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## CHAPTER 1 – Glossary of Terms

### 9. DEFINITIONS

For the purposes of this Policy, the following terms mean:

- a) **“Activity or Event”** means day to day CAS, PTSO, or Affiliated Organization’s events, activities including conferences, meetings, workshops, teams’ meetings, exhibitions, competitions, trials, or selection events, training camps, and any other events, activities sanctioned or organized by CAS, a PTSO, or Affiliated Organization.
- b) **“Athlete”** means any individual participating in the sport of artistic swimming, for recreational enjoyment or competitive purposes, who is registered with CAS, BCAS, or an Affiliated Organization.
- c) **“Affiliated Organization”** means any recreational or competitive club or league that delivers artistic swimming programs and has fulfilled the requirements of registration as required by CAS and BCAS and has paid any associated registration fees to CAS or BCAS.
- d) **“BCOC”** means BC Officials Committee.
- e) **“BC UCC”** means BC Universal Code of Conduct.
- f) **“Board”** means the Board of Directors of CAS, BCAS, or an Affiliated Organization, as applicable.
- g) **“CAS”** refer to Canada Artistic Swimming.
- h) **“CEO”** means the CAS Chief Executive Officer.
- i) **“Coach”** means an individual certified by the Coaching Association of Canada (“CAC”) and registered with CAS or BCAS as an artistic swimming coach.
- j) **“Complaint”** means a complaint filed with the CAS Independent Complaint Assessor, the BCAS Case Manager or provincial Sport Integrity Unit in accordance with the applicable Discipline and Complaint Policy and Procedure.
- k) **“Confidential Information”** means information known to the Individual by virtue of his or her connection to the Organization or an Affiliation Organization, whether or not marked “confidential”.
- l) **“Discipline and Complaint Policy and Procedure”** as the meaning defined in the Discrimination, Harassment and Maltreatment Policy.
- m) **“Discrimination”** means unlawful discrimination including but is not limited to, discrimination on the basis of race, colour, national place of origin, ancestry, sex (including pregnancy), religious beliefs, age, physical or mental disability, sexual orientation, gender identity or expression, family or marital status, or any other ground or characteristic protected under applicable provincial human rights legislations.
- n) **“Executive Director”** means the Executive Director of BC Artistic Swimming.
- o) **“Family Member”** includes a spouse, partner, natural or adoptive parent, grandparent, child or step-child, sibling, aunt, uncle, nephew or niece, the parents or close relatives of a spouse or partner, people who are in an intimate relationship and people who permanently reside together or are financially dependent on each other.
- p) **“Harassment”** as the meaning defined in the Discrimination, Harassment and Maltreatment Policy.
- q) **“Independent Complaint Assessor or ICA”** means the independent third party contracted by CAS to manage Complaints and /or Reported Incidents under the CAS Discipline and Complaint Policy and Procedure.
- r) **“Individuals”** means any individual that has fulfilled the requirements of registration as required by CAS or BCAS as well as all individuals engaged on a volunteer or contractual basis in a CAS, BCAS or Affiliated Organization’s Activity or Event. Individual includes but is not limited to Registrants,

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Athletes, Coaches, Employees (subject their applicable HR policy) Officials, volunteers, person in leadership, directors, parents, spectators, team managers, team captains, Support Personnel, contractors and suppliers, as applicable.

- s) **"LTAD"** means the Long Term Athlete Development Framework and pathway developed by CAS.
- t) **"Major Infractions"** means infractions described in the Organizations' Policies. Major Infractions are behaviors more severe than Minor infractions that may result into more harm and aggravating consequences. Major Infractions include major breaches of the Organizations' Policies.
- u) **"Maltreatment"** means volitional acts that may be physical or psychological resulting in harm or the potential for physical or psychological harm. Any of the various prohibited behaviours and conduct described in this Policy.
- v) **"Member"** means a PTSO registered with CAS.
- w) **"Minor"** means a person in British Columbia under the age of 19 years or, where applicable, a person who is under the age of majority and meets the definition of a child for the purposes of protection in the province or territory.
- x) **"Minor Infractions"** means infractions described in the Organizations' Policies and constitutes breaches that either cause minor or no aggravating consequences or harm as determined by the Independent Complaint Assessor, BCAS Case Manager, provincial complaint triage officer, provincial Sport Integrity Unit, or an external investigator appointed by the ICA or the BCAS Case Manager upon receipt of a Complaint of Reported Incident.
- y) **"NOC"** means National Officials Committee.
- z) **"Officials"** means all judges including practice judges, referees and scorers recognized by FINA, CAS or BCAS.
- aa) **"Organization(s)"** means separately or collectively CAS, PTSOs, or Affiliated Organizations and also includes any Organization that is adopting this Policy and Organizations that may be subject to this Policy.
- bb) **"Parents"** refers to parents or guardians of a person registered with BCAS or an Affiliated Organization;
- cc) **"Person in Leadership"** means the Executive Director or authority withing CAS, BCAS, and Affiliated Organization , or Sport Partner.
- dd) **"President"** refers to the President of CAS, BCAS or an Affiliated Organization, as appropriate.
- ee) **"Provincial Territorial Sports Organization or PTSO"** means the CAS recognized provincial and territorial sport organization responsible for artistic swimming in its geographic territory.
- ff) **"BCAS Complaint triage officer, Case Manager"** means an independent third party contracted by BCAS to manage Complaints and /or Reported Incidents under the BCAS Discipline and Complaint Policy and Procedure.
- gg) **"Registrant"** means any Affiliated Organization or Individual that has fulfilled the registration requirements in CAS or PTSO's By-Laws and has paid any associated registration fees to CAS or a PTSO.
- hh) **"Related Party(ies)"** includes a close family member, a relative or friend, associate, a person under its care or responsibility, a close client, partner, a corporation controlled by any individual subject to the Organization's Conflict of Interest Policy or any corporation or enterprise in which such Individual have a significant interest.
- ii) **"Reported Incident"** means an incident reported with the CAS ICA or the PTSO's Complaint triage officer in accordance with their applicable Discipline and Complaint Policy and Procedure.
- jj) **"Respondent"** means an Individual who is alleged to have engaged in Discrimination, Harassment or Maltreatment and thereby to have violated the UCCMS and the Organizations' Discrimination, Harassment or Maltreatment Policies.

- kk) ***“Sport Integrity Unit”*** means an independent third-party organization in British Columbia that managed Complaints and/or Reported Incidents within the provincial jurisdiction.
- ll) ***“Sport Partner”*** means a sport organization that CAS, a PTSO or Affiliated Organization works with or partners with to deliver its Events and Activities.
- mm) ***“Support Personnel”*** means any person other than a Coach supporting the development of an Athlete at all LTAD stages including fitness trainer, sport science specialists, health care practitioners and specialists affiliated with or recognized by CAS, BCAS, an Affiliated Organization or a Sport Partner.
- nn) ***“UCCMS”*** means Universal Code of Conduct to Prevent and Address Maltreatment in Sport.
- oo) ***“Vulnerable person”*** refers to persons who, because of age, disability, or other circumstances, whether temporary or permanent, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by a person in a position of authority or trust relative to them including children, youth and people with physical, developmental, or other disabilities.