



POLICIES AND PROCEDURES OF THE CANADIAN POWERLIFTING UNION (CPU)

<u>Table of Contents</u>		PAGE
	DEFINITIONS	2
1.0	GENERAL PROVISIONS	3
2.0	OFFICER DUTIES AND RESPONSIBILITIES	3
3.0	COMMITTEES	5
4.0	AFFILIATION REQUIREMENTS	8
5.0	PROVISIONS FOR MEMBER PROVINCES	10
6.0	COMPETITIONS	10
7.0	CHAMPIONSHIPS	12
8.0	RECORDS	16
9.0	AWARDS AND CLASSIFICATIONS	18
10.0	PARAPOWERLIFTING	19
11.0	DOPING CONTROLS	19
12.0	PENALTIES	21
13.0	FINANCE	22
14.0	EQUIPMENT	23
15.0	OFFICIATING	23
16.0	QUALIFYING TOTALS	25
17.0	NATIONAL TEAM SELECTION	26
18.0	COACHING	28
19.0	IPF CONGRESS	28
	APPENDICES	
	A. National Qualifying Standards	29
	B. Discrimination and Harassment Policy	34

C. Policy of Appeals	36
D. Live Stream and Commentator Guidelines	39

Other documents may be found online at <http://powerlifting.ca/constitution.html>

DEFINITIONS

For the purposes of this document the following terms will be defined:

Member Province(s) - Provincial powerlifting affiliate (organization) of the CPU or Association Member. An organization, association or corporation recognized by the Corporation as the sole governing body for powerlifting in that province or territory, is registered as a member of the Corporation and has agreed to abide by the Corporation's By-laws, policies, procedures, rules and regulations. Provincial powerlifting affiliate (organization) of the CPU.

Registrant(s) - Individual athlete or competitor registered with a CPU Member Province.

Board – CPU Board of Directors.

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

Good standing – A CPU Registrant with a valid CPU and Member Province membership.

Classic – unequipped/raw lifting category.

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

Official(s) - All persons appointed by the Board or a Member Province.

IPF – International Powerlifting Federation.

NAPF – North American Powerlifting Federation.

1. GENERAL PROVISIONS

Any Canadian citizen, Permanent Resident of Canada, or persons in Canada on a work or study visa shall be allowed to register with the CPU so long as they are an amateur in good standing. Persons on work or study visa cannot set national records or earn a spot on any national team.

Other persons may participate in CPU events as lifters or officials upon proof of membership in good standing with any IPF affiliate federation, but lifters will be listed as guest lifter status.

2. OFFICER DUTIES AND RESPONSIBILITIES

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

2.1.0 President

- 2.1.1 The President is the primary point of contact for any outside agencies currently working in association with the CPU or that wish to form an association with the CPU.
- 2.1.2 The President is the only Director who, with approval from the Board, can enter into agreements with outside agencies.
- 2.1.3 The President is responsible for the following:
 - a) Directing the debate and keeping order at meetings of the Member Provinces according to the traditions and rules of parliamentary procedure.
 - b) Presenting all awards at National competitions. This duty may be delegated to other Officials provided that all presenters are dressed in a manner appropriate to the occasion and to their office.
 - c) Appointing an interim Secretary at a meeting of the Member Provinces or a meeting of the Board in the event that the Secretary is absent.
 - d) Develop, delegate, and assist in multi-year projects to improve and grow the CPU.
 - e) Assist in guidance and direction, if necessary, with the world team, coaching, and any other committee.
 - f) Liaise with committees to ensure plans are being followed and resources are provided.
- 2.1.4 In the case of equal voting on a motion at a meeting of the Board, the President, as Chair, will vote a second time to break the tie.
- 2.1.5 The President shall receive an annual stipend of \$5000.

2.2.0 Executive Vice President, Program Director

- 2.2.1 The Executive Vice President, Program Director is responsible for the following:
 - a) Supporting national team members by addressing questions concerns and providing guidance before and after International Events.
 - b) Interfacing between Member Provinces and the CPU.

- c) Working collaboratively with the NCCP (National Coaching Committee Program) committee and coaches on the creation and implementation of coach development programs.
- d) Distributing grassroots programs to clubs designed to increase participation and capacity.
- e) Developing and implementing team selection criteria, for consideration by the current Board for athlete participation in National and International level competitions.
- f) Performing all the duties of the President, including presiding at meetings of the Board or meetings of the Member Provinces in the absence of President.
- g) Liaise with designated committees to ensure plans are being followed and resources are provided.
- h) Other duties assigned by the Board.

2.2.2 The Executive Vice President, Program Director shall receive an annual stipend of \$1000.

2.3.0 Executive Vice President, Sport Development

2.3.1 The Executive Vice President, Sport Development is responsible for the following:

- a) Helping Member Provinces develop its own strategic plans.
- b) Acting as the “social media face and voice” of the CPU by liaising and communicating with the public, funding partners, and other parties within and outside of the powerlifting community.
- d) Developing and maintaining partnerships with strategic, national and provincial sport bodies.
- e) Overseeing the media support for special events of the CPU, such as the annual awards, major competitions, and national championships.
- f) Liaise with designated committees to ensure plans are being followed and resources are provided.
- g) Other duties assigned by the Board.

2.3.2 The Executive Vice President, Sport Development shall receive an annual stipend of \$1000.

2.4.0 Secretary

2.4.1 The Secretary is responsible for the following:

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

2.4.2 The Secretary shall receive an annual stipend of \$1000.

2.5.0 Treasurer

2.5.1 The Treasurer is responsible for the following:

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

2.5.2 The Treasurer shall receive an annual stipend of \$1000.

3. CHAIRPERSON(S) AND COMMITTEES

3.1 The Board may appoint such chairperson and committee members as it deems necessary for managing the affairs of the CPU and may delegate to any committee any of its powers, duties, and functions except where prohibited by the Canada Corporations Act or the CPU By-laws.

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

3.3 Officiating Chairperson

3.3.1 The Officiating Chairperson may attend meetings of the Board but is not a Director and may not vote at meetings of the Board. The Officiating Chairperson is responsible for the following:

- a) Testing of national referees.
- b) Maintain an up-to-date list of all national referees.
- b) Maintaining constant communication with the Member Provinces' Officiating Chairperson concerning developments which involve referees and changes to the IPF Technical rules.
- c) Submitting an annual report for the AGM.
- d) Conducting an annual national officiating clinic for all potential and current referees.
- e) Approving the provincial referee's written examinations that are being used by all Member Provinces.
- f) Having the final authority on matters involving interpretation of the IPF Technical Rules, with the option of contacting the IPF Technical Committee for clarification when necessary.
- g) Each Member Province may submit to the national Officiating Chairperson the names of qualified provincial referees to be tested for a national referee's Card. A written provincial examination must accompany the application.
- h) Coordinate referees for Regional and National Championships.

3.3.2 The Officiating Chairperson shall receive an annual stipend of \$1000.

3.4.0 Records Chairperson

3.4.1 The Records Chairperson is responsible for the following:

- a) Maintain communication with the CPU Webmaster to keep online CPU National Records up-to-date.
- b) Provide an up-to-date list of the National Records to the AGM.
- c) Provide an annual report for the AGM.
- d) Receiving record applications.

3.4.2 The Records Chairperson shall receive an annual stipend of \$1000.

3.5.0 Registration Chairperson

3.5.1 The Registration Chairperson is responsible the following:

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

3.5.2 The Registration Chairperson shall receive an annual stipend of \$1000.

3.6.0 Public Relations Chairperson

3.6.1 The Public Relations Chairperson is responsible the following:

- a) Development of marketing strategies for the benefit of powerlifting in Canada.
- b) Oversee the maintenance of the CPU social media sites.
- c) Provide an annual report for the AGM.

3.6.2 The Public Relations Chairperson shall receive an annual stipend \$2000.

3.7.0 Championships Chairperson(s)

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

- a) Publishing the calendar for all international competitions that Registrants are eligible to participate in.
- b) Notification of deadlines for entry to all relevant parties via internet media.
- c) Receiving team application forms from prospective team members.
- d) Work with the Board in the team selection process.
- e) Communicate team nominations to the IPF, NAPF or other.
- f) Communicate team transport and hotel requirements to meet directors.
- g) Work with the Treasurer to ensure participation fees, transportation, hotel fees as required are received.

h) Communicate with team members and coaches any important details, changes, or other.

3.7.2 The Championship Chairperson(s) shall be a person (or persons) appointed by the Board and paid a stipend, determined, reviewed and agreed upon by the Board each year.

- a) This position will be reviewed on an annual basis.
- b) This position may extend to work on other special projects, should the Board see fit and the Championship Chairperson(s) is qualified to do so.

3.8.0 Webmaster Chairperson

3.8.1 The Webmaster Chairperson is responsible the following:

- a) Development of marketing strategies for the benefit of powerlifting in Canada.
- b) Oversee the maintenance of the CPU website, and any other CPU tasked online content.
- c) Provide an annual report for the AGM.

3.8.2 The Webmaster Chairperson shall receive an annual stipend of \$1000.

3.9.0 Medical Committee

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

3.10.0 Disabilities Integration Committee

3.10.1 The Disabilities Integration Committee shall include:

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

3.10.2 The Disability Integration Committee shall liaison with the recognized disability governing bodies to encourage its Member Provinces' participation in CPU events and offer assistance to these groups when possible. The Disability Integration Committee shall report at the AGM detailing the past years' activities, as it relates to the CPU, and provide suggestions to further the groups inclusion in CPU events in the coming year.

