

POLICIES AND PROCEDURES OF THE CANADIAN POWERLIFTING UNION

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

Note:

In the CPU the term “Member “ refers to the provinces. Individuals are “registrants” but in this document an individual may be referred to as a “member” in some places.

POLICIES AND PROCEDURES OF THE CANADIAN POWERLIFTING UNION

1.0 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 he/she is an amateur in good standing. Persons on work or study visa cannot set national records or earn a spot on 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.

2.0 OFFICER DUTIES AND RESPONSIBILITIES

This section will describe the responsibilities and duties of the Directors and other Officers of the Canadian Powerlifting Union (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 of Directors, 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 Members 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 Members 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 world team, coaching, and any other committee.

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 CPU 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 Members and the CPU
- c) Acting as the Board liaison for the Long Term Athletic Development (LTAD) committee
- d) Working collaboratively with the NCCP committee and coaches on the creation and implementation of coach development programs
- e) Distributing grassroots programs to clubs designed to increase participation and capacity
- e) Developing and publishing a comprehensive annual training program for both Junior and Senior athletes
- f) Developing and implementing team selection criteria, for consideration by the Technical Committee, for athlete participation in National and International level competitions and training camps
- h) Performing all the duties of the President, including presiding at meetings of the Board or meetings of the i) Members, the absence of President.
- i) Other duties assigned by the Board

2.2.2 The CPU 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 will have a budget line item to cover out-of-pocket costs and program costs.

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

- a) Contributing to and enacting the strategic plan developed by the Board of Directors
- b) Helping Members develop their own strategic plans
- c) 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 budgets with the Treasurer
- e) Developing and maintaining partnerships with strategic, national and provincial sport bodies
- f) Overseeing the media support for special events of the CPU, such as the Annual Awards, major competitions, and national championships
- g) Working with the Board of Directors to develop a long-range strategy which achieves the CPU’s mission
- h) Preparing and presenting a quarterly report for the Board of Directors which reflects issues, opportunities, and priorities
- i) Budget preparation and management
- j) Liaising with committees to ensure plans are being followed and resources are provided
- k) Other duties assigned by the Board

2.3.4 The CPU 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 International Powerlifting Federation (IPF)
- b) Taking and keeping the minutes of all meetings of the Board and meetings of the Members
- c) Handling all official CPU correspondence
- d) Giving due notice to all Members of a meeting of the Members
- e) Updating the CPU Bylaws 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
- f) Maintaining and updating the CPU’s policies and procedures as required

2.4.2 The CPU 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 the disbursement of funds of the CPU
- b) Keeping proper accounting records which will be annually verified by an independent auditor
- c) Providing the Board of Directors, monthly bank reconciliations including itemized monthly cash disbursements and deposits along with quarterly financial statements (that include an income statement and balance sheet) to be provided to the Board of Directors within the following month end.
- d) Presenting an audited report at the Annual Meeting

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

2.6.0 Officiating Chairman

2.6.1 The Officiating Chairman may attend meetings of the Board of Directors but is not a Director and may not vote at meetings of the Board.

2.6.2 The Officiating Chairman is responsible for the following:

- a) Testing of National Referees

- b) Maintaining constant communication with the Provincial Officiating Chairmen concerning developments which involve referees and changes to the technical rules
- c) Submitting an annual report at the Annual Meeting
- 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 Members
- f) Having the final authority on matters involving interpretation of the Technical Rules, with the option of contacting the IPF Technical Committee for clarification when necessary

2.6.3 The CPU Officiating Chair shall receive an annual stipend of \$1000

2.7.0 Records Chairman

2.7.1 The Record Chairman is responsible for the following:

- a) The Records Chairman shall maintain communication with the CPU Webmaster to keep online CPU National Records up-to-date.
- b) The Records Chairman shall send an up-to-date list of the National Records to the Annual General Meeting.
- c) The Records Chairman shall be responsible for a yearly report to the Annual General Meeting.
- d) The Records Chairman shall be responsible for receiving record applications.

2.7.2 The CPU Records Chairman shall receive an annual stipend of \$1000

2.8.0 Registration Chairman

2.8.1 The Registration Chairman is responsible the following:

- a) for all internal National registration matters, expenses and receipts. His/her expense receipts shall be submitted once annually to the Treasurer.
- b) The Registration Chairman shall maintain an up-to-date list of all nationally-registered members with current contact information.
- c) The Registration Chairman shall be responsible for receiving Provincial Affiliation fees, and will forward monies to the CPU President.
- d) The registration chairman shall liaison with the providers of the electronic membership system and the provincial registrars to resolve any registration issues.

2.8.2 The CPU Registration Chairman shall receive an annual stipend of \$1000

2.9.0 Director of Public Relations

2.9.1 The Director of Public Relations is responsible the following:

- a) The Director of Public Relations shall be responsible for the development of marketing strategies for the benefit of powerlifting in Canada.
- b) The Director of Public Relations shall be responsible for overseeing the maintenance of the CPU Website and social media sites.

2.9.2 The CPU Director of Public Relations shall receive an annual stipend of \$1000

2.10 Championship Secretary

2.10.1 The Championship Secretary shall be responsible for the following:

- a) Publishing of the calendar for all international contests that CPU members are eligible to participate in
- b) Notification of deadlines for entry via internet media
- c) Receiving Team Application forms from prospective team members
- d) Work with the CPU 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) Ensure participation fees, transportation, hotel fees as required and sent the CPU treasurer.
- h) Communicate with team members and coaches any important details, changes, or other.

2.10.2 The CPU Championship Secretary shall be a person appointed by the CPU and paid a stipend, determined, reviewed and agreed upon within the CPU executive board each year. The CPU President will interview and hire appoint an individual for this position.

