

SPORT INTEGRITY POLICY SUITE

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Lacrosse Canada
SPORT INTEGRITY POLICY SUITE

Statement on Safe Sport	3
Definitions	5
Code of Conduct and Ethics	11
Appendix A – UCCMS	19
Athlete Protection Policy	20
Appendix A – Photo and Video Consent Form	25
Sport Integrity Disciplinary Policy	26
Appendix A – Investigation Procedure	43
Appendix B - Publication Guidelines	46
Appeal Policy.....	48
Social Media Policy	54
Anti-Doping Policy.....	59
Anti-Doping Links and Resources	62
Screening Policy	63
Appendix A – Screening Requirements Matrix	71
Appendix B – Application Form	73
Appendix C – Screening Disclosure Form	74
Appendix D – Screening Renewal Form	76
Appendix E – Volunteer Orientation and Training Acknowledgement Form	77
Appendix F – Request for Vulnerable Sector Check	78
Reciprocity Policy	79
Event Discipline Procedure	80
Appendix A – Minimum Discipline at Events	83
Concussion Policy and Code	86
Appendix A - Concussion Code of Conduct	94

Appendix B – Concussion Recognition Tool 6 (CRT6)	98
Appendix C – Sport Concussion Pathway	100
Appendix D – Key points from CISG Recommendations	101

Lacrosse Canada

Statement on Safe Sport

Lacrosse Canada has a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every individual that is involved in the Canadian lacrosse community.

Lacrosse Canada takes situations involving misconduct or maltreatment very seriously, whether the incident occurs on or off the field of play. For this reason, Lacrosse Canada is committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

Lacrosse Canada's policies are intended to promote an environment that lives to the values of courage, unity, fun, respect and integrity a manner that allows for consistent, immediate, appropriate, and meaningful action should any issues arise. They are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

To this end, Lacrosse Canada has adopted the *Universal Code of Conduct to Prevent and Address Maltreatment in Sport*.

Should any Registered Player or other individual wish to report an incident or concern about misconduct or maltreatment involving anyone associated with Lacrosse Canada, including but not limited to athletes, coaches, officials, and volunteers, they may do so directly through the identified pathway identified.

Lacrosse Canada makes the following commitments to a sport environment free from misconduct and Prohibited Behaviour as well as behaviour that do not align with our values:

- a) All participants in sport can expect to play, practice, and compete, work, and interact in an environment free from misconduct and Prohibited Behaviour.
- b) Addressing the causes and consequences of misconduct and Prohibited Behaviour is a collective responsibility and requires the deliberate efforts of all participants, broader sport community, sport club administrators and organization leaders.
- c) Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other participants.
- d) Adult participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of misconduct and Maltreatment involving Minors and other vulnerable participants.
- e) All participants recognize that misconduct and Prohibited Behaviour can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their

intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of misconduct and Prohibited Behaviour.

- f) All participants recognize that individuals who have experienced misconduct or Prohibited Behaviour may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
- g) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
- h) Individuals affiliated with Lacrosse Canada may be required to complete appropriate mandatory training on preventing and addressing harassment and abuse.
- i) In recognition of the historic vulnerability to discrimination and violence amongst some groups, which persists today, participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.

Definitions

Terms in the Sport Integrity Policy Suite are defined as follows:

- a) **Affected Party** – any individual or entity, as determined by the Appeal Manager, who may be affected by a decision rendered under the *Appeal Policy* and who may have recourse to an appeal in their own right.
- b) **Appeal Manager** – an individual appointed by the Executive Director or President of Lacrosse Canada, who may be any staff member, committee member, volunteer, director, or an independent party, who is appointed to oversee the *Appeal Policy*. The Appeal Manager shall not have any involvement in the matter being appealed and shall have responsibilities that as described in the *Appeal Policy*.
- c) **Appeal Panel** - a panel of a single individual, or, in extraordinary circumstances, of three persons, appointed by the Appeal Manager to hear an appeal.
- d) **Appellant** – the party appealing a decision pursuant to the *Appeal Policy*.
- e) **Athlete** – a Registered Player who is an athlete named to Lacrosse Canada’s teams or participating in the teams of its Members who are subject to the policies of Lacrosse Canada during Lacrosse Canada Events.
- f) **Athlete Support Personnel** - any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent, or any other person working with, treating, or assisting an Athlete or Registered Participants participating in or preparing for sports competition.
- g) **Bullying** – offensive behaviour and/or abusive treatment of a Registered Player that typically, but not always, involves an abuse of power.
- h) **Canadian Centre for Ethics in Sport (CCES)** – the independent, national, not-for-profit, multi-sport organization with a focus on the integrity issues of safe sport, anti-doping, and competition manipulation, including the CSSP for all CSSP Sport Organizations at the national level that adopt the CSSP.
- i) **Canadian Anti-Doping Program (CADP)** – The CADP is a set of rules that govern doping control in Canada. The CADP can be viewed [here](#). The 2021 CADP came into effect on January 1, 2021.
- j) **Code** – the *Code of Conduct and Ethics*.
- k) **Commercial Activity** – any particular transaction, act or conduct that is of a commercial character
- l) **Complainant** – an individual who makes a report of an incident, or a suspected

incident, of alleged Maltreatment, Prohibited Behaviour or other misconduct that may be a violation of the standards described in Lacrosse Canada's policies, by-laws, rules or regulations, including the UCCMS.

- m) **Concussion** - A brain injury that can result in an alteration in thinking and behaviour because of a physical impact to the head, neck, face or body.
- n) **Criminal Record Check (CRC)** – a search of the RCMP Canadian Police Information Centre (CPIC) system for adult convictions
- o) **CSSP Participant** – an individual who is subject to the Canadian Safe Sport Program under the CCES and who has signed the required consent form. CSSP Participants may include an Athlete, a coach, an official, an Athlete Support Personnel, an employee, a Worker, an administrator, or a volunteer acting on behalf of, or representing Lacrosse Canada or another CSSP Sport Organization in any capacity.
- p) **CSSP Participant Consent Form** - Consent terms and conditions regarding the administration and enforcement of the UCCMS for CSSP Participants as provided under CSSP Rules, in force at any time (including without limitation, pursuant to consent provided during a previously signed agreement between a Lacrosse Canada and the SDRCC).
- q) **CSSP Sport Organization** – Any national sport organization, national multi-sport service organization, Canadian Sport Centre(s) and Institute(s) receiving funding from Sport Canada that has adopted the CSSP, pursuant to an agreement in effect with the CCES, or designate.
- r) **Days** – calendar days¹
- s) **Dispute Resolution Officer** – a panel of one or three people who are appointed by the Independent Third Party to decide on complaints that are assessed under Process #2 of the Sport Integrity Disciplinary Policy.
- t) **Enhanced Police Information Check (E-PIC)** – a Criminal Record Check plus a search of Local Police Information
- u) **Event** – an event sanctioned by Lacrosse Canada, and which may include a related social activity.

¹ For the purpose of calculating deadlines, the following shall apply: the day of the act is not included in the calculation (i.e., the date of receipt of a decision is not Day 1); instead, the deadline would start on the day following receipt of the decision and would expire at midnight (in the location of the individual seeking to file an appeal) on the last day of the period. If the end date is a Saturday, a Sunday or a legal holiday, the period runs until the next day that is not a Saturday, a Sunday or a legal holiday.

- v) **Harass or Harassment** – In addition to the definitions under the UCCMS, to harass or harassment is a course of vexatious comments or conduct against a Registered Player or group, which is known or ought reasonably to be known to be unwelcome. Harassing behaviours may also be Maltreatment. Types of behaviour that constitute harassment include, but are not limited to:
- i. written or verbal abuse, threats, or outbursts;
 - ii. the display of visual material which is offensive or which one ought to know is offensive;
 - iii. unwelcome remarks, jokes, comments, innuendo, or taunts;
 - iv. leering or other suggestive or obscene gestures;
 - v. condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - vii. any form of hazing;
 - viii. unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
 - ix. unwelcome sexual flirtations, advances, requests, or invitations;
 - x. physical or sexual assault;
 - xi. behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment; and/or
 - xii. retaliation or threats of retaliation against an individual who reports harassment.
- w) **Independent Third Party** – the individual or entity retained by Lacrosse Canada to receive reports and complaints, and to fulfill the identified responsibilities outlined in the *Sport Integrity Disciplinary Policy* and *Appeal Policy*, as applicable. This individual must not be in a real or perceived conflict of interest or have a direct relationship with any of the Parties.
- x) **Fair Play Chair** – an individual appointed by Lacrosse Canada or the Independent Third Party to decide on complaints that are assessed under Process #1 of the Sport Integrity Disciplinary Policy. The Fair Play Chair may be a director, head coach, staff

member, or other individual affiliated with Lacrosse Canada but must not be in a conflict of interest or have a direct relationship with any of the Parties.

- y) **IP Address** – a numerical label that is assigned to electronic devices participating in a computer network that uses internet protocol for communication between devices
- z) **Local Police Information (LPI)** – additional conviction and selected non-conviction information in national and local police data sources which may be relevant to the position sought
- aa) **Maltreatment** – as defined in the *UCCMS*
- bb) **Member** – refers to the organizations that are admitted as Members under Lacrosse Canada’s bylaws.
- cc) **Minor** – as defined in the *UCCMS*
- dd) **Minor Athlete(s)** – an individual who is an Athlete Participant in Lacrosse Canada who is subject to the policies of Lacrosse Canada and to this *Code* who is under the age of 19 years old
- ee) **Registered Participant(s)** – refers to all categories of individual participants defined in the by-laws of Lacrosse Canada who are subject to the policies, rules and regulations of Lacrosse Canada, as well as all persons employed by, contracted by, or engaged in activities with, Lacrosse Canada including, but not limited to, Registered Players, employees, contractors, Athletes, coaches, instructors, officials, volunteers, judges, Athlete Support Personnel, managers, administrators, parents or guardians, spectators, committee members, or directors and officers
- ff) **Registered Player(s)** – All athletes engaged in organized lacrosse activities under the control of, or sanctioned by, Lacrosse Canada or its Members
- gg) **Party or Parties** – the individual(s) or entities involved in a dispute
- hh) **Person in Authority** – any Registered Player who holds a position of authority within Lacrosse Canada including, but not limited to, coaches, instructors, officials, managers, Athlete Support Personnel, chaperones, committee members, or directors and officers
- ii) **Personal Information** – any information about an individual that relates to the person’s personal characteristics including, but not limited to gender, age, income, home address or phone number, ethnic background, family status, health history, and health conditions

- jj) **Power Imbalance** – as defined in the UCCMS
- kk) **Prohibited Behaviour** – as defined in the UCCMS
- ll) **Provisional Measure** – means that the Registered Player is barred temporarily from participating in in any capacity in any Event or activity of Lacrosse Canada and its Members, or as otherwise restricted in their ability to participate in sanctioned activities pursuant to the *Discipline and Complaint Policy*, prior to a hearing conducted pursuant to the *Discipline and Complaint Policy*
- mm) **Representatives** – members, directors, officers, committee members, employees, athletes, coaches, officials, sport assistants, managers, trainers, volunteers, administrators, contractors, and participants within Lacrosse Canada
- nn) **Respondent** – the Party responding to the complaint or an appeal, as applicable
- oo) **SDRCC** - Sport Dispute Resolution Centre of Canada
- pp) **Social Media** – the catch-all term that is applied broadly to new computer-mediated communication media such as, but not limited to, blogs, YouTube, Facebook, Instagram, Threads, Tumblr, Tik Tok, Snapchat, Reddit and Twitter/X
- qq) **Sport-Related Concussion (“SRC”)** – a sport-related concussion is a traumatic brain injury induced by biomechanical forces. Several common features that may be used to define the nature of a SRC may include:
 - i. caused either by a direct blow to the head, face, neck or elsewhere on the body with an impulsive force transmitted to the head;
 - ii. typically results in the rapid onset of short-lived impairment of neurological function that resolves spontaneously. However, in some cases, signs and symptoms evolve over several minutes to hours;
 - iii. may result in neuropathological changes, but the acute clinical signs and symptoms largely reflect a functional disturbance rather than a structural injury and, as such, no abnormality may be visibly apparent; or
 - iv. results in a range of clinical signs and symptoms that may or may not involve loss of consciousness. Resolution of the clinical and cognitive features typically follows a sequential course. However, in some cases symptoms may be prolonged.
- rr) **Suspected Concussion** – means the recognition that an individual appears to have either experienced an injury or impact that may result in a concussion or who is exhibiting unusual behaviour that may be the result of concussion

- ss) **UCCMS** - *Universal Code of Conduct to prevent and address Maltreatment in Sport*, as amended from time to time
- tt) **Vulnerable Participant** or **Vulnerable Registered Player** – as defined in the UCCMS
- uu) **Vulnerable Sector Check (VSC)** – a detailed check that includes a search of the RCMP Canadian Police Information Centre (CPIC) system, Local Police Information, and the Pardoned Sex Offender database
- vv) **World Anti-Doping Agency (WADA)** – An independent, international, not-for-profit organization responsible for administering the World Anti-Doping Code and the promotion of clean sport internationally.
- ww) **World Anti-Doping Code (WADC)** – Set of rules that govern doping control internationally. The full policy can be viewed [here](#).
- xx) **Worker** – any person who performs work for Lacrosse Canada including employees, managers, supervisors, temporary Workers, volunteers, student volunteers, part-time Workers, the Board of Directors, and independent contractors
- yy) **Workplace** – any place where business or work-related activities are conducted. Workplaces include but are not limited to, the registered office(s), work-related social functions, work assignments outside the registered office(s), work-related travel, the training and competition environment, and work-related conferences or training sessions
- zz) **Workplace Harassment** – a course of vexatious comment or conduct against a Registered Player in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace Harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions
- aaa) **Workplace Violence** – the use of or threat of physical force by a person against a Worker in a Workplace that causes or could cause physical injury to the Worker; an attempt to exercise physical force against a Worker in a Workplace that could cause physical injury to the Worker; or a statement or behaviour that it is reasonable for a Worker to interpret as a threat to exercise physical force against the Worker in a Workplace that could cause physical injury to the Worker

Code of Conduct and Ethics

*Lacrosse Canada has adopted the UCCMS, as amended from time to time, provided at **Appendix A**, which shall be incorporated into the Code by reference as if set out in full herein.*

Any modifications or amendments made to the UCCMS shall come into effect immediately upon their adoption and automatically without the need for any further action by Lacrosse Canada.

*It is important to note that the Code applies to all **Registered** Participants, **but not all Registered Participants are CSSP Participants** and subject to the CSSP under the CCES.*

Purpose

1. The purpose of the Code is to ensure a safe and positive environment within the programs, business, activities, and Events of Lacrosse Canada and its Members by making all **Registered** Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with Lacrosse Canada's core values, mission, and policies.
2. Lacrosse Canada, its Members and its **Registered** Participants support equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.

Application - General

3. The Code applies to a **Registered** Participants conduct during the programs, business, activities, and events of Lacrosse Canada including, but not limited to competitions, practices, evaluations, treatment, or consultations (i.e., massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings.
4. The Code also applies to a **Registered** Participants conduct outside of the programs, business, activities, and events of Lacrosse Canada when such conduct adversely affects Lacrosse Canada's relationships (and the work and sport environment) or is detrimental to the image and reputation of Lacrosse Canada. Such applicability will be determined by Lacrosse Canada at their discretion.
5. In addition, the Code will apply to incidents that occur when the **Registered Players** Participants involved interact due to their mutual involvement in the sport or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the **Registered** Participant(s).
6. The Code applies to **Registered** Participants active in the sport or who have retired from the sport where any claim regarding a potential breach of the Code occurred when the **Registered** Participants were active in the sport.

Prohibited Behaviours

7. All **Registered** Participants must refrain from any behaviour that constitutes a Prohibited Behaviour as defined by the UCCMS and the *Code*.
8. **Registered** Participants are responsible for knowing what actions or behaviours constitute Prohibited Behaviours and Maltreatment.
9. Prohibited Behaviours under the UCCMS include, but are not limited to:
 - a) Physical Maltreatment
 - b) Psychological Maltreatment
 - c) Neglect
 - d) Sexual Maltreatment
 - e) Grooming
 - f) Boundary Transgressions
 - g) Discrimination
 - h) Subjecting to the Risk of Maltreatment
 - i) Failing to Report
 - j) Aiding and Abetting
 - k) Retaliation
 - l) Interference with or Manipulation of Process
 - m) False Reports
10. In addition to the Prohibited Behaviours as defined by the UCCMS, this *Code* sets out other expected standards of behaviour and conduct for all Registered Participants, and any failure to respect these expected standards of behaviour by a Registered Participants, may constitute a breach of the *Code*. In addition, the following behaviours also constitute breaches of the *Code*:
 - a) Bullying
 - b) Harassment
 - c) Workplace Harassment
 - d) Workplace Violence

Responsibilities of all Registered Participants

11. All Registered Participants have a responsibility to:
 - a) refrain from any behaviour that constitutes misconduct, Maltreatment and Prohibited Behaviour under the *Code*, the UCCMS and other conduct policies established by Lacrosse Canada and amended from time to time;
 - b) maintain and enhance the dignity and self-esteem of other Registered Participants by:
 - i. treating each other with the highest standards of respect and integrity;

- ii. focusing comments or criticism appropriately and avoiding undue public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other Registered Players;
 - iii. consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - iv. consistently treating individuals fairly and reasonably; and
 - v. ensuring adherence to the rules of the sport and the spirit of those rules.
- c) refrain from the use of power or authority to coerce another person to engage in inappropriate activities;
- d) in the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or Event;
- e) in the case of individuals who are not Minors, take reasonable steps to manage the responsible consumption of alcohol and cannabis in adult-oriented social situations;
- f) respect the property of others and not wilfully cause damage;
- g) promote sport in the most constructive and positive manner possible;
- h) refrain from engaging in deliberate behaviour which is intended to manipulate the outcome of a competition, and/or not offer, receive or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a competition. A benefit includes the direct or indirect receipt of money or other anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages;
- i) refrain from engaging in deliberate behaviour which is intended to manipulate the outcome of a para-classification and/or not offer, receive or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a para-classification. A benefit includes the direct or indirect receipt of money or other anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages;
- j) adhere to all applicable federal, provincial/territorial, municipal and host country laws; and
- k) comply, at all times, with the By-laws, policies, procedures, and rules and regulations of Lacrosse Canada, as applicable and as adopted and amended from time to time.

Directors, Committee Members, and Employees

12. In addition to section 11 (above), Directors, committee members, and employees of Lacrosse Canada have additional responsibilities to:
 - a) function primarily as a Director, committee member or staff member of Lacrosse Canada and ensure to prioritize their loyalty to Lacrosse Canada (and not to any other organization or group) while acting in this role. Certain obligations of Directors, such as confidentiality, continue after the end of a director's or committee member's term;
 - b) act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of a Registered Participant's confidence;
 - c) ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
 - d) comply with their obligations under the Screening Policy, including understanding ongoing expectations under the Screening Policy and fully cooperating in the screening process;
 - e) conduct themselves openly, professionally, lawfully and in good faith;
 - f) be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism influence their decision-making on behalf of Lacrosse Canada;
 - g) exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws;
 - h) maintain required confidentiality of organizational information;
 - i) commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings; and
 - j) have a thorough knowledge and understanding of all governance documents.

