

CANADA
Province of Québec
District: Montreal
File No. 500-06-

500-06-001134-218

SUPERIOR COURT
(Class Action Division)

CHLOE ISAAC, residing and domiciled at 5655 Vallerand Street, in the City of Brossard, in the Judicial District of Longueuil, in the Province of Quebec

-and-

GABRIELLE BOISVERT, residing and domiciled at 2537 du Lac-Côté Road in the City and District of Québec, in the Province of Quebec

-and-

ERIN WILLSON, residing and domiciled at 513-801 King Street West, in the City of Toronto, in the Province of Ontario

-and-

SION ORMOND, residing and domiciled 8 Dodie Street, in the City of Aurora, in the Province of Ontario

-and-

GABRIELLA BRISSON, residing and domiciled at 502 8A Street NE, the City of Calgary, in the Province of, T2E 4J5;
Petitioners

vs.

**ORIGINATING APPLICATION
FOR AUTHORIZATION TO
INSTITUTE A CLASS ACTION
AND TO OBTAIN THE STATUS
OF REPRESENTATIVE**

**CANADA ARTISTIC SWIMMING /
NATATION ARTISTIQUE CANADA**, a company registered pursuant to the Canada Not-For-Profit corporations act, with its head office located at 700 Industrial Avenue, Suite 401, in the city of Ottawa, in the Province of Ontario.

Respondent

**ORIGINATING APPLICATION FOR AUTHORIZATION TO INSTITUTE A CLASS
ACTION AND TO OBTAIN THE STATUS OF REPRESENTATIVE**
(Articles 574 et seq. C.C.P.)

**IN SUPPORT OF THE PRESENT ORIGINATING APPLICATION FOR
AUTHORIZATION TO INSTITUTE A CLASS ACTION AND TO OBTAIN THE STATUS
OF REPRESENTATIVE, PETITIONERS RESPECTFULLY SUBMIT THE
FOLLOWING:**

I. INTRODUCTION

1. Petitioners are amateur athletes and former members of Canada's national artistic swimming team (formally known as synchronized swimming). The Petitioners ask for authorization to represent the members of Canada Artistic Swimming's national team (the "**National Team**") who were subjected to psychological abuse, neglect and harassment, including sexual and racial harassment by coaches and staff working at the request and under the control and supervision of the Respondent Canada Artistic Swimming ("**CAS**").

2. CAS is a Federally funded, not-for-profit corporation and the national governing body for the sport of artistic swimming.

3. Respondent CAS, has a long and shameful history of failing to provide its athletes with a safe and respectful training environment. Indeed, as more fully detailed below, CAS has long ignored the psychological abuse, neglect and harassment of the athletes of its national team (the "**National Team**") at the hands of successive head coaches and other CAS staff members.

4. CAS operates its National Team training program at facilities located within the Institut national du sport du Québec ("**INS**") in Montreal. CAS is responsible for the National Team and, among other things, hires and supervises its coaches and other support staff for the training program.

5. The Petitioners were all between 17 and 24 years old when they were on the senior National Team. Some were chosen to compete and represent Canada at international competitions such as the Pan-American Games, World Championships and Olympic Games. Other National Team members trained as alternates in the hopes of being chosen to represent Canada at international events.

6. Like all National Team members from the last decade, the Petitioners were young women when they came from across Canada to Montreal to train under the care and control of CAS. In so doing, the Petitioners made artistic swimming the focal point of their lives. They sacrificed any chance of a normal social life and instead embraced early mornings, late evenings and exhaustion resulting from the excessive training regimen required by CAS coaching staff. The National Team's volume of training is unmatched in the amateur sports world, with a weekly routine that reached up to 50 hours over six days followed by a single day off. The athletes made these tremendous sacrifices not for financial gain (of which there is little in artistic swimming) but rather for the joy of sport and the hope of one day earning the chance to represent Canada on the world stage.

7. As the Federally funded national governing body for artistic swimming having power, control and discretion over the training and artistic swimming careers of the

members of the National Team, CAS owed a duty of care to these young women, including an obligation to protect their health and wellbeing. Indeed, athletes have the right to participate in sport in an environment that is safe, welcoming, inclusive, ethical, and respectful and protects participants' dignity, rights, and health.¹

8. CAS failed utterly in its obligations to the Petitioners and the other athletes on the National Team to provide an environment free of psychological abuse, neglect and harassment, where these young women could pursue their dreams of excellence at the highest level. Instead, CAS permitted its staff members to psychologically abuse, neglect and harass its National Team athletes time and time again. CAS's failure to meet its obligations to the athletes placed (and continues to place) them in an untenable position: either endure the psychological abuse, neglect and harassment or give up their dreams of representing Canada at the international level.

9. As set out below, the impact of this psychological abuse, neglect and harassment on the National Team members has been both serious and prolonged – it includes, among other things, physical injury, anxiety, depression and disordered eating, which continues to haunt these women for years following their retirement from the National Team.

10. CAS's legacy of psychological abuse, neglect and harassment continues to this day. It is facilitated by CAS's repeated failure to implement appropriate policies, violations of its policies, its reluctance and failure to investigate complaints properly and

¹ RED DEER DECLARATION – For the Prevention of Harassment, Abuse and Discrimination in Sport, February 2019 Available from » <https://scics.ca/en/product-produit/red-deer-declaration-for-the-prevention-of-harassment-abuse-and-discrimination-in-sport/>

take appropriate action in response to complaints, and its overall failure to initiate and foster cultural and institutional change to its toxic training environment and program.

11. CAS's continued disregard for the psychological and physical wellbeing of the National Team athletes recently resulted in the shut down in October 2020 of its Montreal training center to allow an independent review of the National Team training program following complaints from some athletes and external coaches of violations of CAS's Conduct Policy. The Canadian Broadcasting Corporation ("**CBC**") reported that one of the complaints that led to this shut down went so far as to denounce what was described as a "culture of fear and compliance" at CAS. The CBC further reported one external coach as saying, "I'm speaking now because it's enough, and because I'm exhausted and I'm heartbroken and I want better for them. And they deserve better," the whole as more fully appears from the copy of the article published cbc.ca dated October 1, 2020, communicated herewith as **Exhibit R-1**.

12. The independent reviewer engaged by CAS published a report dated October 26, 2020, entitled "Independent Safe Sport Review Report" (the "**Safe Sport Report**"), a copy of which is communicated herewith as **Exhibit R-2**. "Safe Sport" generally refers to a movement to eliminate sexual abuse, psychological abuse, physical abuse, neglect, bullying, and harassment from amateur sport, not only through education but also through the implementation of codes of conduct and effective reporting and disciplining mechanisms. It takes its name from the American *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017*, which was enacted following the revelations of Dr. Larry Nassar's sexual abuse of gymnasts on the US Olympic gymnastics team. Safe Sport has since grown into an international movement covering

all amateur sport, the whole as more fully appears from a copy of the principles of SafeSport International and the relevant page of the Canadian Centre for Ethics in Sport, communicated herewith *en liasse* as **Exhibit R-3**. CAS purports to endorse these principles, as evidenced by the CAS Safe Sport web page, a copy of which is communicated herewith as **Exhibit R-4**.

13. The 2020 Safe Sport Report, and CAS's public reaction to same, is a devastating indictment of CAS. In the Safe Sport Report, the independent reviewer found that:

It became clear through the interview process that there is an overall lack of understanding of the CAS Conduct Policy (referred here as a Code of Conduct) and safe sport initiatives, including the process for filing complaints to the Independent Third Party Officer. [...] there is found to be experiences of psychological abuse, bullying, neglect, sexual harassment, discrimination, and an overall culture of fear. Sexual harassment in the form of misogynistic comments and behaviour, comments that were sexual in nature, and offensive comments was found to be the most prevalent of the above items, along with discrimination which took the form of racial comments, comments based on religious beliefs, and comments based on gender identity.

[Underlining and emphasis added.]

the whole as more fully appears from page 4 of the Safe Sport Report (Exhibit R-2).

14. The Safe Sport Report demonstrates that a significant percentage of the athletes on the National Team reported that there are serious problems with the training environment provided by CAS. More particularly:

- (a) **44%** of the athletes had experienced or witnessed **psychological abuse** by coaches, staff, or other athletes, including **intimidating, humiliating, threatening comments and repeated personal criticism.**

- (b) **39%** of the athletes had experienced or witnessed **bullying** by coaches, staff, or other athletes, including **name-calling and social exclusion**.
- (c) **44%** of the athletes had experienced or witnessed **sexual or other forms of harassment** by coaches, staff, or other athletes, including **misogynistic comments and behaviour, comments that are sexual in nature, and offensive comments**.
- (d) **50%** of the athletes had experienced or witnessed **discrimination** by coaches, staff, or other athletes, including **racial comments, comments based on religious beliefs, and comments based on gender identity**.
- (e) **50%** of the athletes had experienced or witnessed **neglect** by coaches, staff, or other athletes, including **ignoring injury or pain, withholding medical attention, and withholding nutrition**.
- (f) **44%** of the athletes had experienced or witnessed **other violations of the Code of Conduct** by Coaches, Staff, or other Athletes outside by coaches, staff, or other athletes, including in particular **failures to follow up on a concern or complaint submitted by an athlete**.
- (g) **56%** of the athletes felt **that there was a culture of fear within the organization**. The independent reviewer reported that the fear stemmed mainly from **potential retaliation** and the fact that some complaints and concerns were not addressed in an appropriate manner.

the whole as more fully appears from the Safe Sport Report (Exhibit R-2).

15. In contrast, 100% of CAS's coaches and integrated support team staff ("IST") reported that CAS had a strong Safe Sport program and felt support by CAS executives and the Board of CAS on any Safe Sport issues. Only 10% of the coaches and IST acknowledged that they felt a culture of fear within the organization, the whole as more fully appears from pages 15-16 of the Safe Sport Report (Exhibit R-2).

16. The independent reviewer was given no mandate to investigate these allegations, the whole as more fully appears from the Safe Sport Report (Exhibit R-2). Instead, CAS gave the mandate to investigate the Safe Sport formal complaints to another party.

17. In January 2021, CAS announced, without making any portion of the investigation or the report public, that there was "not see sufficient evidence to conclude there is an unsafe training environment in the senior national team program," the whole as more fully appears from the press release of CAS dated January 15, 2021 (the "**CAS Statement'**") communicated herewith as **Exhibit R-5**. The press release went on to add :

While the investigator found that there was insufficient evidence to conclude there is an unsafe training environment in the senior national team program, there was enough evidence in support of several allegations made against one individual to proceed to a disciplinary process.

The discipline process will determine if there was a contravention of the CAS Conduct Policy and, if so, the appropriate sanction, if any. When this process is complete, CAS will communicate any decisions or sanctions that are made at that time. However, at this time, CAS will not comment further on the ongoing process.

[Underlining and emphasis added.]

18. While CAS posted both the full Safe Sport Report (Exhibit R-2) and the CAS Statement (Exhibit R-5) for a brief period on the Safe Sport page of its website, both have since been taken down and are no longer available on CAS's website.

