

CANADIAN POWERLIFTING UNION

BY-LAWS

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Effective March 1, 2016

ARTICLE I: GENERAL

1.1 Purpose – These By-laws relate to the general conduct of the affairs of Canadian Powerlifting Union, a Canadian Corporation.

1.2 Definitions – The following terms have these meanings in these By-laws:

- a) *Act* – the Canada Not-for-Profit Corporations Act, S.C. 2009, c.23, including the Regulations made pursuant to the Act, and any statutes or regulations that may be substituted, as amended from time to time;
- b) *Annual Meeting* – the annual meeting of the Members;
- c) *Articles* – the original or restated articles of incorporation or articles of amendment, amalgamation, continuance, reorganization, arrangement, or revival of the Corporation;
- d) *Auditor* – a Public Accountant, as defined in the Act, appointed by the Members by Ordinary Resolution at the Annual Meeting to audit the books, accounts, and records of the Corporation for a report to the Members at the next Annual Meeting;
- e) *Board* – the Board of Directors of the Corporation;
- f) *Corporation* – Canadian Powerlifting Union;
- g) *Days* – days including weekends and holidays;
- h) *Director* – an individual elected or appointed to serve on the Board pursuant to these By-laws;
- i) *Fundamental Changes* – amendments or other changes to the Corporation that are designated by the Act to be “fundamental changes”;
- j) *Member* – those entities meeting the definition of Member that are admitted as Members of the Corporation under these By-laws;
- k) *Officer* – an individual elected or appointed to serve as an Officer of the Corporation pursuant to these By-laws;
- l) *Ordinary Resolution* – a resolution passed by a majority of the votes cast on that resolution;
- m) *Registrant* - individuals who are engaged in activities that are provided, sponsored, supported or sanctioned by an Association Member and may include, but are not limited to including, recreational and competitive athletes, members of national teams, coaches, officials, event organizers, administrators of provincial and territorial clubs, and volunteers who serve on club executives, committees and boards of directors;
- n) *Regulations* – the regulations made under the Act, as amended, restated or in effect from time to time; and
- o) *Special Resolution* – a resolution passed by a majority of not less than two-thirds of the votes cast on that resolution.

1.3 Registered Office – The Registered Office of the Corporation will be located in the province of Alberta at such address as the Board may determine.

1.4 No Gain for Members – The Corporation will be carried on without the purpose of gain for its Members and any profits or other accretions to the Corporation will be used in promoting its objectives.

1.5 Ruling on By-laws – Except as provided in the Act, the Board will have the authority to interpret any provision of these By-laws that is contradictory, ambiguous, or unclear, provided such interpretation is consistent with the objectives, mission, vision and values of the Corporation.

1.6 Conduct of Meetings – Unless otherwise specified in the Act or these By-laws, meetings of Members and meetings of the Board will be conducted according to *Robert’s Rules of Order* (current edition).

1.7 Interpretation – Words importing the singular will include the plural and vice versa, words importing the masculine will include the feminine and vice versa, and words importing persons will include bodies corporate. Words importing an organization name, title, or program will include any successor organizational name, title, or program.

1.8 Language – These By-laws have been drafted in English and the official French text is a translation. In the case of conflicting interpretations, the English version will prevail.

ARTICLE II: MEMBERSHIP

Membership Categories

2.1 Categories – The Corporation has the following categories of Members:

- a) Association Member
- b) Executive Member

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

2.3 Executive Member – An individual who is a Director of the Corporation and who has agreed to abide by the Corporation's By-laws, policies, procedures, rules and regulations.

Admission of Members

2.4 Admission of Members – Any candidate will be admitted as a Member if:

- a) The candidate member makes an application for membership in a manner prescribed by the Corporation;
- b) The candidate member was at any time previously a Member, the candidate member was a Member in good standing at the time of ceasing to be a Member;
- c) The candidate member has paid dues as prescribed by the Board;
- d) The candidate member has met the applicable definition listed in Section 2.2 – 2.3, as applicable; and
- e) The candidate member has been approved by majority vote as a Member by the Board or by any committee or individual delegated this authority by the Board.

2.5 Change of Terms/Conditions of Membership – Pursuant to the sections of the Act applicable to Fundamental Changes, a Special Resolution of the Members is required to make any amendments if those amendments affect the following membership rights and/or conditions:

- a) Change a condition required for being a Member;
- b) Change in the manner of giving notice to Members entitled to vote at a meeting of Members; or
- c) Change the method of voting by Members not in attendance at a meeting of Members.

Transfer of Membership

2.6 Transfer – Any interest arising out of membership in the Corporation is not transferable.

Duration

2.7 Duration of Membership – Association Membership is accorded on an annual basis as determined by the Board of Directors, and all Members, will re-apply for membership each year. Executive Membership is accorded for the length of the Director's term.

Membership Dues

2.8 Dues – Membership dues for all categories of membership will be determined annually by the Board.

2.9 Deadline – Members will be notified in writing of the membership dues at any time payable by them, and if they are not paid within sixty (60) days of the membership renewal date, the Member in default will automatically cease to be a Member of the Corporation.

Withdrawal and Termination of Membership

2.10 Withdrawal and Termination – Membership in the Corporation is terminated when:

- a) The Member, in the case of a Member that is a corporation, dissolves;
- b) The Member, in the case of a Member that is an individual, dies;
- c) The Member fails to maintain any of the qualifications or conditions of membership described in Sections 2.2 - 2.3, as applicable, of these By-laws;
- d) The Member resigns from the Corporation by giving written notice to the Secretary, in which case the resignation becomes effective on the date specified in the resignation. The Member will be responsible for all fees payable until the actual withdrawal becomes effective;

- e) By Ordinary Resolution of the Board or of the Members at a duly called meeting, provided fifteen (15) days notice is given and the Member is provided with reasons and the opportunity to be heard. Notice will set out the reasons for termination of membership and the member receiving the notice will be entitled to submit a written submission opposing the termination;
- f) The Member's term of membership expires; or
- g) The Corporation is liquidated or dissolved under the Act.

2.11 May Not Resign – A Member may not resign from the Corporation if the Member is subject to disciplinary investigation or action.

2.12 Discipline – A Member may be suspended or expelled from the Corporation in accordance with the Corporation's policies and procedures relating to the discipline of Members.

2.13 Arrears – A Member will be expelled from the Corporation for failing to pay membership dues or monies owed to the Corporation by the deadline dates prescribed by the Corporation.

Good Standing

2.14 Definition – A Member of the Corporation will be in good standing provided that the Member:

- a) Has not ceased to be a Member;
- b) Has not been suspended or expelled from membership, or had other restrictions or sanctions imposed;
- c) Has completed and remitted all documents as required by the Corporation;
- d) Has complied with the By-laws, policies, procedures, rules and regulations of the Corporation;
- e) Is not subject to a disciplinary investigation or action by the Corporation, or if subject to disciplinary action previously, has fulfilled all terms and conditions of such disciplinary action to the satisfaction of the Board; and
- f) Has paid all required membership dues or debts to the Corporation, if any.

2.15 Cease to be in Good Standing – Members who cease to be in good standing may have privileges suspended and will not be entitled to vote at meetings of Members or be entitled to the benefits and privileges of membership until such time as the Board is satisfied that the Member has met the definition of good standing as set out above.

