



Definitions – Policy

*The terms defined below apply to all policies included in Golf Canada's Safe Sport Policies
Additional terms are defined in the UCCMS*

1. **Affected Party** – Any individual or entity, as determined by the *Appeal Manager*, who may be affected by a decision rendered under the *Appeal Policy* and who may have recourse to an appeal.
2. **Alternate Liaison** – An individual appointed under the *Whistleblower Policy* in the event the *Compliance Officer* is unable to act in an unbiased or discrete manner due to their role with the organization and/or the content of the Report.
3. **Appellant** – The Party appealing a decision.
4. **Appeal Manager** – An individual, who may be any staff member, committee member, volunteer, Director, or an independent third party, who is appointed to oversee the *Appeal Policy*. The Appeal Manager will have responsibilities that include using decision making authority empowered by the *Appeal Policy*.
5. **Athlete** – An individual who is an *Athlete Organizational Participant* in Golf Canada who is subject to the UCCMS and the policies of Golf Canada.
6. **Athlete Support Personnel** – Any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other person working with, treating or assisting an Athlete participating in or preparing for sports competition.
7. **Board** – The Board of Directors of Golf Canada.
8. **Committee Member** – an individual elected or appointed to a committee or council of Golf Canada.
9. **Complainant** – An *Organizational Participant* or observer who makes a report of an incident, or a suspected incident, of alleged Maltreatment, Prohibited Behaviour or other misconduct that may be a violation of the standards described in Golf Canada's policies, by-laws, rules or regulations, or the UCCMS.
10. **Compliance Officer** – an individual appointed to receive Reports under the Whistleblower Policy.
11. **Days** – Days including weekends and holidays.
12. **Director** – An individual appointed or elected to the Board of Directors of Golf Canada.

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13. **Director of Sanctions and Outcomes** – Responsible for overseeing the imposition of Provisional Measures, agreed outcomes, *Sanctions* and appearing before the Safeguarding Tribunal or the Appeal Tribunal in cases arising from a potential breach of the UCCMS (or other conduct rules, as applicable).
14. **Event** – An event sanctioned by Golf Canada, which may include a social event.
15. **External Discipline Panel** – A panel of one or three people who are appointed by the *Independent Third Party* (or designate) to decide on complaints that are assessed under Process #2 of the *Discipline and Complaints Policy*.
16. **Independent Third Party** – The individual retained by Golf Canada to receive reports and complaints, and to fulfill the responsibilities outlined in the *Discipline and Complaints Policy*, *Investigations Procedure* and *Appeal Policy*. This individual must not be in a conflict of interest.
17. **Internal Discipline Chair** – an individual appointed by Golf Canada to decide on complaints that are assessed under Process #1 of the *Discipline and Complaints Policy*. The Internal Discipline Chair may be a Director, coach, staff member or other individual affiliated with Golf Canada but must not be in a conflict of interest.
18. **Member Club** – As defined in the By-Laws of Golf Canada.
19. **Minor** – Any Organizational Participant who is under the age of majority at the time and in the jurisdiction where the alleged Maltreatment has occurred. For the purpose of protection in each Canadian province and territory, a Minor is a child younger than the following age:
 - a) 16 years old: Newfoundland and Labrador; Saskatchewan; Northwest Territories; Nunavut
 - b) 18 years old: Prince Edward Island; Quebec; Ontario; Manitoba; Alberta
 - c) 19 years old: Nova Scotia; New Brunswick; British Columbia; YukonFor the purpose of the UCCMS, an individual who is under the age of 19 years.
It is always the responsibility of the adult Organizational Participant to know the age of a Minor.
20. **Organizational Participant** – Refers to all categories of individual members and/or registrants and/or *Member Clubs* defined in the By-laws of Golf Canada who are subject to the UCCMS and the policies of Golf Canada, as well as all people employed by, contracted by, or engaged in activities with, Golf Canada including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, committee members, and Directors and officers.
21. **OSIC** – Office of the Sport Integrity Commissioner, an independent division of the Sport Dispute resolution Center of Canada (SDRCC) which comprises the functions of the Sport Integrity Commissioner.
22. **Parties** – The groups involved in a dispute. In the *Discipline and Complaints Policy*, the Parties are the *Complainant* and *Respondent*. In the *Appeal Policy*, the Parties are the *Appellant*, *Respondent*, and any *Affected Party*.
23. **Person in Authority** – Any *Organizational Participant* who holds a position of authority within Golf Canada including, but not limited to, coaches, instructors, officials, managers, support

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personnel, chaperones, committee members, and Directors and officers.

24. **Provisional Suspension** – means that the *Organizational Participant* is barred temporarily from participating in any capacity in any *Event* or activity of Golf Canada, the Provincial Golf Associations, and its *Member Clubs*, or as otherwise decided pursuant to the *Discipline and Complaints Policy*, prior to the decision in a hearing conducted pursuant to the *Discipline and Complaints Policy*.
25. **Reporting (or Report)** – as defined in the *UCCMS* or a *Report* as referred to in the *Whistleblower Policy*.
26. **Respondent** – The *Organizational Participant* who is alleged to have engaged in one or more of Prohibited Behaviours.
27. **Social Media** – The catch all term that is applied broadly to computer-mediated communication media such as blogs, YouTube, Facebook, Instagram, Tumblr, TikTok, Snapchat, and Twitter.
28. **UCCMS** – Universal Code of Conduct to prevent and address Maltreatment in Sport, as amended from time to time by the SDRCC.
29. **UCCMS Participant** – An *Organizational Participant* affiliated with Golf Canada who has been a) designated by Golf Canada and b) who has signed the required consent form. UCCMS Participants may include an Athlete, a coach, an official, an Athlete Support Personnel, an employee, a contractual worker, an administrator, or a volunteer acting on behalf of or representing Golf Canada in any capacity.
30. **Vulnerable Participant** – Persons at increased risk of Maltreatment and/or coercion, often due to age, gender, race, poverty, Indigeneity, sexual orientation, gender identity or expression, disability, psychosocial or cognitive ability, and their intersections. Vulnerable Participants include persons who are not able to provide informed consent.
31. **Worker** – Any person who performs work for Golf Canada including employees, managers, supervisors, temporary workers, volunteers, student volunteers, part-time workers, the Board of Directors, and independent contractors.
32. **Workplace** – Any place where business or work-related activities are conducted. Workplaces include but are not limited to, the registered office(s), work-related social functions, work assignments outside the registered office(s), work-related travel, the training and competition environment, and work-related conferences or training session