Athlete Support Personnel

13. In addition to section 11 (above), Athlete Support Personnel have additional responsibilities.
14. Athlete Support Personnel must understand and respect the inherent Power Imbalance that exists in this relationship and must not abuse it, either consciously or unconsciously.
15. Athlete Support Personnel will:

- a) avoid any behaviour that abuses the Power Imbalance inherent in the coaching position of the Athlete Support Personnel;
- b) ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes;
- c) prepare Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Athletes;
- d) avoid compromising the present and future health of Athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments;
- e) support the Athlete Support Personnel of a training camp, provincial/territorial team, or national team should an Athlete qualify for participation with one of these programs;
- f) comply with all established responsibilities and obligations as set out by the Athlete Support Personnel's professional governing association or order, if any;
- g) accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate;
- h) provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete;
- i) act in the best interest of the Athlete's development as a whole person;
- j) comply with their obligations under the Screening Policy, including understanding ongoing expectations under the Code and other conduct standards, and fully cooperating in the screening process;
- k) under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods and, in the case of Minors, Minor Athletes, alcohol, cannabis, and/or tobacco;
- l) use methods or substances prohibited by the CADP without valid and acceptable justification may not coach, train, or otherwise support athletes
- m) respect competitor Athletes and, in dealings with them, not encroach upon topics or take actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes;

- n) when a Power Imbalance exists, not engage in a sexual or intimate relationship with an Athlete of any age;
- o) disclose to Lacrosse Canada any sexual or intimate relationship with an Athlete over the age of majority and, if requested by Lacrosse Canada, immediately discontinue any coaching involvement with that Athlete;
- p) recognize the power inherent in the position of Athlete Support Personnel and respect and promote the rights of all Registered Participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of Registered Participants who are in a vulnerable or dependent position and less able to protect their own rights; and
- q) dress professionally and use appropriate language, considering the audience being addressed (e.g., the age/maturity of the individuals).

Athletes

16. In addition to section 11 (above), Athletes participating on Lacrosse Canada teams will have additional responsibilities to:

- a) follow their athlete agreement (if applicable);
- b) report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
- c) participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations;
- d) properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason;
- e) adhere to any rules and requirements regarding clothing, professionalism, and equipment; and
- f) act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by Athlete Support Personnel.
- g) If designated, reasonably cooperate with the CCES or another anti-doping organization that is investigating anti-doping rule violations.
- h) not harass, intimidate or otherwise conduct themselves offensively towards a doping control official or other individual involved in doping control

Officials

17. In addition to section 11 (above), officials will have additional responsibilities to:

- a) maintain and update their knowledge of the rules and rules changes;
- b) not publicly criticize other Registered Participants;
- c) adhere, at all times, to the rules of their international federation and any other sporting organization that has relevant and applicable authority;
- d) place the safety and welfare of competitors, and the fairness of the competition above all else;
- e) strive to provide a fair sporting environment and, at no time, engage in misconduct, Maltreatment or Prohibited Behaviour toward any person on the field of play;
- f) respect the terms of any agreement that they enter with Lacrosse Canada;
- g) work within the boundaries of their position's description while supporting the work of other officials;
- h) act as an ambassador of the sport by agreeing to enforce and abide by national and provincial/territorial rules and regulations;
- i) take ownership of actions and decisions made while officiating;
- j) respect the rights, dignity, and worth of all Registered Participants;
- k) act openly, impartially, professionally, lawfully, and in good faith;
- l) be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
- m) respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Registered Participants;
- n) comply with their obligations under the Screening Policy, including understanding ongoing expectations under the *Code* and fully cooperating in the screening process;
- o) honour all assignments, unless unable to do so by virtue of illness or personal emergency and, in these cases, inform a supervisor at the earliest possible time;

- p) when writing reports, set out the facts to the best of their knowledge and recollection; and
- q) dress in proper attire for officiating.

Retaliation, Retribution or Reprisal

- 18. It is a breach of this *Code* for any Registered Participant or other individual to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging a Registered Participant or other individual from filing, in good faith, a complaint pursuant to any Lacrosse Canada policy.
- 19. It is also a breach of the *Code* for a Registered Participant or other individual to file a complaint for the purpose of retaliation, retribution, or reprisal against any other Registered Participant or other individual. Any individual found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

Privacy

- 20. The collection, use and disclosure of any personal information pursuant to this policy is subject to Lacrosse Canada's *Privacy Policy*.

Appendix A – UCCMS

The UCCMS, amended from time to time, is available [here](#).

Athlete Protection Policy

Purpose

1. This *Athlete Protection Policy* describes how Persons in Authority shall maintain a safe sport environment for all Athletes.

Interactions between Persons in Authority and Athletes – the ‘Rule of Two’

2. Lacrosse Canada requires that the ‘Rule of Two’ be followed for all Persons in Authority who interact with Athletes, to the maximum extent possible in the circumstances. The ‘Rule of Two’ is a directive that says that an Athlete must never be alone one-on-one with an unrelated Person in Authority.
3. Lacrosse Canada recognizes that fully implementing the ‘Rule of Two’ may not always be possible in some instances. Consequently, at a minimum, interactions between Persons in Authority and Athletes must respect the following:
 - a) To the maximum extent possible, the training environment should be visible and accessible so that all interactions between Persons in Authority and Athletes are observable.
 - b) Private and one-on-one situations that are not observable by another adult or Athlete should be avoided to the maximum extent possible.
 - c) A Vulnerable Registered Player may not be alone under the supervision of a Person in Authority unless prior written permission is obtained from the Vulnerable Registered Player’s parent or guardian.
 - d) Persons in Authority may not invite or host Vulnerable Registered Players in their home without the written permission from parents or guardians or without parents or guardians having contemporaneous knowledge of the visit.

Competitions, Training Sessions, and Practices

4. For competitions, training sessions and practices, Lacrosse Canada recommends:
 - a) A Person in Authority should never be alone with a Vulnerable Registered Player prior to or following a competition or training session unless the Person in Authority is the Vulnerable Registered Player’s parent or guardian.
 - b) If the Vulnerable Registered Player is the first Athlete to arrive, the Athlete’s parent(s) and/or guardian(s) should remain until another Athlete or Person in Authority arrives.

- c) If a Vulnerable Registered Player would potentially be alone with a Person in Authority following a competition or training session, the Person in Authority should ask another Person in Authority (or a parent or guardian of another Athlete) to stay until all the Athletes have been picked up. If an adult is unavailable, another Athlete, who is preferably not a Vulnerable Registered Player, should be present to avoid the Person in Authority being alone with a Vulnerable Registered Player.
- d) Persons in Authority giving instructions, demonstrating skills, or facilitating drills or lessons to an individual Athlete should always do so within earshot and eyesight of another Person in Authority.
- e) Persons in Authority and Athletes should take steps to achieve transparency and accountability in their interactions. For example, a Person in Authority and an Athlete who know they will be away from other Registered Players for a lengthy period must inform another Person in Authority where they are going and when they expect to return. Persons in Authority should always be reachable by phone or text message.

Communications

- 5. For communication between Persons in Authority and Athletes, Lacrosse Canada recommends:
 - a) Persons in Authority may only send texts, direct messages on social media or emails to individual Athletes when necessary and only for communicating information related to team issues and activities (e.g., non-personal information). Any such texts, messages or emails shall be professional in tone.
 - b) Electronic communication between Persons in Authority and Athletes that is personal in nature should be avoided. If such personal communication is unavoidable, it must be recorded and available for review by another Person in Authority and/or by the Athlete's parent/guardian (when the Athlete is a Vulnerable Registered Player).
 - c) Parents/guardians may request that their child not be contacted by a Person in Authority using any form of electronic communication and/or may request that certain information about their child not be distributed in any form of electronic communication.
 - d) All communication between a Person in Authority and Athletes must be between the hours of 6:00am and midnight, unless extenuating circumstances justify otherwise.

- e) Communication concerning illegal drugs or alcohol use (unless regarding its prohibition) is not permitted.
- f) No sexually explicit language or imagery or sexually oriented conversation may be communicated in any medium.
- g) Persons in Authority may not ask Athletes to keep a personal secret for them.

Travel

- 6. For travel involving Persons in Authority and Athletes, Lacrosse Canada recommends:
 - a) Teams or groups of Athlete shall always have at least two Persons in Authority with them.
 - b) For mixed gender teams or groups of Athletes, there should be one Person in Authority from each gender.
 - c) If two Persons in Authority cannot be present, reasonable efforts should be made to supplement supervision with screened parents or other volunteers.
 - d) To the maximum extent possible, no Person in Authority may drive a vehicle alone with an Athlete unless the Person in Authority is the Athlete's parent or guardian.
 - e) A Person in Authority may not share a hotel room or be alone with an Athlete unless the Person in Authority is the Athlete's parent/guardian or spouse.
 - f) Room or bed checks must be done by two Persons in Authority.
 - g) For overnight travel when Athletes must share a hotel room, roommates must be age-appropriate and of the same gender identity.

Locker Rooms/Changing Areas

- 7. For changing areas and other closed meeting spaces, Lacrosse Canada recommends:
 - a) Interactions between Persons in Authority and Athletes should not occur in any area where there is a reasonable expectation of privacy such as a locker room, washroom or changing area. A second adult should be present for any necessary interaction between an adult and an Athlete in any such area.
 - b) If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required, for reasons including but not limited to team communications and/or emergencies.

Photography/Video

8. For all photography and video of an Athlete, Lacrosse Canada recommends:
- a) Photographs and video should only be taken in public view. Content must observe generally accepted standards of decency and be both appropriate for and in the best interest of the Athlete.
 - b) The use of recording devices in areas where there is a reasonable expectation of privacy is strictly prohibited.
 - c) Examples of photos that shall be edited or deleted include:
 - i. images with misplaced apparel or where undergarments are showing;
 - ii. suggestive or provocative poses; and
 - iii. embarrassing images.
 - d) If any content featuring an Athlete will be used on any form of public media, a Photo and Video Consent Form (**Appendix A**) must be completed before the content is recorded.

Physical Contact

9. Physical contact between Persons in Authority and Athletes may be necessary for various reasons including, but not limited to, teaching a skill, or tending to an injury. For physical contact, Lacrosse Canada recommends:
- a) A Person in Authority must always request permission to make physical contact from the Athlete in advance and clearly explain where and why the physical contact will occur. The Person in Authority must make clear that they are requesting to touch the Athlete and not requiring physical contact.
 - b) Infrequent, incidental physical contact during training is not a violation of policy.
 - c) Non-essential physical contact may not be initiated by the Person of Authority. It is recognized that Athletes may initiate non-essential physical contact such as hugging or other physical contact with a Person in Authority for various reasons (e.g., such as celebrating or crying after a poor performance). This physical contact should always occur in an open and observable environment.

Enforcement

10. Any alleged violations of this *Athlete Protection Policy* will be addressed pursuant to the *Sport Integrity Disciplinary Policy*.

Appendix A – Photo and Video Consent Form

Name of Registered Player (print): _____

Name of Parent/Guardian (print): _____

(When the Registered Player is a Minor)

Date: _____

1. I, being the Registered Player or the parent or legal guardian of the minor Registered Player, hereby grant to Lacrosse Canada and [Insert Name of Club/Organization] (collectively the “Organizations”) the permission to photograph and/or record the Registered Player’s image and/or voice in pictures or videos (collectively the “Images”), and to use the Images to promote the sport and/or the Organizations through traditional media such as newsletters, websites, television, film, radio, print and/or display form, and through social media such as Instagram, Facebook, YouTube, and X/Twitter. I understand that I waive any claim to remuneration for use of audio/visual materials used for these purposes. This consent will remain in effect in perpetuity.
2. I, being the Registered Player or the parent or legal guardian of the Minor Registered Player, hereby fully release, discharge, and agree to save harmless the Organizations, from any and all claims, demands, actions, damages, losses or costs that might arise out of the collection, use or disclosure of the Images or taking, publication, distortion of the Images, negatives, and masters or any other likeness or representation of the Registered Player that may occur or be produced in the taking of said Images or in any subsequent processing thereof, including without limitation any claims for libel, passing off, misappropriation of personality, or invasion of privacy.
3. I, being the Registered Player or the parent or legal guardian of the Minor Registered Player, **UNDERSTAND AND AGREE**, that I have read and understood the terms and conditions of this document. On behalf of myself, my heirs, and assigns, I agree that I am signing this document voluntarily and to abide by such terms and conditions.

Signature of Registered Player: _____

OR, if the Registered Player is a Minor

Signature of Parent/Guardian: _____

Sport Integrity Disciplinary Policy

PURPOSE

1. The purpose of this policy is to set out the processes by which complaints or reports of violations of Lacrosse Canada's *Code*, the UCCMS, or other applicable policy will be dealt with through the dispute resolution processes identified below.
2. Registered Players are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with all policies, by-laws, rules, and regulations of Lacrosse Canada, as updated, and amended from time to time.
3. Non-compliance with any of Lacrosse Canada's policies, by-laws, rules, or regulations, as applicable, may result in the imposition of sanctions pursuant to this policy and/or the by-laws of Lacrosse Canada.

APPLICATION

Application – General

4. This policy applies to all Registered Players participating in Lacrosse Canada activities and to any alleged breaches of Lacrosse Canada's policies, by-laws, rules, or regulations that designate this policy as applicable to address such alleged breaches.
5. In addition to being subject to disciplinary action pursuant to this policy, an employee of Lacrosse Canada who is a Respondent to a complaint may also be subject to consequences in accordance with the employee's employment agreement or Lacrosse Canada's human resources policies, if applicable.
6. If the alleged violation by a Registered Participant(s) of the applicable conduct standard occurred during the activities of a Member, the allegations are then to be forwarded to the Member to address, unless otherwise indicated by policy.²

² In exceptional circumstances, the Independent Third Party may direct a complaint to be managed by Lacrosse Canada if a Member is otherwise unable to manage the complaint for valid and justifiable reasons, such as a conflict of interest, due to a lack of capacity or where the Member does not have policies in place to address the complaint. In such circumstances, Lacrosse Canada shall have the right to require that a cost-sharing agreement be entered into with the Member as a pre-condition to Lacrosse Canada managing the complaint.

Where the Independent Third Party refers a matter to be managed by a Member, or where a Member is otherwise responsible for managing a matter (i.e., because they received the matter directly), and the Member fails to conduct disciplinary proceedings within a reasonable timeline, Lacrosse Canada may, at its discretion, take jurisdiction of the matter and conduct the proceedings. In such circumstances, if the Internal Discipline Chair or External Discipline Panel decides that the Organization acted reasonably in taking jurisdiction over the matter, Lacrosse Canada's costs to conduct the proceedings, including legal fees, shall be reimbursed by the Member and/or affiliated organization to Lacrosse Canada.

REPORTING

CSSP Participants

7. Any incident that involves alleged Maltreatment or Prohibited Behaviour (as defined in the UCCMS or the CSSP) and involving a CSSP Participant must be reported to the CCES and will be addressed pursuant to the CSSP Rules and other applicable policies and procedures.
8. Notwithstanding the requirement in Section 6, the CCES shall determine the admissibility of complaints related to any incidents that involve alleged Maltreatment or Prohibited Behaviour in accordance with the relevant and applicable CSSP guidelines regarding the initial review and preliminary assessment as well as the terms of the CSSP Participant Consent Form.
9. If Lacrosse Canada's Independent Third Party receives a complaint that they consider would otherwise fall within the above sections, they shall refer the matter to the CCES and notify the individual(s) that made the complaint of such action.
10. If a complaint involves multiple Respondents, including one or more CSSP Participants, the Independent Third Party may hold the complaint with Lacrosse Canada's jurisdiction in abeyance pending a jurisdictional determination by the CCES.

Registered Players

11. Any complaints involving alleged breaches of the *Code* or other Lacrosse Canada policy that designates the Sport Integrity Disciplinary Policy as the applicable mechanism that do not fall within Sections 6 or 7 above may be reported by a Registered Player or any other individual to the Independent Third Party in writing within six months of the occurrence of the incident. For the avoidance of doubt, this includes complaints referred to the Independent Third Party by the CCES if the CCES determines that a complaint initially reported to the CCES does not fall within its jurisdiction. The CCES is not required to comply with the deadline specified in this section.
 - a) If a complaint is filed with the Independent Third Party in writing after six months of the occurrence of the incident but within five years of the alleged incident, the Independent Third Party may, at their sole discretion, determine whether to accept the complaint if they determine that there are reasonable grounds for the delay.
 - b) If the complaint is submitted five years after the occurrence of the incident, the Independent Third Party may only accept a complaint if they determine that doing so is warranted based on their assessment of the following non-cumulative factors:

- i. the relevant rules, norms and policies, including without limitation, social and legal norms, in effect at the time of the alleged event(s);
- ii. the severity of the allegations and the facts and circumstances of the matter;
- iii. the safety and well-being of participants and the sport community;
- iv. the potential risks and prejudice from action and inaction, with safety being paramount;
- v. the ability to identify potential parties and witnesses and to obtain sufficient evidence; and
- vi. the best interest of sport and those who participate in it, including the views of the person(s) directly impacted, when feasible.

- 1. If a complaint submitted five years after the incident involves allegations, if proven, would trigger a presumptive sanction of permanent ineligibility, the complaint shall be accepted.

- 12. Notwithstanding any provision in this policy, Lacrosse Canada may, at its discretion, or upon request by the Independent Third Party, act as the Complainant and initiate the complaint process under the terms of this policy. In such cases, Lacrosse Canada will identify an individual to represent the organization.
- 13. A Complainant or any other individual who submits a report regarding a potential breach of Lacrosse Canada's policies who fears retribution or reprisal or who otherwise considers that their identity must remain confidential may file a complaint with the Independent Third Party and request that their identity be kept confidential. If the Independent Third Party considers that the Complainant's identity must remain confidential during the initial stages, the Independent Third Party may ask that Lacrosse Canada take carriage of the complaint and act as the Complainant.³ The confidentiality of the Complainant's identity may not be guaranteed and will not be maintained for the entirety of the complaint process.

MINORS

- 14. Complaints may be brought by or against a Registered Player who is a Minor. Minors must have a parent/guardian or other adult serve as their representative during this process. Where appropriate, the Minor's preference regarding their representative should be considered.

³ In such circumstances, the Complainant(s) may be required to provide evidence during the disciplinary process.

15. Communication from the Independent Third Party, Fair Play Chair or Dispute Resolution Officer (as applicable) must be directed to the Minor's representative.
16. If the Minor's representative is not their parent/guardian, the representative must have written permission to act in such a capacity from the Minor's parent/guardian, unless the parent/guardian is implicated in the complaint or is otherwise unable to act in the Minor's best interest.
17. A Minor is not required to attend or participate in an oral hearing, if held, or participate in an investigation if conducted. In such circumstances, no adverse inference can be drawn against a Minor. However, where a Minor participates in an oral hearing or investigation, appropriate safeguards must be in place to protect their well-being during their participation.