ARTICLE III: MEETINGS OF MEMBERS

3.1 Types of Meetings – Meetings of Members will include Annual Meetings and Special Meetings.

3.2 Special Meeting – The agenda of a Special Meeting will be limited to the subject matter for which the meeting was duly called. A Special Meeting of the Members may be called at any time by:

- a) the President,
- b) the Board, or
- c) Members, upon written requisition, who hold five percent (5%) of the votes of the Corporation.

3.3 Location and Date – The Corporation will hold meetings of Members at such date, time and place as determined by the Board. The Annual Meeting will be held within fifteen (15) months of the last Annual Meeting but not later than six (6) months after the end of the Corporation's preceding financial year.

3.4 Meetings by Electronic Means – A meeting of Members may be held by means of telephone, electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the Corporation makes available such a communication facility.

3.5 Participation in Meetings by Electronic Means – Any Member entitled to vote at a meeting of Members may participate in the meeting by means of telephone, an electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the Corporation makes available such a communication facility. A person so participating in a meeting is deemed to be present at the meeting.

3.6 Notice – Notice will include the time and place of a meeting, the proposed agenda, reasonable information to permit Members to make informed decisions, and will be given to each Member entitled to vote at the meeting, the auditor, and the Board, by the following means:

- a) By mail, courier or personal delivery to each Member entitled to vote at the meeting, during a period of thirty (30) days before the day on which the meeting is to be held; or
- b) By telephone, electronic or other communication facility to each member entitled to vote at the meeting, during a period of thirty (30) days before the day on which the meeting is to be held; or
- c) By posting on the Corporation’s website not less than thirty (30) days prior to the date of the meeting.

3.7 Change in Notice Requirements – Pursuant to the sections of the Act applicable to Fundamental Changes, a Special Resolution of the Members may be required to make any amendment to the By-laws of the Corporation to change the manner of giving notice to Members entitled to vote at a meeting of Members.

3.8 Persons Entitled to Attend – Delegates representing Association Members, the Directors and the auditor of the Corporation and such other persons who are entitled or required under any provision of the Act, Articles or By-laws of the Corporation are entitled to be present at the meeting. Any other person may be admitted only on the invitation of the chair of the meeting or by resolution of the Members.

3.9 Adjournment – Any meetings of Members may be adjourned to any time and place as determined by the Board and such business may be transacted at such adjourned meeting as might have been transacted at the original meeting from which such adjournment took place. No notice will be required for any adjourned meeting.

3.10 Agenda – The agenda for the Annual Meeting will include:

- a) Call to order
- b) Determination of a quorum
- c) Appointment of scrutineers
- d) Approval of the agenda
- e) Declaration of any conflicts of interest
- f) Adoption of minutes of the previous Annual Meeting
- g) Board, Committee and Staff reports
- h) Report of Auditors
- i) Appointment of Auditors
- j) Business as specified in the meeting notice
- k) Election of new Directors
- l) Nominations and voting for awards
- m) Adjournment

3.11 New Business – No other item of business will be included in the notice of the meeting of the Members unless notice in writing of such other item of business, or a Member’s proposal, has been submitted to the Board sixty (60) days prior to the meeting of the Members in accordance with procedures as approved by the Board. Copies of all such proposals together with copies of any amendments thereto then proposed by the Board and copies of all resolutions put forward by the Board shall be sent to all Members with the agenda and the notice calling an Annual Meeting.

3.11.1 All new proposals become effective one (1) month following the Annual General Meeting. If the passed proposal requires more time to disseminate, an alternate effective date must be stated as part of the submission.

3.12 Quorum – A majority of Association Members and a majority of Executive Members will constitute a quorum. If a quorum is present at the opening of a meeting of the Members, the Members present may proceed with the business of the meeting, even if a quorum is not present throughout the meeting.

Voting at Meetings of Members

3.13 Voting Privileges – Members will have the following voting rights at all meetings of Members:

- a) Association Members will each be entitled to appoint two (2) Delegates who may attend meetings of Members and exercise two (2) votes on behalf of the Member, one (1) vote per Delegate.

- b) Executive Members will be entitled to attend meetings of Members and will have one (1) vote each.
- 3.14 Delegates – Association Members will appoint in writing (inclusive of electronic notice) to the Corporation, at least seven (7) days prior to the meeting of Members, the name of the Delegates that will represent the Member. Delegates must be at least eighteen years of age and a Director of the Association Member.
- 3.15 Delegate Voting – At the discretion of the Association Member, one Delegate may carry both the votes of an Association Member.
- 3.16 Proxy Voting – Members may vote by proxy if:
- a) The Member notified the Corporation in writing at least seven (7) days prior to the meeting of the Members of an appointment of a proxy holder;
 - b) The proxy is received by the Corporation prior to the start of the meeting;
 - c) The proxy clearly states the date of the specific meeting; and
 - d) The proxy clearly states to whom the proxy is given.
- 3.17 Maximum Number of Proxies – No Member will hold more than one (1) proxy vote.
- 3.18 Absentee Voting – A Member may vote in writing in advance of the meeting of the Members on published proposed resolutions and for the election of Directors by so indicating the vote to the Secretary, in a form prescribed by the Corporation, prior to the vote being taken.
- 3.19 Voting by Mail or Electronic Means – A Member may vote by mail, or by telephonic or electronic means if:
- a) The votes may be verified as having been made by the Member entitled to vote; and
 - b) The Corporation is not able to identify how each Member voted.
- 3.20 Scrutineers – At the beginning of each meeting, the Board may appoint one or more scrutineers who will be responsible for ensuring that votes are properly cast and counted.
- 3.21 Determination of Votes – Votes will be determined by a show of hands, orally or electronic ballot, except in the case of elections which require a secret ballot, unless a secret or recorded ballot is requested by a Member.
- 3.22 Majority of Votes – Except as otherwise provided in the Act or these By-laws, the majority of votes and proxy votes cast will decide each issue. In the case of a tie, the issue is defeated.

ARTICLE IV: GOVERNANCE

Composition of the Board

- 4.1 Directors – The Board will consist of five (5) Directors as follows:
- a) President
 - b) Executive Vice-President, Program Director
 - c) Executive Vice-President, Sport Development
 - d) Treasurer
 - e) Secretary

Eligibility of Directors

- 4.2 Eligibility – Any individual, who is eighteen (18) years of age or older, who is a resident of Canada as defined in the *Income Tax Act*, who has the power under law to contract, who has not been declared incapable by a court in Canada or in another country, who is not serving as President or Vice President for an Association Member, and who does not have the status of bankrupt, may be nominated for election or appointment as a Director.

Election of Directors

- 4.3 Nominations Committee – The Board will appoint a Nominations Committee. The Nominations Committee will be responsible to solicit nominations for the election of the Directors.

