

**POLICIES AND PROCEDURES  
OF THE  
CANADIAN POWERLIFTING UNION (CPU)**

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## DEFINITIONS

For the purposes of the following document(s), the following terms will be defined:

Association Member - an organization, association or corporation recognized by CPU as the sole governing body for powerlifting in a specific Province or Territory, is registered as a Member of CPU and has agreed to abide by CPU's bylaws, policies, procedures, rules and regulations.

Athlete – an individual athlete or competitor in powerlifting registered with an Association Member.

Complainant – The Party alleging an infraction

Conflict of Interest – Any situation in which a Representative's decision-making, which should always be in the best interests of the CPU, is influenced or could be influenced by personal, family, financial, business, or other private interests

CPU – Canadian Powerlifting Union

CPU Board – the current appointed board of directors of CPU.

CPU-branded social media – Official social media engagement by the CPU including the CPU's Facebook page(s), photo sharing accounts, YouTube channels, Instagram, blogs, or other social media engagement; those that exist currently and those that will be created by the CPU in the future.

CPU Case Manager – The person or organization appointed by the CPU to oversee the management and administration of complaints.

CPU Ethics Committee - The Ethics Committee formed by and within the CPU responsible for resolution of Minor Infractions and non-UCCMS Major Infractions, assisting in policy development, and providing members with guidance in where to file a complaint.

CPU-Sanctioned Events - Events held within Canada that are approved by the Board and Member Provinces by a bidding process. These events include but are not limited to Western, Central, Eastern, and National Championships.

Days – Days irrespective of weekends and holidays.

GM – General Meeting of the Canadian Powerlifting Union Board of Directors and Member Provinces.

Individuals – All categories of membership “or registrant” defined in the CPU Bylaws and CPU Policies and Procedures, as well as all individuals engaged in activities with the CPU including, but not limited to: athletes, coaches, convenors, referees, officials, volunteers, administrators, committee members, Directors and Officers of the CPU, spectators at events, and parents/guardians of athletes.

IPF – International Powerlifting Federation.

ITP - the independent body tasked with administering the Complaint and Discipline Procedures. For the purposes of this policy, ITP Sport and Recreation Inc. is an independent third-party complaint management company responsible for resolution of some Major Complaints, such as complaints that fall under UCCMS and determination of discipline for those complaints.

ITP Case Manager - The person or organization appointed by the CPU within ITP Sport, to oversee the management and administration of Major Complaints, such as complaints that fall under UCCMS.

NAPF – North American Powerlifting Federation.

Non-Pecuniary Interest - An interest that an individual may have in a matter which may involve family relationships, friendships, volunteer positions or other interests that do not involve the potential for financial gain or loss

Official(s) - All persons appointed by the Board or a Member Province to act in a regulatory manner.

Pecuniary Interest - An interest that an individual may have in a matter because of the reasonable likelihood or expectation of financial gain or loss for that individual, or another person with whom that individual is associated

Parties – The Complainant, Respondent, and any other individuals, persons, or organizations affected by the complaint.

Regional Championships - may be referred to as Eastern, Western, and Central championships throughout this document.

Registrant – individuals who are engaged in activities that are provided, sponsored, supported or sanctioned by the CPU as identified under the CPU bylaws or those of an Association Member as well as including, but are not limited to, an competitive or recreational Athlete registered with a CPU Association Member, members of national teams, coaches, officials, event organizers, administrators of community clubs, and volunteers who serve on club executives, committees and board of directors.

Representative - All individuals employed by, or engaged in activities on behalf of, the CPU. Representatives include but are not limited to, staff, administrators, Directors and Officers of the CPU, committee members, and volunteers.

Respondent – The alleged infracting Party.

Social media – The catch-all term that is applied broadly to new computer-mediated communication media such as blogs, YouTube, Facebook, Instagram, Tumblr, Snap Chap, TikTok and Twitter.

UCCMS - Universal Code of Conduct to Prevent and Address Maltreatment in Sport. It can be found in its full form here: <https://sportintegritycommissioner.ca/uccms>

Unequipped - Classic/raw lifting category.

Workplace - Any place where CPU business or related activities are conducted. Workplaces include but are not limited to, work-related social functions, CPU and affiliate events, work-related travel, and work-related conferences or training sessions. Activities include but are not limited to, CPU and affiliate events, meetings of members or related social functions.

## **GOVERNANCE AND OPERATIONAL POLICIES**

### **1.0 REGISTRANT POLICY**

#### **1.1 Purpose**

The purpose of this policy is to set out the requirements, rights and responsibilities of Registrants.

#### **1.2 Application**

To apply to become a Registrant, an individual must:

- a) be a Canadian citizen or have permanent resident status or be in Canada on a work or study visa;
- b) has made an application for membership in a manner prescribed by an Association Member or the CPU;
- c) been approved by the CPU Board or any committee or individual delegate given such authority;
- d) be in good standing with the applicable Association Member and CPU;
- e) paid all dues as prescribed by the applicable Association Member and the CPU; and
- f) agrees to follow the rules and policies of the applicable Association Member and CPU and indicates this in their application.

**1.3** Except for the youth division and special Olympic Athletes, competitive or recreational Athletes must take the CCES online E-Learning Anti-Doping Tracked course and subsequent renewal course after each twelve (12) month period to maintain their status as a Registrant and compete at any CPU or Association Member sanctioned event. Athletes are required to upload the Certificate of Completion on the esportsdesk by before applying to be a Registrant.

**1.4** If a candidate individual was previously an Athlete within powerlifting in another country other than Canada, then they are required to contact the CPU Board to process the transfer and seek admission as a Registrant.

**1.5** Acceptance or reinstatement as a Registrant is not automatic. It may be refused at the discretion of the CPU Board. If circumstances warrant, the CPU Board may impose additional conditions upon admission or readmission, such as a probationary period or other eligibility restrictions which the CPU Board deems to be appropriate in the circumstances.

#### **1.6 Good Standing**

A Registrant will be in good standing provided that the Registrant:

- a) is a member of an Association Member or otherwise recognized by an Association Member;
- b) owes no outstanding registration dues or other debts to the Association Member and CPU;
- c) has not been suspended or expelled from any Association Member or the CPU;
- d) has complied with the by-laws, policies and rules of the applicable Association Member and the CPU;
- e) is not subject to a disciplinary action or investigation of the applicable Association Member, or if subject to disciplinary action or investigation of an Association Member previously, has fulfilled all terms and conditions of such disciplinary action to the satisfaction of the Association Member; and
- f) is in good standing with their respective Association Member.

### **1.7 Suspension or Expulsion**

Registrants will be subject to a minimum suspension of five (5) years or expulsion from CPU if they attempt to forge or alter any of the required documentation needed to participate in any sanctioned CPU competition. These documents include, but are not limited to:

- a) Government-issued ID;
- b) CPU membership card; or
- c) True Sport Module Certificate.

**1.8** A Registrant that has been suspended by an Association Member or the CPU for any reason must apply for reinstatement with the Association Member or the CPU, as applicable after their suspension has ended.

**1.9** Any Registrant who has received and served a full doping suspension under the Canadian Anti-Doping Program (“CADP”) and wishes to return to CPU must apply for reinstatement for reinstatement to the CPU Board and be required to pay a fee of \$1,100 to the CPU and any Registrant applying for reinstatement shall be required to repay to the CPU or its Association Member the full amount of any legal, medical, physical or other expenses that may have been incurred as a result of the prior doping offence.

**1.10** For all other suspensions, terminations of registrations or other imposed sanctions and eligibility restrictions, where the Registrant wishes to apply for reinstatement and the CPU Board approves the application:

- a) the reinstated Registrant is required to repay to the CPU and/or its Association Member the full amount of any legal, or other expenses incurred from or during the discipline process as ordered by the Ethics and Discipline Committee or other applicable disciplinary panel; and
- b) the reinstated Registrant who was suspended for a breach of the Code of Conduct, Conflict of Interest or Social Media Policy must, as part of their application, provide a letter acknowledging that they have reviewed all CPU policies, as applicable, and agree to abide by them.
- c) Further requirements may be added by the CPU Board where appropriate.

**1.11** As set out in the Discipline and Complaints Policy, Registrants have the right to be heard by the Ethics and Discipline Committee or other applicable disciplinary panel, if they have been alleged to have violated the *Code of Conduct* or other conduct standard of the CPU, prior to imposing any penalties, suspensions, eligibility restriction or expulsion on a Registrant due to their misconduct.

**1.12** A Registrant cannot participate at any level of powerlifting competitions or events hosted by CPU or a for a period to be determined by the Ethics and Discipline Committee or other applicable disciplinary panel if they are under temporary or permanent suspension.

**1.13** CPU Membership Card

A Registrant who resides in a province having an Association Member must buy a CPU membership card from the Association Member for the province or territory in which they reside. Any Registrant from a non-affiliated province or territory or any Canadian citizen permanently residing in a foreign country who wishes to compete in a CPU sanctioned contest must contact the CPU Registration Chairperson. Under no circumstances should an Association Member register a Registrant from outside their own province without approval from the Registration Chairperson and CPU Board.

**1.14** All individuals applying for a CPU membership card must disclose all information regarding current suspensions or other eligibility restrictions from all sport organizations. Failure to do so will result in immediate disqualification from CPU, with all contest results for the Registrant being retroactively nullified.

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## 2.0 ASSOCIATION MEMBERS' AFFILIATION REQUIREMENTS POLICY

2.0 Organized and active Member Provinces shall maintain an executive consisting of:

- a) president;
- b) vice president;
- c) officiating chairperson;
- d) secretary; and
- e) any other positions shall be optional.

2.1 Each Member Province must have at least three provincially certified referees, who have passed both a written and a practical examination.

2.2 No Member Province shall be admitted to the CPU whose Bylaws and Policies have not been examined by the Board and must be found compatible with the CPU Bylaws and Policies in every way, and to be in the best interests of powerlifting in Canada. Any proposed change to existing provincial bylaws and policies must be submitted annually to the Board for approval.

2.3 Effective June 1, 2024, Member Provinces must have a provincial version of the following policies in place:

- a) Complaints policy;
- b) Discipline policy;
- c) Appeals policy; and
- d) Inclusion policy.

2.4 Member Province's Bylaws or Policies must not contradict CPU Bylaws or Policies.

2.5 Each Member Province must have one national level referee.

2.6 Each Member Province must submit an up-to-date list of its card-holding referees to the National Technical Committee every six months.

2.7 Each Member Province shall be required to hold one annual, closed provincial championship for each division, weight, and age class.

2.8 A Registrant may not buy a CPU Card from a province other than that in which they reside. Any Registrant from a non-affiliated province or any Canadian citizen permanently residing in a foreign country, who wishes to compete in a CPU-sanctioned contest must contact the CPU Registration Chairperson. Under no

circumstances should a provincial registration chairperson register a Registrant from outside their own province without authorization from the CPU Board and Registration Chairperson.

- 2.9 There are two types of affiliation: CATEGORY I Affiliation, and FULL affiliation. A Member Province may be granted Category I Affiliation simply by organizing itself and applying for acceptance into the CPU, thereby allowing its Registrants to compete in CPU-sanctioned competitions. The Member Province will be granted Full Affiliation status at the next AGM with a majority vote of the CPU Member Provinces present, provided that the petitioning province has met all affiliation requirements.
- 2.10 If a Member Province with FULL Affiliation has become inactive, that is, it has not held a sanctioned competition for more than one year, the Board may vote to lower the province's status to CATEGORY 1. If a Member Province with CATEGORY 1 status has been similarly inactive for 1 year and has not applied for FULL membership status at the CPU AGM, then the Board may, by majority vote, award CATEGORY 1 status to any other group from the province who makes application to the Board.
- 2.11 All Member Provinces must obtain a minimum provincial not-for-profit corporation status and submit the registration to the Secretary.
- 2.12 All Member Provinces must pay, in full, their respective provincial annual anti-doping contribution to the CPU for the purpose of maintaining its CCES/WADA contractual agreement. The amounts will be determined by the Board, in consultation with CCES members and the CPU Anti-Doping Chairperson. The deadline to pay will be no later than 15 days from the date on the CPU invoice.

*Reporting requirements for member provinces*

- 2.13 Each Member Province must submit to the Treasurer and Webmaster upon sanctioning a meet:
- a) Competition details or sanction document as received, and a copy of the entry form, 56 days (8 weeks) prior to the event date;
  - b) Results of sanctioned competitions within seven (7) days following a competition.
- 2.14 Member Province presidents from incorporated Member Provinces are required to send their AGM minutes to the Board within 60 (sixty) days of their respective AGM.
- 2.15 The President and Secretary must receive Member Province annual provincial reports 30 (thirty) days in advance of the set date of the AGM.
- 2.16 A Member Province cannot penalize a Registrant or Official from other provinces.

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**3.0 OFFICER DUTIES AND RESPONSIBILITIES POLICY**

This section will describe the responsibilities and duties of the Directors and other Officers of the CPU. Directors are the President, two Vice-Presidents, Treasurer, and Secretary.

**3.1 President**

- a. The President is the primary point of contact for any outside agencies currently working in association with the CPU or that wish to form an association with the CPU.
- b. The President is the only Director who, with approval from the Board, can enter into agreements with outside agencies.
- c. The President is responsible for the following:
  - i. Directing the debate and keeping order at meetings of the Member Provinces according to the traditions and rules of parliamentary procedure;
  - ii. Presenting all awards at National competitions. This duty may be delegated to other Officials provided that all presenters are dressed in a manner appropriate to the occasion and to their office;
  - iii. Appointing an interim Secretary at a meeting of the Member Provinces or a meeting of the Board if the Secretary is absent;
  - iv. Develop, delegate, and assist in multi-year projects to improve and grow the CPU;
  - v. Assist in guidance and direction, if necessary, with the national team, coaching, and any other committee; and

- vi. Liaise with committees to ensure plans are being followed and resources are provided.
- vii. In the case of equal voting on a motion at a meeting of the Board, the President, as Chair, will vote a second time to break the tie.

d. The President shall receive an annual honora of \$7000.00

### 3.1 Executive Vice President, Program Director

- a) The Executive Vice President, Program Director is responsible for the following:
  - i. Supporting national team members by addressing questions and concerns and providing guidance before and after international events;
  - ii. Interfacing between Member Provinces and the CPU;
  - iii. Working collaboratively with the NCCP (National Coaching Committee Program) committee and coaches on the creation and implementation of coach development programs;
  - iv. Distributing grassroots programs to clubs designed to increase participation and capacity;
  - v. Developing and implementing team selection criteria, for consideration by the current Board for athlete participation in National and International level competitions;
  - vi. Performing all the duties of the President, including presiding at meetings of the Board or meetings of the Member Provinces in the absence of the President;
  - vii. Liaise with designated committees to ensure plans are being followed and resources are provided; and
  - viii. Other duties assigned by the Board.
  
- b. The Executive Vice President, Program Director shall receive an annual stipend of \$3500.

### 3.2 Executive Vice President of Sport Development

- a) The Executive Vice President, of Sport Development is responsible for the following:
  - I. Helping Member Provinces develop their own strategic plans;
  - II. Acting as the “social media face and voice” of the CPU by liaising and communicating with the public, funding partners, and other parties within and outside of the powerlifting community;
  - III. Developing and maintaining partnerships with strategic, national, and provincial sporting bodies;
  - IV. Overseeing the media support for special events of the CPU, such as the annual awards, major competitions, and national championships;
  - V. Liaise with designated committees to ensure plans are being followed and resources are provided; and

VI. Other duties assigned by the Board.

b) The Executive Vice President of Sport Development shall receive an annual stipend of \$3500.

### 3.3 Secretary

a) The Secretary is responsible for the following:

- i. Assisting the President in carrying out and conveying the wishes of the Board to the General Secretary of the IPF;
- ii. Taking and keeping the minutes of all meetings of the Board and may request the same meeting minutes of the Member Provinces;
- iii. Giving due notice to all Member Provinces of a meeting of the Member Provinces;
- iv. Updating the CPU By-laws following any amendments and forwarding a copy to the CPU Webmaster for posting on the CPU website within 30 (thirty) days of the amendments being approved;
- v. Maintaining and updating the CPU's Policies and Procedures as required;
- vi. Liaising with designated committees to ensure plans are being followed and resources are provided; and
- vii. Other duties assigned by the Board.

b) The Secretary shall receive an annual stipend of \$3500

### 3.4 Treasurer

a) The Treasurer is responsible for the following:

- i. Supervising the management and disbursement of funds of the CPU;
- ii. Keeping proper accounting records which will be provided annually to an independent Certified Professional Accountant (CPA) who will provide a Compilation report along with compiled financial information;
- iii. Providing the Board with monthly bank reconciliations which show itemized monthly cash disbursements and deposits by the end of the following month;
- iv. Presenting the independent Compilation report and financial information at the AGM;
- v. Liaise with designated committees to ensure plans are being followed and resources provided; and
- vi. Other duties assigned by the Board.

b) The Treasurer shall receive an annual stipend of \$3500

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**4.0 CHAIRPERSON(S) AND COMMITTEES**

4.1 The Board may appoint such chairperson and committee members as it deems necessary for managing the affairs of the CPU and may delegate to any committee any of its powers, duties, and functions except when prohibited by the *Canada Business Corporations Act*, (R.S.C., 1985, c. C-44, as amended or the CPU By-laws.

4.2 The chairperson of all active committees shall produce a report, at the request of the Board, that summarizes the committee’s successes, challenges, current undertakings, and progress related to that time period.

4.3 The term of all chairpersons and committee members shall be two years. However, the Board may appoint or remove chairpersons and/or committee members at any time during a given term.

4.4 The maximum number of individuals on any given committee shall be three unless otherwise approved by the Board.

4.5 Technical (Officiating) Committee:

a) Officiating Chairperson

The Officiating Chairperson must be an IPF category I or II and shall be appointed by the Board. The Officiating Chairperson will be responsible for the following:

- Being the technical liaison between the IPF and CPU;
- Coordinate CPU referees for international events in conjunction with the budget and Board approval;
- May contact the IPF Technical Committee for clarification on matters involving interpretation of the IPF Technical Rules when necessary;

- Maintain constant communication with the Technical Committee and Member Provinces' Officiating Chairperson concerning developments that involve referees and changes to the IPF Technical Rules;
- Shall provide guidance to the Technical Committee;
- Submit an annual report for the AGM;
- Follow the guidelines of the CPU Referee scheduling and expense policy; and
- Will abide by and enforce all officiating policies outlined in the Officiating Policies Section of the CPU policies.

b) The Officiating Chairperson shall receive an annual stipend of \$500.

c) Technical (Officiating) Committee

The Technical Committee will be comprised of the following individuals:

- Western Officiating Chairperson
- Central Officiating Chairperson
- Eastern Officiating Chairperson

d) Members of the Technical Committee must be CPU National level referees or higher, with preference being given to IPF Cat I or II officials, and shall be appointed by the Board with the assistance of the Officiating Chairperson. The Technical Committee is responsible for the following:

- Develop, maintain, and update the national referee exam;
- Oversee the testing of national referees;
- Maintain an up-to-date list of all national referees;
- Submit an annual report for the AGM;
- Conduct technical rules clinics for all potential and current referees at Regionals and Nationals;
- Approval of provincial referee's written examinations that are being used by all Member Provinces;
- Provide guidance to the provincial Officiating Chairs;
- With the assistance of the applicable provincial Officiating Chairs and/or meet directors, will determine the referee schedule for Regional Championships;

- When the National Championships are held within their respective region, they will determine the referee schedule for that National Championships with the assistance of the applicable provincial Officiating Chairs and/or meet directors;
- Shall make recommendations to the Board and Officiating Chair of any National level referee who may be suitable candidates to take their international referee's exam.
- Shall follow the guidelines of the CPU Referee scheduling and expense policy, and
- Will abide by and enforce all officiating policies outlined in the Officiating Policies Section of the CPU policies.

e) Each member of the Technical Committee shall receive an annual stipend of \$500.

#### 4.6 Records Chairperson

The Records Chairperson is responsible for the following:

- Maintain communication with the CPU Webmaster to keep online CPU National Records up-to-date;
- Provide an up-to-date list of the National Records to the AGM;
- Submit an annual report for the AGM;
- Receiving and reviewing record applications and updating records as applicable.

a) The Records Chairperson shall receive an annual stipend of \$2000.

#### 4.7 Registration Chairperson

The Registration Chairperson is responsible for the following:

- All internal national registration matters including expenses and receipts;
- Maintain an up-to-date list of all Registrants with current contact information;
- Be the liaison with the providers of the electronic registration (membership) system and the provincial registrars to resolve any registration issues; and
- Submit an annual report for the AGM.



- a) The Registration Chairperson shall receive an annual stipend of \$1000.

#### 4.8 Social Media Director

The Social Media Director is responsible for the following:

- Development of marketing strategies for the benefit of powerlifting in Canada;
- Oversee the maintenance of the CPU social media sites; and
- Provide an annual report for the AGM.

