



SDRCC **ANNUAL** **REPORT**

Celebrating 20 years 🍁 2023-24

From the Chairperson of the SDRCC
Brad Kielmann / July 31, 2024



Collaboration 🍁 Integrity 🍁 Fairness





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About the Centre

The Sport Dispute Resolution Centre of Canada (the “Centre” or the “SDRCC”) was created in March 2003 by an Act of Parliament, the *Physical Activity and Sport Act* (the “Act”). The Board of Directors of the Centre (the “Board”) is comprised of voluntary members and has the mandate to direct the Centre and oversee its activities. The Board is appointed by the federal Minister responsible for sport.

This report reviews the operations and assesses the results of the activities of the Centre for the Period from April 1, 2023, to March 31, 2024 (the “Period”).

OUR MISSION

In accordance with Section 10 of the Act to promote Physical Activity and Sport, which created the Centre, and to respond to the needs of sport community, our mission is to provide to the sport community a) a national alternative dispute resolution service for sport disputes; and b) expertise and assistance regarding alternative dispute resolution.

OUR VISION

A culture of fairness, integrity and respect is embraced in Canadian sport and beyond.

OUR VALUES

These foundational values guide and inspire our actions and decisions.

Collaboration – We actively foster collaboration within and outside our organization to leverage diverse perspectives and achieve collective goals.

Integrity – We constantly strive to earn our clients’ and partners’ trust through transparency, competence and high standards of ethical conduct.

Fairness - We are independent, impartial and respectful of all parties so our clients and partners can count on us to be fair.

Excellence – We achieve our mission by being efficient, accessible, professional and compassionate.

Human Rights – People are at the centre of what we do. As such we are committed to upholding and promoting human rights, ensuring that our actions and decisions contribute to a just and equitable society.

ORGANIZATION HISTORY AND PROFILE

The Centre was established to offer the Canadian sport community the necessary tools to prevent conflicts and, when they are inevitable, to resolve them.

Following extensive consultations in the sport community and collaboration between several key sport organizations in Canada, the interim predecessor of the Centre, the ADRsportRED Program, was launched in January 2002 to offer dispute resolution services to the sport community at the national level.

When the *Physical Activity and Sport Act* received Royal Assent in March 2003, the Centre was officially established as an independent organization with a mission to provide to the sport community a national alternative dispute resolution (ADR) service for sports-related disputes. The Centre officially began its operations in April 2004 and it assumed responsibility for hearing all doping cases in Canada starting in June 2004.

The Centre has twenty-eight staff members at the time of publication. Over the last decade, the Centre handled an average of 68 cases per year, up from 43 during the first decade, of which about one third are doping-related cases, down from about half since 2014. In addition to the activities of the Tribunal, the Dispute Prevention Resource Centre provides members of the Canadian sport community with tools to help prevent and reduce the occurrence or severity of sports-related disputes.

From 2018, the Centre put forward several initiatives aimed at helping the sport community better address abuse and harassment complaints, including an Investigation Unit, the Canadian Sport Helpline and the Safeguarding Tribunal, a new division specialized in hearing disputes pertaining to allegations of harassment and abuse. In 2021, after the Minister designated the Centre to deliver an independent safe sport mechanism at the national level to administer the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, these programs were further enhanced as part of the creation of the Abuse-Free Sport program that was launched in June 2022. Following the announcement by the Minister of Sport and Physical Activity on December 11, 2023, to the effect that the Abuse-Free Sport program would be removed from the Centre, and the subsequent announcement on May 2, 2024, that the majority of the program’s functions will transition to the Canadian Centre for Ethics in Sport, the Centre will nonetheless continue to deliver all such services until April 1, 2025.



Message from the Chairperson and Chief Executive Officer

The Period was a marked contrast to the last fiscal year for the Abuse-Free Sport program. While the previous fiscal year started slow, this year showed significant growth across several metrics. For example, impact can be seen in: staff size, number of program signatories, caseload at the Office of the Sport Integrity Commissioner (OSIC) and in the Dispute Resolution Secretariat, expansion of the Investigation and Sport Environment Assessment Units and Legal Aid lawyers list, new offerings in the education library and the launch of Sport Environment Assessments (SEA). Overall, this Period is characterized by several new records.

The Dispute Resolution Secretariat broke another overall case volume record, explained in part by the uptick of cases arising from the OSIC complaint management process, whether they be mediations or challenges of decisions by the Director of Sanctions and Outcomes (DSO) on provisional measures, violations and/or sanctions. Team selection disputes were on the rise as well, combining in the same Period the 2023 Pan American Games with qualification events and team nominations for the summer 2024 Olympic Games.

The first full year of operations of the Abuse-Free Sport program was marked by continuous learning and improvements in all aspects of its services and programming. Notably, the vast majority of federally funded sport organizations are onboarded as signatories. In recognition of the importance of this program, it is now a condition for a sport organization that it must become a signatory in order to qualify to receive federal funding.

Despite all these significant markers of the 2023-2024 fiscal year, the launch of the public registry of sanctions in March 2024 was by far the most important milestone achieved by the SDRCC. The project started in late 2021, more than six months before the creation of the Abuse-Free Sport program, and required minutia in its design to ensure compliance with all applicable privacy legislations in Canada. The creation of a centralized online database to collect consents from designated participants to the Abuse-Free Sport program was paramount in building independence of OSIC from signatories to conduct preliminary assessments of complaints and to secure the necessary legal basis for the public registry.

The year also saw a first case having progressed through all stages of the complaint management process, with its final outcome being challenged before the Safeguarding Tribunal. That case provided a timely opportunity to evaluate the program. Based on feedback from the one of the parties,

an independent review was commissioned to address concerns with their experience through the full process. The External Review Committee report, received by the SDRCC at the very end of the fiscal year, formulated 13 recommendations for program improvements. A public version of the report is expected soon, showing progress made by Abuse-Free Sport in the implementation of recommendations.

This past year also brought about some bumps along the road with the resignation of the Sport Integrity Commissioner and the Minister's announcement that the OSIC would transition out of the auspices of the SDRCC. The OSIC transition, however, is the natural progression of OSIC towards greater independence to serve the sport community in its important mission. Indeed, the SDRCC creating and managing the Abuse-Free Sport program presented its own organizational challenges. The SDRCC had to navigate three mutually independent functions under the same umbrella, including: the SDRCC acting as a tribunal; the OSIC; and the DSO. Through attention to detail and its dedicated staff, the SDRCC successfully maintained the independence of each of these functions. This was evident in some cases where the DSO varied recommendations of OSIC or where DSO decisions were varied by SDRCC arbitrators. The SDRCC is nonetheless very proud to have served as an incubator to support, develop and encourage OSIC's growth to its next phase.

Initially, the Minister's announcement regarding OSIC's transition created some uncertainty as to its future. As a result, there was a period of staff turnover that seemed related to such uncertainty. However, since the interim Commissioner's nomination, OSIC has experienced an accelerated pace of complaint management through the adoption of new performance standards on preliminary assessments and investigations. In a span of only a few weeks, these changes showed positive results with several active investigations and SEAs brought to a close.

The SDRCC is looking forward in the next few months to the Government's response to the Canadian Heritage Committee report on safe sport, to the official start of consultations by the Future of Sport in Canada Commission, and its continued collaboration with the Canadian Centre for Ethics in Sport for a seamless move of the Abuse-Free Sport program to its new home.

Brad Kielmann

Chairperson of the Board of Directors

Marie-Claude Asselin

Chief Executive Officer



Board of Directors

The Board is appointed by the Minister responsible for sport. It reflects regional and cultural diversity, and is representative of the Canadian sport system. The Board must include a minimum of three athletes*, a coach, a representative of a National Sport Organization and a representative of a Major Games Organization. Collectively, they demonstrate significant knowledge of the Canadian sport system, the nature of disputes that may arise, and expertise in alternate dispute resolution and the maintenance of an alternate dispute resolution system.

BOARD OF DIRECTORS AND COMMITTEE MEMBERSHIP

(as of July 31, 2024)

Brad Kielmann (Surrey, BC)
Chairperson of the Board of Directors
Chairperson, Executive Committee
Sport Integrity Committee
(The Chairperson is an ex officio member of all committees except the Audit & Finance Committee)

Aaron Bruce (Ottawa, ON)
Chairperson, Audit & Finance Committee
Executive Committee

Katie Damphouse (Waterloo, ON)
ADR Services Committee
Professional Conduct Committee
Sport Integrity Committee

Kevin Kelly (Calgary, AB)
Chairperson, Professional Conduct Committee
ADR Services Committee

Nick Lenehan (Halifax, NS)
ADR Services Committee
Professional Conduct Committee

Dorianne Mullin (Dartmouth, NS)
Audit & Finance Committee
Executive Committee

Marie-Claude Asselin (Saint-Hubert, QC)
Chief Executive Officer
(The CEO is an ex officio member of the Board and all committees)

Pierre Chabot (Lorraine, QC)
Chairperson, ADR Services Committee
Audit & Finance Committee
Executive Committee

Iñaki Gomez (Vancouver, BC)
Professional Conduct Committee
Sport Integrity Committee

Heather Kemkaran-Antymnuik (Winnipeg, MB)
Audit & Finance Committee
Sport Integrity Committee

Lanni Marchant (London, ON)
Chairperson, Athlete Advisory Committee
Professional Conduct Committee
Sport Integrity Committee

Alice Strachan (Georgetown, ON)
Chairperson, Sport Integrity Committee
Professional Conduct Committee

Board Members' biographies are available on the Centre's website: www.crdsc-sdrcc.ca

* The Minister of Sport and Physical Activity was advised on October 3, 2023, of the resignation of one of the athlete representatives, Alex Harvey, from the Board of Directors. As of the date of publication, the SDRCC has yet to be informed of a new nomination in replacement.



Personnel

At the time of publication, the Centre has 28 staff members:

ADMINISTRATION:

- Marie-Claude Asselin, Chief Executive Officer
- Stéphanie Houle, Executive Assistant
- Rick Hunger, Senior Director
- Tanya Gates, Director of Operations
- Claudine Lanouette, Director of Finance
- Jennifer Monk, Senior Manager, Communications
- Michael Vamelkin, IT Technician

DISPUTE RESOLUTION SECRETARIAT:

- Alexandra Lojen, Senior Manager, Tribunal
- Guillaume Boisseau, Case Manager
- Rachel Leblanc-Bazinet, Case Manager

RESOURCE CENTRE:

- Liddia Touch Kol, Resource Centre Manager
- Nikolas Martin, Support and Wellness Coordinator
- Rachel Nicol, Athlete and Survivor Engagement Coordinator
- Owen Bravo, Education and Policy Support Coordinator

OFFICE OF THE SPORT INTEGRITY COMMISSIONER:

- André Lepage, Interim Commissioner
- Valérie Allard, Special Advisor to the Interim Commissioner
- Kirsten Whelan, Director of Case Management Operations
- Sarah Atkinson, Senior Advisor, Investigations and Assessments
- Sandra Palmieri, Senior Program Manager
- Benjamin Bernier, Program Specialist
- Ashley Csiszer, Program Specialist
- Aymen Benbouzid, Program Coordinator
- Ariane Lamoureux, Program Coordinator
- Amara Malena Maraj, Program Coordinator
- Emma Nuara, Program Coordinator
- Spencer Walker, Program Coordinator
- Thomas Ibrahim, Registry and Database Administrator
- Isabelle Fraser, Administrative Assistant

ACCOUNTING SERVICES:

The Regroupement Loisir et Sport du Québec (RLSQ) provides accounting services to the Centre.

AUDITOR:

The firm Baker Tilly Canada, Chartered Professional Accountants, was appointed by the Board of Directors as the independent auditor for the 2023–2024 Period.



Highlights from 2023–2024

Achieving Our Objectives:

PRIORITY AREA 1

PROVIDING SPORT DISPUTE RESOLUTION SERVICES TO THE CANADIAN SPORT COMMUNITY

1.1 Offer meaningful professional development to SDRCC dispute resolution professionals and develop new tools and resources for the roster toolkit

In the winter of 2024, the 2024 Mediator and Arbitrator Conference was held in Calgary, Alberta in partnership with the Court of Arbitration for Sport. The Centre’s mediators, arbitrators, employees and Board members benefitted from training on topics such as enhancing the efficiency of proceedings, protecting vulnerable parties and witnesses, using inclusive language in awards, data protection and IT security, competition manipulation, the impact of privacy standards in doping matters, human rights issues, natural justice in anonymous complaints, as well as mental health for professionals. A workshop for SDRCC roster members on the med/arb process was also conducted.

The Canadian Sport Dispute Resolution Code was amended in October 2023 to clarify definitions and to adapt the procedural rules to the Abuse-Free Sport Program.

In response to the growing needs for bilingual professionals, a public call for applications targeting bilingual safe sport mediators and med-arb neutrals was issued in June 2023. Five new mediators and one med-arb neutral were selected.

1.2 Revise the Women in Arbitration Mentorship program guidelines and enable more opportunities for observation

The Women in Arbitration Mentorship Program guidelines were updated to eliminate gaps and accelerate completion of the program while providing more observer opportunities. Two participants successfully completed the requirements of the program and were added to the roster as arbitrators, with more program participants nearing graduation.

1.3 Improve access to legal aid resources for parties

Partial statistics from an anonymous survey of the lawyers in the pro bono program showed that they were most frequently contacted by athletes, followed by parents and coaches. A significant increase in the number of requests was observed from previous years, and the urgent nature of timelines and potential conflict of interest prevented some lawyers from accepting many of these cases. The survey also demonstrated that the legal services provided by those lawyers who responded saved parties over \$189,000. Plans to revamp the program are being considered, with the goals of streamlining the means of appointment and narrowing the scope and nature of the mandates offered.

PRIORITY AREA 2

STRENGTHENING THE CAPACITY OF THE CANADIAN SPORT COMMUNITY TO PREVENT AND RESOLVE DISPUTES

2.1 Reorganize the online Resource Centre to make tools, resources and services more accessible

The Centre’s social media presence was expanded to help facilitate a better awareness and understanding of the resources and services available. Posts were also enhanced to be more visual and interactive.

