

GYMNASTICS CANADA DEFINITIONS

SAFE SPORT

DATE OF APPROVAL — AUGUST 6, 2026

REPLACING PREVIOUS VERSION — DECEMBER 4, 2022

The terms defined below shall apply to all Gymnastics Canada policies, unless otherwise stated therein.

1. **“Affected Party”** – Any Individual or entity, as determined by the Case 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 under the *Appeal Policy*
2. **“Appellant”** – The Party appealing a decision pursuant to the *Appeal Policy*
3. **“Appeal Manager”** – An independent individual appointed by Gymnastics Canada, who need not be registered with or affiliated with Gymnastics Canada, to administer the *Appeal Policy*. The Appeal Manager must not be in a conflict of interest or have any direct relationship with the Parties
4. **“Appeal Panel”** – the panel constituted to hear and decide appeals under the *Appeal Policy*
5. **“Athlete”** – An individual who is an Athlete participant in Gymnastics Canada who is subject to the policies of Gymnastics Canada
6. **“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
7. **“Board”** – The Board of Directors of Gymnastics Canada or a Member, as applicable
8. **“Bullying”** – as defined by the UCCMS as amended from time to time
9. **“Canadian Safe Sport Program”** - Also referred to as the CSSP, is an independent program funded by the Government of Canada and administered by SIC. Its primary goal is to protect participants in federally funded, national-level sport organizations by preventing and addressing maltreatment, including harassment, abuse, and discrimination. The program operates under the UCCMS, which clearly defines prohibited behaviours and sets harmonized rules for all participating sport organizations
10. **“Clubs”** – those clubs registered with Gymnastics Canada’s Members

-
11. **“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 Gymnastics Canada’s policies, by-laws, rules or regulations, or the UCCMS
 12. **“Days”** – Calendar days¹
 13. **“Discrimination”** – As defined in the UCCMS and as amended from time to time
 14. **“Event”** – An event sanctioned by Gymnastics Canada or a Member, and which may include a social Event
 15. **“External Discipline Panel”** – 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 *Discipline and Complaints Policy*
 16. **“FIG”** – the Fédération Internationale de Gymnastique, the international governing body recognized by the International Olympic Committee (IOC) for the sport of gymnastics. Also known under its brand name “World Gymnastics”
 17. **“Harassment”** – as defined by the UCCMS as amended from time to time
 18. **“Independent Third Party”** – The individual or organization retained by Gymnastics Canada to receive Reports and complaints and to fulfill the responsibilities outlined in the *Discipline and Complaints Policy*, and *Appeal Policy*, as applicable. This individual or organization must not be in a real or perceived conflict of interest or have a direct relationship with any of the Parties
 19. **“Individual”** – Refers to all Registered Participants, as well as all people employed by, contracted by, or engaged in activities with Gymnastics Canada including but not limited to, employees (full- time, part-time (permanent, temporary, or fixed-term)); all consultants, contractors, and other service providers who may provide services to Gymnastics Canada; Athletes, coaches and coach developers, instructors, officials, volunteers, managers, integrated support team members, technical observers, administrators, committee members, parents or guardians, spectators, directors or officers
 20. **“Internal Discipline Chair”** – An individual appointed by Gymnastics Canada to decide on complaints that are assessed under Process #1 of the *Discipline and Complaints Policy*. The Internal Discipline Chair may be a director, head coach, staff member, or other individual affiliated with Gymnastics Canada but must not be in a conflict of interest or have a direct relationship with any of the Parties
 21. **“Maltreatment”** – As defined in the UCCMS and as amended from time to time
 22. **“Member”** – A Member as defined by the Gymnastics Canada By-laws
 23. **“Minor”** – As defined in the UCCMS and as amended from time to time

-
24. ***“Party” (or “Parties”)*** – The individuals involved in a dispute
25. ***“Person in Authority”*** – Any Participant who holds a position of authority within Gymnastics Canada including, but not limited to, coaches, instructors, officials, managers, support personnel, chaperones, committee members, or directors or officers
26. ***“Physical Maltreatment”*** – As defined in the UCCMS and as amended from time to time
27. ***“Power Imbalance”*** – As defined in the UCCMS and as amended from time to time
28. ***“Prohibited Behaviour”*** – As defined in the UCCMS and as amended from time to time
29. ***“Provisional or Interim Suspension”*** – Means that the Individual is barred temporarily from participating in in any capacity in any Event or activity of Gymnastics Canada and its Members, as applicable, or as otherwise decided pursuant to the *Discipline and Complaints Policy*, prior to the decision rendered in a hearing conducted pursuant to the *Discipline and Complaints Policy*
30. ***“Reporting” (or “Report”/ “Reported”)*** – As defined in the UCCMS and as amended from time to time
31. ***“Respondent”*** – The Party responding to a complaint or investigation; or, in the case of an appeal, the body or organization whose decision is being appealed, or the Individual that was the subject of a decision that is being appealed²
32. ***“Sexual Maltreatment”*** – As defined in the UCCMS and as amended from time to time
33. ***“SDRCC”*** – The Sport Dispute Resolution Centre of Canada
34. ***“SIC”*** – Sport Integrity Canada (formerly the Canadian Centre for Ethics in Sport (CCES))
35. ***“UCCMS”*** – The *Universal Code of Conduct to Prevent and Address Maltreatment in Sport*, as amended from time to time
36. ***“UCCMS Participant”*** – An Individual affiliated with Gymnastics Canada who has been designated by Gymnastics Canada as a UCCMS Participant and who has signed the required consent form. For Gymnastics Canada, UCCMS Participants include Gymnastics Canada board members, employees, committee volunteers, national team coaches and staff, technical officials, national Athletes (including national competition competitors), Event volunteers, contractors, integrated support team and medical personnel
37. ***“Vulnerable Participant”*** – As defined in the UCCMS and as amended from time to time
38. ***“Workplace”*** – Any place where business or work-related activities are conducted. Workplaces include but are not limited to Gymnastics Canada 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

-
39. **“Workplace Harassment”** – A course of vexatious comment or conduct against a Participant 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
40. **“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.
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. For example, if an Individual receives a decision on Thursday December 17, 2020, the 14-day deadline to appeal this decision starts on Friday December 18, 2020 and would expire on Friday January 1, 2021. However, since January 1, 2021 is a legal holiday, January 2, 2021 is a Saturday, and January 3, 2021 is a Sunday, the deadline to appeal would expire at midnight (in the location of the individual seeking to file an appeal) on January 4, 2021. ↵*
 2. *For clarity, in the case of an appeal from a decision of an Internal Discipline Chair or an External Discipline Panel struck under the Discipline and Complaints Policy, the Respondent will be Gymnastics Canada, and not the member or members comprising the Internal Discipline Chair or an External Discipline Panel. ↵*