- a) this position is a one year term with the review period the week after the CPU AGM.
- b) the President will be the direct supervisor for this position.
- c) this position may extend to work on other special projects, should the President see fit and the Championship Secretary is qualified to do so.
- d) The President and CPU board will create a job posting and make all efforts in making all CPU member aware of such position.

2.11 Rankings Chairman

2.11.1 The Rankings Chairman is responsible for the following:

- a) The Rankings Chairman shall maintain communication with the CPU Webmaster to keep online CPU Top 50 Ranking lists up-to-date.
- b) The Rankings Chairman shall send an up-to-date list of the Rankings to the Annual General Meeting.
- c) The Rankings Chairman shall be responsible for a yearly report to the Annual General Meeting.
- d) The Rankings Chairman shall be responsible for keeping the Top 50 All-Time lists and yearly rankings up to date.
- e) The Rankings Chairman can appoint members or utilize websites or similar groups/companies to assist with keeping the rankings up to date. The Rankings Chairman also has the ability to remove any member or agreement.

2.12 All CPU Officers and Committee Chairmen shall be elected by the Directors at the Annual General meeting.

2.13 Any members who are regularly absent from National Meetings, unless for valid reasons, may be suspended by a decision of absolute majority of the Board of Directors and replaced at the next Annual General Meeting.

2.14 The Board of Directors must approve all CPU expenditures other than operating expenses.

2.15 Any item, article or situation which is not specifically explained by or dealt with in the CPU Constitution or its By-laws, shall be dealt with in accordance of the Constitution of the IPF

2.16 Any person who operates a business, marketing Powerlifting equipment (apparel) will not be allowed to take part in discussions or vote upon matters concerning equipment at the CPU Annual Meeting.

2.17 CPU Board of Directors and Officers are not permitted to serve as Executive Council and/or Officers for a Powerlifting Society/Organization that is not affiliated with the IPF or approved by the IPF.

2.18 CPU Board of Directors and Officers are not permitted to direct and/or promote events sanctioned by a Powerlifting Society/Organization that is not affiliated with the IPF or approved by the IPF

2.19 CPU Board of Directors and Officers are not permitted to serve as President or Vice President for a CPU Provincial Member Association. If elected to a CPU Executive Position the member must step down from their Provincial Board.

3.0 COMMITTEES

3.1 Committee Chairmen will be elected by the Board of Directors and Executive Members every three years in the CPU election cycle. All other committee members will be appointed by both the President of the CPU and Committee Chairman. All committee members must be current CPU members.

3.2 Selections Committee: The Selections Committee has been disbanded for the present time.

3.3 Medical Committee: The Medical Committee will advise and assist the CPU Board of Directors, Members and Registrants as follows:

- a) In accordance with the WADA Prohibited List, provide a supplement assessment resource for those athletes selected to international teams
- b) Assist Meet Directors with medical presence guidelines for competitions
- c) A resource for lifters seeking medical exemptions
- d) Special projects in keeping with their education, knowledge and expertise

- 3.4 Women's Committee: The CPU Women's Committee has been disbanded for the present time. The CPU Executive Council shall handle all matters pertaining to women's powerlifting in Canada.
- 3.5 Disabilities Integration Committee: There shall be three separate disability integration sub-committees as follows: 1. Vision Impaired 2. Special Olympic 3. Locomotor Impaired (quadraplegic, paraplegic and other physical impairments).

Disability Integration sub-committees shall liaison with the recognized Disability governing bodies to encourage their members participation in CPU events, and offer assistance to these groups when possible. The chairman of each sub-committee shall report to the CPU Annual Meeting on the past years' activities, as it relates to the CPU, and suggest ways to further the groups inclusion in CPU events in the coming year.

The CPU President shall be the Chairman of the Disabled committee as a whole, and the sub-committee chairmen shall be appointed by him.

- 3.6 Doping Control Committee: The doping control committee shall be responsible for all matters pertaining to doping control and doping control education. They will be given a budget to be used at their discretion. Items this committee is responsible for include but are not limited to the following:
1. Educating athletes about anti-doping.
 2. Setting selection criteria for testing.
 3. Setting up a registered testing pool and maintaining whereabouts information for athletes in the pool
 4. Acting as liaison between the the Independent Testing Administrator and the CPU
 5. Determining disciplinary action in the case of positive findings
 6. Doping Control Committee Chairman shall be responsible for all communication to the athlete in question.
 7. Reporting to the CPU on the distribution of tests (positive, negative, in-contest, out-of-contest, number of tests per province, etc.).

- 3.7 Coaching Committee: The coaching committee shall be responsible for the selection of the Head Coach for any IPF level event. Once the Head Coach is selected, the Coaching Committee and Head Coach are jointly responsible for naming any assistant coaches or additional personal that have a leadership or management role on the team. The coaching committee shall also be responsible for managing the CPU Coaching Program broadly, including, testing all National coaches, developing criteria for improvement, ensuring a standard of excellence across coaches, and making recommendations to the CPU Board of Directors.

- 3.8 Competition Committee
1. Developing a criteria based system with the emphasis put on Qualifying Standards.
 2. Examine the Criteria set forth for Competing at Nationals and provide a recommended path.
 3. Examine items such as the following- Provincially, Regionally, Last Chance Qualifiers.
 4. International Teams – Analyze the framework in place and recommend a path for the future.
 5. Examine the current National Qualifying Standards.
 6. Make recommendations to the CPU Board of Directors.

- 3.9 Ethics Committee
- The Ethics Committee will advise the CPU Board of Directors and Members 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.

- 3.10 Chairmen of all active committees shall produce a quarterly report, available to all CPU Executive and Officers, that summarizes the committee's successes, challenges, current undertakings, and progress related to that time period.