2.2 Expand outreach initiatives to the Canadian sport community to further understand their experience and meet their needs

Staff attended 13 sport community events during the Period and distributed prevention and resolution tools and resources with the Centre’s kiosk at ten of those events.

The Abuse-Free Sport Research Grant Program issued a second call for proposals in early 2024. Following initial expressions of interest, 12 researchers were invited to submit a full proposal to receive funding. Agreements were signed to fund nine new research projects with a total investment of \$614,711. The funding of two of those nine projects was made possible thanks to a special financial contribution by the Canadian Olympic Committee and Sport Canada’s Project Lighthouse initiative.



2.3 Enhance access to dispute prevention and education via presentations, workshops, webinars and publication

Staff conducted 41 presentations or workshops, including a panel session at the 2023 Safe Sport International conference held in London, England.

Two series of three webinars each were offered to the sport community during the Period. Topics covered included the role of sport leaders in fostering safe sport environments, applying an intersectional lens, best practices for communication of safe sport policies, causes of disputes and prevention strategies, building sound team selection policies, and demystifying the types of dispute resolution services. Approximately 800 participants registered to attend these sessions.

2.4 Upgrade publication offer for alignment with new policies, procedures and codes

An interactive Guide to the UCCMS was produced and published during the Period, more information on this resource may be found in section 3.1.4 of this report. Updates to the Athletes Rights and Responsibilities publication to include the Abuse-Free Sport Program were drafted, however this project was put on hold following the Minister's announcement to transition the program out of the SDRCC.

PRIORITY AREA 3

SUPPORTING INTEGRITY IN SPORT

3.1 Prevent: Enhance the prevention of UCCMS-related issues and support an informed shift in Canadian sport culture through education, research, and other tools and initiatives

3.1.1 Develop and implement an Organizational Excellence Framework

An external consultant was engaged to develop an organizational excellence framework to serve as a resource for the Canadian sport community. The goal of this initiative was to support the OSIC mandate, in relation to monitoring compliance by sport organizations who have signed on to the Abuse-Free Sport Program and to further advance a respectful sport culture that deliv-

ers quality, inclusive, accessible, welcoming and safe sport experiences. The consultants gathered research, consulted stakeholders and delivered three reports. Unfortunately, the OSIC had to put the implementation phase on hold due to capacity constraints and the need to prioritize servicing streams.

3.1.2 Develop policy support and templates relating to the UCCMS

A team of external subject matter experts collaborated with the Centre in the development of policies, that are adaptable for all levels of the sport system, including a complaint management policy, an education and awareness policy, a hiring policy, and a policy on interactions. The templates are supported by a step-by-step implementation guide. The policies will be scalable for organizations of various size and degree of sophistication to facilitate their adoption from provincial to club levels. The final versions in both official languages are expected to be published in the next few months.

3.1.3 Implement the Abuse-Free Sport Education Library

The Abuse-Free Sport Education Library was launched in June 2023 to offer members of the sport community access to education and trainings that meet the national standards for quality accredited education programs, disseminating consistent safe sport messaging that is aligned with the UCCMS. As of March 31, 2024 four accredited education or training programs were made accessible to the public on the Abuse-Free Sport website. Among the six additional education or training programs submitted to the evaluation committee, four had been approved for accreditation prior the end of the fiscal year and all have now been added to the Library.

3.1.4 Develop and promote UCCMS-aligned educational tools, resources and programs for all levels of Canadian sport

The UCCMS Annotated version 1.0, which contextualizes some of the UCCMS' provisions to help guide its interpretation and application was published in early April 2023. In February 2024, the new interactive resource, An Introduction to the UCCMS, was launched. The interactive tool, developed in close collaboration



with Sport Nova Scotia's experts, aims to simplify and facilitate better understanding of the rights and responsibilities the entire sport community shares under the UCCMS. It adopts plain and precise language and has a user-friendly and highly-accessible interface.

The Centre partnered with the Canadian Centre for Child Protection to further promote education materials and tools aimed at supporting sport program administrators and athletes' parents in the prevention of sexual abuse and exploitation of children. The webpage in Abuse-Free Sport also contains age-appropriate resources, also developed by the Canadian Centre for Child Protection, to educate teenage athletes and children to recognize and report inappropriate conduct.

3.2 Respond: Address matters under the UCCMS through compassionate, efficient and fair services of the OSIC and Abuse-Free Sport program

3.2.1 Offer a responsive and efficient complaint management process that applies policies and procedures using a trauma-informed approach, emphasizing equity, diversity and inclusion

Due to increasing demand, a selection process to expand the OSIC investigation and sport environment assessment units was conducted during the Period. New members were onboarded and additional training was offered to all investigators and assessors at an in-person event held in Calgary, Alberta. The training included sessions on topics such as report-writing for investigators, interviewing minors and youth, examining implicit bias in the context of OSIC investigations, principles and best practices for credibility assessments using a trauma-informed approach, dealing with an alleged breach of confidentiality, and sharing methodology and best practices for investigators and assessors working in parallel processes.

Further to a complaint being filed by a client of the OSIC complaint management services, the SDRCC Board of Directors and the Maltreatment in Sport Sanctions Council jointly commissioned an independent external review of the case with a particular emphasis on the

elements that caused dissatisfaction on the part of the client. The External Review Panel submitted its report on March 26, 2024, containing 13 recommendations, most of which have been implemented already. Two of the recommendations will be entrusted to the CCES to implement after the transition of the program under its authority. A summary of the report and its ensuing action plan will be made public.

3.2.2 Develop educational materials to enhance public understanding of the Abuse-Free Sport program

A standardized online informed consent form was implemented on a dedicated platform to improve efficiency for sport organizations managing participant consent. The platform provides a secure, accessible and user-friendly environment for all to be informed of their obligations as Abuse-Free Sport participants and agree to the conditions of the program. To support this initiative, a summary of the consent form for Abuse-Free Sport participants and a frequently asked questions resource were published on the Abuse-Free Sport website.

3.2.3 Advance relevant Sport Environment Assessments through to the publication of the Assessment Report

Three Sport Environment Assessments (SEA) of limited scope were finalized as of March 31, 2024, as a means of addressing and preventing systemic issues related to maltreatment, discrimination and other prohibited behaviours under the UCCMS. At the date of publication, the final reports and official translations of the SEAs in the sport of volleyball (Ontario, more specifically) and cycling are now online on the OSIC website, with a third one in wrestling expected soon.

Phase one of the SEA in the sport of hockey was also completed during the Period and its interim report published, with its second phase already underway. A fifth SEA in the sport of gymnastics is ongoing. An index of Sport Environment Assessments provides information on on-going and completed assessments and is available on the Abuse-Free Sport Website.



3.2.4 Maintain and, subject to applicable laws, make publicly available, a searchable registry of respondents whose eligibility to participate in sport has in some way been restricted

The Abuse-Free Sport Registry, a key component of the enforcement of the UCCMS, was launched on March 28, 2024. The searchable database catalogues participants subject to the UCCMS whose eligibility to participate in sport has in some way been restricted due to provisional measures and/or sanctions imposed as part of, or as a result of, the Abuse-Free Sport complaint management process.

3.3 Engage: Meaningfully engage with the people of the sport community to advance the vision and objectives of the Abuse-Free Sport program

3.3.1 Expand the capacity of the Abuse-Free Sport Helpline to accommodate an increased volume of inquiries while maintaining a people-centred approach

The Canadian Sport Helpline was rebranded as the Abuse-Free Sport Helpline, and a 14-day national social media awareness campaign to re-introduce it as the first point of contact for all Canadians resulted in 1,346,476 impressions. The Helpline operators received supplemental training, particularly in handling difficult conversations and in techniques used in the context of healing circles. In total, the service addressed 2,166 inquiries (an increase of 17% from the previous year).

3.3.2 Enhance the availability and promotion of legal aid and mental health support services

The Abuse-Free Sport Legal Aid Program allowed 49 eligible participants access, at no cost to them, to legal advice while navigating the Complaint Management and Sport Environment Assessment processes during the Period. A recruitment process to increase the number of participating lawyers was conducted and 14 new lawyers were added to the list. Through collaboration with the Canadian Centre for Mental Health and Sport, the Abuse-Free Sport Mental Health Program was able to facilitate access to professional mental health services for 12 eligible participants.

3.3.3 Engage athletes in all key aspects of the Abuse-Free Sport program

To enhance engagement and diversity among the members of the Athlete Advisory Committee, the Terms of Reference were amended and a recruitment process was undertaken. Nine athletes joined the Committee bringing its membership to 15 from as many sport disciplines including 4 parasports. Members of the Athlete Advisory Committee participated in the recruitment and selection process of full-time Athlete and Survivor Engagement Coordinator to join the Resource Centre.

3.3.4 Collaborate with other complaint mechanisms across jurisdictions

The Safe Sport International Conference provided many networking opportunities with other countries facing similar challenges in the context of safe sport. The Centre's initiated, as part of the event, a gathering of leaders and managers of national safe sport programs from around the world with the goal of building a community of practice. Two employees of the Centre are also members of the Canadian Child Rights in Sports Advisory Committee, an initiative of the Centre for Human Rights in Sport in the lead up to the 2026 Soccer World Cup.

3.3.5 Onboard all applicable federally funded sport organizations to the Abuse-Free Sport program

The OSIC celebrated its first year of operations in June 2023, and Abuse-Free Sport service agreements were signed with 91 federally-funded sport organizations. In addition to having a formal agreement in place with the province of Sport Nova Scotia, the Centre held meetings and envisaged collaboration opportunities with other provinces and territories as potential clients for the Abuse-Free Sport program.

A signatory portal was developed to consolidate documents, resources and tools dedicated to program signatories. Four information sessions were delivered to signatories as well as, upon request, several individual information sessions to signatory organizations. Feedback from signatory organizations and participants was routinely sought through surveys, information sessions, email and anecdotal discussions.



Throughout the Period, the program's representatives participated in a number of events including AthletesCAN Forum 2023, "Safe Sport: It's Everyone's Business" Conference, Sport Leadership sportif Conference, Team Canada Olympic Lab, Eastern Canada Sport & Exercise Psychology Symposium 2024 Sport for Life Summit and Safe Sport International Conference.

PRIORITY AREA 4 PURSUING ORGANIZATIONAL EXCELLENCE

4.1 Optimize communication, connectivity and physical infrastructure to support remote work, efficiency and cross-functional collaboration

In light of the fact that the Centre's staff operates primarily in a remote work environment, its office was relocated to a more accessible and affordable space. The Centre's communications and information technology systems were upgraded to facilitate telework, support the growth of the organization and improve data security.

A nomination process for an athlete representative to fill a Board vacancy was launched in March of 2024, and the Centre is awaiting the appointment of a new Board member by the Minister.

4.2 Harmonize culture, performance and processes across the organization

The Centre's Human Resources Policy underwent a thorough review and update to align with the Canada Labour Code. The Centre's staff contributed to the development of a new long term strategic plan through a facilitated session held in Montreal in July 2023.


4.3 Ensure that the Centre's policies remain current and comply with the Act, its by-laws and any agreements to which the SDRCC is a party

The Centre's 2022–2023 Annual Report was delivered to the Minister of Sport and Physical Activity in July 2023 and its Annual Public Meeting was held in Ottawa, Ontario, and virtually on September 27, 2023.

The *Regroupement Loisir et Sport du Québec (RLSQ)*, a not-for-profit organization primarily servicing sport organizations, provided accounting services for the Centre during the Period. The firm Baker Tilly audited the accounts and financial transactions of the Centre and submitted its written report to the Audit and Finance Committee of the Centre on June 26, 2024. The Auditor's Report was approved by the Board on July 25, 2024. The Auditor's Report, presented on page 30 of this report, states that the policies of the Centre are in accordance with Canadian accounting standards for not-for-profit organizations and that the Centre is economically dependent on government funding for its financial operations.

Sport Canada's core contribution to the Centre for the Period was **\$1,100,000**, of which an amount of **\$19,558** is deferred. Previous deferred government contributions of \$35,204 are also recognized. The approved financial statements show related expenses of **\$1,139,754** broken down as follows:

- **\$75,348** for administration, including office, accounting, communication and general administration;
- **\$41,803** for governance and compliance;
- **\$53,279** for official languages requirements, including the cost of translation for the Centre's documents and rulings;
- **\$326,168** for operations and programming, including the administration of cases, training for mediators and arbitrators, education and outreach; and
- **\$643,156** for human resources, including professional development as well as salaries and benefits for the Centre's staff.



Sport Canada's above reference level contribution to the Centre's Abuse-Free Sport Program for the Period was **\$6,104,253**, of which a net amount of **\$572,292** is deferred and **\$394,753** is transferred to the Signatories Funds. The approved financial statements show related expenses of **\$3,758,892** broken down as follows:

- **\$236,255** for administration, including office, accounting, communication, general administration and initial process development fees;
- **\$23,620** for governance and compliance;
- **\$46,606** for official languages requirements, including the cost of translation for the Abuse-Free Sport Program's documents and reports;
- **\$1,216,845** for operations and programming, including the Abuse-Free Sport Helpline, complaint management, legal services, training for investigators and assessors, education and outreach;
- **\$356,759** for research on safe sport; and
- **\$1,878,807** for human resources, including professional development as well as salaries and benefits for the Abuse-Free Sport Program's staff.

There is no excess of revenues over expenses for Core, which showed a deficit of **\$23,261**, the total of which can be attributed to an increase in expenses relating to the Centre's statutory obligations to service the sport community in both official languages. An excess of revenues over expenses for the Abuse-Free Sport Program of **\$1,378,316** is realized for the Period and will therefore be returned to Sport Canada.

On March 11, 2024 a grant of \$20,000 for special projects related to equity, diversity and inclusion, was provided by Sport Canada, however there was insufficient time to complete all of the initiatives before the end of the Period therefore \$16,449 was returned.

The Centre generated **\$5,465** in independent revenues for the Period. Also, an amount of **\$1,120,542** represents the excess over expenditures of the Signatories Fund.