- a) The Social Media Director(s) shall be a person (or persons) appointed by the Board and paid a stipend of \$2000 total.

#### 4.9 Championships Chairperson(s)

The Championships Chairperson(s) shall be responsible for the following:

- Publishing the calendar for all international competitions that Registrants are eligible to participate in;
- Notification of deadlines for entry to all relevant parties via Internet media;
- Receiving team application forms from prospective team members;
- Work with the Board in the team selection process;
- Communicate team nominations to the IPF, NAPF, or other;
- Communicate team transport and hotel requirements to meet directors;
- Work with the Treasurer to ensure participation fees, transportation, hotel fees as required are received; and
- Communicate with team members and coaches any important details, changes, or other.

- a) The Championship Chairperson(s) shall be a person (or persons) appointed by the Board and paid a stipend, determined, reviewed, and agreed upon by the Board each year.
- b) This position will be reviewed on an annual basis;

- c) This position may extend to work on other special projects, should the Board see fit and the Championship Chairperson(s) is qualified to do so.

#### 4.10 Webmaster Chairperson

The Webmaster Chairperson is responsible for the following:

- Oversee the maintenance and updating of the CPU website.
- Submit an annual report for the AGM.

- a) The Webmaster Chairperson shall receive an annual stipend of \$2000.00

#### 4.11 Medical Committee

The Medical Committee will advise and assist the Board on medical matters.

#### 4.12 Disabilities Integration Committee

The Disabilities Integration Committee shall include:

- Visually impaired;
- Special Olympic; and
- Locomotor Impaired (quadriplegic, paraplegic, and other physical impairments) Registrants.

- a) The Disability Integration Committee shall liaison with the recognized disability governing bodies to encourage its Member Provinces' participation in CPU-sanctioned events and offer aid to these groups when possible. The Disability Integration Committee shall report at the AGM detailing the past year's activities, as it relates to the CPU, and provide suggestions to further the group's inclusion in all levels of CPU events in the coming year.

#### 4.13 Doping Control Committee

The Doping Control Committee shall be responsible for all matters pertaining to doping control and doping control education. This committee is responsible for, but is not limited to, the following:

- Assist with the education of athletes about anti-doping;
- To keep the Board informed of any and all changes to anti-doping;

- Determining disciplinary action in the case of positive findings;
- All communication to the Registrant in question; and
- Report to the Board on the distribution of tests (positive, negative, in-contest, out-of-contest, number of tests per province, etc.) as well as provide an annual report for the AGM.

#### 4.14 Coaching Committee

The Coaching Committee shall be responsible for the selection of the Head Coach for any IPF level event. Once the Head Coach is selected, the Coaching Committee and Head Coach are jointly responsible for naming any assistant coaches or additional personnel. The final selection of all coaching personnel will be approved by the Board.

a) The Coaching Committee will be required to:

- Maintain an up-to-date database of all current and past Team Canada Coaches.
- Make sure all Team Canada coaches are aware of all expectations and roles/responsibilities, including but not limited to any sponsorship requirements, code of conduct, education requirements, and other team-related information.
- Work with the CPU Social Media Director to announce all selected coaches for each International Team and promote any important deadlines, changes, or application openings related to CPU Coaching.
- Maintain an up-to-date job description for Team Canada coaching positions on the CPU website (reviewed and updated four weeks before every AGM).
- Organize and run at least one digital or in-person event per year with the goal of educating members interested in pursuing CPU coaching.
- Keep the CPU Treasurer updated with invoicing after coaches are selected.

#### 4.15 Coaching Program Committee

The Coaching Program Committee shall be responsible for managing the CPU Coaching Program broadly, including testing of all national coaches, developing criteria for improvement, ensuring a standard of excellence across coaches, and making recommendations to the Board. The Coaching Program Committee will be required to:

- Promote and inform the Member Provinces and Registrants of any Coaching Program business through official CPU social media, CPU website, and any CPU-related communication avenue.
- Design and create the outline for each coaching module for the content creators contracted to the coaching program. Include clear instructions and directives for each module.
- Work with the CPU Social Media Chairperson to announce any important deadlines, changes, or information regarding the Coaching Program.
- Maintain up-to-date information regarding the CPU Coaching Program on the CPU website (reviewed and updated two weeks before every AGM).
- Support the contract creators to make sure all modules are meeting the CPU Coaching Program vision.

#### 4.16 Competition Committee

The Competition Committee is responsible for the following:

- Develop a criteria-based system with an emphasis put on Qualifying Standards;
- Examine the criteria set forth for competing at National Championships and provide a recommended path;
- Analyze the framework in place and recommend a path for the future with respect to international teams;
- Examine the current National Qualifying Standards; and
- Make recommendations to the Board.

#### 4.17 Ethics Committee

The Ethics Committee will advise the Board and the Member Provinces on the interpretation and application of the CPU Code of Conduct, Social Media Policy, Transgender Athlete Policy, Discipline and Complaints Policy, Coaches' Code of Conduct, and Conflict of Interest Policy. The Ethics Committee will also provide leadership in the development and application of future policies.

#### 4.18 Financial Committee

The Finance Committee will assist the Board in fulfilling its oversight responsibilities related to corporate auditing and reporting, financial policies and strategies, and financial risk management. The Committee will review and provide guidance regarding CPU investment strategies.

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**5.0 CONFLICT OF INTEREST POLICY**

**5.1 Background**

Individuals who act on behalf of an organization have a duty first to that organization and second to any personal stake they have in the operations of the CPU. For example, in not-for-profit organizations, Directors are required, by law, to act as a trustee (in good faith, or in trust) of the CPU. Directors, and other stakeholders, must not put themselves in positions where making a decision on behalf of the CPU is connected to their own personal interests. That would be a conflict of interest situation.

5.2 This Policy is informed by legal requirements imposed by the Canada *Not-For-Profit Corporations Act* and by the CPU’s Bylaws. In the event of a conflict between this Policy and the Bylaws and/or legal requirements, the legal requirements and/or Bylaws will prevail.

**5.3 Purpose**

The CPU strives to reduce and eliminate nearly all instances of conflict of interest at the CPU – by being aware, prudent, and forthcoming about the potential conflicts. This Policy describes how Representatives will conduct themselves in matters relating to conflict of interest, and will clarify how Representatives shall make decisions in situations where conflict of interest may exist.

5.4 This Policy applies to all Representatives.

#### 5.5 Obligations

Any real or perceived conflict of interest, whether pecuniary or non-pecuniary, between a Representative's personal interest and the interests of the CPU, shall always be resolved in favour of the CPU.

5.6 Representatives will not:

- a) Engage in any business or transaction, or have a financial or other personal interest, that is incompatible with their official duties with the CPU, unless such business, transaction, or other interest is properly disclosed to the CPU and approved by majority vote of unconflicted members of the CPU's Board of Directors
- b) Knowingly place themselves in a position where they are under obligation to any person who might benefit from special consideration or who might seek preferential treatment) In the performance of their official duties, give preferential treatment to family members, friends, colleagues, or organizations in which their family members, friends, or colleagues have an interest, financial or otherwise
- c) Derive personal benefit from information that they have acquired during the course of fulfilling their official duties with the CPU, if such information is confidential or not generally available to the public
- d) Engage in any outside work, activity, or business or professional undertaking that conflicts or appears to conflict with their official duties as a representative of the CPU, or in which they have an advantage or appear to have an advantage on the basis of their association with the CPU
- e) Without the permission of the CPU, use the CPU's property, equipment, supplies, or services for activities not associated with the performance of their official duties with the CPU
- f) Place themselves in positions where they could, by virtue of being an CPU Representative, influence decisions or contracts from which they could derive any direct or indirect benefit
- g) Accept any gift or favour that could be construed as being given in anticipation of, or in recognition for, any special consideration granted by virtue of being an CPU Representative

### 5.7 Disclosure of Conflict of Interest

- a) On an annual basis, all the CPU's Directors and candidates for election to the Board, Officers, Employees, and Committee Members will complete a Declaration Form ("Appendix C") disclosing any real or perceived conflicts that they might have. Declaration Forms shall be retained by the CPU.
- b) Representatives shall disclose real or perceived conflicts of interest to the CPU's Board immediately upon becoming aware that a conflict of interest may exist.
- c) Representatives shall also disclose any and all affiliations with any and all other organizations involved with the same sport. These affiliations include any of the following roles: athlete, coach, manager, official, employee, volunteer, or Director.

### 5.8 Minimizing Conflicts of Interest in Decision-Making

- a) Decisions or transactions that involve a conflict of interest that has been proactively disclosed by an CPU Representative will be considered and decided with the following additional provisions:
  - i. The nature and extent of the Representative's interest has been fully disclosed to the body that is considering or making the decision, and this disclosure is recorded or noted
  - ii. The Representative does not participate in discussion on the matter
  - iii. The Representative abstains from voting on the decision
  - iv. At the request of one or more individuals attending the meeting, the Representative must leave the room (or disconnect from the call, as the case may be) for the duration of the discussion, debate, and vote on the matter
  - v. The Representative does not count toward quorum
  - vi. The decision is confirmed to be in the best interests of the CPU
- b) For potential conflicts of interest involving employees, the CPU's Board will determine whether there is there a conflict and, if one exists, the employee will resolve the conflict by ceasing the activity giving rise to the conflict.

- c) The CPU will not restrict employees from accepting other employment contracts or volunteer appointments provided these activities do not diminish the employee’s ability to perform the work described in the employee’s job agreement with the CPU or give rise to a conflict of interest.

5.9 Conflict of Interest Complaints

- a) Any person who believes that a Representative may be in a conflict of interest situation should report the matter, in writing (or verbally if during a meeting of the Board or any committee), to the CPU’s Board who will decide appropriate measures to eliminate the conflict. The Board may apply the following actions singly or in combination for real or perceived conflicts of interest:
  - b) Removal or temporary suspension of certain responsibilities or decision-making authority
  - c) Removal or temporary suspension from a designated position
  - d) Removal or temporary suspension from certain teams, events, and/or activities
  - e) Other actions as may be considered appropriate for the real or perceived conflict of interest

5.10 Any person who believes that a Representative has made a decision that was influenced by real or perceived conflict of interest may submit a complaint in accordance with the CPU *Code of Conduct and Ethics Process*.

5.11 Failure to comply with an action as determined by the Board will result in automatic suspension from the CPU until compliance occurs.

5.12 The Board may determine that an alleged real or perceived conflict of interest is of such seriousness as to warrant suspension of designated activities pending a meeting and a decision of the Board.

5.13 Enforcement

Failure to adhere to this Policy may permit discipline in accordance with the CPU’s *Code of Conduct and Ethics Process*.

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6.0 FINANCE

6.1 The Treasurer shall present a compilation report and financial information prepared by an independent certified professional accountant on the date of the AGM.

CPU Subscription Fees

6.2 Provincial Affiliation Fee - \$2.00 per provincial Registrant on record as of November 30 of the current billing year;

- a) Sanction Fee for National Powerlifting and Bench Press Championships - \$750.00;
- b) Sanction Fee for Regional Powerlifting and Bench Press Championships - \$500.00;
- c) Event Deposit (refundable) - \$250.00;
- d) Competitor’s Registration (membership) Fee - \$95.00;
- e) Drug Testing Fee - \$15.00 per Registrant per competition; and
- f) Sponsorship Fees - as determined by the Board on an annual basis.

6.3 CPU Subscription Fees shall be payable as follows:

- a) Provincial Affiliation Fee: to be paid in full by January 1 of each year;
- b) Sanction Fees and Event Deposit: to be paid in full at the time of bid submission;
- c) Competitor’s Registration (membership) Fee: payment in full at the time of purchase;
- d) Drug Testing Fee: payable within fifteen (15) days of receipt of invoice following each competition; and
- e) Website advertising fee is payable January 1 of each calendar year. New advertisers will be prorated for the remainder of the current year.

6.4 Television rights for international competitions held in Canada are the sole property of the IPF. If the IPF Media Committee cannot obtain a signed contract, and waives its rights, those rights must pass to the CPU. If within a three (3)-month period the CPU fails to procure a contract, the meet director/promoter may negotiate a media contract. Regardless of the agreed-upon fee, the IPF will receive 25 %, the CPU will receive 25 % and the meet promoter 50 %.

6.5 Any Member Province and or territory of the CPU with:

- a) Monies outstanding to/for the CPU in arrears of 30 (thirty) days or more; and/or
- b) Monies outstanding to/for the CPU in the amount of \$500.00 or more, shall forfeit their voting privileges on all matters pertaining to CPU business, with the exception of, a vote for the election of CPU officers, until such time as their outstanding account has been paid in full.

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## **EVENT AND HIGH PERFORMANCE POLICIES**

### **7.0 COMPETITION GENERAL REQUIREMENTS**

- 7.1 IPF rules must be followed at all CPU and Member Province competitions.
- 7.2 Only competitions approved by the Board or by the Member Province shall be designated as Championship competitions.
- 7.3 Only equipment outlined in the EQUIPMENT section these CPU policies shall be permitted at all levels of powerlifting competitions in the CPU.
- 7.4 Only competitions sanctioned or approved by the CPU or a Member Province shall be advertised through official CPU media.
- 7.5 The CPU will collect \$15 per unique registration from all sanctioned competitions to assist in the funding of the CPU anti-doping program, payable in 15 (fifteen) days following a competition. Athletes not required to complete the CCES True Sport module are still subject to the \$15 amount. Failure to do so will result in the Member Province being subject to a \$500 fine payable to the CPU.
- 7.6 At CPU-sanctioned competitions, sponsor logos may be placed on the front or back, and/or on both sleeves of a T-shirt or the front or back of a singlet for wearing on the platform. Logos must not be considered offensive as decided by the Board. CPU-approved sponsor's logos will be permitted at all lower levels of competition.
- 7.7 The Board, in consultation with the Competition Committee, shall determine the qualifying standards for all Regional, National, and International competitions.
- 7.8 A competitor registration (membership) must be obtained prior to registering for any CPU or Member Province competition.
- 7.9 To be eligible to compete at all competitions in Canada that are sanctioned by the CPU or any Member Province, only CPU competitor registration (membership) cards will be accepted.
- 7.10 A Registrant's valid CPU registration (membership) card, CCES online E-Learning Anti-Doping Tracked course certificate, and government-issued photo identification

(excluding youth athletes) must be verified during the weigh-in or equipment check, including date of birth, province, and gender at all competitions.

- 7.11 The Rule of Two must be enforced for athletes under the age 18 at all levels of powerlifting competitions in the CPU. See Appendix “A”.
- 7.12 All referees must hold either a valid Referee registration (membership) or Competitor registration (membership) to officiate at any CPU or Member Province competition.
- 7.13 Provincial level or higher referees, who are either retired or on sabbatical from competing, may apply for a Referee registration (membership).
- 7.14 Any competitions that are held by special interest disability groups that utilize CPU resources in any way, i.e. referees, equipment, or any other, shall be subject to the following conditions:
- a) Competitions must be sanctioned by a Member Province;
  - b) Full IPF rules will apply, with the exceptions/modifications as follows:
    - i. The squat shall be optional for Special Olympic contests.
    - ii. Other modifications will be at the discretion of the Chief Referee.
    - iii. CPU referees will have the final right of acceptance or rejection of all equipment to be used;
    - iv. All Registrants must have a CPU competitor’s membership; and
    - v. All Referees must have either CPU Referee Membership or Competitor Membership.
- 7.15 When contest groupings make it such that an athlete could be eligible for two separate age categories, i.e. Junior and Open, or Master and Open, any athlete wishing to have a total in each category must actually lift in each category. Transferring of results is not allowed.
- 7.16 The CPU and its Member Provinces will adopt the “IPF Livestream Commentator Guidelines” (Please see the CPU website). The guideline is to be provided to

prospective commentators prior to the event where they will be volunteering as commentators. Once the document has been read, a declaration of acceptance of the guidelines shall be signed and submitted to the Board to be kept on file. If the circumstance arises that a commentator conducts themselves in a manner not in accordance with the goals and best interest of the CPU and contradicts the signed declaration, they will no longer be permitted to represent the CPU online. If the transgression is of a serious enough nature, the Board may take further actions as outlined in the CPU Code of Conduct.

- 7.17 Athletes may only wear approved apparel (i.e. items on the IPF Approved List, items on the CPU approved logos list, or Member Province team apparel) at all CPU-Sanctioned events.
- 7.18 All CPU and Member Province-sanctioned competitions will adopt and enforce the Meet Safety Guidelines found on the CPU website and adhere to educating volunteers on the policy.
- 7.19 Member Provinces must submit to the Board the official scoresheet from all provincial-sanctioned competitions within seven (7) days from the date of the competition. Failure to do so will result in the Member Province being subject to a \$500 fine payable to the CPU.
- 7.20 The Member Provinces will be required to inform the CPU of their intention to host a contest by submitting the competition details or sanction document as received and a copy of the entry form to the Treasurer and Webmaster a minimum of 56 days (8 weeks) prior to the proposed event date. Upon approval of the details contained therein, the Webmaster shall post the details of the competition/event in question on the CPU calendar page.
- 7.21 The Board shall determine the officials who will accompany the National Teams.
- 7.22 For all World Championships that take place within Canada, funding for 100% of travel and accommodations at normal economy air and competition hotel rates shall be provided for the President or their delegate, to attend these events.
- 7.23 At all International Championships, the coaches have the final say as to the Registrant's attempts. The Registrant may make suggestions only and must be made aware of this situation prior to team selections.

Policy History	
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## 8.0 QUALIFYING STANDARDS TO COMPETE AT REGIONAL AND NATIONAL EVENTS

- 8.1 Registrants must satisfy any of their Member Province's requirements to qualify to compete at a regional and/or national championship.
- 8.2 All Registrants wishing to compete in regional or national championships must meet the qualifying totals within the 24 months prior to the date of the intended championship.
- 8.3 All Registrants wishing to compete at their first national championship must first compete and achieve a total at any regional championship within the previous two years of the national championship. Lifting in a single lift contest at a regional championship cannot be a qualifier for 3 lift contest at a national championship. Lifting in a 3 lift contest at a regional championship can be a qualifier for a single lift contest at a national championship.
- 8.4 At regional and national championships, athletes cannot change their entered age and weight class within 21 days of the contest starts. This policy does not apply to youth division athletes.
- 8.5 All Registrants must meet the qualifying standard in the discipline (unequipped or equipped) they intend to compete in.
- 8.6 Qualifying attempts for single lift competition must be attained at a single lift competition or from the bench press portion of a 3 lift competition.

8.7 Submitted entry forms for all regional and national championships must include details of the Registrant’s qualifying standard and must be verified by an Officer of the Registrant’s Member Province prior to making the athlete roster public. If any entry form is incomplete in any way, it will not be accepted by the meet director.

8.8 A Registrant who achieves the qualifying standard is then eligible to compete at any chosen weight class at a regional or national championship.

