

# Welcome to the Ethics Advisory Committee recruitment presentation

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Looking to be part of a dynamic group of people who advocate for SAFE SPORT?

The E.A.C (within the CAWF) may be the right group for you!

Please enjoy the following presentation introducing you to the E.A.C and what it's all about.

# What is the Ethics Advisory Committee (E.A.C.)?

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2021 - CAWF Constitution officially included the E.A.C. as an independent entity of the CAWF to investigate eligible complaints/concerns about abuse within the CAWF

E.A.C. consists of 4 members

- 2 Co-Chairs/ Intake Screeners/Reviewers
- 1 CAWF Executive member for appeal circumstances
- 1 Complaints Reviewer

The E.A.C. maintains a seat at the CAWF Board  
(accountable to report its yearly activities)

# E.A.C. Policy

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- The E.A.C. handles complaints of misconduct by CAWF members including but not limited to:
  - Harassment of any form
  - Non-criminal incidents
  - Referrals to law enforcement regarding assault incidences or criminal harassment
  - The use of excessive force

# E.A.C. roles

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- The role of the E.A.C designates (Chair/Co-chair ) of the committee
  - Review complaints
  - Assess eligibility of complaint
  - Assign an E.A.C reviewer
  - Review investigation
  - Decision making/consultation with the sitting Executive CAWF member
- Recruitment role
  - The E.A.C Chair & Co-chair recruit new members and can take nominations from respective provinces.
  - Initiate a call-out for recruits as required.

# CAWF Code of ethics defines Abuse as (but not limited to):

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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:

- 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
- physical contact such as physical/sexual assault of any kind
- behavior which causes intentional emotional harm such as stalking, and internet bullying

# How does the E.A.C. work?

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Anyone within the arm wrestling community can make a report using the E.A.C. complaint form (found on the CAWF website - [cawf.ca/ethics-advisory-committee](http://cawf.ca/ethics-advisory-committee))

The EAC is not a crisis or criminal/legal team. In the event of a crisis or criminal issue, refer to your local emergency services.

All reported concerns/complaints are to be kept **confidential and private!**

An Oath of Confidentiality helps to ensure that individuals take seriously the need for confidentiality and privacy and for the safety of all parties.

# IMPORTANT INFORMATION TO PROTECT

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Personal information about anyone involved in a complaint proceeding (past and present) which might be shared, collected, and documented during the course of an occurrence review or complaint for eligibility review. This personal information can be written or verbal.

\*\* Personal information that the E.A.C collects about any individual, belongs to them and not the E.A.C. Individuals have a right to know what is in their E.A.C virtual file as it pertains to them.

# Oath of confidentiality for the CAWF

## **Confidential information includes:**

Personal information about parties involved in a complaint proceeding (past and present) which might be shared, collected and documented during the course of an occurrence review or complaint for eligibility review. This information can be found in any note taking tool (i.e., cell phones, laptops, and verbally)

When the virtual collection of information is completed by an Occurrence Reviewer it must be fully shared with the E.A.C Chair and deleted from the device on which it was collected.

**Personal information:** Any recorded information that could lead to the identification of an individual

**Privacy:** Freedom from unauthorized intrusion, state of being let alone and able to keep personal matters to oneself; a person's right to control access to their personal information

**Confidentiality:** obligation to protect personal information that is in our care from misuse, wrongful disclosure or access by unauthorized persons.

**A privacy breach** is the loss of unauthorized access to, or disclosure of, personal information.

**A breach of confidentiality occurs** when personal data or information is disclosed to a third party without the person's consent.

\*\* Personal information that the E.A.C collects about any individual, belongs to them and not the E.A.C. Individuals have a right to know what is in their E.A.C virtual file as it pertains to them.

I, as a member of the E.A.C and CAWF, declare that I will not reveal or discuss any personal or confidential information received by me during the course of my interview with complainants or respondents or witnesses beyond the sharing of information with the Co-Chairs of the E.A.C for the decision-making process and unless I am obliged to do so by law. This commitment is perpetual and remains after I leave my role as an E.A.C or CAWF member.



# Volunteer!

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The E.A.C comprises of volunteers, with expertise and experience in Occurrence reviews to ensure fair investigations.

The E.A.C offers some training and peer support for its volunteers. It also meets quarterly to conduct its regular business.

Ready to be part of a dynamic team? You'll find all in the information you need (including the Volunteer Application) on the E.A.C website at [cawf.ca/ethics-advisory-committee](http://cawf.ca/ethics-advisory-committee)

If you have questions, please email [eac.cawf@gmail.com](mailto:eac.cawf@gmail.com)