of a Prohibited Substance or its Metabolites or Markers in an Athlete's Sample shall constitute an anti-doping rule violation.

2.1.4 As an exception to the general rule of Article 2.1, the Prohibited List or International Standards may establish special criteria for the evaluation of Prohibited Substances that can also be produced endogenously.

## 2.2 Use or Attempted Use by an Athlete of a Prohibited Substance or a Prohibited Method

2.2.1 It is each Athlete's personal duty to ensure that no Prohibited Substance enters his or her body and that no Prohibited Method is Used. Accordingly, it is not necessary that intent, Fault, negligence or knowing Use on the Athlete's part be demonstrated in order to establish an anti-doping rule violation for Use of a Prohibited Substance or a Prohibited Method. 2.2.2 The success or failure of the Use or Attempted Use of a Prohibited Substance or Prohibited Method is not material. It is sufficient that the Prohibited Substance or Prohibited Method was Used or Attempted to be Used for an anti-doping rule violation to be committed.

2.3 Evading, Refusing or Failing to Submit to Sample Collection Evading Sample collection, or without compelling justification refusing or failing to submit to Sample collection after notification as authorized in these Anti-Doping Rules or other applicable anti-doping rules.

2.4 Whereabouts Failures Any combination of three missed tests and/or filing failures, as defined in the International Standard for Testing and Investigations, within a twelve-month period by an Athlete in a Registered Testing Pool "

The CAWF would pay for testing in conjunction with the host. Anyone who tests positive would have to reimburse the CAWF as part of their return to the sport.

Testing will be done through a WADA approved lab.

CAWF follows WADA guidelines.

### **Article 31: Transgender Athletes Policy (As adopted, in-part, by the IOC 2015)**

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 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.

3.6 Transitioning athletes or transgender athletes must also consult rules and regulations for any World event as it may differ from this Constitution.

3.7 The athlete is responsible to inform themselves of international restrictions regarding transgender requirements as it may differ from what is listed here.

## **REVIEW OF THE CAWF CONSTITUTION**

This document is a living document to be reviewed on a continuum as the needs of the athletes and the organization evolve over time.

It is recommended that the CAWF Constitution be reviewed at least every 5 years using 2020 as a starting point and should be a standing item on the AGM agenda to ensure a timely review.

All changes to the CAWF Constitution should be reviewed in collaboration between the CAWF Committee and the E.A.C moving forward. The CAWF Committee representative (V.P) will then forward the changes for ratification to the CAWF Executive.

Ratification of the changes should occur within 1 month of submission and then be shared widely (electronically or other) with the assistance of the Director of Communications and the Secretary General.

## **CONFIDENTIALITY**

Confidentiality, for the purposes of conducting CAWF business, specifies that no information about a Code of Ethics investigation, a legal dispute or other sensitive matters will be shared beyond involved parties, the E.A.C and/or the CAWF Executive, without written consents. Members outside the CAWF have access to information such as CAWF AGM minutes or Provincial minutes as disclosed by the respective organizations.

No information, regarding sensitive matters as detailed above, shall be published on social media or discussed or debated on social media; doing so could lead to legal action and is a breach of the CAWF Code of Ethics.

All members of the CAWF will be requested to sign an Oath of Confidentiality.

Safety, privacy, and accountability are everyone's responsibility.