INDEPENDENT THIRD-PARTY RESPONSIBILITIES

18. Upon receipt of a complaint, the Independent Third Party has a responsibility to:
 - a) determine whether the complaint falls within the jurisdiction of this Policy and whether it has been submitted in accordance with the deadlines indicated herein;
 - b) determine the appropriate jurisdiction to manage the complaint by considering whether the incident occurred within the business, activities, or Events of Lacrosse Canada;
 - c) determine whether the complaint is frivolous, vexatious or if it has been made in bad faith⁴;
 - d) determine if the alleged incident should be investigated pursuant to **Appendix A – Investigation Procedure**; and
 - e) choose which process (Process #1 or Process #2, as outlined below) should be followed to hear and adjudicate the matter.
19. If a complaint falls within the jurisdiction of the Policy, Independent Third Party will prepare a complaint form which includes the specific allegations against the Respondent and forms the basis of the complaint process moving forward, to be provided to the Respondent.

⁴ As indicated in the SDRCC's Investigation Guidelines, a reported complaint shall not be characterized as vexatious if the evidence demonstrates that there was a reasonable basis for filing and pursuing it. For a complaint to be considered to have been made in bad faith, the Independent Third Party must consider that it was filed consciously for a dishonest purpose or due to the moral underhandedness of the Complainant and that there was an intention to mislead.

20. If a complaint does not fall within the jurisdiction of the Policy, the Independent Third Party must reject the complaint, providing appropriate reasons in writing.

Available Process

21. There are two different processes that may be used to hear and adjudicate complaints involving Registered Players. The Independent Third Party decides which process will be followed at their discretion. Such decision is not appealable.
22. The following processes are available to Registered Players of Lacrosse Canada or other individuals who have submitted a complaint.

Process #1 - the complaint contains allegations other than breaches of the UCCMS by a Registered Participant or Member, such as violations of team policy or breaches conduct standards other than the UCCMS. This includes reports of violations of on-field rules and procedures submitted by Officials directly to Lacrosse Canada.

Process #2 - The complaint contains allegations involving violations of the UCCMS by a Registered Player.⁵

Please refer to “**Procedural Steps**” below regarding how Process #1 and Process #2 complaints are handled.

PROVISIONAL MEASURES

23. If it is considered appropriate or necessary on the basis of the circumstances, immediate discipline or the imposition of a Provisional Measures may be imposed against any Registered Player by the Executive Director (or their designate) of Lacrosse Canada after which further discipline or sanctions may be applied according to this policy.
- a) The Independent Third Party will notify Lacrosse Canada of a complaint. In such circumstances, the Independent Third Party may only disclose a summary of the allegations and the identity of the Respondent, with no other identifying information provided.
24. If an infraction occurs at an Event, it will be dealt with by the procedures specific to the competition, if applicable. Provisional measures may be imposed for the duration of an Event only, or as otherwise determined appropriate by the designated party at the Event.⁶

⁵ Any complaint submitted involving allegations of violations of the UCCMS by individuals who have been designated by a CSSP Sport Organization as an CSSP Participants must be referred to the CCES for review.

⁶ In-competition discipline or sanction imposed by the applicable official or authority during a match does not prevent a Registered Player from facing additional disciplinary proceedings under the Code.

25. Notwithstanding the above section, Lacrosse Canada may determine that an alleged incident at an Event is of such seriousness as to warrant the imposition of a Provisional Measure for a Respondent pending completion of an investigation, assessment and/investigation by the CCES under the CCSP, criminal process, the hearing, or a decision of the Dispute Resolution Officer. For the avoidance of doubt, Lacrosse Canada shall have discretion to impose additional interim measures or a Provisional Measure in addition to any measures imposed by the CCES under the CCSP.
26. Any Respondent against whom a Provisional Measure is imposed may make a request to the Fair Play Chair or Dispute Resolution Officer (once appointed) to have the Provisional Measure lifted. In such circumstances, Lacrosse Canada shall be provided with an opportunity to make submissions, orally or in writing, regarding the Respondent's request to have the Provisional Measure lifted. Provisional Measures shall only be lifted in circumstances where the Respondent establishes that it would be manifestly unfair to maintain the Provisional Measure against them.
27. Any decision, which shall be in writing with appropriate reasons, not to lift a Provisional Measure shall not be subject to appeal.

Procedural Steps

PROCESS #1: Handled by Fair Play Chair

28. Following the determination that the complaint or incident should be handled under Process #1, the Independent Third Party will notify Lacrosse Canada. Lacrosse Canada will administer the process moving forward, including by appointing a Fair Play Chair.⁷
29. Officials may submit Match Reports through the designated Lacrosse Canada portal. Match Reports will be provided to the Fair Play Chair for review. Breaches of the applicable conduct standard will be reviewed by the Fair Play Chair according to the procedure as set out below.

Dispute Resolution - General

30. Hearings before the Fair Play Chair are intended to be quick, informal, and cost-effective proceedings. The format of a hearing may be an oral hearing by telephone or other communication medium, a hearing based on a review of documentary evidence submitted in advance of the hearing, or a combination of these methods.
31. The Fair Play Chair is responsible for determining the appropriate procedure of a hearing, provided that:
 - a) within five (5) days of their appointment, the Fair Play Chair shall contact the

⁷ The appointed Dispute Resolution Officer must be unbiased and not in a conflict of interest.

- Complainant(s)/Official and the Respondent(s) to initiate the process;
- b) the process is expedited, and must commence within one to five (5) days from the Fair Play Chair's first contact with the Parties, unless there are extenuating circumstances or scheduling considerations which reasonably delay the start of the hearing;
- c) the Fair Play Chair will determine whether it is appropriate for the matter to proceed to mediation first. If the Fair Play Chair does not believe that the matter should proceed to mediation or any of the Parties refuse to go to mediation, the matter will move directly to arbitration.

32. The Fair Play Chair may:

- a) ask the Complainant and the Respondent/Official for either written or oral submissions regarding the complaint or Match Report. At the discretion of the Fair Play Chair, both Parties may submit to the Fair Play Chair any relevant evidence, including, but not limited to witness statements, documentary evidence or evidence from other media (i.e., photos, screenshots, videos or other recordings).
 - i. Each Party shall have the right to receive the other Party's submissions and evidence.
 - ii. In the case of oral submissions, each Party shall be present when such submissions are made (unless waived by a Party); and/or
- b) following receipt of the Parties' submissions, the Fair Play Chair may convene the Parties to a hearing session, either in person or by way of video or teleconference to ask the Parties questions.
 - i. The Fair Play Chair may allow the Parties to ask questions of one another.

33. Following their review of the submissions and evidence related to the complaint or Match Report, the Fair Play Chair shall determine if any of the incidents identified occurred and, if so, determine whether the appropriate sanction (see: **Sanctions**).

34. If, after hearing the Parties and reviewing their submissions, the Fair Play Chair considers that none of the incidents identified in the complaint or Match Report occurred or the incidents did not violate the applicable conduct standard, they shall dismiss the complaint.

35. The Fair Play Chair will inform the Parties of their decision which shall be in writing and include appropriate reasons. The Fair Play Chair's decision will take effect immediately, unless specified otherwise. Should the circumstances require a decision to be rendered immediately or within a short timeline, the Fair Play Chair may render a short decision, either orally or in writing, followed by a written decision.

36. Any decision rendered by the Fair Play Chair shall be provided to and maintained in the records of Lacrosse Canada.
37. Decisions of the Fair Play Chair may not be appealed.
38. Decisions will be kept confidential by the Parties and any individual or organization informed of the decisions and shall be retained and discarded in accordance with the relevant and applicable privacy legislation. Sanctions where a Registered Players' eligibility is restricted in any manner for a period of three months or more must be published in accordance with the *Publication Guidelines*.

PROCESS #2: Handled by Independent Third Party and Dispute Resolution Officers

Independent Third Party

39. Process #2 deals with violations of the UCCMS by Registered Players. Following the determination that the complaint should be handled under Process #2, the Independent Third Party will appoint a Dispute Resolution Officer from the Lacrosse Canada Dispute Resolution Roster to hear the complaint.⁸
40. Once a Dispute Resolution Officer is appointed, the Independent Third Party shall have the following responsibilities:
 - a) coordinate all administrative aspects of the process;
 - b) provide administrative assistance and logistical support to the Dispute Resolution Officer as required, including providing the Dispute Resolution Officer with any information related to previously imposed disciplinary sanctions against the Respondent(s) of the policies of Lacrosse Canada, any Member or any other sport organization that had authority over the Respondent; and
 - c) provide any other service or support that may be necessary to ensure a fair and timely proceeding.
41. If warranted based on the extraordinary nature of the case, the Independent Third Party may, in their sole discretion, appoint a panel comprised of three (3) Dispute Resolution Officers.
 - a) When a three-person panel is appointed, the Independent Third Party will appoint one of the Dispute Resolution Officers to serve as the Chair.

⁸ In extraordinary circumstances, the Independent Third Party may appoint an external party to act as the Dispute Resolution Officer, if warranted by the nature of the allegations.

42. Once appointed, the Dispute Resolution Officer or the Chair, if applicable, will be the primary point of contact for the Parties, unless otherwise indicated.

Dispute Resolution - General

43. The procedure will be determined by the Dispute Resolution Officer, as they deem appropriate in the circumstances, provided that:
- a) within five (5) days of their appointment, the Dispute Resolution Officer shall contact the Complainant(s) and the Respondent(s) to initiate the process;
 - b) all matters under this policy, including investigations, interviews, administrative meetings and hearings, may be held virtually or in person or a hybrid;
 - c) the process is to be expedited, and must commence within three (3) to five (5) days from the Dispute Resolution Officer's first contact with the Parties, unless there are extenuating circumstances or scheduling considerations which reasonably delay the start of the hearing;
 - d) the Dispute Resolution Officer will determine whether it is appropriate for the matter to proceed to mediation first (**See: Alternative Dispute Resolution**). If the Dispute Resolution Officer does not believe that the matter should proceed to mediation or any of the Parties refuse to go to mediation, the matter will move directly to arbitration (**See: Arbitration Process**).

Alternative Dispute Resolution

44. Lacrosse Canada supports the principles of Alternative Dispute Resolution and is committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes. Alternative Dispute Resolution also avoids the uncertainty, costs, and other negative effects associated with lengthy investigation, hearings, and appeals.
45. All Parties are encouraged to communicate openly, and to collaborate and use problem-solving and negotiation techniques to resolve their differences.
46. Lacrosse Canada's position is that negotiated settlements are generally preferred, except where adjudication is required to ensure accountability, or where mediation is not feasible or appropriate.
47. Should a negotiated settlement be reached, the settlement shall be reported by the Independent Third Party to all Parties involved, as well as Lacrosse Canada. Following the settlement, any actions and/or sanctions shall be enacted in accordance with the timelines specified by the negotiated decision.
48. Should a tentative negotiated settlement be reached, the proposed settlement shall be reported to Lacrosse Canada for approval if it involves any obligations or may reasonably impact the operations or reputation of Lacrosse Canada. Lacrosse Canada may approve, reject, or propose amendments to a proposed settlement within 30 days of the Parties arriving at the proposed settlement. Any decision by Lacrosse Canada to approve, reject, or propose amendments to a negotiated settlement may not be appealed.

49. Any actions that are to take place because of the proposed settlement shall be completed in accordance with the timelines specified by the negotiated settlement, pending approval.
 - a) The parties may not withdraw from the proposed settlement pending the approval of any actions to be taken Lacrosse Canada.
50. Failure to comply with a signed negotiated settlement will result in the suspension of the individual from participating in sanctioned activities. The lifting of the suspension will be reviewed by Lacrosse Canada upon the completion of all conditions identified in the signed negotiated settlement.
51. Any negotiated settlement will be final and binding on the parties. Negotiated settlements may not be appealed.
52. A non-disclosure agreement (NDA) or any other confidentiality provision entered as part of a negotiated settlement may not prevent the publication by Lacrosse Canada or other applicable sport organization of sanctions on registries such as the CSSP Public Registry, the CCES Database, or a national database. NDAs may not be entered into if a complaint involves allegations of sexual Maltreatment, grooming and boundary transgressions unless such an agreement:
 - a) is the expressed wish and preference of the Complainant(s);
 - b) includes an opportunity for the Complainant(s) to decide to waive their own confidentiality in the future and the process for doing so;
 - c) aligns with the principles of the UCCMS;
 - d) is of a set and limited duration; and
 - e) does not adversely affect:
 - i. the health or safety of a third party, or
 - ii. the public interest
53. Any NDA in a Complaint involving allegations of sexual Maltreatment, grooming and boundary transgressions must be reviewed and approved by the Dispute Resolution Officer or Chair. The Dispute Resolution Officer or Chair, as applicable, may, at their sole discretion, approve, reject, or propose amendments to an NDA.
 - a) Any decision by the Dispute Resolution Officer or Chair, as applicable, to approve, reject, or propose amendments to an NDA may not be appealed.
54. Any negotiated settlement will be binding on the parties. Negotiated settlements may not be appealed.
55. Should a negotiated settlement not be reached, the matter will proceed to arbitration.

Arbitration Process

56. Subject to the specific requirements of this policy, the Dispute Resolution Officer is responsible for determining the appropriate process of a hearing under Process #2. The format of a hearing may be an oral in-person hearing, an oral hearing by telephone or other communication medium, a hearing based on a review of

documentary evidence submitted in advance of the hearing, or a combination of these methods.

57. The Dispute Resolution Officer shall ensure that:

- a) all Parties are given the opportunity to present evidence in a manner which complies with the fundamental principles of procedural fairness;
- b) nothing is admissible in evidence at a hearing that would be inadmissible in a court by reason of any privilege under the law of evidence or is inadmissible by any statute. The Dispute Resolution Officer may allow any evidence at the hearing filed by the Parties and may exclude any evidence is unduly repetitious or otherwise an abuse of process. The Dispute Resolution Officer shall otherwise apply relevant and applicable evidentiary rules in relation to the admissibility and weight given to evidence filed by the parties;
- c) if the Dispute Resolution Officer grants a request from either party for additional time, the Dispute Resolution Officer has the authority to impose additional interim conditions;
- d) the Parties must be given:
 - i. appropriate notice of the day, time, and place of the hearing, in the case of an oral in-person hearing or an oral hearing by telephone or other communication medium, and
 - ii. copies of any written documents which the Parties wish to have the Dispute Resolution Officer consider will be provided to all Parties, through the Independent Third Party, in advance of the hearing.
- e) the Parties may engage a representative, advisor, or legal counsel at their own expense;
- f) if the Respondent acknowledges the facts of the incident(s), the Respondent may waive the hearing, in which case the Dispute Resolution Officer will determine the appropriate sanction. The Dispute Resolution Officer may still hold a hearing for the purpose of determining an appropriate sanction;
- g) the process will proceed if a Party chooses not to participate in the hearing;
- h) the Dispute Resolution Officer may request that any other individual or organization participate and give evidence at the hearing, including a Lacrosse Canada representative, provided such participation is reasonably required to effectively conduct the proceedings and is not prejudicial to the interest of the Parties;
- i) if not a Party, a designated representative of a Lacrosse Canada shall be allowed to attend the hearing as an observer and will be provided with access to any documents submitted, bound by the confidentiality requirements of this policy. With the permission of the Dispute Resolution Officer, Lacrosse Canada may make submissions at the hearing or may provide the discipline panel with clarifying information that may be required for the Dispute Resolution Officer to render its decision; and
- j) the Dispute Resolution Officer may intervene in a line of questioning if questions are inappropriate or risk causing unnecessary distress to the Parties or witnesses.

58. Any procedural decisions by the Dispute Resolution Officer may not be appealed.
59. The Dispute Resolution Officer has the power to modify a Provisional Measure and relieve against non-compliance with time limits, or any other technicality or irregularity as set out in this policy.
60. The determination of procedures and timelines, as well as the hearing duration, shall be as expedient and cost-efficient as possible to ensure that costs to the Parties and Lacrosse Canada and/or the Member are reasonable.
61. In fulfilling its duties, the Dispute Resolution Officer may obtain independent advice.

DECISION

62. After hearing the matter, the Dispute Resolution Officer will determine whether an infraction has occurred and, if so, the sanctions to be imposed. If the Dispute Resolution Officer considers that an infraction has not occurred, the complaint will be dismissed.
63. Within fourteen (14) days of the conclusion of the hearing, the Dispute Resolution Officers' written decision, with reasons, will be distributed to all Parties by the Independent Third Party, including to Lacrosse Canada.
 - a) The decision will be by a majority vote of the Dispute Resolution Officers when three officers have been appointed.
64. In extraordinary circumstances, the Dispute Resolution Officer may first issue a verbal or summary decision soon after the conclusion of the hearing, with the full written decision to be issued before the end of the fourteen (14) day period.
65. The Dispute Resolution Officer's decision will come into effect as of the date that it is rendered, unless decided otherwise by the Dispute Resolution Officer. The Dispute Resolution Officer's decision will apply automatically to Lacrosse Canada, its Members and associated organizations, according to the terms of the *Reciprocation Policy*.
66. Unless the matter involves a Vulnerable Participant, once the appeal deadline in the *Appeal Policy* has expired, Lacrosse Canada shall publish on their website a summary of the decision, which shall include the outcome of the case, the provision(s) of the relevant policies that have been violated, the name(s) of the Registered Player(s) involved as Respondents and the sanction(s) imposed, if any, or as otherwise specified by the Publication Guidelines. If the matter is appealed, the publication provisions in the *Appeal Policy* shall apply.
 - a) Identifying information regarding Minors or Vulnerable Participants will never be published.

67. If the Dispute Resolution Officer dismisses the complaint, the information referred to in Section 65 above may only be published with the Respondent's consent. If the Respondent does not provide such consent, the information referred to in Section 65 above will be kept confidential by the Parties, the Independent Third Party, Lacrosse Canada and any involved Member and shall be retained and discarded in accordance with the relevant and applicable privacy legislation. Failure to respect this provision may result in disciplinary action being taken against the Party who breaches confidentiality pursuant to this policy.
68. Other individuals or organizations, including but not limited to, Members, provincial/territorial sport organizations, sport clubs, etc., shall be advised of the outcome of any decisions rendered in accordance with this policy.
69. Records of all decisions will be maintained by Lacrosse Canada in accordance with their *Privacy Policy*.
70. When the Dispute Resolution Officer imposes a sanction, the decision shall include, at a minimum, the following information:
- a) jurisdiction;
 - b) summary of the facts and relevant evidence;
 - c) where applicable, the specific provision(s) of Lacrosse Canada's policies, bylaws, rules or regulations that have been breached;
 - d) which Party or Organization is responsible for the costs of implementing any sanction;
 - e) which organization is responsible for monitoring that the sanctioned individual respects the terms of the sanction;
 - f) any reinstatement conditions that the Respondent must satisfy (if any);
 - g) which organization is responsible for ensuring that the conditions have been satisfied; and
 - h) any other guidance that will assist the Parties to implement the Dispute Resolution Officer's decision.
71. If necessary, a Party – or the organization that is responsible for implementing or monitoring a sanction – may seek clarifications from the Dispute Resolution Officer regarding the order so that it can be implemented or monitored appropriately.