3.11.0 Doping Control Committee

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

- a) Assist with the education of athletes about anti-doping.
- b) To keep the Board informed with any and all changes to anti-doping.
- c) Determining disciplinary action in the case of positive findings.
- d) All communication to the Registrant in question.
- e) Reporting to the Board on the distribution of tests (positive, negative, in-contest, out-of-contest, number of tests per province, etc.) as well as provide an annual report for the AGM.

3.12.0 Coaching Committee

3.12.1 The Coaching Committee shall be responsible for the selection of the Head Coach for any IPF level event. Once the Head Coach is selected, the Coaching Committee and Head Coach are jointly responsible for naming any assistant coaches or additional personnel.

3.13.0 Coaching Program Committee

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

3.14.0 Competition Committee

3.14.1 The Competition Committee is to be responsible for the following:

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

3.15.0 Ethics Committee

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

4.0 AFFILIATION REQUIREMENTS

4.1 Organized and active Member Provinces shall consist of a:

- a) president;

- b) records chairperson;
 - c) officiating chairperson;
 - d) secretary; and
 - e) Any other positions shall be optional.
- 4.2 Each Member Province must have at least three provincially-certified referees, who have passed both a written and a practical examination.
- 4.3 No Member Province shall be admitted to the CPU whose Bylaws and Policies have not been examined by the Board and must be found compatible with the CPU Bylaws and Policies in every way, and to be in the best interests of powerlifting in Canada. Any proposed change to existing provincial bylaws and policies must be submitted annually to the Board for approval.
- 4.4 Member Province's bylaws or policies must not contradict CPU bylaws or policies.
- 4.5 Each Member Province must have one national referee.
- 4.6 Each Member Province must submit an up-to-date list of its cardholding referees to the National Officiating Chairperson every six months.
- 4.7 Each Member Province shall be required to hold one annual, closed provincial championship for each division, weight, and age class.
- 4.8 A Registrant may not buy a CPU Card from a province other than that in which they reside. Any Registrant from a nonaffiliated province, or any Canadian citizen permanently residing in a foreign country, who wishes to compete in a CPU-sanctioned contest must obtain a membership card directly from the CPU Registration Chairperson. Under no circumstances should a provincial registration chairperson register a Registrant from outside his own province.
- 4.9 There are two types of affiliation: CATEGORY I Affiliation, and FULL affiliation. A Member Province may be granted Category I Affiliation simply by organizing itself and applying for acceptance into the CPU, thereby allowing its Registrants to compete in CPU-sanctioned competitions. The Member Province will be granted Full Affiliation status at the next AGM with a majority vote of the CPU Member Provinces present, provided that the petitioning province has met all affiliation requirements.
- 4.10 If a Member Province with FULL Affiliation has become inactive, that is, it has not held a sanctioned competition for more than one year, the Board may vote to lower the province's status to CATEGORY 1. If a Member Province with CATEGORY 1 status has been similarly inactive for 1 year and has not applied for FULL membership status at the CPU AGM, then the Board may, by majority vote, award CATEGORY 1 status to any other group from the province who makes application to the Board.
- 4.11 All Member Provinces must obtain a minimum provincial not-for-profit corporation status and submit the registration to the secretary.
- 4.12 All Member Provinces must pay, in full, their respective provincial annual anti-doping contribution to the CPU for the purpose of maintaining its CCES/WADA contractual agreement. The amounts will be determined by the Board, in consultation with CCES members and the CPU

Anti-Doping Chairperson. Deadline to pay will be no later than 4 weeks from the date on the CPU invoice.

5. PROVISIONS FOR MEMBER PROVINCES

- 5.1 Each Member Province must submit to the Treasurer and Webmaster upon sanction:
- a) Competition details or sanction document as received.
 - b) Results of sanctioned competitions within 7 days following a competition.
- 5.2 Member Province presidents, from incorporated Member Provinces, are required to send its AGM minutes and December 31st Comparative Financial Statements to the Board within 60 days of its respective AGM.
- 5.3 The President and Secretary must receive Member Province annual provincial reports 30 days in advance of the set date of the AGM.

6. COMPETITIONS

- 6.1 IPF rules must be followed at all CPU and Member Province competitions.
- 6.2 Only competitions approved by the Board or by the Member Province shall be designated as a Championship competition.
- 6.3 Only competitions sanctioned or approved by the CPU or one of its Member Province shall be advertised through official CPU media.
- 6.4 The CPU will collect \$15 per registration from all sanctioned competitions to assist in the funding of the CPU anti-doping program.
- 6.5 At CPU sanctioned competitions, sponsor logos may be placed on the front or back, and/or both sleeves of a T-shirt or the front or back of a singlet for wearing on the platform. Logos must not be considered offensive as decided by the Board. CPU approved sponsors logos will be permitted at all lower levels of competition.
- 6.6 The Board, in consultation with the Competition Committee, shall determine the qualifying standards for all Regional, National and International competitions.
- 6.7 A competitor membership must be obtained prior to registering for any CPU or Member Province competition.
- 6.8 In order to be eligible to compete at all competitions in Canada that are sanctioned by the CPU or any Member Province, only CPU competitor membership cards will be accepted.
- 6.9 A Registrant's valid CPU registration (membership) cards and CCES True Sport Module certificate must be verified during the weigh-in or equipment check at all competitions.
- 6.10 All referees must hold either a valid Referee Membership or Competitor Membership to officiate at any CPU or Member Province competition.
- 6.11 Only individuals who are retired from competing and are provincial level or higher referees may apply for a Referee Membership.

- 6.12 Any competitions that are held by special interest disability groups that utilize CPU resources in anyway, i.e. referees, equipment or any other, shall be subject to the following conditions:
- a) Competitions must be sanctioned by a Member Province.
 - b) Full IPF rules will apply, with the exceptions/modifications as follows:
 - i) The squat shall be optional for Special Olympic contests.
 - ii) Other modifications will be at the discretion of the Chief Referee.
 - c) CPU referees will have the final right of acceptance or rejection of all equipment to be used.
 - d) All Registrants must have a CPU competitor's membership.
 - e) All Referees must have either CPU Referee Membership or Competitor Membership.
- 6.13 When contest groupings make it such that a lifter could be eligible for two separate age categories, i.e. Junior and Open, or Master and Open, any lifter wishing to have a total in each category must actually lift in each category. Transferring of results is not allowed.
- 6.14 The CPU and its Member Provinces will adopt the "IPF Livestream Commentator Guidelines" (Appendix D, below). The guideline is to be provided to prospective commentators prior to the event where they will be volunteering as commentators. Once the document has been read, a declaration of acceptance of the guidelines shall be signed and submitted to the Board to be kept on file. If the circumstance arises that a commentator conducts themselves in a manner not in accordance with the goals and best interest of the CPU and contradicts the signed declaration; they will no longer be permitted to represent the CPU online. If the transgression is of a serious enough nature; the Board may take further actions as outlined in the CPU Code of Conduct.
- 6.15 Only approved apparel can be worn (i.e. items on the IPF Approved List, items on the CPU approved logos list, or Member Province apparel) at all CPU National or Regional level Championships.
- 6.16 All CPU and Member Province sanctioned competitions will adopt and enforce the Meet Safety Guidelines found on the CPU website and adhere to educating volunteers on the policy.
- 6.17 Member Provinces will be required to submit to the Board completed CPU Athlete and Volunteer Waivers and COVID-19 Health Questionnaires in accordance with its Provincial Health guidelines within 14 days following a sanctioned competition. Failure to do so, may result in the loss of sanction for the corresponding competition.
- 6.18 Member Provinces must submit to the Board the official scoresheet from all provincial sanctioned competitions within seven (7) days from the date of the competition. Failure to do so will result in the province being subject to a \$500 fine payable to the CPU.
- 6.19 The Member Provinces will be required to inform the CPU of their intention to host a contest by submitting a copy of the entry form to the Treasurer and Webmaster a minimum of 6 weeks prior to the proposed event date. Upon approval of the details contained therein the Webmaster shall post the details of the competition/event in question on the CPU calendar page.
- 6.20 The Board shall determine the officials who will accompany National and International Teams.

- 6.21 For all World Championships that take place within Canada, funding for 100% of travel and accommodations at normal economy air and competition hotel rates shall be provided for the President or his delegate, to attend these events.
- 6.22 At all International Championships, the coaches have the final say as to the Registrant's attempts. The Registrant may make suggestions only and must be made aware of this situation prior to team selections.

