



# Biathlon Canada Event Discipline Procedures

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*\*This Event Discipline Procedures policy does not supersede or replace the Discipline and Complaints Policy\**

## **Definitions**

### 1. Terms in this Policy are defined as follows:

- a) **Athlete** – An individual who is an Athlete Participant in Biathlon Canada who is subject to the UCCMS and the policies of Biathlon Canada and/or a Member, as applicable
- b) **Sport Integrity Canada** – the body mandated to independently administer and enforce the UCCMS, the CSSP and Canadian Anti-Doping Program (CADP)
- c) **Canadian Safe Sport Program (CSSP)** – the program created by Sport Integrity Canada in accordance with its mandate to independently administer and enforce the UCCMS.
- d) **CSSP Participant** – an individual affiliated with a Signatory, has been defined by the CSSP Rules or otherwise designated by Biathlon Canada and is therefore subject to the CSSP Rules. CSSP Participants may include an Athlete, a coach, a board member, an official, an Athlete Support Personnel, an employee, a worker, an administrator, or a volunteer acting on behalf of, or representing a Signatory. CSSP Participants may be required to complete certain requisites as set out in the CSSP Rules, and must sign the required consent form.
- e) **CSSP Rules** – the rules adopted by Sport Integrity Canada that address the process by which Reports of Prohibited Behaviour are administered and enforced by Sport Integrity Canada and, where applicable, the SDRCC

- f) **Event** – An event sanctioned by Biathlon Canada or a Member, and which may include a social Event
- g) **Participants** – Refers to Registered Participants as defined in the By-laws of Biathlon Canada or a Member who are subject to the UCCMS and the policies of Biathlon Canada or a Member, as well as all people employed by, contracted by, or engaged in activities with Biathlon Canada or a Member including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, directors or officers
- h) **SDRCC** – The Sport Dispute Resolution Centre of Canada
- i) **Signatory** – any sport organization that has adopted the CSSP pursuant to an Adoption Contract with Sport Integrity Canada
- j) **UCCMS** – The Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time

## **Purpose**

2. Biathlon Canada and its Members<sup>1</sup> are committed to providing a competition environment in which all Participants are treated with respect. This Procedure outlines how alleged misconduct that occurs during an Event will be handled.

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<sup>1</sup> A Division Member, as defined in the Biathlon Canada By-laws. For the purposes of these Procedures, Member shall mean a Member who has voluntarily adopted the Procedures or who is otherwise required to apply the Procedures by the By-laws and governing documents of Biathlon Canada or the Member.

### **Scope and Application of this Policy**

3. This Procedure will be applied to all Events sanctioned by Biathlon Canada or a Member, as applicable.
4. If the Event is being sanctioned by an organization other than Biathlon Canada or a Member (e.g., an international federation), the procedures for event discipline of the host organization will replace this procedure. Incidents involving Participants connected with Biathlon Canada or a Member (such as Athletes, coaches, and directors and officers) must still be reported by the head coach or team representative to Biathlon Canada and/or the Member, as applicable, to be addressed under the *Discipline and Complaints Policy*, if necessary.
5. This Procedure does not replace or supersede the *Discipline and Complaints Policy* or the jurisdiction of Sport Integrity Canada, where the involved parties are CSSP Participants. Instead, this Procedure works in concert with the *Discipline and Complaints Policy* or UCCMS (as administered by Sport Integrity Canada) by outlining, for a designated person with authority at an Event sanctioned by Biathlon Canada or a Member, the procedure for taking immediate, informal, or corrective action in the event of a possible violation of the *Code of Conduct and Ethics*.

### **Misconduct During Events**

6. Incidents that violate or potentially violate the *Code of Conduct and Ethics*, which can occur during a competition, away from the area of competition, or

between parties connected to the Event, shall be reported by the head coach or team representative to a designated person (usually the chief official) responsible at the Event.

7. The designated person at the Event shall use the following procedure to address the incident that violated or potentially violated the *Code of Conduct and Ethics*:

- a) Notify the involved parties that there has been an incident that violated or potentially violated the *Code of Conduct and Ethics*
- b) Convene a jury of either one person or three people (one of whom shall be designated the Chairperson), who shall not be in a conflict of interest or involved in the original incident, to determine whether the *Code of Conduct and Ethics* has been violated. The designated person at the Event may serve on the jury
- c) The jury will interview and secure statements from any witnesses to the alleged violation
- d) If the violation occurred during a competition, interviews will be held with the officials who officiated or observed the competition and with the coaches and captains of each team when necessary and appropriate
- e) The jury will secure a statement from the person(s) accused of the violation
- f) The jury will render a decision and determine a possible penalty
- g) The Chairperson of the jury will inform all parties of the jury's decision

8. The penalty determined by the jury may include any of the following, singularly or in combination:

- a) Oral or written warning

- b) Oral or written reprimand
  - c) Suspension from future competitions at the Event
  - d) Ejection from the Event
  - e) Other appropriate penalty as determined by the jury
9. The jury does not have the authority to determine a penalty that exceeds the duration of the Event. A full written report of the incident and the jury's decision shall be submitted to Biathlon Canada or the relevant Member, as applicable, by the Chair of the jury following the conclusion of the Event. Further discipline may then be applied in accordance with the *Discipline and Complaints Policy* or UCCMS (as administered by Sport Integrity Canada), if necessary.
10. Decisions made pursuant to this Policy may not be appealed.
11. This Policy does not prohibit other Participants from reporting the same incident to Biathlon Canada, a Member, or Sport Integrity Canada, as applicable, to be addressed as a formal complaint under the *Discipline and Complaints Policy* or the UCCMS (as administered by Sport Integrity Canada).
12. Biathlon Canada and the relevant Member, as applicable, shall record and maintain records of all reported incidents.

### **Timeliness**

13. The procedures outlined in this Procedure are Event-specific and therefore shall be exercised and implemented as soon as it is reasonable to do so. The final decision of the jury must be reached and communicated to the Parties prior to the conclusion of the event in order for it to be effective.

14. Decisions issued by the jury after the conclusion of the event will not be enforceable.

### **Privacy**

15. The collection, use and disclosure of any personal information pursuant to this Policy is subject to Biathlon Canada's *Privacy Policy* or the privacy policy of a Member, as applicable.