SANCTIONS

72. When determining the appropriate sanction, a Fair Play Chair or Dispute Resolution Officer, as applicable, will consider the following factors (where applicable):
- a) the nature and duration of the Respondent's relationship with the Complainant, including whether there is a Power Imbalance;
 - b) the Respondent's prior history and any pattern of misconduct, Prohibited Behaviour or Maltreatment;
 - c) the respective ages of the individuals involved;
 - d) whether the Respondent poses an ongoing and/or potential threat to the safety of others;
 - e) the Respondent's voluntary admission of the offense(s), acceptance of responsibility for the misconduct, Prohibited Behaviour or Maltreatment, and/or cooperation in the investigative and/or disciplinary process of Lacrosse Canada;
 - f) real or perceived impact of the incident on the Complainant, sport organization or the sporting community;
 - g) circumstances specific to the Respondent being sanctioned (e.g., lack of appropriate knowledge or training regarding the requirements in the *Code*; addiction; disability; illness);
 - h) whether, given the facts and circumstances that have been established, continued participation in the sport community is appropriate;
 - i) a Respondent who is in a position of trust, intimate contact or high-impact decision-making may face more serious sanctions; and/or
 - j) other mitigating or aggravating circumstances.
73. Any sanction imposed must be proportionate and reasonable. However, progressive discipline is not required, and a single incident of Prohibited Behaviour, Maltreatment or other misconduct may justify elevated or combined sanctions.
74. The Fair Play Chair⁹ or Dispute Resolution Officer, as applicable, may apply the following disciplinary sanctions, singularly or in combination:
- a) **Verbal or Written Warning** - a verbal reprimand or an official written notice that a Registered Player(s) has violated the *Code* and that more severe sanctions will result should the Registered Player(s) be involved in other violations

⁹ Fair Play Chairs are limited to imposing sanctions of suspension or ineligibility for a period of six months or less.

- b) **Education** - the requirement that a Registered Player(s) undertake specified educational or similar remedial measures to address the violation(s) of the *Code* or the UCCMS.
 - c) **Probation** - a specified amount of time within which certain terms and conditions must be met by the Registered Player, such as remaining in compliance with the *Code* and UCCMS. Should any further violations of the *Code*, the UCCMS or other applicable conduct standard occur during the probationary period, this may result in additional disciplinary measures, including, without limitation, a period of suspension or permanent ineligibility. This sanction can also include loss of privileges or other conditions, restrictions, or requirements for a specified period.
 - d) **Suspension** - either for a set time or until further notice, from participation, in any capacity, in any program, activity, Event, or competition sponsored by, organized by, or under the auspices of Lacrosse Canada and its Members. A suspended Registered Player(s) may be eligible to return to participation, but reinstatement may be subject to certain restrictions or contingent upon the Registered Player(s) satisfying specific conditions noted at the time of suspension.
 - e) **Eligibility Restrictions** - restrictions or prohibitions from some types of participation but allowing participation in other capacities under strict conditions.
 - f) **Permanent Ineligibility** - ineligibility to participate in any capacity in any program, activity, Event, or competition sponsored by, organized by, or under the auspices of Lacrosse Canada.
 - g) **Other Discretionary Sanctions** - Other sanctions may be imposed, including, but not limited to, other loss of privileges, no contact directives, a fine or a monetary payment to compensate for direct losses, or other restrictions or conditions as deemed necessary or appropriate.
75. The Dispute Resolution Officer may apply the following presumptive sanctions which are presumed to be fair and appropriate for the listed Maltreatment:
- a) Sexual Maltreatment involving a Minor Complainant, or a Complainant who was a Minor at the time of the incidents complained of, shall carry a presumptive sanction of permanent ineligibility.
 - b) Sexual Maltreatment, Physical Maltreatment with contact, and Maltreatment related to interference or manipulation of process shall carry a presumptive sanction of either a period of suspension or eligibility restrictions.

- c) While a Respondent has pending charges or allegations of a crime against a person, if justified by the seriousness of the offence, the presumptive sanction shall be a period of suspension until a final determination is made by the applicable process.
76. A Registered Player(s)'s conviction for certain *Criminal Code* offenses involving harmful conduct shall carry a presumptive sanction of permanent ineligibility from participating with Lacrosse Canada. Such *Criminal Code* offences may include, but are not limited to:
- a) any child pornography offences;
 - b) any sexual offences; and
 - c) any offence of physical violence.
77. Failure to comply with a sanction as determined by the Dispute Resolution Officer will result in an automatic suspension until such time as compliance occurs.

CSSP SANCTION

78. Lacrosse Canada will ensure that any sanctions or measures imposed by the CCES under the CSSP will be implemented and respected within Lacrosse Canada's jurisdiction once Lacrosse Canada receives appropriate notice of any sanction or measure from the CCES or once it is published on the CSSP Public Registry.

APPEALS

79. The decision of a Dispute Resolution Officer may be appealed in accordance with the *Appeal Policy*, except where excluded by this policy.

CONFIDENTIALITY

80. The disciplinary process is confidential and involves only Lacrosse Canada, the Parties, the Independent Third Party, the Fair Play Chair or the Dispute Resolution Officer (as applicable), and any independent advisors to the Dispute Resolution Officer or the Fair Play Chair.
81. None of the Parties (or their representatives or witnesses) or organizations referred to in Section 79 will disclose confidential information relating to the discipline or complaint to any person not involved in the proceedings, unless Lacrosse Canada is required to notify an organization such as an international federation, Sport Canada, provincial, territorial or national sport organization or other sport organization (i.e., where a Provisional Measure or interim measures have been imposed and communication is required to ensure that they may be enforced), or notification is otherwise required by law.

82. Any failure to respect the confidentiality requirement may result in further sanctions or discipline by the Fair Play Chair or Dispute Resolution Officer (as applicable).

TIMELINES

83. If the circumstances of the complaint are such that adhering to the timelines outlined by this policy will not allow a timely resolution to the complaint, the Independent Third Party may direct that these timelines be revised. Such decisions may not be appealed.

STATISTICAL REPORTING

84. Lacrosse Canada may publish a general statistical report of the activity that has been conducted pursuant to this *Sport Integrity Disciplinary Policy*. This report shall not contain any information that is confidential under this policy, or that has been ordered to be kept confidential by a discipline or appeal panel, but may include the number of complaints reported to the Independent Third Party for Lacrosse Canada, and statistics regarding the number of cases that were resolved through alternate dispute resolution, the Dispute Resolution Officer process, the Fair Play Chair process, and the number of appeals filed pursuant to the *Appeal Policy* and whether the appeals were upheld, partially upheld or dismissed.

PRIVACY

85. The collection, use and disclosure of any personal information pursuant to this policy is subject to Lacrosse Canada's *Privacy Policy*.
86. Lacrosse Canada or any of their delegates pursuant to this policy (i.e., Independent Third Party, Fair Play Chair, Dispute Resolution Officer), shall comply with Lacrosse Canada's *Privacy Policy* in the performance of their services under this policy.
87. The Independent Third Party will maintain all information securely in accordance with industry standard data retention and privacy policy.

Appendix A – Investigation Procedure

Determination

1. When a complaint is submitted pursuant to the Policy and is accepted by the Independent Third Party, the Independent Third Party will determine if the incident(s) should be investigated.

Investigation

2. If the Independent Third Party considers that an investigation is necessary, they will appoint an investigator. The investigator must be independent of the Independent Third Party and Lacrosse Canada, with experience in investigating. The investigator must not be in a conflict-of-interest situation and should also have no connection to either Party.
3. Federal, provincial and/or territorial legislation related to Workplace Harassment may apply to the investigation if Harassment was directed toward an employee in a Workplace. The investigator should review workplace safety legislation, the organization's policies for human resources, and/or consult independent experts to determine whether legislation applies to the complaint.
4. The investigation may take any form as decided by the investigator, guided by any applicable federal, provincial or territorial legislation. The investigation may include:
 - a) interviews with the Complainant;
 - b) witness interviews;
 - c) statement of facts (Complainant's perspective) prepared by the investigator, acknowledged by the Complainant and provided to the Respondent;
 - d) interviews with the Respondent; and
 - e) statement of facts (Respondent's perspective) prepared by investigator, acknowledged by the Respondent, and provided to the Complainant.
5. Investigations must be conducted with sensitivity and respect for the well-being of all those involved. A trauma-informed approach should be applied consistently to ensure a safe, fair, and respectful process.

Investigator's Report

6. Upon completion of their investigation, the investigator shall prepare a written report that shall include a summary of evidence from the Parties and any witnesses interviewed.

7. The Investigator's Report will be provided to the Independent Third Party who will disclose it, at their discretion, all or part of the investigation report to Lacrosse Canada. The Independent Third Party may also disclose the Investigator's Report – or a redacted version to protect the identity of witnesses – to the Parties, at their discretion, with any necessary redactions. Alternatively, and only, if necessary, other relevant Registered Players may be provided with an executive summary of the investigator's findings by the Independent Third Party.
8. If the investigator has reasonable suspicion or becomes aware of credible evidence of criminal conduct, the investigator shall report this concern to the Independent Third Party. The Independent Third Party may decide whether to report such findings to the police but is required to inform police if there are findings related to the trafficking of prohibited substances or methods (as indicated in the version of the World Anti-Doping Agency's Prohibited List currently in force), any crime of abuse or neglect against a child, or other offences where the lack of reporting would bring Lacrosse Canada into disrepute. Prior to reporting to the police, the Independent Third Party must consider the safety and well-being of the identified Parties. Where reporting is not legally required, the Independent Third Party must consider whether reporting would put a Party or Registered Player at risk and prioritize their safety. In that case, where possible, the Party or Registered Player should be involved in the decision-making process, as reporting abuse may cause further harm and disempower the Party or Registered Player.

Reprisal and Retaliation

9. An individual who submits a complaint to the Independent Third Party or who gives evidence in an investigation may not be subject to reprisal or retaliation from any individual or group.
10. Any such conduct may constitute Prohibited Behaviour be subject to disciplinary proceedings pursuant to the *Sport Integrity Disciplinary Policy* or, as applicable, the policies and procedures of the CSSP.

False Allegations

11. A Registered Player who submits allegations that the investigator determines to be malicious, false, or for the purpose of retribution, retaliation or vengeance may be subject to a complaint under the terms of the *Sport Integrity Disciplinary Policy* and may be required to pay for the costs of any investigation that comes to this conclusion. The investigator may recommend to Lacrosse Canada or the Member (as applicable) that the Registered Player be required to pay for the costs of any investigation that comes to this conclusion. Any Registered Player who is liable to pay for such costs shall be automatically deemed to be not in good standing until the costs are paid in full and shall be prohibited from participating in any Member and Lacrosse Canada Events, activities, or business. Lacrosse Canada or any Member(s) (as applicable), or

the Registered Player against whom the allegations were submitted, may act as the Complainant with respect to making a complaint pursuant to this section.

Confidentiality

12. The investigator will make reasonable efforts to preserve the anonymity of the Complainant, witness or participant where appropriate and necessary. However, Lacrosse Canada recognizes that maintaining full anonymity during an investigation may not be feasible. The investigator must inform any witness or participant in the investigation of this limitation.

Privacy

13. The collection, use and disclosure of any personal information pursuant to this policy by Lacrosse Canada is subject to Lacrosse Canada's *Privacy Policy*.
14. Lacrosse Canada or any of their delegates pursuant to this policy (i.e., Independent Third Party, Fair Play Chair, Dispute Resolution Officer), shall comply with Lacrosse Canada's *Privacy Policy* and *Confidentiality Policy* in the performance of their services under this policy.

Appendix B - Publication Guidelines

1. Subject to Lacrosse Canada's Sport Integrity Disciplinary Policy, sanctions issued by an Fair Play Chair and/or Dispute Resolution Officer will be considered a matter of public record, subject to the restrictions set out below.
2. Publication of any sanction will not take place until the disciplinary process undertaken by Lacrosse Canada is complete, and/or appeal period, as the case may be, except as set out below.
3. Publication means the communication of information by making it known or accessible to the public through any means, including print, telecommunication or electronic means.
4. Notification means providing a written copy of any disciplinary decision to an organization as required by the *Reciprocation Policy*. Parties who receive a copy of a disciplinary decision may not publicly disclose this information, except as reasonably necessary to implement the terms of the decision and any sanction.
5. After receiving a copy of a disciplinary decision, Lacrosse Canada will, unless otherwise directed by the Fair Play Chair or the Dispute Resolution Officer, publish a summary of the decision. This summary will include the name of the Respondent(s), the nature of the breach or breaches, the policies, bylaws, rules, or regulations that have been breached, the outcome and any sanction imposed, as well as the date of decision.
6. Summaries will be posted in accordance with the following:
 - a) Where a sanction or discipline is imposed for a set period where a Registered Player is restricted in their involvement with the sanctioned activities of Lacrosse Canada, such as a suspension or a probationary period, the sanction will be posted for the duration of the sanction. It will be removed once the identified time has passed plus two years.
 - b) If there a sanction or discipline involves a period of ineligibility, the sanction will be posted for the period of ineligibility plus two years, except in the case of a sanction of permanent ineligibility. A sanction of permanent ineligibility will be posted indefinitely.
 - c) If a sanction or discipline is conditional on the completion of training, education or other conditions, the sanction will be posted until the Registered Player has completed the required conditions to the satisfaction of Lacrosse Canada, plus two years.
 - d) Publication shall take place following the completion of the complaint process. In exceptional circumstances, publication will take place to protect the public

and/or if the integrity of Lacrosse Canada will be affected by not publishing the sanction.

- e) Publication bans are standard while a complaint is in progress with Lacrosse Canada. All information, except for information already publicly available or released, is subject to a publication ban and must be kept confidential until the process is completed to protect the integrity of the process.
 - f) The publishing of interim suspensions and/or Provisional Measures will only take place in exceptional circumstances described above in subsection (d).
7. Prior to publishing the summary, Lacrosse Canada will, at their discretion, remove any confidential or sensitive material from the summary, including any identifying information about Registered Players or other individuals named, unless these Registered Players are subject to a sanction and/or discipline in the decision.
 8. Identifying or personal information regarding Minor or Vulnerable Registered Players will never be published by Lacrosse Canada.
 9. Matters which are resolved prior to a disciplinary decision will be subject to publication in accordance with the requirements of Section 6.
 10. Disciplinary decisions involving sanctions imposed by the CCES will be published according to the guidelines established by the CCES.
 11. Nothing in the above prohibits Lacrosse Canada from notifying relevant sport organizations of any disciplinary decision imposing a sanction and/or discipline on a Registered Player, including Minor or Vulnerable Registered Player, as required by the *Reciprocation Policy*.
 12. If a Minor or Vulnerable Registered Player is sanctioned and/or disciplined under a disciplinary decision, any organization who receives notification of this disciplinary decision must keep the decision confidential, except as reasonably necessary to implement the terms of the disciplinary decision.
 13. Records of all decisions will be maintained by Lacrosse Canada in accordance with the *Privacy Policy*.

Appeal Policy

Purpose

1. This *Appeal Policy* provides Registered Players with a fair and expedient appeal process.

Scope and Application of this Policy

2. This policy applies to all Registered Players.
3. Any Registered Player who is directly affected by a decision made by Lacrosse Canada or a Dispute Resolution Officer, as the case may be, shall have the right to appeal that decision if there are sufficient grounds for the appeal under the **Grounds for Appeal** section of this policy.
4. This policy **will apply** to decisions relating to the following, except where excluded by policy:
 - a) Eligibility and transfers;
 - b) selection for Lacrosse Canada Teams;
 - c) sanctioning;
 - d) conflict of interest; and
 - e) discipline.
5. This policy **will not apply** to decisions relating to:
 - a) employment;
 - b) infractions for doping offenses;
 - c) the rules of the sport;
 - d) selection criteria, quotas, policies, and procedures established by entities other than Lacrosse Canada;
 - e) substance, content and establishment of team selection or carding criteria;
 - f) volunteer/coach appointments and the withdrawal or termination of those appointments;
 - g) budgeting and budget implementation;

- h) the applicable organization's operational structure and committee appointments;
- i) decisions or discipline arising within the business, activities, or events organized by entities other than Lacrosse Canada (appeals of these decisions shall be dealt with pursuant to the policies of those other entities unless requested and accepted by Lacrosse Canada at its sole discretion);
- j) commercial matters for which another appeals process exists under a contract or applicable law;
- k) decisions made under this policy; or
- l) any complaint dealt with under the CSSP process, and any decision made thereunder.

Timing of Appeal

6. Registered Players who wish to appeal a decision have seven (7) days from the date on which they received notice of the decision to submit all the following, in writing, to Lacrosse Canada or their identified designate:
 - a) notice of the intention to appeal;
 - b) their contact information;
 - c) name and contact information of the Respondent and any Affected Parties, when known to the Appellant;
 - d) date the Appellant was advised of the decision being appealed;
 - e) a copy of the decision being appealed, or description of decision if written document is not available;
 - f) grounds for the appeal;
 - g) detailed reasons for the appeal;
 - h) all evidence that supports these grounds;
 - i) requested remedy or remedies; and
 - j) an administration fee of five hundred dollars (\$500), which will be refunded if the appeal is upheld.
7. A Registered Player who wishes to initiate an appeal beyond the seven (7) day period must provide a written request stating the reasons for an exemption. The decision to

allow or not allow an appeal outside of the seven (7) day period will be at the sole discretion of the Appeal Manager and may not be appealed.

8. Notwithstanding any other provision in this Appeal Policy, by agreement between the Parties, and, if not a Party, Lacrosse Canada, the internal appeal process may be bypassed, and the appeal may be heard directly before the SDRCC.

Grounds for Appeal

9. A decision cannot be appealed on its merits alone. An appeal may only be heard if there are sufficient grounds for appeal. Sufficient grounds include Lacrosse Canada or designate:
 - a) made a decision that it did not have the authority or jurisdiction (as set out in the applicable governing documents) to make;
 - b) failed to follow its own procedures (as set out in the applicable governing documents);
 - c) made a decision that was influenced by bias (where bias is defined as a lack of neutrality to such an extent that the decision-maker appears not to have considered other views); or
 - d) made a decision that was unreasonable.

Screening of Appeal

10. Lacrosse Canada will appoint an Appeal Manager (who must not be in a conflict of interest or have any direct relationship with the parties) who has the following responsibilities:
 - a) to determine if the appeal falls under the scope of this policy;
 - b) to determine if the appeal was submitted in a timely manner; and
 - c) to decide whether there are sufficient grounds for the appeal.
11. If the Appeal Manager denies the appeal because of insufficient grounds because it was not submitted in a timely manner, or because it did not fall under the scope of this policy, the Appellant will be notified, in writing, of the reasons for this decision. This decision may not be appealed.
12. If the Appeal Manager is satisfied there are sufficient grounds for an appeal, the Appeal Manager will appoint an Appeal Panel which shall consist of a single arbitrator, to hear the appeal.