4.0 AFFILIATION REQUIREMENTS

- 4.1 Organized and active Provincial Powerlifting bodies shall consist of:
- a) President
 - b) Records Chairman
 - c) Officiating Chairman
 - e) Secretary
 - f) Any other positions shall be optional

- 4.2 Each province must have at least three provincially-certified referees, who have passed both a written and a practical examination.
- 4.3 No province shall be admitted to the CPU whose constitution has not been examined by the CPU Board of Directors and found to be 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 constitutions must be submitted to the CPU President for approval. The president shall review such changes and, when necessary, shall have the option to submit the proposed change to the CPU executive for review at the next annual general meeting.
- 4.4
- a) Each province must have one National Referee.
 - b) Each province may submit to the National Officiating Chairman the names of qualified Provincial referees to be tested for a National referee's Card. A written provincial examination must accompany the application.
 - c) The National Referee's Examination shall consist of a written Examination to be taken in the presence of the National Officiating Chairman, and will be followed by a practical examination.
 - d) 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.
- 4.5 Each province must submit an up-to-date list of its lifting records to the National Secretary every three months.
- 4.6 Each province must submit an up-to-date list of its card-holding referees to the national Secretary every six months.
- 4.7 Provincial rules must not contradict the National rules.
- 4.8 Each province shall be required to hold one annual, closed provincial championship for each division, weight, and age class.
- 4.9
- a) A lifter may not buy a CPU Card from a province other than his/her own. Any lifter from a non-affiliated province, or any Canadian citizen permanently residing in a foreign country, who wishes to compete in a CPU-sanctioned contest must obtain a membership card directly from the CPU Registration Chairman. Under no circumstances should a provincial registration chairman register a lifter from outside his own province.
 - b) There are two types of affiliation: CATEGORY I Affiliation, and FULL affiliation. A province may be granted Category I Affiliation simply by organizing itself and applying for acceptance into the CPU, thereby allowing its lifters to compete in CPU-sanctioned competitions. The province will be granted Full Affiliation status at the next Annual General Meeting with a majority vote of the CPU members present, provided that the petitioning province has met all affiliation requirements.
- 4.10 If a province with FULL affiliation has become inactive, that is it has not held a sanctioned competition for more than one year, the CPU executive may vote to lower the province's status to CATEGORY 1. If a province with CATEGORY 1 status has been similarly inactive for 1 year, and has not applied for FULL membership status at the CPU annual meeting, then the CPU officers may, by majority vote, award CATEGORY 1 status to any other group from the province who makes application to the council.
- 4.11 All provincial affiliates must obtain a minimum Provincial not-for-profit corporation status and submit the registration to the secretary.
- 4.12 All provincial affiliates must pay, in full, their respective provincial annual Anti-Doping contribution to the CPU for the purpose of maintaining our CCES/WADA contractual agreement. The amounts will be determined by the CPU Executive Board, and with consultation with CCES members and the CPU Anti-Doping Chairperson. Deadline to pay will be no later than 4 weeks from CPU invoice.

5.0 PROVISIONS FOR MEMBER PROVINCES

- 5.1 Each province must submit to the National Secretary every three months:
- a) A list of its proposed competitions for the calendar year.
 - b) Results of sanctioned competitions, as they occur.
 - c) A list of its up-to-date lifting records.

- 5.2 Provincial Presidents, from incorporated provinces, are required to send the minutes from their AGM's to the National President.
- 5.3 Provincial Presidents must send, by mail or email, their Provincial report to the CPU President and Secretary, two weeks in advance of the CPU AGM at Nationals

6.0 COMPETITIONS

- 6.1 Competitions sanctioned by the CPU shall include **the following events in all IPF recognized age categories**
 - National Powerlifting Championships
 - National Bench Press Championships
 - 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

Eastern, Western and Central championships may also be referred to as "Regional" events throughout this document

- 6.2 The dates and groupings and of all CPU National Championships and all CPU Regional Championships shall be determined by the CPU Board of Directors, with the following recommended groupings:
 - 1) All events combined
 - 2) If no bids are made for such an all-inclusive combination, other groupings will be considered.
 - 3) Bids for National and Regional Championships will be accepted and awarded two years in advance.
- 6.3 If an all-inclusive National Championships is to be held, that date of the event must be between January 1 and March 6. Efforts shall be made to hold all national championships at least twelve (12) weeks prior to their respective World Championships. (starting 2021)
- 6.3.1 If an all-inclusive Regional Championships is to be held, that date of the event must be between August 15 and November 15. Efforts shall be made to hold all Regional Championships at least twelve (12) weeks prior to National Championships.
- 6.4 The CPU Board of Directors in consultation with the provincial bodies shall determine the qualifying standards for all Regional, National and International competitions.
- 6.5 The CPU Board of Directors shall determine the officials who will accompany National and International Teams.
- 6.6 For all Regional Championships and National Championships each province shall send to the Meet Director and the National Referee Chairman a list of all referees who will be attending the competition, including arrival and departure information and the referee's category.
- 6.7 Regional Championships shall be required to follow the requirements of National Championships in regards to number of national rank referee's, contest bids, dates.

The divisions of each Regional Championship are as Follows:

 - The "Eastern Championships" shall include: Newfoundland, New Brunswick, Nova Scotia, and Prince Edward Island"
 - The "Central Championships" shall include Quebec and Ontario
 - The "Western Championships" shall include Manitoba, Saskatchewan, Alberta, and British Columbia
- 6.8 Date and location of the Regional Championships shall be determined by the CPU Board of Directors and collected provincial bodies, 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.