8.9 National and regional qualifying totals are as follows:

QUALIFYING TOTAL FOR CPU UNEQUIPPED NATIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	312.5	405	-	-	-	-
59	482.5	347.5	450	375	347.5	317.5	282.5
66	530	385	497.5	415	382.5	350	312.5
74	580	420	542.5	452.5	417.5	382.5	340
83	625	452.5	585	487.5	450	412.5	367.5
93	665	480	620	517.5	477.5	437.5	390
105	697.5	505	652.5	545	502.5	460	410
120	727.5	527.5	677.5	565	522.5	480	427.5
120+	745	537.5	695	580	535	490	432.5
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							

43	-	155	232.5	-	-	-	-
47	275	167.5	250	210	182.5	152.5	137.5
52	297.5	180	272.5	227.5	195	165	147.5
57	320	195	292.5	245	210	177.5	160
63	347.5	207.5	317.5	265	227.5	190	172.5
69	370	222.5	337.5	282.5	242.5	205	185
76	392.5	237.5	360	300	257.5	217.5	197.5
84	417.5	252.5	382.5	320	275	230	207.5
84+	432.5	265	405	337.5	290	242.5	220
QUALIFYING TOTAL FOR CPU UNEQUIPPED REGIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	280	357.5	-	-	-	-
59	412.5	310	397.5	347.5	317.5	282.5	255
66	455	342.5	437.5	382.5	350	312.5	280
74	497.5	372.5	480	417.5	382.5	340	305
83	535	402.5	517.5	450	412.5	367.5	330
93	567.5	427.5	547.5	477.5	437.5	390	350
105	597.5	450	577.5	502.5	460	410	367.5
120	620	470	600	522.5	480	427.5	382.5
120+	637.5	475	615	535	490	432.5	390
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4



Women							
43	-	142.5	195	-	-	-	-
47	240	150	207.5	182.5	152.5	137.5	127.5
52	260	160	222.5	195	165	147.5	137.5
57	280	175	240	210	177.5	160	147.5
63	302.5	187.5	260	227.5	190	172.5	157.5
69	322.5	200	292.5	242.5	205	185	170
76	345	212.5	310	260	217.5	197.5	180
84	367.5	227.5	315	275	230	207.5	190
84+	387.5	240	332.5	290	242.5	220	200

QUALIFYING TOTAL FOR CPU UNEQUIPPED BENCH NATIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	62.5	87.5	-	-	-	-
59	107.5	75	102.5	85	75	65	60
66	117.5	82.5	115	95	82.5	72.5	65
74	132.5	90	125	105	90	77.5	70
83	142.5	100	137.5	115	100	87.5	77.5
93	152.5	102.5	145	120	105	90	82.5
105	160	110	152.5	127.5	110	95	87.5
120	165	115	160	132.5	115	100	90
120+	172.5	120	165	137.5	120	105	95

	Open	Sub-Junior	Junior	Master 1	Master 2	Master3	Master 4
Women							
43	-	30	45	-	-	-	-
47	50	32.5	47.5	40	32.5	27.5	25
52	55	35	50	42.5	35	30	27.5
57	60	37.5	55	45	37.5	32.5	30
63	65	40	60	50	42.5	35	32.5
69	67.5	42.5	62.5	52.5	45	37.5	35
76	72.5	45	67.5	55	47.5	40	37.5
84	77.5	50	72.5	60	50	42.5	37.5
84+	80	52.5	75	62.5	52.5	45	40
QUALIFYING TOTAL FOR CPU UNEQUIPPED BENCH REGIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	62.5	75	-	-	-	-
59	92.5	70	90	75	65	60	55
66	105	75	100	82.5	72.5	65	60
74	115	80	107.5	90	77.5	70	65
83	127.5	90	120	100	87.5	77.5	70
93	132.5	95	125	105	90	82.5	75
105	140	100	132.5	110	95	87.5	80

120	145	102.5	137.5	115	100	90	82.5
120+	152.5	110	145	120	105	95	87.5
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							
43	-	30	35	-	-	-	-
47	45	30	40	32.5	27.5	25	25
52	45	32.5	42.5	35	30	27.5	27.5
57	52.5	35	45	37.5	32.5	30	30
63	57.5	37.5	50	42.5	35	32.5	32.5
69	60	40	52.5	45	37.5	35	35
76	65	42.5	55	47.5	40	37.5	37.5
84	70	42.5	60	50	42.5	37.5	37.5
84+	72.5	45	62.5	52.5	45	40	40

QUALIFYING TOTAL FOR CPU EQUIPPED NATIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53		350	430				
59	532.5	390	482.5	430	367.5	340	310
66	590	430	540	475	407.5	375	342.5

74	665	470	605	517.5	442.5	410	375
83	722.5	507.5	672.5	557.5	477.5	440	405
93	750	537.5	712.5	592.5	507.5	467.5	430
105	777.5	565	720	622.5	535	492.5	450
120	802.5	475	727.5	650	552.5	512.5	470
120+	815	602.5	745	665	567.5	525	480
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							
43	-	190	255	-	-	-	-
47	277.5	202.5	270	235	205	180	150
52	300	217.5	292.5	255	222.5	190	162.5
57	322.5	235	312.5	275	240	205	175
63	347.5	255	340	297.5	260	222.5	185
69	380	277.5	370	322.5	282.5	242.5	205
76	405	295	392.5	342.5	300	257.5	217.5
84	422.5	307.5	410	357.5	312.5	270	225
84+	452.5	325	425	370	330	285	237.5
QUALIFYING TOTAL FOR CPU EQUIPPED REGIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	320	380	-	-	-	-

59	450	357.5	422.5	367.5	340	310	277.5
66	497.5	395	465	407.5	375	342.5	307.5
74	542.5	430	510	442.5	410	375	332.5
83	585	462.5	550	477.5	440	405	360
93	622.5	492.5	582.5	507.5	467.5	430	382.5
105	652.5	517.5	612.5	535	492.5	450	402.5
120	680	540	635	552.5	512.5	470	420
120+	695	552.5	652.5	567.5	525	480	425
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							
43	-	160	217.5	-	-	-	-
47	245	172.5	235	205	180	150	135
52	267.5	185	255	222.5	190	162.5	145
57	287.5	197.5	275	240	205	175	157.5
63	310	212.5	297.5	260	222.5	185	170
69	337.5	232.5	322.5	282.5	242.5	205	185
76	360	247.5	345	300	257.5	217.5	195
84	375	257.5	360	312.5	270	225	202.5
84+	387.5	272.5	380	330	285	237.5	215

QUALIFYING TOTAL FOR CPU EQUIPPED BENCH NATIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4

Men							
53	-	67.5	95	-	-	-	-
59	120	82.5	112.5	95	82.5	72.5	62.5
66	132.5	90	122.5	105	92.5	80	70
74	145	100	137.5	117.5	102.5	87.5	75
83	160	112.5	150	125	112.5	97.5	85
93	167.5	117.5	160	132.5	117.5	102.5	87.5
105	177.5	122.5	167.5	140	122.5	107.5	92.5
120	182.5	125	175	145	127.5	112.5	97.5
120+	192.5	132.5	182.5	152.5	132.5	117.5	102.5
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							
43	-	30	45	-	-	-	-
47	55	32.5	45	40	37.5	30	25
52	60	37.5	47.5	45	37.5	32.5	27.5
57	65	40	52.5	50	42.5	35	30
63	70	45	60	55	47.5	40	32.5
69	77.5	50	65	60	52.5	45	37.5
76	82.5	52.5	67.5	62.5	55	47.5	40
84	85	55	67.5	65	57.5	47.5	40
84+	90	57.5	80	67.5	60	50	42.5
QUALIFYING TOTAL FOR CPU EQUIPPED BENCH REGIONALS							

	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	60	82.5	-	-	-	-
59	102.5	70	97.5	82.5	72.5	62.5	57.5
66	115	80	110	92.5	80	70	62.5
74	125	85	122.5	102.5	87.5	75	67.5
83	137.5	97.5	132.5	112.5	97.5	85	75
93	145	100	137.5	117.5	102.5	87.5	80
105	152.5	105	147.5	122.5	107.5	92.5	85
120	160	112.5	152.5	127.5	112.5	97.5	87.5
120+	167.5	117.5	160	132.5	117.5	102.5	92.5
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							
43	-	27.5	42.5	-	-	-	-
47	45	27.5	45	37.5	30	25	22.5
52	50	30	47.5	40	32.5	27.5	25
57	57.5	32.5	50	42.5	35	30	27.5
63	62.5	37.5	57.5	47.5	40	32.5	30
69	67.5	42.5	62.5	52.5	45	37.5	35
76	70	45	67.5	55	47.5	40	37.5
84	75	45	67.5	57.5	47.5	40	35

84+	77.5	47.5	72.5	60	50	42.5	37.5
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**9.0. REGIONAL CHAMPIONSHIPS**

CPU Regional and National Championships are to be considered the highest-level events within the CPU. Member Provinces and event meet directors are to treat them as such. All CPU policies included in this section regarding Registrant awards, memberships and qualifying standards must be followed. Failure to do so may result in fines and/or eligibility to host future CPU-sanctioned events

9.1 Regional Championships sanctioned by the CPU shall include the following events in all IPF recognized age categories:

- a) Eastern Canadian Powerlifting Championship
- b) Eastern Canadian Bench Press Championships
- c) Western Canadian Powerlifting Championships
- d) Western Canadian Bench Press Championships
- e) Central Canadian Powerlifting Championships
- f) Central Canadian Bench Press Championships

9.2 The date and location of the Regional Championships shall be determined by the Board, Member Provinces, and meet directors, as submitted at the CPU AGM, two years prior to the requested Regional Championship to avoid conflict with any other national or international competition and allow for adequate time to organize.



- 9.3 The date of the Regional Championships is to be held between August 15 and November 15 or at will be at the discretion of the Board. Efforts shall be made to hold all Regional Championships at least twelve (12) weeks prior to National Championships.
- 9.4 Member provinces shall send to the meet director and the Technical Committee a list of all referees who will be attending the competition, including arrival and departure information and the referee's category.
- 9.5 Bids for CPU-sanctioned events must be submitted by affiliated Member Provinces.
- 9.6 Member Provinces must ensure that all its athletes competing at the Regional Championships have met the current regional qualifications and are in good standing. Failure to do so will result in the Member Province losing its eligibility to win any team award and the Member Province will be subject to a \$500 fine payable to the CPU.
- 9.7 Member Provinces must ensure that all their athletes competing at a Regional Championship have met the Member Province requirements.
- 9.8 When the entry form is open for registration, the meet director(s) must provide Member Provinces with a shared spreadsheet listing all athletes registered with registration details. The spreadsheet should separate or identify which Member Province the athlete is representing and should be updated on a bi-weekly basis until the close of registration.
- 9.9 Bids to host Regional Championships must be in writing, clearly stated, and signed by the submitting officer. Once a bid has been approved by the CPU Board the following fees must be paid by a certified cheque or email transfer within thirty (30) days of approval:
- a) \$500 sanction fee; and
  - b) \$250 event deposit.
- 9.10 The event deposit fee will be returned to the bidding Member Province or meet director(s) if all policies outlined in this document have been followed.
- 9.11 The Member Province hosting a Regional Championships should include in their bid a referee, who is national level or higher to be the Technical Secretary who will be required to prepare the paperwork (including flights, scoresheets, etc.).
- 9.12 At Regional Championships all categories shall receive appropriate placement medals regardless of the number of competitors.

- 9.13 The entry closing dates for all Regional Championships must be stated as 84 days (12 weeks) prior to the date of the Championship. Fourteen (14) days following the stated closing date, the meet director(s) must send out the lifting schedule to all Member Provinces and a list of the competitors to the Board, showing the name, date of birth, and intended category of competition.
- 9.14 The meet director(s) shall not accept any late athlete entries after the entry closing date.
- 9.15 Regional Championships which include single-lift competitions (ie. bench press) must be organized in such a way that athletes who enter both a three-lift competition and a single-lift event must actually lift in each event separately in order to receive credit for a result in both. Such competitions cannot be organized in a blended fashion which would allow an athlete to be credited with a result in two different competitions by lifting only once.
- 9.16 Regional Championships must be adjudicated by at least three (3) national or higher level referees or by two (2) national or higher level referees and a provincial level referee who is writing their national referee exam. The Technical Controller shall be a provincial or higher level referee.
- 9.17 A maximum of one (1) provincial referee is allowed per platform as a side referee at any Regional Championships as required. These referees will be compensated the same as national-level referees.
- 9.18 A Technical Controller is not a required position and is only to be filled if local area referees are available. Travel reimbursements will not apply to these referees.
- 9.19 A minimum of one (1) and a maximum of three (3) national level referees shall be on the jury.
- 9.20 The president of the Member Province in which a Regional Championship is being held shall be responsible for ensuring that all equipment to be used at the competition meets the requirements outlined in the EQUIPMENT section of these policies. Equipment shall be checked at least one week prior to the event. If a competition does proceed without proper equipment, then the Technical Committee shall prepare a report detailing the discrepancies and provide this report to the Board. The President shall then give written notice that sanctions for future competition will not be issued until proper equipment is obtained.

- 9.21 Athletes attending the Regional Championships are considered to be representing their province.
- 9.22 An athlete can continue to lift at a Regional Championships if they do not achieve a successful attempt in one of the contested lifts, but they will not achieve a total and are not eligible for Awards.
- 9.23 The IPF rule of no weight or age class changes within twenty-one (21) days of the event will be observed. This policy is not applicable to Youth division athletes, Special Olympic or Para-Powerlifting athletes.
- 9.24 The meet director(s) will submit the following to the Board before releasing to the public or purchasing:
- a) Entry form which must include:
    - i. the athletes' qualifying total and the competition name and date at which it was achieved
    - ii. Athletes' proof of registration (membership);
    - iii. Athletes' participation waiver;
  - b) Custom medallion design (must be of high quality);
  - c) Overall award design
  - d) Event logo design
- 9.25 The CPU Logo must be visible on the competition banners of all Regional Championships.
- 9.26 The meet director must also provide best lifter awards for all individual age and gender divisions. Any age and gender division consisting of 5 or more registrants shall receive the best lifter awards as established by the meet director. The winners of divisions with fewer than 5 registrants shall receive a first place placement medal.
- 9.27 At all Regional championships coaches and handlers must wear athletic apparel, including close-toed athletic shoes while coaching or handling athletes. Hats, sleeveless tops, and any attire that is unclean, torn, or in any way deemed to be inappropriate by CPU officials are strictly forbidden. Coaches and handlers may be asked to leave the warmup room and platform area if they are found to be improperly dressed.
- 9.28 Regional Championships will be live-streamed using the selected CPU Media Team.

- 9.29 The selected CPU Media Team will be used for live-streaming and athlete video/ photography packages.
- 9.30 All television and live stream rights for Regional Championships shall be the shared property of the CPU and the CPU Media Team.
- 9.31 Meet Directors for all Regional Championships must use the CPU Regional Championships' websites. The websites will contain the event's information including, but not limited to:
- a) Event location and date
  - b) Entry form
  - c) Lifting schedule
  - d) Athlete Roster
  - e) Event accommodations
- 9.32 Meet Directors for all Regional Championships must use the CPU Regional Championships' Facebook and Instagram pages and any other official CPU social media platforms to promote their events.
- 9.33 Regional Championships must include an option for all CPU members to compete including Special Olympic, Para, Youth, and Blind athletes. Any shipping of special equipment required for these athletes will be supplemented by the CPU.
- 9.34 Athletes are allowed a maximum of one (1) coach or handler for unequipped lifting and two (2) coaches or handlers for equipped lifting per athlete in the warm-up room and in the platform area at these Championships. No other personnel will be allowed to accompany the athlete during the competition.
- 9.35 Should any winning bidder for CPU-sanctioned event fail to fulfill their obligations as outlined in these policies and procedures without valid justification—such as not hosting the event or not meeting the specified criteria—they will incur a penalty. The extent of this penalty will be determined by the Board and Member Province and will not exceed a reasonable estimate of non-recoverable costs. This could encompass reductions for non-refundable travel and local transportation and lodging expenses.

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**10.0 NATIONAL CHAMPIONSHIPS**

CPU Regional and National Championships are to be considered the highest-level events within the CPU. Member Provinces and event meet directors are to treat them as such. All CPU policies included in this section regarding Registrant awards, memberships and qualifying standards must be followed. Failure to do so may result in fines and/or eligibility to host future CPU-sanctioned events.

10.1 National Championships sanctioned by the CPU shall include the following events in all IPF recognized age categories:

- National Powerlifting Championships
- National Bench Press Championships

10.2 The date and location of the National Championships shall be determined by the Board, Member Provinces, and meet directors, as submitted at the CPU AGM two years prior to the requested National Championship to avoid conflict with any other national or international competition and allow for adequate time to organize.

10.3 Groupings of all National Championships shall be determined by the Board, with the following recommended groupings:

- a) All events combined;
- b) If no bids are made for such an all-inclusive combination, other groupings will be considered; and
- c) Bids for National Championships will be accepted and awarded two years in advance.

- 10.4 All-inclusive National Championships are to be held between January 1 and March 6 or at the discretion of the Board. Efforts shall be made to hold all National Championships at least twelve (12) weeks prior to their respective World Championships.
- 10.5 Bids for CPU-sanctioned events must be submitted by affiliated Member Provinces.
- 10.6 Provincial Teams shall be allowed to compete at National Championships.
- 10.7 Member Provinces must ensure that all its athletes competing at the National Championships have met the current regional qualifications and are in good standing. Failure to do so will result in the Member Province losing its eligibility to win any team award and the Member Province will be subject to a \$500 fine payable to the CPU.
- 10.8 Member Provinces must ensure that all their athletes competing at a National Championships have met the Member Province requirements.
- 10.9 When the entry form is open for registration, the meet director must provide Member Provinces with shared spreadsheet listing all athletes registered with registration details. The spreadsheet should separate or identify which Member Province the athlete is representing and should be updated on a bi-weekly basis until the close of registration.
- 10.10 Bids to host National Championships must be in writing, clearly stated, and signed by the submitting officer. Once a bid has been approved by the CPU Board the following fees must be paid by a certified cheque or email transfer within thirty (30) days of approval:
- \$750 sanction fee; and
  - \$250 event deposit fee.
- 10.11 The event deposit fee will be returned to the bidding Member Province or meet director if all policies outlined in this document have been followed.
- 10.12 The Member Province hosting a National Championship should include in their bid a referee, who is national level or higher, to be the Technical Secretary who will be required to prepare the paperwork (including flights, score sheets, etc.).
- 10.13 At National Championships all categories shall receive appropriate placement medals regardless of the number of competitors.
- 10.14 The entry closing dates for all National Championships must be stated as 84 days (12 weeks) prior to the date of the Championship. Fourteen (14) days following the stated closing date, the meet director must send out the lifting schedule to all provincial

affiliates. The meet director must also send a list of the competitors to the President, showing the name, date of birth, and intended category of competition.

- 10.15 The meet director shall not accept any late athlete entries after the entry closing date.
- 10.16 At National and Regional Championships the meet director(s) will produce their own medals to be used, however, they must be of high quality and be approved by the Board prior to purchase.
- 10.17 National Championships which include single-lift competitions (i.e. bench press) must be organized in such a way that athletes who enter both a three-lift competition and a single-lift event must actually lift in each contest separately in order to receive credit for a result in both. Such competitions cannot be organized in a blended fashion which would allow an athlete to be credited with a result in two different competitions by lifting only once.
- 10.18 National Championships must be adjudicated by three (3) national or higher level referees or by two (2) national or higher level referees and a provincial level referee who is writing their national referee exam. The Technical Controller shall be a provincial or higher level referee.
- 10.19 The president of the Member Province in which a National Championship is being held shall be responsible for ensuring that all equipment to be used at the competition meets the requirements outlined in the EQUIPMENT section of these policies. Equipment shall be checked at least one week prior to the event. If a competition does proceed without proper equipment, then the Technical Committee shall prepare a report detailing the discrepancies and provide this report to the Board. The President shall then give written notice that sanctions for future competition will not be issued until proper equipment is obtained.
- 10.20 Athletes attending the National Championships are considered to be representing their province.
- 10.21 An athlete may continue to lift at a CPU National Championships if they do not achieve a successful attempt in one of the contested lifts, but they will not register a total or be considered for any awards.
- 10.22 The IPF rule of no weight or age class changes within twenty-one (21) days of the event will be observed. This policy is not applicable to Youth division athletes, Special Olympic or Para-Powerlifting athletes.
- 10.23 The Member Province hosting the National Championships should include in its bid the name of the competition's Technical Secretary. They must be national level or higher and will be required to complete all competition paperwork (including flights, scoresheets, etc.).

- 10.24 The meet director will submit the following to the Board before releasing to the public or purchasing:
- a) Entry form which must include:
    - i. the athletes' qualifying total and the competition name and date at which it was achieved;
    - ii. Athletes' proof of registration (membership);
    - iii. Athletes' participation waiver;
  - b) Custom medallion design (must be of high quality);
  - c) Overall award design
  - d) Event logo design
- 10.25 The CPU Logo must be visible on the competition banners of all National Championships.
- 10.26 The meet director must also provide best lifter awards for all individual age and gender divisions. Any age and gender division consisting of 5 or more registrants shall receive the best lifter awards as established by the meet director. The best lifter winners of divisions with fewer than 5 registrants shall receive a first place placement medal.
- 10.27 Where a Best Lifter Award is to be presented, the winner shall be decided using the currently approved IPF Formula.
- 10.28 At National Championships, Provincial team standings ("Best Team") will be calculated based on the average IPF points of the provincial team. To be eligible for the provincial team award, a province must have at least seven (7) results from the competition (one individual could contribute multiple points results if they competed in multiple events). If an athlete does not achieve a lift in a discipline and has 0 points, this result will be used towards calculating the average points for the team.
- 10.29 At the annual National Bench Press Championships the award for the Best Male and/or Best Female Bench Press (by IPF formula) shall be known as the Bill Jolley Memorial Award, in recognition of an exemplary CPU member who passed away in 1997.
- 10.30 National Championships will be live-streamed using the selected CPU Media Team. The selected CPU Media Team will be used for live-streaming and athlete video/ photography packages.
- 10.31 All television and live stream rights for National Championships shall be the shared property of the CPU and the CPU Media Team.
- 10.32 Meet Directors for all National Championships must use the CPU National Championships' website. The website will contain the event's information including, but not limited to:



- a) Event location and dates
- b) Entry form
- c) Lifting schedule
- d) Athlete Roster
- e) Event accommodations

10.33 Meet Directors for all National Championships must use the CPU National Championships’ Facebook and Instagram pages and any other official CPU social media platforms to promote their events.

10.34 Athletes are allowed a maximum of one (1) coach or handler for unequipped lifting and two (2) coaches or handlers for equipped lifting per athlete in the warm-up room and in the platform area at these Championships. No other persons will be allowed to accompany the athlete during the competition.