19. With this information, CAS then made no staffing changes. Instead, CAS recklessly and improperly proceeded on the basis that an internal sensitivity training program would fix the toxic culture it had permitted to exist for over a decade. Compounding CAS's significant failure to act appropriately in response to the Safe Sport Report, CAS also allowed the current Head Coach Gábor Szauder ("**Szauder**") to return to coaching the National Team effective January 18, 2021. This decision was consistent with the attitude of CAS and its leadership, which is to deny that psychological abuse, harassment and neglect have no place in sport and are serious issues that cause lasting harm. Indeed, current CAS CEO Jackie Buckingham ("**Buckingham**") was reported as stating the following in response to the revelations of the Safe Sport Report (Exhibit R-2):

Rien de flagrant n'a été signalé par les athlètes. Donc pas d'abus sexuel, pas d'abus physique, pas de bizutage de nos nouveaux athlètes qui sont arrivés au centre en septembre. Cela nous a donné une grande confiance. Le rapport a souligné qu'il y avait d'autres problèmes liés au harcèlement, à la discrimination de même que certains problèmes qui ont été identifiés comme de la négligence. Nous en avons donc discuté tout au long du processus d'examen.

[Underlining and emphasis added.]

the whole as more fully appears from the copy of the article from ici-radiocanada.ca dated November 2, 2020, communicated herewith as **Exhibit R-6**.

20. CAS's denial of the seriousness of the issues raised by athletes and reflected in the Safe Sport Report was predictable. On October 1, 2020, before the Safe Sport

Report was issued, Buckingham was reported as saying: "Our people are not being investigated. Our issues are being investigated... We believe 100 percent in the talent and competence of our coaches and our support team," the whole as more fully appears from the copy of the article from cbc.ca dated October 1, 2020 (Exhibit R-1).

21. Despite the damning conclusions of the Safe Sport Report, CAS permitted the very same leadership and coaching staff, including Szauder, to remain in charge and control over the very athletes who had complained about their conduct. CAS thus failed (once again) to protect the athletes who have entrusted CAS with their training, mental and physical wellbeing and careers.

22. CAS's conduct in this instance should not be surprising. For more than a decade, CAS has failed to foster a safe, respectful environment, free of psychological abuse, neglect and harassment. CAS has allowed, as it continues to allow, its athletes to suffer harm at the hands of the very professionals to whom these young women have entrusted their training and artistic swimming careers, resulting in lasting physical and psychological harm to National Team members. Under the leadership of Head Coaches Julie Sauvé (2009-2012), Meng Chen (2012-2017), Leslie Sproule (2017-2018), and Gábor Szauder (2018-current), the unsafe training environment consistently included a combination of the following:

- (a) **psychological abuse**, including repeated personal criticisms, criticisms of a person's body (body-shaming), intimidating, humiliating, degrading or threatening comments and deliberate denial of attention and support;

- (b) **neglect**, through failing to provide reasonable care and attention to athlete's needs and wellbeing. This includes denying adequate nutrition, withholding medical attention, inadequate supervision, ignoring an injury or athlete's report of pain, knowing about psychological abuse and harassment and failing to report; and
- (c) **harassment**, including sexual and racial comments that were insulting, humiliating, malicious, discriminatory, misogynist and offensive.

23. These problems were known, or ought to have been known, to CAS staff and members of CAS's Board of Directors (the "**Board**").

24. The Petitioners are former artistic swimmers and were members of the National Team at different times from 2010 to 2020. Like so many of their senior teammates and the members of the junior and 13-15 Canadian national artistic swimming teams, they suffered both mental and physical injuries while in Montreal training under the care and control of CAS. The consequences of the psychological abuse, neglect and harassment these young girls and women have experienced continue to adversely impact their lives and relationships for years following their retirement from the National Team.

25. The Petitioners assert that it is time for meaningful change. It is time to begin a new chapter in artistic swimming in Canada. It is time that the physical and psychological health of CAS athletes is no longer subordinated to performance.

26. The culture and conduct of CAS cannot be permitted to continue.

27. In light of CAS's continuous refusal to comply with its legal obligations and its refusal to acknowledge the harm being done through the psychological abuse, neglect and harassment inflicted by its personnel, on behalf of the following class of persons:

"All individuals who trained with the national swimming teams of Canada Artistic Swimming who were subjected to psychological abuse, neglect and harassment by coaches and staff of Canada Artistic Swimming between January 1, 2010, and March 8, 2021."

"Toutes les personnes qui se sont entraînées avec les équipes nationales de Natation artistique Canada et qui ont été victimes d'abus, de négligence et de harcèlement psychologique de la part des entraîneurs et du personnel de Natation artistique Canada entre le 1er janvier 2010 et le 8 mars 2021."

(the "**Class**")

the Petitioners hereby seek an order compelling and directing CAS to implement, apply and follow appropriate governance procedures for a national sport governing body so that the physical and psychological health of CAS athletes is both protected and no longer subordinated to performance and to recover damages for CAS's failure to abide by its duty of care and its violation of their rights under the *Quebec Charter of Human Rights and Freedoms*.

II. THE PARTIES

A. PETITIONERS

28. The Petitioners are former members of the CAS National Team (the "**National Team**"):

- (a) **Erin Willson** ("**Willson**") was a member of the National Team from 2007 to 2013. She trained under three CAS head coaches, the last two of

whom were Julie Sauvé (“**Sauvé**,” 2009-2012) and Meng Chen (“**Chen**,” from 2012-2013).

- (b) **Chloé Isaac (“Isaac”)** was a member of the National Team from 2008 to 2014. She trained under three CAS head coaches, the last two of whom were Sauvé (from 2009-2012) and Chen (from 2012-2013).
- (c) **Gabriella Brisson (“Brisson”)** was a member of the National Team from 2012 to 2018. Brisson trained under two head coaches, Chen (2012-2017) and Leslie Sproule (“**Sproule**,” from 2017 to 2018).
- (d) **Gabrielle Boisvert (“Boisvert”)** was a member of the National Team from 2015 to 2018. She trained under two CAS head coaches, Chen (from 2015-2017) and Sproule (from 2017 to 2018).
- (e) **Sion Ormond (“Ormond”)** was a member of the National Team from 2018 to 2020. She trained under two head coaches, Sproule (2018) and Szauder (2019-2020).

B. THE RESPONDENT

29. CAS is a not-for-profit corporation established under the Canada Not-for-Profit Act, SC 2009, c. 23 (the “**NFP Act**”), with a head office in Ottawa, Ontario, the whole as more fully appears from the report of the Canadian federal corporate database communicated herewith as **Exhibit R-7**.

30. On August 21, 2018, CAS announced that it was rebranding itself from “Synchro Canada” to “Canada Artistic Swimming.” At the time, the CAS press release quoted

CAS CEO Buckingham as saying, “Our new Brand Essence – “Forging unity through diversity” and our key attributes: powerful, creative, dynamic, inclusive and collaborative, define us – and frame the identity of an aligned and focused organization as we move forward,” the whole as more fully appears from the Press Release of that date communicated herewith as **Exhibit R-8**.

31. Since at least January 2010, CAS has administered and continues to administer all training for the National Team at the INS in Montreal, Quebec, and select international sites for short-term training camps and competitions.

III. THE INDIVIDUAL CLAIMS OF PETITIONERS

A. ERIN WILLSON AND CHLOÉ ISAAC

32. Willson and Isaac both swam with the National Team under three head coaches, including Sauvé and Chen.

33. Under Sauvé’s coaching, Willson and Isaac and their teammates were subjected to years of Sauvé’s psychological abuse, neglect and harassment, the whole with the knowledge and complicity of CAS.

34. In an elite-level sport, it is normal and expected that the coaches and staff would be concerned with the weight of the athletes as part of their overall fitness. It is furthermore normal to have weight goals that are commensurate with the athletes’ body composition and type. What was not normal but abusive was Sauvé’s obsession with the appearance of the National Team athletes and the need for them to lose excessive

weight to meet her warped, impractical and unhealthy ideal of the perfect artistic swimmer.

35. Sauvé regularly made negative comments about the athletes' bodies. For example, Sauvé told Isaac that she was "too muscular" and "too fat" and commented on the size of Isaac's legs, which Sauvé deemed too large. Similarly, Sauvé told Willson that her breasts were "too big" for artistic swimming and would make humiliating comments about Willson's breasts in front of the team. Sauvé inflicted similar body-shaming comments on other teammates.

36. Sauvé engendered a culture of fear around weight and its connection to athletes' continued place on the National Team. When they began their tenure with the National Team, Isaac and Willson and their teammates would be weighed with the other members of the team about once every two weeks. However, by 2010, Sauvé forced athletes on the team to be weighed (often by other CAS staff that she would use as her proxies) at least once or twice a week and twice daily (morning and night) during training camps and competitions. Sauvé instituted a "three-strike rule," which meant that if athletes weighed in over the goal weight she had set for them more than three times, CAS would remove them from the National Team. As an example, Willson received several letters warning her that she was over her target weight, including one that was issued to her on April 21, 2011, the day after she had agreed to lower her target competition weight in the hopes of being allowed to swim in competition with the National Team, communicated herewith with other correspondence *en liasse* as **Exhibit R-9**.

37. All the athletes knew that a position on the competition team was never safe and that complying with Sauvé's unhealthy weight targets, which often went beyond their already aggressive contract weights, was essential to keeping their place on the National Team and to earning the right to be allowed to compete at the international level.

38. As a result, to prepare for weigh-ins, Isaac, Willson, and other athletes strictly limited their food and water intake to the significant detriment of their health and training performance. For example, as there was usually a weigh-in on Mondays, Isaac and the other athletes would not eat very much on Sundays. They would also not eat breakfast or drink water before arriving for practice on Monday morning. They would then (before being allowed to eat lunch) train in the pool for hours. Not only did this undermine their performance, but it was extremely dangerous for the athletes. Training without proper hydration without food to fuel the amount of energy being expended may lead to Relative Energy Deficiency in Sports (RED-S). RED-S is a serious illness with lifelong health consequences. Some of the more common effects of RED-S are amenorrhoea and decreased bone mineral density (osteoporosis and osteopenia).

39. Sauvé would watch and continuously comment on what and how much the athletes were eating. When an athlete met Sauvé's unreasonable weight requirements, she praised both the athletes' frame, appearance and performance. Conversely, athletes like Willson and Isaac, who did not look how Sauvé believed an artistic swimmer should look and did not meet the goal weight that she set for them, were verbally harassed and shamed by Sauvé in front of their teammates.

40. Sauv 's preoccupation with the appearance of the athletes on the National Team included physical abuse. For example:

- (a) The athletes that did not meet Sauv 's standards for bodyweight were punished with exercise for being deemed too fat and required to run after the usual training day; and
- (b) Sauv  forced the athletes to train outside in the sun for hours without suntan lotion so that they would look tanned. Unprotected sun exposure is a well-documented cause of skin cancer. Many suffered repeated painful sunburns. Sauv  would verbally harass and berate any athlete who put on sunscreen.

41. Thus, beginning in 2010, Isaac and Willson, like many of their teammates, began to obsess over counting calories and to do everything and anything they could to lose more weight.

42. In 2011, Willson sought help from the nutritionist and sports psychologist hired by CAS to support the National Team. Willson explained that while she ate very little, she was not losing any more weight. Willson told them that she was feeling overwhelmed, distressed and anxious about her weight. She begged for help to get below the goal weight set for her, which she had been unable to achieve. When she could not meet those goals, CAS and Sauv  moved Willson to the "B" team (which competed only at smaller competitions) and told her that when she demonstrated better "spirit" and met her weight goals, Willson might be allowed back on the competition team. Desperate, isolated from friends and family, Willson turned to disordered eating behaviours,

including extreme dieting and food restriction, as well as excessive exercise after normal training hours.

43. Isaac also turned to disordered eating behaviours after also being unable to reach the arbitrary and unhealthy goal weight set by CAS coaches. This included bingeing, purging, and starving herself. She was terrified that all she had earned through the hard work and years she had dedicated to artistic swimming would vanish the second she put her foot on the scale. Isaac was distraught and desperate.