- 6.9 Bids for CPU sanctioned events must be submitted by provincial bodies.
- 6.10 Provincial teams shall be allowed to compete at National Championships. A province may enter as many local teams as it wishes, but only one provincial team.
- 6.10.1 Provinces must ensure that all its athletes competing at a Regional or National competition have met the current Regional or National qualifications. Failure to do so will result in the Province losing its eligibility to win a team award and the Province will be subject to a \$500 fine payable to the CPU
- 6.11 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 Annual General Meeting of the CPU, and must be accompanied by a certified cheque or money order in the amount of \$500.00, as payment of the sanction fee, and an additional fee of \$250.00 to be paid in the form of a Pro-Forma Bond or certified cheque. The Pro-Forma Bond/certified cheque would be returned to the bidding province if all conditions of the competition bid have been met. If all the conditions are not met, then the bond or cheque will be used by the CPU to cover any costs it incurs to correct the problem.
- National and Regional Championships sanction shall include three rooms at the meet hotel 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 chairman.
- The Province holding nationals 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.).
- The Organizing Committee of the National Championships must provide to non-lifting referees a complimentary banquet ticket.
- 6.12 Registration cards must be checked during the weigh-in at all contests.
- 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 Only competitions approved by the CPU or by the provincial governing bodies shall be designated as Championship competitions.
- 6.15 In National Competitions 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 the lifters actual bodyweight class
- 6.16 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 associations. The meet director must also send a list of the competitors to the CPU President, showing the name, full mailing address, telephone number(s), date of birth, and intended category of competition, for verification that all competitors are eligible to compete.
- 6.17 Combined National 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 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.
- 6.18 At all international championships, the coaches have the final say as to the lifters' attempts. The lifters may make suggestions only. The lifters must be made aware of this situation prior to team selections.

- 6.19 All CPU National and Regional Competitions 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.
- 6.20 The President of the Province in which a Canadian 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 Chairman shall prepare a report detailing the discrepancies, and provide this report to the CPU President. The CPU President shall then give written notice that sanctions for future competition will not be issued until proper equipment is obtained. Further, if a second offense occurs the \$250.00 bond or certified cheque for that competition shall be cashed as a fine to the meet director, and the Province shall also pay a fine of \$100.00.
- 6.21 Any competitions that are held by special interest disability groups that utilize CPU resources in any way, i.e. referees, equipment or any other, shall be subject to the following conditions:
- 1) Contests must be sanctioned by the local CPU affiliate provincial association.
 - 2) Full IPF rules will apply, with the exceptions/modifications of:
 - a) The squat shall be optional for Special Olympic contests.
 - b) The clap signal in bench press may be used.
 - c) Other modifications will be at the discretion of the chief referee.
 - 3) CPU officials will have the final right of acceptance or rejection of all equipment to be used.
 - 4) All lifters must have a CPU Competitor's membership.
 - 5) All Referees must have a either CPU Referee Membership or Competitor Membership.
- 6.22 For all National Championships, or World Championships that take place within Canada, funding for up to 100% of travel and accommodations at normal economy air and meet hotel rates shall be provided for the CPU President or his delegate, to attend these events. Should the President or delegate be a competitor at the event, funding shall be reduced to 50%.
- 6.23 For all competitions in Canada that are sanctioned by the CPU or any provincial affiliate, only full CPU Competitor Membership cards will be accepted. Provincial level membership card holders may not compete in any competitions.
- 6.24 A CPU Competitor Membership must be obtained in order to register for any CPU or provincial affiliate contest.
- 6.25 Only individuals who are retired from competing and are provincial level or higher referees may apply for a Referee Membership.
- 6.26 All referees must hold either a valid Referee Membership or Competitor Membership to officiate at any CPU or provincial affiliate contest.
- 6.27 The Provincial Associations will be required to inform the CPU of their intention to host a contest by submitting a copy of the entry form to the CPU Registration Chairman a minimum of 6 weeks prior to the proposed event date. Upon approval of the details contained therein (as deemed by the CPU board) the webmaster shall post the details of the contest/event in question on the CPU calendar page.
- 6.28 Only competitions sanctioned or approved by the CPU or one of its provincial affiliates shall be advertised through official CPU media.
- 6.29 All CPU and Provincial member sanctioned competitions will adopt and enforce the meet safety guidelines and adhere to educating volunteers on the policy.
- 6.29.1 All Provinces will be required to submit to the CPU completed COVID-19 Health Questionnaires in accordance with its Provincial Health guidelines within 14 days following a Provincial member sanctioned competition. Failure to do so, will result in the loss of sanction for the corresponding competition.
- 6.30 At all national level competitions, which includes any national or regional championships, lifters are considered to be representing their province. Only approved apparel can be worn (ie. items on the IPF approved list, items on the CPU approved logos list, or provincial association apparel)

- 6.31 At CPU National and Regional Championships, the IPF rule of no weight or age class changes within 21 days of the event will be observed.
- 6.32 The CPU adopts 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 CPU Executive VP Program Director 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 CPU Executive may take further actions as outlined in the CPU Code of Conduct.
- 6.32.1 All provinces must submit to the CPU Executive 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.

7.0 RECORDS

- 7.1 Each provincial organization 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.
- 7.2 The standard CPU Record Application form must be submitted through the online form to the National Records Chairman no later than seven days from the date of any sanctioned competition (or final day of a multi-day event).
- 7.3 The lifter 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.
- 7.4 All referees must be of CPU National Rank or higher. National records in the total will only be accepted if the correctly ranked national referee’s were used on all successful lifts, regardless of whether they were single lift records, with the same requirements as for single lift records.
- 7.5 IPF rules must be followed.
- 7.6 The CPU shall accept applications for new National Records in all age, weight, and style (equipped & classic) that the IPF recognizes.
- 7.7 All of the above categories of records shall be maintained for both equipped and unequipped competition. A lifter’s status as “unequipped” must be clearly identified on the contest scoresheet. Lifters CANNOT “cross-over” from equipped to unequipped, or from unequipped to equipped, they can only be in one division at a time in regards to records. If not so identified as unequipped, they will be assumed to be equipped.