10.35 At all National Championships coaches and handlers must wear athletic apparel, including close-toed athletic shoes while coaching or handling athletes. Hats, sleeveless tops, and any attire that is unclean, torn, or in any way deemed to be inappropriate by CPU officials are strictly forbidden. Coaches and handlers may be asked to leave the warmup room and platform area if they are found to be improperly dressed.

10.36 Should any winning bidder for CPU-sanctioned event fail to fulfill their obligations as outlined in these policies and procedures without valid justification—such as not hosting the event or not meeting the specified criteria—they will incur a penalty. The extent of this penalty will be determined by the Board and Member Province and will not exceed a reasonable estimate of non-recoverable costs. This could encompass reductions for non-refundable travel and local transportation and lodging expenses.

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## 11.0 YOUTH DIVISION

11.1 The CPU and Member Provinces shall maintain a youth division using the guidelines set out in this section.

### 11.2 Personal Apparel / Lifting Equipment

The youth division will only be contested in the unequipped lifting division. Supportive equipment (bench shirts, squat suits or deadlift suits, and knee wraps) is strictly prohibited for the youth division. IPF approved personal apparel and lifting equipment is required for all youth athletes.

### 11.3 Age Divisions

- Youth 1 – from the day the athlete turns 8 years old throughout the full calendar year they turn 9 years old (up to Provincial competition level only)
- Youth 2 – from January 1st of the calendar year the athlete turns 10 years old (up to regional competition level only)
- Youth 3 – from January 1st of the calendar year the athlete turns 12 years old until the day the athlete turns 14 years old (up to national competition level)

### 11.4 Weight Classes:

- Girls: 30kg, 35kg, 40kg, and then the already set weight classes.
- Boys: 30kg, 35kg, 40kg, 44kg, 48kg, and then the already set weight classes.

### 11.5 Weigh-ins

- a) Youth athletes must wear a singlet and t-shirt during weigh-ins.
- b) Youth athletes must be accompanied by a parent or guardian. A coach may be present during weigh-ins as well. The Rule of 2 must be followed (see appendix "A").

### 11.6 Proper Identification

- a) ID is not required for Youth Division athletes.
- b) CPU registration (membership) card is required upon registration for any competition and will be verified on the day of competition.
- c) All minors must have a parent or legal guardian sign a waiver (per the CPU insurance provider).

- d) There are no restrictions, warranty of exclusion regarding age of participants (also per the CPU insurance provider).

### 11.7 Scoring

Athletes will follow CPU guidelines for scoring, adding their one best lift from each category to their final total. The focus should continue to be on proper technique and lifting within their ability. Any athlete who does not complete any lift in a category will be allowed to complete the lifting event to gain experience on the platform. No final total shall be awarded to that athlete. All youth athletes will be allowed to request any increment of 0.5kg for any attempt.

### 11.8 Coaching

- a) For the safety of all athletes, youth athletes must have one coach/handler with them at all times.
- b) A 1-1 ratio must be always maintained, this includes during equipment check, weigh-ins, in the warm-up room, and any break times between disciplines. If a coach has multiple youth athletes in one session, additional handlers must be present to ensure this ratio is maintained.

### 11.9 Lifting Equipment at Provincial level competitions

- a) Youth athletes may need access to a lighter lifting bar. Youth 1 may use clips instead of collars.
- b) For the deadlift, efforts are to be made to ensure that the starting bar height is the same for all athletes. It is recommended that at the provincial level full diameter (45cm) bumper plates or wooden false plates are to be provided to accomplish this.

### 11.10 Lifting Equipment at Provincial Championships, Regional Championships, and National Championships

- Y1 & Y2 a 10kg bar may be used.
- Youth 1 may use clips instead of collars.
- Y3 a 15kg bar may be used.
- Full-diameter (45cm) bumper plates will be used for deadlifts when necessary to ensure the bar height from the floor is the same for all athletes.

### 11.11 Qualifying Standards

- a) There will be no set qualifying total for a regional or National competition, however, the youth athlete(s) must have previously participated in a CPU-

sanctioned competition and must meet any other CPU and provincial requirements to attend a regional or national championships.

- b) This includes being required to obtain a total at regionals prior to being able to attend a national championships.

11.12 Any 13-year-old athletes who will turn 14 during the calendar year will have their total from the youth division considered for a spot on the sub-junior team.

11.13 Youth athletes are not subject to the IPF rule of no weight or age class changes twenty-one (21) days of the event will be observed.

11.14 Records

- a) Each Province will maintain its own records for the youth age divisions.
- b) The Competition Committee has determined there will not be any National record standards established for this division as there is not enough data.
- c) National records will be established for Youth 3 athletes only. These records can be set/broken at the same level of competition as all other National records.
- d) A Youth 3 national record may only be broken by a Youth 3 athlete. A Youth 1 or Youth 2 athlete cannot break national records.

a) Drug Testing

- a) All members of the CPU are subject to testing conducted by the CCES.
- b) All athletes in the youth division are exempt from having to complete the True Sport online education module.

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## 12.0 EQUIPMENT

12.1 All equipment, including but not limited to, bars, discs, and collars, used at all levels of powerlifting competitions in the CPU shall be in accordance with the IPF and/or CPU Approved List (as specified on the CPU website).

12.2 Any changes in equipment specifications that have been adopted and approved by the IPF Congress shall be reviewed by the CPU Board before being adopted by the CPU.

12.3 The warm-up room equipment shall be clean and in good working condition.

12.4 Only kilogram-labeled discs are permitted in the warm-up room for all CPU-sanctioned events.

12.5 Rubberized (bumper) discs are only permitted for youth division athletes.

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## 13.0. OFFICIATING

13.1 The rules governing powerlifting competitions in Canada are those stated in the official IPF Technical Rules.

13.2 In areas of the IPF Technical Rules regarding records, where the term “World” is used, it shall, unless otherwise specified, be interpreted as “National” for the CPU’s purposes, and

likewise the term “Nation” or “National” shall, unless otherwise specified, be interpreted as “Province” or “Provincial” where applicable to the Member Province’s purposes.

- 13.3 Referees and members of the jury at national and regional championships shall be uniformly dressed as follows:

**MEN:**

Winter Dress: Dark blue blazer with appropriate CPU or IPF crest on the left breast, grey trousers, white shirt, and tie.

Summer Dress: White shirt, grey trousers, and appropriate tie.

**WOMEN:**

Winter Dress: Dark blue blazer with appropriate CPU or IPF crest on the left breast, grey skirt or trousers, white blouse or shirt, and appropriate tie/scarf.

Summer Dress: Grey skirt or trousers and white blouse.

All referees will wear dark-colored formal footwear.

The jury shall determine whether winter or summer dress will be worn.

- 13.4 All CPU national referees shall be supplied with a referee's booklet, a name tag, and a crest which must be worn on the left breast pocket of the jacket.
- 13.5 All referees adjudicating at national championships must be of provincial level or higher. Each province must send at least one international or national referee, or provincial if none of higher level is available, to all national championships. These referees must officiate at the competition in order to receive credit for having attended. Any Member Province that fails to comply with this condition will be required to pay to the CPU a fee of \$25.00 for every athlete on its team. The total amount collected will be apportioned to the referees that officiated at the event.
- 13.6 To become certified as a national level referee, all candidates must:
- a) Be a provincial referee in good standing within their Member Province;
  - b) Be recommended by their Member Province’s Officiating Chairperson;
  - c) Participate in the national referee’s examination as follows:
    - I. Achieve a minimum of 90% on the written examination to be taken in the presence of a member of the Technical Committee, or by an individual appointed by the Technical Committee;
    - II. Achieve a minimum of 90% on a practical examination while sitting as Chief Referee alongside two referees or national or higher level at a regional or

national championships following the passing of the written examination and;

- i. adjudicate a minimum of 100 attempts in all three lifts, with at least xx attempts in squat; and
- ii. be adjudicated by at least one (1) IPF level referee on the jury while other adjudicating referees may be of national level.

- 13.7 All qualified provincial referee's application, together with a copy of the Member Province's written provincial examination, must be submitted by the Member Province's Officiating Chairperson to the Technical Committee for consideration to be tested for national level certification.
- 13.8 All written examinations will be obtained from the Technical Committee. All completed examinations and examination forms will be returned to the Technical Committee.
- 13.9 All national and provincial referees must have a valid CPU competitor's or referee's registration (membership).
- 13.10 All Officials are required to keep their understanding of the sport's rules up to date. The Board and Technical Committee will be responsible for establishing the appropriate sanctions should they fail to do so.
- 13.11 To maintain national referee status, a national referee must officiate at one (1) provincial or regional championship, one (1) national championship, and attend a Rules Clinic held at national or regional championships at least every three (3) years.
- 13.12 The Technical Committee shall adopt a progressive discipline policy and process to promote and ensure the appropriate standards of performance are conducted by referees, with fair and consistent treatment of all.
- 13.13 The progressive discipline process will consist of three opportunities for the referee to correct their performance, conduct, or behavior. However, in the event the issue or concern is of a severe nature, the Technical Committee and the Board reserve the right to accelerate the process to match the violation. Progression of discipline will proceed through the following steps:
- 13.14 Verbal Warning and Corrective Action - The Technical Committee will bring to the referee's attention:

- a) the existing performance or conduct issue(s);
- b) the nature of the problem or concern(s); and
- c) will clearly describe the expectations and steps the referee must take to improve their performance or resolve the problem.

13.15 Written warning - The Technical Committee will provide to the referee in writing:

- a) any additional incidents or information about the performance or conduct referring to the referee;
- b) review any prior relevant corrective action plans which may have already been imposed on the referee;
- c) the consequences for the referee of their continued failure to meet performance or conduct expectations; and
- d) a statement indicating that the referee may be subject to additional discipline, including revocation of their referee status if immediate and sustained corrective action is not taken.

13.16 Probationary status - The Technical Committee will provide a written notice to the referee of detailing their probation as outlined in this section.

13.17 Revocation of referee status – An individual’s referee status will be revoked if:

- a) the appropriate steps for progressive disciplinary action have been taken and continued violations of CPU Policies and Procedures and IPF Rules have occurred; or
- b) a severe violation has taken place.

13.18 If the Technical Committee and the Board conclude a national referee requires further development and remedial work due to the following, but not limited to:

- a) An outdated understanding of the IPF rules;
- b) Demonstrates calls on the platform that are unreasonable or incorrect interpretations of the IPF Rules;
- c) Shows disrespect to athletes and/or other Officials;
- d) Does not show up on time or leaves early without a pre-arranged agreement; and
- e) Arrives unprepared for their scheduled session.

13.19 The referee will be put on probation for one (1) year to allow for enough time to develop and improve any issues. The Technical Committee and Board will work together to assist these referees by providing detailed debriefs (verbal or written), workshops, organized practical reviews, and any other measures deemed necessary.

13.20 Should the referee complete the probationary period with improvement, the referee shall keep their status. If after the one (1) year probationary period the referee fails to improve to the CPU standard, their status will be revoked. The revoked referee may apply to for their national level referee certification after six (6) months of the date of revocation.



13.21 Individuals who wish to officiate in the CPU and have obtained their referee status from outside of Canada but now reside in the Canada will be subject to a one (1) year probationary period. These individuals will be reviewed by the Technical Committee and with the assistance of the individual’s Member Province.

13.22 The probationary period will allow for enough time to evaluate the individual and assist them by providing detailed debriefs (verbal or written), workshops, organized practical reviews, and any other measures deemed necessary.

13.23 Should the Technical Committee decide that the individual's skills are satisfactory they shall be awarded their CPU referee status. If after the one (1) year probationary period the referee fails to meet the CPU standards, they will not be permitted to officiate within the CPU. The individual may apply for their national level referee certification six (6) months after the end date of their probationary period.

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**14.0. PARA-POWERLIFTING**

14.1 The CPU and Member Provinces shall maintain a division for para-powerlifting, using the International Paralympic Committee weight divisions with national records.

14.2 Para-Powerlifting athletes are not subject to the IPF rule of no weight or age class changes twenty-one (21) days of the event will be observed.

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15.0 COACHING

- 15.1 For the equipped and unequipped Open, Master, Junior/Sub-Junior Powerlifting, and Bench Press World Championships, the CPU Coaching Committee will select coaches from any applicants.
- 15.2 At all international competitions, the coaches will have the final say as to the Registrant’s attempts. The Registrant may make suggestions only. The Registrant must be made aware of this stipulation prior to team selections.
- 15.3 Coaches of national teams at international competitions shall be eligible for a stipend determined by the Coaching Committee budget.
- 15.4 The duties, eligibility, and requirements of the head coach are set out in the Canadian Powerlifting Union Coaching Job Description document maintained by the Coaching Committee.
- 15.5 At all regional and national championships, unequipped athletes may only have one handler/coach and equipped athletes may have up to two during their event.
- 15.6 All coaches at international events that are part of the Team Canada Coaching Staff, in any capacity, must have completed any CPU required education for Team Canada Coaches prior to being eligible for international coaching positions. This does not include sports health practitioners acting in their professional capacity for international teams.
- 15.7 All CPU Team Coaches must hold either a valid Referee or a valid Competitor Membership.

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## 16.0 NATIONAL TEAMS POLICIES

### 16.1 NATIONAL TEAM SELECTION

All eligible Registrants who wish to apply for a national team shall submit their application form to the Championship Chairperson through the CPU website by the deadline dates posted on the CPU website under Events > International Events (<https://www.canadianpowerliftingunion.com/international-events>).

### **INTERIM NATIONAL TEAM SELECTION PROCESS FOR 2025 IPF CLASSIC & EQUIPPED BENCH PRESS WORLD CHAMPIONSHIPS AND 2025 IPF OPEN CLASSIC WORLD CHAMPIONSHIPS.**

16.2 The Championship Secretary shall select men's and women's teams to represent Canada at the 2025 IPF Classic & Equipped Bench Press World Championships and the 2025 IPF Open Classic World Championships with the approval of the Board according to these policies.

- a) Applicants must apply with a total from 2024 CPU National Championships in the discipline they want to apply for (ie. classic bench only for classic bench press events, equipped powerlifting for equipped powerlifting international events, etc.).
- b) Applicants can only apply for a team in the weight class they competed in at 2024 CPU National Championships.
- c) Applicants who are class winners from the 2024 CPU National Championships will automatically earn a spot on the team, assuming they meet application deadlines, on the national team for the above events.
- d) If there are remaining spots on the team after 16.2c, additional applicants will be selected based on placing from the 2024 CPU National Championships, with all second place finishers being chosen next in descending IPF Formula order, followed by all third place finishers being chosen next in descending IPF Formula order, and continuing on with fourth, fifth, sixth, etc.
- e) If there are remaining spots on the team after 16.2d, applicants that competed in an alternate age category in the same discipline as the team they're applying for (classic powerlifting, classic bench press, or equipped bench press) at the 2024 CPU National Championships would be selected based on descending IPF Formula. These applicants must have hit the qualifying total for the age category of the team they are applying for at the 2024 CPU National Championships.
- f) If there are remaining spots on the team after 16.2e, applicants who bombed at the 2024 CPU National Championships will be selected, provided they have a total that met the 2024 National Qualifying

Standards from a regional or higher sanctioned event in the preceding 12 months.

- g) If there are remaining spots on the team after 16.2f, applicants who competed at international events in 2024 in the same discipline (ie. classic bench only for classic bench press events, classic powerlifting for classic powerlifting events) will be selected, assuming they met the 2024 National Qualifying Standard. If more than one applicant from a 2024 International event applies for the team, they shall be chosen in descending IPF Formula order.
- h) Once the team selection has been done based on the above criteria, weight classes must be considered to ensure there are not more than two in any weight class (according to IPF policies for the event). If a situation occurs where there is no longer any room in the weight class in which they applied for the team, these applicants will be contacted and given the option to choose an alternate available weight class to move into. Applicants will be given 48 hours to respond, and if no response is received, they will be moved onto the reserve list in the weight class they competed in. This must be done before further team placements can be made.

***NATIONAL TEAM SELECTION PROCESS FOR 2025 INTERNATIONAL EVENTS, NOT INCLUDING 2025 IPF CLASSIC & EQUIPPED BENCH PRESS WORLD CHAMPIONSHIPS AND 2025 IPF OPEN CLASSIC WORLD CHAMPIONSHIPS.***

16.3 The Championship Secretary shall select men's and women's teams to represent Canada at international events with the approval of the board according to these policies.

- a) Applicants must apply with a total from 2025 CPU National Championships in the discipline they want to apply for (ie. classic bench only for classic bench press events, equipped powerlifting for equipped powerlifting international events, etc.).
- b) Applicants can only apply for a team in the weight class they competed in at the 2025 CPU National Championships.
- c) Applicants who are class winners from the 2025 CPU National Championships will automatically earn a spot on the team they're applying for, assuming they meet application deadlines.
- d) If there are remaining spots on the team after 16.3c, additional applicants will be selected based on placing in the division they are applying for from the 2025 CPU National Championships, with all second place finishers being chosen next in descending IPF Formula order, followed by all third place finishers being chosen next in descending IPF Formula order, and continuing on with fourth, fifth, sixth, etc.

- e) If there are remaining spots on the team after 16.3d, applicants that competed in an alternate age category in the same discipline as the team they're applying for (classic powerlifting, classic bench press, or equipped bench press) at the 2025 CPU National Championships would be selected based on descending IPF Formula. These applicants must have hit the qualifying total for the age category of the team they are applying for at the 2025 CPU National Championships.
- f) If there are remaining spots on the team after 16.3e, applicants who bombed at the 2025 CPU National Championships will be selected, provided they have a total that met the 2025 National Qualifying Standards from a regional or higher sanctioned event in the preceding 12 months.
- g) If there are remaining spots on the team after 16.3f, applicants who competed at the 2024 CPU National Championships will be selected, assuming they met the 2025 National Qualifying Standard at the 2024 CPU National Championships. If more than one applicant from the 2024 National Championships applies for the team, they shall be chosen in descending IPF Formula order.
- h) Once the team selection has been done based on the above criteria, weight classes must be considered to ensure there are not more than two in any weight class (according to IPF policies for the event). If a situation occurs where there is no longer any room in the weight class in which they applied for the team, these applicants will be contacted and given the option to choose an alternate available weight class to move into. Applicants will be given 48 hours to respond, and if no response is received, they will be moved onto the reserve list in the weight class they competed in. This must be done before further team placements can be made.

### ***NATIONAL TEAM SELECTION PROCESS FOR FISU AND IPF UNIVERSITY POWERLIFTING CHAMPIONSHIPS***

16.4 The championship Secretary shall select men's and women's teams to represent Canada at FISU and IPF University Powerlifting events with the approval of the board according to these policies.

- a) Applicants must have lifted at the National Championships in the classic powerlifting division the year of the championships.
- b) Applicants can only apply for a team in the weight class they competed in at the above championship.
- c) Applicants must satisfy the following conditions (the following conditions are set by the FISU and IPF and are subject to change):
  - i. Be a national of the country they represent.

- ii. Be at least 18 and no older than 25 years of age on the 31st December of the year of the event. Athletes.
  - iii. Athletes participating in FISU sport events must represent the same country as in their respective International Federations events. Changes of sport nationality must follow respective IF rules.
  - iv. Students who are currently officially registered as proceeding towards a degree or diploma at a university or similar institute whose status is recognized by the appropriate national academic authority of their country.
  - v. Former students of the institutions mentioned in iv) who have obtained their academic degree or diploma in the calendar year preceding the event;
  - vi. All competitors must complete the required proof of academic eligibility forms.
- d) Due to the possibility of individuals being in a range of age classes at the National Championships, applicants will be ranked by totals in the weight classes they competed in. The top 2 applicants in each weight class will be named to the team. Weight classes are as follows:

MEN	WOMEN
59 kg	47 kg
66 kg	52 kg
74 kg	57 kg
83 kg	63 kg
93 kg	69 kg
105 kg	76 kg
120 kg	84 kg
+120 kg	+84 kg

- e) If there are remaining spots on the team after 19.3d, applicants will be ranked based on IPF Formula, and the highest points individual will be offered a spot. If a situation occurs where there is no longer any room in the weight class in which they applied for the team, these applicants will be contacted and given the option to choose an alternate available weight class to move into. Applicants will be given 48 hours to respond, and if no response is received, they will be moved onto the reserve list in the weight class they competed in. This must be done before further ranking can be completed.