44. Isaac and Willson were hardly the only athletes on the National Team to develop problems while training with Sauv . Disordered eating, anxiety and depression were common among the athletes and an open secret with coaches and staff at CAS. Sauv  made sure the athletes on the National Team understood that how thin they were was at least as important to her and their place on the team as how they performed in the pool.

45. Adding to the pressure on the athletes was Sauv 's constant reminders of the money invested in the National Team. These reminders made the athletes feel even more pressure and shame when they failed to meet Sauv 's demands, including her weight requirements. These reminders were also an implicit threat to Willson, as the agreement signed by members of the National Team going to the 2012 Olympics with CAS (then known as Synchro Canada) stated:

Upon selection to the 2012 Olympic Athlete Pool, I
(the athlete) agree to the
following conditions:

a) To train with the 2012 Olympic Athlete Pool from November 1, 2011, until July 31, 2012 and, if selected to the 2012 Olympic Team, participate in the 2012 Olympic Games.

b) If not selected to the 2012 Olympic Team, I will continue to train with Synchro Canada's Centre of Excellence National Team program until after the 2013 FINA World Aquatic Championships.

c) If am in breach of this agreement, I agree to refund Synchro Canada for the financial investment they have made towards my training and competition experience from November 1, 2011, until the day the agreement is breached. I understand that Synchro Canada's financial investment towards me includes but is not limited to the following costs: facility rental, coach salaries, expert service fees, and travel. I also understand that Synchro Canada will charge me for my share of these costs pro-rated to the day I breach this agreement.

[Underlining added.]

the whole as more fully appears from the Post 2012 Olympic Athlete Agreement, revised May 20, 2011, communicated herewith as **Exhibit R-10**.

46. Thus, Willson (who knew she would be one of the alternates, not selected to the 2012 Olympic Team) was forced to undertake to stay and continue to train with the National Team until after the following year's World Championships or be obliged to pay CAS a significant amount as compensation. This was a serious concern to Willson, a young woman who had put her education on hold to train with the National Team. It left her and the other alternates even more vulnerable to abusive behaviours from the coaches and CAS.

47. In the months leading up to the 2012 London Olympics, Sauvé's behaviour grew even more verbally abusive. Sauvé screamed, criticized, and made humiliating, degrading and threatening comments regularly towards the athletes on the National Team. To support her daughter, Willson's mother complained to CAS's leadership, but CAS dismissed her concerns, the whole as more fully appears from the letter of Karen

Willson dated February 12, 2012, communicated herewith as **Exhibit R-11**. In its response, CAS largely dismissed Ms. Willson's concerns and justified Sauv e's demands on weight loss and excessive sun tanning as necessary for "visual" aspects of the sport, the whole as more fully appear from the letter from then CAS CEO, Catherine Gosselin-Despr es, dated March 9, 2012, communicated herewith as **Exhibit R-12**.

48. In the weeks leading up to the 2012 Olympics, the athletes also reached out to CAS leadership for help. On a conference call with the CAS Board of Directors, the National Team athletes begged the CAS Board to remove or otherwise address Sauv e's behaviour. Each team member took the time to explain their concerns about Sauv e and why they found the prospect of spending six weeks alone with her at the next training camp upsetting, stressful and scary. Despite the team's specific, direct and unequivocal complaints, the CAS Board members refused to take any action other than to put another CAS staff member on deck with Sauv e purportedly to supervise her during the training camp. This measure had little impact, and Sauv e's abusive behaviour continued unabated. Parents also complained, but their cries for help continued to fall on deaf ears at CAS. In June 2012, weeks before the start of the Olympic games that were set to begin in London on July 27, 2012, Isaac and Willson's parents, among others, reached out to CAS, including the president of CAS's Board of Directors, asking CAS to do something to protect the athletes from Sauv e's abuse:

As we discussed in the conference call in March, it was agreed that someone needed to monitor Julie's behaviour every moment during the last training came. I understood that the girls were forced to swim in the outdoor pool in the pouring rain, in 60 degree temperatures, for extended periods of time. At one point, Beadreau had to be lifted from the pool by the girls and carried to the showers because her back muscles had completely seized.

There was no oversight by the coaches as the girls poured warm water on her until she could walk. Has all of this been forgotten?? Are there no steps for corrective action?

Is the Board of Directors aware of the girls current concerns?

[...]

[Underlining and emphasis added.]

the whole as more fully appears from the email of June 1, 2012 from Karen Willson to then CAS CEO Gosselin-Despres communicated herewith as **Exhibit R-13**. Gosselin-Despres acknowledged receipt of Karen Willson's email (see Exhibit R-13), but provided no substantive response.

49. Following the 2012 London Olympics, Willson was placed on medical leave by the Chief Medical Officer for the Canadian Olympic team, who diagnosed Willson with anxiety, depression, eating disorder, sleep disorder and post-traumatic stress disorder. While the leave was supposed to be for six months, after three months, Chen (who had taken over as Head Coach) advised Willson that she needed to return to training if she wanted to go to the 2013 World Championships. Willson thus returned to train with the National Team in Montreal. Within days of her arrival, however, Chen told Willson that she needed to lose weight and "look like an athlete" again. Shortly after that, Willson retired from the National Team in 2013 at the age of 24.

50. Today, eight years after her retirement, Willson still has difficulty speaking about her time on the National Team. She continues to see a psychologist periodically and still suffers from post-traumatic stress disorder and disordered eating. It has taken Willson many years of therapy, as well as study (she is currently pursuing a doctorate at the University of Toronto with the Faculty of Kinesiology and Physical Education, where she

focuses her research on abuse in sport), to come to understand how she was maltreated by CAS and that she was not responsible for this maltreatment. To date, Willson has spent approximately \$2,000 on various therapists and professionals and expects to continue with her treatments for an indefinite period. Willson spent approximately six years on the National Team suffering psychological abuse, neglect and harassment and seeks moral damages in the amount of \$75,000.

51. For Isaac, ultimately, the antidepressants that CAS medical personnel had prescribed did little to help with her depression, anxiety, and disordered eating. When Isaac announced her retirement from the National Team in 2014, CAS offered her the opportunity to send out her last words to the artistic swimming community in the CAS newsletter. She wrote a letter about her positive experiences, but also her disappointments in the sport. CAS CEO Buckingham effectively suppressed Isaac's effort and told Isaac that CAS would not publish her letter. Buckingham said that it was not a place for Isaac to discuss what had disappointed or discouraged her, the whole as more fully appears from the email exchange communicated herewith as **Exhibit R-14**.

52. Isaac stopped taking antidepressants when she retired from the National Team but continued to see a therapist and other professionals periodically in the years following her retirement. Some of this therapy was paid for by the INS, although much of it was paid for by Isaac. It was only in May 2018 that Isaac sought regular support, in this instance from a nutritionist, to deal with her eating disorders. It is only recently that she has not demonstrated disordered eating patterns. Isaac has spent approximately \$5,000 on expenses relating to struggle with disordered eating, including various therapists and professionals with whom she expects to continue treatment for an

indefinite period. Isaac spent approximately five years on the National Team suffering psychological abuse, neglect and harassment and seeks moral damages in the amount of \$62,500.

53. It has taken Isaac years to be able to process and understand the psychological harm that was inflicted upon her while she was training with the National Team. Even today, Isaac continues to have nightmares about Sauvé at least once a month.

B. GABRIELLA BRISSON, GABRIELLE BOISVERT AND SION ORMOND

54. As described above, individual CAS staff and Board members were aware of the toxic environment at CAS under Sauvé. The National Team's courage to demand change before the 2012 Olympics was an opportunity for CAS to facilitate cultural change within the organization to ensure that its National Team would no longer be subject to psychological abuse, neglect and harassment.

55. CAS failed to respond to the serious concerns raised by the National Team. Not only did CAS fail to replace Sauvé immediately, but when Sauvé finally did leave the National Team, CAS never alluded to any maltreatment. In fact, when CAS announced the replacement of Sauvé, it extolled Sauvé and her coaching. CAS also instructed the athletes as to what they were to say in response to media queries about Sauvé's departure, telling them that they should say that her departure was an "administrative" decision taken by CAS, the whole as more fully appears from an internal exchange of emails at CAS as well as from a press release dated October 2, 2012, communicated herewith as **Exhibit R-15, en liasse**.

56. CAS replaced Sauv  with Meng Chen, who had been an assistant coach under Sauv . Chen learned under Sauv  and, predictably, continued the abusive practices of her predecessor.

57. Brisson arrived in 2012 and began her training with the National Team just as Chen was taking on Head Coach duties. Boisvert joined the team a few years later, in 2015.

58. As head coach, Chen continued the psychological abuse practiced by Sauv  by subjecting Brisson, Boisvert, and the other members of the National Team to repeated personal criticism and degrading comments about their bodies and abilities, commitment and performance. Chen would scream at athletes until they broke down and cried in front of her and the team. On other days, Chen would express her displeasure by refusing to speak to athletes as punishment for having displeased her. She ignored the training of Boisvert and other of the National Team athletes entirely when they had not been selected for a competition team.

59. Chen continued Sauv 's pattern of demanding that the athletes reach unrealistic and unhealthy weight goals. The thinnest among these women, many of whom were battling eating disorders, were often extolled by Chen in front of the entire National Team as what an "elite" or "high-performance" swimmer should look like. Chen told the athletes that their weight was holding back their performance. For example, Chen told Brisson that she would be able to get further height out of the water if only she lost belly fat. As a result, many National Team members struggled with the weight requirements, and some escalated to disordered eating as a means of coping with the pressure.

60. Chen's abusive conduct occasionally extended to physical abuse. For example:
- (a) When Brisson was struggling with the full extension of her ankles and knees, once Chen made Brisson sit on the ground with her legs straight out in front of her so that Chen could stand with her full weight on Brisson, with one foot placed above Brisson's knee cap and the other foot on the top of Brisson's foot. While Chen laughed and acted like she was riding a surfboard, Brisson was in so much pain that she thought that her ankles would break.
 - (b) During one period, Chen decided the athletes on the National Team were insufficiently flexible. Chen forced athletes, including Boisvert, to begin their training days by doing two minutes of splits up on blocks, with insufficient time to warm up. This was both extremely painful and put the athletes at risk of serious injury.
 - (c) Chen otherwise used exercise as punishment. Chen set up extra hours of intense cardio training for athletes like Brisson as part of her weight loss mandate, which she imposed on them on top of an already gruelling training schedule. In other instances, Chen stopped athletes in the middle of the training to single out one who she said was not doing a skill correctly. Chen would then stop the training and force the one swimmer to repeat the skill over and over and over, while the rest of the National Team was forced to watch. During these sessions, Chen offered no feedback to the athlete purportedly being corrected that would allow her

to correct what had supposedly been done wrong. Chen simply ordered the National Team member to repeat the skill, again and again, often until the athlete was completely exhausted or in excruciating pain.

There were many moments like this when Chen pushed and exceeded the limits of the National Team's athletes' safety.

61. Occasionally, CAS would send in external professionals purportedly to help the National Team in various ways. For example, while Chen was Head Coach, several external sports psychologists and a communications expert came on separate occasions to meet the athletes. During these meetings with the CAS consultants, the National Team shared their concerns about Chen's abusive conduct and the impact of their training. However, these consultants were rarely, if ever, invited back after their first session to meet the National Team. Furthermore, there was never any follow-up by CAS on any of the National Team's concerns.