 “Unequipped” is defined as normal shoes, socks, under-garments, non-supportive singlet, T-shirt, wrist-wraps, neoprene knee-sleeves and belt. All items must conform to standard IPF Rules specifications. No other items are allowed.

 If a province holds a separate contest that is designated as an “Equipped Provincial Championships”, lifters that intend to lift without supportive equipment may enter, but will be considered as equipped lifters, and will not be eligible to set Unequipped (Classic) records of any level, or be entered on Rankings lists for Classic lifting.
- 7.8 National records shall only be eligible to be set at Provincial Championships contests, Regional Championships or National Championships, or any higher level of competition.

- 7.9 The CPU shall also accept applications for new National Records for Parapowerlifting in the weight classes and age categories followed by the International Paralympic Committee.
- 7.10 If a CPU National Record is established by a Canadian citizen while competing in a foreign country, that record will only be recognized if:
- a) The lifter 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.
- 7.11 When a Provincial 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.
- 7.12 As per Bylaw 11.7, when a record is removed from a lifter, 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 lifter may apply to claim the record. The normal record application and fee must be forwarded within 7 days of the day that the previous record is removed. Notification of the record removal shall be done via the CPU Website forum.
- 7.13 National records may only be set with IPF approved weights and measures, bar and collars included.
- 7.14 the event of an athlete being suspended for a failed drug test, which affects medal placings of other athletes, 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.
- 7.15 At the time of the competition, when a National record is set, a lifter may choose to decline the submission of a Record Application Form, no fees are payable, and the record will not stand.

8.0 AWARDS, AND CLASSIFICATIONS

- 8.1 The CPU Shall maintain standardized medals for presentation to the first three place finishers at National Championships. The medals may be purchased from the CPU by the meet director(s) of the National Championship at the cost the CPU pays for them. Optionally the meet director(s) can produce their own medals to be used at the National Championships however they must be of high quality and be approved by the Executive Committee.
- 8.2 Meet director(s) of the 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. It is recommended that any class consisting of equal to or more than 20 lifters have an representative Best Lifter award.
- 8.3 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
- 8.4 At the annual Bench Press National Championships the award for the Best Male Bench Press (by IPF Formula Formula) shall be known as the Bill Jolley Memorial Award, in recognition of an exemplary CPU member who passed away in 1997.
- 8.5 Where a Best Lifter Award is to be presented, the winner shall be selected from among all lifters, and shall be decided using the IPF Formula Formulae.
- 8.6 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 CPU Executive Council and the presentations will be made at the awards banquet at the national championships the following year.

- 8.7 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 member who best exhibits sportsmanship, perseverance, and dedication to the sport of Powerlifting, and has been an active CPU member for a minimum of 15 years. The winner of this award shall be selected by 2/3 majority of the CPU Executive Council. 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.
- 8.8 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 lifter is inducted into the CPU Hall of Fame. This award shall be presented to lifters who have made outstanding contribution to the CPU through their lifting achievement at a National and International level. To be eligible for this award, a lifter must have been an active member 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 lifter 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.
- 8.90 The CPU shall award 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 CPU board. To be eligible, applicants must be CPU members 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 Cegeps or enrolled in a full-time post-secondary program at an educational institution which includes Cegeps.

9.0 DEFINITION OF A TEAM OR CLUB

- 9.1 The club must be registered under a provincial organization.
- 9.2 In order to represent a club, the lifter must train or communicate with that club or coach on a regular basis, this includes distance or remote athletes.
- 9.4 If for any reason the lifter wishes to change clubs, or he/she is unable to follow the above recommendations, he/she must send an email confirming their withdrawal to the club owner or coach..

10.0 PARAPOWERLIFTING

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

11.0 DOPING CONTROLS

11.1 Anti-Doping Policy

1. Canadian Powerlifting Union (CPU) has adopted the 2021 Canadian Anti-Doping Program (CADP) as its primary domestic anti-doping policy. Administered on behalf of 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. To view or download the 2021 CADP, please visit <https://cces.ca/sites/default/files/content/docs/pdf/2021-cces-policy-cadp-2021-final-draft-e.pdf>.
2. In addition, CPU, as a member federation of the International Powerlifting Federation (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. To view or download the IPF anti-doping rules, please visit <http://www.powerlifting-ipf.com/anti-doping.html>.
3. In the event of a conflict between other anti-doping policies established by 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.