- 4.4 Nomination – Any nomination of an individual for election as a Director will:
- Include the written consent of the nominee by signed or electronic signature;
 - Comply with the procedures established by the Nominations Committee; and
 - Be submitted to the Registered Office of the Corporation seven (7) days prior to the Annual Meeting. This timeline may be extended by Ordinary Resolution of the Board.
- 4.5 Nominations from the Floor – Nominations for elections of a Director will only be accepted from the floor if there is not a candidate meeting the requirements defined in Section 4.4.
- 4.6 Incumbents – Individuals currently on the Board of Directors wishing to be re-elected are not subject to nomination.
- 4.7 Circulation of Nominations - Valid nominations and their election platform messages will be circulated to Members at the Annual Meeting prior to the elections.
- 4.8 Election and Term – The election of directors will take place at an Annual Meeting of Members. The following positions will be elected every three years:
- President, Executive Vice-President Sport Development, Executive Vice-President Program Director, Treasurer, and Secretary
- 4.9 Decision – Elections will be decided by the Members in accordance with the following:
- One Valid Nomination – Winner declared by acclamation.
 - Two or More Valid Nominations – The nominee(s) receiving the greatest number of votes will be elected. In the case of a tie, the nominee receiving the fewest votes will be deleted from the list of nominees and a second vote will be conducted. If there continues to be a tie and more nominees than positions, the nominee receiving the fewest votes will be deleted from the list of nominees until there remains the appropriate number of nominees for the position(s) or until a winner is declared. If there continues to be a tie then the winner(s) will be declared by Ordinary Resolution of the Board.
- 4.10 Terms – Elected Directors will hold office for a term of three (3) years and will hold office until their successors have been duly elected in accordance with these By-laws, unless they resign, or are removed from or vacate their office.
- 4.11 First Elections – The first elections following the Corporation’s transition to compliance with the *Canada Not-for-Profit Corporations Act* will be held after the expiration of the terms of the current elected Directors.

Suspension, Resignation and Removal of Directors

- 4.12 Resignation – A Director may resign from the Board at any time by presenting his or her written notice of resignation to the Board. This resignation will become effective the date on which the request is accepted by the Board. If a Director who is subject to a disciplinary investigation or action of the Corporation resigns, that Director will nonetheless be subject to any sanctions or consequences resulting from the disciplinary investigation or action.
- 4.13 Vacate Office – The office of any Director will be vacated automatically if the Director:
- Is found by a court to be of unsound mind;
 - Becomes bankrupt, suspends payment, or compounds with his or her creditors, or makes unauthorized assignment, or is declared insolvent;
 - Is charged and/or convicted of any criminal offence related to the position;
 - Changes his or her permanent residence outside of Canada; or
 - Dies.
- 4.14 Removal – A Director may be removed by Ordinary Resolution of the Members at an Annual Meeting or Special Meeting, provided the Director has been given notice of and the opportunity to be heard at such a meeting. If the Director is removed and holds a position as an Officer, the Director will automatically and simultaneously be removed from his or her position as an Officer.

4.15 Suspension – A Director may be suspended, pending the outcome of a discipline hearing in accordance with the Corporation’s policies related to discipline, by Special Resolution of the Board at a meeting of the Board, provided the Director has been given notice of and the opportunity to be heard at such meeting.

Filling a Vacancy on the Board

4.16 Vacancy – Where the position of a Director becomes vacant and there is still a quorum of Directors, the Board may appoint a qualified individual to fill the vacancy until the next Annual Meeting of Members.

Meetings

4.17 Call of Meeting – Meetings of the Board will be held any time and place as determined by the Board.

4.18 Notice – Notice of meetings of the Board will be given to all Directors at least five (5) days prior to the scheduled meeting. No notice of a meeting of the Board is required if all Directors waive notice, or if those absent consent to the meeting being held in their absence.

4.19 Number of Meetings – The Board will hold at least one (1) meeting per fiscal year.

4.20 Quorum – At any meeting of the Board, quorum will consist of three (3) Directors.

4.21 Voting – Each Director, in attendance or participating, is entitled to one vote. Voting will be by a show of hands, orally or by electronic ballot, unless a majority of Directors present request a secret ballot. Resolutions will be passed upon a majority of the votes being in favour of the resolution. In the case of a tie, the President will declare that the resolution has not been decided and will set a date for further deliberation. After further deliberation, if the vote remains tied, the President will vote again to break the tie.

4.22 Absentee Voting – There will be no absentee or proxy voting by Directors.

4.23 Closed Meetings – Meetings of the Board will be closed to Members and the public except by invitation of the Board.

4.24 Meetings by Telecommunications – A meeting of the Board may take place by teleconference upon the consent of the Directors.

4.25 Meetings by Other Electronic Means – The Directors may meet by other electronic means that permit each Director to communicate adequately with each other provided that:

- a) The Directors have passed a resolution addressing the mechanics of holding such a meeting and dealing specifically with how security issues should be handled, the procedure for establishing a quorum and for recording votes;
- b) Each Director has access to the specific means of communications to be used;
- c) Each Director has consented in advance to meeting by electronic means using the specific means of communication proposed for the meeting.

4.26 Meetings by Telephone – Any Director who is unable to attend a meeting may participate in the meeting by telephone or other telecommunications technology. Directors who participate in a meeting by telephone or other telecommunications technology are considered to have attended the meeting.

Powers of the Board

4.27 Powers – Except as otherwise provided in the Act or these By-laws, the Board has the powers of the Corporation and may delegate any of its powers, duties and functions.

4.28 Empowered – The Board is empowered to:

- a) Make policies and procedures or manage the affairs of the Corporation in accordance with the Act and these By-laws;
- b) Make policies and procedures relating to the discipline of Members and Registrants, and have the authority to discipline Members and Registrants in accordance with such policies and procedures.

- c) Make policies and procedures relating to the management of disputes within the Corporation and deal with disputes in accordance with such policies and procedures;
- d) Employ or engage under contract such persons as it deems necessary to carry out the work of the Corporation;
- e) Determine registration procedures and membership fees, dues, assessments, charges, and other registration requirements;
- f) Borrow money upon the credit of the Corporation as it deems necessary in accordance with these By-laws; and
- g) Perform any other duties from time to time as may be in the best interests of the Corporation.

ARTICLE V: OFFICERS

5.1 Composition – The Officers will be comprised of the President, Executive Vice President Program Director, Executive Vice-President Sport Development, Secretary, Treasurer, and the Officiating Chairman.

5.2 Duties – The duties of Officers are prescribed by the Board.

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

5.4 Delegation of Duties – At the discretion of the Officer and with approval by Ordinary Resolution of the Board, any Officer may delegate any duties of that office to appropriate staff of the Corporation.

5.5 Removal – An Officer may be removed by Special Resolution of the Board or by Ordinary Resolution of the Members in a meeting, provided the Officer has been given notice of and the opportunity to be present and to be heard at the meeting where such Resolution is put to a vote. If the Officer is removed by the Members, his or her position as a Director will automatically and simultaneously be terminated.

5.6 Vacancy – Where the position of an Officer becomes vacant for whatever reason and there is still a quorum of Directors, the Board may, by Ordinary Resolution, appoint a qualified individual to fill the vacancy for the remainder of the vacant position’s term of office.

ARTICLE VI: COMMITTEES

6.1 Appointment of Committees – The Board may appoint such Committees as it deems necessary for managing the affairs of the Corporation and may appoint members of Committees or provide for the election of members of Committees, may prescribe the duties of Committees, and may delegate to any Committee any of its powers, duties, and functions except where prohibited by the Act or these By-laws.

6.2 Quorum – A quorum for any Committee will be a majority of its voting members.

6.3 Terms of Reference – The Board may establish the terms of reference and operating procedures for all Committees, and may delegate any of its powers, duties, or functions to any Committee.