13. In extraordinary circumstances, and at the discretion of the Appeal Manager, an Appeal Panel composed of three persons may be appointed to hear the appeal. In this event, the Appeal Manager will appoint one of the Panel's members to serve as the Chair.

Determination of Affected Parties

14. To confirm the identification of any Affected Parties, the Appeal Manager will engage Lacrosse Canada. The Appeal Manager may determine whether a Party is an Affected Party in their sole discretion.

Procedure for Appeal Hearing

15. The Appeal Manager shall notify the Parties that the appeal will be heard. The Appeal Manager shall then decide the format under which the appeal will be heard. This decision is at the sole discretion of the Appeal Manager and may not be appealed.
16. If a Party chooses not to participate in the hearing, the hearing will proceed without further notice or opportunity to participate or provide submissions for the Party refusing to participate.
17. The format of the hearing may involve an in-person hearing, an oral hearing by telephone or other electronic means, a hearing based on a review of documentary evidence submitted in advance of the hearing, or a combination of these methods. The hearing will be governed by the procedures that the Appeal Manager and the Appeal Panel deem appropriate in the circumstances. The following guidelines will apply to the hearing:
 - a) The hearing will be held within a timeline determined by the Appeal Manager;
 - b) The Parties will be given reasonable notice of the day, time, and place of an oral, in-person hearing or oral hearing by telephone or electronic communications;
 - c) Copies of any written documents which any of the Parties wish to have the Panel consider will be provided to all Parties in advance of the hearing;
 - d) The Parties may be accompanied by a representative, advisor, or legal counsel at their own expense;
 - e) The Appeal Panel may request that any other individual participate and give evidence at an oral in-person hearing or oral hearing by telephone or electronic communications;
 - f) The Appeal Panel may allow as evidence at the hearing any oral evidence and document or thing relevant to the subject matter of the appeal but may exclude

such evidence that is unduly repetitious and shall place such weight on the evidence as it deems appropriate;

- g) If a decision in the appeal may affect another Party to the extent that the other Party would have recourse to an appeal in their own right under this policy, that Party will become an Affected Party to the appeal in question and will be bound by its outcome; and
- h) The decision to uphold or reject the appeal will be by a majority vote of Appeal Panel members.

18. In fulfilling its duties, the Appeal Panel may obtain independent advice.

Appeal Decision

- 19. The Appellant must demonstrate, on a balance of probabilities, that the Respondent has made a procedural error as described in the Grounds for Appeal section of this policy and that this error had a material effect on the decision or decision-maker.
- 20. The Appeal Panel shall issue its decision, in writing and with reasons, within seven (7) days after the hearing's conclusion. In making its decision, the Appeal Panel will have no greater authority than that of the original decision-maker. The Appeal Panel may decide to:
 - a) reject the appeal and confirm the decision being appealed;
 - b) uphold the appeal and refer the matter back to the initial decision-maker for a new decision; or
 - c) uphold the appeal and vary the decision.
- 21. The Appeal Panel will also determine whether costs of the appeal will be assessed against any Party. In assessing costs, the Appeal Panel will consider the outcome of the appeal, the conduct of the parties, and the parties' respective financial resources.
- 22. The Appeal Panel's written decision, with reasons, will be distributed to all Parties, the Appeal Manager, and Lacrosse Canada. In extraordinary circumstances, the Appeal Panel may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued thereafter. The decision will be considered a matter of public record and published according to the Publication Guidelines unless decided otherwise by the Appeal Panel.

Timelines

23. If the circumstances of the appeal are such that adhering to the timelines outlined by this policy will not allow a timely resolution to the appeal, the Appeal Manager and/or Appeal Panel may direct that these timelines be revised.

Confidentiality

24. The appeals process is confidential and involves only the Parties (and their representatives or witnesses), Lacrosse Canada the Appeal Manager, the Appeal Panel, and any independent advisors to the Appeal Panel. Once initiated and until a decision is released, none of the Parties (or their representatives or witnesses) will disclose confidential information relating to the appeal to any person not involved in the proceedings, unless Lacrosse Canada is required to notify an organization such as an international federation, Sport Canada or other sport organization (i.e., where a Provisional Measure has been imposed and communication is required to ensure that they may be enforced), or notification is otherwise required by law.
25. None of the Parties (or their representatives or witnesses) or organizations referred to in Section 24 above will disclose confidential information relating to the appeal to any person not involved in the proceedings, unless Lacrosse Canada is required to notify an organization such as an international federation, national sport organization, Sport Canada or other sport organization (i.e., where a Provisional Measure has been imposed and communication is required to ensure that they may be enforced), or notification is otherwise required by law.
26. Any failure to respect the confidentiality requirement may result in further sanctions or discipline by the Appeal Panel.

Final and Binding

27. The decision of the Panel shall be binding on the Parties, subject to the right of any Party to seek a review of the Panel's decision pursuant to the rules of the SDRCC.
28. No action or legal proceeding will be commenced against Lacrosse Canada or Registered Players in respect of a dispute, unless Lacrosse Canada has refused or failed to provide or abide by the dispute resolution process and/or appeal process as set out in governing documents.

Social Media Policy

Preamble

1. Lacrosse Canada is aware that Registered Player interaction and communication occurs frequently on social media. Lacrosse Canada cautions Registered Players that any conduct falling short of the standard of behaviour required by this *Social Media Policy* and the *Code* may be subject to the disciplinary sanctions identified within the *Sport Integrity Disciplinary Policy*.
2. Lacrosse Canada recognizes that communication between Registered Players should be guided by principles that ensure the safety of the Registered Players and that maintain and strengthen effective relationships.
3. Lacrosse Canada further recognizes that Minor Athletes, who are Vulnerable Registered Players, may prefer to communicate through electronic interaction. Lacrosse Canada strives to ensure that athletes are protected during electronic interactions with Persons in Authority and that they are not placed in a vulnerable situation.

Application of this Policy

4. This policy applies to all Registered Players.

Conduct and Behaviour

5. All conduct and behaviour occurring on Social Media must comply with the *Code*.
6. Registered Players may not engage in the following behaviour on Social Media:
 - a) posting a disrespectful, hateful, harmful, disparaging, or insulting comment on a social medium;
 - b) posting a picture, altered picture, or video on a social medium that is harmful, disrespectful, insulting, embarrassing, suggestive, provocative, or otherwise offensive;
 - c) creating or contributing to a Facebook group, webpage, Instagram account, X/Twitter feed, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about Lacrosse Canada; or
 - d) any instance of cyber-bullying or cyber-harassment where incidents of cyber-bullying and cyber-harassment can include but are not limited to the following conduct on any social medium, via text message, or via email: regular insults, negative comments, vexatious behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour.

Registered Players' Responsibilities

7. Registered Players should be aware that their Social Media activity may be viewed by anyone, including Lacrosse Canada.
8. If Lacrosse Canada unofficially engages with a Registered Player in Social Media (such as by retweeting a tweet or sharing a photo/post on Facebook) the Registered Player may, at any time, ask Lacrosse Canada to cease this engagement.
9. When using Social Media, a Registered Player must model appropriate behaviour befitting the Registered Player's role and status in connection with Lacrosse Canada.
10. Removing content from Social Media after it has been posted (either publicly or privately) does not excuse the Registered Player from being subject to the *Sport Integrity Disciplinary Policy*.
11. An individual who believes that a Registered Player's Electronic Communication Media and/or Social Media activity is inappropriate or may violate Lacrosse Canada's policies and procedures should report the matter to Lacrosse Canada in the manner outlined by the *Sport Integrity Disciplinary Policy*.

Lacrosse Canada's Responsibilities

12. Lacrosse Canada has a responsibility to understand if and how Persons in Authority and Athletes are using Social Media to communicate with each other. Persons in Authority and Athletes may need to be reminded that behaviour in Social Media is still subject to the *Code* and *Social Media Policy*.
13. Complaints and concerns about the behaviour of a Person in Authority or Athlete in Social Media can be addressed under the *Sport Integrity Disciplinary Policy*.

Guidelines

14. The Guidelines in this section provide Persons in Authority and Athletes with tips and suggestions for Social Media use. Persons in Authority and Athletes are strongly encouraged to develop their own strategy for Social Media use (either written down or not) and ensure that their strategy for Social Media use is acceptable pursuant to the *Code*.
15. Given the nature of Social Media as a continually developing communication sphere, Persons in Authority and Athletes must use their best judgment when interacting with Social Media. These Guidelines are not hard and fast rules or behavioural laws; but rather recommendations that will inform individuals' best judgment.
16. Any behaviour on Social Media which violates the *Code* may be subject to discipline.

Guidelines for Persons in Authority

17. Persons in Authority should consider the following guidelines to inform their own strategy for Social Media use:
 - a) with Minor Athletes, ensure that parents/guardians are aware if some interactions may take place on Social Media and the context for those interactions, and give parents/guardians the option to prohibit or restrict communication in this space;
 - b) attempt to make communication with Athletes in Social Media as one-sided as possible. Be available for Athletes if they initiate contact – Athletes may wish to have this easy and quick access to you – but Persons in Authority should never impose themselves onto an Athlete’s personal Social Media space;
 - c) ensure all Social Media communication is professional, unambiguous, and on-topic. Avoid emojis and unspecific language that can be interpreted in multiple ways;
 - d) choosing not to engage with Social Media is an acceptable strategy. Be prepared to inform Athletes (and/or parents/guardians) if you will not engage in this space and explain which media you will use to communicate with them;
 - e) Athletes will search for your Social Media accounts. Be prepared for how you will respond when an Athlete attempts to interact with you on Social Media;
 - f) annually review and update the privacy settings on all your Social Media accounts;
 - g) consider monitoring or being generally aware of Athletes’ public Social Media behaviour to ensure compliance with the *Code* and this policy;
 - h) never demand access to an Athlete’s private posts on X/Twitter, Instagram, Facebook, or other Social Media accounts;
 - i) do not send friend or follow requests to Athletes. Never pressure Athletes to send you a friend request or follow your Social Media accounts;
 - j) if you accept a follow or friend request from one Athlete, you should accept these requests from all Athletes. Be careful not to show favouritism on Social Media;
 - k) consider managing your Social Media so that Athletes do not have the option to follow you or send you a friend request;
 - l) do not identify Minor Athletes on publicly available Social Media;

- m) seek permission from adult Athletes before identifying them on publicly available Social Media;
- n) avoid adding Athletes to Snapchat and do not send snapchats to Athletes;
- o) do not post pictures or videos of Minor Athletes on your private Social Media accounts;
- p) be aware that you may acquire information about an Athlete that imposes an obligation of disclosure on your part (such as seeing pictures of Minor Athletes drinking during a trip);
- q) if selection decisions and other official team business are announced on Social Media, ensure they are also posted on a less-social medium like a website or distributed via email;
- r) never require Athletes to join Facebook, join a Facebook group, subscribe to a X/Twitter feed, or join a Facebook page about your team or organization;
- s) if you create a page on Facebook or Instagram for your team or Athlete, do not make this Social Media site the exclusive location for important information. Duplicate important information in less-social channels (like on a website or via email);
- t) exercise appropriate discretion when using Social Media for your own personal communications (with friends, colleagues, and other Persons in Authority) with the knowledge that your behaviour may be used as a model by Athletes;
- u) avoid association with Facebook groups, Instagram accounts, or X/Twitter feeds with explicit sexual conduct or viewpoints that might offend or compromise your relationship with an Athlete; and
- v) never misrepresent yourself by using a fake name or fake profile.

Social Media Guidelines for Athletes

18. The following tips should be used by Athletes to inform their own strategy for Social Media use:
 - a) set your privacy settings to restrict who can search for you and what private information other people can see;
 - b) coaches, teammates, officials, or opposing competitors may all add you to Facebook or follow you on Instagram or X/Twitter. You are not required to follow anyone or be Facebook friends with anyone;

- c) avoid adding Persons in Authority to Snapchat and do not send snapchats to Persons in Authority;
- d) if you feel harassed by someone in a social medium, report it to your coach or another Person in Authority with your organization;
- e) you do not have to join a fan page on Facebook or follow a X/Twitter feed or Instagram account;
- f) content posted on a social medium, relative to your privacy settings, is considered public. In most cases, you do not have a reasonable expectation of privacy for any material that you post;
- g) content posted to a social medium is almost always permanent – consider that other individuals may take screenshots of your content (even Snapchats) before you can delete them;
- h) avoid posting pictures of, or alluding to, participation in illegal activity such as: speeding, physical assault, harassment, drinking alcohol (if underage), and smoking cannabis (if underage);
- i) model appropriate behaviour in Social Media befitting your status as an Athlete. As a representative of Lacrosse Canada, you have agreed to the *Code* and must follow that *Code* when you post material and interact with other people through Electronic Communication and Social Media; and
- j) be aware that your public Facebook page, Instagram account, or X/Twitter feed may be monitored by your organization, coach, or by another organization and content or behaviour demonstrated in Social Media may be subject to sanction under the *Sport Integrity Disciplinary Policy*.

Anti-Doping Policy

Purpose

1. The purpose of this policy is to confirm that Lacrosse Canada has adopted the 2021 CADP as its primary domestic anti-doping policy.

Scope and Authority

2. This policy applied to all Registered Players.
3. In the event of a conflict between this Policy and the 2021 CADP, the 2021 CADP shall prevail.

Commitment, Adoption and Cooperation

4. Lacrosse Canada is committed to clean sport in Canada and endorses the 2021 CADP and the WADC.
5. Lacrosse Canada has adopted and agrees to abide by the CADP as it may be amended from time to time.
6. Lacrosse Canada is unequivocally opposed to the practice of doping in sport on ethical, medical and legal grounds.
7. Lacrosse Canada's Board of Directors has approved and accepted the adoption of the CADP and notice and confirmation of the adoption has been provided to the CCES.
8. To ensure the adoption of the CADP is meaningful, Lacrosse Canada has executed a *Canadian Anti-Doping Program Adoption Contract* with the CCES.
9. Lacrosse Canada shall cooperate with the CCES's investigations regarding potential anti-doping rule violations.

National Athlete Pool and Athlete Support Personnel

10. Per the CADP, an 'athlete' is any person who competes in the sport at the international level or the national level. The CCES also has discretion to apply anti-doping rules to an athlete who is neither an international level athlete or a national level athlete and bring them within their definition of 'athlete'.
11. Lacrosse Canada and the CCES will identify a pool of national level athletes who will be included in Lacrosse Canada's National Athlete Pool (NAP). The list of NAP athletes may be updated by Lacrosse Canada when required and at least on an

annual basis. To identify individuals in the NAP, Lacrosse Canada and the CCES will use criteria that may include the following:

- a) Athletes who participate in national championships or selection events for national championships;
 - b) Athletes with the potential to represent Canada internationally or become a member of a national team;
 - c) Athletes who represent Canada internationally;
 - d) Athletes who receive direct or indirect financial assistance from Lacrosse Canada or who benefit from any form of government sport subsidy, including the Athlete Assistance Program; and/or
 - e) Other criteria as described in the CADP.
12. Per the CADP, 'athlete support personnel' are defined as any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other person working with, treating or assisting an athlete participating in or preparing for sports competition.
13. Per the CADP, **designated** athlete support personnel are specifically identified by Lacrosse Canada as those individuals who are:
- a) Working as athlete support personnel under contract with or under the direct control and/or supervision of Lacrosse Canada; and
 - b) Providing training, treatment and assistance to athletes preparing for sports competition at the elite level, which includes NAP athletes, development teams and national team members
14. Lacrosse Canada and the CCES will identify designated athlete support personnel. The list of designated athlete support personnel may be updated by Lacrosse Canada when required and at least on an annual basis.

Education and Training

15. Lacrosse Canada will provide regular information and news on the CADP domestically and internationally and will arrange for the presentation of an anti-doping educational program with support material from the CCES to groups of athletes and athlete support personnel at camps and competitions whenever possible. Anti-doping links and resources are provided in the **Anti-Doping Links and Resources** below.

Athletes

16. Lacrosse Canada will ensure that every athlete and other person participating in the sport who is subject to the CADP by way of Lacrosse Canada's adoption of the CADP

knows that they are subject to the anti-doping rules contained in the CADP and are appropriately informed.

17. Lacrosse Canada will ensure that the CCES's anti-doping e-learning is completed by all NAP athletes after being named to the NAP. The CCES and Lacrosse Canada will work cooperatively to design and deliver appropriate anti-doping education to all NAP athletes who have taken the CCES's standard anti-doping e-learning at least once.
18. Every athlete in the NAP must execute a contract with Lacrosse Canada upon being named to the NAP and on an annual basis, which contains the clauses described in Annex B of the *Canadian Anti-Doping Program Adoption Contract* that Lacrosse Canada signs with the CCES. These clauses may be contained in the CCES's anti-doping e-learning, in an Athlete Agreement, or in another document.

Designated Athlete Support Personnel

19. Lacrosse Canada will ensure that the CCES's anti-doping e-learning is completed by designated athlete support personnel.
20. Every designated athlete support personnel must execute a contract with Lacrosse Canada upon being named a designated athlete support personnel and on an annual basis, which contains the clauses described in Annex C of the *Canadian Anti-Doping Program Adoption Contract* that Lacrosse Canada signs with the CCES. These clauses may be contained in the CCES's anti-doping e-learning, in an Athlete Support Personnel Agreement, or in another document.

Sanctions and Reciprocity

21. Lacrosse Canada will comply with the CADP with respect to public announcements of positive test results.
22. Lacrosse Canada will respect any penalty enacted pursuant to the breach of the CADP whether imposed by WADA or the CCES.
23. Lacrosse Canada will respect the sanctions applied to a Participant due to an anti-doping rule violation, whether imposed by WADA, the CCES, or any national or provincial sport organization.
24. All Participants sanctioned for an anti-doping rule violation will be ineligible to participate in any role with Lacrosse Canada or in any competition or activity organized, convened, held, or sanctioned by Lacrosse Canada as per the penalties imposed.

Anti-Doping Links and Resources

Anti-Doping and Values-Based Sport Information:

- CCES website: www.cces.ca
- True Sport website: www.truesport.ca
- CCES E-Learning: contact the CCES for additional information
- CCES Advisory Notes and Media Releases: www.cces.ca/subscribe

Substance Information:

- Global DRO: www.globaldro.com
- Contacting the CCES: 1-800-672-7775 or substances@cces.ca

Therapeutic Use Exemptions (TUEs):

- CCES Medical Exemption Wizard: www.cces.ca/mewizard
- Contacting the CCES: 1-800-672-7775 or tue-aut@cces.ca

Report Doping:

- Report Doping Hotline: 1-800-710-CCES or www.cces.ca/reportdoping

Note: Various printed resources are available.

Contact the CCES for more information (education@cces.ca or 1-800-672-7775).

Screening Policy

Preamble

1. Lacrosse Canada understands that screening personnel and volunteers is a vital part of providing a safe sporting environment and has become a common practice among sport organizations that provide programs and services to the sport community.