*THE POLICIES BELOW APPLY TO TEAMS FOR ALL EVENTS:*

- 16.5 After the team has been nominated to the international event, and if two or more athletes are attempting to move into a weight class different than that which they were named to the team, priority will be given to the athlete with the higher IPF Formula from the qualifying event.
- 16.6 All eligible Registrants who wish to apply for a national team shall submit their application form to the Championship Chairperson through the CPU website by the deadline date posted on the CPU website under Events > International Events (<https://www.canadianpowerliftingunion.com/international-events>).
- 16.7 Once final team selections are made, all Registrants selected for the teams (not including reserves) are required to pay a participation fee of \$225 (this covers the participation and drug testing fees paid to the IPF or others for the competition) and coaching fee of \$50 to the CPU (if the Coaching Committee does not name a coach for a championship competition, the \$50 fee will be refunded). If a selected Registrant is unable to attend and a reserve Registrant is selected in their place, that reserve Registrant must pay the participation fee within 7 days to the CPU. Any Registrant that has paid the participation fee but is unable to attend the competition will have the fee returned to them subject to those fees not already been paid to the IPF;
- 16.8 A standard agreement will have to be signed by every prospective member of any of the CPU's National Teams.
- 16.9 Any applicants who are found to have competed in a non-IPF Powerlifting Federation or non-WADA approved sport, either within or outside of Canada within 12 months of the international competition they have applied for may forfeit their opportunity to compete on the National team as per IPF Constitution Article 14. If an athlete is deemed to be in violation of IPF Constitution Article 14 after being named to the team, no financial recompensation will be provided by the CPU.

Policy History	
Approved	Nov 1, 2023
Next Review Date	



Revision Approval Dates	Sept 6, 2024 – revision to criteria for 2024/2025
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**17.0. WORLD GAMES ATHLETE SUPPORT AND IPF CONGRESS**

- 17.1 All Registrants who compete at the World Games on behalf of Canada and the CPU, will be eligible for an expense reimbursement of up to \$2,000.
- 17.2 Travel receipts are to be submitted to the Treasurer upon the Registrant’s return from the World Games.
- 17.3 Any additional funds remaining after paying the entry fee and drug testing fee will be reimbursed to the Registrant based on the receipts provided up to the \$2,000 limit.
- 17.4 The CPU will cover 100% of the travel, accommodations, and meals for the President or the CPU-appointed delegate to attend the annual IPF Congress and World Games Championships.

Policy History	
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## **CLEAN SPORT AND DOPING CONTROL**

### **18.0. ANTI-DOPING**

- 18.1 The CPU has adopted the 2021 Canadian Anti-Doping Program (CADP) as its primary domestic anti-doping policy, administered on behalf of the CPU by the Canadian Centre for Ethics in Sport (CCES). The 2021 CADP is fully compliant with the 2021 World Anti-Doping Code, International Standards, and Guidelines as they may exist from time to time.
- 18.2 In addition, the CPU, as a member federation of the IPF, must also be fully compliant with the IPF anti-doping rules. The IPF anti-doping rules may apply to certain members of the CPU in certain situations. The IPF anti-doping rules are fully compliant with the 2021 World Anti-Doping Code, International Standards, and Guidelines as they may exist from time to time.
- 18.3 In the event of a conflict between other anti-doping policies established by the CPU and the 2021 CADP and/or the IPF anti-doping rules, the rules of the 2021 CADP or the IPF shall prevail, as applicable.
- 18.4 All Registrants holding a Competitor Membership or Referee Membership are required to take the CCES online E-Learning Anti-Doping Tracked course and subsequent renewal course after each 12-month period, to maintain a current Certificate of Completion as a requirement of registration (membership) and to be eligible for competition in CPU events.
- 18.5 Registrants at IPF international competitions face the possibility of WADA-certified doping controls. Any CPU national records set by Registrants at IPF international events will be accepted, upon receipt of the same record application that would apply within Canada.
- 18.6 In the event of a Registrant being suspended for a doping infraction that affects the placings of other Registrants, the CPU will act in a timely fashion to publicly honor the new winners. This will include forwarding the appropriate medallion to the correct placement.
- 18.7 Any Registrant who is assessed a doping suspension shall have all previous records that they may have held removed as well as listings on the athlete ranking lists. Records will revert to the previous record holder, and athlete rankings will be adjusted accordingly.
- 18.8 All Registrants holding a Competitor Membership are subject to in-competition and out-of-competition testing as a condition of registration (membership) in the CPU.

- 18.9 As part of the CPU out-of-competition testing program, Registrants holding a Competitor Membership are obligated to provide current and correct contact information (i.e., home address, e-mail address, and phone number) to the Registration Chairperson on their registration (membership) applications and update the information should it change during the registration (membership) year. If after careful examination of the circumstances it is concluded by the CPU Anti-Doping Committee, that a member has intentionally provided incorrect or outdated contact information to the CPU, a warning or a six (6)-month suspension may be imposed.
- 18.10 As noted in Clause 5.6 of the IPF Anti-Doping Rules and Part C, Clause 5.6 of the Canadian Anti-Doping Rules, a Whereabouts Program will be applied to selected athletes within the CPU Out-Of-Competition Testing Pool. These Registrants will be notified and educated by the Independent Testing Administrator in the requirements and their duties in the Whereabouts Program and the Registrant will be required to submit their whereabouts in accordance with the specified rules. They will also be subject to sanctions for Missed Tests and Filing Failures as explained in Clause 2.4 of the IPF Anti-Doping Rules and Clause 2.4 of the Canadian Anti-Doping Rules.
- 18.11 In addition to urine collection and testing, the CCES reserves the right to execute in-competition and out-of-competition blood collection and testing in accordance with the CADP and IPF Anti-Doping Rules.
- 18.12 When a Registrant receives a doping suspension, their results stay in the historical database but will be given a notation of "DV" (Doping Violation) indicating their suspension.
- 18.13 For doping penalties, the CPU shall follow the IPF Anti-Doping Rules and the WADA Code for reinstatement:
- a) Any Registrant who has received and served a full doping suspension under the Canadian Anti-Doping Program ("CADP") and wishes to return to the CPU must apply for reinstatement to the Board and be required to pay a fee of \$1100 to the CPU; and
  - b) Any person applying for reinstatement shall be required to re-pay to the CPU or its Member Province the full amount of any legal, medical, physical, or other expenses that may have been incurred from the prior offense.
  - c) All persons applying to the CPU for registration (membership) must disclose all information regarding current suspensions from any/all sports organizations when applying for any class of registration (membership) in the CPU. Failure to do so will result in immediate disqualification from the CPU for the term of that

suspension, with all contest results for the Registrant being nullified upon discovery.

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Revision Approval Dates	

**SAFE SPORT AND GENDER EQUITY**

**19.0 THE CODE OF CONDUCT AND ETHICS PROCESS**

**PURPOSE:**

19.1 The purpose of this Code is to ensure a safe and positive environment (within the CPU’s programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the CPU’s core values. The CPU supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect. The CPU maintains the position that all people have the right to frequent an environment that is free of discrimination or harassment based on a person’s age, sex, race, ethnicity, religion, or sexual orientation.

**APPLICATION OF THIS CODE**

19.2 This Code applies to Individuals’ conduct during the CPU’s business, activities, and events including, but not limited to, competitions, practices, training camps, travel associated with the CPU’s activities and any meetings.

19.3 An Individual who violates this Code may be subject to sanctions pursuant to the CPU’s Discipline and Complaints Policy. In addition to facing possible sanction pursuant to the CPU’s Discipline and Complaints Policy, an Individual who violates this Code during a competition may be removed from the competition, the official

may delay the competition until the Individual complies with the removal, and the Individual may be subject to any additional discipline associated with the particular competition.

19.4 A director or officer of the CPU found to have engaged in any act that is a potential violation of UCCMS against any other director or officer, worker, contractor, member, customer, supplier, or other third parties while conducting CPU business, or at any CPU or affiliate event, will be subject to appropriate disciplinary action as determined by the Case Manager.

19.5 This Code also applies to Individuals' conduct outside of the CPU's business, activities, and events when such conduct adversely affects relationships within the CPU (and its work and sport environment) and is detrimental to the image and reputation of the CPU. Such applicability will be determined by the CPU, and if appropriate, in consultation with ITP.

#### GENERAL RESPONSIBILITIES

19.6 Individuals have a responsibility to Maintain and enhance the dignity and self-esteem of the CPU members and other individuals by:

- a) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
- b) Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members
- c) Consistently demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct
- d) Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
- e) Consistently treating individuals fairly and reasonably
- f) Ensuring adherence to the rules of the sport and the spirit of those rules

19.7 Comply, at all times, with the UCCMS

<https://sportintegritycommissioner.ca/uccms>

19.8 Refrain from any behaviour that constitutes psychological maltreatment which includes, without limitation, verbal conduct, non-assaultive physical conduct, conduct that denies attention or support, and/or a person in authority's pattern of deliberate non-contact behaviours that have the potential to cause harm. Types of behaviour that constitute psychological maltreatment include, but are not limited to:

- a) Written or verbal abuse, threats, or outbursts
- b) The display of visual material which is offensive or which one ought to know is offensive in the circumstances
- c) Unwelcome remarks, jokes, comments, innuendo, or taunts

- d) Leering or other suggestive or obscene gestures
- e) Condescending or patronizing behaviour, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
- f) Practical jokes that cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance
- g) Any form of hazing where hazing is defined as "Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior teammate, which does not contribute to either athlete positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability."
- h) Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing ix. Unwelcome sexual flirtations, advances, requests, or invitations
- i) Physical or sexual assault
- j) 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
- k) Retaliation or threats of retaliation against an individual who reports harassment to the CPU

19.9 Refrain from any behaviour that constitutes sexual maltreatment. Types of behaviour that constitute sexual maltreatment include, but are not limited to:

- a) Sexist jokes
- b) Display of sexually offensive material
- c) Sexually degrading words used to describe a person
- d) Inquiries or comments about a person's sex life
- e) Unwelcome sexual flirtations, advances, or propositions
- f) Persistent unwanted contact
- g) Any other such behaviour that is outlined in UCCMS
- h) Physical maltreatment
- i) Neglect
- j) Grooming
- k) Boundary transgression
- l) Discrimination
- m) Subjecting a participant to the risk of maltreatment
- n) Aiding and abetting
- o) Failure to report
- p) Intentionally reporting a false allegation
- q) Interference with or manipulation of the process
- r) Retaliation

- 19.10 Refrain from consuming illegal recreational drugs while participating in CPU programs, activities, competitions, or events
- 19.11 Take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with the CPU's events
- 19.12 Respect the property of others and not willfully cause damage
- 19.13 Promote the sport in the most constructive and positive manner possible
- 19.14 Adhere to all federal, provincial, municipal, and host country laws
- 19.15 Comply at all times with the CPU's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

#### BOARD/COMMITTEE MEMBERS AND STAFF

- 19.2 In addition to the General Responsibilities section above, the CPU's Directors, Committee Members, and Staff will have additional responsibilities to:
  - a) Function primarily as a member of the board and/or committee(s) of the CPU; not as a member of any other particular member or constituency
  - b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the CPU's business and the maintenance of Individuals' confidence
  - c) Ensure that the CPU's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
  - d) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of the CPU
  - e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
  - f) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others
  - g) Keep informed about the CPU's activities, the national and provincial sport communities, and general trends in the sectors in which they operate
  - h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the CPU is incorporated
  - i) Respect the confidentiality appropriate to issues of a sensitive nature
  - j) Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight
  - k) Respect the decisions of the majority and resign if unable to do so
  - l) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
  - m) Have a thorough knowledge and understanding of all the CPU's governance documents

- n) Conform to the bylaws and policies approved by the CPU, in particular this Code of Conduct and Ethics

## OFFICIALS

19.3 In addition to the General Responsibilities section above, officials will have additional responsibilities to:

- a) Maintain and update their knowledge of the rules and rules changes
- b) Work within the boundaries of their position's description while supporting the work of other officials
- c) Act as an ambassador of the CPU by agreeing to enforce and abide by national and provincial rules and regulations
- d) Take ownership of actions and decisions made while officiating
- e) Respect the rights, dignity, and worth of all individuals
- f) Not publicly criticize other officials
- g) Assist with the development of less-experienced officials
- h) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of the CPU, athletes, coaches, other officials, and parents
- i) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
- j) Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals
- k) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time
- l) When writing reports, set out the true facts and not attempt to justify any decisions
- m) Dress in proper attire for officiating

## ANTI-DOPING

19.4 Every athlete and other person participating in the sport shall reasonably cooperate with the Canadian Centre for Ethics in Sport (CCES) or another anti-doping organization investigating anti-doping rule violations and a failure to do so may be the basis for disciplinary action within the sport.

## APPEALS

19.5 Any member province or registrant of the Canadian Powerlifting Union (CPU) who is affected by a decision of an official committee or decision-making body within the CPU has the right to appeal that decision. Please refer to the Policy on Appeals for further details on submitting an appeal.



Policy History	
Approved	Nov 1, 2023
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Revision Approval Dates	August 18, 2024

## 20.0 DISCIPLINE AND COMPLAINTS POLICY

### PURPOSE

20.1 The Canadian Powerlifting Union (CPU) is committed to providing an environment in which all Individuals involved with the CPU are treated with respect. Membership in the CPU, as well as participation in its activities, brings many benefits and privileges. At the same time, Individuals and participants are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with the CPU's policies, bylaws, rules and regulations, and Code of Conduct and Ethics. Non-compliance by Individuals can result in severe damage to the integrity of the CPU and may be subject to sanctions pursuant to this Policy. Since discipline may be applied, the CPU provides Individuals with the mechanism outlined in this Policy so that complaints are handled fairly, expeditiously, and affordably.

### APPLICATION OF THIS POLICY

20.2 This Policy applies to all Individuals.

20.3 This Policy applies to discipline matters that may arise during the course of the CPU's business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with CPU activities, and any meetings. It also applies to any complaints or discipline matters arising from violation of CPU policies.

20.4 This Policy does not prevent discipline from being applied, during a competition or event, according to the procedures in place for the particular event. This Policy does not prevent discipline from being applied by the board should the need arise. Further discipline may be applied according to this Policy.

20.5 Any infractions or complaints occurring within a competition will be dealt with by the procedures specific to the competition, if applicable. In such situations, disciplinary sanctions will be for the

duration of the competition, training, activity, or event only. Further sanctions may be applied after a review of the matter in accordance with the procedures set out in this Policy.

20.6 Discipline matters and complaints arising within the business, activities, or events organized by entities other than the CPU will be dealt with pursuant to the policies of these other entities unless requested and accepted by the CPU at its sole discretion.

#### REPORTING A COMPLAINT

20.7 Complaints may be reported via email to the Ethics Committee [ethics@powerlifting.ca](mailto:ethics@powerlifting.ca) .

20.8 Any Individual may report any complaint to the CPU. Such a complaint must be via email and must be filed within fourteen (14) days of the alleged incident. Anonymous complaints are strongly discouraged. These types of complaints are challenging to process and/or anonymity may not be guaranteed throughout the duration of the process. At their discretion, the Ethics Committee may elect to disregard anonymous complaints. Complaints may be reported via email to [ethics@powerlifting.ca](mailto:ethics@powerlifting.ca).

20.9 A Complainant wishing to file a complaint outside of the fourteen (14) day period must provide a written statement giving reasons for an exemption to this limitation. The decision to accept, or not accept, the complaint outside of the fourteen (14) day period will be at the sole discretion of the CPU Case Manager or triage officer. This decision may not be appealed.

20.10 At the CPU Board's discretion, the CPU Board may act as the complainant and initiate the complaint process under the terms of this Policy. In such cases, the CPU will identify an individual to represent the CPU.

20.11 The decision to accept, or not accept, the complaint will be at the sole discretion of the CPU Case Manager. This decision may not be appealed.

#### MEDIATION

20.12 All parties will be offered the opportunity to engage in alternative dispute resolution prior to engaging in a disciplinary process. Mediation and/or alternative dispute resolution is strongly recommended to parties. Parties may engage in dispute resolution at their own expense. In exceptional circumstances, the CPU may cover the costs of mediation.

#### CASE MANAGER

20.13 The CPU Case Manager will oversee the management and administration of complaints submitted in accordance with this Policy and such appointment is not appealable. The Case Manager is not required to be a member of the CPU. The CPU Case Manager has an overall responsibility to ensure procedural fairness is respected at all times in this Policy and to implement this Policy in a timely manner. More specifically, the CPU Case Manager has a responsibility to:

- a) Determine whether the complaint is frivolous or vexatious and within the jurisdiction of this Policy. If the Case Manager determines the complaint is frivolous or vexatious or outside the jurisdiction of this Policy, the complaint will be dismissed immediately. The Case Manager's decision to accept or dismiss the complaint may not be appealed

- b) Determine if the complaint is a direct violation of the UCCMS. Complaints that are determined to be in violation of UCCMS will be sent to ITP for investigation and handling. All other complaints will be handled by the CPU Ethics Committee unless they determine that external handling of the complaint is needed.
- c) Determine if the complaint is a minor or major infraction.
- d) Appoint the Panel, if necessary, in accordance with this Policy
- e) Coordinate all administrative aspects of the complaint
- f) Provide administrative assistance and logistical support to the Panel as required
- g) Provide any other service or support that may be necessary to ensure a fair and timely proceeding

20.14 The CPU Case Manager will inform the Parties if the incident is considered to be a potential UCCMS violation as well as if it is to be dealt with as a minor infraction or major infraction. The matter will be dealt with according to the applicable section relating to the UCCMS violations, minor infractions, or major infraction.

#### MINOR INFRACTIONS – COMPLAINT RESOLUTION PROCESS

20.15 Minor infractions are incidents of failing to achieve expected standards of conduct that generally do not result in egregious harm to others, the CPU, or the sport. Examples of minor infractions can include, but are not limited to:

- a) Disrespectful, offensive, abusive, racist, or sexist comments or behaviour
- b) Disrespectful conduct such as outbursts of anger or argument
- c) Conduct contrary to the values of the CPU
- d) Being late for, or absent from, the CPU events and activities at which attendance is expected or required
- e) Minor violations of the CPU's policies, procedures, rules, or regulations
- f) Minor violations of the CPU's Code of Conduct and Ethics

20.16 All disciplinary situations involving minor infractions will be dealt with by the CPU Ethics Committee. If applicable, discipline-specific to the particular event or competition shall be applied. The person or persons in authority can be, but is not restricted to being, staff, officials, coaches, judges, organizers, or the CPU Ethics Committee.

20.17 Provided that the Respondent being disciplined is told the nature of the infraction and has an opportunity to provide information concerning the incident, procedures for dealing with minor infractions will be informal (compared to the procedures for major infractions) and will be determined at the discretion of the person responsible for the discipline of such infractions (as noted above).

20.18 Possible outcomes and sanctions for minor infractions, which may be applied singularly or in combination, include but are not limited to the following:

- a) Verbal or written reprimand from the CPU to one of the Parties
- b) Verbal or written apology from one Party to the other Party
- c) Service or other contribution to the CPU
- d) Removal of certain privileges of membership for a designated period
- e) Suspension from the current competition, activity, or event
- f) Fines
- g) Any other sanction considered appropriate for the offence
- h) Discipline specific to the event or competition, if applicable

- i) Any other outcome considered appropriate for the conflict and as agreed upon by the parties.

20.19 Minor infractions that result in discipline will be recorded and records will be maintained by the CPU. Repeat minor infractions may result in further such incidents being considered a major infraction.

#### MAJOR INFRACTIONS

20.20 Major infractions are instances of failing to achieve the expected standards of conduct that result, or have the potential to result, in harm to other persons, to the CPU, or to the sport. Major Infractions may be either Major Infractions (UCCMS) or Major Infractions (non-UCCMS).

20.21 Major Infractions (UCCMS) include:

- a) Psychological Maltreatment (outlined in full in section 5.2 of the UCCMS) including:
  - i. Verbal conduct
  - ii. Non-assaultive physical conduct
  - iii. Conduct that denies attention or support and/or
  - iv. a person in authority's pattern of deliberate non-contact behaviours that have the potential to cause harm.
    - 1. *Psychological Maltreatment* is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.
- b) Physical Maltreatment (outlined in full in section 5.3 of the UCCMS) including:
  - i. Contact behaviours
  - ii. Non-contact behaviours
    - 1. *Physical Maltreatment* is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.
- c) Neglect (outlined in full in section 5.4 of the UCCMS).
  - 1. Neglect is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.
- d) Sexual Maltreatment (outlined in full in section 5.5 of the UCCMS) which includes, but is not limited to.
  - i. any non-*Consensual* touching of a sexual nature and/or the *Criminal Code* offence of sexual assault;
  - ii. forcing or coercing a person into sexual acts;
  - iii. participating in or performing acts on a person that violate their sexual integrity;
  - iv. *Criminal Code* offences that do not involve actual physical contact or that can occur through electronic means.
  - v. Sexual harassment
  - vi. *Sexual Maltreatment of a Minor*.
  - vii. Where there is a *Power Imbalance*, sexual acts or communications (electronic or otherwise) between any *Participant* and another *Participant* are prohibited.