7.0 CHAMPIONSHIPS

7.1 Regional Championships

- 7.1.1 Regional Championships sanctioned by the CPU shall include the following events in all IPF recognized age categories:
- Eastern Canadian Powerlifting Championships
 - Eastern Canadian Bench Press Championships
 - Western Canadian Powerlifting Championships
 - Western Canadian Bench Press Championships
 - Central Canadian Powerlifting Championships
 - Central Canadian Bench Press Championships
- 7.1.2 The date and location of the Regional Championships shall be determined by the Board, Member Provinces and meet directors, as submitted at the CPU AGM, two years prior to requested Regional Championship to avoid conflict with any other national or International competition and allow for adequate time to organize.
- 7.1.3 The date of Regional Championships are to be held between August 15 and November 15 or at the discretion of the Board. Efforts shall be made to hold all Regional Championships at least twelve (12) weeks prior to National Championships.
- 7.1.4 Member provinces shall send to the meet director and the Officiating Chairperson a list of all referees who will be attending the competition, including arrival and departure information and the referee's category.
- 7.1.5 Bids for CPU sanctioned events must be submitted by provincial affiliated bodies.
- 7.1.6 Member Provinces must ensure that all of its athletes competing at a Regional Championships have met the current regional qualifications. Failure to do so will result in the province losing its eligibility to win any team award and the province will be subject to a \$500 fine payable to the CPU.
- 7.1.7 Bids to host Regional Championships must be in writing, clearly stated, and signed by the submitting officer. All bids shall be presented for consideration at the AGM and must be accompanied by a certified cheque or email transfer in the following amounts:
- \$500 sanction fee; and
 - \$250 event deposit.

The event deposit fee would be returned to the bidding Member Province if all conditions of the competition bid have been met. If all the conditions are not met, then the e-transfer or cheque will be used by the CPU to cover any costs it incurs to correct the problem.

- 7.1.8 At Regional Championships two rooms at the meet hotel shall be provided by the meet director for national referees to share from the night before the contest until the morning after the contest. Assignment of rooms will be at the discretion of the Officiating Chairperson.
- 7.1.9 The Member Province hosting a Regional Championships should include in their bid a referee, who is national level or higher to be the Technical Secretary who is required to do the paperwork (including flights, scoresheets, etc.).
- 7.1.10 A Regional Championship where there are seven or less competitors in any age category, will have the weight classes combined and competition placings determined by the appropriate IPF formula.
- 7.1.11 The entry closing dates for all Regionals Championships must be stated as 42 days (six weeks) prior to the date of the Championship. Two weeks following the stated closing date, the meet director must send out the lifting schedule to all Member Provinces and a list of the competitors to the Board, showing the name, date of birth, and intended category of competition.
- 7.1.12 Regional Championships which include single-lift competitions (ie. bench press) must be organized in such a way that lifters who enter both a three-lift competition and a single-lift event must actually lift in each event separately in order to receive credit for a result in both. Such competitions cannot be organized in a blended fashion which would allow an athlete to be credited with a result in two different competitions by lifting only once.
- 7.1.13 Regional Championships must be adjudicated by three national or higher ranked referees or by two national or higher ranked referees and a provincial ranked referee who is writing their national referee exam. The Technical Controller shall be a provincial or higher ranked referee.
- 7.1.14 The president of the Member Province in which a Regional Championship is being held shall be responsible for ensuring that all equipment to be used at the competition meets the required specifications. Equipment shall be checked at least one week prior to the event. If a competition does proceed without proper equipment, then the Officiating Chairperson shall prepare a report detailing the discrepancies and provide this report to the Board. The President shall then give written notice that sanctions for future competition will not be issued until proper equipment is obtained. Further, if a second offence occurs the \$250 the event deposit fee for that competition shall be cashed as a fine to the meet director, and the Member Province shall also pay a fine of \$100.
- 7.1.15 Lifters are considered to be representing their province.
- 7.1.16 The IPF rule of no weight or age class changes within 21 days of the event will be observed.
- 7.1.17 The meet director will produce their own medals to be used, however they must be of high quality and be approved by the Board prior to purchasing.
- 7.1.18 The meet director must also provide best lifter awards for at least: Best Junior Male, Best Junior Female, Best Master Male, Best Master Female, Best Powerlifter Male, Best Powerlifter Female,

Best Bencher Male, Best Bencher Female. In the case where a best lifter award will not be provided for all classes the term Junior should be used to represent Sub-Junior and Junior and Master should represent Master 1, Master 2, Master 3 and Master 4. Any division consisting of equal to or more than 10 Registrants have a representative Best Lifter award.

7.2 National Championships

- 7.2.1 National Championships sanctioned by the CPU shall include the following events in all IPF recognized age categories:
- National Powerlifting Championships
 - National Bench Press Championships
- 7.2.2 Date and location of the National Championships shall be determined by the Board, Member Provinces and meet directors, as submitted at the CPU AGM two years prior to the requested National Championship to avoid conflict with any other national or International competition and allow for adequate time to organize.
- 7.2.3 Groupings and of all National Championships shall be determined by the Board, with the following recommended groupings:
- a) All events combined.
 - b) If no bids are made for such an all-inclusive combination, other groupings will be considered.
 - c) Bids for National Championships will be accepted and awarded two years in advance.
- 7.2.4 All-inclusive National Championships are to be held between January 1 and March 6 or at the discretion of the Board. Efforts shall be made to hold all national championships at least twelve (12) weeks prior to their respective World Championships.
- 7.2.5 Bids for CPU sanctioned events must be submitted by provincial affiliate bodies.
- 7.2.6 Provincial teams shall be allowed to compete at National Championships.
- 7.2.7 Member Provinces must ensure that all of its athletes competing at a national competition have met the current national qualifications. Failure to do so will result in the province losing its eligibility to win any team award and the province will be subject to a \$500 fine payable to the CPU.
- 7.2.8 Bids to host National Championships must be in writing, clearly stated, and signed by the submitting officer. All bids shall be presented for consideration at the AGM and must be accompanied by the following:
- \$700 sanction fee; and
 - \$250 event deposit fee.

The event deposit fee will be returned to the bidding Member Province if all conditions of the competition bid have been met. If all the conditions are not met, then the e-transfer or cheque will be used by the CPU to cover any costs it incurs to correct the problem.

- 7.2.9 At National Championships three (3) rooms at the meet hotel shall be provided by the meet director for national referees to share from the night before the contest until the morning after the contest. Assignment will be at the discretion of the Officiating Chairperson.
- 7.2.10 The Member Provinces hosting a national championship should include in their bid a referee, who is national level or higher, to be the Technical Secretary who is required to do the paperwork (including flights, score sheets, etc.).
- 7.2.11 At National Championships a complimentary banquet ticket must be provided to non-lifting referees.
- 7.2.12 At National Championships where there are seven or less competitors in any age category, the weight classes shall be combined and competition placings determined by the appropriate IPF formula. However, the determination of nominees for National Team membership shall still be done according to the Registrant's actual body weight class.
- 7.2.13 The entry closing dates for all National Championships must be stated as 42 days (six weeks) prior to the date of the Championship. Two weeks following the stated closing date, the meet director must send out the lifting schedule to all provincial affiliates. The meet director must also send a list of the competitors to the President, showing the name, date of birth, and intended category of competition.
- 7.2.14 National Championships which include single-lift competitions (i.e. bench press) must be organized in such a way that lifters who enter both a three-lift competition and a single-lift event must actually lift in each contest separately in order to receive credit for a result in both. Such competitions cannot be organized in a blended fashion which would allow an athlete to be credited with a result in two different competitions by lifting only once.
- 7.2.15 National Championships must be adjudicated by three national or higher ranked referees or by two national or higher ranked referees and a provincial ranked referee who is writing their national referee exam. The Technical Controller shall be a provincial or higher ranked referee.
- 7.2.16 The president of the Member Province in which a National Championship is being held shall be responsible for ensuring that all equipment to be used at the competition meets the required specifications. Equipment shall be checked at least one week prior to the event. If a competition does proceed without proper equipment, then the Officiating Chairperson shall prepare a report detailing the discrepancies and provide this report to the Board. The President shall then give written notice that sanctions for future competition will not be issued until proper equipment is obtained. Further, if a second offence occurs the \$250.00 event deposit fee for that competition shall be cashed as a fine to the meet director, and the member province shall also pay a fine of \$100.00.
- 7.2.17 Lifters are considered to be representing their province.
- 7.2.18 The IPF rule of no weight or age class changes within 21 days of the event will be observed.
- 7.2.19 The Member Province hosting the National Championships should include in its bid the name of the competition's Technical Secretary. They must be national level or higher and will be required to complete all competition paperwork (including flights, scoresheets, etc.).

- 7.2.20 The meet director will produce their own medals to be used, however they must be of high quality and be approved by the Board prior to purchasing.
- 7.2.21 Meet directors must also provide best lifter awards for at least: Best Junior Male, Best Junior Female, Best Master Male, Best Master Female, Best Powerlifter Male, Best Powerlifter Female, Best Bencher Male, Best Bencher Female. In the case where a best lifter award will not be provided for all classes the term Junior should be used to represent Sub-Junior and Junior and Master should represent Master 1, Master 2, Master 3 and Master 4. Any class consisting of equal to or more than 10 Registrants have a representative Best Lifter award.
- 7.2.22 Provincial team standings will be calculated, but only for the purpose of rankings, not for awards in the following categories: Open, Masters, Junior and Bench.
- 7.2.23 At the annual National Bench Press Championships the award for the Best Male and/or Best Female Bench Press (by IPF formula) shall be known as the Bill Jolley Memorial Award, in recognition of an exemplary CPU member who passed away in 1997.