- 11.1 All CPU members 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.
- 11.2 The CPU shall utilize the services of a WADA compliant 3rd party Independent Testing Administrator as its doping control collection and testing facilitator.
- 11.3 Lifters at IPF International competitions face the possibility of WADA certified doping controls also, so any CPU national record set by CPU lifters 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 an member being suspended for a fdoping infraction, which affects medal placings of other lifters, 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 lifter who is assessed a doping suspension shall have all previous records that he/she 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 CPU members 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, CPU members holding a CPU Competitor Membership are obliged to provide current and correct contact information (home address, e-mail address, phone number) to the CPU Registrar 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 6 month suspension may be imposed.
- 11.8 As noted in IPF Anti-Doping Rules Clause 5.6 and Canadian Anti- Doping Rules clause Part C Clause 5.6, a Whereabouts Program will be applied to selected athletes within the CPU Out-Of-Competition Testing Pool. These athletes will be notified and educated by the Independent Testing Administrator in the requirements and their duties in the Whereabouts Program, and will be required to submit whereabouts in accordance with the specified rules. They will also be subject to sanctions for Missed Tests and Filing Failures as explained in IPF Anti-Doping Rules Clause 2.4 and Canadian Anti-Doping Rules Clause 2.4.
- 11.9 In addition to urine collection and testing, the CPU 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 an athlete 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 a) For Doping penalties, The CPU shall follow the IPF Anti-doping rules and the WADA code.
- b) Reinstatement
1. Any member who has received and served a full doping suspension under the Canadian Anti-Doping Program, and wishes to return to the CPU as a member, must apply for reinstatement into the CPU, and shall be required to pay a fee of \$800.00. This money shall be added to the CPU Drug Testing fund, and may be used to test the same lifter at a time and place determined by the CPU Doping Control Committee or the 3rd party Independent Testing Administrator
 2. Any person applying for reinstatement shall be required to re-pay to the CPU or it's affiliates 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 lifter being nullified upon discovery.
- 12.3 If a lifter or official commits any form of violation during a National contest which is not being held in his home province, the organizing association must send a detailed report to the CPU President. The organizing association cannot penalize lifters or officials from other provinces.
- 12.4 All lifters, officials, or provincial associations have the right to be heard before the CPU Board of Directors decides upon any penalties to be imposed.
- 12.5 The hosting provincial association may exclude a lifter from a competition for reasons of his misconduct. In such a case, the organizers must send a report to the CPU President, and the Executive Council will decide what punishment to impose upon the lifter.
- 12.6 A lifter cannot participate in competitions organized under CPU rules for a period to be determined by the CPU Executive Council if:
- a) He/she is under temporary or permanent suspension,
 - b) He/she participates in a powerlifting or single lift competition of any kind, if there is any athlete or official participating in any division, section or bodyweight class of that competition who has been expelled or suspended from their international or national federation or who is serving the period of Ineligibility for a doping related offence.
 - c) He/she competes against professionals.
- 12.7 The following may also be subject to suspension or expulsion for a period to be determined by the Executive Council:
- a) Any lifter who is deemed to be guilty of violating the rules of, or of disobedience towards, his/her National or Provincial Association, or towards any official during the execution of his/her duties.
 - B) Any lifter who, by words or gestures, threatens referees or any other officials during the execution of their duties.
- 12.8 For serious offenses, such as false accusations of dishonour or dishonesty against a lifter or official, permanent expulsion may be decided by the CPU Executive Council by a majority vote.
- 12.9 Any member of a provincial association who is accused of bringing the sport into disrepute by means of his/her comments, published articles, TV or radio broadcasts 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 CPU or provincial association. The accused will receive a verbal warning from the provincial association informing the individual of issue at hand and that this discussion is to serve as first warning and that should the behaviour continue, outline the next steps and potential outcomes. Documentation of the discussion by the provincial association is retained and shared with the CPU Executive Council.
 - b) Evidence is received by either the CPU or provincial association indicating that a second incident has occurred. The provincial association contacts the accused notifying him/her that a written warning will be issued outlining the issue and the process that will occur should a third incident was to occur. Documentation of the conversation and a copy of the written warning to be shared with the CPU Executive Council.
 - c) Evidence is received by the CPU or provincial association indicating that a third incident has occurred, The CPU Executive Council will meet to review the situation and documentation obtained to date and decide the appropriate disciplinary action to be taken. This may include the member in question attending a special meeting of the Executive Council. The discipline handed out by the CPU Executive Council can range from a third and final warning to expulsion from the CPU.

The CPU reserves the right to progress the disciplinary action as appropriate depending on the magnitude of infraction.

- 12.10 Any lifter or official who considers that he/she has been wronged has the right to file a written complaint stating his/her reasons. This must be done through the intermediary of his/her provincial association. If another person or persons is implicated, the latter must also be heard if at all possible. Should the member be serving as an official at the time, or in any way representing the CPU or his provincial association, penalties will be determined by:
- 1) for a provincial level official at a provincial contest: by the provincial association
 - 2) for a provincial level official at a national contest: by the CPU Board of Directors
 - 3) for national or higher level officials at any contest: by the CPU Board of Directors .
- 12.11 The term "Official", wherever it may appear in this Article, shall be deemed to include all persons appointed by the CPU or by the organizing committee of a championship, to act in any official capacity during the whole, or any part of, that championship.
- 12.12 It shall be the obligation of all officials to maintain current knowledge of the rules of the sport. Should any official refuse make a bone-fide attempt to do so in such a way that it shall damage the officials' credibility, as determined by his provincial association or the CPU, penalties may be proscribed by the bodies described in the article above. Penalties shall be determined by the appropriate body
- 12.13 Any successful bidder who is awarded a National Championship event, and defaults on the agreement, such as:
- a. Does not hold the event, or
 - b. Does not meet the agreed-upon specifications, is subject to penalty.
- This penalty shall not exceed a reasonable and fair estimate by the CPU Executive Council of CPU and hosting organization expenses that cannot be refunded. This may include deductions for refunds on travel expenses, and unnecessary local transportation and accommodation expenses.
- 12.14 Anyone who is under suspension from any powerlifting federation or other sport federation as recognized by the International Olympic Committee (IOC), Canadian Olympic Association (COA) or Sport Accord (Formerly known as the GAISF) for the use of banned substances as stated in the IOC list of Banned and Restricted Doping Classes and Methods shall not be permitted to join the CPU.

Any suspension from a sport under the auspices of any of the above shall be considered as a "First Offence" by the CPU and further positive results by the CPU shall result in "Second Offence" and subsequent penalties.

13.0 FINANCE

- 13.1 The Executive Council shall present an audited statement, closing the book, on the date of the Annual General Meeting.
- 13.2 CPU Subscription Fees:
- | | |
|---|--------|
| a) Provincial Affiliation Fee \$2.00 per Provincial Registrant on record for December 31. | |
| b) National referee's crests | NIL |
| c) Sanction Fees for National Powerlifting and Bench Press Championships | 500.00 |
| d) Pro-Forma Bond (to accompany sanction fee) | 250.00 |
| e) Individual Membership Fee | 70.00 |
| (raising to \$80 March 1, 2020) | |
| g) CPU sanctioned Championship Drug Testing Fee | 20.00 |
| h) Powerlifting.ca website advertising / sponsor fee (annual) | 250.00 |
- 13.3 Subscription Fees shall be payable as follows:
- a) Provincial Affiliation Fee: to be Paid in full by January 1 of that year.
 - b) Sanction Fees, Pro-Forma Bonds: to be paid in full when bids submitted.
 - c) Individual Membership Fee: payment in full shall accompany each order.
 - d) Website advertising fee payable January 1, new advertisers prorated for the remainder of the current year
- 13.4 The organizing province of a National Championship that does not have a sanction shall automatically be suspended until payment of the sanction fee.
- 13.5 All television rights for National Championships shall be the sole property of the CPU, less any fee which has been negotiated with the promoting province.