- viii. Sexual attention when the person giving the attention reasonably knows or ought to know that the attention is unwanted or unwelcome or where the object of the attention is a *Minor*.
- ix. Unwelcome remarks based on gender which are not of a sexual nature but which are demeaning such as derogatory gender-based jokes or comments.
- x. *Sexual Maltreatment* can take place through any form or means of communication (e.g. online, social media, verbal, written, visual, hazing, or through a third party).
- xi. Grooming (outlined in full in section 5.6 of the UCCMS).
- xii. Boundary Transgressions (outlined in full in section 5.7 of the UCCMS).
- xiii. Discrimination (outlined in full in section 5.8 of the UCCMS).
- xiv. Subjecting a *Participant* to the Risk of *Maltreatment* (outlined in full in section 5.9 of the UCCMS).
- xv. Aiding and Abetting (outlined in full in section 5.10 of the UCCMS).
- xvi. Failure to *Report* (outlined in full in section 5.11 of the UCCMS).
- xvii. *Reporting* a False Allegation (outlined in full in section 5.12 of the UCCMS).
- xviii. Interference with or Manipulation of Process (outlined in full in section 5.13 of the UCCMS).
- xix. Retaliation (outlined in full in section 5.14 of the UCCMS).

20.22 Major Infractions (non-UCCMS) include, but are not limited to:

- a) Repeated minor infractions
- b) Conduct that intentionally damages the CPU's image, credibility, or reputation
- c) Conduct that intentionally interferes with a competition or with any athlete's preparation for a competition
- d) Tampering with a competition or with any athlete's preparation for a competition
- e) Consistent disregard for the CPU's bylaws, policies, rules, and regulations
- f) Intentionally damaging the CPU property competition equipment or improperly handling the CPU monies
- g) Any Criminal Code convictions
- h) Any possession or use of banned performance-enhancing drugs or methods
- i) Major or repeated violations of the CPU's Code of Conduct and Ethics

20.23 Major infractions, both UCCMS and non-UCCMS, occurring within competition may be dealt with immediately, if necessary, by a person having authority. In such situations, disciplinary sanctions will be for the duration of the competition, training, activity, or event only. If applicable, discipline-specific to the particular event or competition shall be applied. Further sanctions may be applied after a review of the matter in accordance with the procedures set out in this Policy. This review does not replace the appeal provisions of this Policy.

20.24 Major infractions involving violations of the UCCMS will be handled using the Procedure for Major Infraction Hearing (UCCMS) set out in this Policy.

20.25 All other Major infractions will be handled using the Procedure for Major Infraction Hearing (non-UCCMS) set out in this Policy,.

PROCEDURE FOR MAJOR INFRACTION HEARING (UCCMS)

- 20.26 The CPU Case Manager shall notify the Parties and ITP that the complaint is admissible, and the incident shall be dealt with as a major infraction UCCMS. The matter shall be handed off to ITP to be assigned to an ITP Case Manager who shall take over the duties of Case Manager on the matter. The ITP Case Manager shall then decide the format under which the complaint will be heard. This decision may not be appealed.
- 20.27 The ITP Case Manager will appoint a Discipline Panel, which shall consist of a single Adjudicator, to hear the complaint. In extraordinary circumstances, and at the discretion of the ITP Case Manager, a Panel of three persons may be appointed to hear the complaint. In this event, the ITP Case Manager will appoint one of the Panel's members to serve as the Chair.
- 20.28 If the Respondent acknowledges the facts of the incident, the Respondent may waive the hearing, in which case the Panel will determine the appropriate disciplinary sanction. The Panel may still hold a hearing for the purpose of determining an appropriate sanction.
- 20.29 If a Party chooses not to participate in the hearing, the hearing will proceed in any event.
- 20.30 The panel, in collaboration with the ITP Case Manager, will determine the format of the hearing, which may involve an oral in-person hearing, an oral hearing by telephone, a hearing based on a review of documentary evidence submitted in advance of the hearing, or a combination of these methods.
- 20.31 The hearing will be governed by the procedures that the ITP Case Manager deems appropriate in the circumstances, provided that The Parties will be given appropriate notice of the day, time, and place of the hearing
- 20.32 Copies of any written documents that the parties wish to have the Panel consider will be provided to all Parties in advance of the hearing
- 20.33 The Parties may be accompanied by a representative, advisor, or legal counsel at their own expense
- 20.34 The Panel may request that any other individual participate and give evidence at the hearing
- 20.35 The Panel may allow as evidence at the hearing any oral evidence and document or thing relevant to the subject matter of the complaint, but may exclude such evidence that is unduly repetitious and shall place such weight on the evidence as it deems appropriate
- 20.36 The decision will be by a majority vote of Panel members
- 20.37 If a decision may affect another party to the extent that the other party would have recourse to a complaint or an appeal in their own right, that party will become a Party to the complaint in question and will be bound by the decision.
- 20.38 In fulfilling its duties, the Panel may obtain independent advice.

## DECISION

20.38 After hearing the matter, the Panel will determine whether an infraction has occurred and, if so, the sanctions to be imposed. Within fourteen (14) days of the hearing's conclusion, the Panel's written decision, with reasons, will be distributed to all Parties, the ITP Case Manager, the CPU Case Manager, and the CPU. In extraordinary circumstances, the Panel may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued before the end of the fourteen (14) day period. The decision will be considered a matter of public record unless decided otherwise by the Panel or the CPU Board.

## SANCTIONS

20.39 The Panel may apply the following disciplinary sanctions, singularly or in combination, for major infractions:

- a) Verbal or written reprimand from the CPU to one of the Parties
- b) Verbal or written apology from one Party to the other Party
- c) Service or other voluntary contribution to the CPU
- d) Expulsion from the CPU
- e) Removal of certain membership privileges
- f) Suspension from certain teams, events, and/or activities
- g) Suspension from all the CPU's activities for a designated period
- h) Withholding of prize money or awards
- i) Payment of the cost of repairs for property damage
- j) Suspension of funding from the CPU or from other sources
- k) Any other sanction considered appropriate for the offence.

20.40 Unless the Panel decides otherwise, any disciplinary sanctions will begin immediately. Failure to comply with a sanction as determined by the Panel will result in automatic suspension until such time as compliance occurs.

20.41 Major infractions that result in discipline will be recorded and records will be maintained by the CPU.

## Suspension Pending a Hearing

20.42 The CPU may determine that an alleged incident is of such seriousness as to warrant suspension of an Individual pending completion of the criminal process, a hearing, or a decision of the Panel.

## PROCEDURE FOR MAJOR INFRACTION HEARING (non-UCCMS)

20.43 The CPU Case Manager shall notify the Parties that the complaint is admissible, and the incident shall be dealt with as a major infraction. The CPU Case Manager, in collaboration with the appointed panel, shall then decide the format under which the complaint will be heard. This decision may not be appealed.

20.44 The CPU Case Manager will appoint a Discipline Panel, which shall consist of a single Adjudicator, to hear the complaint. In extraordinary circumstances, and at the discretion of

the Case Manager, a Panel of three persons may be appointed to hear the complaint. In this event, the Case Manager will appoint one of the Panel's members to serve as the Chair.

- 20.45 If the Respondent acknowledges the facts of the incident, the Respondent may waive the hearing, in which case the Panel will determine the appropriate disciplinary sanction. The Panel may still hold a hearing for the purpose of determining an appropriate sanction.
- 20.46 If a Party chooses not to participate in the hearing, the hearing will proceed in any event.
- 20.47 The panel, in collaboration with the CPU Case Manager, will determine the format of the hearing, which may involve an oral in-person hearing, an oral hearing by telephone, 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 CPU Case Manager deems appropriate in the circumstances, provided that:
- a) The Parties will be given appropriate notice of the day, time, and place of the hearing
  - b) Copies of any written documents that the parties wish to have the Panel consider will be provided to all Parties in advance of the hearing
  - c) The Parties may be accompanied by a representative, advisor, or legal counsel at their own expense
  - d) The Panel may request that any other individual participate and give evidence at the hearing
  - e) The Panel may allow as evidence at the hearing any oral evidence and document or thing relevant to the subject matter of the complaint, but may exclude such evidence that is unduly repetitious and shall place such weight on the evidence as it deems appropriate
  - f) The decision will be by a majority vote of Panel members
- 20.48 If a decision may affect another party to the extent that the other party would have recourse to a complaint or an appeal in their own right, that party will become a Party to the complaint in question and will be bound by the decision.
- 20.49 In fulfilling its duties, the Panel may obtain independent advice, including passing off the complaint to ITP to handle

## DECISION

- 20.50 After hearing the matter, the Panel will determine whether an infraction has occurred and, if so, the sanctions to be imposed. Within fourteen (14) days of the hearing's conclusion, the Panel's written decision, with reasons, will be distributed to all Parties, the CPU Case Manager, and the CPU. In extraordinary circumstances, the Panel may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued before the end of the fourteen (14) day period. The decision will be considered a matter of public record unless decided otherwise by the Panel.

## SANCTIONS

- 20.51 The Panel may apply the following disciplinary sanctions, singularly or in combination, for major infractions:
- a) Verbal or written reprimand from the CPU to one of the Parties



- b) Verbal or written apology from one Party to the other Party
- c) Service or other voluntary contribution to the CPU
- d) Expulsion from the CPU
- e) Removal of certain membership privileges
- f) Suspension from certain teams, events, and/or activities
- g) Suspension from all the CPU's activities for a designated period
- h) Withholding of prize money or awards
- i) Payment of the cost of repairs for property damage
- j) Suspension of funding from the CPU or from other sources
- k) Any other sanction considered appropriate for the offence.

20.52 Unless the Panel decides otherwise, any disciplinary sanctions will begin immediately. Failure to comply with a sanction as determined by the Panel will result in automatic suspension until such time as compliance occurs.

20.53 A Registrant cannot participate at any level of powerlifting competitions in the CPU for a period to be determined by the Ethics and Discipline Committee if they are under temporary or permanent suspension.

20.54 Major infractions that result in discipline will be recorded and records will be maintained by the CPU.

#### Suspension Pending a Hearing

20.55 The CPU may determine that an alleged incident is of such seriousness as to warrant suspension of an Individual pending completion of the criminal process, a hearing, or a decision of the Panel.

#### CRIMINAL CONVICTIONS

20.56 An Individual's conviction for any of the following Criminal Code offences will be deemed a major infraction under this Policy and will result in expulsion from the CPU and/or removal from the CPU's competitions, programs, activities, and events upon the sole discretion of the CPU:

- a) Any child pornography offences
- b) Any sexual offences
- c) Any offence of physical or psychological violence
- d) Any offence of assault
- e) Any offence involving the trafficking of illegal drugs

#### CONFIDENTIALITY

20.57 The discipline and complaints process is confidential and involves only the Parties, the Case Manager, the Panel, and any independent advisors to the Panel. Once initiated and until a decision is released, none of the Parties will disclose confidential information relating to the discipline or complaint to any person not involved in the proceedings.

TIMELINES

20.58 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 Panel may direct that these timelines be revised.

RECORDS AND DISTRIBUTION OF DECISIONS

20.59 Minor and major infractions that result in discipline, as well as decisions of any appeals, shall be recorded and maintained by the CPU.

20.60 Other organizations may be advised of any decisions and, if there was an appeal, the appeal decision.

20.61 Decisions and appeals are matters of public interest and shall be publicly available with the names of the individuals redacted. Names of persons disciplined may be disclosed to the extent necessary to give effect to any sanction imposed. The Panel or the CPU Board may determine that disclosing the person’s identity would unduly violate the person’s privacy and may decide that the decision, or part of the decision, shall be kept confidential.

APPEALS PROCEDURE

20.62 The decision of the Panel may be appealed in accordance with the CPU’s Appeal Policy.

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21.0 ETHICS & DISCIPLINE COMMITTEE PROCESS

21.1 Complaints, allegations, and concerns of possible breaches of the CPU Code of Conduct or policies are received by direct submission to the CPU Ethics Committee via email at [ethics@powerlifting.ca](mailto:ethics@powerlifting.ca) All complaints will be reviewed by the CPU Ethics Committee to determine if a violation of the CPU Code of Conduct or policies has occurred.

- 21.2 The CPU Ethics Committee and ITP must follow the CPU Discipline and Complaints Policy.
- 21.3 The CPU Ethics Committee and ITP must be able to address complaints professionally in both official languages.
- 21.4 The CPU Ethics Committee and ITP must preserve the confidentiality of the complaints, allegations, or concerns so that no one potentially conflicted in the organization may discover who the complainant is, who the person alleged to have breached the rules is, and what the allegations are about.
- 21.5 The CPU Ethics Committee will indicate receipt of the complaint if accepted and determined to have merit and send out a notice via letter or email to the subject(s) of the complaint. The CPU Ethics Committee will determine if complaints are to be considered minor or major infractions as per the CPU Discipline and Complaints Policy and if major, whether UCCMS or non-UCCMS.
- 21.6 If determined to be a minor infraction, the complaint will be handled by the CPU Ethics Committee. The Ethics Committee will send out an email to all members of the Discipline Committee listing the names from the current complaint. No additional information will be provided at this time for confidentiality purposes. Discipline Committee members will declare a conflict of interest or notable vested interest in any member listed in the current complaint. Those members will be considered unable to act as case managers for the current complaint.
- 21.7 The Ethics Committee will then designate 2 case managers from the Discipline Committee to review the complaint and conduct an investigation. This investigation will typically include speaking to all members involved in the complaint and reviewing any facts or information provided.
- 21.8 The case managers will then make a disciplinary recommendation based on their findings. The recommendation will fall into one of 2 categories: 1) an ethical or behavioural infraction of the Code of Conduct, Policies, or Procedures has NOT occurred and there is no further action required OR 2) an ethical or behavioural infraction of above has occurred and disciplinary action is recommended.
- 21.9 The case managers will submit a recommendation for disciplinary action if required. Disciplinary action will be determined based on past precedent and on a case-by-case basis. Disciplinary action may take the form of coaching or lifting sanctions, inability to assume the role of a meet director, or other reasonable discipline as determined by the committee.
- 21.10 If a sanction will interfere with a member's ability to work or engage in a role that may impede their lifestyle or financial position, legal guidance will be pursued prior to disciplinary action.
- 21.11 The Ethics Committee will review the disciplinary action with the CPU Board prior to notification of the members involved in the complaint. Concerns will be addressed with the Board and all members involved in the complaint will be notified of the results of the review.

21.12 All recommended discipline, whether a letter/warning or a sanction, will go to vote to the remainder of the disciplinary committee and the ethics committee. In cases of minor infraction, the committee’s decision will stand.

21.13 All appeals will be received within the periods listed in the CPU Policies. If an appeal is not received in that period, the sanction will be considered finalized and the matter complete.

21.14 All major incidents (UCCMS) will be dealt with by ITP directly who will determine the course of action required based on the complaint. Once their process is complete, which may include a mediation, investigation or a hearing, they will determine the discipline to be applied, if any.

21.15 The CPU Ethics Committee may also pass off a non-UCCMS major incident to ITP if determined to be appropriate.

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**22. POLICY ON APPEALS**

22.1 Any member province or registrant of the Canadian Powerlifting Union (CPU) who is affected by a decision of an official committee or decision-making body within the CPU has the right to appeal that decision. A member may not appeal any items that relate to the rules of competition, or elections held for executive positions.

22.2 A member who wishes to launch an appeal, hereinafter referred to as the appellant, shall:

- a. Provide a written statement setting out their grounds of appeal to the CPU Ethics Committee within ten (10) business days of notification of the decision being appealed.
- b. The written application to appeal must contain:
  - i. Decision being appealed;
  - ii. Grounds for Appeal;

- iii. Statement of facts;
- iv. Rule or regulation that has been contravened;
- v. Remedy sought;
- vi. The proof of payment of the appeal fee as determined annually by the CPU, currently \$500

22.3 An appeal may only be requested if sufficient grounds for an appeal are present. Sufficient grounds include:

22.4 Making a decision for which it did not have authority or jurisdiction as set out in governing documents;

- a) Failing to follow procedures as laid out in the approved policies of the association;
- b) Making a decision which was influenced by bias;
- c) Exercising its discretion for an improper purpose;
- d) Making a decision which was grossly unreasonable.

22.5 Within fifteen (15) business days of receiving the written appeal, the CPU Ethics Committee will refer application to the appropriate appeal panel composed of one (1) to three (3) individuals. The hearing panel may dismiss the appeal, or allow the appeal and, inter alia, revoke the sanction or findings, or impose a different sanction. In each case, the hearing panel must give reasons in writing for its decision.

22.6 The CPU Ethics Committee may determine that an Appeal is best handled by the ITP and may pass carriage of the Appeal to the ITP. The decision to handle the appeal via ITP or the CPU Ethics Committee is not appealable.

22.7 If the Appeal is determined to be made on legitimate grounds, the CPU Ethics Committee will inform both the appellant and the respondent within ten (10) business days and will provide a copy of the appeal to the respondent.

22.8 If the Appeals Panel determines that the appeal is not made on legitimate grounds it will inform the appellant who will be granted no further avenues of appeal.

22.9 The respondent will be granted ten (10) business days to submit a rebuttal to the appellant's submission.

- a) If the Respondent fails to return a written response and/or supporting documents/evidence, the appeal will proceed nonetheless.

22.10 The Appeals Panel may, at its sole discretion and without holding a hearing, decide an appeal if, on the basis of the written documentation submitted to it, it is considered that the CPU Governing Documents have or have not been breached.

22.11 Written decisions are to be forwarded to the parties concerned within fifteen (15) business days of the respondent's rebuttal deadline date and, in cases where a personal hearing is held, within fifteen (15) business days after the date of the hearing.

22.12 Every appeal will be handled in a manner that upholds the principles of procedural fairness outlined in the CPU Discipline and Complaints Policy.

22.13 Unless specifically determined by the Ethics Committee, all appeals will be reviewed on the basis of the written documentation submitted to it.

22.14 Decisions rendered by the Appeals Panel are to be written and must include the names of the Appeals Panel members, the names of the parties, the grounds for the decision, the facts upon which it was based and the decision itself.

22.15 The Ethics Committee will maintain records of all decisions. Making it available as appropriate.

22.16 Sanctions imposed, other than financial orders, remain in force until the Appeals procedure is completed.

22.17 Decisions are to be signed by the Appeals Panel.

22.18 Decisions may be communicated by electronic mail or by registered letter.

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23.0 SOCIAL MEDIA POLICY

PURPOSE

23.1 The CPU is aware that Individual interaction and communication occur frequently on social media. The CPU cautions Individuals that any conduct falling short of the standard of behaviour required by the CPU’s Code of Conduct and Ethics will be subject to the disciplinary sanctions identified within the CPU’s Discipline and Complaints Policy.

APPLICATION OF THIS POLICY

23.2 This Policy applies to all Individuals as defined in the Definitions.

## CONDUCT AND BEHAVIOUR

- 23.3 Per the CPU's Discipline and Complaints Policy and Code of Conduct and Ethics, the following social media conduct may be considered minor or major infractions at the discretion of the Case Manager:
- a. Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at an Individual, at the CPU, or at other individuals connected with the CPU
  - b. Posting a picture, altered picture, or video on a social medium that is harmful, disrespectful, insulting, or otherwise offensive, and that is directed at an Individual, at the CPU, or at other individuals connected with the CPU
  - c. Creating or contributing to a social media page or account, webpage, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about the CPU, its stakeholders, or its reputation
  - d. Any instance of cyber-bullying or cyber-harassment between one Individual and another Individual (including a teammate, coach, opponent, volunteer, or official), 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.
- 23.4 All conduct and behaviour occurring on social media may be subject to the CPU's Discipline and Complaints Policy at the discretion of the Case Manager.

## PARTICIPANT RESPONSIBILITIES

- 23.5 Participants acknowledge that their social media activity may be viewed by anyone; including the CPU and the Individual's provincial/territorial or local Powerlifting associations. If the CPU unofficially engages with an Individual in social media (such as by retweeting a tweet or sharing a photo on Facebook or Instagram) the Individual may, at any time, ask the CPU to cease this engagement.
- 23.6 When using social media, an Individual must model appropriate behaviour befitting the Individual's role and status in connection with the CPU.
- 23.7 Removing content from social media after it has been posted (either publicly or privately) does not excuse the Individual from being subject to the CPU's Discipline and Complaints Policy
- 23.8 An individual who believes that an Individual's social media activity is inappropriate or may violate the CPU's policies and procedures should report the matter to the CPU in the manner outlined by the CPU's Discipline and Complaints Policy.

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## 24.0 SOCIAL MEDIA USE POLICY

### PURPOSE

24.1 The Canadian Powerlifting Union (CPU) encourages the use of social media by its Representatives to enhance effective internal communication, build the CPU brand, and interact with members.

Since there is so much ambiguity in the use of social media, the CPU has created this policy to set boundaries and standards for Representatives' social media use.