8.0 RECORDS

- 8.1 In order to be eligible for any records Registrants must be in good standing with the CPU and their Member Province.
- 8.2 National records may only be set with IPF approved weights and measures, bar and collars included.
- 8.3 National records can only be set at Provincial Championships, Regional Championships, National Championships or any higher level of competition.
- 8.4 In order for a national record to be obtained by a Registrant, all referees officiating must be of CPU national rank or higher. National records in the total will only be accepted if the correctly ranked national referees were used on all successful lifts, regardless of whether they were single lift records, with the same requirements as for single lift records.
- 8.5 When a provincial level referee is testing for a national referee certification, any national records set during the testing shall be deemed to be legitimate, regardless of the outcome of the exam, providing a jury is present.
- 8.6 At Regional or National Championships a Registrant's status as "Classic" must be clearly identified on the contest scoresheet. Registrants CANNOT "cross-over" from equipped to unequipped/classic, or from unequipped/classic to equipped. They can only enter into one division at a competition in regards to records. If not so identified as unequipped/classic, they will be assumed to be equipped.
- 8.7 The Registrant must have faced the possibility of doping control testing, whether or not any actual sample collections take place. If samples are collected and an actual test takes place, the sample must be analyzed at a WADA accredited laboratory, and the test result found to be negative.
- 8.8 If a national record is established by a Registrant while competing in a foreign country, that record will only be recognized if:

- a) The Registrant must have faced the possibility of doping control testing. If samples are collected and an actual test takes place, the sample must be analyzed at a WADA accredited laboratory, and the test result found to be negative.
 - b) The record was made before three IPF International referees, all of whose registrations are up-to-date.
 - c) The competition was sanctioned by a lifting organization which is affiliated with the IPF.
 - d) The competition must have been organized and conducted according to IPF rules.
- 8.9 In the event of an athlete being suspended for a failed drug test, which affects medal placings of other athletes, the Board will act in a timely fashion to publicly honour the new medal winners. This will include forwarding the appropriate medal to the correct placeholder.
- 8.10 When a record is removed from a Registrant, the record shall revert to the previous record holder. Should the previous record have since been exceeded by a lift done at a competition that is eligible to set new CPU records, that Registrant may apply to claim the record. The normal record application must be forwarded within 7 days of the day that the previous record is removed. It will be the responsibility of the Board to inform all parties impacted by any change.
- 8.11 Each Member Province shall be responsible for its own records and forms, but a national record application must be submitted on a standard CPU National Record Application Form.
- 8.12 The standard CPU Record Application Form must be submitted by the Registrant through the online form to the Records Chairperson no later than seven (7) days from the date of any sanctioned competition (or final day of a multi-day event).
- 8.13 At the time of the competition, when a national record is set, a Registrant may choose to decline the submission of a CPU National Record Application Form and the record will not stand.
- 8.14 The CPU shall accept applications for new national Records in all age, weight, and style (equipped & Classic) that the IPF recognizes.
- 8.15 For all categories, records shall be maintained for both equipped and Classic competition.
- 8.16 If a Member Province holds a separate contest that is designated as an “Equipped Provincial Championships”, Registrants that intend to lift without supportive equipment may enter, but will be considered as an equipped Registrant, and will not be eligible to set Classic records of any level or be entered on rankings lists for Classic lifting.
- 8.17 The CPU shall also accept applications for new national records for para-powerlifting in the weight classes and age categories followed by the International Paralympic Committee.

9.0 AWARDS, AND CLASSIFICATIONS

- 9.1 In order to be eligible for any awards Registrants must be in good standing with the CPU and their provincial organization.
- 9.2 At National and Regional Championships the meet director(s) will produce their own medals to be used, however they must be of high quality and be approved by the Board prior to purchase.

- 9.3 The meet director of a Regional or National Championships must also provide best lifter awards for at least: Best Junior Male, Best Junior Female, Best Master Male, Best Master Female, Best Powerlifter Male, Best Powerlifter Female, Best Bencher Male, Best Bencher Female. In the case where a best lifter award will not be provided for all classes the term Junior should be used to represent Sub-Junior and Junior, and Master should represent Master 1, Master 2, Master 3 and Master 4. Any division consisting of equal to or more than 10 Registrants have a representative Best Lifter award.
- 9.4 At National Championships, provincial standings will be calculated, but only for the purpose of rankings, not for awards in the following categories:
- Open;
 - Masters;
 - Junior; and
 - Bench Press Only.

Such criteria to be developed by the Championship Committee.

- 9.5 At the annual Bench Press National Championships the award for the Best Male Bench Press (by IPF Formula) shall be known as the Bill Jolley Memorial Award, in recognition of an exemplary CPU member who passed away in 1997.
- 9.6 Where a Best Lifter Award is to be presented, the winner shall be selected from among all Registrants and shall be decided using the currently approved IPF Formula.
- 9.7 The CPU shall maintain Male and Female Powerlifting Athlete-of-the-Year and Male and Female Bench Press Athlete-of-the-Year Awards, in recognition of excellence and achievement in both the three-lift powerlifting and the Bench Press competition. The winners of these awards will be selected by the Board and its Member Provinces and the presentations will be made at the awards banquet at the National Championships.
- 9.8 The CPU shall maintain a special award called the Bill Jamison Award, which will be presented at the next appropriate National Championship. This award shall be presented to the Registrant who best exhibits sportsmanship, perseverance, and dedication to the sport of powerlifting, and has been an active Registrant for a minimum of 15 years. The winner of this award shall be selected by 2/3 majority of the Board. This award will not necessarily be presented each year, if no suitable candidate can be chosen, and recipients may only receive this award one time.
- 9.9 The CPU shall maintain a CPU Athlete Hall of Fame which will be presented at the banquet following the National Championship of the year the Registrant is inducted into the CPU Hall of Fame. This award shall be presented to Registrants who have made outstanding contributions to the CPU through their lifting achievement at a national and international level. To be eligible for this award, a Registrant must have been an active Registrant of the CPU for a minimum of 10 years. The winners of this award shall be selected by 2/3 majority of the voting members at the AGM. Each year, one male and one female Registrant may be nominated to receive this award, however this award will not necessarily be presented each year if no suitable candidate can be chosen. Recipients may only receive this award one time.
- 9.10 The CPU shall award up to five annual student scholarship awards of \$250 each. The amounts and number of awards may be increased or decreased annually at the discretion of the Board. To

be eligible, applicants must be a Registrant in good standing and must be either entering their first year of post-secondary education in a full-time post-secondary program at an educational institution which includes GPA/CEGEPS or enrolled in a full-time post-secondary program at an educational institution which includes GPA/CEGEPS.

10.0 PARA-POWERLIFTING

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

11. DOPING CONTROLS

Anti-Doping Policy

- 11.1 CPU has adopted the 2021 Canadian Anti-Doping Program (CADP) as its primary domestic anti-doping policy. Administered on behalf of the CPU by the Canadian Centre for Ethics in Sport (CCES), the 2021 CADP is fully compliant with the 2021 World Anti-Doping Code, International Standards and Guidelines as they may exist from time to time.

In addition, the CPU, as a member federation of the IPF, must also be fully compliant with the IPF anti-doping rules. The IPF anti-doping rules may apply to certain members of the CPU in certain situations. The IPF anti-doping rules are fully compliant with the 2021 World Anti-Doping Code, International Standards and Guidelines as they may exist from time to time.

In the event of a conflict between other anti-doping policies established by the CPU and the 2021 CADP and/or the IPF anti-doping rules, the rules of the 2021 CADP or the IPF shall prevail, as applicable.

- 11.2 All Registrants holding a Competitor Membership or Referee Membership are required to take the CCES online E-Learning Anti-Doping course and subsequent renewal course after each 12-month period, to maintain a current Certificate of Completion as a requirement of membership and to be eligible for competition in CPU events.
- 11.3 Registrants at IPF international competitions face the possibility of WADA certified doping controls. Any CPU national record set by Registrants at IPF international events will be accepted, upon receipt of the same record application that would apply within Canada.
- 11.4 In the event of a Registrant being suspended for a doping infraction which affects medal placings of other Registrants, the CPU will act in a timely fashion to publicly honour the new medal winners. This will include forwarding the appropriate medal to the correct placement.
- 11.5 Any Registrant who is assessed a doping suspension shall have all previous records that they may have held removed as well as listings on the lifter ranking lists. Records will revert back to the previous record holder, and lifter rankings will be adjusted accordingly.
- 11.6 All Registrants holding a Competitor Membership are subject to in-competition and out-of-competition testing as a condition of membership in the CPU.
- 11.7 As part of the CPU out-of-competition testing program, Registrants holding a Competitor Membership are obligated to provide current and correct contact information (i.e., home address, e-mail address, phone number) to the Registration Chairperson on their membership

applications and update the information should it change during the membership year. If it is concluded by the CPU Anti-Doping Committee after careful examination of the circumstances, that a member has intentionally provided incorrect or out-dated contact information to the CPU, either a warning or a six-month suspension may be imposed.