Application of this Policy

2. This policy applies to all individuals whose position with Lacrosse Canada is one of trust or authority which may relate to, at a minimum, finances, supervision, or Vulnerable Registered Players.
3. Not all individuals associated with Lacrosse Canada will be required to obtain a criminal record check or submit screening documents because not all positions pose a risk of harm to Lacrosse Canada or Registered Players. Lacrosse Canada will determine which individuals will be subject to screening using the following guidelines (Lacrosse Canada may vary the guidelines at their discretion):

Level 1 – Low Risk - Registered Participants involved in low-risk assignments who are not in a supervisory role, not directing others, not involved with finances, and/or do not have unsupervised access to Vulnerable Registered Players. Examples include parents, youth, or volunteers who are helping out on a non-regular or informal basis

Level 2 – Medium Risk – Registered Participants involved in medium risk assignments who may be in a supervisory role, may direct others, may be involved with finances, and/or who may have limited access to Vulnerable Registered Players. Examples include:

- a) Athlete support personnel;
- b) non-coach employees or managers;
- c) directors;
- d) coaches who are typically under the supervision of another coach; and
- e) officials.

Level 3 – High Risk – Registered Participants involved in high-risk assignments who occupy positions of trust and/or authority, have a supervisory role, direct others, are involved with finances, and who have frequent or unsupervised access to Vulnerable Registered Players. Examples include:

- a) Athlete Support Personnel;
- b) full-time coaches;
- c) Athlete Support Personnel who travel with Athletes; and
- d) Athlete Support Personnel who could be alone with Athletes.

Screening Committee

- 4. The implementation of this policy is the responsibility of the Screening Committee which is a committee composed of either one (1) or three (3) independent individuals appointed by Lacrosse Canada. Lacrosse Canada will ensure that the individuals appointed to the Screening Committee possess the requisite skills, knowledge, and abilities to accurately screen documents and render decisions under this policy.
- 5. The Screening Committee is responsible for reviewing all documents submitted and based on the review, making decisions regarding the appropriateness of individuals filling positions within Lacrosse Canada. In carrying out its duties, the Screening Committee may consult with independent experts including lawyers, police, risk management consultants, volunteer screening specialists, or any other person.
- 6. Nothing in this policy restricts or limits the Screening Committee from requesting that the individual attend an interview with the Screening Committee if the Screening Committee considers that an interview is appropriate and necessary to screen the individual's application.
- 7. Nothing in this policy restricts or limits the Screening Committee from requesting the individual's authorization to contact any professional, sporting, or other organization to assess the individual's suitability for the position that they are seeking. The Screening Committee may also request further information from the individual on more than one occasion, subject to the individual's right to insist that the Screening Committee decide based on the information before it.
- 8. The Screening Committee may, where appropriate, draw an adverse inference from an individual's failure to provide information or answer queries.
- 9. When assessing an individual's screening application, the Screening Committee shall determine whether there is reason to believe that the individual may pose a risk to Lacrosse Canada or to another individual.
- 10. An individual having been previously penalized for a prior offence shall not prevent the Screening Committee from considering that offence as part of the individual's screening application.

11. If the Screening Committee determines based on the individual's screening application, in addition to any further material received by it, that the individual does not pose a risk to Lacrosse Canada, the Screening Committee shall approve the individual's application, subject to the Screening Committee's right to impose conditions.
12. In the case of a decision denying an application or approving an application with conditions, a copy of the decision shall be provided to the applicant and to the Board of Directors of Lacrosse Canada, which may disseminate the decision as they see fit to best fulfil the mandate of Lacrosse Canada.
13. A Registered Participant whose screening application has been denied or revoked may not re-apply to participate in the programs or activities of Lacrosse Canada for two (2) years from the date the rejected application was made.

Screening Requirements

14. A Screening Requirements Matrix is provided as **Appendix A**.
15. It is the policy of Lacrosse Canada that when an individual is first engaged by the organization:
 - a) Level 1 individuals will:
 - i. complete an Application Form (**Appendix B**);
 - ii. complete a Screening Disclosure Form (**Appendix C**); and
 - iii. participate in training, orientation, and monitoring as described in the Screening Requirements Matrix (**Appendix A**).
 - b) Level 2 individuals will:
 - i. complete an Application Form (**Appendix B**);
 - ii. complete a Screening Disclosure Form (**Appendix C**);
 - iii. complete and provide an E-PIC;
 - iv. provide one letter of reference related to the position;
 - v. participate in training, orientation, and monitoring as described in the Screening Requirements Matrix (**Appendix A**); and
 - vi. provide a driver's abstract, if requested.
 - c) Level 3 individuals will:

- i. complete an Application Form (**Appendix B**);
 - ii. complete a Screening Disclosure Form (**Appendix C**);
 - iii. complete and provide an E-PIC and a VSC;
 - iv. provide one letter of reference related to the position; and
 - v. participate in training, orientation, and monitoring as described in the Screening Requirements Matrix (**Appendix A**); and
 - vi. provide a driver's abstract, if requested.
- d) If an individual subsequently receives a charge, conviction for, or is found guilty of, an offense they will report this circumstance immediately to Lacrosse Canada. Additionally, the individual will inform Lacrosse Canada of any changes in their circumstance that would alter their original responses in their Screening Disclosure Form.
 - e) If Lacrosse Canada learns that an individual has provided false, inaccurate, or misleading information, the individual will immediately be removed from their position and may be subject to further discipline in accordance with the *Sport Integrity Disciplinary Policy*.

Minors

- 16. For the purposes of this policy, Lacrosse Canada defines a Minor as someone who is younger than 18 years of age. When screening Minor, Lacrosse Canada will:
 - a) not require the Minor to obtain a VSC or E-PIC; and
 - b) in lieu of obtaining a VSC or E-PIC, require the Minor to submit up to two (2) additional letters of reference.
- 17. Notwithstanding the above, Lacrosse Canada may ask a Minor to obtain a VSC or E-PIC if Lacrosse Canada suspects the Minor has an adult conviction and therefore has a criminal record. In these circumstances, Lacrosse Canada will be clear in its request that it is not asking for the Minor's *youth record*. Lacrosse Canada understands that they may not request to see a Minor's youth record.

Renewal

- 18. Unless the Screening Committee determines, on a case-by-case basis, to modify the submission requirements, individuals who are required to submit an E-PIC, Screening Disclosure Form, or Screening Renewal Form, are required to submit the documents as follows:

- a) an E-PIC every three years;
 - b) a Screening Disclosure Form every three years;
 - c) a Screening Renewal Form (**Appendix D**) every year; and
 - d) a Vulnerable Sector Check once.
19. At any time, including after either the submission of an individual's application or its approval (with or without conditions), the Screening Committee may re-open an individual's file for additional screening if it is advised of new information that, in the discretion of Lacrosse Canada, could affect the assessment of the individual's suitability for participation in the programs or activities of Lacrosse Canada, or the individual's interactions with other individuals involved with Lacrosse Canada.

Orientation, Training, and Monitoring

20. The type and amount of orientation, training, and monitoring will be based on the individual's level of risk, at the discretion of Lacrosse Canada.
21. Orientation may include, but is not limited to, introductory presentations, facility tours, equipment demonstrations, parent/Athlete meetings, meetings with colleagues and supervisors, orientation manuals, orientation sessions, and increased supervision during initial tasks or initial period of engagement.
22. Training may include, but is not limited to, certification courses, online learning, mentoring, workshop sessions, webinars, on-site demonstrations, and peer feedback.
23. At the conclusion of orientation and training, the individual may be required to acknowledge, in written form, that they have received and completed the orientation and training (**Appendix E**).
24. Monitoring may include, but is not limited to, written or oral reports, observations, tracking, electronic surveillance (e.g., facility security cameras), and site visits.

How to Obtain an E-PIC or VSC

25. An E-PIC may be obtained online via <http://www.backcheck.net/e-pic.htm>.
26. Registered Players may only obtain a VSC by visiting an RCMP office or police station, submitting two pieces of government-issued identification (one of which must have a photo), and completing any required paperwork. Fees may also be required.
27. Fingerprinting may be required if there is a positive match with the individual's gender and birth date.

28. Lacrosse Canada understands that it may be required to assist an individual with obtaining a VSC. A Request for VSC (**Appendix F**) may need to be submitted or other documentation may need to be completed that describes the nature of the organization and the individual's role with Vulnerable Registered Players.

Procedure

29. Screening documents must be submitted to the Screening Committee.
30. An individual who refuses or fails to provide the necessary screening documents will be ineligible to volunteer or apply for the position sought. The individual will be informed that their application and/or position will not proceed until such time as the screening documents are submitted.
31. Lacrosse Canada understands that there may be delays in receiving the results of an E-PIC or a VSC. At the discretion of Lacrosse Canada, an individual may be permitted to participate in the role during the delay, provided that the individual demonstrates that they have initiated the E-PIC or VSC application process. This permission may be withdrawn at any time and for any reason.
32. Lacrosse Canada recognizes that different information will be available depending on the type of screening document that the individual has submitted. For example, an E-PIC may show details of a specific offense, or not, and/or a VSC may be returned with specific information or simply a notification indicating 'cleared' or 'not cleared'. The Screening Committee will use its expertise and discretion when making decisions based on the screening documents that have been submitted.
33. Following the review of the screening documents, the Screening Committee will decide:
- a) the individual has passed screening and may participate in the desired position;
 - b) the individual has passed screening and may participate in the desired position with conditions;
 - c) the individual has not passed screening and may not participate in the desired position; or
 - d) more information is required from the individual.
34. In making its decision, the Screening Committee will consider the type of offense, date of offense, and relevance of the offense to the position sought.
35. The Screening Committee may decide that an individual has not passed screening if the screening documentation reveals any of the following:

a) if imposed in the last three years:

- i. any offense involving the use of a motor vehicle, including but not limited to impaired driving;
- ii. any offense of assault, physical or psychological violence;
- iii. any offense involving trafficking or possession of illegal drugs;
- iv. any offense involving conduct against public morals; or
- v. any offense involving theft or fraud.

b) if imposed at any time:

- i. any offense involving a Minor or Minors;
- ii. any offense involving the possession, distribution, or sale of any child-related pornography; or
- iii. any sexual offense.

Conditions and Monitoring

36. Excluding the incidents above which, if revealed, would cause the individual to not pass screening, the Screening Committee may determine that incidents revealed on an individual's screening documents may allow the individual to pass the screening process and participate in a desired position with *conditions* imposed. The Screening Committee shall have the sole and unfettered discretion to apply and remove conditions, determine the length of time for the imposition of conditions, and determine how adherence to conditions may be monitored.

Records

37. All records will be maintained in a confidential manner and will not be disclosed to others except as required by law, for use in legal, quasi-legal, or disciplinary proceedings.

38. The records kept as part of the screening process include but are not limited to:

- a) an individual's Vulnerable Sector Check;
- b) an individual's E-PIC (for a period of three years);
- c) an individual's Screening Disclosure Form (for a period of three years);
- d) an individual's Screening Renewal Form (for a period of one year);

- e) records of any conditions attached to an individual's registration by the Screening Committee; and
- f) records of any discipline applied to any individual by Lacrosse Canada or by another sport organization.

Appendix A – Screening Requirements Matrix

Risk Level	Roles (Note Minor Exception Below)	Training Recommended/Required	Screening
Level 1 Low Risk	a) Parents, youth or volunteers acting in non-regular or informal basis	Recommended: • Respect in Sport for Activity Leaders • <u>CAC Safe Sport Training</u>	• Complete an Application Form (Appendix B) • Complete a Screening Disclosure Form (Appendix C) • Participate in training, orientation, and monitoring as determined by Lacrosse Canada
Level 2 Medium Risk	a) Athlete support personnel b) Non-coach employees or managers c) Directors d) Coaches who are typically under supervision of another coach. e) Officials	Recommended based on role: • Respect in Sport for Activity Leaders • Commit to Kids Required: • <u>CAC Safe Sport Training</u> • <u>NCCP – Making Headway in Sport</u>	• Level 1 Requirements • Complete and provide an E-PIC • Provide one letter of reference related to the position, if requested • Provide a driver's abstract, if requested
Level 3 High Risk	a) Full Time Coaches b) Coaches who travel with Athletes	Recommended based on role: • Respect in Sport for Activity Leaders • Commit to Kids Required:	• Level 2 Requirements • Provide a VSC

	c) Coaches who could be alone with Athletes	• MED Certified	
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Minor

For the purposes of this policy, Lacrosse Canada defines a Minor as someone who is younger than 18 years old. When screening Minor, Lacrosse Canada will:

- a) not require the Minor to obtain a VSC or E-PIC; and
- b) in lieu of obtaining a VSC or E-PIC, require the Minor to submit up to two (2) additional letters of reference.

Appendix B – Application Form

Note: Registered Players who are applying to volunteer or work within certain positions with Lacrosse Canada must complete this Application Form. Registered Players need to complete an Application Form once for the position sought. If the individual is applying for a new position within Lacrosse Canada, a new Application Form must be submitted.

NAME: _____

First

Middle

Last

CURRENT PERMANENT ADDRESS:

Street

City

Province/Territory

Postal

DATE OF BIRTH: _____ **GENDER IDENTITY:** _____

Month/Day/Year

EMAIL: _____ **PHONE:** _____

POSITION SOUGHT: _____

By signing this document below, I agree to adhere to the policies and procedures of Lacrosse Canada, including but not limited to the *Code of Conduct and Ethics*, *Conflict of Interest Policy*, *Privacy Policy*, and *Screening Policy*. Policies are located at the following link: [INSERT LINK]

I recognize that I must pass certain screening requirements depending on the position sought, as outlined in the *Screening Policy*, and that the Screening Committee will determine my eligibility to volunteer or work in the position.

NAME (print): _____ **DATE:** _____

SIGNATURE: _____

Appendix C – Screening Disclosure Form

NAME: _____

First

Middle

Last

OTHER NAMES YOU HAVE USED: _____

CURRENT PERMANENT ADDRESS:

Street

City

Province/Territory

Postal

DATE OF BIRTH: _____

GENDER IDENTITY: _____

Month/Day/Year

CLUB (if applicable): _____

EMAIL: _____

Note: Failure to disclose truthful information below may be considered an intentional omission and the loss of volunteer responsibilities or other privileges

- 1. Have you been convicted of a crime? If so, please complete the following information for *each conviction*. Attach additional pages as necessary.**

Name or Type of Offense: _____

Name and Jurisdiction of Court/Tribunal: _____

Year Convicted: _____

Penalty or Punishment Imposed: _____

Further Explanation: _____

- 2. Have you ever been disciplined or sanctioned or subject to remedial measures by a sport governing body or by an independent body (e.g., sport organization, Abuse-Free Sport, CSSP, private tribunal, government agency, etc.) or dismissed from a coaching or volunteer position? If so, please complete the following information for each disciplinary action or sanction. Attach additional pages as necessary.**

Name of disciplining or sanctioning body: _____

Date of discipline, sanction, or dismissal: _____

Reasons for discipline, sanction, or dismissal: _____

Penalty or Punishment Imposed: _____

Further Explanation: _____

- 3. Are criminal charges or any other sanctions, including those from a sport body, private tribunal or government agency, currently pending or threatened against you? If so, please complete the following information for each pending charge or sanction. Attach additional pages as necessary.**

Name or Type of Offense: _____

Name and Jurisdiction of Court/Tribunal: _____

Name of disciplining or sanctioning body: _____

Further Explanation: _____

PRIVACY STATEMENT

By completing and submitting this Screening Disclosure Form, I consent and authorize Lacrosse Canada to collect, use and disclose my personal information, including all information provided on the Screening Disclosure Form as well as my Enhanced Police Information Check and/or Vulnerable Sector Check (when permitted by law) for the purposes of screening, implementation of the *Screening Policy*, administering member services, and communicating with national sport organizations, provincial/territorial sport organizations, club associations or school associations, and other organizations involved in the governance of sport. Lacrosse Canada does not distribute personal information for commercial purposes.

CERTIFICATION

I hereby certify that the information contained in this Screening Disclosure Form is accurate, correct, truthful and complete.

I further certify that I will immediately inform Lacrosse Canada of any changes in circumstances that would alter my original responses to this Screening Disclosure Form. Failure to do so may result in the withdrawal of volunteer responsibilities or other privileges and/or disciplinary action.

NAME (print): _____

DATE: _____

SIGNATURE: _____

Appendix D – Screening Renewal Form

NAME: _____

First

Middle

Last

CURRENT PERMANENT ADDRESS:

Street

City

Province/Territory

Postal

DATE OF BIRTH: _____ **GENDER IDENTITY:** _____

Month/Day/Year

EMAIL: _____ **PHONE:** _____

By signing this document below, I certify that there have been no changes to my criminal record since I last submitted an Enhanced Police Information Check and/or Vulnerable Sector Check and/or Screening Disclosure Form and/or Driver's Abstract ("Personal Document") to Lacrosse Canada. I further certify that there are no outstanding charges and warrants, judicial orders, peace bonds, probation or prohibition orders, or applicable non-conviction information, and there have been no absolute and conditional discharges.

I agree that any Personal Document that I would obtain or submit on the date indicated below would be no different than the last Personal Document that I submitted to Lacrosse Canada. I understand that, if there have been any changes or if I suspect that there have been any changes, it is my responsibility to obtain and submit a new Personal Document to Lacrosse Canada's Screening Committee instead of this form.

I recognize that, if there have been changes to the results available from any Personal Document and if I submit this form improperly, then I am subject to disciplinary action and/or the removal of volunteer responsibilities or other privileges at the discretion of the Screening Committee.

NAME (print): _____

DATE: _____

SIGNATURE: _____

Appendix E – Volunteer Orientation and Training Acknowledgement Form

1. I have the following role(s) with Lacrosse Canada (circle as many as apply):

Parent/Guardian

Coach

Director/Volunteer

Athlete

Official

Committee Member

Other

2. As an individual affiliated with Lacrosse Canada, I acknowledge I have received completed the following orientation and training:

Name of Training or Orientation: _____

Instructor: _____ Date Completed: _____

Name of Training or Orientation: _____

Instructor: _____ Date Completed: _____

Name of Training or Orientation: _____

Instructor: _____ Date Completed: _____

Name

Signature

Date

Appendix F – Request for Vulnerable Sector Check

Note: Lacrosse Canada must modify this letter to adhere to any requirements from the VSC provider

INTRODUCTION

Lacrosse Canada is requesting a Vulnerable Sector Check for _____
[insert individual's full name] who identifies as a _____ [insert gender identity] and
who was born on _____ [insert birthdate].

DESCRIPTION OF ORGANIZATION

Lacrosse Canada is a national not-for-profit organization for the sport of lacrosse.

[Insert additional description]

DESCRIPTION OF ROLE

_____ [insert individual's name] will be acting as a
_____ [insert individual's role]. In this role, the individual will have
access to vulnerable individuals.

[Insert additional information re: type and number of vulnerable individuals, frequency of
access, etc.]