### APPLICATION OF THIS POLICY

24.2 This Policy applies to all Representatives.

### RESPONSIBILITY OF REPRESENTATIVES

24.3 CPU Representatives will not:

- b) Use social media for the purpose of fraud or any other activity that contravenes the laws of Canada, the CPU's Code of Conduct and Ethics, or any other applicable jurisdiction
- c) Impersonate any other person or misrepresent their identity, role, or position with the CPU.
- d) Display preference or favouritism with regard to associations, athletes, or other members
- e) Upload, post, email, or otherwise transmit:
  - i. Any content that is offensive, obscene, unlawful, threatening, abusive, harassing, defamatory, hateful, invasive or another person's privacy, or otherwise objectionable



- ii. Any material which is designed to cause annoyance, inconvenience, or needless anxiety to others
  - iii. Any material that infringes on the patent, trademark, trade secrets, copyright, or other proprietary rights of any other party
  - iv. Any material that is considered the CPU's confidential information or intellectual property
- 24.4 Representatives shall refrain from discussing matters related to the CPU or its operations on Representatives' personal social media. Instead, matters related to the CPU or its operations should be handled through more official communication channels such as email.
- 24.5 Representatives must engage with social media only in the context(s) described in their volunteer position, or position with the CPU. For example, a CPU Head Coach shall not represent the CPU in answering a question on CPU-branded social media that is directed at and better addressed in more official communication channels by, the CPU's Treasurer.
- 24.6 Representatives shall use their best judgment to respond to controversial or negative content posted by other people on the CPU-branded social media. In some cases, deletion of the material may be the most prudent action. In other cases, responding publicly may be preferred. If a Representative questions the correct action to take, the Representative shall consult with another Representative who has more decision-making authority at the CPU. Representatives shall use a clear and appropriate writing style.

#### CPU RESPONSIBILITIES

- 24.7 The CPU will:
- a. Ensure that Representatives only use social media in a positive manner when connecting with others
  - b. Properly vet and understand each social medium before directing Representatives to engage with, or create, CPU-branded social media
  - c. Ensure that Representatives balance personal and professional information posted via social media and inform Representatives that a balance is necessary and positive
  - d. Monitor Representatives' use of social media

#### ENFORCEMENT

- 24.8 Failure to adhere to this Policy may permit discipline in accordance with the CPU's Discipline and Complaints Policy, legal recourse, or termination of official CPU position.

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## 25.0 SOCIAL MEDIA GUIDELINES

### PURPOSE

25.1 These Guidelines provide coaches and athletes with tips and suggestions for social media use. Coaches 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 CPU's Code of Conduct and Ethics. Given the nature of social media as a continually developing communication sphere, the CPU trusts its coaches and athletes to use their best judgment when interacting with social media.

These Guidelines are not hard and fast rules or behavioural laws; but rather ideas that will inform coaches' and athletes' best judgment.

### GUIDELINES FOR COACHES

25.2 The following tips should be used by coaches to inform their own strategy for social media use:

- a) Choosing not to engage with social media is an acceptable social media strategy. But you must have good reasons for your choice and be active in other communication media
- b) Despite what Facebook says, you are not actually "friends" with athletes. Resist commenting on athletes' personal activities, status updates, or tweets on Twitter
- c) Consider monitoring or being generally aware of athletes' public social media behaviour to ensure compliance with the CPU's Code of Conduct and Ethics
- d) Coaches may not demand access to an athlete's private posts on social media
- e) Do not "friend" or follow athletes on social media unless they request the connection.

- f) If you accept some “friend” requests, or follow one athlete on social media, you should accept all friend requests and follow all the athletes. Be careful not to show favouritism on social media.
- g) Consider managing your social media so that athletes do not have the option to follow you or “friend” you on social media
- h) Seek permission from athletes before posting pictures or videos of the athletes on publicly available social media
- i) Do not use social media to ‘trap’ athletes if they say one thing to you in person but their social media activity reveals they were doing something different
- j) Keep selection decisions and other official team business off social media
- k) Never require athletes to join any social media platform
- l) If you create a social media page for your team or athlete, do not make this social media site the exclusive location for important information. Duplicate important information in more official channels (like on a website or via email)
- m) Ensure that parents are aware that some coach-athlete interactions may take place on social media. The rule of two applies to online communications with minors. See Appendix A in the CPU Policies and Procedures.
- n) Exercise appropriate discretion when using social media for your own personal communications (with friends, colleagues, and other athletes) with the knowledge that your behaviour may be used as a model by your athletes
- o) Avoid association with social media accounts with explicit sexual contact or viewpoints that might offend or compromise the coach-athlete relationship
- p) Never misrepresent yourself by using a fake name or fake profile.
- q) Be aware that you may acquire information about an athlete that imposes an obligation of disclosure on your part (such as seeing pictures of underage athletes drinking during a trip)
- r) Communication beyond regular social media interactions should be directed towards other communication channels.

## ATHLETES

25.3 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 Twitter. You are not required to follow anyone or be Facebook friends with anyone
- c) If you feel harassed by someone in a social medium, report it to your coach, club official, or to the CPU
- d) Do not feel pressure to join a fan page on Facebook or follow a Twitter feed
- e) 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
- f) Posting information that indicates a violation of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport may be processed against the complaint and discipline policy
- g) Model appropriate behaviour in social media befitting your status as an elite athlete, a member of your association and of the CPU. As a representative of the CPU, you have agreed to the CPU's Code of Conduct and Ethics and must follow that Code when you post material and interact with other people through social media
- h) Be aware that your public social media pages may be monitored by your club, coach, or by the CPU and content or behaviour demonstrated in social media may be subject to sanction under the CPU's Discipline and Complaints Policy

#### ASSOCIATION RESPONSIBILITIES

25.4 Associations should not attempt to impose social media restrictions on coaches or athletes. There are many situations where social media contact is desirable and necessary; yet many situations where social media contact is unwanted and risky. Coaches and athletes should be trusted, pursuant to the CPU's Code of Conduct and Ethics, to navigate social media using their best judgment.

25.5 Associations should monitor social media use by its athletes and coaches. Coaches and athletes may need to be reminded that behaviour in social media is still subject to the CPU's Code of Conduct and Ethics.

25.6 Complaints and concerns about an athlete's or a coach's conduct or behaviour in social media can be addressed under the CPU's Ethics Process.

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## 26.0 POLICY ON TRANSGENDER AND GENDER DIVERSITY INCLUSION

### 26.1 Preamble

The Canadian Powerlifting Union (hereafter referred to as “the CPU”) believes all people, regardless of age, gender, sex, ethnicity, or ability, should have the opportunity to participate in powerlifting.

It is widely known that inclusive and safe sport benefits all participants<sup>1 2 3</sup>. These benefits include increasing self-esteem<sup>4</sup>, developing sound work habits, perseverance in the face of obstacles<sup>5</sup>, improved academic attainment<sup>6</sup>, reduced youth criminalization<sup>7</sup>, and improved physical and mental health outcomes.<sup>8 9</sup> Studies confirm that people who are excluded from sport on the basis of their gender identity, gender expression, or intersex status do not reap the benefits of sport<sup>10</sup>. In fact, exclusion from sport further isolates and marginalizes this vulnerable group, exacerbating negative social and health outcomes<sup>11</sup>.

The CPU also acknowledges the importance of maintaining fairness and competitive integrity for the women’s competitive category. Our aim is to eliminate barriers to participation for transgender and gender-diverse athletes, while also maintaining integrity and fairness in the women’s competitive category. The CPU also upholds Article 14.1 of the IPF Policies which asserts non-discrimination in IPF Events, including on the basis of gender.

At all times, the CPU shall respect the Canadian Charter of Rights and Freedoms and act in a manner consistent with the Canadian Human Rights Act, of 1985. The CPU also recognizes that Bill C-16 (an act to amend the Canadian Human Rights Act and the criminal code) adds gender identity and expression to the list of prohibited grounds of discrimination in Canada<sup>12 13 14 1</sup>.

The CPU also acknowledges that the governing bodies for Powerlifting, International Powerlifting, and World Para Powerlifting, determine the parameters for qualification for International Competitions which impacts athletes and their ability to compete in these competitions.

26.2 This policy has practical applications in two main areas:

- a) Grassroots Competitions - for local competitions, fun meets, and other athletic events that are geared towards participation rather than performance (e.g., any domestic competition that is not sanctioned by The International Powerlifting Federation, hereafter referred to as “the IPF”), athletes shall be able to compete in the competitive category in which they identify. There shall be no restrictions placed on transgender or gender-diverse athlete participants.
- b) Worlds Nominations Competitions that qualify for IPF Sanctioned Events - any competition that is categorized and/or sanctioned by the CPU as qualifying competitions to select national teams for IPF Events must comply with the IPF regulations for transgender athletes. The policy that follows indicates how transgender or gender-diverse athletes may compete in the competitive category in which they identify.

### 26.3 Definitions:

*Athlete:* refers to any individual registered as a participant/competitor within the CPU.

*Competitive category:* powerlifting competitions are divided into two competitive categories, men and

women. An athlete’s competitive category is the group against whom they compete, either men or women.

*Domestic competition:* any competition, for any age group, in any of the disciplines governed by the CPU held in Canada. In a domestic competition, athletes are not representing their countries but may represent other affiliations such as clubs, regional teams, and provincial/territorial teams. For the avoidance of doubt, any International Competition is not considered a “Domestic Competition”.

*Gender:* the socially constructed roles, behaviours, activities, and attributes that society assigns to masculinity or femininity. These include an evolving set of social roles, expectations, and stereotypes that are ascribed to biological sex and vary with time and culture.

*Gender confirmation:* medically-supervised program of treatment to transition a person’s body to align with their gender identity through hormone therapy and/or surgery.

*Gender diversity:* a term that captures the wide range of ways people understand their identities, which is more complex, or different from, traditional gender categories of men and women. The term gender diversity acknowledges and respects the ways people identify outside of the traditional binary men/women gender.

*Gender expression:* the way an individual represents or expresses gender to others through behaviour, hairstyles, activities, voice, mannerisms, etc.

*Gender identity:* a person's deeply-held sense or knowledge of their own gender.

*Inclusion:* acceptance of individuals with diverse personal characteristics into a group or organization

regardless of those characteristics.

*International competition:* any competition where athletes, selected by the CPU, compete against athletes representing other countries. Examples of these include (but are not limited to) the World Games, Paralympics, World Championships, Regional Championships, University Games, and Commonwealth Games. It also includes competitions in any competitions organized by or on behalf of the IPF/World Para Powerlifting, as specified in the IPF policies, or as deemed such by the IPF EC.

*Intersex:* a term used to describe a person born with reproductive anatomy, chromosomes, and/or hormones that are not easily characterized as men or women. This might include a woman with XY chromosomes or a man with ovaries instead of testes. Typically, intersex people are assigned one sex, men or women, at birth. Some intersex people identify with their assigned sex, while others do not. Some choose to identify as intersex, whereas others do not.

*Legal gender:* A person's legal gender is the gender that is recognized under the law(s) of the jurisdiction where a person lives. A person's legal gender is typically illustrated by things like legal documents and government-issued ID. The process for changing one's legal gender is onerous. It is thus not uncommon for trans people, as well as people who do not identify as either male or female, not to complete the process of bringing their legal gender (that is, the gender on their identification) in line with their gender identity.

*Self-identification:* the act of personally identifying oneself as belonging to a specific group of people, or as having a specific identity.

*Sex:* the term sex refers to a set of biological attributes in both humans and animals. It is primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels, and reproductive and/or sexual anatomy.

*Non-binary:* a common term used to refer to the fluidity of gender along the gender spectrum (Also Gender Queer and Gender Fluid).

*Transgender:* people whose gender identity differs from the sex they were registered at birth.

*Transgender Boy/Man:* someone who was assigned female sex at birth but who identifies as a boy/man.

*Transgender Girl/Woman:* someone who was assigned male sex at birth but who identifies as a girl/woman.

*IPF Categorised Competition:* any competition that is categorised by the IPF under article 3.4 of the IPF By-Laws ([https://www.powerlifting.sport/fileadmin/ipf/data/about-ipf/constitution-by-laws/IPF\\_By-Laws\\_09.04.2\\_023v6.pdf](https://www.powerlifting.sport/fileadmin/ipf/data/about-ipf/constitution-by-laws/IPF_By-Laws_09.04.2_023v6.pdf)) where the Eligibility Rules for Competition apply.

*Worlds Nominations Competition:* A competition that is conducted in full compliance with the applicable and relevant IPF Competition and Technical Rules, from which athletes may be selected by the CPU to represent the CPU at IPF Events, and the results of which are used by the IPF in sorting nominations and rankings for competitions. These meets include the Canadian National and Regional Canadian Championships.

#### Inclusion Principles

- 26.4 The CPU recognizes the immense physical, psychological, and social benefits of participating in sport.
- 26.5 The CPU is committed to fostering a safe, inclusive environment for all athletes, coaches, officials, volunteers, and staff.
- 26.6 The CPU believes that everyone, regardless of their gender identity, expression, sex, and/or sex variations should be able to participate in sport safely and without prejudice.
- 26.7 The CPU is committed to maintaining fairness and competitive integrity for the women's competitive category.
- 26.8 The CPU understands that an important facet of inclusion is putting forth an ongoing and honest effort to create an organizational framework where people with a wide range of diverse characteristics and identities can thrive.

#### Purpose

- 26.9 To provide clarity and guidance for the participation of transgender and gender-diverse athletes in powerlifting competitions conducted in Canada in the context of the CPU as a member federation of the IPF
- 26.10 To maintain athlete eligibility in World Rankings Competitions recognizing the separate competition categories for men and women as defined according to those separate and independent rules and regulations.
- 26.11 To provide clarity and guidance for participation in competitions other than World Rankings Competitions where, athletes, regardless of age, may participate in any event based on the gender with which they identify.
- 26.12 To provide a clear, fair, respectful, and confidential process by which athletes may establish their eligibility for domestic and international competitions.
- 26.13 The CPU acknowledges that:
  - a) It is a member organization of the IPF



- b) The IPF enforces rules relating to the participation of transgender men and transgender women athletes at IPF-governed competitions; and
- c) Various Powerlifting competitions conducted in Canada are relevant to National Team selection and representation at IPF Competitions.

#### Policy Scope and Application

- 26.14 This policy applies to the CPU and all Member Provinces of the CPU
- 26.15 This policy applies to transgender and gender diverse athletes who seek to compete in World Nominations Competition conducted by the CPU or its Member Provinces in Canada which are required to adhere to the IPF Transgender Policy and By-Laws. Competitions sanctioned by the IPF:
  - a) World Games
  - b) World Championships:
    - i. Equipped World Open Powerlifting Championship
    - ii. Equipped World Sub-Junior and Junior Powerlifting Championship
    - iii. Equipped World Masters Powerlifting Championship
    - iv. Equipped World Bench Press Championship (Open, Sub-Junior/Junior and Master)
    - v. Classic World Open Powerlifting Championship
    - vi. Classic World Sub-Junior and Junior Powerlifting Championship
    - vii. Classic World Masters Powerlifting Championship
    - viii. Classic World Bench Press Championship (Open, Sub-Junior/Junior and Master)
  - c) University World Cup
  - d) Other International Events as approved by the IPF EC
  - e) Commonwealth Powerlifting Championships
  - f) Regional Championships:
    - i. African

- ii. Asian
  - iii. European
  - iv. Oceania
  - v. North American
  - vi. South American Federations
- g) Competitions sanctioned by the IPF and conducted by an Area Association include:
- i. Equipped World Open Powerlifting Championship
  - ii. Equipped World Sub-Junior and Junior Powerlifting Championship
  - iii. Equipped World Masters Powerlifting Championship
  - iv. Equipped World Bench Press Championship (Open, Sub-Junior/Junior and Master)
  - v. Classic World Open Powerlifting Championship
  - vi. Classic World Sub-Junior and Junior Powerlifting Championship
  - vii. Classic World Masters Powerlifting Championship
  - viii. Classic World Bench Press Championship (Open, Sub-Junior/Junior and Master)
  - ix. University World Cup
  - x. Sheffield Powerlifting Championships
  - xi. Other International Events as approved by the EC

26.15.1 Worlds Nominations Competition (in which the results are used for Nominations in International Competitions by the IPF and conducted by the CPU) include:

- a) National Championships
- b) Regional Canadian Championships

26.16 This policy applies to athletes. For the avoidance of any doubt, this policy does not apply to coaches, officials, athlete support personnel, administrators, or any other roles.

- 26.17 This policy does not apply to any other activity undertaken by a Member Province or to activities that are ancillary to competition (e.g., Coach Education, Officials Training).

#### Eligibility Rules for Worlds Nominations Competition

- 26.18 Worlds Nominations Competition are those competitions whose results are used by the IPF to determine nomination ranks and are also used for CPU National Team Selection to IPF Events. They are dependent on all IPF Bylaws and Policies being met to be considered as valid for eligibility, national rankings lists, qualification to International Championships and World Games, and any other IPF statistical purpose.

- 26.19 At Worlds Nominations Competition conducted in Canada, an Athlete must comply with the Eligibility Rules for the Competition set out by the IPF including the IPF Transgender Policy. The specific eligibility conditions are set out in section 3 of the IPF Transgender Policy and, in summary, include:

- 26.19.1 Transgender men who wish to participate in the men's competitive category are required to provide a written and signed declaration that they identify as a man. For transgender men, the testosterone should be in the normal range of males, i.e., in the range of 10 to 35 nanomoles per litre (nmol/L) but must not exceed the normal range.

- 26.19.2 Transgender women who wish to participate in the women's competitive category must meet each of the following conditions:

- a) The athlete has declared before competing that her gender identity is female and has a valid passport bearing a female gender. The declaration cannot be changed, for competition purposes, for a minimum of four years.
- b) The athlete must demonstrate that her total testosterone level in serum has been equal or below 2.4 nanomoles per litre (nmol/L) and/or free testosterone equal or below 0.433 nmol/dL (or at or below the upper limit of normal of a particular laboratory reference) for at least 12 months prior to her first competition (with the requirement for any longer period to be based on a confidential case-by-case evaluation by IPF Medical Commission (MC), considering whether or not 12 months is a sufficient length of time to minimize any advantage in women's competition). Further information or laboratory results may be requested for decision.
- c) The athlete's total testosterone level in serum must remain at or below 2.4 nmol/litre (nmol/L) and free testosterone at or below 0.433 nmol/L (or at or below the upper limit of normal of the laboratory reference) throughout the period of desired eligibility to compete in the female category.

- d) Compliance with these conditions must be monitored by testing at intervals as determined by IPF Medical Commission. In the event of non-compliance, the athlete's eligibility for female competition is suspended and reapplication for validity to compete in the female category is required.

#### Domestic "Grassroots" Competitions

- 26.20 In competitions other than Worlds Nominations Competition, athletes, regardless of age, may participate in any event based on the gender in which they identify. This could include, for example, local grassroots competitions and meets.
- 26.21 In registering for domestic competition, an athlete may select the category that best reflects their gender identity and sense of self.
- 26.22 Coaches, officials, staff, and volunteers must support an athlete's right to select a competitive category that best matches their gender identity.

#### Provincial/Territorial, National, Area, and World Records

- 26.23 In order for an athlete's performance to be considered for a National or World Record, an athlete must first meet the IPF Transgender Policy requirements and have an active Elite membership within the CPU.

#### Assessment of Eligibility

- 26.24 For the purpose of confirming an athlete's Eligibility for Worlds Nominations Competition conducted in Canada by the CPU and or its Member Provinces, the CPU shall defer all assessments and decisions on Eligibility to the IPF Medical Commission.

Medical Commission Dr. Josephine Wing-Yuk Ip

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- 26.25 A Transgender Athlete who wishes to be declared eligible to compete in their division and classification at a Worlds Nominations Competition, and/or to have recognised any World Record performance in the classification they registered in must adhere to the process as outlined in the IPF Transgender Policy.

#### Selecting a Competitive Category

- 26.26 This policy outlines how any athlete, regardless of their gender identity, may compete at any level of sport as long as they meet the eligibility regulations set forth in sections 4.2 and 6.0 of this policy.
- 26.27 Each calendar year, athletes will have the option to register as an elite or as a performance member.
- 26.28 “Elite” Members 14 years and older (the age at which athletes first become eligible to compete in Worlds Nominations Competitions), will be required to select and certify the gender category in which they are eligible to compete. Failure to do so, or provision of a false certification, will render the athlete ineligible.
- 26.29 “Performance” members, or athletes under the age of 14, will have the option to register in the competitive category in which they identify.
- 26.30 In cases where an athlete has undergone or is currently undergoing a gender transition and wishes to compete in a Worlds Nominations Competition in the category of competition consistent with his/her gender identity they must adhere to IPF Transgender Policy .
- 26.31 The situation may arise when an athlete is not sure in which category they are eligible to compete. The following individuals may contact the CPU for confidential guidance on this issue:
- a. The athlete themselves
  - b. The athlete’s parent(s) or guardian, if the athlete is a minor.
  - c. The athlete’s personal coach, with permission from the athlete. The coach must obtain the athlete’s permission even if the athlete is a minor.
- 26.32 For the avoidance of doubt, no athlete will be forced to undergo any medical assessment and/or treatment. It is the athlete's responsibility, in close consultation with his/her medical team, to decide on the advisability of proceeding with any assessment and/or treatment.