- 11.8 As noted in Clause 5.6 of the IPF Anti-Doping Rules and Part C, Clause 5.6 of the Canadian Anti-Doping Rules, a Whereabouts Program will be applied to selected athletes within the CPU Out-Of-Competition Testing Pool. These Registrants will be notified and educated by the Independent Testing Administrator in the requirements and their duties in the Whereabouts Program and the Registrant will be required to submit their whereabouts in accordance with the specified rules. They will also be subject to sanctions for Missed Tests and Filing Failures as explained in Clause 2.4 of the IPF Anti-Doping Rules and Clause 2.4 of the Canadian Anti-Doping Rules.
- 11.9 In addition to urine collection and testing, the CCES reserves the right to execute in- competition and out-of-competition blood collection and testing in accordance with the CADP and IPF Anti-Doping Rules.
- 11.10 When a Registrant receives a doping suspension, their results stay in the historical database, but will be given a notation of "DV" (Doping Violation) indicating their suspension.

12.0 PENALTIES

- 12.1 For doping penalties, the CPU shall follow the IPF Anti-Doping Rules and the WADA Code for reinstatement:
- a) Any Registrant who has received and served a full doping suspension under the Canadian Anti-Doping Program ("CADP") and wishes to return to the CPU must apply for reinstatement to the Board and be required to pay a fee of \$1100 to the CPU.
 - b) Any person applying for reinstatement shall be required to re-pay to the CPU or its Member Province the full amount of any legal, medical, physical or other expenses that may have been incurred from the prior offence.
- 12.2 All persons applying to the CPU for membership must disclose all information regarding current suspensions from any/all sport organizations when applying for any class of membership in the CPU. Failure to do so will result in immediate disqualification from the CPU for the term of that suspension, with all contest results for the Registrant being nullified upon discovery.
- 12.3 A Member Province cannot penalize a Registrant or Officials from other provinces.
- 12.4 All Registrants, Officials, or provincial members have the right to be heard before the Board decides upon any penalties to be imposed.
- 12.5 The Member Province may exclude a Registrant from a competition for reasons of their misconduct.
- 12.6 Any Registrant may be subject to suspension or expulsion for a period to be determined by the Board if they are found to be guilty of violating the CPU Code of Conduct.
- 12.7 A Registrant cannot participate in competitions organized under CPU rules for a period to be determined by the Board if they are under temporary or permanent suspension.

- 12.8 The following may also be subject to suspension or expulsion for a period to be determined by the Board:
- a) Any Registrant who is deemed to be guilty of violating the rules of, or of disobedience towards, their national or provincial association, or towards any Official during the execution of their duties.
 - b) Any Registrant who, by words or gestures, threatens referees or any other Officials during the execution of their duties.
- 12.9 For serious offences, such as false accusations of dishonour or dishonesty against a Registrant or Official, permanent expulsion may be decided by the Board by a majority vote.
- 12.10 Any Registrant who is accused of bringing the sport into disrepute by means of their comments, published articles, TV, radio broadcasts, social media, or for conduct judged as inappropriate or unbecoming, or likely to adversely affect the interests and reputation of the CPU, will be subject to the following progressive disciplinary action:
- a) Evidence of an incident as described above is received by either the Board or Member Province. The accused will receive a verbal warning from the Board or Member Province informing the accused of the issue at hand and that the discussion is to serve as a first warning, and that should the behaviour continue, outline the next steps and potential outcomes. Documentation of the discussion by the Member Province is retained and shared with the Board.
 - b) Evidence is received by either the Board or Member Province indicating that a second incident has occurred. The Member Province shall contact the accused notifying them that a written warning will be issued outlining the issue and the process that will occur should a third incident were to occur. Documentation of the conversation and a copy of the written warning to be shared with the Board.
 - c) Evidence is received by the Board or Member Province indicating that a third incident has occurred. The Board will meet to review the situation and documentation obtained to date and will decide the appropriate disciplinary action to be taken. This may include the Registrant in question to attend a special meeting of the Board. The discipline handed out by the Board can range from a third and final warning to expulsion from the CPU.
- The Board reserves the right to progress the disciplinary action as appropriate depending on the magnitude of infraction.
- 12.11 Any Registrant or Official who considers that they have been wronged has the right to file a written complaint stating their reasons.
- 12.12 It shall be the obligation of all Officials to maintain current knowledge of the rules of the sport. Penalties shall be determined by the Board and Officiating Chair.
- 12.13 Any successful bidder who is awarded a regional or national championship event and defaults on the agreement without just cause, such as not holding the event; or not meeting the agreed-upon specifications, will be subject to penalty. This penalty shall not exceed a reasonable and fair estimate, by the Board and Member Province, of expenses that cannot be refunded. This may

include deductions for refunds on travel expenses and unnecessary local transportation and accommodation expenses.

13.0 FINANCE

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

13.2 CPU Subscription Fees:

- a) Provincial Affiliation Fee - \$2.00 per provincial Registrant on record as of November 30 of the current billing year.
- b) Sanction Fee for National Powerlifting and Bench Press Championships - \$750.00.
- c) Event Deposit (refundable) - \$250.00.
- d) Competitors Membership Fee - \$80.00.
- e) Drug Testing Fee - \$15.00 per Registrant per competition.
- f) Sponsorship Fees - as determined by the Board on an annual basis.

13.3 CPU Subscription Fees shall be payable as follows:

- a) Provincial Affiliation Fee: to be paid in full by January 1 of each year.
- b) Sanction Fee and Event Deposit: to be paid in full at the time of bid submission.
- c) Individual Membership Fee: payment in full at the time of purchase.
- d) Drug testing Fee. - payable within 4 weeks of receipt of invoice following each competition.)
- e) Website advertising fee is payable January 1 of each calendar year. New advertisers will be prorated for the remainder of the current year.

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

13.5 All television and live stream rights for national championships shall be the sole property of the CPU.

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

- a) Monies outstanding to/for the CPU in arrears of 30 days or more; and/or
- b) Monies outstanding to/for the CPU in the amount of \$500.00 or more,

shall forfeit their voting privileges on all matters pertaining to CPU business, with the exception of, a vote for the election of CPU officers, until such time as their outstanding account has been paid in full.

14.0 EQUIPMENT

14.1 All equipment for powerlifting competitions of all levels in the CPU shall be in accordance with the IPF Approved List.

14.2 Any changes in equipment specifications which have been adopted and approved by the IPF Congress shall be deemed to have been simultaneously adopted and approved by the CPU.

15.0 OFFICIATING

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

15.2 In areas of the IPF Technical Rules regarding Records, where the term "World" is used, it shall, unless otherwise specified, be interpreted as "National" for the CPU's purposes, and likewise the term "Nation" or "National" shall, unless otherwise specified, be interpreted as "Province" or "Provincial" where applicable to the Member Province's purposes.

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

MEN:

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

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

WOMEN:

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

Summer Dress: Grey skirt or trousers and white blouse.

All Referees will wear dark colored formal footwear.

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

15.4 All CPU national referees shall be supplied with a referee's booklet, a name tag, and a crest which must be worn on the left breast pocket of the jacket.

15.5 All referees adjudicating at national championships must be of provincial rank or higher. Each province must send at least one international or national referee, or provincial if none of higher rank is available, to all national championships. These referees must actually officiate at the competition in order to get credit for having attended. Any Member Province which fails to comply with this condition will be required to pay to the CPU a fee of \$25.00 for every member of its team. This money will be divided among the referees who do attend and officiate at the event.

15.6 To become certified as a national level CPU referee the testing procedure is as follows:

- a) A provincial referee in good standing with their provincial association; and
- b) Must be recommended by their Member Province.
- c) Participation in the national referee's examination consisting of a written examination to be taken in the presence of the Officiating Chairperson, or by an individual appointed by the Officiating Chairperson, and will be followed by a practical examination.

- d) Must achieve a passing score of 90 percent or more on both the written and practical examination.
 - e) The written examination must be taken and passed prior to the practical examination.
 - f) For the practical examination, the applicant shall sit before at least two, and not more than three, referees of national or higher rank, and adjudicate a minimum of one hundred attempts while serving as chief referee.
 - g) The practical examination must be administered by at least one IPF referee on the jury. Other adjudicating referee's may be of national rank. During the practical examination, a minimum of 100 attempts must be adjudicated. If necessary, the practical examination may be spread over more than one competition, with the same IPF level adjudicator.
 - h) Written tests will be obtained from the national Officiating Chairperson, and the completed tests and examination forms will be returned to the Officiating Chairperson.
 - i) New national referees may be certified at an annual national championships, or at an annual regional championships provided that all of the above conditions are met.
- 15.7 Member Provinces will submit to the Officiating Chairperson the names of qualified provincial referees to be tested for a national referee's card. A written provincial examination must accompany the application.
- 15.8 All CPU national and provincial referees must have a CPU competitor's or referee's membership.
- 15.9 To maintain your national referee status, a national referee must officiate at one provincial or regional championship, one national championship and attend a national rules clinic at least every three years.
- 15.10 If the Officiating Chairperson and the Board conclude a national referee requires further development and remedial work due to the following, but not limited to:
- a) An outdated understanding of the IPF rules.
 - b) Demonstrates calls on the platform that are unreasonable or incorrect interpretations of the IPF Rules.
 - c) Shows disrespect to athletes and/or other officials.
 - d) Does not show up on time or leaves early without a pre-arranged agreement.
 - e) Arrives unprepared for their scheduled session.

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

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

16.0 QUALIFYING TOTALS

- 16.1 Registrants wishing to compete in regional or national championships must meet the qualifying totals.