Following extensive consultations of internal and external stakeholders held over several months during the Period, the Centre delivered to the federal government its 2024–2028 Strategic Plan as well as a five-year business plan for the Abuse-Free Sport Program.

As required by Section 32 of the Act, the Corporate Plan for the 2024–2025 fiscal year was delivered in electronic format to the Minister of Sport and Physical Activity by March 1, 2024. The plan indicated that the Centre's strategic priorities for 2024–2028 would include: (1) offering meaningful dispute resolution services; (2) Building a safer and fairer sport system; and (3) ensuring organizational excellence.

The Corporate Plan presented a budget that included core expenditures of \$1,500,000. The projected expenditures included: \$100,000 for administration, \$55,000 for governance, \$70,000 for official languages, \$425,000 for operations, and \$850,000 for human resources.

The Corporate Plan also included a request for \$6,000,000 in above reference level funding for the Abuse-Free Sport Program. The projected expenditures included: \$3,325,000 for the Office of the Sport Integrity Commissioner, \$250,000 for the Abuse-Free Sport Helpline, \$1,030,000 for the Abuse-Free Sport Resource Centre, \$645,000 for the Safeguarding Tribunal, \$500,000 for the Investigation and Assessment Units, and \$250,000 for communications and marketing.

During the Period, the Centre complied with all of its legislative and contractual obligations.

Dispute Resolution Secretariat Activities in 2023–2024

A record 107 new cases were filed during the Period, originating from 33 different sports. This represents the highest number of cases in a fiscal year to date and an increase of 11 cases from the previous year. The Ordinary Tribunal received 81 new requests, including two team selection matters related to the 2023 Pan American Games and six related to the 2024 Olympic Games.

Among those cases, 28 were settled by consent agreement of the parties, for a settlement rate of 36%; 33 were resolved by way of arbitration; six requests were withdrawn; eight cases were terminated prior to a resolution being reached or proceeded to arbitration. The settlement rate for maltreatment cases brought voluntarily by the parties for Early Resolution Facilitation reached 80%. The average duration of ordinary cases was 40 days, irrespective of the dispute resolution method used, with the exception of four matters which remain in progress at the time of publishing.

Eleven new doping violation assertions were filed with the Doping Tribunal as well as a request for Resolution Facilitation prior to an assertion; one case was decided by arbitration, seven cases were resolved by an agreement on

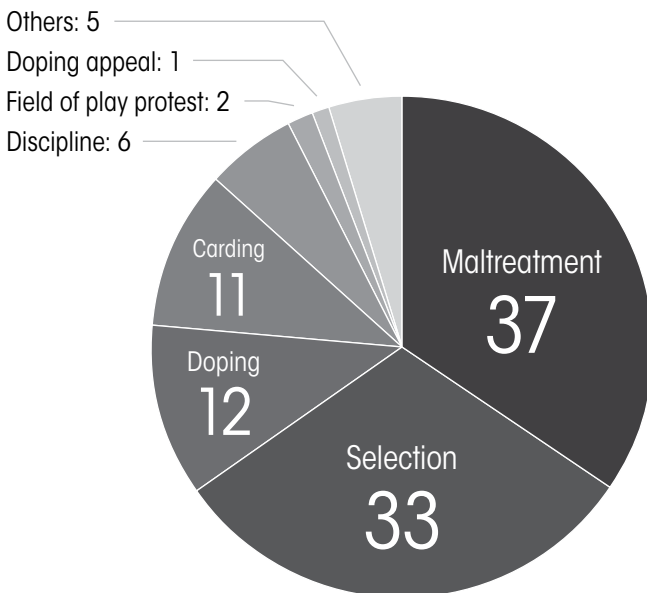
consequences or a results management agreement between the accused and the Canadian Centre for Ethics in Sport, and in three other cases the athletes either admitted to the violation and accepted the sanction, or failed to challenge the violation assertion. The only arbitration conducted under the Doping Tribunal was resolved in 37 days. Services under the Doping Legal Aid program were requested by one athlete notified of an asserted anti-doping violation carrying a period of ineligibility of four or more years.

One doping-related appeal was brought before the Appeal Tribunal during the Period.

The Safeguarding Tribunal received six mediation and seven arbitration requests arising from the Abuse-Free Sport program. Among those cases, five were resolved by consent agreement of the parties, four were resolved through arbitration, and one case was terminated prior to a resolution being reached. The average duration of safeguarding cases was 68 days, irrespective of the dispute resolution method used, with the exception of three matters which remain in progress at the time of publishing.

TYPE OF DISPUTE

The types of disputes brought before the Centre were as follows:



DISPUTES PER SPORT

Multiple requests were submitted from the following sports:

SPORT	NUMBER OF CASES	SPORT	NUMBER OF CASES
Cycling.....	14	Rugby	4
Hockey.....	10	Alpine ski	3
Gymnastics	7	Swimming.....	3
Volleyball	7	Wrestling.....	3
Figure skating	6	Archery	2
Speed skating	6	Athletics.....	2
Snowboard.....	5	Bowls.....	2
Weightlifting.....	5	Boxing	2
Canoe-Kayak.....	4	Football.....	2
Rowing.....	4	Para-cycling	2

Sports from which only one dispute was submitted were: Bobsleigh, Curling, Diving, Fencing, Judo, Para-swimming, Powerlifting, Sailing, Shooting, Soccer, Softball, Taekwondo, Tennis, and Wheelchair rugby.

Tribunal Statistics 2023–2024

SPORT DISPUTE RESOLUTION CENTRE OF CANADA **Synopsis of cases before the ORDINARY TRIBUNAL** (from April 1, 2023, to March 31, 2024)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Solution	Legal representatives
SDRCC 22-0564 Ordinary Division Resolution Facilitation	Judo	Carding	Athlete & NSO	Patrick Zakaria	543 days (May 16, 2022 to November 10, 2023)	Consent/ Settlement	Mathieu Laplante-Goulet (NSO)
SDRCC 22-0609 Ordinary Division Arbitration	Wrestling	Maltreatment	Service Provider	Richard W. Pound	(November 22, 2022)	In Progress	Mark Bourrie, André Marin & Adam P. Strömbergsson- DeNora (Service Provider), Rachel Allen, Jordan Goldblatt & Morgan McKenna (NSO), Yael Kogan, Michael Smith & Karen McArthur, (Affected Parties)
SDRCC 23-0619 Ordinary Division Arbitration	Soccer	Membership	Club	Richard W. Pound	225 days (January 11, 2023 to August 24, 2023)	Appeal denied	Rosalie Caillé-Lévesque, Simon De Andrade & Vincent Dubuc-Cusick (Club), Andrée-Anne McInnes (PSO), Sean Bowden & Danesh Rana (NSO)
SDRCC 23-0620 Ordinary Division Arbitration	Soccer	Membership	Club		15 days (January 12, 2023 to January 27, 2023)	Request withdrawn	Rosalie Caillé-Lévesque, Simon De Andrade & Vincent Dubuc-Cusick (Club), Andrée-Anne McInnes (PSO), Sean Bowden & Danesh Rana (NSO)
SDRCC 23-0628 Ordinary Division Arbitration	Wrestling	Maltreatment	Coach	Peter Lawless	167 days (March 23, 2023 to September 6, 2023)	Appeal denied	Michael Smith & Kiran Virk (Coach), Jordan Goldblatt & Morgan McKenna (NSO), Mark Bourrie & André Marin (Affected Parties)
SDRCC 23-0632 Ordinary Division Early RF	Figure Skating	Maltreatment	Athlete & Former Club President	Anne Sone	131 days (April 3, 2023 to August 12, 2023)	Consent/ Settlement	Hugh Meighen & Mark Mucilli (Athletes); Craig Stehr (NSO)
SDRCC 23-0633 Ordinary Division Arbitration	Figure Skating	Contract	Athletes	Allan J. Stitt	70 days (April 5, 2023 to June 14, 2023)	Appeal allowed	Hugh Meighen & Mark Mucilli (Athletes); Craig Stehr (NSO)
SDRCC 23-0634 Ordinary Division Early RF	Figure Skating	Maltreatment	Athlete & Volunteer	Nadini Sankar-Peralta	49 days (April 22, 2023 to June 10, 2023)	Consent/ Settlement	Brent Carlyle (Volunteer)
SDRCC 23-0635 Ordinary Division Early RF	Wheelchair Rugby	Maltreatment	Athlete & Athlete Support Personnel	Janice Johnston	39 days (May 4, 2023 to June 12, 2023)	No settlement	
SDRCC 23-0636 Ordinary Division Resolution Facilitation	Bobsleigh	Governance	Volunteers	Carol Roberts	1 day (May 9, 2023 to May 10, 2023)	RF Completed	
SDRCC 23-0637 Ordinary Division Early RF	Gymnastics	Discipline	Coaches		29 days (May 1, 2023 to May 30, 2023)	Request withdrawn	

Tribunal Statistics 2023–2024

SPORT DISPUTE RESOLUTION CENTRE OF CANADA Synopsis of cases before the **ORDINARY TRIBUNAL** (from April 1, 2023, to March 31, 2024)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Solution	Legal representatives
SDRCC 23-0638 Ordinary Division Early RF	Figure Skating	Maltreatment	Coaches	James C. Oakley	25 days (May 15, 2023 to June 9, 2023)	Consent/ Settlement	
SDRCC 23-0639 Ordinary Division Med/Arb	Alpine Ski	Selection	Athlete	Carol Roberts	115 days (May 29, 2023 to September 21, 2023)	Appeal denied	Adam Klevinas (NSO)
SDRCC 23-0640 Ordinary Division Med/Arb	Alpine Ski	Selection	Athlete	L. Yves Fortier	57 days (May 29, 2023 to July 25, 2023)	Consent/ Settlement	Amanda Fowler & Sean Kelly (Athlete), Adam Klevinas (NSO)
SDRCC 23-0641 Ordinary Division Early RF	Rugby	Discipline	Athlete & NSO	Charmaine Panko	8 days (May 29, 2023 to June 6, 2023)	Consent/ Settlement	
SDRCC 23-0642 Ordinary Division Early RF	Speed Skating	Selection	Athlete & NSO	Patrick Zakaria	148 days (May 30 2023 to October 25, 2023)	Consent/ Settlement	Adam Klevinas (NSO)
SDRCC 23-0643 Ordinary Division Early RF	Rugby	Discipline	Athlete & NSO	Laurie Sherry	26 days (June 1, 2023 to June 27, 2023)	Consent/ Settlement	Will Russell (NSO)
SDRCC 23-0644 Ordinary Division Arbitration	Fencing	Selection	Athlete	J.J. McIntyre	7 days (June 2, 2023 to June 9, 2023)	Appeal denied	Alessia Grossi & Elliot Saccucci (Athlete), Will Russell (NSO)
SDRCC 23-0645 Ordinary Division Early RF	Rugby	Discipline	Athlete & NSO	Hugh McCall	29 days (June 6, 2023 to July 5, 2023)	Consent/ Settlement	
SDRCC 23-0646 Ordinary Division Early RF	Figure Skating	Maltreatment	Athlete & Coach	Sue Lambert	49 days (June 12, 2023 to July 31, 2023)	No Settlement	
SDRCC 23-0647 Ordinary Division Early RF	Rugby	Discipline	Athlete & NSO	Jonathan Fidler	21 days (June 14, 2023 to July 5, 2023)	Consent/ Settlement	
SDRCC 23-0648 Ordinary Division Arbitration	Boxing	Carding	Athlete	Brian Conway	42 days (June 26, 2023 to August 7, 2023)	Appeal denied	Kate Martini & Julia Miller (Athlete)
SDRCC 23-0649 Ordinary Division Early RF	Speed Skating	Selection	Athlete & NSO	Bruce Ally	49 days (June 28, 2023 to August 16, 2023)	No settlement	Adam Klevinas (NSO)
SDRCC 23-0650 Ordinary Division Arbitration	Snowboard	Selection	Athlete	Julie G. Hopkins	28 days (July 4, 2023 to August 1, 2023)	Appeal allowed	Emir Crowne & Amanda Fowler (Athlete), Cristy Nurse & Adam Klevinas (NSO)
SDRCC 23-0651 Ordinary Division Early RF	Curling	Maltreatment	Volunteers	Carol Roberts	29 days (July 6, 2023 to August 4, 2023)	Consent/ Settlement	Clea Parfitt (Volunteer)