62. Chen also neglected athletes' health and safety by forcing National Team athletes to train unsafely, requiring that they do complicated and dangerous routines, patterns and movements for which they were improperly prepared. In artistic swimming, the swimmers move very quickly and swim very close to each other during their routine. Unless they are adequately prepared and practiced, it is easy for one swimmer to get kicked or hit and seriously injured. As a result of Chen's negligence, numerous team members sustained physical injuries, including serious concussions. Chen would also question athletes' injuries and illnesses, accuse them of faking and often force an

athlete to train, even when Chen was told the athlete did not feel capable because of an injury or because she was ill.

63. Boisvert suffered a concussion in March 2017 when she was kicked in the head while training under Chen before the 2017 World Championships in Hungary. Boisvert's injury was followed by five other athletes who all suffered concussions in quick succession in the next few weeks. These injuries were all caused by Chen's negligence. Chen quite simply showed no concern about the athletes' health and safety in the pool. Although the rising number of concussions and other injuries should have alarmed CAS, CAS failed to respond to either the injuries or the concerns the athletes expressed about Chen's dangerous coaching style.

64. In May 2017, only seven out of the twelve athletes on the competition team of the National Team felt healthy enough to compete. This finally brought the members of the National Team to a breaking point. The members of the National Team requested a meeting with CAS Chief Sport Officer Julie Healy ("**Healy**"), the manager of the National Team and Chen to find a way to move forward and train safely. However, the meeting quickly spiralled out of control when Chen began screaming at the athletes, attacking individual athletes and accusing them of being responsible for the team's training going poorly. After several minutes of her screaming at the National Team, CAS staff finally decided to intervene and had to physically pull Chen out of the room while she screamed at the athletes and refused to cease her verbal abuse.

65. Chen's erratic and abusive conduct during the meeting caused a significant amount of stress and anxiety for the athletes, like Brisson and Boisvert, who were

present. CAS's response to witnessing Chen's unhinged and abusive behaviour, however, was only to suspend training for a few days over the weekend.

66. When the National Team returned to the INS training facility in Montreal the following Monday, they found that CAS had left Chen in her role as Head Coach and expected the National Team to continue their training with her. As a result, the competition team members banded together and took the extraordinary action of refusing to train with Chen even though the World Championships were only a few weeks away. CAS was then finally forced to take some action and removed Chen from her position as Head Coach. Publicly, CAS failed or refused to acknowledge the abusive conduct of Chen, instead positioning her departure as a personal leave of absence.

67. Brisson and Boisvert hoped that by standing up to Chen and CAS and demanding change, they would ensure that CAS would no longer allow National Team swimmers to be abused, neglected or harassed. Regrettably, the new Head Coach hired by CAS, Leslie Sproule, continued the culture of abuse and harassment.

68. When Sproule arrived as acting Head Coach in June 2017, several athletes from the National Team, including Boisvert, were still recovering from the concussions they had suffered training with Chen. Notwithstanding their injuries, their continued concussions symptoms and the medical advice given to the athletes, Sproule forced them to begin training again in preparation for the 2017 World Championships in Hungary in July. Sproule also continued the practice of neglecting athletes' health and safety by requiring athletes to perform complicated and dangerous routines, patterns

and movements for which they were improperly trained and prepared. Often Sproule would, it seemed deliberately, give new directions with little explanations or warning. She would ignore or refuse to answer athletes' questions. As a result, the neglect of the National Team's safety continued.

69. In 2017, Brisson suffered a concussion the week before the National Team's competition team flew to Hungary for the World Championships set for July 2017. When she learned of Brisson's injury, Sproule told her if Brisson did not compete in Hungary, the entire National Team would stay home. Not wanting to be responsible for her team (of which she was then captain) being unable to compete, Brisson struggled to accelerate her recovery, putting her health at further risk. To Brisson, it seemed that Sproule did not understand (or believe in) the seriousness of a concussion. Sproule refused to abide by the medical advice that was provided by Brisson's doctors. Brisson struggled to satisfy Sproule's demands while adhering to a semblance of her prescribed concussion protocol. Eventually, Brisson's symptoms (including disorientation in the water) become too severe for her to compete.

70. After the first few months of training with Sproule, the National Team asked for an opportunity to evaluate her coaching before she was officially hired as the new CAS Head Coach to replace Chen. This was allowed by CAS, and many, including Brisson and Boisvert, included in their evaluations serious concerns about Sproule's psychological abuse, neglect and harassment of athletes. Consistent with its repeated and systemic failure to adhere to its obligations as the national governing body for Artistic Swimming, CAS ignored the athlete's concerns and announced that Sproule had been hired to be the new Head Coach to replace Chen on November 2, 2017, the whole

as more fully appears from the CAS press release of that date communicated herewith as **Exhibit R-16**.

71. Brisson never again competed with the National Team after the 2017 World Championships and retired in January 2018. Brisson has never fully recovered from her concussion and still experiences headaches, fatigue, eye strain and reduced concentration. These symptoms were so severe that she was forced to drop out of University. In addition, during her years on the National Team, Brisson suffered panic attacks, which she reported to the National Team's sport psychologist. When she first left the National Team, Brisson's panic attacks abated. However, they resurfaced during her retirement and continue today. Brisson also continues to struggle with her body image and anxiety. Brisson attended therapy with a counsellor for the first time in March 2020 but did not continue after the beginning of the COVID-19 pandemic. Brisson has incurred a loss of approximately \$300 to date for costs related to being forced to drop out of school, and the various therapists and professionals and Brisson expects to continue her treatments for an indefinite period. Brisson spent approximately six years on the National Team suffering psychological abuse, neglect and harassment and seeks moral damages in the amount of \$75,000.

72. In January 2018, Ormond began training as a member of the National Team.

73. After she was officially hired as Head Coach, Sproule continued her abusive coaching style and neglect of the athletes' safety as described above. Indeed, by hiring her in the face of athletes directly raising the abuse they suffered under Sproule, the

CAS validated and confirmed to Sproule that her conduct was acceptable to it as an organization.

74. Desperate, National Team members reached out to CAS leadership for help with a letter dated April 16, 2018:

On behalf of the Members of the Canadian National Team, we are writing to you, to express our concern for how the National team camp unfolded from March 27-31. We would like to address how the behaviours that were exhibited by Leslie during the last camp left us feeling a lack a physical and emotional security while being coached by her. Throughout the entirety of the camp, members of the team were expressing their physical and psychological discomfort. Whether it was a safety concern, or an overall lack of regard for how the team was feeling, we as a collective felt like our opinions and concerns were not being heard and respected by Leslie. We believe for Team Canada to be able to attain podium level performances, that Canadian athletes need to be training in an environment that leaves everyone feeling safe and comfortable.

[...]

On Thursday, March 29 An athlete was throwing up on the side of the pool, Leslie laughed at this and continued to correct her and the team while she was vomiting. This demonstrated a lack of regard for the wellbeing of the athlete. Directly before this, another athlete had received a kick to the head and the Athletic Therapist (Emily) diagnosed her with minor whiplash. She was instructed by the Athletic Therapist to use her discretion when swimming, and if the pain started to increase she should reduce the range of motion, or take small breaks to allow the muscle to stop spasming. On Friday, March 29, The athlete and the Athletic Therapist went to talk to Leslie to inform her of the situation. Leslie remained silent and vague in her responses, leaving the athlete feeling unsure if Leslie understood the severity of the situation. It is extremely important for an athlete to not be afraid to address their concerns about an injury to their coach and know that they have been heard. As it is a safety concern if athletes feel like they are unable to tell the coach the full truth about serious injuries.

[...]

Our concern as athletes is that this type of behaviour demonstrated by our current Head Coach, more so on the day that she was not supervised by Synchron Canada staff members,

has been seen in the past, and is creating anxiety amongst the team going forward into the May camp. We have expressed these concerns before in our camp evaluations with Synchro Canada. Yet we are seeing similar patterns of mistreatment and abuse towards the athletes camp after camp. We as a team do not feel comfortable with the behaviour that is being exhibited and for the safety of the athletes will not continue to deal with it going forward. There has to be a change in her behaviour and she needs to be under supervision.

[Underlining and emphasis added.]

the whole as more fully appears from a copy of the letter that was signed by both Ormond and Boisvert, among others, communicated herewith as **Exhibit R-17**. The athletes concluded their letter asking CAS to ensure that Sproule changed her behaviour and was put under supervision for the next training camp in Calgary scheduled for May 2018.

75. Following this letter, CAS set up a meeting for the National Team with Judi Enns Bradette (“**Enns Bradette**”, President and Chair of the Board of CAS) and Sproule. Boisvert and Ormond left the meeting feeling like CAS believed that it was the fault of the athletes that the training program was not working well and that CAS was not going to make any significant changes.

76. CAS again demonstrated that it was unwilling to change and took no corrective action. More serious injuries resulted. At the May training camp referred to by the National Team members in their letter of April 16, 2018 (Exhibit R-17), Boisvert was kicked in the head so forcefully that her goggles split in two and cut her eye. Boisvert immediately began showing symptoms of a severe concussion. However, Sproule insisted that Boisvert spend the rest of the day at the side of the pool and repeatedly asked if Boisvert was “fine” yet and ready to train.

77. When Boisvert was unable to resume training because her symptoms (including migraines and vomiting) were too severe, Sproule told Boisvert that she would be removed from the competition team unless she recovered fully in five days. Boisvert could not recover that quickly and thus made the heartbreaking decision to return home. Shortly after leaving the training camp, Boisvert wrote CAS CSO Healy and the IST Manager Jennifer Langlois explaining what had happened and how Sproule had neglected her concussion, the whole as more fully appears from the email of May 17, 2018, communicated herewith as **Exhibit R-18**. In her message, after giving a detailed description of what happened, Boisvert said:

When I look back to the past week, I felt that it was hard for me to recover because I was **emotionally exhausted** by all of this. I **felt rush to get better and unrespected** when I was on the side of the pool. I think that the protocol exist for a reason and in this case, there was a lack of understanding. It was really frustrating for me to know that **the coaches didn't believe in the protocol and/or in the AT**. It was hard to explained myself everytime that I wasn't able to complete a stage or that I was send home because I had symptoms. Looking back, I feel it's harder because **we were in the same situation last year before World championship and that it's exactly the same this year**.

[Underlining and emphasis added. Syntax errors in original.]

78. Healy responded only to say that Sproule denied what Boisvert reported. CAS took no action, again disregarding the abuse and injuries suffered by its athletes, the whole as more fully appears from the chain of correspondence (Exhibit R-18).

79. Boisvert spent months at home working on recovering from what proved to be a severe concussion. In early 2019, Boisvert decided that her health would not allow her to continue on the National Team and she retired. Boisvert resent the same message again to Healy. However, this time she also copied CAS CEO Buckingham and Enns

Bradette, the whole as more fully appears from the email of February 22, 2019 communicated as part of the chain in Exhibit R-18 and the letter of the same date in which Boisvert wrote:

[...]

Finally, I think that the relationship between the coaches and the athletes need to improve. During my 4 years on the national team, my main concern was the fear that was instilled on the side of the pool by the coach and as mentioned earlier, the coach made me feel like I was nothing. Because of this, I was scared to talk and to express myself especially because the coaches were making sure that we know that our spot isn't guaranteed at all and that they are in a position of authority. I felt like I wasn't a human being anymore and just an object. I've been through a lot of coaches in my artistic swimming career, but the ones that I've had on the national team weren't bad technically speaking but were heartless. [...]

[Underlining and emphasis added. Syntax errors in original.]

the whole as more fully appears from page 2 of the letter communicated herewith with the cover email exchange *en liasse* as **Exhibit R-19**.