- 13.6 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 %.
- 13.7 a) Any member Province and or Territory of the Canadian Powerlifting Union with:
 1. Monies outstanding to/for the Canadian Powerlifting Union in arrears of 180 days or more, and/or,
 2. Monies outstanding to/for the Canadian Powerlifting Union in the amount of \$500.00 or more, shall: Forfeit their voting privileges on all matters pertaining to Canadian Powerlifting Union Business, with the exception of a vote for the election of CPU officers, until such time as their outstanding account meets with the aforementioned conditions.
 b) Any member Province and/or Territory of the Canadian Powerlifting Union with:
 1. Monies outstanding to/for the Canadian Powerlifting Union in arrears of one (1) calendar year, (or more), and/or,
 2. Monies outstanding to/for the Canadian Powerlifting Union in the amount of \$1000.00 or more, shall: Forfeit their voting privileges on all matters pertaining to Canadian Powerlifting Union Business, and be placed on probationary status until such time as their outstanding account meets with the aforementioned conditions.
- 13.8 Sponsors 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 CPU board. CPU approved sponsors logos will be permitted at all lower levels of competition.
- All sponsors must be registered with the CPU including team sponsors. Sponsor approval fee will be \$250 annually or may also be negotiated in a separate sponsorship deal with the CPU. The CPU President will negotiate all sponsorship deals, including any team sponsors.
- Sponsors for individuals are exempt from the above requirement.
- All paid sponsors are entitled to an optional banner advertisement on the CPU website rotational system.
- 13.9 Any representative of a Provincial Association who can bring a National Corporate sponsor to the CPU shall be able to forward 25% of the sponsorship fee to their provincial federation. The remaining 75% will go to the CPU and shall be used for such purposes as are decided by the CPU.

14.0 EQUIPMENT

- 14.1 All equipment for powerlifting competitions of all levels in Canada shall be listed on 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 Handbook.
- 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 provincial affiliates purposes.
- 15.3 Four months prior to all National Championships the CPU Officiating Chairman must provide to the meet directors a list of all available National or higher level, referees.
- 15.4 Referees and members of the jury at National 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 and grey trousers, tie optional.

WOMEN: Winter Dress: Dark blue blazer, with appropriate CPU or IPF crest on the left breast, grey skirt or trousers, white blouse.
Summer Dress: Grey skirt or trousers, white blouse.

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 card, 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 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 his provincial association.
 - (b) Must be recommended by his provincial association.
 - (c) Must achieve a passing score of 90 percent or more on both a written and practical exam.
 - (d) The written examination must be taken and passed prior to the practical examination.
 - (e) 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.
 - (f) Written tests will be obtained from the national referee chairman, and the completed tests and examination forms will be returned to the referee chairman.
 - (g) New national referees may be certified at the annual national championships, or at the annual regional championships provided that all of the above conditions are met.
- 15.7 All CPU national and provincial referees must be full CPU members.
- 15.8 To maintain your National Referee status, a National Referee must referee one Provincial or Regional Championship, one National Championship and attend the accompanying rules clinic within a 3 year period coinciding with the CPU election period.
- 15.9 If the Officiating Chairman and CPU Executive Board Members conclude a National referee is required 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 unreasonably or incorrect interpretations of IPF rulebook.
 - C) Shows disrespect to athletes and/or other officials.
 - D) Does not show up on time or leaves early without a prearranged agreement.
 - E) Arrives unprepared for their scheduled session.

That referee will be put on probation for one (1) year to allow for enough time to develop and improve any issues. The Officiating Chairman and CPU board members will work together to assist these referees by providing detailed debriefs (verbal or written), workshops, organized practical reviews, and any other measure 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 Canadian lifters wishing to compete in National Championships must meet qualifying totals.

Canadian lifters wishing to compete at their first National Championships must first lift at either a Western, Eastern or Central Championships 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.

- 16.2 Qualification standards for the National Championships shall be according to scales located in Appendix A, below.
- 16.3 Qualifying for the CPU National Bench Press Championships shall be according to scales located in Appendix A, below.
- 16.4 All lifters must qualify within two years prior to the dates of their respective National Championships.
- 16.5 A lifter may qualify for their next higher age category by lifting at an open event, the required qualifying total or single lift, within one year before achieving the exact specified age for the category.
EG: 39th birthday for 40 – 49, 49th birthday for 50 – 59, etc.
- 16.6 Entry forms for all National Championships must include details of the National qualifying standard used, and must be signed by a provincial officer. If any entry form is incomplete in any way, it will not be accepted by the meet director, and must be returned to the lifter.
- 16.7 Qualifying for the CPU Western, Eastern or Central Championships shall be according to scales located in Appendix A, below.
- 16.8 A lifter 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 lifter 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 lifter or lifters involved.
- 17.2 The CPU shall select Men's and Women's select teams to represent Canada at all IPF International competitions.
- 17.3
 - a) International A Teams: athletes must have lifted at the current years' corresponding National Championships, ie: classic bench only for classic World Bench Press Championships and equipped powerlifting for equipped World Powerlifting Championships.
 - b) International B Teams: the team will be filled with athletes that competed at the current year's corresponding National Championships. If the team cannot be filled from that pool then athletes that competed at the previous year's corresponding National Championships will be allowed to apply. These athletes will be put in a pool and ranked according to international competitiveness based on IPF Formula totals achieved in the 12 months prior to the event. An athlete can only apply for a weight class/category that is not already filled from the current year. Athletes applying with results from previous year's championships must have the approval of their provincial body 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, provided they have achieved the IPF Formula requirement from 17.13 at the National Championship. The remaining team members will be chosen based on placing of all non-class winners 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 is full assuming they achieved the IPF Formula requirements at the National Championship for the International A or B team they are applying for.
- 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 elements:
 - a) All eligible lifters who wish to apply for a CPU National Team shall submit their application form to the CPU Championship Secretary no later than 90 days prior to the date of the competition.