Tribunal Statistics 2023–2024

SPORT DISPUTE RESOLUTION CENTRE OF CANADA **Synopsis of cases before the ORDINARY TRIBUNAL** (from April 1, 2023, to March 31, 2024)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Solution	Legal representatives
SDRCC 23-0652 Ordinary Division Early RF	Diving	Maltreatment	Athlete & NSO	David Bennett	3 days (July 11, 2023 to July 14, 2023)	Consent/ Settlement	
SDRCC 23-0653 Ordinary Division Early RF	Cycling	Selection	Athlete & NSO	Matthew Wilson	12 days (July 12, 2023 to July 24, 2023)	No Settlement	
SDRCC 23-0654 Ordinary Division Arbitration	Hockey	Maltreatment	Athlete	Matthew Wilson	34 days (July 14, 2023 to August 17, 2023)	Appeal allowed	Christopher Considine (Athlete), Adam Klevinas (NSO)
SDRCC 23-0655 Ordinary Division Early RF	Cycling	Selection	Athlete & NSO	Gordon E. Peterson	6 days (July 20, 2023 to July 26, 2023)	No Settlement	Ian Brisbin (Athlete)
SDRCC 23-0656 Ordinary Division Med/Arb	Cycling	Selection	Athlete	Jonathan Fidler	12 days (July 20, 2023 to August 1, 2023)	Appeal denied	Louis Vallière (Athlete)
SDRCC 23-0657 Ordinary Division Early RF	Cycling	Selection	Athlete	Paul Fauteux	8 days (July 24, 2023 to August 1, 2023)	No settlement	
SDRCC 23-0658 Ordinary Division Med/Arb	Snowboard	Selection	Athlete	Carol Roberts	24 days (July 24, 2023 to August 17, 2023)	Consent/ Settlement	Brian Johnston & Killian McParland (Athlete), Adam Klevinas & Cristy Nurse (NSO)
SDRCC 23-0659 Ordinary Division Arbitration	Cycling	Selection	Athlete	James C. Oakley	8 days (July 25, 2023 to August 2, 2023)	Appeal denied	
SDRCC 23-0660 Ordinary Division Arbitration	Cycling	Selection	Athlete	Patrice Brunet	8 days (July 31, 2023 to August 8, 2023)	Appeal denied	Louis Vallière (Athlete)
SDRCC 23-0661 Ordinary Division Arbitration	Cycling	Selection	Athlete		2 days (August 1, 2023 to August 3, 2023)	Request withdrawn	Ian Brisbin (Athlete)
SDRCC 23-0662 Ordinary Division Arbitration	Volleyball	Selection	Athlete	Jeffrey J. Palamar	6 days (August 4, 2023 to August 10, 2023)	Appeal denied	Amanda Fowler & Andy Smith (Athlete), Justin Safayeni (NSO)
SDRCC 23-0663 Ordinary Division Med/Arb	Cycling	Selection	Athlete	David Bennett	15 days (August 8, 2023 to August 23, 2023)	Consent order	
SDRCC 23-0664 Ordinary Division Med/Arb	Sailing	Selection	Athletes	Michelle Simpson	3 days (August 8, 2023 to August 11, 2023)	Consent/ Settlement	Frank McLaughlin (Athletes)
SDRCC 23-0665 Ordinary Division Arbitration	Hockey	Maltreatment	Athlete		(August 8, 2023)	In progress	Daniel Babin & Michael Bookman (Athlete), Adam Klevinas (NSO)

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SPORT DISPUTE RESOLUTION CENTRE OF CANADA **Synopsis of cases before the ORDINARY TRIBUNAL** (from April 1, 2023, to March 31, 2024)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Solution	Legal representatives
SDRCC 23-0666 Ordinary Division Med/Arb	Cycling	Selection	Athlete	David Bennett	14 days (August 9, 2023 to August 23, 2023)	Consent order	
SDRCC 23-0667 Ordinary Division Med/Arb	Hockey	Maltreatment	Athlete	Matthew Wilson	20 days (August 11, 2023 to August 31, 2023)	Appeal allowed	Brian Duong, Austen Erhardt & Susan Humphrey (Athlete), Adam Klevinas (NSO)
SDRCC 23-0668 Ordinary Division Arbitration	Cycling	Selection	Athlete	Janie Soublière	2 days (August 14, 2023 to August 16, 2023)	Appeal allowed	
SDRCC 23-0669 Ordinary Division Arbitration	Gymnastics	Field of Play Protest	Coach	Bruce Ally	2 days (August 18, 2023 to August 20, 2023)	Consent/ Settlement	
SDRCC 23-0670 Ordinary Division Arbitration	Wrestling	Eligibility	Coach	David Merrigan (Jurisdictional)	17 days (August 24, 2023 to September 10, 2023)	Jurisdiction denied	Karen Bernofsky & Justin Safayeni (Coach), Michelle Kropp (MSO)
SDRCC 23-0671 Ordinary Division Early RF	Speed Skating	Maltreatment	Coach, NSO & PSO	Carol Roberts	210 days (August 25, 2023 to March 22, 2024)	Consent/ Settlement	Adam Klevinas (NSO)
SDRCC 23-0672 Ordinary Division Arbitration	Canoe-Kayak	Maltreatment	Coach	James Minns	60 days (August 31, 2023 to October 30, 2023)	Request withdrawn	Michael Smith (Coach), Michelle Kropp (NSO)
SDRCC 23-0673 Ordinary Division Early RF	Snowboard	Maltreatment	Athlete & NSO	L Yves Fortier	121 days (September 5, 2023 to January 4, 2024)	Consent/ Settlement	
SDRCC 23-0674 Ordinary Division Arbitration	Weightlifting	Maltreatment	Coach	Richard W. Pound	(September 6, 2023)	In progress	Gilles Doré (Coach), Sébastien Pyzik (NSO), Claudel Nepton (Affected Party)
SDRCC 23-0675 Ordinary Division Arbitration	Speed Skating	Carding	Athlete		61 days (September 14, 2023 to November 14, 2023)	Consent/ Settlement	Adam Klevinas (NSO)
SDRCC 23-0676 Ordinary Division Early RF	Snowboard	Selection	Athlete & NSO	Paul Fauteux	41 days (September 20, 2023 to October 31, 2023)	Consent/ Settlement	Adam Klevinas (NSO)
SDRCC 23-0677 Ordinary Division Arbitration	Rowing	Selection	Athlete	Charmaine Panko	2 days (September 27, 2023 to September 29, 2023)	Jurisdiction denied	Brittany Buna (Athlete), Adam Klevinas & Cristy Nurse (NSO)
SDRCC 23-0678 Ordinary Division Arbitration	Archery	Selection	Athlete	Harveen Thauli	2 days (September 27, 2023 to September 29, 2023)	Appeal denied	
SDRCC 23-0679 Ordinary Division Med/Arb	Rowing	Maltreatment	Coach	Robert Néron (juridictionnel)	271 days (October 10, 2023 to July 7, 2024)	Jurisdiction denied	Meissa Ngarane (PSO), Michèle Bédard (Affected Party)

Tribunal Statistics 2023–2024

SPORT DISPUTE RESOLUTION CENTRE OF CANADA Synopsis of cases before the **ORDINARY TRIBUNAL** (from April 1, 2023, to March 31, 2024)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Solution	Legal representatives
SDRCC 23-0680 Ordinary Division Med/Arb	Hockey	Maltreatment	Coach	Gordon E. Peterson	58 days (October 30, 2023 to December 27, 2023)	Appeal allowed	Stephen McCotter (Coach), Adam Klevinas (NSO)
SDRCC 23-0681 Ordinary Division Arbitration	Rowing	Selection	Athlete	Robert Wickett	14 days (November 2, 2023 to November 16, 2023)	Appeal allowed	Jake Cabott & Les Honywill (Athlete), Adam Klevinas & Kristy Nurse (NSO)
SDRCC 23-0682 Ordinary Division Arbitration	Swimming	Jurisdiction	Coach	David Bennett (jurisdictional)	44 days (November 8, 2023 to December 22, 2023)	Jurisdiction denied	Joanna Birenbaum (Coach), Lucy-Maude Lachance & Dominique Ménard (MSO)
SDRCC 23-0683 Ordinary Division Arbitration	Speed Skating	Selection	Athlete	Aaron Ogletree	2 days (November 16, 2023 to November 18, 2023)	Appeal denied	Cristy Nurse (NSO)
SDRCC 23-0684 Ordinary Division Early RF	Bowls	Selection	Athlete & NSO	Sarah Daitch	28 days (November 16, 2023 to December 14, 2023)	Termination of Mediation	
SDRCC 23-0685 Ordinary Division Arbitration	Hockey	Maltreatment	Athlete		(November 27, 2023)	In progress	Adam Klevinas (NSO)
SDRCC 23-0686 Ordinary Division Med/Arb	Canoe-Kayak	Field of play Protest	Club	Matthew Wilson	79 days (November 27, 2023 to February 14, 2024)	Consent/ Settlement	Alessia Grossi & Elliot Saccucci (Club), Adam Klevinas (NSO)
SDRCC 23-0687 Ordinary Division Arbitration	Taekwondo	Selection	Athlete	James Minns	36 days (November 29, 2023 to January 4, 2024)	Appeal denied	Adam Klevinas (NSO)
SDRCC 23-0688 Ordinary Division Early RF	Speed Skating	Discipline	Club & PSO	James Oakley	63 days (January 22, 2024 to March 25, 2024)	Consent/ Settlement	
SDRCC 23-0689 Ordinary Division Early RF	Canoe-Kayak	Carding	Athlete & NSO	Allan Stitt	17 days (December 6, 2023 to December 23, 2023)	Consent/ Settlement	Adam Klevinas (NSO)
SDRCC 23-0690 Ordinary Division Arbitration	Wrestling	Arbitrator challenge	Coach	Roger Bilodeau (Jurisdictional)	135 days (December 5, 2023 to April 18, 2024)	Appeal denied	Mark Bourrie, André Marin & Adam P. Strömbergsson- DeNora (Service Provider), Jordan Goldblatt & Morgan McKenna (NSO), Michael Smith (Affected Party)
SDRCC 23-0691 Ordinary Division Med/Arb	Canoe-Kayak	Carding	Athlete	Carol Roberts	43 days (December 14, 2023 to January 26, 2024)	Consent/ Settlement	Adam Klevinas (NSO)
SDRCC 23-0692 Ordinary Division Arbitration	Hockey	Maltreatment	Athlete	Carol Roberts	11 days (December 23, 2023 to January 3, 2024)	Request withdrawn	Karen McArthur (Affected Party), Adam Klevinas (NSO)
SDRCC 23-0693 Ordinary Division Med/Arb	Hockey	Maltreatment	Athlete	Carol Roberts	40 days (December 30, 2023 to February 8, 2024)	Consent/ Settlement	Karen McArthur (Athlete), Adam Klevinas (NSO)

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SPORT DISPUTE RESOLUTION CENTRE OF CANADA **Synopsis of cases before the ORDINARY TRIBUNAL** (from April 1, 2023, to March 31, 2024)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Solution	Legal representatives
SDRCC 23-0694 Ordinary Division Med/Arb	Hockey	Maltreatment	Manager	Carol Roberts	55 days (December 30, 2023 to February 23, 2024)	Appeal denied	Adam Klevinas (NSO)
SDRCC 24-0695 Ordinary Division Early RF	Cycling	Carding	Athlete & NSO	Marie-Claire Belleau	15 days (January 4, 2024 to January 19, 2024)	No settlement	
SDRCC 24-0696 Ordinary Division Resolution Facilitation	Athletics	Maltreatment	Athletes & Volunteer	Charmaine Panko	131 days (January 7, 2024 to May 17, 2024)	Consent/ Settlement	
SDRCC 24-0697 Ordinary Division Arbitration	Boxing	Selection	Athlete	Michelle Simpson	10 days (January 9, 2024 to January 19, 2024)	Appeal denied	Sarra Saïdi (Athlete)
SDRCC 24-0698 Ordinary Division Arbitration	Alpine Ski	Selection	Athlete	Richard W. Pound	4 days (January 13, 2024 to January 17, 2024)	Appeal denied	
SDRCC 24-0699 Ordinary Division Arbitration	Bowls	Selection	Athlete	Peter Lawless	51 days (January 24, 2024 to March 15, 2024)	Appeal denied	Amanda Fowler & Tyler Matthews (Affected Party), Michelle Kropp (NSO)
SDRCC 24-0700 Ordinary Division Arbitration	Cycling	Carding	Athlete		49 days (January 29, 2024 to March 18, 2024)	Request withdrawn	Rob Lonergan (Affected Party)
SDRCC 24-0701 Ordinary Division Early RF	Tennis	Carding	Athlete & NSO	Aaron Ogletree	61 days (February 7, 2024 to April 8, 2024)	Consent/ Settlement	
SDRCC 24-0702 Ordinary Division Arbitration	Weightlifting	Carding	Athlete	Patrice Brunet	72 days (February 21, 2024 to May 3, 2024)	Appeal allowed	My Anh Hamel, Patrick Lapierre & Pierre Malhamé (Athlete), Lucas Richards (Affected Party), Sébastien Pyzik & Arielle Reeves-Breton (NSO)
SDRCC 24-0703 Ordinary Division Arbitration	Gymnastics	Maltreatment	Coach	Carol Roberts	123 days (February 22, 2024 to June 24, 2024)	Appeal denied	Alessia Grossi & Elliot Saccucci (Coach), Karen Bellehumeur, Emir Crowne & Amanda Fowler (Affected Parties), Stewart McKay (NSO)
SDRCC 24-0704 Ordinary Division Med/Arb	Hockey	Maltreatment	Athlete	Carol Roberts	(February 28, 2024)	In progress	Peter Abrametz (Athlete), Adam Klevinas & Cristy Nurse (NSO)
SDRCC 24-0705 Ordinary Division Arbitration	Snowboard	Selection	Athlete	L. Yves Fortier	7 days (February 27, 2024 to March 5, 2024)	Appeal denied	
SDRCC 24-0706 Ordinary Division Arbitration	Gymnastics	Carding	Athlete	Matthew Wilson	42 days (February 28, 2024 to April 10, 2024)	Appeal denied	John Mather & Michael Robson (Athlete)

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SPORT DISPUTE RESOLUTION CENTRE OF CANADA
Synopsis of cases before the ORDINARY TRIBUNAL
(from April 1, 2023, to March 31, 2024)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Solution	Legal representatives
SDRCC 24-0707 Ordinary Division Med/Arb	Gymnastics	Selection	Athletes	Michelle Simpson	29 days (March 2, 2024 to March 31, 2024)	Appeal denied	
SDRCC 24-0708 Ordinary Division Med/Arb	Hockey	Maltreatment	Athlete	Aaron Ogletree	5 days (March 8, 2024 to March 13, 2024)	Consent/ Settlement	Cristy Nurse (NSO)
SDRCC 24-0709 Ordinary Division Med/Arb	Cycling	Selection	Athlete	James Minns	9 days (March 15, 2024 to March 24, 2024)	Appeal denied	
SDRCC 24-0710 Ordinary Division Med/Arb	Cycling	Selection	Athlete	James Minns	9 days (March 15, 2024 to March 24, 2024)	Appeal denied	
SDRCC 24-0711 Ordinary Division Med/Arb	Rowing	Selection	Athlete	Carol Roberts	21 days (March 19, 2024 to April 9, 2024)	Appeal denied	Sarah Klinger (Athlete), Adam Klevinas & Cristy Nurse (NSO)
SDRCC 24-0712 Ordinary Division Arbitration	Gymnastics	Carding	Athlete	Patrice Brunet (jurisdictional)	12 days (March 21, 2024 to April 2, 2024)	Request withdrawn	