#### Switching Competitive Categories

- 26.32.1 International Competitions. As per the IPF Transgender Policy, once a Transgender athlete has satisfied the relevant eligibility requirements and has started participating in Worlds Nominations Competitions in the category of competition consistent with his/her gender identity, he/she may not then switch back to participating in the other gender category in International Competition unless and until (a) at least four years have passed since the first International Competition in which he/she participated as a Transgender athlete; and (b)

he/she satisfies all of the conditions for eligibility to compete in the other gender category.

26.32.2 Domestic Competitions. If the athlete is not competing in Worlds Nominations Competitions and solely competing in domestic competitions:

- a) "Elite" members 14 years and older may change their competitive category each calendar year at the time of registration as set out in section 8.2 of this policy.
- b) "Performance" members, or athletes under the age of 14 may change their competitive category at any time during the year and such request will be considered by the CPU and/or Provincial/Territorial Member.

#### Objections

26.33 Enquiries into an athlete's right to compete in a given category must be done through the CPU Ethics Committee, [ethics@powerlifting.ca](mailto:ethics@powerlifting.ca).

26.34 Openly contesting or protesting an athlete's right to compete in their competitive category is prohibited and could be considered Psychological Maltreatment and a violation of the CPU Code of Conduct.

#### Complaints or Appeals

26.35 Any complaint or appeal in relation to this policy is to be submitted to the Ethics Committee of the CPU. [Ethics@powerlifting.ca](mailto:Ethics@powerlifting.ca)

#### Anti-Doping Requirements

26.36 The CPU encourages athletes to seek information regarding the status of any medications they are using to determine their Therapeutic Use Exemptions (TUE) requirements for the use of prohibited medications, and to ensure compliance with CPU and IPF Anti-Doping Rules and WADA Code requirements where necessary. The Canadian Centre for Ethics in Sport provides assistance to all athletes with these aforementioned tasks.

#### Periodic Reviews

26.37 The CPU commits to continually monitoring and evaluating this policy so as to maintain those inclusion principles and purpose statements outlined herein while updating to reflect any changes in International Competition guidelines that may otherwise impact its athletes.

#### References

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<sup>11</sup> Hargie, O., Mitchell, D, Somerville, I, (2016), " 'People have a knack of making you feel excluded if they catch on to your difference': Transgender experiences of exclusion in sport", *International Review for the Sociology of Sport* Vol 52, No. 2, 223-239

<sup>12</sup> Government of Canada "Bill C-16: An act to amend the *Canadian Human Rights Act* and the *Criminal Code*" <https://www.justice.gc.ca/eng/csj-sjc/pl/identity-identite/statement-enonce.html>

<sup>13</sup> Parliament of Canada (2017), “Bill c-16” <https://www.parl.ca/DocumentViewer/en/42-1/bill/C-16/royal-assent>

<sup>14</sup> Cossman, B (2018). “Gender identity, gender pronouns, and freedom of expression: Bill C-16 and the traction of specious legal claims” *University of Toronto Law Journal* Volume 68, No. 1, 37-79.

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## NATIONAL RECORDS AND AWARDS

### 27.0 NATIONAL RECORDS

- 27.1 In order to be eligible for any records Registrants must be in good standing with the CPU and their Member Province.
- 27.2 Only Canadian citizens and permanent residents may set national records.
- 27.3 National records may only be set with equipment outlined in the EQUIPMENT section of these policies.
- 27.4 National records can only be set at Provincial Championships, Regional Championships, National Championships, or any higher level of competition.
- 27.5 In order for a national record to be obtained by a Registrant, all referees officiating must be of national level or higher. National records in the total will only be accepted if national referees were used on all successful lifts, regardless of whether they were single lift records, with the same requirements as for single lift records.
- 27.6 When a provincial-level referee is testing for a national referee certification, any national records set during the testing shall be deemed to be legitimate, regardless of the outcome of the exam, providing a jury is present.



- 27.7 At Regional or National Championships a Registrant's status as Unequipped must be clearly identified on the contest scoresheet. Registrants CANNOT "cross-over" from equipped to unequipped, or from unequipped to equipped. They can only enter into one division at a competition in regard to records. If not so identified as unequipped, they will be assumed to be equipped.
- 27.8 The Registrant must have faced the possibility of doping control testing, whether or not any actual sample collections take place. If samples are collected and an actual test takes place, the sample must be analyzed at a WADA-accredited laboratory, and the test result found to be negative.
- 27.9 If a national record is established by a Registrant while competing in a foreign country, that record will only be recognized if:
- a) The Registrant must have faced the possibility of doping control testing. If samples are collected and an actual test takes place, the sample must be analyzed at a WADA-accredited laboratory, and the test result found to be negative;
  - b) The record was made before three IPF International referees, all of whose registrations are up-to-date;
  - c) The competition was sanctioned by a lifting organization that is affiliated with the IPF; and
  - d) The competition must have been organized and conducted according to IPF rules.
- 27.10 In the event of a Registrant(s) being suspended for a failed drug test, which affects the placings of other athletes, the Board will act in a timely fashion to publicly honor the new winner(s). This will include forwarding the appropriate medallion to the correct placeholder(s).
- 27.11 When a record is removed from a Registrant, the record shall revert to the previous record holder. Should the previous record have since been exceeded by a lift performed at a competition that is eligible to set new national records, that Registrant may apply to claim the record. The normal record application must be forwarded within seven (7) days of the day that the previous record is removed. It will be the responsibility of the Board to inform all parties impacted by any change.
- 27.12 Each Member Province shall be responsible for its own records and forms, but a national record application must be submitted on a standard CPU National Record Application Form.
- 27.13 The standard CPU Record Application Form must be submitted by the Registrant through the online form to the Records Chairperson no later than seven (7) days from the date of any sanctioned competition (or final day of a multi-day event).

- 27.14 At the time of the competition, when a national record is set, a Registrant may choose to decline the submission of a CPU National Record Application Form and the record will not stand.
- 27.15 The CPU shall accept applications for new national records in all ages, weights, and categories (equipped & unequipped) that the IPF recognizes.
- 27.16 For all ages, weight and genders, records shall be maintained for both equipped and unequipped competition.
- 27.17 If a Member Province holds a separate contest that is designated as an “Equipped Provincial Championships”, Registrants that intend to lift without supportive equipment may enter, but will be considered as an equipped Registrant, and will not be eligible to set unequipped records of any level or be entered on rankings lists for unequipped lifting.
- 27.18 The CPU shall also accept applications for new national records for para-powerlifting in the weight classes and age divisions followed by the International Paralympic Committee.
- 27.19 Master, Sub-Junior, and Junior athletes who are registered as an Open athlete may set National records in the registrant’s actual age category. Masters, Sub-Juniors, and Juniors lifting as open athlete must break a record in the registrant’s actual age category by 2.5 kg. The only exception to this is if it is an open record as well, in which case, it can be broken by .5 kg.

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**28.0 AWARDS**

28.1 In order to be eligible for any awards Registrants must be in good standing with the CPU and their provincial organization.

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**29.0 HALL OF FAME**

The CPU shall maintain a CPU Hall of Fame which shall consist of the following categories:

29.1 The Bill Jamison Award – This award is named after our founder and is considered the CPU’s highest honor. This award shall be presented to the Registrant who best exhibits sportsmanship, perseverance, and dedication to the sport of powerlifting. The recipient must have also made a historically significant contribution to the growth of CPU. Nominees must have been an active Registrant for a minimum of 15 years. Nominations must be submitted by a Board member or a Member Province and must include detailed information as to the rationale for it seven (7) days prior to the meeting at which the award will be decided. Nominations will not be taken from the floor. The recipient of this award shall be selected by a 2/3 majority vote of the Board and Member Provinces and the award will be presented at the next appropriate National Championships. This award will not necessarily be presented each year, if no suitable candidate can be chosen. Recipients may only receive this award one time.

29.2 CPU Hall of Fame Inductee – This award shall be presented to Registrants who have made significant and noteworthy contributions to the CPU, primarily through their lifetime lifting achievements at the national and international level, and served as a role model to other Registrants. Nominees must have been an active Registrant for a minimum of 10 years. Nominations must be submitted by a Board member or a Member Province and must include detailed information as to the rationale for it seven (7) days prior to the meeting at which the award will be decided. Nominations will not be taken from the floor. The recipient of this award shall be selected by a 2/3 majority vote of the Board and Member Provinces and the award will be presented at the next appropriate National Championships. This award will not necessarily be

presented each year, if no suitable candidate can be chosen. Recipients may only receive this award one time.

29.3 Male and Female Powerlifting Athlete-of-the-Year - This award shall be presented to the Registrant(s) in recognition of their excellence and achievements on the platform in the three lift powerlifting category from the preceding year. Only athletic accomplishments are to be considered for this award. To be nominated for these awards, Registrants must have at least competed at the national level. Nominations must be submitted by a Board member or a Member Province and must include detailed information as to the rationale for it seven (7) days prior to the meeting at which the award will be decided. Nominations will not be taken from the floor. The recipient of this award shall be selected by majority vote of the Board and Member Provinces and will be presented at the next appropriate National Championships. This award will not necessarily be presented each year if no suitable candidate can be chosen.

29.4 Male and Female Bench Press Athlete-of-the-Year Awards - This award shall be presented to the Registrant(s) in recognition of their excellence and achievements on the platform in the bench press from the preceding year. This may include performance in the bench press in a three-lift competition. Only athletic accomplishments are to be considered for this award. Registrants must have at least competed at the national level. Nominations must be submitted by a Board member or a Member Province and must include detailed information as to the rationale for it seven (7) days prior to the meeting at which the award will be decided. Nominations will not be taken from the floor. The winner of this award shall be selected by majority vote of the Board and Member Provinces and the award will be presented at the next appropriate National Championships. This award will not necessarily be presented each year if no suitable candidate can be chosen.

Award recipient selection process

29.5 The Board shall verify that all nominees meet the minimum requirements for the award they are nominated for.

29.6 The Bill Jamison and Hall of Fame Inductee award recipients shall be selected by 2/3 majority vote of the Board and Member Provinces.

29.7 When there are two or more nominees, the Board and Member Provinces shall select a final candidate by majority vote and will continue to do so until there is one final nominee.

29.8 A 2/3 majority vote by the Board and Member Provinces will be used to select the final candidate to determine whether or not the nominee will receive the award.

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Revision Approval Dates	

## APPENDIX “A” – RULE OF TWO

The Rule of Two serves to protect minor athletes (under the age of 18) in potentially vulnerable situations, as well as the quality coaches working in our communities, by ensuring that more than one adult is present.

The goal of implementing the Rule of Two is for all CPU and Provincial sanctioned events to always have two officials or one official and a coach/guardian with a minor athlete, when in a potentially vulnerable situation. Vulnerable situations can include weigh-ins, closed doors meetings, travel, and remote training environments.

Implementing the Rule of Two means that any one-on-one interaction between an official and a minor athlete minor, both on and off the competition platform, must take place within earshot and view of the second official, coach or guardian, with the exception of medical emergencies. One of the officials must also be of the same gender as the athlete. Member Provinces are encouraged to ensure that those individuals in supervisory roles are appropriate for, and acceptable to, the individual registrant. Should there be a circumstance where a second official, coach or guardian is not available, a screened volunteer, parent, or adult may be recruited.

## APPENDIX "B" - CANADIAN POWERLIFTING UNION COACHING COMMITTEE

### Team Canada Coach for all World Championships, North American Championships, Commonwealth Championship

Coaches are an integral part to an athlete's success. For the Championships outlined in the CPU policies and procedures, the CPU Coaching Committee will appoint coaches for each Championship. Any questions should be directed to the coaching committee.

### Team Canada Head Coach Job Description

- Be present at the entire championship, from technical meeting to banquet
- Attend the Technical Meeting as the representative of the Team Canada, or if unable to attend due to extenuating circumstances, appoint a designate to attend
- Coach all Team Canada athletes and manage all Team Canada assigned coaching staff including but not limited to Assistant Coaches, personal coaches, medical staff, etc.
  - The Head Coach or designate has the final say as to athlete's attempts, the athletes may make suggestions only.
- Determine which athletes will have a Personal Coach available and which Personal Coaches will be allowed in the warm-up room prior to leaving for the Championship. Should there be decisions needed, consult with the Coaching Committee to determine which Personal Coaches will be allowed in the warm-up room.
- Ensure all athletes wear their entire Team Canada tracksuit and follow other IPF guidelines (ie: no hats, no flags, etc) while participating in the awards ceremonies
- If a team award should be won, ensure someone accepts the award at the banquet. The team award will be kept by the Head Coach or given to the best Canadian athlete by GL points. Ensure all award winners get their awards if they are not present at the banquet.
- Ensure all athletes know where to find the Certificate of Participation once the competition is concluded.
- Must wear the entire Team Canada tracksuit for the opening ceremonies.
- Head coach must wear appropriate coaching attire during all official duties as prescribed by the IPF (Team Canada track suit OR sport shorts and Team Canada t-shirt or polo AND running shoes - no sandals, dress shoes, etc). Hats shall not be worn while coaching in the warm-up room or at the main platform. The CPU Coaching Committee will provide 1-2 (one to two) t-shirts or polos to wear while coaching.
- Coaches are not to be filming or recording lifts from the coaching box. This is for coaching, not for filming. Athletes can arrange for someone to record their lifts from the audience if they so choose.
- Prior to leaving for the World Championship, the head coach has several responsibilities:
  - Introduce themselves to all Canadian athletes by appropriate means as soon as the team is named.
  - Communicate with athletes around items including but not limited to:
    - Pre-competition training or injuries
    - Flight itineraries, hotel arrangements, transportation, etc
    - CPU expectations and requirements (purchasing a track suit, staying in meet hotel, appropriate behavior, etc)

- Remind all athletes of the negotiated contracts and expectations of the CPU negotiated sponsorships. Should an athlete fail to follow the contract, the coach shall report this to the CPU Coaching Committee who will report this to the CPU President.
- How communication will happen in emergent situations and during the
- competition.
- Athlete competition expectations and goals.
- Creation of an athlete meet day plan (weight cut plan if needed, warm up plan, thoughts on openers, etc).
- Obtain the Emergency Contact information for all athletes from the CPU Championship Secretary.
- Report to the CPU Disciplinary Committee any issues with athletes that arise that require further investigation.
- Report to the CPU Coaching Committee any issues with coaches (assistant or personal) that arise that require further investigation.
- Report to the CPU Officiating Chair any issues with officials that arise that require further investigation.
- Provide to the Coaching Committee a written report outlining:
  - Reflection of the overall team performance at the championship
  - Reflection of the coaching strategies and decisions that were made during the competition and any recommendations for improvement
  - Reflection of any conflict or errors made during the championship
  - Reflection on other named coaches abilities during the championship

#### Team Canada Assistant Coach Job Description

- Be present at the entire championship, from technical meeting to banquet
- May attend the Technical Meeting as the representative of the Team Canada ● Coach all Team Canada athletes as assigned by the Head Coach and manage all Team Canada personal coaches, medical staff, etc.
  - The Head Coach or designate has the final say as to athlete's attempts, the athletes may make suggestions only
- Ensure all athletes have handling support during their lifting
- Ensure all athletes wear their entire Team Canada tracksuit and follow other IPF guidelines (ie: no hats, no flags, etc) while participating in the awards ceremonies
- Wear the entire Team Canada tracksuit for the opening ceremonies.
- Wear appropriate coaching attire during all official duties as prescribed by the IPF (Team Canada track suit OR sport shorts and Team Canada t-shirt or polo AND running shoes - no sandals, dress shoes, etc). Hats shall not be worn while coaching in the warm-up room or at the main platform. The CPU Coaching Committee will provide 1-2 (one to two) t-shirts or polos to wear while coaching.
- Coaches are not to be filming or recording lifts from the coaching box. This is for coaching, not for filming. Athletes can arrange for someone to record their lifts from the audience if they so choose.
- Prior to leaving for the World Championship, the assistant coach supports the Head Coach with communication and gathering required information.



- Report to the CPU Coaching Committee any issues with coaches (head or personal) that arise that require further investigation
- Provide to the Coaching Committee a written report outlining:
- An Assistant Coach will be named at the discretion of the CPU Coaching Committee
- Work with the Head Coach on the pre-competition preparation and be involved in athlete communication

#### Team Canada Personal Coach Job Description

- A Personal Coach may be included on the nominations for each Championship at the discretion of the Team Canada Head Coach, in consultation with the CPU Coaching Committee.
  - Athletes may name 1 (one) personal coach to support them in the warm-up room, however this will be dependent on the number of athletes and coaches in each session.
- Personal coaches are those coaches who may be coaching one single athlete or a few athletes or be present to help handle an athlete during a session. Personal coaches may be required to support other Team Canada athletes at the Head Coaches discretion
- Personal coaches will default to the head coach in a decision on attempt selection
- Personal coaches will only be allowed to support in the warm-up room, unless otherwise directed by the Head Coach
- Wear appropriate coaching attire during all official duties as prescribed by the IPF (Team Canada track suit OR sport shorts and Team Canada t-shirt AND running shoes - no sandals, dress shoes, etc). Hats shall not be worn while coaching in the warm-up room or at the main platform.
- Coaches are not to be filming or recording lifts from the coaching box. This is for coaching, not for filming. Athletes can get someone to record their lifts from the audience if they so choose.
- A personal coach must apply, through the athlete they wish to support, to the Head Coach for approval

#### Eligibility

##### Head Coach

- Successful completion of the following NCCP courses
  - Coach Initiation in Sport
  - Making Ethical Decisions
  - Making Head Way in Sport
  - Understanding the Rule of Two
- Must have coaching experience at a minimum of 2 (two) CPU National Championships o Experience including calling all numbers for an athlete, coaching against other athletes, etc
- Must have current CCES Powerlifting Anti-doping course completed (can not be untracked) or ADEL course

##### Assistant Coach

- Successful completion of the following NCCP courses
  - Making Ethical Decisions
  - Making Head Way in Sport
  - Understanding the Rule of Two

- Must have coaching experience at a minimum of 1 (one) CPU National Championships o Experience includes calling all numbers for an athlete, coaching against other athletes, etc.
- Must have current CCES Powerlifting Anti-doping course completed (can not be untracked) or ADEL course

#### Personal Coach

- Successful completion of the following NCCP courses
  - Making Ethical Decisions
  - Making Head Way in Sport
- Must have coaching experience at a minimum of 1 (one) CPU National Championship or 1 (one) CPU Regional Championship
  - Experience includes calling all numbers for an athlete, coaching against other athletes, etc.
- Must have current CCES Powerlifting Anti-doping course completed (can not be untracked) or ADEL course

#### Application and Approval Process

1. Complete and submit to the Coaching Committee a completed Coaching Application Form. A coaching resume (CV) will also accompany the application.
  - a. [https://docs.google.com/forms/d/e/1FAIpQLSe-tS9Cf2t8eHJerMdxoOgX1uCT5cAbb\\_o\\_8979\\_pAlwYopzug/viewform](https://docs.google.com/forms/d/e/1FAIpQLSe-tS9Cf2t8eHJerMdxoOgX1uCT5cAbb_o_8979_pAlwYopzug/viewform)
2. All coaching applications must be submitted to the CPU Coaching Committee within the same deadline as any athlete applying to be on the National Championship team through the Coaching Application Form. The coaching committee reserves the right to appoint a head coach if no suitable candidates apply OR not appoint a head coach for an International Championship if no suitable candidates apply or it is unnecessary to appoint a Head Coach to certain teams.
3. Coaching committee determines who the head coach will be for each International Championship.
4. Selected coaches are offered the positions. All team athletes are informed of decisions by the CPU President or designate.
5. Following the championship, the head coach must submit a written report on the championship (see requirements of written report below) to the coaching committee within 1 week following the end of the championship.
  - a. Summary of all athletes lifting
  - b. Highlights of the contest
  - c. Any problems or issues that arose at the contest
  - d. Any other information
6. One week following the end of the championship, stipends will be issued to coaches

#### Invitational Championship Coaches (ie: World Games, Sheffield, Arnold, etc)

Head Coach - applications will be accepted the same as all other championships. All requirements apply for the Head Coach of the Invitational Championship team as apply to all international teams. The coach selected will be the most appropriate for the invited athlete(s).

Assistant Coach - athletes who are invited to attend any Invitational Championship will each nominate an Assistant Coach to the Coaching Committee, and the Coaching Committee will make the final determination if the Assistant Coach is named to the team. All requirements apply for the Assistant Coach(es) of the Invitational Championship team as apply to all international teams.

In the event of only a single coach being allowed to attend, then the Coaching Committee will consult with the athlete to choose the most appropriate candidate.

Stipends will be determined by the Coaching Committee from the Coaching Budget.

APPENDIX C – CONFLICT OF INTEREST DECLARATION FORM

Conflict of Interest - Declaration Form

I have read the CPU's *Conflict of Interest Policy*, I agree to be bound by the obligations contained therein, and I

commit to avoid any real or perceived conflict of interest. I also commit to disclosing the existence of any real or

perceived conflict of interest to the Board, as soon as it is known to me.

I declare the following interests which may represent a potential conflicting interest:

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Name	Signature	Date
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