6.4 Vacancy – When a vacancy occurs on any Committee, the Board may appoint a qualified individual to fill the vacancy for the remainder of the Committee’s term.

6.5 President Ex-officio – The President will be an *ex-officio* (non-voting) member of all Committees of the Corporation.

6.6 Removal – The Board may remove any member of any Committee.

6.7 Debts – No Committee will have the authority to incur debts in the name of the Corporation.

ARTICLE VII: CONFLICT OF INTEREST

7.1 Conflict of Interest – In accordance with the Act, a Director, Officer, or member of a Committee who has an interest, or who may be perceived as having an interest, in a proposed contract or transaction with the Corporation will

comply with the Act and the Corporation's policies and procedures and will disclose fully and promptly the nature and extent of such interest to the Board or Committee, as the case may be, will refrain from voting or speaking in debate on such contract or transaction, will refrain from influencing the decision on such contract or transaction, and will otherwise comply with the requirements of the Act regarding conflict of interest.

ARTICLE VIII: FINANCE AND MANAGEMENT

8.1 Fiscal Year – The fiscal year of the Corporation will be January 1st to December 31st, or such other period as the Board may from time to time determine.

8.2 Bank – The banking business of the Corporation will be conducted at such financial institution as the Board may designate.

8.3 Auditor – At each Annual Meeting, the Members will appoint, by Ordinary Resolution, an auditor to audit the books, accounts and records of the Corporation in accordance with the Act. The auditor will hold office until the next Annual Meeting. The auditor will not be an employee or a Director of the Corporation but will have remuneration fixed by the Directors.

8.4 Annual Financial Statements - The Corporation will send to the Members a copy of the annual financial statements and other documents referred to in the Act. Instead of sending the documents, the Corporation may send a summary to each Member along with a notice informing the Member of the procedure for obtaining a copy of the documents themselves free of charge. The Corporation is not required to send the documents or a summary to a Member who, in writing, declines to receive such documents.

8.5 Books and Records – The necessary books and records of the Corporation required by these By-laws or by applicable law will be necessarily and properly kept. Minutes of meetings of the Board and records of the Corporation may be available to the general membership of the Corporation but will be available to the Directors, each of whom will receive a copy of such minutes. All other books and records will be available for viewing at the Registered Office of the Corporation in accordance with the Act.

8.6 Signing Authority – Contracts, agreements, deeds, leases, mortgages, charges, conveyances, transfers and assignments of property, leases and discharges for the payment of money or other obligations, conveyances, transfers and assignments of shares, stocks, bonds, debentures, or other securities, agencies, powers of attorney, instruments of proxy, voting certificates, returns, documents, reports, or any other instruments in writing to be executed by the Corporation will be executed by at least one (1) of the Officers or other individuals, as designated by the Board. In addition, the Board may direct a manner in which the person or persons by whom any particular instrument or class of instruments may or will be signed.

8.7 Property – The Corporation may acquire, lease, sell, or otherwise dispose of securities, lands, buildings, or other property, or any right or interest therein, for such consideration and upon such terms and conditions as the Board may determine.

8.8 Borrowing - The Board may borrow money upon the credit of the Corporation, after ascertaining consent from the Members by way of Ordinary Resolution, as it deems necessary:

- a) From any bank, Corporation, firm or person, upon such terms, covenants and conditions at such times, in such sums, to such an extent and in such manner as the Board in its discretion may deem expedient;
- b) To limit or increase the amount to be borrowed;
- c) To issue or cause to be issued bonds, debentures or other securities of the Corporation and to pledge or sell the same for such sums, upon such terms, covenants and conditions and at such prices as may be deemed expedient by the Board;
- d) To secure any such bond, debentures or other securities, or any other present or future borrowing or liability of the Corporation, by mortgage, charge or pledge of all or any currently owned or subsequently acquired real and personal, movable and immovable, property of the Corporation, and the undertaking and rights of the Corporation.

8.9 Remuneration – Directors will receive an annual remuneration of \$1000. All other Officers (with the exception of any staff of the Corporation who are appointed as Officers) and members of Committees will serve as such without remuneration and will not directly or indirectly receive any profit from their positions. Directors, Officers, and members of Committees may be paid reasonable expenses incurred by them in the performance of their duties. Nothing herein contained will be construed to preclude any Director, Officer or member of a Committee from serving the Corporation in any other capacity and receiving compensation therefor.

ARTICLE IX: AMENDMENT OF BY-LAWS

9.1 Directors Voting – Except for the items set out in the sections of the Act applicable to Fundamental Changes, these By-laws may be amended or repealed by Ordinary Resolution of the Directors at a meeting of the Board. The Directors will submit the By-law, amendment or repeal to the members at the next meeting of Members, and the Members may by a majority affirmative vote confirm, reject or amend the By-laws. The By-law, amendment or repeal is effective from the date of the resolution of the Directors. If the By-law, amendment or repeal is confirmed, or confirmed as amended, by the Members it remains effective in the form in which it was confirmed.

9.2 Notice in Writing – Notice of proposed amendments to these By-laws will be provided to Members at least twenty-one (21) days prior to the date of the meeting of the Members at which it is to be considered.

ARTICLE X: FUNDAMENTAL CHANGES

10.1 Fundamental Changes – In accordance with the sections of the Act applicable to Fundamental Changes, a Special Resolution of all Members may be required in order to make the following fundamental changes to the By-laws or Articles of the Corporation. Fundamental Changes are defined as follows:

- a) Change the Corporation's name;
- b) Change the province in which the Corporation's Registered Office is situated;
- c) Add, change, or remove any restriction on the activities that the Corporation may carry on;
- d) Create a new class or group of Members;
- e) Change a condition required for being a Member;
- f) Change the designation of any class or group of Members or add, change, or remove any rights and conditions of any such class or group;
- g) Divide any class or group of Members into two or more classes or groups and fix the rights and conditions of each class or group;
- h) Add, change, or remove a provision respecting the transfer of a membership;
- i) Subject to the Act, increase or decrease the number of, or the minimum or maximum number of, Directors;
- j) Change the statement of the purpose of the Corporation;
- k) Change the statement concerning the distribution of property remaining on liquidation after the discharge of any liabilities of the Corporation;
- l) Change the manner of giving notice to Members entitled to vote at a meeting of Members;
- m) Change the method of voting by Members not in attendance at a meeting of Members; or
- n) Add, change or remove any other provision that is permitted by the Act to be set out in the Articles.

10.2 Special Class Vote – The Act provides that each membership class is entitled to vote separately if the fundamental change noted above relates to membership rights, such as:

- a) Effect an exchange, reclassification or cancellation of all or part of the memberships of the class or group;
- b) Add, change or remove the rights or conditions attached to the memberships of the class or group, including
 - i. To reduce or remove a liquidation preference, or
 - ii. To add, remove or change prejudicially voting or transfer rights of the class or group;
- c) Increase the rights of any other class or group of Members having rights equal or superior to those of the class or group;
- d) Increase the rights of a class or group of Members having rights inferior to those of the class or group to make them equal or superior to those of the class or group;
- e) Create a new class or group of Members having rights equal or superior to those of the class or group; or
- f) Affect an exchange or create a right of exchange of all or part of the memberships of another class or group into the memberships of the class or group

10.3 Special Class Vote Result – Should any membership class not, by Special Resolution, approve a special class vote on a fundamental change, the issue is defeated.