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SPORT DISPUTE RESOLUTION CENTRE OF CANADA **Synopsis of cases before the DOPING TRIBUNAL** (from April 1, 2023, to March 31, 2024)

File Number Division Type of request	Sport	Member asserted	Arbitrator	Length of proceeding	Solution	Legal representatives
SDRCC DT 23-0349 Doping Tribunal Arbitration	Soccer	Athlete		197 days (February 9, 2023 to August 25, 2023)	Agreement on consequences	James Bunting & Carols Lopez (Athlete), Adam Klevinas (CCES)
SDRCC DT 23-0354 Doping Tribunal Arbitration	Basketball	Athlete		144 days (April 3, 2023 to August 25, 2023)	Agreement on consequences	Barbara Brown & Efua Gyan (Athlete), Adam Klevinas (CCES)
SDRCC DT 23-0356 Doping Tribunal Arbitration	Weightlifting	Athlete		181 days (May 5, 2023 to November 2, 2023)	Agreement on consequences	Nick Hopewell (Athlete), Adam Klevinas (CCES)
SDRCC DT 23-0357 Doping Tribunal Arbitration	Wrestling	Athlete		36 days (May 16, 2023 to June 21, 2023)	Deemed waiver	Bijan Ahmadian (Athlete)
SDRCC DT 23-0358 Doping Tribunal Arbitration	Weightlifting	Athlete		3 days (June 26, 2023 to June 29, 2023)	Results Management Agreement	Nick Hopewell (Athlete), Adam Klevinas (CCES)
SDRCC DT 23-0359 Doping Tribunal Resolution Facilitation	Football	Athletes	Paul Fauteux (Resolution Facilitator)	12 days (June 30, 2023 to July 12, 2023)	Request withdrawn	Amarkai Laryea (Athletes), Adam Klevinas (CCES)
SDRCC DT 23-0360 Doping Tribunal Arbitration	Football	Athlete		22 days (July 17, 2023 to August 8, 2023)	Results Management Agreement	Emir Crowne (Athlete)
SDRCC DT 23-0361 Doping Tribunal Arbitration	Powerlifting	Athlete		28 days (July 25, 2023 to August 22, 2023)	Results Management Agreement	Adam Klevinas (CCES)
SDRCC DT 23-0362 Doping Tribunal Arbitration	Athletics	Athlete		21 days (September 12, 2023 to October 3, 2023)	Results Management Agreement	
SDRCC DT 23-0363 Doping Tribunal Arbitration	Shooting	Athlete		20 days (September 21, 2023 to October 11, 2023)	Waiver	
SDRCC DT 23-0364 Doping Tribunal Arbitration	Softball	Athlete		104 days (October 11, 2023 to January 23, 2024)	Agreement on consequences	Adam Klevinas (CCES)
SDRCC DT 23-0365 Doping Tribunal Arbitration	Judo	Athlete		223 days (October 11, 2023 to May 21, 2024)	Agreement on consequences	James Bunting & Carlos Lopez (Athlete), Adam Klevinas (CCES)
SDRCC DT 23-0366 Doping Tribunal Arbitration	Soccer	Athlete		8 days (December 19, 2023 to December 27, 2024)	Waiver	James Bunting & Carlos Lopez (Athlete)
SDRCC DT 23-0367 Doping Tribunal Arbitration	Para-Cycling	Athlete		37 days (December 20, 2023 to January 26, 2024)	Sanction: 4-Year Ineligibility	Marc-Olivier Brouillette (Athlete), Annie Bourgeois (CCES)

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SPORT DISPUTE RESOLUTION CENTRE OF CANADA Synopsis of cases before the **APPEAL TRIBUNAL** (from April 1, 2023, to March 31, 2024)

File Number Division Type of request	Sport	Appellant	Arbitrator	Length of proceeding	Solution	Legal representatives
SDRCC DAT 24-0019 Doping Appeal Tribunal Arbitration	Para-Cycling	NSO	Carol Roberts	97 days (March 8, 2024 to June 13, 2024)	Appeal denied	Annie Bourgeois (CCES)

SPORT DISPUTE RESOLUTION CENTRE OF CANADA Synopsis of cases before the **SAFEGUARDING TRIBUNAL** (from April 1, 2023, to March 31, 2024)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Solution	Legal representatives
SDRCC ST 23-0003 Safeguarding Division Arbitration	Volleyball	Maltreatment	Coach	Aaron Ogletree	4 days (April 18, 2023 to April 22, 2023)	Appeal denied	Katherine A. Bellett & Ian Knapp (Coach)
SDRCC ST 23-0004 Safeguarding Division Mediation	Volleyball	Maltreatment	Coach & Athlete	Sue Lambert	126 days (June 20, 2023 to October 24, 2023)	Consent/ Settlement	
SDRCC ST 23-0005 Safeguarding Division Arbitration	Volleyball	Maltreatment	Athlete	Jeffrey J. Palamar	63 days (June 28, 2023 to August 30, 2023)	Appeal denied	Julia Miller (Athlete)
SDRCC ST 23-0006 Safeguarding Division Arbitration	Swimming	Maltreatment	Coach	Carol Roberts	19 days (July 27, 2023 to August 11, 2023)	Consent/ Settlement	Elizabeth Cordonier (Coach)
SDRCC ST 23-0007 Safeguarding Division Arbitration	Swimming	Maltreatment	Athlete	Carol Roberts	29 days (September 7, 2023 to October 6, 2023)	Appeal allowed	Joanna Birenbaum (Athlete)
SDRCC ST 23-0008 Safeguarding Division Mediation	Weightlifting	Maltreatment	Athlete & Employee	Patrick Zakaria	67 days (November 10, 2023 to January 16, 2024)	Termination of mediation	
SDRCC ST 23-0009 Safeguarding Division Mediation	Volleyball	Maltreatment	Athletes	Janice D. Johnston	61 days (November 14, 2023 to January 14, 2024)	Consent/ Settlement	
SDRCC ST 23-0010 Safeguarding Division Arbitration	Archery	Maltreatment	Athlete	Janice D. Johnston	75 days (December 14, 2023 to February 27, 2024)	Appeal denied	Macdonald Allen & Albert Formosa (Athlete), Angeline Bellehumeur (Interested party)
SDRCC ST 23-0011 Safeguarding Division Arbitration	Gymnastics	Maltreatment	Coach	Peter Lawless	(December 15, 2023)	In progress	Katrina Crocker, Marie Henein, Ewa Krajewska & Taylor Warmington (Coach)
SDRCC ST 24-0012 Safeguarding Division Mediation	Para - Swimming	Maltreatment	Athlete, Coaches & Manager	David Bennett	168 days (February 6, 2024 to July 23, 2024)	Consent/ Settlement	Tavengwa Runyowa (Manager)



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SPORT DISPUTE RESOLUTION CENTRE OF CANADA
Synopsis of cases before the SAFEGUARDING TRIBUNAL
 (from April 1, 2023, to March 31, 2024)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding*	Solution	Legal representatives
SDRCC ST 24-0013 Safeguarding Division Arbitration	Figure Skating	Maltreatment	Coach	Peter Lawless	(March 5, 2024)	Paused by the Parties	Erin Durant & Sydney McIvor (Coach), Joanna Birenbaum (Interested party)
SDRCC ST 24-0014 Safeguarding Division Mediation	Volleyball	Maltreatment	Athlete & Coach	Hugh McCall	73 days (March 11, 2024 to May 23, 2024)	Consent/ Settlement	
SDRCC ST 24-0015 Safeguarding Division Mediation	Volleyball	Maltreatment	Athlete & Coach	Sue Lambert	(March 25, 2024)	In progress	



Arbitrators and Mediators Appointed until April 30, 2025, by Province

ALBERTA

Brian Conway (Arbitrator)
Julie Hopkins (Arbitrator)
Sue Lambert (Mediator)
Michelle Simpson (Mediator)
John Harrison Welbourn (Arbitrator)

BRITISH COLUMBIA

Paul Denis Godin (Mediator)
Peter Lawless (Arbitrator)
Hugh McCall (Mediator/Arbitrator)
JJ McIntyre (Arbitrator)
Carol Roberts (Mediator/Arbitrator)
Paul Singh (Mediator)
Sylvia Skratek (Mediator/Arbitrator)
Harveen Thauli (Mediator/Arbitrator)
Robert Wickett (Arbitrator)

MANITOBA

Kimberly Cork (Mediator)
Jeffrey Palamar (Arbitrator)

NEW BRUNSWICK

Darlene Doiron (Mediator)

NEWFOUNDLAND AND LABRADOR

James Oakley (Mediator/Arbitrator)

NOVA SCOTIA

David Merrigan (Arbitrator)

ONTARIO

Bruce Ally (Mediator)
The Honourable Robert P. Armstrong (Arbitrator)
Larry Banack (Mediator/Arbitrator)
David Bennett (Mediator/Arbitrator)
Roger Bilodeau (Arbitrator)
Andrea Carska-Sheppard (Arbitrator)
John Curtis (Mediator)
Jonathan Fidler (Mediator/Arbitrator)
Dana Hirsh (Arbitrator)
Marvin Huberman (Arbitrator)
Janice Johnston (Mediator/Arbitrator)

Richard H. McLaren (Arbitrator)
James Minns (Mediator/Arbitrator)
Robert Néron (Arbitrator)
Aaron Ogletree (Mediator/Arbitrator)
Gordon E. Peterson (Mediator/Arbitrator)
Stephen Raymond (Mediator/Arbitrator)
Nadini Sankar-Peralta (Mediator/Arbitrator)
Christine Schmidt (Mediator/Arbitrator)
Laurie Sherry-Kirk (Mediator)
Anne Sone (Mediator)
Allan Stiitt (Mediator/Arbitrator)
Matthew Wilson (Mediator/Arbitrator)

QUEBEC

Marie-Claire Belleau (Mediator)
Patrice M. Brunet (Arbitrator)
Celine Chopin (Mediator)
Sarah Daitch (Mediator)
Dominique Fortin (Mediator)
Hélène de Kovachich (Mediator)
Stephen L. Drymer (Mediator/Arbitrator)
Paul Fauteux (Mediator)
L. Yves Fortier (Mediator/Arbitrator)
Peter Moraitis (Mediator)
Clarisse N'Kaa Batera (Mediator)
Éric Ouellet (Mediator/Arbitrator)
Richard W. Pound (Arbitrator)
Janie Soublière (Arbitrator)
Louis-Marie Vachon (Mediator/Arbitrator)
Patrick Zakaria (Mediator)

SASKATCHEWAN

Tim Nickel (Mediator)
Charmaine Panko (Mediator/Arbitrator)
Ambrosia Varaschin (Arbitrator)

WOMEN IN ARBITRATION MENTORSHIP PROGRAM PARTICIPANTS

Marie-Claire Belleau (Quebec)
Kim Bodnarchuk (Saskatchewan)
Kasia Kieloch (Manitoba)
Rekha Lakra (Ontario)
Clarisse N'Kaa Batera (Quebec)
Tiffany Paulsen (Saskatchewan)
Liz Roberts (Ontario)

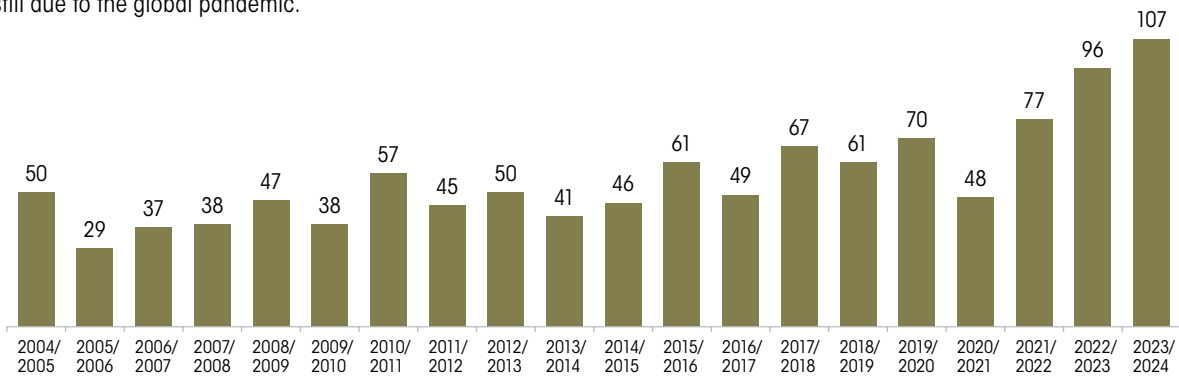


20 Years in Review

In 2024, as the SDRCC proudly celebrates two decades of providing dispute prevention and resolution services to the Canadian sport community, we take a look at tribunal statistics and trends from the last 10 years of operations covering the period of April 1, 2014 to March 31, 2024 and compare with our first 10 years covering the period of April 1, 2004 to March 31, 2014.