- 16.2 Registrants wishing to compete at their first national championships must first lift at a regional championship within the previous two years of the national championships. Additionally, lifting in bench only at regionals cannot be a qualifier for 3-lift nationals, however the reverse is accepted.
- 16.3 Qualification standards for the Regional and National Championships shall be according to scales located in Appendix A.
- 16.4 Qualifying for the Regional and National Bench Press Championships shall be according to scales located in Appendix A.
- 16.5 All Registrants must qualify within two years prior to the dates of their respective regional and national championships.
- 16.6 Any Registrant wishing to qualify for the next higher age category may do so by lifting at an open event and by obtaining the required qualifying total or single lift within one year before achieving the specified age for the category. i.e. Lifting in the year of the 39th birthday to qualify for Master 1 (40-49 years).
- 16.7 Submitted entry forms for all regional and national championships must include details of the Registrants qualifying standard and must be verified by a provincial officer prior to making the athlete roster public. If any entry form is incomplete in any way, it will not be accepted by the meet director.
- 16.8 Qualifying for the CPU Western, Eastern or Central Championships shall be according to scales located in Appendix A.
- 16.9 A Registrant who achieves a national qualifying standard is then eligible to compete at any chosen weight class at the National Championships.
- 17.0 NATIONAL TEAM SELECTION**
- 17.1 Any selection to a national team is tentative until the results of any drug testing (if done) are received. If tested, a Registrant must show a negative test result in order to remain on the team. Any positive test results will bring automatic dismissal from the team and appropriate penalty to the Registrant(s) involved.
- 17.2 The Championship Secretary shall select Men's and Women's select teams to represent Canada at all IPF international competitions with the approval of the Board.
- 17.3 Athletes must have lifted at the current year's corresponding national championships, i.e. Classic bench only for Classic World Bench Press Championships and equipped powerlifting for equipped World Powerlifting Championships. The team will be filled with Registrants that competed at the current year's corresponding national championships. If the team cannot be filled from those Registrants, then Registrants that competed at the previous year's corresponding national championships will be allowed to apply.
- 17.4 The class winners from the current year's national championship in each weight class and age category shall automatically earn a spot on the national team. The remaining team members will be chosen based on placing from the most recent national championship with all second

place finishers being chosen next going in descending IPF Formula order, followed by all third place finishers going in descending IPF Formula order and carrying on until the team has been filled.

- 17.5 A standard agreement will have to be signed by every prospective member of any of the CPU's national teams. This agreement will contain, but not necessarily be limited to, all of the following:
- a) All eligible Registrants who wish to apply for an international team shall submit their application form to the Championship Chairperson no later than 90 days prior to the date of the competition.
 - b) Once final team selections are made, all Registrants selected for the teams (not including reserves) are required to pay a participation fee of \$200 to the CPU. This money will cover the participation and drug testing fees paid to the IPF or other for the contest. If a selected Registrant is unable to attend and a reserve Registrant takes over a spot, that reserve Registrant must pay the fee at that time. Any Registrant that has paid the fee but is unable to attend, will have the fee returned to them only if the fees have not yet been paid to the IPF.
 - c) Team uniforms should be worn at all times while at the competition venue.
 - d) While team members are in the host nation, they are expected to attend all banquets, opening and closing ceremonies, and any other functions which might be arranged by the host federation for the benefit of the visiting teams.
 - e) All Registrants competing at international events are subject to pay to the CPU \$50.00 to support the assigned coaches. If the Coaching Committee does not name a coach for a championship competition, the \$50.00 fee will be refunded.
- 17.6 When competing for Canada at IPF World Championships, or at any other international competitions, the Registrant's cooperation with the coaching staff, and adherence to team protocol, shall be mandatory at all times. The behavior of Registrants, coaches, managers, and any other Officials of the Canadian team who are consistently uncooperative, or whose actions or appearance bring discredit to the team, will be taken into consideration when selecting future international teams. Any formal complaint which is lodged against a member of a national team at an international competition must be fully investigated by the Board. The team member involved shall be informed immediately, in writing, of the nature of the complaint.
- 17.7 For any international championships where the applicable national championships are less than 60 days prior to that championships, the national event results from the previous year will be used as the qualifying standard.
- 17.8 For any athletes seeking national team spots, they shall only be guaranteed a spot and nominated at the weight class and age category for which they competed at the National Championships. However, if before final nominations, an athlete or coach determines that an athlete may be more competitive in a different weight class and there are available team spots at that weight class, a Registrant may change their nominated weight class. If two or more athletes are attempting to move into the same weight class causing a conflict, priority will be given to the athlete with the higher IPF Formula from the National Championships.
- 17.9 National Team compensation will be awarded to athletes based on available funds.

- a) Every Open (both Classic and equipped) Registrant that is selected for the national team to represent Canada at an IPF Classic Open World Championships or an IPF Equipped Open World Championships will be paid \$500 upon verification that the athlete competed at their respective championships and passes a drug test if selected within 3 months.
- b) A National Team Canada Registrant who places top three in total in their respective weight class at an IPF Open World Championship (Classic or equipped) will be paid the following amounts:
 - 1st place - \$1,000.
 - 2nd place - \$500.
 - 3rd place - \$250.
- c) A National Team Canada Athlete who places top 3 best overall lifter at an IPF Open World Championship (Classic or Equipped) will be paid the following:
 - 1st Overall Open Registrant based on IPF Points - \$1,000
 - 2nd Overall Open Registrant based on IPF points - \$500
 - 3rd Overall Open Registrant based on IPF points - \$250

These amounts may be increased or decreased annually at the discretion of the Board.

18.0 COACHING

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

19.0 IPF CONGRESS

- 19.1 The CPU will cover 100 % of the travel, accommodations and meals for the President or the CPU-appointed delegate to attend the annual IPF Congress.

APPENDIX "A" - Nationals Qualifying Standards

QUALIFYING TOTAL FOR CPU CLASSIC NATIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	312.5	405	-	-	-	-
59	482.5	347.5	450	375	347.5	317.5	282.5
66	530	385	497.5	415	382.5	350	312.5
74	580	420	542.5	452.5	417.5	382.5	340
83	625	452.5	585	487.5	450	412.5	367.5
93	665	480	620	517.5	477.5	437.5	390
105	697.5	505	652.5	545	502.5	460	410
120	727.5	527.5	677.5	565	522.5	480	427.5
120+	745	537.5	695	580	535	490	432.5
QUALIFYING TOTAL FOR CPU CLASSIC REGIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							
43	-	155	232.5	-	-	-	-
47	275	167.5	250	210	182.5	152.5	137.5
52	297.5	180	272.5	227.5	195	165	147.5
57	320	195	292.5	245	210	177.5	160
63	347.5	207.5	317.5	265	227.5	190	172.5
69	370	222.5	337.5	282.5	242.5	205	185
76	392.5	237.5	360	300	257.5	217.5	197.5
84	417.5	252.5	382.5	320	275	230	207.5
84+	432.5	265	405	337.5	290	242.5	220
QUALIFYING TOTAL FOR CPU CLASSIC REGIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	280	357.5	-	-	-	-
59	412.5	310	397.5	347.5	317.5	282.5	255
66	455	342.5	437.5	382.5	350	312.5	280
74	497.5	372.5	480	417.5	382.5	340	305
83	535	402.5	517.5	450	412.5	367.5	330
93	567.5	427.5	547.5	477.5	437.5	390	350
105	597.5	450	577.5	502.5	460	410	367.5

120	620	470	600	522.5	480	427.5	382.5
120+	637.5	475	615	535	490	432.5	390
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							
43	-	142.5	195	-	-	-	-
47	240	150	207.5	182.5	152.5	137.5	127.5
52	260	160	222.5	195	165	147.5	137.5
57	280	175	240	210	177.5	160	147.5
63	302.5	187.5	260	227.5	190	172.5	157.5
69	322.5	200	292.5	242.5	205	185	170
76	345	212.5	310	260	217.5	197.5	180
84	367.5	227.5	315	275	230	207.5	190
84+	387.5	240	332.5	290	242.5	220	200

QUALIFYING TOTAL FOR CPU CLASSIC BENCH NATIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	62.5	87.5	-	-	-	-
59	107.5	75	102.5	85	75	65	60
66	117.5	82.5	115	95	82.5	72.5	65
74	132.5	90	125	105	90	77.5	70
83	142.5	100	137.5	115	100	87.5	77.5
93	152.5	102.5	145	120	105	90	82.5
105	160	110	152.5	127.5	110	95	87.5
120	165	115	160	132.5	115	100	90
120+	172.5	120	165	137.5	120	105	95
	Open	Sub-Junior	Junior	Master 1	Master 2	Master3	Master 4
Women							
43	-	30	45	-	-	-	-
47	50	32.5	47.5	40	32.5	27.5	25
52	55	35	50	42.5	35	30	27.5
57	60	37.5	55	45	37.5	32.5	30
63	65	40	60	50	42.5	35	32.5
69	67.5	42.5	62.5	52.5	45	37.5	35
76	72.5	45	67.5	55	47.5	40	37.5
84	77.5	50	72.5	60	50	42.5	37.5
84+	80	52.5	75	62.5	52.5	45	40
QUALIFYING TOTAL FOR CPU CLASSIC BENCH REGIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	62.5	75	-	-	-	-
59	92.5	70	90	75	65	60	55
66	105	75	100	82.5	72.5	65	60
74	115	80	107.5	90	77.5	70	65
83	127.5	90	120	100	87.5	77.5	70
93	132.5	95	125	105	90	82.5	75
105	140	100	132.5	110	95	87.5	80
120	145	102.5	137.5	115	100	90	82.5
120+	152.5	110	145	120	105	95	87.5
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4