CONTACT INFORMATION

If more information is required, please contact Lacrosse Canada:

[Insert contact information]

Signed: _____ Date: _____

Reciprocation Policy

Purpose

1. The purpose of this policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by Lacrosse Canada and its Members.

Application

2. This policy applies to all Members.

Responsibilities

3. Lacrosse Canada will:
 - a) Publish summaries discipline and appeal decisions;
 - b) for discipline decisions provided to Lacrosse Canada by Members, determine per the *Sport Integrity Disciplinary Policy* whether to initiate further action against the individual(s) named in the decision; and
 - c) recognize and enforce the sanctions imposed by Members.
4. Members will:
 - a) provide copies of discipline and appeal decisions involving Registered Players to Lacrosse Canada;
 - b) recognize and enforce the disciplinary sanctions imposed by Lacrosse Canada, other Members and/or the CCES;
 - c) update their registration documents to appropriate reflect the publication and requirements of the reciprocation procedures; and
 - d) update their governing documents to reference the reciprocation procedures described herein.

Event Discipline Procedure

* This *Event Discipline Procedure* does not supersede or replace the *Sport Integrity Disciplinary Policy**

Purpose

1. Lacrosse Canada is committed to providing a competition environment in which all Registered Players are treated with respect. This Procedure outlines how alleged misconduct during an Event will be handled.

Scope and Application

2. This Procedure will be applied to all Events designated by Lacrosse Canada.
3. If the Event is being organized by an international federation or body, the procedures for event discipline of the host organization will replace this procedure.
4. This Procedure, or any procedure adopted by the organizing authority, does not replace or supersede the *Sport Integrity Disciplinary Policy*. Instead, event procedures work in concert with the *Sport Integrity Disciplinary Policy* by outlining, for a designated person with authority at an event organized by Lacrosse Canada, the procedure for taking immediate corrective action in the event of a possible violation of the *Code* or other applicable conduct standard.

Misconduct During Events

5. Incidents that violate or potentially violate the *Code* or any additional applicable conduct standards, which can occur during a competition, away from the area of competition, or between parties connected to the Event, shall be reported to the Lacrosse Canada Convenor (or their designate).
6. Pre-determined discipline at National Championships and Competitions can be found at Appendix A.
7. The designated person at the Event shall use the following procedure to address the incident that violated or potentially violated the *Code* or conduct standard during National Championships and Competitions:
 - a) notify the involved parties that there has been an incident that violated or potentially violated the *Code* or conduct standard;
 - b) convene an Event Discipline Panel of 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* or other conduct standard or rule has been violated;

- c) The Event Discipline Panel may interview and secure statements from any witnesses to the alleged violation;
 - d) If the violation occurred during a competition, interviews may 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 Event Discipline Panel will attempt to secure a statement from the person(s) accused of the violation;
 - f) The Event Discipline Panel will render a decision and determine a possible penalty; and,
 - g) The Event Discipline Panel will inform all parties of the Event Discipline Panel's decision.
8. The sanction(s) determined by the Event Discipline Panel may include any of the following, singularly or in combination, in addition to the discipline identified under Appendix A:
- a) oral or written warning;
 - b) oral or written reprimand;
 - c) suspension from future competitions at the Event;
 - d) ejection from the Event; or
 - e) other appropriate penalty as determined by the Event Discipline Panel.
9. The Event Discipline Panel does not have the authority to determine a sanction that exceeds the duration of the Event, with the exception of any fines levied.
10. A full written report of the incident and the Event Discipline Panel's decision shall be submitted to Lacrosse Canada by the Event Discipline Panel following the conclusion of the Event.
11. A complaint and further discipline may then be applied in accordance with the *Sport Integrity Disciplinary Policy*, if necessary.
12. Decisions made pursuant to this Procedure may not be appealed.
13. This Procedure does not prohibit Registered Players or any other individual from reporting the same incident to Lacrosse Canada to be addressed as a complaint under the *Sport Integrity Disciplinary Policy* and/or through the CSSP, if applicable.

14. Lacrosse Canada shall record and maintain records of all reported incidents. Decisions by the Event Discipline Panel may be published according to the Publication Guidelines.

Timelines

15. 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 Event Discipline Panel must be reached and communicated to the Parties prior to the conclusion of the event for it to be effective.
16. Decisions issued by the Event Discipline Panel after the conclusion of the event will not be enforceable, with the exception of fines levied.

Appendix A – Minimum Discipline at Events

The sanctions set out below are minimum disciplinary penalties. They are intended to be informative, and do not in any way restrict an Event Discipline Panel or other adjudicator from imposing a sanction that they deem appropriate in the circumstances.

The responsible authority may deem the misconduct to be more severe and warrant an escalation in the minimum sanctions.

Registered Participants are also, separate to this document, subject to discipline under the *Sport Integrity Disciplinary Policy*.

1. Head coach of a team shall be suspended for one (1) game and the team fined \$1,000 for failing to control the benches during an altercation which leads to a bench clearing brawl.
2. Minimum discipline for the Box Discipline are as follows:
 - a) The first player from each team who leaves the player's bench during an altercation shall be suspended for two (2) games at a minimum and the incident shall be reviewed by the Event Discipline Panel to determine if further action is warranted.
 - b) Any player who leaves the penalty box during an altercation shall receive a two (2) game suspension at a minimum and the incident shall be reviewed by the Event Discipline Panel to determine if further action is warranted.
 - c) Any person who receives a Gross Misconduct penalty shall be suspended for two (2) games at a minimum and the incident shall be reviewed by the Event Discipline Panel to determine if further action is warranted.
 - d) Any player who receives a Match penalty shall be suspended for three (3) games at a minimum and the incident shall be reviewed by the Event Discipline Panel to determine if further action is warranted.
 - e) Any person who enters acrimonious discussions, makes abusive or obscene comments or gestures, or threats to officials, Lacrosse Canada OIC, Lacrosse Canada Convenor, Minor Officials or Lacrosse Canada event Staff, shall be fined a minimum of \$100 and suspended for a minimum of two (2) games. The incident shall be reviewed by the Event Discipline Panel to determine if further action is warranted.
 - f) Any person knowingly falsifying eligibility or certification documentation will be suspended indefinitely, pending a review by Lacrosse Canada and potential referral of the matter as a complaint under the Sport Integrity Disciplinary Policy.

3. Automatic discipline guidelines for the Men's Field Discipline are as follows:

- a) Any person who makes abusive or obscene comments or gestures, or threats to: officials, Lacrosse Canada Convenor, the Official in Charge, Minor Officials or Lacrosse Canada event staff shall be fined a minimum of \$100. The incident shall be reviewed by the Event Discipline Panel to determine if further action is warranted.
- b) Where a player, substitute, coach, trainer, non-playing member of a squad or any other person officially connected with a team commits an expulsion foul and has been assessed an expulsion penalty under any specific rule from Lacrosse Canada - Rules of Men's Field Lacrosse, the individual shall be suspended for the remainder of the game and any overtime. This is the minimum suspension for all Expulsion Fouls under Rule 77 and 78 and shall be at minimum, the remainder of the game. The incident shall be reported in writing and may be dealt with further by the Event Discipline Panel.
- c) Any player who has been expelled from a game under Rule 78.2, Fighting - When benches frozen, which is the act of leaving the "frozen bench" to join in a fight, shall be suspended for a minimum of one (1) game. The incident shall be reported in writing and may be dealt with further by the Event Discipline Panel.
- d) Any player who is assessed an expulsion for joining into a fight shall be assessed a minimum one (1) game suspension. The incident shall be reported in writing and may be dealt with further by the Event Discipline Panel.
- e) Any player, substitute, coach, trainer, non-playing member of a squad or any other person officially connected with a team is assessed an expulsion penalty under Rule 78.4 for Refusal to accept the authority of the officials, or the use of threatening, foul or abusive language or gestures, or flagrant misconduct shall be assessed a one (1) game suspension. The incident shall be reported in writing and may be dealt with further by the Event Discipline Panel.
- f) Any player who is assessed an expulsion who attempts to injure an opponent, official, coach, manager or trainer shall be suspended until the Event Discipline Panel rules on the incident. The incident shall be reported in writing and shall be dealt with further by the Event Discipline Panel.
- g) Any player who is assessed an expulsion who behaves in a manner of gross misconduct shall be suspended until the Event Discipline Panel rules on the incident. The incident shall be reported in writing and shall be dealt with further by the Event Discipline Panel.

Gross Misconduct shall be defined as:

- i. Makes derogatory comments based upon race, ethnic origin, religious background or gender.
- ii. Makes obscene gestures.
- iii. Persists in such behaviour after being expelled from a game.
- iv. Behaves in any manner to dishonour, embarrass, or disgrace the game.

Concussion Policy and Code

Preamble

1. The Concussion Policy and Code (the “Policy”) is based on the 6th Consensus Statement on Concussion in Sport, released in June 2023, and *Rowan’s Law*.¹⁰
2. Rowan’s Law imposes three obligations on sporting organizations:
 - a) Receive an acknowledgement from Registered Players who are under 26 years of age, parents of athletes under 18, as well as their coaches, team trainers (including Athlete Support Personnel) and officials that they have reviewed the published concussion awareness resources;
 - b) Establish a Concussion Code of Conduct; and
 - c) Establish a removal-from-sport and return-to-sport protocol.
3. *Rowan’s Law* is the only legislation addressing concussion safety in the country, and Lacrosse Canada recognizes this legislation is the leading standard in concussion prevention and awareness in Canada, and it is reflected within the Policy.
4. This Policy also incorporates the report of the 2022 Concussion in Sport Group (2022 CISG), a group of sport concussion medical practitioners and experts, which provided recommendations for preventing concussions. These include implementing laws and protocols for mandatory removal from play following actual or suspected concussion; requirements to receive clearance for return-to-play from a healthcare provider; and education of coaches, parents and athletes regarding concussion signs and symptoms. These actions are associated with a reduction in recurrent concussion rates.
5. A concussion is a clinical diagnosis that can only be made by a physician. The 2022 CISG defined sport-related concussion, in part as:

...a traumatic brain injury caused by a direct blow to the head, neck or body resulting in an impulsive force being transmitted to the brain that occurs in sports and exercise-related activities... Symptoms and signs may present immediately, or evolve over minutes or hours, and commonly resolve within days, but may be prolonged [...] Sport-related concussion results in a range of clinical symptoms and signs that may or may not involve loss of consciousness.

¹⁰ [*Rowan's Law \(Concussion Safety\)*](#), 2018, S.O. 2018, c. 1

6. Timely recognition and removal, proper assessment and appropriate management are linked to faster recovery and improved outcomes following concussions.

Purpose

7. Lacrosse Canada believes that increased awareness of concussions and their long-term effects, as well as prevention of concussions is paramount to protecting the health and safety of Registered Players.
8. This Policy applies to all activities and events for which Lacrosse Canada is the governing or sanctioning body including, but not limited to, competitions, practices, and training sessions.

Definitions

9. This Policy defines the following terms:
 - a) **Athlete:** An individual who is an Athlete Participant in Lacrosse Canada who is subject to the By-Laws and policies of Lacrosse Canada.
 - b) **Athlete Support Personnel:** Any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent, or any other person working with, treating or assisting an Athlete participating in or preparing for sports competition.
 - c) **Designated Person:** Refers to a person/people designated by Lacrosse Canada removal-from-sport protocol and by its return-to-sport protocol for the purposes of fulfilling various duties indicated in this Policy. The Designated Person(s) is/are responsible for ensuring that:
 - i. an athlete is immediately removed from further training, practice or competition if the athlete is suspected of having sustained a concussion,
 - ii. if the athlete is under 18 years of age or such other age as may be prescribed, the parent or guardian is informed of the removal,
 - iii. such persons or entities as may be prescribed are informed of the removal, and
 - iv. once removed, the athlete is not permitted to return to training, practice or competition, except in accordance with Lacrosse Canada's Return-to-Sport protocol.
 - d) **Registered Player** includes Athletes, Athlete Support Personnel, and other Individuals as defined in Lacrosse Canada's By-Laws and policies.

- e) **Qualified Healthcare Professional:** Refers to a licensed health care professional who has been trained in concussion assessment and treatment.
- f) **Return-to-sport (RTS):** completion of the RTS strategy with no symptoms and no clinical findings associated with the current concussion at rest and with maximal physical exertion.

Registration

10. When a Registered Player under the age of 26 years old registers with Lacrosse Canada, the Registered Player **must** provide written or electronic confirmation that they have reviewed concussion awareness resources within the past 12 months, pursuant to *Rowan's Law*. The Ontario Government has produced age-appropriate concussion resources:
 - a) [Ages 10 and under](#)
 - b) [Ages 11-14](#)
 - c) [Ages 15+](#)
11. Registered Players under the age of 26 years old must also sign the *Concussion Code of Conduct* (**Appendix A, Part A**).
12. For Registered Players younger than 18 years old, their parent or guardian **must** also provide confirmation that they have also reviewed the concussion resources as well and signed the *Concussion Code of Conduct*.
13. Athlete Support Personnel must provide confirmation that they have also reviewed the concussion resources and sign the *Concussion Code of Conduct* (**Appendix A, Part B**); but not if they will be interacting exclusively with Registered Players who are 26 years old or older.
14. While *Rowan's Law* mandates Registered Players and Athlete Support Personnel **under** 26 years of age to sign the Concussion Code of Conduct, Lacrosse Canada also requires that those over the age of 26 familiarize themselves with relevant concussion information and sign on the Concussion Code of Conduct.

Removal from Sport Protocol: Recognizing Concussions

15. Although the formal diagnosis of concussion should be made following a medical assessment, the broader sport community including athletes, parents, teachers, coaches, officials, and Qualified Healthcare Professionals are responsible for the recognition and reporting of athletes who may demonstrate visual signs of a head injury or who report concussion-related symptoms. Some sport and recreation venues will not have access to on-site Qualified Healthcare Professionals.

16. A concussion should be suspected:
 - a) in any athlete who sustains a significant impact to the head, face, neck, or body and demonstrates ANY of the visual signs of a suspected concussion or reports ANY symptoms of a suspected concussion as detailed in the Concussion Recognition Tool (see Appendix “B”); and/or
 - b) if an athlete reports ANY concussion symptoms to one of their peers, parents, teachers, or coaches or if anyone witnesses an athlete exhibiting any of the visual signs of concussion.
17. Concussions can be identified with the help of the Concussion Recognition Tool, 6th Edition (“CRT6”), Appendix “B”.¹¹
18. If an ambulance is called involving a minor Registered Player, the parent/guardian and/or emergency contact of the minor Registered Player must be contacted immediately.

Removal from Sport Protocol: Steps and Process

19. Removal of a Registered Player from the field of play should be done by the Designated Person(s) if there is suspicion of a possible concussion. This Person is either:
 - a) An on-site Lacrosse Canada staff member; and/or
 - b) The Designated Person for the Event.
20. Lacrosse Canada will identify the Designated Person(s).
21. Recognition and removal from sport are actions that should be taken following reference to the CRT6 (Appendix B) The CRT6 is provided as a tool that non-medically trained personnel can use (i.e., the Designated Person(s)) for the identification and immediate management of a suspected concussion. It is not used to diagnose a concussion.
22. Following the removal of any Registered Player on the basis of a suspected concussion¹²:
 - a) the Designated Person(s) who removed the Registered Player must call 9-1-1 if, in the Designated Person’s opinion, doing so is necessary;

¹¹ As the CRT6 is updated and new versions are implemented, Lacrosse Canada will update this Policy.

¹² An Athlete must be removed by the Designated Person on the basis of a suspected concussion regardless of whether the concussion was sustained or is suspected to having been sustained during a sport activity associated with Lacrosse Canada.

- b) Lacrosse Canada must create and keep a record of the removal;
 - c) The Designated Person(s) must inform the Registered Player's parent or guardian of the removal if the Registered Player is younger than 18 years old, and inform the parent or guardian that the Registered Player is required to undergo a medical assessment by a Qualified Healthcare Professional before the Registered Player will be permitted to return to participation; and
 - d) The Designated Person(s) will remind the Registered Player, and the Registered Player's parent or guardian as applicable, of Lacrosse Canada's Removal from Sport and Return-to-Sport protocol as described in this Policy.
23. If a Registered Player is suspected of sustaining a concussion but there is no concern for a more serious head or spine injury (i.e., no red flags as indicated in the CRT6), they should be immediately removed from the field of play, and proceed as follows:
- a) If a Qualified Healthcare Professional is present, the Registered Player should be taken to a quiet area and undergo sideline medical assessment.
 - b) If a Qualified Healthcare Professional is not present, the Registered Player should be referred for medical assessment by a Qualified Healthcare Professional as soon as possible. They must not return to play until medical clearance is received.
24. Once a Registered Player is assessed medically, and:
- a) is determined to **not** have not sustained a concussion, they must provide a [Medical Assessment Letter](#) indicating this. The Registered Player can return to sport activities without restriction.
 - b) **is** diagnosed with a concussion, they should be provided with a [Medical Assessment Letter](#) indicating this. The Registered Player may return in accordance with the Return-to-Sport Protocol in this Policy.

Return-to-Sport (RTS) Protocol

25. The table below contains the RTS Protocol, which is a requirement of Rowan's Law, once medical clearance has been received.

Stage	Aim	Activity	Stage Goal
1	Activities of daily living and relative rest (first 24 to 48 hours)	Daily activities that do not exacerbate symptoms	Gradual reintroduction of work/school activities

After a maximum of twenty-four (24) to forty-eight (48) hours after injury, progress to Step 2			
2A	Light effort and aerobic exercise	Light aerobic exercise, such as stationary cycling or walking at slow to medium pace. Light resistance training that does not result in more than mild and brief exacerbation^{13*} of concussion symptoms. *(see footnote 3) Exercise up to approximately 55% of maximum heart rate Take breaks and modify activities as needed	Increase heart rate
2B	Moderate effort aerobic exercise	Gradually increase tolerance and intensity of aerobic activities, such as stationary cycling and walking at a brisk pace Exercise up to approximately 70% of maximum heart rate Take breaks	Increase heart rate
3	Individual sport-specific activities, without risk of inadvertent head impact with school accommodations (as needed)	Add sport-specific activities Perform activities individually and under supervision from a teacher, parent/caregiver, or coach Progress to where athlete is free of concussion-related symptoms, even when exercising	Increase the intensity of aerobic activities and introduce low-risk sport-specific movements

¹³ *Mild and brief exacerbation of symptoms (i.e., an increase of no more than 2 points on a 0–10 point scale for less than an hour when compared with the baseline value reported prior to physical activity).

Athletes may begin Step 1 (i.e., symptom-limited activity) within twenty-four (24) hours of injury, with progression through each subsequent step typically taking a minimum of twenty-four (24) hours. If more than mild exacerbation of symptoms (i.e., more than 2 points on a 0–10 scale) occurs during Steps 1–3, the athlete should stop and attempt to exercise the next day. Athletes experiencing concussion-related symptoms during Steps 4–6 should return to Step 3 to establish full resolution of symptoms with exertion before engaging in at-risk activities. Written determination of readiness to RTS should be provided by a healthcare provider before unrestricted RTS as directed by local laws and/or sporting regulations.