ARTICLE XI: NOTICE

11.1 Written Notice – In these By-laws, written notice will mean notice which is hand-delivered or provided by mail, fax, electronic mail or courier to the address of record of the Corporation, Director, Member, or individual as the case may be.

11.2 Date of Notice – Date of notice will be the date on which receipt of the notice is confirmed verbally where the notice is hand-delivered, electronically where the notice is faxed or e-mailed, or in writing where the notice is couriered, or in the case of notice that is provided by mail, five (5) days after the date the mail is post-marked.

11.3 Error in Notice – The accidental omission to give notice of a meeting of the Board or the Members, the failure of any Director or Member to receive notice, or an error in any notice which does not affect its substance will not invalidate any action taken at the meeting.

ARTICLE XII: DISSOLUTION

12.1 Dissolution – Upon the dissolution of the Corporation, any funds or assets remaining after paying all debts will be distributed to an incorporated non-profit Canadian organization as determined by the Board.

ARTICLE XIII: INDEMNIFICATION

13.1 Will Indemnify – The Corporation will indemnify and hold harmless out of the funds of the Corporation each Director and Officer, their heirs, executors, and administrators from and against any and all claims, demands, actions or costs which may arise or be incurred as a result of occupying the position or performing the duties of a Director or Officer.

13.2 Will Not Indemnify – The Corporation will not indemnify a Director or Officer or any other person for illegal acts, acts of fraud, dishonesty, or bad faith.

13.3 Insurance – The Corporation will, at all times, maintain in force such directors and officers liability insurance as may be approved by the Board.

ARTICLE XIV: ADOPTION OF THESE BY-LAWS

14.1 Adoption by Board – These By-laws were adopted by the Board of the Corporation at a meeting of the Board duly called and held on September 3, 2014].

14.2 Ratification – These By-laws were ratified by the Members of the Corporation entitled to vote at a meeting of Members duly called and held on September 3, 2014].

14.3 Repeal of Prior By-laws – In ratifying these By-laws, the Members of the Corporation repeal all prior By-laws of the Corporation provided that such repeal does not impair the validity of any action done pursuant to the repealed By-laws.

POLICIES AND PROCEDURES OF THE CANADIAN POWERLIFTING UNION

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

POLICIES AND PROCEDURES OF THE CANADIAN POWERLIFTING UNION

1.0 GENERAL PROVISIONS:

Any Canadian citizen or Permanent Resident of Canada shall be allowed to register with the C.P.U. so long as he/she is an amateur in good standing.

Non-Canadian citizens or non-Permanent Residents may participate in CPU events as lifters or officials upon proof of membership in good standing with any IPF affiliate federation.

Lifters that are not Canadian citizens or Permanent Residents of Canada are not eligible for competition awards and may participate 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) Producing an informational column, to be written three times per year and distributed to each Member for newspaper publishing and for posting on the CPU website
- d) Organizing all World Teams
- e) Appointing an interim Secretary at a meeting of the Members or a meeting of the Board in the event that the Secretary is absent

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 \$1000

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 Executive Vice President, Sport Development 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

2.7.0 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 Registration Chairman 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.
 - i) Assist the meet directors of the CPU national championships and CPU regional Championships as required.
- 2.10.2 The CPU Championship Secretary shall receive an annual stipend of \$1000
- 2.11 All C.P.U. Officers and Committee Chairmen shall be elected by the Directors at the Annual General meeting.
- 2.12 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.
- 2.13 The Board of Directors must approve all C.P.U. expenditures other than operating expenses.
- 2.14 Any item, article or situation which is not specifically explained by or dealt with in the C.P.U. Constitution or its By-laws, shall be dealt with in accordance of the Constitution of the I.P.F.
- 2.15 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.
- 2.16 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.
- 2.17 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
- 2.18 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. All other committee members will be appointed by the President of the C.P.U.
- 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 C.P.U. Women's Committee has been disbanded for the present time. The C.P.U. 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 Funding Committee: The Funding Committee shall be responsible for seeking CPU recognition and future funding.
- 3.7 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.).

- 3.8 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 testing on all National coaches.

- 3.9 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.

- 3.10 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.

- 3.11 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) Registration Chairman
 - g) 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 C.P.U. whose constitution has not been examined by the C.P.U. Board of Directors and found to be compatible with the C.P.U. 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.
 - e) In order to maintain one's status as a National Referee, he/she must officiate at a minimum of two provincial or higher championships within the three year C.P.U. electoral period (ie. 1991-1994, 1994-1997, etc...
- 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 C.P.U. 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 C.P.U.-sanctioned contest must obtain a membership card directly from the C.P.U. Registration Chairman. Under no circumstances should a provincial registration chairman register lifters 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 C.P.U., thereby allowing its lifters to compete in C.P.U.-sanctioned competitions. The province will be granted Full Affiliation status at the next Annual General Meeting with a majority vote of the C.P.U. 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. (to be confirmed by all provinces by the end of 2015)

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:
- National Powerlifting Championships, in all IPF recognized age categories
 - National Bench Press Championships, in all IPF recognized age categories
 - Eastern Canadian Powerlifting Championships, in age categories determined by the meet director.
 - Eastern Canadian Bench Press Championships, in age categories determined by the meet director.
 - Western Canadian Powerlifting Championships, in age categories determined by the meet director.
 - Western Canadian Bench Press Championships, in age categories determined by the meet director.
 - Central Canadian Powerlifting Championships, in age categories determined by the meet director
 - Central Canadian Bench Press Championships, in age categories determined by the meet director

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 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.
- 6.3 If an all-inclusive event is to be held, that date of the event must be between February 15 and March 15. Efforts shall be made to hold all national championships at least twelve (12) weeks prior to their respective World Championships.
- 6.4 The C.P.U. Board of Directors shall determine the qualifying standards for all National and International competitions.
- 6.5 The C.P.U. Board of Directors shall determine the officials who will accompany National and International Teams.
- 6.6 For all 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 not be required to follow the requirements of National Championships in regards to number of national rank referee’s, contest bids, dates, but shall be organized along the lines of a provincial championships, by the provincial organization hosting the event. . 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 collected provincial bodies, as submitted at the CPU AGM, to avoid conflict with any other local, national, or International competition.
- 6.9 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 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 C.P.U., 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 C.P.U. to cover any costs it incurs to correct the problem.

Nationals Championships sanction shall include two 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 chief referee

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.

- 6.11 Registration cards must be checked during the weigh-in at all contests.
- 6.12 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
- 6.13 Only competitions approved by the C.P.U. or by the provincial governing bodies shall be designated as Championship competitions.
- 6.14 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 Wilks formula. However the determination of nominees for National Team membership shall still be done according the lifters actual bodyweight class
- 6.15 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.

A lifter will not be permitted to change his nominated age category once the stated closing date of the contest has passed.

- 6.16 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.
- 6.17 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.
- 6.18 All CPU National Competitions must be adjudicated by at least two National or higher ranked referees, one of whom may be a Provincial class referee who is taking a practical examination for upgrading to National status. The remaining position may be occupied by Provincial Category I or higher ranked referees. All other C.P.U. sanctioned competitions must be adjudicated by referees of Category I Provincial rank or higher.
- 6.19 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.
- 6.20 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 be members of the CPU.