80. Following her letter, Boisvert received a brief email reply from CAS CEO Buckingham stating, "We are a few people and there is much work to do and sometimes it probably looks like we treat athletes "as a group" and not as individuals with individual needs and concerns as we work very hard to get everything done. I am truly sorry for this – it is not intentional. [...]", the whole as more fully appears from the email of February 22, 2019, communicated as part of Exhibit R-19. Enns Bradette (President and Chair of the Board of CAS) wrote Boisvert back a few days later, asking for a telephone call with Boisvert, the whole as more fully appears from the email of March 1, 2020 (Exhibit R-19). This call took place shortly thereafter, and Boisvert felt pleased about how it went. She felt that Enns Bradette had listened. Boisvert was

hopeful that her speaking out would make a difference and improve the training conditions for future National Team athletes.

81. Over the ensuing years, Boisvert has seen doctors, as well as other professionals, including a neuropsychologist and a psychologist. Without any assistance from CAS, she had to identify all these medical professionals on her own. Boisvert continues to suffer from regular migraines, nausea and reduced concentration and for which she receives accommodations (extra time for exams) in school. She struggles with anxiety and body image and only recently managed to gain enough weight to be considered "healthy" by her doctor. Since December 2019, Boisvert has been seeing a psychologist regularly to help deal with these issues. Boisvert has spent approximately \$2,000 on various therapists and professionals and expects to continue her treatments for an indefinite period. Boisvert spent approximately four years on the National Team suffering psychological abuse, neglect and harassment and seeks moral damages in the amount of \$50,000.

82. In late 2018, CAS finally replaced Sproule with a new Head Coach, Gábor Szauder, the whole as more fully appears from the press release dated November 13, 2018, communicated herewith as **Exhibit R-20**.

83. Ormond continued her training with the National Team following Sproule's departure.

84. Soon after Szauder took his place as Head Coach on the pool deck at INS in Montreal, it became clear that CAS would yet again allow the National Team to be subjected to various forms of psychological abuse, neglect and harassment, now at the

hands of Szauder. In fact, It is not clear what, if any, due diligence CAS performed on Szauder before he was hired as Head Coach. A news report published in Slovakia indicates that he had previously been subject to serious complaints of psychological abuse and sexual harassment, the whole as more fully appears from the news article dated November 5, 2020, from a Slovakian newspaper and the Google translation of same communicated herewith *en liasse* as **Exhibit R-21**.

85. As Head Coach of the National Team, Szauder has harassed athletes, including through the use of racial and gender-discriminatory language. This created a disrespectful and unhealthy training environment for Ormond and other National Team members. For example, Szauder said words to the effect that one of the National Team of Indian decent was expendable because there are “billions of people in India,” and she could be replaced.

86. Similarly, Szauder engaged in a repeated pattern of misogyny and sexual harassment, creating an unsafe training environment for the National Team members. Examples of Szauder’s misogynistic and harassing behaviour include but are not limited to sexually charged comments to Ormond and others on the National Team. For example, in front of Ormond or others on the National Team, Szauder said the following:

- (a) that when he was a young coach, he would stay in the dorms at competitions and walk around the hallway in a towel. He further stated that his room was next door to Brazilian and Ukrainian girls and that he would “choose a different side every day.”

- (b) words to the effect of “Grab her harder for the highlights. She’s 24. Don’t you think she’s been grabbed before? Maybe not in the same way, but trust me, she’s been grabbed before”;
- (c) words to the effect of “You should zip up your sweater before you get me all excited”; and
- (d) words to the effect of “You are such a pretty girl when you smile, so why don’t you smile.”

87. At various times, Szauder also made misogynist and discriminatory comments to the entire National Team. For example, he told he told them women are supposed to cook for men; 10,000 years ago, it was men who brought back food so a woman could survive and, If wasn’t for men, they wouldn’t be there now. As another example, Szauder said words to the effect that women aren’t going to keep their looks when they’re older and needed to learn how to cook properly in order to keep a husband.

88. When Ormond and others complained to CAS staff about Szauder’s comments, they were told that Szauder was “European,” as if this somehow justified his misconduct. This ridiculous excuse is reflected in the Safe Sport Report (Exhibit R-2, see comments to questions 4, 6, 7, 8 posed to athletes), in which the reviewer notes that some of Szauder’s conduct was attributed to “cultural differences.” The reviewer concludes that it is “important that everyone involved conduct themselves under Canadian cultural norms and any violations of the Code of Conduct cannot be dismissed due to cultural differences,” the whole as more fully appears from section 10 of the Safe Sport Report (Exhibit R-2).

89. Under Szauder as Head Coach, CAS continued a pattern of demonstrating manifest neglect for the wellbeing of the National Team athletes. This is evidenced, *inter alia*, by the information set out in the Safe Sport Report, in which athletes reported that their injuries and pain were ignored by CAS coaching staff and IST, who also withheld medical attention and nutrition.

90. Szauder accuses team members who complain about injuries of “faking” or lying about their suffering. He forced athletes to train even when training risked exacerbating existing injuries. While they were training in Hawaii in January 2020, Szauder told Ormond and the other National Team members that they were not allowed to see any support staff for any injury or health concern unless it was first approved by him. Szauder told Ormond and her teammates that from now they could not be depressed or injured. Only Szauder could say when they were depressed or injured. Ormond spent the training camp afraid that she would be injured and denied medical assistance.

91. The behaviour of Szauder and the rest of CAS staff in either facilitating or ignoring his behaviour created an environment in which Ormond and other National Team members were scared to report or rest from injuries because they feared it would lead to psychological abuse or losing their spot on the National Team.

92. Szauder also continued CAS’s tradition of accepting and encouraging psychologically abusive coaching styles. Without limiting the generality of the foregoing, Szauder regularly singled out individual athletes, including but not limited to Ormond, for humiliation in front of the team during training, mocking them for their body weights, efforts, training and performance with disparaging comments and sarcasm. Szauder

yelled and screamed at athletes, provoking significant distress in athletes during training sessions.

93. Szauder went so far as to threaten Ormond and others that, unless they performed better, he “would hit them so hard they wouldn’t know what happened.” Ormond understood this statement as a frightening physical threat. Later, CAS staff tried to justify Szauder’s comments to Ormond as purportedly only intending to refer to a “hit” with a demanding training session. Multiple CAS staff witnessed Szauder’s inappropriate behaviour or otherwise became aware of his misconduct and failed to act. CAS, its coaches and staff chose to ignore the inappropriate comments, failed or refused to escalate athletes’ complaints and made excuses for Szauder’s misconduct. Ormond ultimately left the National Team in September 2020.

94. During her exit interview with CAS CSO Healy, Ormond repeated her complaints concerning the misconduct of Szauder that she had witnessed and experienced. Without limiting the generality of the foregoing, Ormond told Healy about how she was afraid when Szauder said he would hit her and other athletes, how he singled out athletes for abuse and humiliation, how he made inappropriate sexual, misogynist and racist comments. When Ormond advised that she was considering filing a Safe Sport complaint about these issues, Healy told Ormond that if she filed a complaint, it would require Ormond to give permission for her “confidential records from various providers” to be released, and she needed “to prepare to be prepared for that to be part of the investigation.” Ormond felt confused (as she believed she had nothing to hide) and at the same time threatened by Healy’s statements.

95. While she was on the National Team, Ormond saw a psychologist to deal with feelings of depression and anxiety. While the psychologist recommended that she speak to a doctor to discuss a prescription for antidepressants, Ormond (who was 19 years old at the time) refused to do so. Having recently left the team, Ormond is still processing the impacts of her experiences. Since October 2020, Ormond has been seeing a psychologist intermittently, but to date the expenses for these sessions have been covered by INS. Ormond expects to continue with counselling for an indefinite period. Ormond spent approximately two years on the National Team suffering psychological abuse, neglect and harassment and seeks moral damages in the amount of \$25,000.

96. Shortly after Ormond's departure, on or around October 2, 2020, CAS suspended training at the INS (as described above). Around that time, allegations of Szauder's psychological abuse and harassment were made public by current and former National Team athletes, the whole as more fully appears from some of the press coverage communicated herewith *en liasse* as **Exhibit R-22**. However, as described in paragraphs 19 to 21 above, while a Safe Sport review was requested, CAS CEO Buckingham publicly stated that it was never intended to be an investigation of CAS coaches or IST. Further, after reading the Safe Sport Report, which found that nearly half the team admitted that they had been subjected to psychological abuse, neglect and various forms of harassment, Buckingham told journalists: "*Rien de flagrant n'a été signalé par les athlètes*" (see Exhibit R-6).

97. Buckingham has been the CEO of CAS since March 2014, the whole as more fully appears from the CAS press release dated March 5, 2014, communicated herewith

as **Exhibit R-23**. Buckingham was thus CAS CEO while both Chen and Sproule were coaches, and she was very aware of the history of concerns raised, usually in desperation, by its National Team. Buckingham's comments in Fall 2020 are entirely consistent with CAS's demonstrated failure to protect its athletes over the last ten years from psychological abuse, harassment, neglect and discrimination. As several news stories over the decade demonstrate, this behaviour was openly discussed, tolerated and even encouraged by CAS, the whole as more fully appears from the selection of those articles communicated herewith *en liasse* as **Exhibit R-24**. Finally, Buckingham's comments are also entirely consistent with CAS's failure to recognize the severe and lasting adverse impact that the conduct of its coaches and staff has had on the physical and mental health of its National Team athletes.

98. It is thus unsurprising that notwithstanding the complaints from swimmers and external coaches, the departures of athletes and the findings of the Safe Sport Report (discussed in paragraph 13 and 14 above) concerning the culture of fear, misogyny, abuse, bullying, and harassment within the CAS National Team, CAS made no staffing changes, authorized Szauder to return to his duties as Head Coach effective January 18, 2021, and ordered the National Team back to training where they continue to be subjected to an environment that does not respect their legal and human rights.

IV. THE RESPONDENT'S LIABILITY

A. CAS BREACHED ITS DUTY OF CARE TO THE MEMBERS OF THE NATIONAL TEAM

99. At all material times, CAS and its employees, agents and representatives owed a duty of care to the Petitioners to create and maintain a safe sport environment that,

among other things, fostered compliance with CAS's Conduct Policy, first adopted in 2007. A copy of the current CAS's Conduct Policy is communicated herewith as **Exhibit R-25**.

100. CAS and its employees, agents, and representatives had regular interactions with the Petitioners and the other National Team members. CAS had a close and direct supervisory relationship with its employees, agents and representatives. CAS was solely responsible for providing or causing the provision of all facilities, policies, standards and programs appropriate to ensure that the Petitioners and other National Team members were offered an environment that allowed them to train safely and free from psychological abuse and harassment.

101. The reasonable standard of care required CAS and its employees, agents and representatives to comply with the standards of behaviour and obligations set out in CAS's Conduct Policy, including, among other things:

- (a) Fostering an environment in which athletes can report misconduct, participate in investigations, and exercise their legal rights without retaliation;
- (b) Taking action to intervene on behalf of athletes whenever an individual becomes aware of misconduct;
- (c) Providing a sports environment that fosters equity, diversity and inclusion in all activities, including setting policies and developing, updating or delivering programs;

- (d) Supporting a sports environment that fosters respect and promotes everyone's dignity and self-esteem;
- (e) Creating and maintaining a sports environment that is free from discrimination, harassment, sexual harassment, bullying and violence, and in which all persons are treated fairly and with respect;
- (f) Encouraging the reporting of all incidents of discrimination, harassment, sexual harassment, bullying and violence, regardless of who the offender may be;
- (g) Requiring directors, officers and committee members to "promote a culture that values complaints and their effective resolution";
- (h) Requiring coaches to "ensure their athletes understand that discrimination, harassment, bullying and violence will not be tolerated, and create a culture of disclosure and reporting at the athlete level"; and
- (i) Requiring persons in leadership and club managers to "maintain an environment where everyone feels comfortable asking questions and raising concerns," "assist people in making a complaint if needed," "ensure that any possible or actual misconduct is investigated promptly and thoroughly," and "impose appropriate disciplinary or corrective measures when misconduct has been substantiated."

the whole as more fully appears from CAS's Conduct Policy (Exhibit R-24).