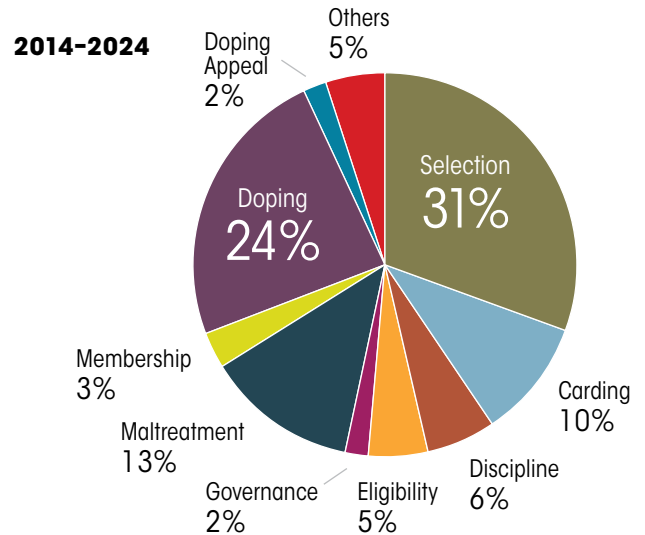
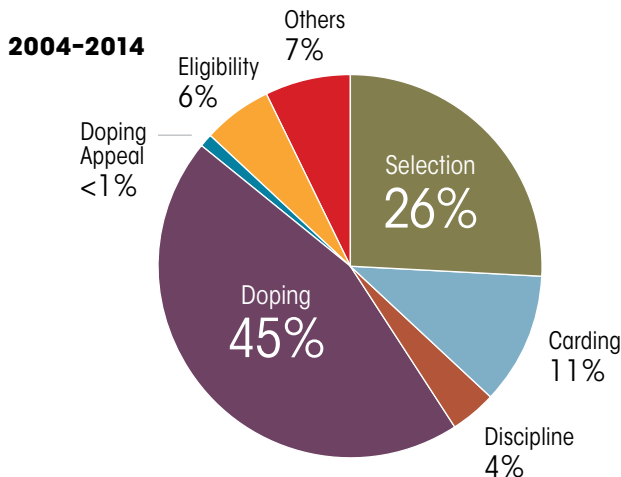
TOTAL CASES PER FISCAL YEAR

The total number of cases per year has more than doubled since the first year of operations and has increased with relative consistency over the years, with the exception of 2020–2021 when sport was at a standstill due to the global pandemic.



TYPES OF DISPUTES

Comparing the types of disputes addressed in the first 10 years of operations with the most recent 10 years, the percentage of doping-related cases has diminished and there is more variety in the types of disputes, particularly with the rise in maltreatment cases.





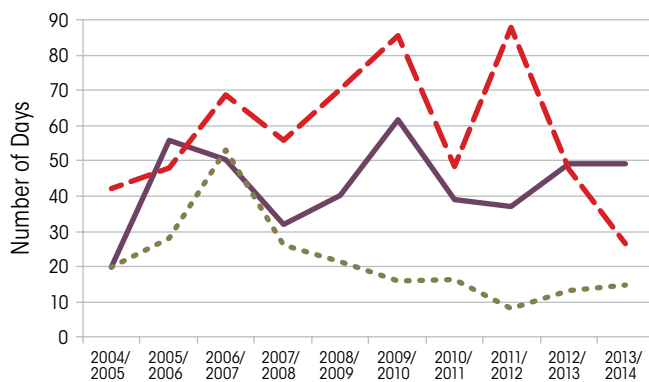
AVERAGE DURATION OF CASES

The SDRCC continues to offer time-effective dispute resolution. The most time-sensitive cases tend to be those related to team selection; when parties need to know who will board the next plane to the destination where the competition is being held, a timely hearing process is the only way to respect the principles of natural justice.

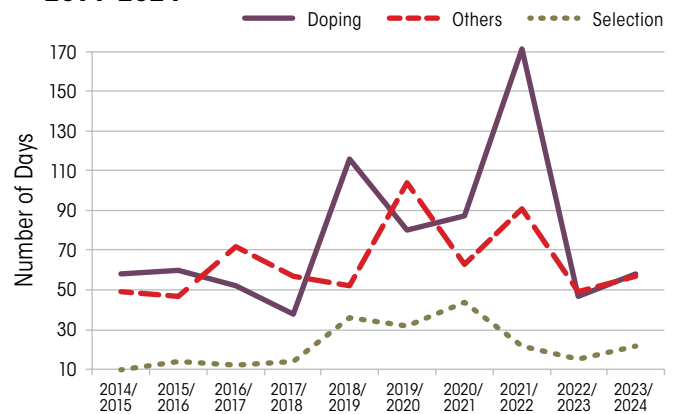
In other disputes that are less urgent in nature, the SDRCC will generally follow the pace of the parties.

Note: In 2021–2022 the spike in duration of doping cases is the result of two exceptional matters, out of nine total doping cases that year. For the first time ever at the Doping tribunal, two cases were merged and a second violation was asserted against each of the two athletes midway through the original case, thus extending the length of time required for a resolution to 487 days.

2004-2014



2014-2024

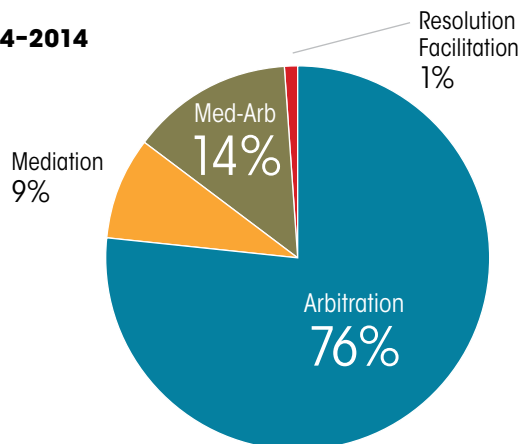


ADR PROCESS REQUESTED IN ORDINARY DISPUTES

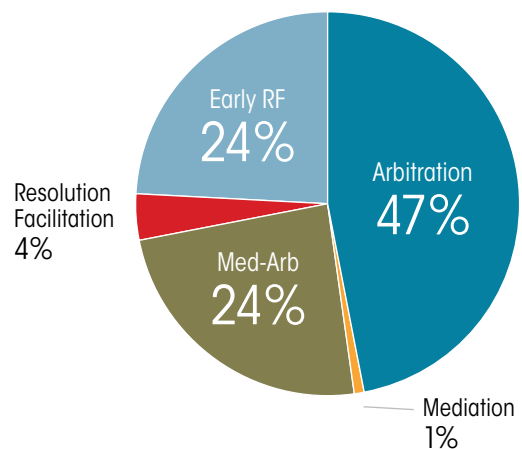
The parties are invited to choose which method of resolution they prefer, from resolution facilitation, mediation, med/arb or arbitration. Typically, most cases filed with the SDRCC came in the form of a request for arbitration. However, in the last decade, requests for med/arb have increased.

Another notable advancement in the last 10 years is the introduction of early resolution facilitation, whereby parties come to the SDRCC before an internal appeal process is conducted by the sport organization, to try with the assistance of a neutral third party to resolve their dispute. More than half of the early resolution facilitation cases received to date were settled by consent agreement, thereby allowing sport organizations to avoid costly internal appeal procedures.

2004-2014



2014-2024



OSIC Activities in 2023–2024

Note: The Abuse-Free Sport Year One Report that was issued in July 2023 covered the time period of June 20, 2022 through June 30, 2023. As such, there is a repetition of some data from that time (specifically April 1 – June 20, 2023) contained in this 2023–24 fiscal year report. Subsequently, the data contained in this report should not be regarded as a year-to-year comparison with that presented in the Year One Report.

A total of 299 complaints were received through the OSIC during the Period. Of these, a total of 134 were deemed admissible under OSIC jurisdiction. Among those deemed not admissible, the reasons were generally as follows:

- 63% due to the respondent not being an Abuse-Free Sport Participant;
- 26% due to the nature of the allegation not being a UCCMS-related issue;
- 8.2% due to inadequate information (insufficient information or no viable method of obtaining the required information to proceed);
- 1.4% due to the relevant organization not being a Program Signatory;
- 1.4% due to other reasons.

Where a case is not admissible, an alternative reporting option was identified in 64.8% (107 of 165) and a referral made in 43.6% (72 of 165) of inadmissible cases.¹

At the end of the Period, the average length of time to assess jurisdiction of a complaint was 13 days, while the average length of an independent investigation was 183 days. The complex nature and need for involvement of more outside parties and more witnesses has contributed to the length of investigations. Initiatives to improve the length of investigations are being implemented.

ABUSE-FREE SPORT STATISTICS 2023–2024

HELPLINE

The 5 most reported topics of concern

Bullying.....	14%
Abuse of Power	11%
Verbal Abuse.....	11%
Discrimination	8%
Psychological Abuse.....	7%
<i>General Inquiry</i>	17%

The following provides statistical insight into the participant level and context of the person calling (reporter), as identified by said reporter.

Participant Level

Club.....	47%
National.....	13%
Provincial	16%
University/College.....	3%
Community/Recreational	7%
Undissolved	14%

Context

Victim	37%
Witness.....	49%
Undisclosed	13%

¹ The identification of an alternate reporting option includes cases where the reporter was referred, as well as cases where the reporter was not referred (e.g., because the reporter was anonymous, or because the reporter expressed distrust in the alternate mechanism or did not consent to the referral). Note that the existence of an alternate reporting option does not guarantee that said option would assert jurisdiction.

DISTRIBUTION OF OSIC MATTERS OVER REPORTING PERIODS

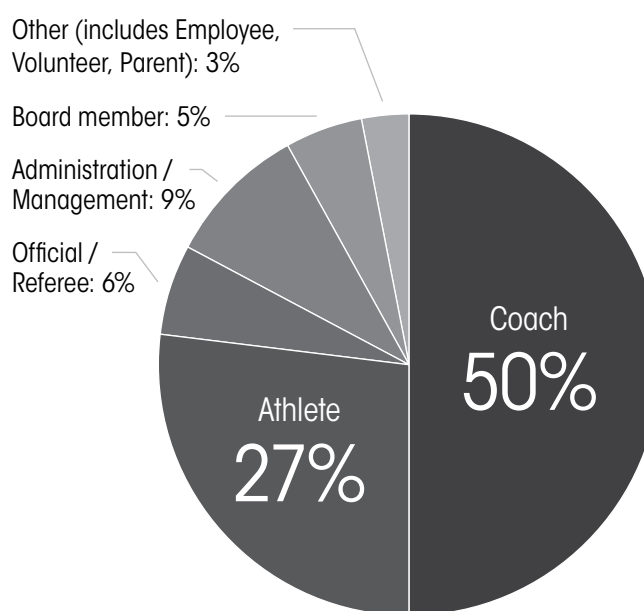
	REPORTING PERIOD 1 April 1 – June 20, 2023	REPORTING PERIOD 2 July 1 – October 31, 2023	REPORTING PERIOD 3 November 1, 2023 – March 31, 2024	TOTAL April 1, 2023 – March 31, 2024
Clients served by the Abuse-Free Sport Helpline	164	127	239	530
Complaints received	97	78	124	299
Complaints within OSIC jurisdiction and authority	34	38	58	130

The categories of the alleged violations of the Universal Code of Conduct to Address and Prevent Maltreatment in Sport (UCCMS) (section 5), as reported in all admissible cases during the Period, are as follows. Note that multiple allegation categories are possible.

Psychological Maltreatment.....	26%
Sexual Maltreatment.....	15%
Boundary Transgression(s).....	12%
Discrimination.....	8%
Neglect.....	8%
Physical Maltreatment.....	8%
Grooming.....	5%
Interference with or Manipulation of Process.....	5%
Subjecting a Participant to the Risk of Maltreatment.....	4%
Aiding and Abetting.....	3%
Failure to Report.....	3%
Retaliation.....	3%
Intentionally Reporting a False Allegation.....	1%

RESPONDENT'S ROLE

This pie chart demonstrates the Respondent's role, as reported in all admissible cases during the Period. Note that multiple role categories are possible.



Independent Investigators and Sport Environment Assessors as of March 31, 2024, by Province

ALBERTA

Jeff Bzowey (Investigator)
Jennifer Hawkins (Investigator / Assessor)
Marlene Hope (Investigator / Assessor)
Jen Magnus (Assessor)
Bob Stenhouse (Investigator / Assessor)

BRITISH COLUMBIA

Paula Butler (Investigator)
Sarah Chamberlain (Investigator / Assessor)
Pamela Connolly (Investigator)
Katelynn Denny (Investigator)
Kevin Fadum (Investigator)
Robyn Gervais (Investigator / Assessor)
Kyra Hudson (Investigator / Assessor)
Sarah Lumsden (Investigator / Assessor)
Matt Malone (Investigator)
Shelina Nealini (Assessor)
Maryse Séguin (Investigator)
Brian Simmons (Investigator)
Lisa Southern (Investigator / Assessor)
Leanne Walsh (Investigator / Assessor)

MANITOBA

Marc Eger (Investigator)
Sherri Walsh (Investigator)

NEW BRUNSWICK

Trisha Perry (Investigator / Assessor)

ONTARIO

Gita Anand (Investigator)
Ivana Bozinovic (Investigator)
Julia Burke (Investigator)
Naomi Calla (Investigator)
Brenda Culbert (Investigator)
Scott Doran (Investigator)
Nick Duley (Investigator)
Mihad Fahmy (Investigator)
Jo-Ann Fennessey (Investigator / Assessor)
Megan Forward (Investigator / Assessor)
Paul Gee (Investigator)
William Goldbloom (Investigator / Assessor)
Sandeep Joshi (Investigator)
Jessica Kearsey (Investigator / Assessor)
Andrea Lowes (Investigator)
Lise Maclean (Investigator/Assessor)
Parisa Osborne (Investigator / Assessor)
Natasha Persaud (Investigator)
Ashley Richards (Investigator)
Colin Taggart (Investigator)
Antonio Urdaneta (Investigator)
Grace Vaccarelli (Investigator / Assessor)
Sarah Vokey (Investigator / Assessor)
Jennifer White (Investigator)
Jennifer Wootton (Investigator / Assessor)

QUEBEC

Marie Garel (Investigator)
Laurent Godbout (Investigator)
Magalie Poulin (Investigator)
Marie-Pierre Renaud (Investigator / Assessor)

Maltreatment in Sport Sanctions Council Report

The Maltreatment in Sport Sanctions Council (the Council or MSSC) came into being on June 20, 2022. The Council is a body, constituted independently from the Office of the Sport Integrity Commissioner to oversee the role of the Director of Sanctions and Outcomes (DSO) as part of the Abuse-Free Sport program implemented by the SDRCC). The Council is composed of five volunteer members who were named after a public call and these individuals are completely independent from any Program Signatories. The independence of the MSSC and of the DSO is the cornerstone of the program.