- 6.21 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%.
- 6.22 For all competitions in Canada that are sanctioned by the CPU or any provincial affiliate, only full CPU card membership will be accepted. Provincial level membership card holders may not compete in any competitions.
- 6.23 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.
- 6.24 The CPU Registration Chairperson shall supply each meet director with a "sanction package" consisting of:
 - examples of forms used during a contest showing information required.
 - record applications
 - details of doping control fees, who is liable for the payments and when they must be paid
 - requirements of the meet director, in the event that the Independent Testing Administrator will be present at the event.
 - other details, as determined by the CPU.
- 6.25 Only competitions sanctioned or approved by the CPU or one of its provincial affiliates shall be advertised through official CPU media.
- 6.26 All CPU and Provincial member sanctioned competitions will adopt and enforce the meet safety guidelines and adhere to educating volunteers on the policy.
- 6.27 Every national championship, where appropriate facilitators are present and eager, the meet director should include a space to hold a CPU Equipped Powerlifting seminar. The seminar should last between 1-3 hours and offer opportunities for athletes to ask questions. The CPU Executive will agree on the facilitators and will operate on a volunteer basis founded on experience and desire to run such seminar. A three-year trial period will occur, ending at Nationals 2018, following which the CPU will vote on whether to install this permanently.
- 6.28 All national championships shall have an ER rack or Eleiko rack as the competition platform.
- 6.29 At all national level competitions, which includes any national or regional championships, lifters are considered to be representing their province. Their apparel cannot bear logos of local clubs or gyms, only of their province, provincial organization or higher level, CPU or IPF for example. Logos of personal sponsors or any national CPU or IPF approved sponsor or equipment maker are also allowed.

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 C.P.U. National Record Application Form.
- 7.2 The standard C.P.U. Record Application form must be submitted 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). Applications sent by regular mail must be postmarked within seven days unless exigent circumstances apply.

- 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 I.P.F. rules must be followed.
- 7.6 The C.P.U. shall accept applications for new National Records in the following categories:
- a) Men's & Women's Open
 - b) Men's & Women's Master, age 40-49 years
 - d) Men's & Women's Master, age 50-59 years
 - e) Men's & Women's Master, age 60-69 years
 - f) Men's Master, age 70+
 - g) Men's & Women's Junior, age 19-23 years
 - h) Men's & Women's Sub-Junior, age 14-18
 - i) Men's & Women's Bench Press Open
 - j) Men's & Women's Bench Press Master's, age 40-49 years
 - k) Men's & Women's Bench Press Master's, age 50-59 years
 - l) Men's & Women's Bench Press Master's, age 60-69 years
 - m) Men's Bench Press Master's, age 70+
 - n) Men's & Women's Bench Press Junior
 - o) Men's & Women's Bench Press Sub-Junior, age 14-18
- Exact ages will be according to IPF Technical Rules standards
- 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, Westerns/Eastern Canadians or any higher level of competition.
- 7.9 A single-lift record made in a three-lift sanctioned contest is eligible to be registered in the single-lift record category if the lifter has been proven to be physically disabled such that he/she cannot perform token lifts to post a three-lift total in the competition.
- 7.10 The C.P.U. shall also accept applications for new National Records for Parapowerlifting in the weight classes and age categories followed by the International Paralympic Committee.
- 7.11 If a C.P.U. 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 I.P.F. International referees, all of whose registrations are up to-date.

- c) The competition was sanctioned by a lifting organization which is affiliated with the I.P.F.
- d) The competition must have been organized and conducted according to I.P.F. rules.

- 7.12 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.
- 7.13 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 CPU Nationals or IPF international championships, 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.

8.0 AWARDS, AND CLASSIFICATIONS

- 8.1 The C.P.U. Shall maintain standardized medals for presentation to the first three place finishers at National Championships. The medals may be purchased from the C.P.U. by the meet director(s) of the National Championship at the cost the C.P.U. 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 Wilks 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 Wilks 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 C.P.U. Executive Council and the presentations will be made at the awards banquet at the national championships the following year.
- 8.7 The C.P.U. 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 C.P.U. 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.

- 8.9 It is optional for lifters to wear their qualification badges on their costumes when competing.
- 8.10 The C.P.U. 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 with that club on a regular basis (at least once a week)
- 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 a written explanation to his/her provincial registration chairman.

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

IN COMPETITION TESTING

11.1 Anti-Doping Policy

1. Canadian Powerlifting Union (CPU) has adopted the 2015 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 2015 CADP is fully compliant with the 2015 World Anti-Doping Code, International Standards and Guidelines as they may exist from time to time. To view or download the 2015 CADP, please visit <http://cces.ca/2015-cadp>.
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 2015 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 2015 CADP and/or the IPF anti-doping rules, the rules of the 2015 CADP or the IPF shall prevail, as applicable.

- 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. Only the Independent Testing Administrator supplied personnel may perform the sample collection.
- 11.3 The CPU shall inform CCES of the dates and locations of all CPU and affiliate sanctioned competitions. Meet directors at all levels of competition shall be required to produce the date and location of their proposed events a minimum of 6 weeks in advance to ensure adequate time for the Independent Testing Administrator involvement. Any changes to the date and location within the 6 weeks must be provided immediately by the meet director.

The CPU Anti-Doping Committee in conjunction with the Independent Testing Administrator coordinators will determine which competitions will be attended by the Independent Testing Administrator to perform sample

collections, however; the Independent Testing Administrator must be present to collect samples at all National competitions.

The CPU may also inform the Independent Testing Administrator of the names and addresses of CPU members for the purpose of Out-of-competition testing.

11.4 The number and names of lifters tested at any competition where the Independent Testing Administrator is present will be determined by mutual consent of the CPU Anti-Doping Committee and Independent Testing Administrator Coordinators

11.5 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.

11.6 CPU Action in the case of a failed drug test:
In 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.

11.6 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.

11.7 Any lifter who has registered a positive doping control test 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.

11.8 All laboratory results from drug testing are to be sent to the CPU Anti-Doping Committee Chairman and copied to the CPU President.

11.9 All signed doping control forms are to be forwarded to the C.P.U. President to be kept on file and copied to the CPU Anti-Doping Committee Chairman.

11.10 If any random sampling is to be done, it must be performed by the lot number system as outlined in the I.P.F. Drug Testing Appendix.

11.12 When a doping control test has come to its full conclusion, through a negative test, or a positive on which there remains no further chance of appeal, the CPU and/or its provincial affiliates may publish, in any publication, the results of the testing, including names of those tested and the results of their test, and details of any suspensions imposed.

11.13 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."

OUT OF COMPETITION TESTING

11.14 Out-of-Competition doping control is defined as unscheduled tests which are administered at any time outside of competitions, on "no notice" basis.

11.15 All Out-of-Competition doping controls shall be conducted on behalf of the C.P.U. by the Independent Testing Administrator or it's successor in accordance with WADA Procedures, IPF Anti-Doping Rules and also will reference the recommendations and guidelines of the Canadian Anti-Doping Program."

- 11.16 All CPU members are subject to Out of Competition testing as a condition of membership and will remain eligible for testing up to 18 months beyond the expiration of their latest CPU membership
- 11.17 As part of the CPU Out-Of-Competition testing Program, CPU members 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.
- 11.18 The CPU reserves the right to execute 'Advance Notice' drug testing in accordance with clause 6.29 of the Canadian Anti-Doping Program
- 11.19 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.