Women							
43	-	30	35	-	-	-	-
47	45	30	40	32.5	27.5	25	25
52	45	32.5	42.5	35	30	27.5	27.5
57	52.5	35	45	37.5	32.5	30	30
63	57.5	37.5	50	42.5	35	32.5	32.5
69	60	40	52.5	45	37.5	35	35
76	65	42.5	55	47.5	40	37.5	37.5
84	70	42.5	60	50	42.5	37.5	37.5
84+	72.5	45	62.5	52.5	45	40	40

QUALIFYING TOTAL FOR CPU EQUIPPED NATIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	350	442.5	-	-	-	-
59	497.5	390	495	430	367.5	340	310
66	550	430	547.5	475	407.5	375	342.5
74	600	470	592.5	517.5	442.5	410	375
83	647.5	507.5	642.5	557.5	477.5	440	405
93	687.5	537.5	680	592.5	507.5	467.5	430
105	722.5	565	715	622.5	535	492.5	450
120	750	475	745	650	552.5	512.5	470
120+	772.5	602.5	762.5	665	567.5	525	480
QUALIFYING TOTAL FOR CPU EQUIPPED NATIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							
43	-	190	255	-	-	-	-
47	277.5	202.5	270	235	205	180	150
52	300	217.5	292.5	255	222.5	190	162.5
57	322.5	235	312.5	275	240	205	175
63	347.5	255	340	297.5	260	222.5	185
69	380	277.5	370	322.5	282.5	242.5	205
76	405	295	392.5	342.5	300	257.5	217.5
84	422.5	307.5	410	357.5	312.5	270	225
84+	452.5	325	425	370	330	285	237.5
QUALIFYING TOTAL FOR CPU EQUIPPED REGIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	320	380	-	-	-	-
59	450	357.5	422.5	367.5	340	310	277.5
66	497.5	395	465	407.5	375	342.5	307.5
74	542.5	430	510	442.5	410	375	332.5
83	585	462.5	550	477.5	440	405	360
93	622.5	492.5	582.5	507.5	467.5	430	382.5
105	652.5	517.5	612.5	535	492.5	450	402.5
120	680	540	635	552.5	512.5	470	420

120+	695	552.5	652.5	567.5	525	480	425
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							
43	-	160	217.5	-	-	-	-
47	245	172.5	235	205	180	150	135
52	267.5	185	255	222.5	190	162.5	145
57	287.5	197.5	275	240	205	175	157.5
63	310	212.5	297.5	260	222.5	185	170
69	337.5	232.5	322.5	282.5	242.5	205	185
76	360	247.5	345	300	257.5	217.5	195
84	375	257.5	360	312.5	270	225	202.5
84+	387.5	272.5	380	330	285	237.5	215

QUALIFYING TOTAL FOR CPU EQUIPPED BENCH NATIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	67.5	95	-	-	-	-
59	120	82.5	112.5	95	82.5	72.5	62.5
66	132.5	90	122.5	105	92.5	80	70
74	145	100	137.5	117.5	102.5	87.5	75
83	160	112.5	150	125	112.5	97.5	85
93	167.5	117.5	160	132.5	117.5	102.5	87.5
105	177.5	122.5	167.5	140	122.5	107.5	92.5
120	182.5	125	175	145	127.5	112.5	97.5
120+	192.5	132.5	182.5	152.5	132.5	117.5	102.5
QUALIFYING TOTAL FOR CPU EQUIPPED BENCH NATIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							
43	-	30	45	-	-	-	-
47	55	32.5	45	40	37.5	30	25
52	60	37.5	47.5	45	37.5	32.5	27.5
57	65	40	52.5	50	42.5	35	30
63	70	45	60	55	47.5	40	32.5
69	77.5	50	65	60	52.5	45	37.5
76	82.5	52.5	67.5	62.5	55	47.5	40
84	85	55	67.5	65	57.5	47.5	40
84+	90	57.5	80	67.5	60	50	42.5
QUALIFYING TOTAL FOR CPU EQUIPPED BENCH REGIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Men							
53	-	60	82.5	-	-	-	-
59	102.5	70	97.5	82.5	72.5	62.5	57.5
66	115	80	110	92.5	80	70	62.5
74	125	85	122.5	102.5	87.5	75	67.5
83	137.5	97.5	132.5	112.5	97.5	85	75
93	145	100	137.5	117.5	102.5	87.5	80
105	152.5	105	147.5	122.5	107.5	92.5	85
120	160	112.5	152.5	127.5	112.5	97.5	87.5

120+	167.5	117.5	160	132.5	117.5	102.5	92.5
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	Master 4
Women							
43	-	27.5	42.5	-	-	-	-
47	45	27.5	45	37.5	30	25	22.5
52	50	30	47.5	40	32.5	27.5	25
57	57.5	32.5	50	42.5	35	30	27.5
63	62.5	37.5	57.5	47.5	40	32.5	30
69	67.5	42.5	62.5	52.5	45	37.5	35
76	70	45	67.5	55	47.5	40	37.5
84	75	45	67.5	57.5	47.5	40	35
84+	77.5	47.5	72.5	60	50	42.5	37.5

APPENDIX "B" - Policy on Discrimination and Harassment

1. The CPU is devoted to the idea that all people have the right to frequent an environment that is free of discrimination or harassment based on a person's age, sex, race, ethnicity, religion, or sexual orientation.
2. The CPU encourages all Registrants who feel that they are experiencing harassment to inform the harasser that such behavior is offensive and is contrary to the practices of the CPU. In addition, all individuals who are being harassed should report the incident through the appropriate channels.
3. Discrimination is the process of differentiating people by means of age, sex, race, ethnicity, religion, or disability and using such distinction to deny any Registrant of the said classes a service or opportunity. Distinctions based skill or achievement (i.e., world team selections) must not be interpreted or treated as discrimination.
4. Harassment can refer to a broad field of offensive behavior. It most often refers to conduct that is found offensive and threatening such as any verbal threats or abuse and/or physical intimidation or abuse. When harassment is of a sexual nature, involving lewd suggestions, comments, gestures, requests as well as, but not limited to, invitations of sexual touching or any physical encroachment or abuse, it is known as sexual harassment.
5. Harassment and discrimination should never be confused with discipline in training as the latter is necessary to excel in powerlifting as a high-performance sport. It is the responsibility of all Registrants of the CPU to be wary of crossing the line between inspiration and encouragement to behavior which is prohibitive to equitableness.
6. Due to the seriousness of discrimination or harassment occurring within the CPU and the organizations commitment to a sporting environment free of such atrocities, **ALL** instances of harassment and discrimination within the CPU should be reported immediately to the appropriate persons following the complaint procedure. All complaints shall be treated as legitimate and thus, handled with the same importance. The procedure for the reporting of complaints is as follows:
 - a. The victim of any instances of harassment or abuse, hereinafter called the complainant, shall report such occurrences to either:
 - i. The President;
 - ii. A current member of the Board; or
 - iii. Any provincial body president.
 - b. The complainant should be prepared to submit a signed statement that outlines the time, date, location, details of the occurrence and the identity of the member who has allegedly committed an act of harassment or abuse and if applicable, any witnesses.
 - c. In the case that a complaint involves the current President, the instance of harassment or discrimination should be reported to the current Vice-President or any other Board member.
 - d. In the case that the complainant is not a current Registrant of the CPU, a complaint may still be reported provided that a current Registrant signs the written statement declaring their belief that the complaint in question is legitimate.

7. All reports of harassment shall be allowed the most confidentiality that can be reasonably provided within the means of the CPU. If a case of discrimination or harassment warrants legal intervention, the CPU shall not hesitate to provide any details to any lawful authority investigating the matter.
8. The Board member who receives the complaint is required to immediately forward the complaint and all evidence on to the President, or in cases where the complaint involves the President; the Vice President shall be informed of the complaint, the President or Vice-President, hereinafter referred to as the president, shall then initiate the investigation process.
9. The president shall inform the complainant of the intention to begin an investigation into the matter and then appoint a member of the officer's council, no lower than a provincial federation's president hereinafter called the investigative official, to investigate the matter how they see fit and report back to the president all developments and findings. The president, when choosing an official to investigate a complaint of harassment or discrimination must:
 - a. Not choose a member who is the person in which the complaint has been substantiated against or is the complainant who reported the complaint; and
 - b. Choose a member who will act in the best interests of both parties and will investigate the complaint with the utmost neutrality and professionalism.
10. If at any time during the investigation, the subject of the complaint or the complainant wishes to retain legal counsel, they will do so at their own cost.
11. The president may decide not to initiate investigation of a complaint if an inordinate amount of time has passed between the alleged happening of events and the report of the complaint.
12. Previous complaints of harassment or discrimination against a member must not influence the outcome of an investigation on an unrelated complaint. Previous valid complaints of harassment or discrimination may be considered by the disciplinary panel. Each incident shall be investigated by a different investigative official if possible.
13. A complaint of harassment or discrimination can be resolved at any point. Any settlement should be in writing and signed by all involved persons.
14. If the investigative official determines through the course of the investigation that a legitimate case of discrimination or harassment has occurred, they shall present their investigation report to the president of the CPU including all particulars of the incident. The president will:
 - a. Approve the report if they are satisfied that a fair fact-finding investigation has taken place.
 - b. Convene a disciplinary committee to rule on possible disciplinary actions and corrective measures.
 - c. Inform the member accused of discrimination or harassment that they will allowed to present any further evidence during disciplinary committee deliberations as well as present the evidence against them.
15. The disciplinary committee may include any or all members of the board not directly related to the complaint and will deliberate the case at hand without delay through a special meeting as per Article IV of the CPU constitution. Disciplinary committees are recommended to be no larger