The Council's discipline and sanctions objectives are:

- Ensuring that the office of the DSO promotes a fair, efficient, effective and open discipline process that responds to specific concerns about maltreatment in sports and balances all relevant interests;
- Ensuring that the office of the DSO applies the Universal Code of Conduct to Prevent and Address Maltreatment in Sport fairly and consistently;
- Ensuring that the office of the DSO's decisions protect and promote the public interest.

The Council met formally 18 times in the second year of existence for a total of 41 times since its creation in June 2022. There were also many more hours invested individually by the members to provide expertise, direction and help develop the required policies, procedures, and guidelines for the office of the DSO, including its Deputy Director (DDSO). Both the DSO and the DDSO are part-time and continue to work in their respective law practices.

Despite the Council and the office of the DSO's independence from the OSIC, the two functions worked closely and collaboratively on the development and update of many policies and procedures as the Abuse Free Sport Program grew and became more sophisticated during its first full year of operations.

The MSSC worked closely with the Sport Integrity Committee of the SDRCC to commission an External Review Committee of experts to examine and make recommendations following receipt of a complaint on the process and procedures that took place in a particular case.

ACTIVITIES OF THE OFFICE OF THE DIRECTOR OF SANCTIONS AND OUTCOMES

In year 2 of operation, its first full year, the office of the DSO imposed provisional measures in 34 cases, compared to eight in year 1. In addition, final decisions on violations were rendered in 14 cases, with sanctions imposed in 10 of those cases. The office of the DSO handled its first complaint in the context of a major games.

The office of the DSO appeared in eight new cases before the Safeguarding during the Period, to defend challenges of provisional measures, violations and/or sanctions. It was also involved in eight new mediations during the Period and approved the terms of settlement reached by the parties in five of them.

SUMMARY

The members of the MSSC and the office of the DSO have learned many things over the past two years during the creation of this new program. These valuable lessons have created a reflective practice that strives to be trauma-informed all times.

MALTREATMENT IN SPORT SANCTIONS COUNCIL

- Dean Howie - Chair (former coach)
- Emily Cameron-Blake (former National Team athlete)
- Katherine Haber – mandate renewed June 2023 (former National Team athlete)
- John Martelli – mandate renewed June 2024 (lawyer)
- Katharine White (Cornish) (former National Team athlete)

OFFICE OF THE DIRECTOR OF SANCTIONS AND OUTCOMES

- Dasha Peregoudova – DSO
- David Kellerman – DDSO

INDEPENDENT AUDITOR'S REPORT

To the Directors of
Sport Dispute Resolution Centre of Canada

Opinion

We have audited the financial statements of **Sport Dispute Resolution Centre of Canada**, which comprise the statement of financial position as at March 31, 2024, and the statements of changes in net assets, revenues and expenditures (schedule A) and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2024, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information other than the Financial Statements and Auditor's Report thereon

Management is responsible for the other information. The other information comprises:

- ♦ The information, other than the financial statements and our auditor's report thereon, in the Annual Report.

Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

AUDIT • FISCALITÉ • SERVICES-CONSEILS

Baker Tilly Montréal S.E.N.C.R.L. / LLP, qui exerce ses activités sous le nom de Baker Tilly Montréal est membre de la Coopérative Baker Tilly Canada, qui fait partie du réseau mondial Baker Tilly International Limited. Les membres de la Coopérative Baker Tilly Canada et de Baker Tilly International Limited sont tous des entités juridiques distinctes et indépendantes.

INDEPENDENT AUDITOR'S REPORT (cont'd.)

The Annual Report is expected to be made available to us after the date of this auditor's report. If, based on the work we will perform on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- ◆ Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ◆ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- ◆ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

INDEPENDENT AUDITOR'S REPORT (cont'd.)

- ♦ Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- ♦ Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Baker Tilly Montréal S.E.N.C.R.L./LLP ¹

Montréal, Québec
July 25, 2024

¹CPA auditor, public accountancy permit No. A114616



SPORT DISPUTE RESOLUTION CENTRE OF CANADA
STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2024

	2024	2023
ASSETS		
Current		
Cash (Note 3)	\$ 4,590,353	\$ 2,079,847
Accounts receivable (Note 4)	950,951	1,748,548
Prepaid expenses and deposits	<u>150,873</u>	<u>88,582</u>
	5,692,177	3,916,977
Prepaid expenses and deposit	26,262	22,294
Capital assets (Note 5)	127,200	62,503
Intangible assets (Note 6)	<u>380,045</u>	<u>-</u>
	<u>\$ 6,225,684</u>	<u>\$ 4,001,774</u>
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 1,411,132	\$ 822,104
Reimbursement of excess contribution payable (Note 7)	1,663,652	720,387
Current portion of deferred revenue (Note 8)	<u>997,978</u>	<u>1,799,681</u>
	4,072,762	3,342,172
Deferred revenue (Note 8)	<u>560,003</u>	<u>169,429</u>
	<u>4,632,765</u>	<u>3,511,601</u>
NET ASSETS		
Invested in capital assets	9,121	13,023
Unrestricted	<u>1,583,798</u>	<u>477,150</u>
	<u>1,592,919</u>	<u>490,173</u>
	<u>\$ 6,225,684</u>	<u>\$ 4,001,774</u>

APPROVED ON BEHALF OF THE BOARD:

Director

Director

See accompanying notes

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2024

	2024		
	<u>Invested in capital assets</u>	<u>Unrestricted</u>	<u>Total</u>
Balance, beginning of year	\$ 13,023	\$ 477,150	\$ 490,173
Excess (deficiency) of revenues over expenditures for the year	(39,255)	1,142,001	1,102,746
Investment in capital assets	97,041	(97,041)	-
Investment in intangible assets	386,955	(386,955)	-
Deferred revenue related to capital asset acquisitions	(97,041)	97,041	-
Deferred revenue related to intangible asset acquisitions	(386,955)	386,955	-
Deferred revenue recognized related to capital asset acquisitions	<u>35,353</u>	<u>(35,353)</u>	<u>-</u>
Balance, end of year	<u>\$ 9,121</u>	<u>\$ 1,583,798</u>	<u>\$ 1,592,919</u>
	2023		
	<u>Invested in capital assets</u>	<u>Unrestricted</u>	<u>Total</u>
Balance, beginning of year	\$ 15,926	\$ 172,028	\$ 187,954
Excess (deficiency) of revenues over expenditures for the year	(32,139)	334,358	302,219
Investment in capital assets	28,964	(28,964)	-
Deferred revenue related to capital asset acquisitions	(28,964)	28,964	-
Deferred revenue recognized related to capital asset acquisitions	<u>29,236</u>	<u>(29,236)</u>	<u>-</u>
Balance, end of year	<u>\$ 13,023</u>	<u>\$ 477,150</u>	<u>\$ 490,173</u>

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
STATEMENT OF REVENUES AND EXPENDITURES (SCHEDULE A)
FOR THE YEAR ENDED MARCH 31, 2024

	2024	2023
Revenues		
Government contributions (Note 9)	\$ 6,667,607	\$ 4,186,628
Signatories' membership	1,118,556	230,452
Independent	405,258	70,380
Interest	37,316	6,751
	<u>8,228,737</u>	<u>4,494,211</u>
Expenditures		
Administration		
Office	85,054	82,959
Insurance	45,619	23,883
Professional services	113,858	173,910
Communication and promotions	376	14,505
Telecommunication	14,168	10,936
Information technology	6,943	9,075
Events, travel, and meals	5,834	1,459
Interest and bank charges	1,025	704
Amortization	38,975	31,740
	<u>311,852</u>	<u>349,171</u>
Governance		
Professional services	17,795	19,340
Events, travel, and meals	35,216	31,108
Insurance	8,094	6,888
Communication and promotions	4,176	3,257
Telecommunication	-	55
Office	142	18
	<u>65,423</u>	<u>60,666</u>
Human resources		
Salaries	1,887,906	1,293,773
Benefits	291,748	202,183
Professional services	82,117	66,348
Contractors	171,162	116,034
Events, travel, and meals	69,037	46,126
Professional development	19,606	10,346
Office	387	396
	<u>2,521,963</u>	<u>1,735,206</u>
Official languages		
Translation for tribunal	46,282	24,385
General translation	28,773	25,832
Interpretation	19,430	6,298
Professional development	5,400	2,400
	<u>99,885</u>	<u>58,915</u>

See accompanying notes

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
STATEMENT OF REVENUES AND EXPENDITURES (SCHEDULE A) (cont'd.)
FOR THE YEAR ENDED MARCH 31, 2024

	2024	2023
Operations		
Professional services	2,048,234	783,351
Communication and promotions	26,792	30,026
Events, travel, and meals	194,580	142,866
Telecommunication	10,608	10,936
Information technology	33,888	33,035
Office	1,592	1,920
Interest, bank charges, and penalties	833	392
Professional development	4,130	1,495
Benefits	-	1,000
Amortization	279	399
	<u>2,320,936</u>	<u>1,005,420</u>
Research		
Professional services	411,167	253,295
Events, travel, and meals	-	8,932
	<u>411,167</u>	<u>262,227</u>
	<u>5,731,226</u>	<u>3,471,605</u>
Excess of revenues over expenditures before reimbursement of excess contribution	2,497,511	1,022,606
Reimbursement of excess contribution	(1,394,765)	(720,387)
Excess of revenues over expenditures for the year	\$ 1,102,746	\$ 302,219

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MARCH 31, 2024

	2024	2023
Cash flows from operating activities		
Excess of revenues over expenditures for the year	\$ 1,102,746	\$ 302,219
Adjustments for		
Amortization of capital assets	32,344	32,139
Amortization of intangible assets	6,910	-
	<u>1,142,000</u>	<u>334,358</u>
Net change in non-cash working capital items		
Decrease (increase) in accounts receivable	797,597	(1,705,513)
Increase in prepaid expenses and deposits	(66,259)	(15,518)
Increase in accounts payable and accrued liabilities	589,028	163,825
Increase in reimbursement of excess contribution	943,265	528,482
(Decrease) increase in deferred revenue	(411,129)	816,669
	<u>2,994,502</u>	<u>122,303</u>
Cash provided by operating activities		
Cash flows from investing activity		
Purchase of capital assets	(97,041)	(28,964)
Purchase of intangible assets	(386,955)	-
	<u>(483,996)</u>	<u>(28,964)</u>
Cash used in investing activities		
Increase in cash	2,510,506	93,339
Cash, beginning of year	2,079,847	1,986,508
Cash, end of year	\$ 4,590,353	\$ 2,079,847

See accompanying notes

SPORT DISPUTE RESOLUTION CENTRE OF CANADA

NOTES TO THE FINANCIAL STATEMENTS

AS AT MARCH 31, 2024

1. Nature of operations

Sport Dispute Resolution Centre of Canada ("SDRCC") was incorporated under the *Physical Activity and Sport Act* of Canada (S.C. 2003, c.2) on March 19, 2003 as a not-for-profit corporation without share capital and without pecuniary gain to its members.

SDRCC may be designated under the following names:

In French - Centre de Règlement des Différends Sportifs du Canada

In English - Sport Dispute Resolution Centre of Canada

Mission of SDRCC

The mission of SDRCC is to provide the sport community with a national alternative dispute resolution service for sport disputes, and expertise and assistance regarding alternative dispute resolution.

2. Significant accounting policies

The organization applies the Canadian accounting standards for not-for-profit organizations.

(a) Measurement uncertainty

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amount of revenues and expenses during the reporting period. These estimates are reviewed periodically, and as adjustments become necessary they are reported in income in the period in which they become known. Estimates are used when accounting for certain items such as accrued liabilities, allowance for doubtful accounts and the useful life of equipment.

(b) Revenue recognition

The organization follows the deferral method of accounting for contributions whereby restricted contributions related to expenses of future periods are deferred and recognized as revenue in the period in which the related expenses are incurred. Restricted contributions are defined as contributions on which stipulations are imposed on how the resources must be used. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Signatories' membership revenue is recognized over the terms of the agreement.

Independent revenue is recognized based on the period in which it is earned.

SPORT DISPUTE RESOLUTION CENTRE OF CANADA

NOTES TO THE FINANCIAL STATEMENTS

AS AT MARCH 31, 2024

2. Significant accounting policies (cont'd.)

(c) Capital assets

Capital assets are recorded at cost. The organization provides for amortization using the declining balance method at rates designed to amortize the cost of the capital assets over their estimated useful lives. The annual amortization rates are as follows:

Office equipment	20%
Computer equipment	30%

Amortization of leasehold improvements is recorded over the term of the lease.

(d) Intangible assets

Intangible assets, except for those not subject to amortization, are amortized on the basis of their estimated useful lives using the straight-line method and the following durations:

Consent Database Platform	7 years
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(e) Financial instruments

(i) Measurement of financial instruments

The organization initially measures its financial assets and liabilities at fair value.

The organization subsequently measures all its financial assets and financial liabilities at amortized cost.

Financial assets measured at amortized cost include cash, accounts receivable (net of sales taxes receivable) and deposits.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

(ii) Impairment

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

3. Restricted cash

Included in cash are restricted funds of \$4,379,170 (2023 - \$1,874,126) pertaining to the Sport Canada funding which must be utilized on eligible expenses incurred during the year. The remaining balance is unrestricted cash related to all other revenues earned by the organization to be utilized at their discretion.

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
NOTES TO THE FINANCIAL STATEMENTS
AS AT MARCH 31, 2024

4. Accounts receivable

	<u>2024</u>	<u>2023</u>
Signatories' membership receivables and other receivables	\$ 659,051	\$ 195,845
Sales taxes receivable	162,022	47,703
Government contribution receivable	-	1,505,000
Other contribution receivable	<u>129,878</u>	<u>-</u>
	<u>\$ 950,951</u>	<u>\$ 1,748,548</u>

5. Capital assets

	<u>2024</u>		<u>2023</u>	
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Net</u>	<u>Net</u>
Office equipment	\$ 50,255	\$ 48,978	\$ 1,277	\$ 1,597
Leasehold improvements	156,109	85,345	70,764	11,054
Computer equipment	<u>149,302</u>	<u>94,143</u>	<u>55,159</u>	<u>49,852</u>
	<u>\$ 355,666</u>	<u>\$ 228,466</u>	<u>\$ 127,200</u>	<u>\$ 62,503</u>

6. Intangible assets

	<u>2024</u>		<u>2023</u>	
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Net</u>	<u>Net</u>
Consent Database Platform	<u>\$ 386,955</u>	<u>\$ 6,910</u>	<u>\$ 380,045</u>	<u>\$ -</u>

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
NOTES TO THE FINANCIAL STATEMENTS
AS AT MARCH 31, 2024

7. Reimbursement of excess contribution payable

The reimbursement of excess contribution payable is due on demand and is non-interest bearing.