102. CAS and its employees, agents and servants breached the duty of care owed to the Petitioners. These breaches include, but are not limited to :

- (a) Directly engaging in psychological abuse, discrimination, harassment, and bullying behaviour;
- (b) Failing to act or intervene upon becoming aware of such misconduct;
- (c) Discouraging athletes from pursuing complaints or otherwise stymying their effective resolution;
- (d) Failing to implement the institutional and cultural changes required to provide a sports environment that is free from discrimination, harassment, sexual harassment, bullying and violence, and promotes dignity and self-esteem; and
- (e) Failing to ensure all individuals complied with CAS's Conduct Policy, which was in CAS's sole discretion to do.

103. CAS and its employees, agents, and servants knew or ought to have known that the above conduct was of a kind reasonably capable of causing the damages particularized above. CAS is, moreover, vicariously liable for the acts and omissions and its employees, agents and representatives.

104. By virtue of the relationship between the Petitioners and CAS, being one of trust, reliance and dependency, CAS owed a duty to ensure that the Petitioners were treated

respectfully, fairly and safely in their training environment, to act in the best interests of the Petitioners, and to protect them from the harm described in this action.

105. CAS was solely responsible for, among other things, the standards set out above.

106. The Petitioners had a reasonable expectation that CAS would comply with its obligations, given the assumption of responsibility for the care of the Petitioners, by virtue of:

- (a) CAS's power and authority over the Petitioners, while they were National Team members;
- (b) CAS's unilateral assumption of care for the Petitioners in their training environment; and
- (c) the Petitioners' dependence on CAS.

107. Given the circumstances of the relationship between CAS and the Petitioners, including but not limited to its authority and control over the Petitioners and their athletic careers, CAS undertook to act in the Petitioners' best interests and in accordance with the duty of care imposed on CAS. As a result of the power imbalance between CAS and National Team members, the Petitioners were particularly vulnerable to and at the mercy of CAS's discretion and control.

108. CAS's ability to exercise its power and discretion impacted the Petitioners' legal interests, including but not limited to their career advancement as athletes and participation in international competitions, including the Olympic Games, along with the

benefits related to such advancement and participation. CAS's discretion also directly exposed the Petitioners unfairly and improperly to psychological abuse, neglect and harassment. It was solely within the scope of CAS's discretion to ensure that appropriate policies and procedures were in place and followed to prevent misconduct of this nature.

109. CAS breached its duty to the Petitioners, the particulars of which include the failures set out above.

110. CAS knew or ought to have known that the Petitioners would suffer the damages described above as a consequence of its actions.

B. UNLAWFUL INTERFERENCE WITH RIGHTS UNDER THE QUEBEC CHARTER

111. The *Quebec Charter of Human Rights and Freedoms* (the "**Quebec Charter**") provides that every individual has the right to full and equal recognition and exercise of their human rights and freedoms, without distinction, exclusion or preference based on, among other things, race, colour, sex, gender identity or expression, as well as the right not to be harassed on these grounds (ss. 10 and 10.1 of the *Quebec Charter*). Moreover, every person has the right to the safeguard of their dignity (s. 4 of the *Quebec Charter*).

112. In failing to provide an environment free from psychological abuse, neglect and harassment, when it knew or ought to have known that such psychological abuse, neglect and harassment was ongoing, the Respondent has unlawfully and intentionally interfered with the rights of the Petitioners that are protected by the *Quebec Charter*.

V. THE CLAIMS OF THE MEMBERS OF THE CLASS RAISE IDENTICAL, SIMILAR OR RELATED ISSUES OF LAW OR FACT

113. The Petitioners wish to exercise their rights on behalf of the members of the Class.

114. The personal claims of each of the members of the Class against the Respondent are based on the following facts:

- (a) each Class member was subjected to psychological abuse, neglect and harassment by employees, agents or representatives of CAS by virtue of being members of the National Team at some point since January 1, 2010;
- (b) each Class member necessarily and automatically suffered severe injury as a result of being subjected to psychological abuse, neglect and harassment by employees, agents or representatives of CAS;
- (c) among the common injuries suffered by the Class and other high-performance female athletes subjected to psychological abuse, neglect and harassment, including decreased self-confidence, increased nervousness and fear, anxiety, depression, eating disorders, difficulty forming new healthy relationships, nightmares, suicidal thoughts and the need for professional psychological care;
- (d) whereas for some Class members, the incidences of psychological abuse, neglect and harassment took place more than three years ago, it

is common for athletes to normalize their experiences based upon the observation that psychologically abusive coaching practices were deployed against everyone on the National Team, it is only years later that athletes eventually recognized that they were subject to harassment and psychological abuse in their training environment; were able to recognize and understand the wrongful conduct of CAS its employees, agents and representatives; and the adverse impact that the psychological abuse, neglect and harassment had on them, not only when they were training with the National Team, but for years following their retirement from the team;

- (e) each Class member was the victim of unlawful intentional interference with her Quebec Charter rights, thus giving rise to punitive damages in virtue of the *Québec Charter of Human Rights and Freedoms*.

115. In addition, the identical, similar or related questions of law or fact raised by the members of the Class, which the Petitioners wish to have decided by this class action, are:

- (a) Did CAS and its employees, agents and representatives owe a duty of care to the members of the Class?
- (b) What was the applicable standard of care required of CAS and its employees, agents and representatives?

- (c) Did CAS or its employees, agents and representatives breach the applicable standard of care, and if so, how?
- (d) Is CAS vicariously liable towards the Class members for the damages caused to them by its staff members?
- (e) What kinds of injury or damages are commonly suffered by athletes due to being psychologically abused, neglected and harassed (including racial and sexual harassment) by staff members of their federation, including their coaches?
- (f) May the Court determine a minimum quantum of damage that the Class members suffered in common and/or set parameters for the damages suffered by the Class members, based on the gravity of the abuses and the consequences thereof?
- (g) Did CAS unlawfully and intentionally interfere with the rights of the Class members that were protected by *Quebec's Charter of Human Rights and Freedoms*?
- (h) If so, what is the appropriate amount of punitive damages to which the Respondent should be condemned to sanction and deter the conduct in question?
- (i) Is it appropriate for punitive damages to be recovered collectively?

VI. THE COMPOSITION OF THE CLASS MAKES IT DIFFICULT OR IMPRACTICABLE TO APPLY THE RULES FOR MANDATES TO TAKE PART IN JUDICIAL PROCEEDINGS ON BEHALF OF OTHERS OR FOR CONSOLIDATION OF PROCEEDINGS

116. At any one time, there were between 16 and 24 women on the National Team. Some stayed for years, others only a few months. In addition, there were athletes on the junior and 13 to 15-year-old teams who would train under CAS at INS for shorter periods. The names of all these athletes from 2010 are not publicly available.

117. While all the athletes trained at the INS facility in Montreal when they were on the National Team, and it was there that they were subjected to the wrongful conduct complained of herein, they came from and returned to locations all over the rest of Canada.

118. The psychological abuse, neglect and harassment suffered by the National Team perpetrated by CAS employees, agents and representatives took place over at least the last eleven years. During that period, the composition of the National Team was consistently changing. Consequently, many victims do not know one another and have not kept in touch with one another.

119. Victims of psychological abuse, neglect and harassment in sport fear coming forward for various reasons. They are concerned that they will be labelled as weak and unable to tolerate the challenges of training for sport at an elite level. They fear tarnishing the reputation of the sport they loved and their teammates who continue to participate. They may themselves also have ambitions to continue in the sport and other

roles (such as coaching), which they fear will be closed to them if they complain about their national association.

120. Some of the Class members are currently on the National Team and coming forward to claim redress as a petitioner will subject them to the risk of reprisals and the end of their artistic swimming careers, or at the very least their dreams of representing their country at the international level.

121. Under the circumstances, it would be impossible, and undoubtedly difficult or impracticable, for the Petitioners to locate all members of the Class to obtain a mandate to institute proceedings for their benefit.

122. The class action is the only procedural vehicle that will enable all victims of psychological abuse, neglect and harassment while on the National Team to access justice.

123. It would be impossible, as well as disproportionate, to require each member of the Class to institute an individual action. In contrast, a class action allows an economy of resources by having one judge hear all of the evidence and render a decision binding upon the Respondent and all the Class members.

VII. THE PETITIONERS ARE IN A POSITION TO PROPERLY REPRESENT THE CLASS MEMBERS

124. At least one of the Petitioners was on the National Team over the proposed class period spanning the last ten years. Each Petitioner was subjected to psychological abuse, neglect and harassment while on the National Team.

125. The Petitioners have opted for the institution of legal proceedings through a class action in the hopes of obtaining justice for themselves and the many other victims who were their teammates on the National Team (or who remain on the National Team).

126. The Petitioners further seek to change the leadership of CAS to force a change of culture that is so desperately needed. The Petitioners wish for a world where young Canadian women can pursue their dreams of representing their country at the international level, without having to suffer the lifelong consequences of years of psychological abuse, neglect and harassment by CAS, its coaches, staff, agents and representatives, whose role is supposed to be to provide an environment where they can train and excel

127. The Petitioners have provided the undersigned attorneys with all information necessary to institute the present class action.

128. The Petitioners have the time, energy, will and determination to assume all responsibilities incumbent on them to carry out the class action diligently.

129. The Petitioners are acting in good faith and have as their sole goal to obtain justice for themselves and their teammates and a change in culture to improve future Canadian artistic swimmers' experiences at all levels.

130. The Petitioners have participated in drafting the present proceedings and have spent many hours preparing for same.

131. The Petitioners have no conflict with the members of the Class.

132. The Petitioners are represented by two experienced law firms with extensive experience in class actions.

VIII. THE SUPERIOR COURT FOR THE DISTRICT OF MONTRÉAL IS THE APPROPRIATE FORUM FOR THE CLASS ACTION

133. Petitioners suggest that the class action be brought before the Superior Court for the District of Montreal. This is the judicial district in which all Class members resided when they trained with CAS on the National Team. It is the judicial district where CAS's coaches, staff and other representatives committed their wrongful conduct. Moreover, the judicial District of Montréal is where the Class members suffered injury.

134. The present application to introduce an instance is well-founded in fact and law.

WHEREFORE, MAY IT PLEASE THIS COURT TO:

[1] GRANT the present Application for Authorization to Institute a Class Action and to Obtain the Status of Representative;

[2] AUTHORIZE the institution of the Class Action;

[3] GRANT the status of representatives for the purpose of instituting the said Class Action for the benefit of the following group of persons, namely:

“All individuals who trained with the national swimming teams of Canada Artistic Swimming who were subjected to psychological abuse, neglect and harassment by coaches and staff of Canada Artistic Swimming between January 1, 2010, and March 8, 2021.”

“Toutes les personnes qui se sont entraînées avec les équipes nationales de Natation artistique Canada et qui ont été victimes d'abus, de négligence et de harcèlement psychologique de la part des entraîneurs et du personnel de Natation artistique Canada entre le 1er janvier 2010 et le 8 mars 2021.”