Medical clearance			
If the Registered Player has been medically cleared, progress to Step 4 ¹⁴ .			
4	Non-contact training drills and activities	Progress to exercises with no body contact at high intensity, including more challenging drills and activities	Resume usual intensity of exercise, coordination, and activity-related cognitive skills.
If the Registered Player can tolerate usual intensity of activities with no return of symptoms, progress to step 5.			
5	Return to all non-competitive activities, full contact practice and physical education activities	Progress to higher-risk activities including typical training activities Do not participate in competitive gameplay	Return to activities that have a risk of falling or body contact, restore confidence and assess functional skills by coaching staff
6	Return to sport	Normal participation; unrestricted sport and physical activity	

26. The Registered Player's Return-to-Sport strategy should be guided and approved by a physician with regular consultations throughout the process. Specifically, progression through the later RTS strategy (Steps 4–6) should be monitored by a health care professional.
27. To fully return to sport, the affected Registered Player must provide Lacrosse Canada with a medical clearance form, signed by a physician, following Stage 5 and before proceeding to Stage 6.

¹⁴ Athletes who have been diagnosed with a concussion can be considered for medical clearance to return to sport activities with risk of contact or fall once they have successfully completed: Steps 1 to 3 of the sport-specific RTS strategy. To progress to Step 4 of RTS, the athlete must provide their coach with a Medical Clearance Letter that specifies that a medical doctor or nurse practitioner has personally evaluated the patient and has cleared the athlete to return to sport. In geographic regions of Canada with limited access to medical doctors (i.e., rural, remote, or northern communities), a Qualified Healthcare Professional (i.e. a nurse) with pre-arranged access to a medical doctor or nurse practitioner can provide this documentation.

28. Additional consultation with a Qualified Healthcare Professional is recommended if there is recurrence of symptoms when progressing through RTS strategies.¹⁵

Administrative Responsibilities

29. Lacrosse Canada will provide a form template for Member Associations to track injury incidence (Appendix E). Member Associations are responsible for monitoring injury incidence.
30. Member Associations must maintain records of reported and suspected concussions and documentation of Participant diagnosis and clearance to return to play.
31. Lacrosse Canada will conduct a review of this policy annually.

Non-Compliance

32. Failure to abide by any of the guidelines and/or protocols contained within this policy may result in disciplinary action in accordance with Lacrosse Canada's policies for Discipline and Complaints.

Not Advice

33. Nothing in this Policy is to be interpreted as medical or legal advice.

¹⁵ In some cases, it may be in the best interest of the Athlete to discontinue their participation in Lacrosse as a result of potential head injuries and concussions.

Appendix A - Concussion Code of Conduct

PART A

The following section of the Concussion Code of Conduct must be signed by all Registered Players under the age of 26 years old. For Registered Players who are younger than the age of majority in the applicable territory, a parent/guardian must also sign this section.

I will help prevent concussions by:

- wearing the proper equipment for my sport and wearing it correctly;
- developing my skills and strength so that I can participate to the best of my ability;
- respecting the rules of my sport or activity;
- demonstrating my commitment to fair play and respect for all (respecting other athletes, coaches, team trainers and officials).

I will care for my health and safety by taking concussions seriously, and I understand that:

- a concussion is a brain injury that can have both short-term and long-term effects;
- a blow to my head, face or neck, or a blow to the body that causes the brain to move around inside the skull may cause a concussion;
- I don't need to lose consciousness to have had a concussion;
- I have a commitment to concussion recognition and reporting, including self-reporting of possible concussion and reporting to a designated person when and an Registered Player suspects that another Registered Player may have sustained a concussion. (Meaning: If I think I might have a concussion I should stop participating in further training, practice, or competition **immediately**, and I will tell an adult if I think another athlete has a concussion);
- continuing to participate in further training, practice or competition with a possible concussion increases my risk of more severe, longer lasting symptoms, and increases my risk of other injuries;
- I have a commitment to zero-tolerance for prohibited play that is considered high-risk for causing concussions;
- I acknowledge that mandatory expulsion from competition may occur for violating zero-tolerance for prohibited play that is considered high-risk for causing consequences; and
- I acknowledge that there are escalating consequences for those who repeatedly violate this Concussion Code of Conduct.

I will not hide concussion symptoms. I will speak up for myself and others.

- I will not hide my symptoms. I will tell a coach, official, team trainer, parent or another adult I trust if I experience **any** symptoms of concussion.
- If someone else tells me about concussion symptoms, or I see signs they might have a concussion, I will tell a coach, official, team trainer, parent or another adult I trust so they can help.
- I understand that, if I have a Suspected Concussion, I will be removed from sport and that I will not be able to return to training, practice or competition until I undergo a medical assessment by a medical doctor or nurse practitioner and have been medically cleared to return to training, practice or competition.
- I have a commitment to sharing any pertinent information regarding incidents of removal from sport with my school and any other sport organization with which I have registered. (Meaning: If I am diagnosed with a concussion, I understand that letting all of my other coaches and teachers know about my injury will help them support me while I recover.)

I will take the time I need to recover because it is important for my health.

- I understand my commitment to supporting the return-to-sport process and I will follow my sport's Return-to-Sport Protocol.
- I understand I will have to be medically cleared by a medical doctor or nurse practitioner before returning to training, practice or competition.
- I will respect my coaches, team trainers, parents, health-care professionals, and medical doctors and nurse practitioners, regarding my health and safety.

By signing here, I acknowledge that I have fully reviewed and commit to this *Concussion Code of Conduct*.

Name of Registered
Participant (Print)

Signature of Registered
Participant

Date

Name of Parent or
Guardian (print)

Signature of Parent or
Guardian

Date

PART B

The following section of the Concussion Code of Conduct must be signed by all coaches and team trainers who interact with Registered Players under the age of 26 years old.

I can help prevent concussions through my:

- efforts to ensure that my athletes wear the proper equipment and wear it correctly;
- efforts to help my athletes develop their skills and strength so they can participate to the best of their abilities;
- respect for the rules of my sport or activity and my efforts to ensure that my athletes do too; and
- commitment to fair play and respect for all (respecting other coaches, team trainers, officials and all Registered Players and ensuring my athletes respect others and play fair).

I will care for the health and safety of all Registered Players by taking concussions seriously. I understand that:

- a concussion is a brain injury that can have both short-term and long-term effects;
- a blow to the head, face, or neck, or a blow to the body may cause the brain to move around inside the skull and result in a concussion;
- a person doesn't need to lose consciousness to have had a concussion;
- an Registered Player with a Suspected Concussion should stop participating in training, practice or competition **immediately**;
- I have a commitment to concussion recognition and reporting, including self-reporting of possible concussion and reporting to a designated person when an Registered Player suspects that another Registered Player may have sustained a concussion;
- continuing to participate in further training, practice or competition with a Suspected Concussion increases a person's risk of more severe, longer lasting symptoms, and increases their risk of other injuries or even death;
- I have a commitment to zero-tolerance for prohibited play that is considered high-risk for causing concussions;
- I acknowledge that mandatory expulsion from competition may occur for violating zero-tolerance for prohibited play that is considered high-risk for causing consequences; and
- I acknowledge that there are escalating consequences for those who repeatedly violate this Concussion Code of Conduct.

I will create an environment where Registered Players feel safe and comfortable speaking up. I will:

- encourage athletes not to hide their symptoms, but to tell me, an official, parent or another adult they trust if they experience **any** symptoms of concussion after an impact;
- lead by example. I will tell a fellow coach, official, team trainer and seek medical attention by a physician or nurse practitioner if I am experiencing any concussion symptoms;
- understand and respect that any athlete with a Suspected Concussion must be removed from sport and not permitted to return until they undergo a medical assessment by a physician or nurse practitioner and have been medically cleared to return to training, practice or competition.
- *For coaches only:* commit to providing opportunities before and after each training, practice and competition to enable athletes to discuss potential issues related to concussions.

I will support all Registered Players to take the time they need to recover.

- I understand my commitment to supporting the Return-to-Sport process.
- I understand the athletes will have to be cleared by a physician or nurse practitioner before returning to sport.
- I will respect my fellow coaches, team trainers, parents, physicians and nurse practitioners and any decisions made with regards to the health and safety of my athletes.

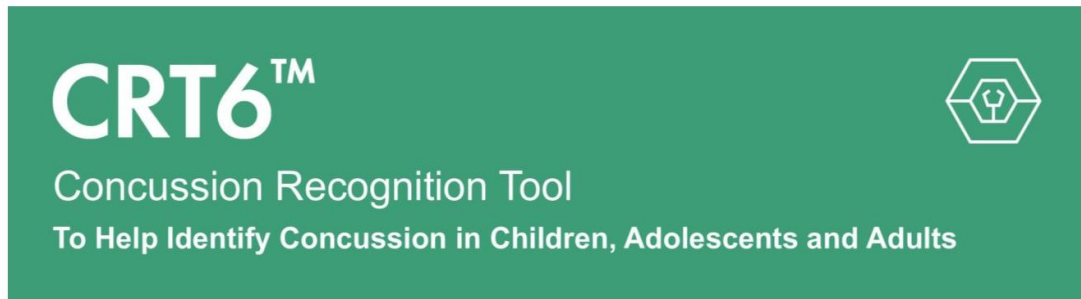
By signing here, I acknowledge that I have fully reviewed and commit to this *Concussion Code of Conduct*.

Name and role (print)

Signature

Date

Appendix B – Concussion Recognition Tool 6 (CRT6)



What is the Concussion Recognition Tool?

A concussion is a brain injury. The Concussion Recognition Tool 6 (CRT6) is to be used by non-medically trained individuals for the identification and immediate management of suspected concussion. It is not designed to diagnose concussion.

Recognise and Remove

Red Flags: CALL AN AMBULANCE

If **ANY** of the following signs are observed or complaints are reported after an impact to the head or body the athlete should be immediately removed from play/game/activity and transported for urgent medical care by a healthcare professional (HCP):

- Neck pain or tenderness
- Seizure, 'fits', or convulsion
- Loss of vision or double vision
- Loss of consciousness
- Increased confusion or deteriorating conscious state (becoming less responsive, drowsy)
- Weakness or numbness/tingling in more than one arm or leg
- Repeated Vomiting
- Severe or increasing headache
- Increasingly restless, agitated or combative
- Visible deformity of the skull

Remember

- In all cases, the basic principles of first aid should be followed: assess danger at the scene, check airway, breathing, circulation; look for reduced awareness of surroundings or slowness or difficulty answering questions.
- Do not attempt to move the athlete (other than required for airway support) unless trained to do so.
- Do not remove helmet (if present) or other equipment.
- Assume a possible spinal cord injury in all cases of head injury.
- Athletes with known physical or developmental disabilities should have a lower threshold for removal from play.

If there are no Red Flags, identification of possible concussion should proceed as follows:

Concussion should be suspected after an impact to the head or body when the athlete seems different than usual. Such changes include the presence of **any one or more** of the following: visible clues of concussion, signs and symptoms (such as headache or unsteadiness), impaired brain function (e.g. confusion), or unusual behaviour.

This tool may be freely copied in its current form for distribution to individuals, teams, groups, and organizations. Any alteration (including translations and digital re-formatting), re-branding, or sale for commercial gain is not permissible without the expressed written consent of BMJ.





CRT6

Concussion Recognition Tool To Help Identify Concussion in Children, Adolescents and Adults



1: Visible Clues of Suspected Concussion

Visible clues that suggest concussion include:

- Loss of consciousness or responsiveness
- Lying motionless on the playing surface
- Falling unprotected to the playing surface
- Disorientation or confusion, staring or limited responsiveness, or an inability to respond appropriately to questions
- Dazed, blank, or vacant look
- Seizure, fits, or convulsions
- Slow to get up after a direct or indirect hit to the head
- Unsteady on feet / balance problems or falling over / poor coordination / wobbly
- Facial injury

2: Symptoms of Suspected Concussion

Physical Symptoms	Changes in Emotions
Headache	More emotional
"Pressure in head"	More Irritable
Balance problems	Sadness
Nausea or vomiting	Nervous or anxious
Drowsiness	
Dizziness	
Blurred vision	
More sensitive to light	
More sensitive to noise	
Fatigue or low energy	
"Don't feel right"	
Neck Pain	

Changes in Thinking

- Difficulty concentrating
- Difficulty remembering
- Feeling slowed down
- Feeling like "in a fog"

Remember, symptoms may develop over minutes or hours following a head injury.

3: Awareness

(Modify each question appropriately for each sport and age of athlete)

Failure to answer any of these questions correctly may suggest a concussion:

- "Where are we today?"
- "What event were you doing?"
- "Who scored last in this game?"
- "What team did you play last week/game?"
- "Did your team win the last game?"

Any athlete with a suspected concussion should be - IMMEDIATELY REMOVED FROM PRACTICE OR PLAY and should NOT RETURN TO ANY ACTIVITY WITH RISK OF HEAD CONTACT, FALL OR COLLISION, including SPORT ACTIVITY until ASSESSED MEDICALLY, even if the symptoms resolve.

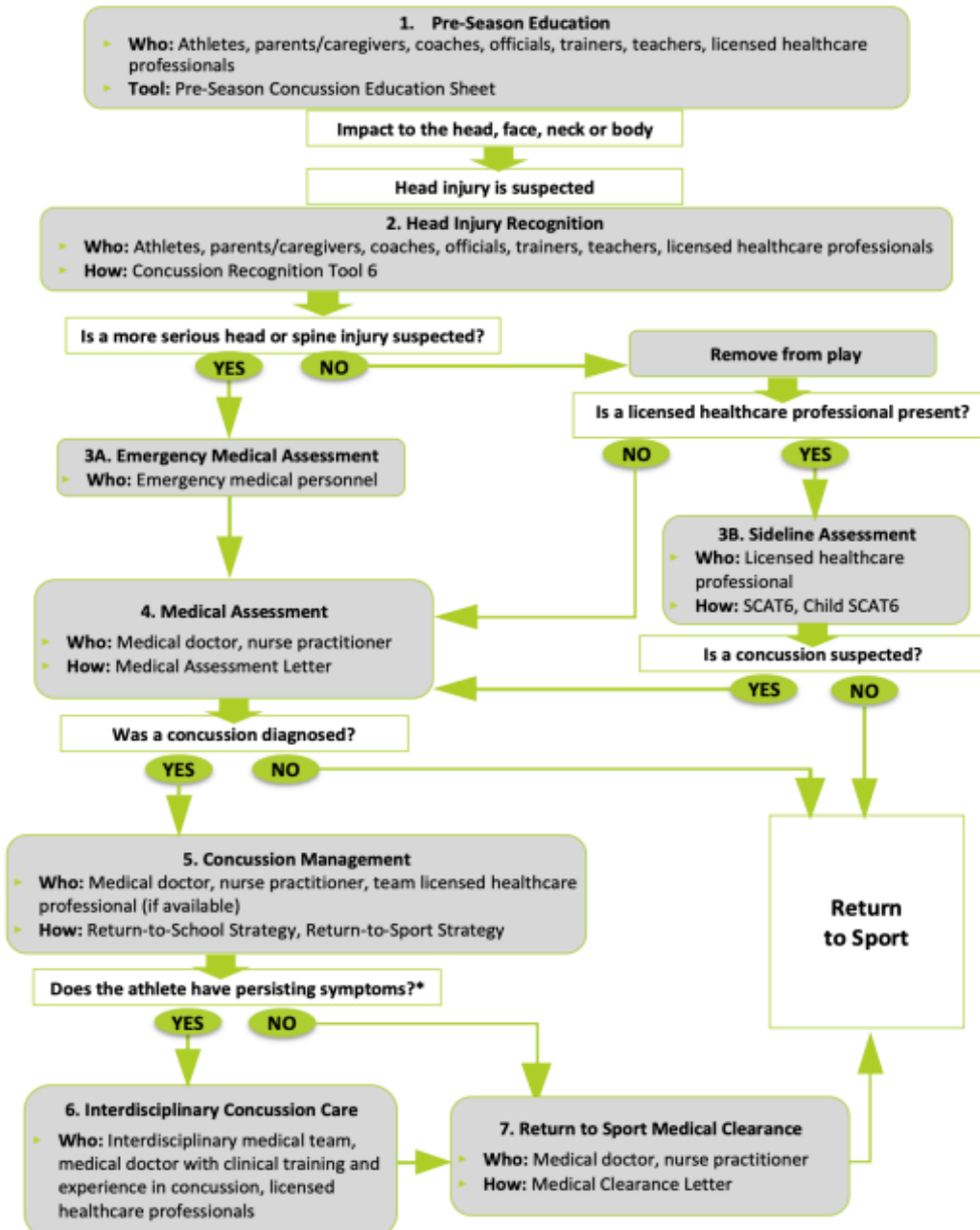
Athletes with suspected concussion should **NOT**:

- Be left alone initially (at least for the first 3 hours). Worsening of symptoms should lead to immediate medical attention.
- Be sent home by themselves. They need to be with a responsible adult.
- Drink alcohol, use recreational drugs or drugs not prescribed by their HCP
- Drive a motor vehicle until cleared to do so by a healthcare professional

Appendix C – Sport Concussion Pathway

Canadian Sport Concussion Pathway

The flowchart that follows is a visual representation of the decision-making pathway that reflects the recommendations in this guideline.



*Persisting symptoms: lasting longer than 4 weeks

Appendix D – Key points from CISG Recommendations

Refine

- The 2022 CISG identified several areas of refinement to strengthen future consensus statements: *Para Sport*, *Paediatrics*, *the Athlete's Voice* and *Ethical Considerations*, *limitations*, and *improvements*. The following are relevant for Lacrosse Canada's application of this policy.

Para Sport

- The concussion experience of the para-athlete is unique, due to the interaction of the Registered Player's primary impairment and the pathophysiology of concussion. Para athletes require a more individualised approach when it comes to evaluating concussions.
- Lacrosse Canada should be aware that prevention approaches, detection of initial symptoms, diagnosis, recovery (i.e., potential for persisting symptoms of concussion) and treatment strategies may be impacted by the characteristics of the Registered Player's underlying impairment.
- Registered Players with visual impairment may be at even greater risk of concussion, as the mechanisms of injury in this population are primarily through collisions or direct head contact.
- The following considerations by the Concussion in Para Sport Group are important for Lacrosse Canada to keep in mind when dealing with para-sport Registered Players:
 - a. Para-sport Registered Players may benefit from baseline testing given the variable nature of their disability and the potential for atypical presenting signs/symptoms of concussion;
 - b. Para-sport Registered Players with a history of central nervous system injuries (i.e., cerebral palsy, stroke) may require an extended period of initial rest;
 - c. testing for symptoms of concussion through recovery may require modification such as the use of arm ergometry as opposed to a treadmill/stationary bike; and
 - d. RTS protocols must be tailored and include the use of the individual's personal adaptive equipment and, for applicable participants with visual impairment, partnership with their guide.

Paediatrics

- Child and adolescent athletes are less likely to have trained medical personnel available on the sidelines, and it is strongly recommended that the CRT6 be used by all adults supervising child and adolescent sport.
- Children and adolescents with repeat concussions wishing to continue to play or to progress to the next age-level group or [elite pathway/national level] programmes require individualised assessment.