

Investigation and Discipline

Investigation and discipline process for concerns of abuse, harassment, bullying and discrimination is outlined in the [Harassment Policy](#).

Disciplinary outcomes are dependent on the *nature of the offending* action leading to the required discipline.

In the case of proven complaints arising from behaviour outlined in the Harassment Policy, the sanctions outlined within conclusion of the investigation process will be applied.

Medium and minor issue investigations and outcome decisions will be led by (an) individual(s) appointed by AOA as outlined in the Harassment policy.

Independent investigations of major issues contact:

Canadian Sport Helpline: 1-888-83-SPORT (77678), info@abuse-free-sport.ca, <http://abuse-free-sport.ca/en/>

Educational Resources:

What is harassment and abuse in sport? <https://www.youtube.com/watch?v=ZW1D9SVTOJE>

[Harassment in Sport - Blog Series](#) – CCES Blog

[Bullying has no place in sport](#) – CCES Blog

[Harassment in Sport Blog Series \(Coach Resources\)](#) – Coaching Association of Canada

[Respect in Sport](#) – Respect Group

[Canadian Centre for Child Protection](#) – Resources and Education

[Abuse and Bullying](#)

Prevention resources and help for victims of bullying, family violence, sexual abuse and exploitation and child and elder abuse.

[Family violence prevention - Resources](#)

Get information in many languages to help identify, prevent and deal with abuse and family violence.

[Fact Sheet - Sexual Harassment in Sport and Recreation](#)