(the "**Class**");

[4] IDENTIFY the principal questions of law and fact to be dealt with collectively as follows:

- (a) What was the applicable standard of care required of CAS and its employees, agents and representatives?
- (b) Did CAS or its employees, agents and representatives breach the applicable standard of care, and if so, how?
- (c) Is CAS vicariously liable towards the Class members for the damages caused to them by its staff members?
- (d) What kinds of injury or damages are commonly suffered by athletes due to being psychologically abused, neglected and harassed (including racial and sexual harassment) by staff members of their federation, including their coaches?
- (e) May the Court determine a minimum quantum of damage that the Class members suffered in common and/or set parameters for the damages suffered by the Class members, based on the gravity of the abuses and the consequences thereof?
- (f) Did CAS unlawfully and intentionally interfere with the rights of the Class members that were protected by the *Quebec Charter of Human Rights and Freedoms*?
- (g) If so, what is the appropriate amount of punitive damages to which the Respondent should be condemned to sanction and deter the conduct in question?
- (h) Is it appropriate for punitive damages to be recovered collectively?

[5] IDENTIFY the conclusions sought by the class action to be instituted as being the following:

MAINTAIN the Class Action;

ORDER the Respondent to implement, apply and follow appropriate governance procedures for a national sport governing body so that the physical and psychological health of CAS athletes is both protected and no longer subordinated to performance;

CONDEMN the Respondent to pay to the Petitioner **Erin Willson** the amount of \$2,000, *sauf à parfaire*, in pecuniary damages, plus interest at the legal rate as of the date of the Application for Authorization to Institute a Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

CONDEMN the Respondent to pay to Petitioner **Erin Willson** the amount of \$75,000 in moral damages, plus interest at the legal rate as of the date of the Application for Authorization to Institute a Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

CONDEMN the Respondent to pay to the Petitioner **Chloé Isaac** the amount of \$5,000, *sauf à parfaire*, in pecuniary damages, plus interest at the legal rate as of the date of the Application for Authorization to Institute a Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

CONDEMN the Respondent to pay to Petitioner **Chloé Isaac** the amount of \$62,000 in moral damages, plus interest at the legal rate as of the date of the Application for Authorization to Institute a Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

CONDEMN the Respondent to pay to the Petitioner **Gabriella Brisson** the amount of \$300, *sauf à parfaire*, in pecuniary damages, plus interest at the legal rate as of the date of the Application for Authorization to Institute a Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

CONDEMN the Respondent to pay to Petitioner **Gabriella Brisson** the amount of \$75,000 in moral damages, plus interest at the legal rate as of the date of the Application for Authorization to Institute a Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

CONDEMN the Respondent to pay to the Petitioner **Gabrielle Boisvert** the amount of \$2,000, *sauf à parfaire*, in pecuniary damages, plus interest at the legal rate as of the date of the Application for Authorization to Institute a Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

CONDEMN the Respondent to pay to Petitioner **Gabrielle Boisvert** the amount of \$50,000 in moral damages, plus interest at the legal rate as of the date of the Application for Authorization to Institute a Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

CONDEMN the Respondent to pay to the Petitioner **Sion Ormond** the amount of \$1, *sauf à parfaire*, in pecuniary damages, plus interest at the legal rate as of the date of the Application for Authorization to Institute a

Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

CONDEMN the Respondent to pay to Petitioner **Sion Ormond** the amount of \$25,000 in moral damages, plus interest at the legal rate as of the date of the Application for Authorization to Institute a Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

CONDEMN the Respondent to pay to each member of the Class an amount for moral and pecuniary damages to be determined according to parameters taking into account the nature of the damages and sequels suffered, plus interest at the legal rate as of the date of the Application for Authorization to Institute a Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

CONDEMN the Respondents to pay punitive damages of \$250,000, plus interest at the legal rate as of the date of the Application for Authorization to Institute a Class Action and to Obtain the Status of Representative, as well as the additional indemnity provided for by law in virtue of Article 1619 CCQ;

DECLARE :

a) That all Class members are entitled to be compensated for all of their pecuniary damages resulting from the faults of the Respondent, including, but without limitation, their disbursements pertaining to their therapy treatments;

b) That all Class members are entitled to be compensated for their non-pecuniary damages resulting from the faults of the Respondent, in accordance with parameters to be set by the Court during the trial pertaining to the collective questions;

ORDER collective recovery of the punitive damages claimed herein, and the liquidation of the Class members claims pursuant to Articles 595 to 598 *CCP*;

CONDEMN the Respondent to any further relief as may be just and proper;

THE WHOLE with legal costs, including the cost of all exhibits, reports, expertise and publication of notices.

[6] DECLARE that any member of the Class who has not requested his/her exclusion from the Class be bound by any judgment to be rendered on the Class action, in accordance with law;

[7] **FIX** the delay for exclusion from the Class at sixty (60) days from the date of notice to the members, and at the expiry of such delay, the members of the Class who have not requested exclusion be bound by any such judgment;

[8] **ORDER** the publication of a notice to the members of the Class drafted according to the terms and in the media to be determined by the Court in a further management conference, at the expense of the Respondent;

[9] **ORDER** that the class action be tried in the judicial district of Montreal;

[10] **PERMIT** the use of pseudonyms for the identification of Class members (other than the Petitioners who have chosen to disclose their name) in the proceedings, exhibits, and/or all other documents filed into the court record, to protect their identities;

[11] **THE WHOLE** with legal costs, including the cost of all publications of notices.

Montréal, March 8, 2021

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Montréal, March 8, 2021



Handwritten signature of Carlos Sayao, with the initials 'CS' written to the right of the signature.

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SUMMONS
(articles 145 and following C.C.P.)

Filing of a judicial application

Take notice that the plaintiff has filed this originating application in the office of the Superior Court of Québec in the judicial district of **Montreal**.

Defendant's answer

You must answer the application in writing, personally or through a lawyer, at the courthouse of **Montreal** situated at **1 Notre-Dame Street East, Montreal, Quebec, H2Y1B6** within 15 days of service of the application or, if you have no domicile, residence or establishment in Québec, within 30 days. The answer must be notified to the plaintiff's lawyer or, if the plaintiff is not represented, to the plaintiff.

Failure to answer

If you fail to answer within the time limit of 15 or 30 days, as applicable, a default judgement may be rendered against you without further notice and you may, according to the circumstances, be required to pay the legal costs.

Content of answer

In your answer, you must state your intention to:

- negotiate a settlement;
- propose mediation to resolve the dispute;
- defend the application and, in the cases required by the Code, cooperate with the plaintiff in preparing the case protocol that is to govern the conduct of the proceeding. The protocol must be filed with the court office in the district specified above within 45 days after service of the summons or, in family matters or if you have no domicile, residence or establishment in Québec, within 3 months after service;
- propose a settlement conference.

The answer to the summons must include your contact information and, if you are represented by a lawyer, the lawyer's name and contact information.

Change of judicial district

You may ask the court to refer the originating application to the district of your domicile or residence, or of your elected domicile or the district designated by an agreement with the plaintiff.

If the application pertains to an employment contract, consumer contract or insurance contract, or to the exercise of a hypothecary right on an immovable serving as your

main residence, and if you are the employee, consumer, insured person, beneficiary of the insurance contract or hypothecary debtor, you may ask for a referral to the district of your domicile or residence or the district where the immovable is situated or the loss occurred. The request must be filed with the special clerk of the district of territorial jurisdiction after it has been notified to the other parties and to the office of the court already seized of the originating application.

Transfer of application to Small Claims Division

If you qualify to act as a plaintiff under the rules governing the recovery of small claims, you may also contact the clerk of the court to request that the application be processed according to those rules. If you make this request, the plaintiff's legal costs will not exceed those prescribed for the recovery of small claims.

Calling to a case management conference

Within 20 days after the case protocol mentioned above is filed, the court may call you to a case management conference to ensure the orderly progress of the proceeding. Failing this, the protocol is presumed to be accepted.

Exhibits supporting the application

In support of the originating application, the plaintiff intends to use the exhibits listed on the attached List of Exhibits. These exhibits are available on request.

Notice of presentation of an application

If the application is an application in the course of a proceeding or an application under Book III, V, excepting an application in family matters mentioned in article 409, or VI of the Code, the establishment of a case protocol is not required; however, the application must be accompanied by a notice stating the date and time it is to be presented.

NOTICE OF PRESENTATION

RECIPIENT :

**CANADA ARTISTIC SWIMMING / NATATION
ARTISTIQUE CANADA**, a company registered pursuant to the Canada Not-For-Profit corporations act, with its head office located at 700 Industrial Avenue, Suite 401, in the city of Ottawa, in the Province of Ontario.

Respondent

TAKE NOTICE that this application for authorization to institute a class action will be presented before the Superior Court at the Montréal courthouse, located at 1 Rue Notre-Dame Est, in the city and district of Montréal, on a date to be determined by the coordinating judge of the Class Action Division.

PLEASE ACT ACCORDINGLY.

Montréal, March 8, 2021

Davies Ward Phillips & Vineberg LLP

DAVIES WARD PHILLIPS & VINEBERG LLP

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Montréal, March 8, 2021

Handwritten signature of Carlos Sayao in black ink, with the initials 'CS' written below it.

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Mr. Carlos Sayao

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ATTESTATION

We, the undersigned, attorneys for the plaintiffs, certify in accordance with Section 55 of the *Regulation of the Superior Court of Quebec in Civil Matters*, RLRQ c. C-25.01, r. 0.2.1 that this application for authorization to institute a class action will be entered in the National Class Action Register.

Montréal, March 8, 2021

Davies Ward Phillips & Vineberg LLP

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Montréal, March 8, 2021

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CANADA
Province of Québec
District: Montreal
File No. 500-06-

SUPERIOR COURT
(Class Action Division)

CHLOE ISAAC, residing and domiciled at 5655 Vallerand Street, in the City of Brossard, in the Judicial District of Longueuil, in the Province of Quebec

-and-

GABRIELLE BOISVERT, residing and domiciled at 2537 du Lac-Côté Road in the City and District of Québec, in the Province of Quebec

-and-

ERIN WILLSON, residing and domiciled at 513-801 King Street West, in the City of Toronto, in the Province of Ontario

-and-

SION ORMOND, residing and domiciled 8 Dodie Street, in the City of Aurora, in the Province of Ontario

-and-

GABRIELLA BRISSON, residing and domiciled at 502 8A Street NE, the City of Calgary, in the Province of , T2E 4J5;

Petitioners

vs.

CANADA ARTISTIC SWIMMING / NATATION ARTISTIQUE CANADA, a company registered pursuant to the Canada Not-For-Profit corporations act, with its head office located at 700 Industrial Avenue, Suite 401, in the city of Ottawa, in the Province of Ontario.