GENERAL

- 11.20 CPU members intending to compete in IPF Regional, Continental or World Championships will be permitted to apply to the CPU's Independent Testing Administrator for Therapeutic Use Exemptions (TUE) for prescribed medications that are on the current WADA Prohibited Substance List, as long as they have a current membership in good standing

CPU members intending to compete at the National level and below, may undergo a medical review to validate and permit the use of prescribed medications for therapeutic reasons. There is no requirement for an athlete to obtain a medical review until a positive test is reported by the Independent Testing Administrator.

If an athlete is notified by the CPU of a positive test, the CPU will request the athlete to submit the required material for a medical review.

The medical review will be granted by provided the athlete satisfies all of the conditions set out below:

- the athlete demonstrates by means of appropriate documentation that he or she has a medical diagnosis made by a licensed physician prior to sample collection;
- the athlete has a prescription signed by a licensed physician prior to sample collection consistent with the finding;
- the athlete provides appropriate confirmation that he or she is being followed and monitored by a licensed physician to ensure the treatment plan matches the diagnosis;
- the athlete should declare the use of the prescribed medication on the Doping Control Form.

The Independent Testing Administrator may have the information provided by the athlete reviewed and evaluated by a physician.

Medical reviews will be performed promptly following the athlete's notification by the CPU, that a medical review is required. The medical review will not be commenced until all the information listed above is submitted in a legible format. The material submitted by the athlete will be returned to the athlete after the medical review is completed.

- 11.21 Once a decision has been rendered in any TUE or Medical Review application, the decision is not open to appeal by the applicant."
- 11.22 In addition to urine collection and testing, the CPU reserves the right to execute In- Competition and Out-Of-Competition blood collection and testing as provided by its Independent Testing Administrator
- 11.23 When an athlete receives a positive test, their results stay in the historical database, but with a notation of "DV" Doping Violation regarding their positive test.

12.0 PENALTIES

- 12.1 a) The CPU shall follow the IPF Anti-doping rules and the WADA code as outlined at:
http://www.wada-ama.org/Documents/World_Anti-Doping_Program/WADP-The-Code/WADA_Anti-Doping_CODE_2009_EN.pdf
- b) Reinstatement
1. Any person who has been suspended for a drug related offence must apply for reinstatement, and shall be required to pay a fine 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 Canadian Centre for Ethics in Sport
 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 Lifters who refuse to submit themselves to a doping control test shall be suspended from the CPU for life.
- 12.3 If any sample, or any documentation pertaining to that sample, is determined to have been the subject of tampering by the lifter, regardless of the lab result, that sample will be considered positive. If a sample which tests positive is also the subject of tampering, this will constitute an additional offense, and will be dealt with as follows:
The penalty for a first-time positive which has been tampered with by the lifter shall be treated as a second offense. Any lifter who tampers with either his doping control sample or the documentation pertaining to it, shall automatically receive a life suspension from the C.P.U.
- 12.4 The CPU Board of Directors shall make the final decisions in all doping control cases.
In the event of an appeal by the athlete, the CPU Board of Directors shall serve as the appeals board. All time guidelines and procedures specified in the the Independent Testing Administrator Standard Operating Procedure Manual shall be followed.
- 12.5 All persons must disclose all information regarding current suspensions from organizations referred to in Bylaw 11.6 when applying for 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.
- 12.6 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 C.P.U. President. The organizing association cannot penalize lifters or officials from other provinces.
- 12.7 All lifters, officials, or provincial associations have the right to be heard before the C.P.U. Board of Directors decides upon any penalties to be imposed.
- 12.8 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 C.P.U. President, and the Executive Council will decide what punishment to impose upon the lifter.
- 12.9 A lifter cannot participate in competitions organized under C.P.U. rules for a period to be determined by the C.P.U. 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.
- 12.10 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.

12.11 For serious offenses, such as false accusations of dishonour or dishonesty against a lifter or official, permanent expulsion may be decided by the C.P.U. Executive Council by a majority vote.

12.12 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.

12.13 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 .

12.14 The term "Official", wherever it may appear in this Article, shall be deemed to include all persons appointed by the C.P.U. or by the organizing committee of a championship, to act in any official capacity during the whole, or any part of, that championship.

12.15 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

12.16 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 C.P.U. Executive Council of C.P.U. and hosting organization expenses that cannot be refunded. This may include deductions for refunds on travel expenses, and unnecessary local transportation and accommodation expenses.

13.0 FINANCE

13.1 The Executive Council shall present an audited statement, closing the book, on the date of the Annual General Meeting.

13.2 C.P.U. Subscription Fees:

a) Provincial Affiliation Fee	\$500.00
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	45.00
f) Classification Awards Badges	7.00
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) Classification Awards Badges: payment in full to accompany each order.
- e) 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 C.P.U., 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 I.P.F. If the I.P.F. Media Committee cannot obtain a signed contract, and waives its rights, those rights must pass to the C.P.U. If within a three month period the C.P.U. fails to procure a contract, the meet director/promoter may negotiate a media contract. Regardless of the agreed-upon fee, the I.P.F. will receive 25 %, the C.P.U. 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 C.P.U. 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 in Canada shall meet the specifications stated in the official I.P.F. Technical Rules Handbook.
- 14.2 Any changes in equipment specifications which have been adopted and approved by the I.P.F. Congress shall be deemed to have been simultaneously adopted and approved by the C.P.U.

15.0 OFFICIATING

- 15.1 The rules governing powerlifting competitions in Canada are those stated in the official I.P.F. 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 C.P.U. 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 C.P.U. or I.P.F. 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 C.P.U. or I.P.F. 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 C.P.U. 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 National Referees must referee one nationals and attend the accompanying rules clinic with a 3 year period coinciding with the CPU election period.

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 record a total at either a Western, Eastern or Central Championships within the previous two years of their respective national championships. (to start with the 2016 Easterns/Westerns)
- 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. Currently these include Sub-Junior (14-18), Junior (14-23), Open (any age), Master I (40-49), Master II (50-59), Master III (60-69) and Master IV (men only) in three lift powerlifting. Also, teams will be selected for the Single Lift Bench Press championships, in Open, Junior and Master (age groups as listed previously). Any additional category of competition that may be added by the IPF or a regional federation at a later date shall be deemed to be automatically included in the above.
- 17.3 A lifter must lift, in either Powerlifting or Bench Press, at the Nationals for that said year, if they wish to compete at the corresponding IPF World Championships, NAPF Championships or Commonwealth Championships. In the event that a full team cannot be filled from those who participated at Nationals for that said year, a lifter who missed Nationals due to unforeseen circumstances may apply to the CPU Executive for consideration for their inclusion on a national team, provided that the lifter lifted at the previous year's Nationals, and had recorded a national qualifying total in the previous twelve months.
- 17.4 The first place winners from most recent National Championship in each weight class and age category shall automatically earn a spot on the National Team. The remaining team members will be chosen based on placing of all non-class winners from the most recent National Championship with all second place finishers

being chosen next going in descending Wilks order, followed by all third place finishers going in descending Wilks order and carrying on until the team is full.