The payable as at fiscal year-end is as follows:

	<u>2024</u>	<u>2023</u>
Excess contribution payable - Abuse-free Sport (2022-23 funding)	\$ 1,468,387	\$ 720,387
Excess contribution payable - Abuse-free Sport (2023-24 funding)	178,816	-
Excess contribution payable - Equity, Diversity and Inclusion	<u>16,449</u>	<u>-</u>
	<u>\$ 1,663,652</u>	<u>\$ 720,387</u>

8. Deferred revenues

	<u>2024</u>	<u>2023</u>
Deferred revenues related to capital asset acquisitions		
Core	\$ 17,219	\$ 11,246
Abuse-free sport	<u>479,077</u>	<u>38,234</u>
	<u>496,296</u>	<u>49,480</u>
Deferred revenues related to future expenditures		
Core	-	21,619
Abuse-free sport	699,185	1,494,713
Signatories	287,030	403,298
Independent	<u>75,470</u>	<u>-</u>
	<u>1,061,685</u>	<u>1,919,630</u>
	<u>\$ 1,557,981</u>	<u>\$ 1,969,110</u>

Included in the \$1,557,981 (2023 - \$1,969,110) is a current portion of \$997,978 (2023 - \$1,799,681) and a long-term portion of \$560,003 (2023 - \$169,429).

SPORT DISPUTE RESOLUTION CENTRE OF CANADA

NOTES TO THE FINANCIAL STATEMENTS

AS AT MARCH 31, 2024

9. Government contributions

During the year, the organization received financial assistance from Sport Canada, which has been recorded as contribution revenue.

For the contribution funding received during the year-ended March 31, 2023, the organization had obtained an amended agreement with Sport Canada to extend the period during which goods and services rendered are considered as eligible expenses to be from April 1, 2022 to March 31, 2024. During the period of April 1, 2023 and March 31, 2024, an amount of \$35,000 of eligible expenses were incurred related to the March 31, 2023 funding.

In addition, Sport Canada has also provided special conditions on the contribution funding received during the prior year-ended March 31, 2023. They are as follows:

- (i) \$450,000 of the Abuse-free Sport funding to be utilized for Signatories funding for the members' initial entry fee of \$5,000 for those who become members during the period of April 1, 2022 and September 30, 2023. As at year-end, \$Nil (2023 - \$389,753) of the funding was deferred as described in Note 8.
- (ii) \$783,000 of the Abuse-free Sport funding to be utilized for future eligible expenses incurred during the period of April 1, 2023 and September 30, 2023. As at year-end, \$Nil (2023 - \$783,000) of the funding was deferred as described in Note 8.

10. Subsequent events

Subsequent to year-end, the following events occurred:

- (i) On May 2, 2024, the Federal Minister of Sport and Physical Activity announced that the Abuse-Free Sport program would transition to the Canadian Centre for Ethics in Sport, effective April 1, 2025. The impact on the organization's operations is undeterminable as at March 31, 2024.
- (ii) On June 13, 2024, the organization was named as one of the respondents by an individual challenging a decision made by an arbitrator in a matter concerning athlete carding. The organization has hired legal counsel to respond to the demand. It is the opinion of the organization's management that the likelihood of a loss is unlikely.

SPORT DISPUTE RESOLUTION CENTRE OF CANADA

NOTES TO THE FINANCIAL STATEMENTS

AS AT MARCH 31, 2024

11. Contingencies

In the year ending March 31, 2024, the following event occurred:

- (i) The organization was named as one of the respondents by an organization challenging a decision made by an independent legal professional in the context of the Abuse-Free Sport program. The organization has hired legal counsel to respond to the demand. It is the opinion of the organization's management that the likelihood of a loss is unlikely.

The following two events that occurred in the year ending March 31, 2022 remain unchanged:

- (ii) The organization, along with 16 other individuals and organizations, were named as defendants in a legal claim by an individual alleging a breach in duty of care of the plaintiff, with damages to be determined at a later date. The organization has hired legal counsel to address this claim. It is the opinion of the organization's management that the likelihood of a loss is unlikely. The delay to initiate proceedings expired subsequent to year-end, on July 5, 2024.
- (iii) The organization and its directors have received a demand letter on October 11, 2021 from the legal counsel of an individual who claims that the organization has failed to comply with language laws. The individual is seeking damages up to \$125,000. The organization has hired legal counsel to respond to the demand. It is the opinion of the organization's management that the likelihood of a loss is unlikely.

12. Commitment

The organization has an operating lease for its premises expiring on November 30, 2033.

2025	\$	50,000
2026		50,000
2027		51,000
2028		51,000
2029		51,000
Subsequent years		<u>246,000</u>
	\$	<u><u>499,000</u></u>

SPORT DISPUTE RESOLUTION CENTRE OF CANADA

NOTES TO THE FINANCIAL STATEMENTS

AS AT MARCH 31, 2024

13. Financial instruments

Liquidity risk

Liquidity risk is the risk the company may not be able to meet its obligations. The organization has a comprehensive plan in place to meet their obligations as they come due which is primarily from cash flow from government funding.

Credit risk

Credit risk is the risk that one party to a transaction will fail to discharge an obligation and cause the other party to incur a financial loss. The organization reduces its exposure to credit risk by creating an allowance for bad debts when applicable. The organization maintains strict credit policies and limits in respect to counterparties.

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
SCHEDULE OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2024

2024						
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Equity, Diversity, Inclusion	Total
Revenues						
Government contributions received	\$ 1,100,000	\$ 6,104,253	\$ -	\$ -	\$ 20,000	\$ 7,224,253
Government contributions deferred	(19,558)	(825,245)	-	-	-	(844,803)
Deferred government contributions recognized	35,204	252,953	-	-	-	288,157
Membership	-	(394,753)	1,513,309	-	-	1,118,556
Independent	-	-	-	405,258	-	405,258
Interest	847	-	29,335	7,134	-	37,316
Total revenues	\$ 1,116,493	\$ 5,137,208	\$ 1,542,644	\$ 412,392	\$ 20,000	\$ 8,228,737

Expenditures						
Administration						
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Equity, Diversity, Inclusion	Total
Office	23,592	61,462	-	-	-	85,054
Insurance	326	45,293	-	-	-	45,619
Professional services	20,733	93,125	-	-	-	113,858
Communication and promotions	96	280	-	-	-	376
Telecommunication	10,056	4,112	-	-	-	14,168
Information technology	2,346	4,597	-	-	-	6,943
Events, travel, and meals	1,797	3,788	-	249	-	5,834
Interest and bank charges	1,025	-	-	-	-	1,025
Amortization	15,377	23,598	-	-	-	38,975
	75,348	236,255	-	249	-	311,852

2024						
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Equity, Diversity, Inclusion	Total
Governance						
Professional services	13,523	4,272	-	-	-	17,795
Events, travel and meals	16,962	18,254	-	-	-	35,216
Insurance	8,094	-	-	-	-	8,094
Communication and promotions	3,082	1,094	-	-	-	4,176
Office	142	-	-	-	-	142
	41,803	23,620	-	-	-	65,423
Human resources						
Salaries	519,814	1,368,092	-	-	-	1,887,906
Benefits	81,657	210,091	-	-	-	291,748
Professional services	867	81,250	-	-	-	82,117
Contractors	11,040	160,122	-	-	-	171,162
Events, travel and meals	17,913	51,124	-	-	-	69,037
Professional development	11,478	8,128	-	-	-	19,606
Office	387	-	-	-	-	387
	643,156	1,878,807	-	-	-	2,521,963
Official languages						
Translation for tribunal	32,989	13,293	-	-	-	46,282
General translation	5,757	23,016	-	-	-	28,773
Interpretation	13,633	5,797	-	-	-	19,430
Professional development	900	4,500	-	-	-	5,400
	53,279	46,606	-	-	-	99,885

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
SCHEDULE OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2024

	2024					
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Equity, Diversity, Inclusion	Total
Operations						
Professional services	215,039	1,079,468	422,102	328,074	3,551	2,048,234
Communication and promotions	3,970	22,822	-	-	-	26,792
Events, travel and meals	97,091	75,930	-	21,559	-	194,580
Telecommunication	7,172	1,632	-	1,804	-	10,608
Information technology	2,214	31,674	-	-	-	33,888
Office	682	910	-	-	-	1,592
Interest and bank charges	-	-	-	833	-	833
Professional development	-	4,130	-	-	-	4,130
Amortization	-	279	-	-	-	279
	<u>326,168</u>	<u>1,216,845</u>	<u>422,102</u>	<u>352,270</u>	<u>3,551</u>	<u>2,320,936</u>
Research						
Professional services	-	356,759	-	54,408	-	411,167
	<u>-</u>	<u>356,759</u>	<u>-</u>	<u>54,408</u>	<u>-</u>	<u>411,167</u>
Total expenditures	<u>\$ 1,139,754</u>	<u>\$ 3,758,892</u>	<u>\$ 422,102</u>	<u>\$ 406,927</u>	<u>\$ 3,551</u>	<u>\$ 5,731,226</u>
Excess of revenues over expenditures before reimbursement of excess contribution	<u>\$ (23,261)</u>	<u>\$ 1,378,316</u>	<u>\$ 1,120,542</u>	<u>\$ 5,465</u>	<u>\$ 16,449</u>	<u>\$ 2,497,511</u>
Reimbursement of excess contribution	-	(1,378,316)	-	-	(16,449)	(1,394,765)
(Deficiency) excess of revenues over expenditures for the year	<u>\$ (23,261)</u>	<u>\$ -</u>	<u>\$ 1,120,542</u>	<u>\$ 5,465</u>	<u>\$ -</u>	<u>\$ 1,102,746</u>

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
SCHEDULE OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2024

2023					
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Total
Revenues					
Government contributions received	\$ 1,100,000	\$ 3,500,000	\$ -	\$ -	\$ 4,600,000
Government contributions deferred	(27,226)	(1,466,050)	-	-	(1,493,276)
Deferred government contributions recognized	17,855	1,062,049	-	-	1,079,904
Signatories' membership	-	(60,247)	290,699	-	230,452
Independent	500	-	-	69,880	70,380
Interest	446	-	2,908	3,397	6,751
Total revenues	\$ 1,091,575	\$ 3,035,752	\$ 293,607	\$ 73,277	\$ 4,494,211
Expenditures					
Administration					
Office	41,764	41,195	-	-	82,959
Insurance	694	23,189	-	-	23,883
Professional services	24,576	142,660	-	6,674	173,910
Communication and promotions	149	14,356	-	-	14,505
Telecommunication	7,802	3,134	-	-	10,936
Information technology	2,952	6,123	-	-	9,075
Events, travel and meals	568	891	-	-	1,459
Interest and bank charges	697	7	-	-	704
Amortization	20,358	11,382	-	-	31,740
	99,560	242,937	-	6,674	349,171
2023					
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Total
Governance					
Professional services	19,340	-	-	-	19,340
Events, travel and meals	19,865	11,243	-	-	31,108
Insurance	6,888	-	-	-	6,888
Communication and promotions	3,257	-	-	-	3,257
Telecommunication	55	-	-	-	55
Office	18	-	-	-	18
	49,423	11,243	-	-	60,666
Human resources					
Salaries	501,908	791,865	-	-	1,293,773
Benefits	75,639	126,544	-	-	202,183
Professional services	22,115	44,233	-	-	66,348
Contractors	4,711	111,323	-	-	116,034
Events, travel and meals	15,032	31,094	-	-	46,126
Professional development	1,309	9,037	-	-	10,346
Office	387	9	-	-	396
	621,101	1,114,105	-	-	1,735,206
Official languages					
Translation for tribunal	22,314	2,071	-	-	24,385
General translation	3,793	22,039	-	-	25,832
Interpretation	4,203	2,095	-	-	6,298
Professional development	600	1,800	-	-	2,400
	30,910	28,005	-	-	58,915

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
SCHEDULE OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2024

2023					
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Total
Operations					
Professional services	189,465	538,331	25,087	30,468	783,351
Communication and promotions	8,179	21,847	-	-	30,026
Events, travel and meals	80,753	62,113	-	-	142,866
Telecommunication	7,515	1,377	-	2,044	10,936
Information technology	1,750	31,285	-	-	33,035
Office	1,919	1	-	-	1,920
Interest and bank charges	-	-	-	392	392
Professional development	-	1,495	-	-	1,495
Amortization	-	399	-	-	399
Benefits	1,000	-	-	-	1,000
	<u>290,581</u>	<u>656,848</u>	<u>25,087</u>	<u>32,904</u>	<u>1,005,420</u>
Research					
Professional services	-	253,295	-	-	253,295
Events, travel and meals	-	8,932	-	-	8,932
	<u>-</u>	<u>262,227</u>	<u>-</u>	<u>-</u>	<u>262,227</u>
Total expenditures	<u>\$ 1,091,575</u>	<u>\$ 2,315,365</u>	<u>\$ 25,087</u>	<u>\$ 39,578</u>	<u>\$ 3,471,605</u>
Excess of revenues over expenditures before reimbursement of excess contribution	<u>\$ -</u>	<u>\$ 720,387</u>	<u>\$ 268,520</u>	<u>\$ 33,699</u>	<u>\$ 1,022,606</u>
Reimbursement of excess contribution	<u>-</u>	<u>(720,387)</u>	<u>-</u>	<u>-</u>	<u>(720,387)</u>
Excess of revenues over expenditures for the year	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 268,520</u>	<u>\$ 33,699</u>	<u>\$ 302,219</u>



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