b) Once final team selections are made, all lifters selected for the regular teams (meaning 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 lifter is unable to attend and a reserve lifter takes over a spot, that reserve lifter must pay the fee at that time. Any lifter 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.

The remaining monies, if any, from the \$200 Participation fee to International contests, will be put aside, into a separate account, for future use by athletes and/or coaches, upon CPU Executive approval.

c) Team uniforms should be worn at all times while in public.

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 lifters competing at international events are subject to pay the CPU \$50.00, which will go directly to the Coaching Committee to supplement the coaching budget and support the assigned coaches. If the Coaching Committee does not name a Coach for a Championships, the \$50.00 fee is waived.

17.6 Before departing for an international championship, the Head Coach or Team Manager will be required to take with them a Canadian Flag. If one is not available, the CPU will provide money up to \$25 to purchase a flag.

17.7 When competing for Canada at IPF World Championships, or at any other international competitions, the lifter's cooperation with the coaching staff, and adherence to Team protocol, shall be mandatory at all times. The behavior of lifters, 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 CPU President. The team member involved shall be informed immediately, in writing, of the nature of the complaint.

17.8 For any international Championship 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.

17.9 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 lifter may change their nominated weight class. If two or more athletes are attempting to move into the same weight class and causing a conflict, priority will be given to the athlete with the higher IPF Formula from the National Championships.

17.10 National Team Compensation

a) Every Open (both Classic and Equipped) lifter 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.

b) A National Team Canada lifter 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 lifter who places top 3 best overall lifter at an IPF Open World Championship (Classic or Equipped) will be paid the following:

1st overall open lifter based on IPF Points - \$1,000

2nd overall open lifter based on IPF points - \$500

3rd overall open lifter based on IPF points - \$250

18.0 COACHING

- 18.1 For the Open, Master, Junior/Sub-Junior and Open Bench Press World Championships, the CPU coaching committee will select one Head Coach from a pool of applicants.
- 18.2 At all international competitions, the coaches will have the final say as to the lifters' attempts. The lifters may make suggestions only. The lifters must be made aware of this situation prior to team selections.
- 18.3 Coaches of CPU National Teams at international competitions shall be eligible for reimbursement in amounts as per the CPU 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 CPU coaching committee.
- 18.5 At all Regional and National Championships athletes may have up to two coaches handling/coaching them during their event. This would include the Provincial Head Coach, or appointed Provincial Coach Representative (if the Provincial Affiliate has a coaching program or nominated Coach), or private coaches approved by the competition organizers.
- 18.6 All Coaches at International events part of the Team Canada Coaching Staff, in any capacity, must have completed the workshop portion of the CPU Coaching Course prior to being eligible for International coaching positions. This includes Head Coaches, Personal Coaches, and Assistant Coaches. 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 CPU Referee Membership or a valid Competitor Membership.

19.0 IPF CONGRESS

- 19.1 A special fund shall be maintained to cover up to 100 % of travel, accommodations and meals for the CPU 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
72	380	230	350	292.5	250	210	190
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
QUALIFYING TOTAL FOR CPU CLASSIC REGIONALS							
	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
72	335	207.5	287.5	250	210	190	175
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 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
	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
72	382.5	282.5	372.5	325	287.5	245	205
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
72	340	235	327.5	287.5	245	205	185
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 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
QUALIFYING TOTAL FOR CPU CLASSIC BENCH NATIONALS							
	Open	Sub-Junior	Junior	Master 1	Master 2	Master 3	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
72	70	42.5	62.5	52.5	45	37.5	35
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
QUALIFYING TOTAL FOR CPU CLASSIC BENCH REGIONALS							
	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
72	60	40	55	45	37.5	35	35
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 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
72	77.5	47.5	65	57.5	50	42.5	35
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
QUALIFYING TOTAL FOR CPU EQUIPPED BENCH REGIONALS							
	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
72	65	40	60	50	42.5	35	32.5
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 Canadian Powerlifting Union (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 members 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 member 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 broad field of offensive behavior. It is 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 members 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 or 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 of the CPU
 - ii. A current member of the CPU board of directors
 - 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 of the CPU, the instance of harassment or discrimination should be reported to the current vice-president of the CPU or any other member of the board of directors.
 - d. In the case that the complainant is not a current member of the CPU, a complaint may still be reported provided that a current member 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 member of the CPU board who receives the complaint is required to immediately forward the complaint and all evidence on to the president of the CPU, or in cases where the complaint involves the president; the vice president shall be informed of the complaint, the president or vice-president of the CPU, 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 officers 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 complain 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
 - 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 separate 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:
 - i. An apology, either written or verbal
 - ii. A fine
 - iii. Demotion, in the case of a board member
 - iv. A suspension from membership within the CPU
 - v. 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 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 ones 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 exist 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.

APPENDIX D, Live Stream Commentator Guidelines

The CPU live-streaming 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!
- Don't 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.
- Don't 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 have to. Maintain eye contact with Eric and the Streaming Producer/Mixer ie all others on the commentary desk to get important instructions or feedback.
- 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.