- 17.5 For categories that are contested by the CPU, but not by the IPF, any such category shall be combined with the Open lifters to decide team selections without indication or fees being required.
- 17.6 For categories that are contested by the IPF, but not the CPU, selection shall be made from the lifters of the appropriate ages in the next highest levels of the national championships
- 17.7 A standard agreement will have to be signed by every prospective member of any of the CPU's World Teams. This agreement will contain, but not necessarily be limited to, all of the following elements:

- a) All lifters selected for CPU World teams must notify the CPU President, in writing of their intentions to regarding participation, 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.

- 17.8 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.
- 17.9 When competing for Canada at I.P.F. 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 C.P.U. President. The team member involved shall be informed immediately, in writing, of the nature of the complaint.
- 17.10 For any IPF Championships where the applicable National Championships are less than 6 weeks prior to the World Championships, the National event results from the year previous will be used as the qualifying standard.
- 17.11 For the purpose of qualification on international teams, all Open Men and Women Classic athletes will be subject to a minimum Wilks (see appendix A) in addition to winning their weight class at the most recent National Championships. The minimum Wilks will be classified under two divisions: International A Wilks and International B Wilks. For the Classic World Championships event, athletes must meet the "International A Team" Wilks standard. For any other International team, including the North American Powerlifting Championships, Commonwealth Powerlifting Championships, Arnold Sports Festival, or the like, athletes must meet the "International B" Wilks Standard to be eligible to compete. For any international teams, the priority shall be placed on those athletes who have achieved the "International A Team" Wilks standard, assuming they have met all other qualification standards for international meets as set out in the CPU Policy

and Procedures. For clarity, no other age group will be subject to a minimum Wilks for international teams (Sub-Junior, Junior, or Master) or equipped divisions.

- 17.12 The class winner at the most recent Nationals who achieves the “International A Team” Wilks standard will be given the priority over any other candidate to compete at all international events. If the class winner forfeits their spot on an international team, the selection criteria will then default to all second place winners based on the highest Wilks as outlined in 17.4. Only the athletes below the class winners who have achieved the “International A Team” Wilks standard or higher will be considered for the Classic World Championships team. Similarly, only the athletes below the class winners who have achieved the International B Team” Wilks standard or higher will be considered for international teams that exclude the Classic World Championship.
- 17.13 If an athlete wins their class at Nationals of the most recent year, but does not achieve the “International A” standard, then they are not eligible to compete at the Classic World Championships, and the process of 17.4 shall take effect to select the next suitable candidate who has achieved an “International A” Wilks standard or higher. Similarly, if an athlete wins their class at Nationals of the most recent year and does not achieve the “International B Team” standard then they are not qualified for any international teams within that calendar year and process 17.4 shall take effect to select the next suitable candidate. If, however, the most recent National class winners achieves the “International B Team” standard (and not the International A Team standard) then they will be placed as a priority candidate for all other International Teams outside the Classic World Championships.

Minimum Wilks for CPU International Teams

International A Team	Open Female Classic - 390, Open Male Classic - 440
International B Team	Open Female Classic - 350 Open Male Classic - 400

18.0 COACHING

- 18.1 For the Open, Master, Junior/Sub-Junior and Open Bench Press World Championships, the C.P.U. 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 Head Coaches of C.P.U. National Teams at international competitions shall be eligible for reimbursement in amounts as per the CPU Budget. Teams must have a minimum of 3 members, not including the coach, for reimbursement to be applicable.
- 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 C.P.U. 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.

19.0 I.P.F. CONGRESS

- 19.1 A special fund shall be maintained to cover up to 100 % of travel, accommodations and meals for the C.P.U. president or the C.P.U.-appointed delegate to attend the annual I.P.F. Congress.

APPENDIX "A" - Nationals Qualifying Standards

MEN'S POWERLIFTING STANDARDS

Wt. Class	53kg	59kg	66kg	74kg	83kg	93kg	105kg	120kg	120+kg
Elite	520.0	577.5	637.5	695.0	750.0	797.5	837.5	870.0	892.5
Master	477.5	530.0	585.0	640.0	690.0	732.5	770.0	800.0	820.0
Class I	437.5	485.0	535.0	585.0	630.0	670.0	702.5	730.0	750.0
Class II	395.0	440.0	485.0	527.5	570.0	605.0	635.0	662.5	677.5
Class III	337.5	375.0	415.0	452.5	487.5	517.5	545.0	565.0	580.0
Class IV	312.5	347.5	382.5	417.5	450.0	477.5	502.5	522.5	535.0
Class V	285.0	317.5	350.0	382.5	412.5	437.5	460.0	480.0	490.0

WOMEN'S POWERLIFTING STANDARDS

43kg	47kg	52kg	57kg	63kg	72kg	84kg	84+kg
312.5	330.0	357.5	382.5	415.0	455.0	500.0	525.0
285.0	300.0	325.0	350.0	377.5	415.0	455.0	477.5
255.0	270.0	292.5	315.0	340.0	372.5	410.0	442.5
227.5	240.0	260.0	280.0	302.5	332.5	365.0	377.5
195.0	210.0	227.5	245.0	265.0	292.5	320.0	337.5
170.0	182.5	195.0	210.0	227.5	250.0	275.0	290.0
142.5	152.5	165.0	177.5	190.0	210.0	230.0	242.5

MENS BENCH ONLY STANDARDS

Wt. Class	53 kg	59 kg	66 kg	74 kg	83 kg	93 kg	105 kg	120 kg	120+
elite	120.0	140.0	152.5	165.0	180.0	187.5	197.5	205.0	215.0
master	110.0	127.5	140.0	152.5	165.0	172.5	182.5	187.5	197.5
class 1	95.0	112.5	125.0	137.5	150.0	157.5	167.5	172.5	180.0
class 2	82.5	97.5	107.5	120.0	130.0	137.5	145.0	150.0	157.5
class 3	72.5	85.0	95.0	105.0	115.0	120.0	127.5	132.5	137.5
class 4	62.5	75.0	82.5	90.0	100.0	105.0	110.0	115.0	120.0
class 5	550.0	65.0	72.5	77.5	87.5	90.0	95.0	100.0	105.0

WOMENS BENCH ONLY STANDARDS

43 kg	47 kg	52 kg	57 kg	63 kg	72 kg	84 kg	84+
60.0	62.5	67.5	72.5	80.0	85.0	92.5	97.5
55.0	55.0	60.0	67.5	72.5	77.5	82.5	87.5
47.5	50.0	55.0	60.0	65.0	70.0	77.5	82.5
40.0	42.5	47.5	52.5	57.5	60.0	67.5	70.0
37.5	40.0	40.0	45.0	50.0	52.5	60.0	62.5
30.0	32.5	35.0	37.5	42.5	45.0	50.0	52.5
27.5	27.5	30.0	32.5	35.0	37.5	42.5	45.0

Required Totals - Men and Women

National Level	Equipped	Unequipped
Open	Class I	Class II
Sub-Junior	Class IV	Class V
Junior	Class III	Class IV
Master 40-49	Class II	Class III
Master 50-59	Class III	Class IV
Master 60-69	Class IV	Class V- men None- women
Master 70+	none	None

Required Totals - Men and Women

Regional Level	Equipped	Unequipped
Open	Class II	Class III
Sub-Junior	Class V	none
Junior	Class IV	Class V
Master 40-49	Class III	Class IV
Master 50-59	Class IV	Class V
Master 60-69 (female 60+)	Class V	none
Master 70+	none	none

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 an 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.