



Elliot P. Saccucci

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Employment & Sports

Elliot is a Partner in the firm’s Employment Group and the Head of its Sports Law Group. He has extensive experience assisting employers in all manner of human resources, human rights, employment standards, health and safety, privacy, wrongful dismissal and litigation avoidance matters. Elliot also has experience conducting and advising on workplace investigations, alternative dispute resolutions, and corporate governance issues. He is a trusted advisor for clients ranging from small-to-midsize enterprises, municipalities, to large public companies. He is adept at handling sensitive matters and navigating crises.

Elliot has made a significant impact on Canadian sports law. He is routinely retained by all kinds of sports stakeholders from PSOs and NSOs, to coaches and athletes. He has an extensive sports law experience as both a lawyer and an arbitrator. He has acted as counsel for professional and amateur athletes, coaches, national and provincial sports organizations, sports governance organizations, and professional teams, including National Hockey League clubs.

He represents clients in professional and amateur athletic issues, including salary negotiation, endorsement advice and negotiation, and arbitrations involving salary, carding, team selection, Safe Sport/UCCMS and discipline. Elliot is external general counsel to one of the leading Safe Sport/UCCMS, governance and case management companies to Canadian sports organizations because of his expansive experience litigating some of the most consequential Safe Sport/UCCMS cases over the last decade.

Elliot is an experienced advocate with appearances before the Superior Court, Divisional Court, BC Supreme Court, Child and Family Services Board, Ontario Human Rights Tribunal, Sport Dispute Resolution Centre of Canada, GTHL Special Committee on Appeals, Ontario Labour Relations Board and the Federal Court of Appeal. As an arbitrator he has rendered decisions for Dive Ontario and World Aquatics.

Qualifications and Designations

- J.D. (*Magna Cum Laude*) Osgoode Hall Law School (2012)
- B.B.A (Hons) Lazaridis School of Business and Economics (2008)

Professional Memberships

- Certified Regional Attorney, National Lacrosse League Players’ Association
- Member, Sports Lawyers’ Association
- Adjudicator, World Aquatics Integrity Unit
- Arbitrator, Alpine Canada Alpin Independent Supervisory Unit
- Vice Chair, Canadian Sport Film Festival

Representative Work & Decisions

- *Smirnova v. Skate Canada*, Sports Dispute Resolution Centre of Canada, No. SDRCC 15-0252 (April 22, 2015, P. Brunet)
- *Smirnova v. Skate Canada*, Sports Dispute Resolution Centre of Canada, No. SDRCC 12-0252 (May 1, 2015, C. Qualtrough)
- *Lehmann v. Table Tennis Canada*, Sports Dispute Resolution Centre of Canada, No. SDRCC-18-0355 (April 18, 2018, P. Brunet)



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Representative Work & Decisions

- *Gemel Smith v. Dallas Stars Hockey Club*, NHL/NHLPA Salary Arbitration (July, 2018) (Co-counsel, Dallas Stars Hockey Club)
- *Brett Kulak v. Calgary Flames Hockey Club*, NHL/NHLPA Salary Arbitration (July, 2018) (Co-counsel, Calgary Flames Hockey Club)
- *Durant v. Executive Director of the Greater Toronto Hockey League*, GTHL Appeal Committee, Appeal No. 1899 (April, 2020)
- *Diving Plongeon Ontario v. Kathleen Murphy et al*, Dive Ontario (intervenor), No. DVON 20-0001 (July 10, 2020, E.P. Saccucci as Sole Arbitrator)
- *Thomson v. Nordiq Canada*, Sports Dispute Resolution Centre of Canada, No. SDRCC-21-0488 (March 8, 2021, M. Wilson)
- *Nicol v. Swim Natation Canada* (2022), SDRCC (settled, med-arb)
- *Mullett v. Executive Director of the Greater Toronto Hockey League*, GTHL Appeal Committee, Appeal No. 2349 (January, 2023)
- *Pouliquen v. Canadian Fencing Federation*, Sports Dispute Resolution Centre of Canada, No. 23-0644 (June 22, 2023, J.J. McIntyre)
- *Anonymous Complainants v. Head Coach*, Hockey Canada Decision No. 22-0055 (August 2, 2023, W. Boyer) (Complainants' counsel).
- *Anonymous Complainant v. Assistant Coach*, Hockey Canada Decision No. 23-1021 (October 2, 2023, The Hon. Anne M. Mullins)
- *Mississauga Majors v. Provincial Women's Softball Association*, Ontario Superior Court, heard January 26, 2024 (Decision Pending) (Affiliation Challenge)
- *Maskwa Aquatics Club v. Rideau Canoe Club and Canoe Kayak Canada*, SDRCC (settled med-arb) (February 2024) (Dispute regarding points ascribed to races of disabled athletes on behalf of club and athletes)
- *Saadi v. Gymnastics Canada*, Sports Dispute Centre of Canada, No. SDRCC-24-0703, (UCCMS Case) (June 27, 2024) (Carol Roberts)
- *World Aquatics v. Hamman Malla (Syria)*, Aquatics Integrity Unit, (February 3, 2024) (E.P. Saccucci as member of three adjudicator Panel)
- *World Aquatics v. Marcos Jara (Chile)*, Aquatics Integrity Unit, (February 29, 2024) (E.P. Saccucci as member of three adjudicator Panel)
- *World Aquatics v. Andrey Kryukov (Kazakhstan)*, Aquatics Integrity Unit, (March 27, 2024) (E.P. Saccucci as member of three adjudicator Panel)
- *Ra-Akbar v. Dynamo Gymnastics Club*, Ontario Labour Relations Board, August 2024 (Decision Pending) (Dispute re: what is work in sports and volunteering context)
- *Ontario Volleyball Association v. Carter Walls and the Deputy Director of Sanctions*, SDRCC, (Counsel to OVA. Appeal of DDSO Violation and Sanction)
- *Minor Athlete v. Swim Ontario*, Swim Ontario Panel, September 2024 (UCCMS Case, decision pending)