- than 5 members OR half the currently serving board and must include either the President or the Vice-President so as to allow the formation of a separate appeals tribunal in the case of an appeal.
16. The disciplinary committee shall make a decision no more than 24 days after the start of deliberations.
 17. The disciplinary committee may choose, after weighing all the facts of the incident, to apply one or more of the following options:
 - a. An apology, either written or verbal
 - b. A fine
 - c. Demotion, in the case of a board member
 - d. A suspension from membership within the CPU
 - e. Permanent expulsion from the CPU
 18. The member being disciplined has seven days from the official ruling of the disciplinary committee to comply with its decree or appeal the decision using the official appeals procedure. If the time elapses with neither course of action taken, the member is subject to further discipline by, but not limited to, permanent expulsion from the CPU.
 19. All evidence, reports and minutes taken from disciplinary committee deliberations shall be kept and filed with a serving member of the board for no less than five years.

APPENDIX C: Policy on Appeals

1. Any member province or registrant of the Canadian Powerlifting Union (CPU) who is affected by a decision of an official committee or decision-making body within the CPU has the right to appeal that decision. A member may not appeal any items that relate to the rules of competition, or elections held for executive positions.
2. Appeals committee will adhere to procedures based on due process and will include access to independent arbitration through the Sport Dispute Resolution Centre of Canada (SDRCC).
3. A member who wishes to launch an appeal, hereinafter referred to as the appellant, shall:
 - a. Submit a written notice of their intention to appeal to the CPU president no more than seven days after the announcement of the decision that is being appealed.
 - b. Submit, along with the notice of intention to appeal, a \$100 fee which will be refunded to the appellant if a ruling is made in their favor.
 - c. Submit, in written form, all evidence or argument he or she wishes to be considered regarding only the issue of how the complaint fulfills one or more grounds of appeal listed in section 4.
4. An appeal may only be requested if sufficient grounds for an appeal are present. Such situations include:
 - a. Instances where flagrant contraventions of standing policy are present.
 - b. Where the decision in question was made by a body with no authority or jurisdiction in the matter.

- c. Instances where the decision is obviously influenced by bias not including decisions made based on one's performance compared to another.
 - d. Evidence or information used in the decision-making process was incomplete or missing.
 - e. Information considered irrelevant was used in rendering a decision.
5. An appeals committee shall be formed upon the receipt of a request for an appeal. Appeals committees must consist of:
 - a. No more than 5 members of the executive.
 - b. Either the president or the vice-president.
 - c. No members who deliberated on the decision which is being appealed. If necessary, members of the Appeal Committee may be drawn from Committee members and/or Associate Member delegates from the previous year's AGM.
6. It is the duty of the appeals committee to review the reasons for the appeal and decide if sufficient grounds exist. The decision of whether or not to proceed cannot be appealed.
7. If it is found that sufficient grounds for an appeal exists then the appeals committee shall inform the appellant and any other appropriate parties that the committee will re-deliberate the issue seven days from the time of the announcement.
8. It is within the seven day period that the appellant must submit a written report of their argument as well as any additional evidence to the appeals committee.
9. Appeals committee will then deliberate the matter at the end of the seven day period in a special meeting as per Article IV of the CPU constitution. Deliberations shall only be open to the appeals committee after all evidence has been collected and will be conducted by documentary review. Only in extremely serious matters shall appeal committee hearings be conducted in person and in such a case, the seven day period can be extended up to, but no more than two months.
10. The appeals committee may also interview any involved parties to better render a decision on the matter at hand.
11. At the conclusion of deliberations, the appeals committee shall inform the appellant and any involved parties of its decisions, with reasons attached. It is within the power of the appeals committee to:
 - a. Void, vary or confirm the decision being appealed; or
 - b. require any involved parties to change their previous decision.
12. A written copy of the decision shall be provided to the appellant as well as any other parties related to the appeal. All evidence, reports and minutes taken from disciplinary committee deliberations shall be kept and filed with a serving member of the executive for no less than five years.
13. If the appeals process of the CPU fails to resolve the issue, final arbitration can be passed on and be conducted through the SDRCC. Any decision made by the SDRCC on the matter shall be final and not open to appeals or intervention by the CPU.

The CPU livestreaming of Regional and National championships is being viewed by an audience of tens of thousands including our sponsors, media outlets, lifter's family and friends, other powerlifting federations, and important organizations such as the IPF, IOC and IWGA etc. The uploaded videos of sessions on YouTube are being shared and viewed by an even larger audience, some attracting millions of views.

Being ever mindful of the audience who will hear your commentary both now and, in the future,, will help you deliver a professional and entertaining session. Thank you for your commentary!

General Guidelines for live-streaming commentary:

- At the start of any session, introduce yourself: name, nationality, your role, and involvement in powerlifting (coach, team manager, lifter etc.) Make sure your co-commentator does the same.
- Introduce the session: Age/weight class, number of lifters, flights, the referees as listed on the session information, the platform announcer, local time, interesting venue information, expected duration of session, expected breaks between events.
- At the start and any time throughout the session: highlight the stars of the session: the lifters who hold records, who are the current champions, lifters who are expected to be in the medal hunt, interesting match-ups etc. You will need to do some homework about the lifters before the session and make sure you have your laptop set up with the scoring system in use (including the lifters profiles if available) in front of you as you call the session.
- At the start and any time during the session, acknowledge and thank the event and CPU Sponsors.
- If you or your co-commentator are/were noteworthy athletes, coaches or have a significant role in the CPU - do bring this up and discuss this together on-air at times when a lifter is not on the platform. Exercise judgment of how much time to spend on this, keep it appropriate – less is best.
- Give as much information as you can about each lifter as they come for their lift. On their second and third attempts, make mention of how their previous lifts have been going to create a sense of continuity of their lifting day.
- Avoid speaking during the actual lift unless it is to call the progress of the lift in a way that truly adds value to the vision.
- Acknowledge a lifter's coach, their nation and anyone you think is connected to them who may be viewing.
- Point out lifters who are jostling for medals/placings. You should assume that not all your viewers have the Goodlift scoreboard in front of them, so you must constantly advise viewers who is in what position and any changes to placings as lifting progresses. Especially make clear the final attempt selections and strategy unfolding for placings.
- At appropriate times, describe the live crowd: numbers and behaviour etc., describe the venue and the host city.
- Do explain basic or technical aspects/rules of powerlifting. Many of the viewers will have little/no understanding of our sport so do explain what is going on.

- Be positive. Use positive comments and descriptions of lifters and their lifting. Remember the lifters will view these sessions later and their fans are viewing it live, so we should always look for the positive and be respectful and encouraging of every single lifter.
- If you want to discuss general aspects of lifting, training, coaching, competition etc. keep it relatively brief and during time when there is no lifting on the platform.
- Be very careful never to have two commentators talking at once, don't talk over the top of your co-commentator. Have eye contact with your co-commentator so you can time your responses and cue each other to speak next. Before your session you can make an agreement with each other as to who will talk on which aspects of the commentary. Commentary can be in the form of a conversation between you two provided it stays within the structure of these guidelines.
- Do express your emotions, your excitement and describe the drama of the session as it unfolds. Be entertaining and bring your personality to the mic!
- Do not talk about yourself or personal things, or things unrelated to the event in front of you or powerlifting in general.
- Do not criticize the referees or anyone for that matter. Be diplomatic when you think an error has occurred. Be prepared for what you can say about doubtful decisions without insulting or demeaning the person responsible. Examples you can use: "Possibly a controversial decision there", "Strict interpretation", "This is why we have 3 referees and a jury", "Referee has a different angle/view than our camera", "coaching team may review that" "learning experience" etc. Silence about a decision can be enough, let the audience form their own opinion, you are not responsible to be the absolute authority on the lifting.
- Do not eat, drink, or chew gum while commentating. Try not to cough into the mic. Be familiar with how to quickly switch off the mic if you must. Maintain eye contact with Eric and the Streaming Producer/Mixer i.e. all others on the commentary desk to get important instructions or feedback.

APPENDIX D, Live Stream Commentator Guidelines

- If there is an accident or other incident on the platform, the spotters will stand in front of the camera to shield the view. You should stay calm in voice, be reassuring that all is being done to manage the situation and promise information as it comes to hand. You can be silent if you are not sure what is going on.
- Acknowledge the spotter/loaders at appropriate times.
- Thank the organizers of the event, officials, volunteers etc.
- Direct the viewers to the CPU channel on YouTube where the sessions will be uploaded for viewing at a later date. Encourage viewers to subscribe to the IPF YouTube channel and Instagram page, to "like" our Facebook page. Encourage viewers to go to the CPU website.