**EXHIBITS SUPPORTING THE
APPLICATION FOR
AUTHORIZATION TO INSTITUTE
A CLASS ACTION AND TO
OBTAIN THE STATUS OF
REPRESENTATIVE**

**EXHIBITS SUPPORTING THE APPLICATION FOR AUTHORIZATION TO INSTITUTE
A CLASS ACTION AND TO OBTAIN THE STATUS OF REPRESENTATIVE**

- | | |
|---------------------|---|
| EXHIBIT R-1 | CBC's article published on cbc.ca dated October 1, 2020 and entitled Canada Artistic Swimming closes Montreal training centre amid investigation into allegations of harassment |
| EXHIBIT R-2 | Independent Safe Sport Review Report dated October 26, 2020 |
| EXHIBIT R-3 | Copy of the principles of SafeSport International and the relevant page of the Canadian Centre for Ethics in Sport, <i>en liasse</i> |
| EXHIBIT R-4 | CAS Safe Sport web page |
| EXHIBIT R-5 | Press release of CAS dated January 15, 2021 |
| EXHIBIT R-6 | Radio Canada article published on radio-canada.ca dated November 2, 2020 and entitled L'examen sur Natation Artistique Canada expliqué par sa chef de direction |
| EXHIBIT R-7 | Report of the Canadian federal corporate database |
| EXHIBIT R-8 | Press release of CAS dated August 21, 2018 |
| EXHIBIT R-9 | Letters to Erin Willson, <i>en liasse</i> |
| EXHIBIT R-10 | Post 2012 Olympic Athlete Agreement |
| EXHIBIT R-11 | Letter from Karen Willson dated February 26, 2012 |
| EXHIBIT R-12 | CAS letter to Karen Willson dated March 9, 2012 |
| EXHIBIT R-13 | Email from Karen Willson dated June 1, 2012 and reply from CAS |

- EXHIBIT R-14** Emails between Isaac and Buckingham regarding her retirement letter
- EXHIBIT R-15** Internal exchange of emails at CAS and press release dated October 2, 2012
- EXHIBIT R-16** Press release of CAS dated November 2, 2017
- EXHIBIT R-17** Letter from the Athletes to CAS dated April 16, 2018
- EXHIBIT R-18** Boisvert email to CAS CSO Healy and the IST Manager dated May 17, 2018
- EXHIBIT R-19** Boisvert retirement letter and related emails, *en liasse*
- EXHIBIT R-20** Press release of CAS dated November 13, 2018
- EXHIBIT R-21** Article from a Slovakian newspaper and the Google translation of same, *en liasse*
- EXHIBIT R-22** Press articles regarding Szauder's psychological abuse and harassment, *en liasse*
- EXHIBIT R-23** Press release of CAS dated March 5, 2014
- EXHIBIT R-24** Collection of news articles concerning CAS and the Canadian National artistic swimming team, *en liasse*.
- EXHIBIT R-25** CAS's Conduct Policy dated May 2020

Montréal, March 8, 2021

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Montréal, March 8, 2021



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Montreal

Canada Artistic Swimming closes Montreal training centre amid investigation into allegations of harassment

Emails from club coaches, staff allege culture of silence and compliance

CBC News · Posted: Oct 01, 2020 8:24 AM ET | Last Updated: October 1, 2020



Members of Canada's artistic swimming team compete for the gold medal in the free routine event at the Pan American Games in Lima, Peru on July 31, 2019. (Moises Castillo/The Associated Press)

The Montreal training centre used by the senior national Canada artistic swimming team closed its doors on Monday as an external firm investigates allegations of abuse and harassment.

The team learned the news in a meeting with Julie Healy, Canada Artistic Swimming's chief sport officer. Radio-Canada Sports has obtained a recording of that meeting.

"We're temporarily suspending operations of our full-time training group," Healy is heard saying in the recording.

"We can't continue to operate in an environment where athletes don't feel safe, where coaches do not feel they can work without being accused of being hostile, harassing, abusive."

Healy told Radio-Canada that the investigation was prompted by a series of emails complaining of incidents.

- **'No sport is immune': CBC investigation reveals scope of sexual abuse in Canada's amateur sports over 20 years**
- **Ottawa announces steps to eliminate abuse in sport**

Laura Swift, a coach at Dollard Synchro in Montreal's West Island who is part of the organization, wrote in one email obtained by Radio-Canada that there is a "culture of fear and compliance" at Canada Artistic Swimming.

The problem seems to have come to a head last Thursday at the Olympic Stadium pool in Montreal, when some swimmers were offended by comments made by a coach about Black, Muslim and LGBTQ people.

"I'm speaking now because it's enough, and because I'm exhausted and I'm heartbroken and I want better for them. And they deserve better," Swift wrote.

WATCH | Director of Canada Artistic Swimming breaks the news to athletes:





Canada Artistic Swimming closes training centre amid investigation into abuse

5 months ago | 3:49

The Montreal training centre used by the senior national Canada artistic swimming team has closed its doors as an external firm investigates allegations of abuse and harassment. 3:49

Emails allege problems going back almost two years

Healy said the complaints allege that swimmers were being "forced to keep quiet" about incidents of harassment and abuse, and that they singled her out, along with criticizing the entire organization.

The emails allege that harassment and abuse had been occurring since January 2019.

"Our people are not being investigated. Our issues are being investigated," Canada Artistic Swimming president Jackie Buckingham said in an interview. "We believe 100 per cent in the talent and competence of our coaches and our support team."

She invited swimmers and club coaches to take part in the investigation, and said the athletes were her priority.

Based on reporting by Radio-Canada's Diane Sauv  and Jacinthe Taillon

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Visitez Radio-Canada.ca



Independent Safe Sport Review Report

Senior High Performance Program

Canada Artistic Swimming

Prepared for: Jackie Buckingham – CEO, Canada Artistic Swimming

Prepared by : Ilan Yampolsky – ITP Sport

October 26, 2020



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Introduction

The CEO of Canada Artistic Swimming (CAS) concerned with the recent allegations by some athletes and external coaches of violations of the Code of Conduct, sought to work with a consulting organization who could review the Senior High Performance program and identify recommendations to improve Safe Sport practices. As such, CAS engaged ITP Sport to conduct this review.

This report is being submitted to CAS as per the request of the CEO. The mandate of this review is to recommend Safe Sport improvements based on the analysis of the current practices.

It is important to note that it is not the mandate of this review to accept and investigate complaints. The complaint process must be done through CAS's Independent Third Party.

1. Executive Summary

Following recent allegations by some athletes and external coaches of violations of the Code of Conduct, Canada Artistic Swimming contracted ITP Sport to review the senior high performance program and identify recommendations to improve safe sport practices. It is important to note that it was not the mandate of this review to investigate complaints. The complaint process must be done through CAS's Independent Third Party Officer. This review was strictly to assess the senior high performance program from a safe sport perspective and provide recommendations for improvement. This review focuses on the high performance program from 2019 until present.

ITP Sport conducted confidential information gathering interviews in both official languages with all 18 athletes in the program, 10 coaching and Integrated Support Team (IST) staff, and several external coaches, observers, and other stakeholders of the program, for a total of 35 interviews. A review and analysis of all information collected was completed in order to produce this final report for the CEO and Board of Directors for CAS. The recommendations contained within are based on current best practices in safe sport.

It became clear through the interview process that there is an overall lack of understanding of the CAS Conduct Policy (referred here as a Code of Conduct) and safe sport initiatives, including the process for filing complaints to the Independent Third Party Officer. While this review found no indication that there is any type of sexual abuse, physical abuse, or hazing practices present within the senior high performance program, there is found to be experiences of psychological abuse, bullying, neglect, sexual harassment, discrimination, and an overall culture of fear. Sexual harassment in the form of misogynistic comments and behaviour, comments that were sexual in nature, and offensive comments was found to be the most prevalent of the above items, along with discrimination which took the form of racial comments, comments based on religious beliefs, and comments based on gender identity.

Education on the above issues should be provided to athletes, coaches, IST, and staff by subject matter experts that are external to the organization. This education should be reinforced on an annual basis. It must be clearly established that any sort of reprisal will not be tolerated and that any violations of the Code of Conduct must be reported to the Independent Third Party Officer. The complaint process and the outcome must be transparent to the parties involved. It is also important that everyone involved with CAS conducts themselves under Canadian cultural norms and any violations of the Code of Conduct cannot be dismissed due to cultural differences.

One of the main concerns that arose from the interviews is a clear disconnect between the coaching and IST staff, and athletes on the assessment of the safe sport environment within CAS. There is a breakdown in communication and evident mistrust between the stakeholders in the program.

Building commitment within the program around a safe sport vision and values to rebuild the trust within the team is very important. This should be done at the reintegration of the team to the training center and on a continuous basis. It is recommended to engage the services of a professional mediator when conducting the reintegration process.

While CAS has implemented good policies and procedures, it now needs to focus on education and communication of those important measures and all initiatives designed to ensure a safe sport environment within CAS. It is the opinion of the reviewer that the current environment can be significantly improved if the recommendations in this report are thoughtfully considered and implemented.

2. Confidentiality

The interviews conducted to collect information were confidential and the identifying information of participants will not be shared in this report. Additionally, any examples that were provided by the participants that may be deduced to their identity will not be included. The analysis of the information is presented in a form of aggregated data. Retaliation against anyone interviewed based on this report must be considered as gross misconduct.

3. Methodology

The methodology used in developing this report included the following:

3.1. Development of separate questionnaires for athletes, coaches and the Integrated Support Team (IST) in the program. The questionnaires included both quantitative and qualitative questions. The questionnaires are attached in Appendix A and Appendix B.

3.2. Interviews conducted with all 18 athletes in the program.

3.3. Interviews conducted with 10 coaching and IST staff in the program.

3.4. Interviews conducted with external coaches, observers, and other stakeholders of the program to collect additional information.

3.5. The confidentiality, purpose of the review, and the purpose of the recommendations to be produced were clearly communicated to all those that were interviewed.

3.6. Aggregate and analyze the quantitative data.

3.7. Review and analyze the qualitative information.

3.8. Produce a report based on the analyzed information with recommendations on areas of improvement in Safe Sport.

4. Deliverables

- Conduct confidential interviews in both official languages
- Perform analysis of collected information
- Create a report outlining findings, potential solutions and recommendations
- Present report

5. Analysis of Data Collected from Athletes and Recommendations

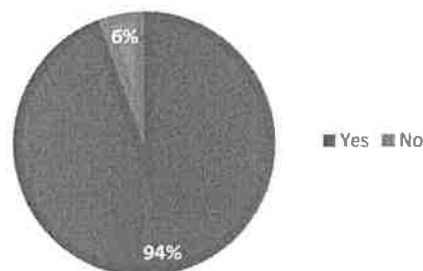
The recommendations below are provided based on the qualitative and quantitative analysis of the questions asked in the interviews. Not all questions are included from the questionnaire, however, answers from all questions were integrated in the analysis and recommendations.

Additional pie charts are presented in Appendix C that exclude information from the new athletes. This was done to identify the perception of new vs. more senior members of the team. No major changes were observed from the data segmentation.

Q1. Are you familiar with the CAS Code of Conduct?

Analysis

While most athletes have indicated that they are familiar with the CAS Code of Conduct, after asking specific questions from the Code it became evident that they have a very basic familiarity with it mainly through the process of signing the Code when they joined the program. Very few athletes indicated that they know that the Code was recently updated to match the requirements of the Universal Code of Conduct. It is a common practice throughout the sport system to have athletes and coaches sign the code on an annual basis. It does not guarantee, however, that those who sign fully understand the Code and the implications of not adhering to it. In most cases the Code is simply signed without a full understanding.



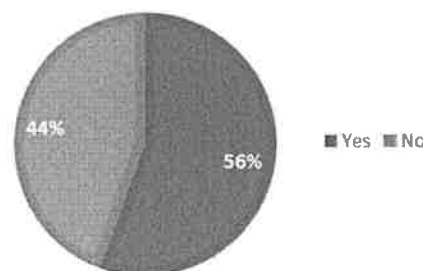
Recommendations

- Those who are in charge of developing and updating the Code should hold a session with all athletes, coaches, and IST in the program to review all sections and their implications, and answer any questions that those stakeholders may have. This process must be done on a minimum of an annual basis.
- Develop a deck of slides or eLearning on the interpretation of the Code that is accessible to all in case they would like to review it independently outside of the formal session.
- Ensure that the Code is posted and visible at the training facilities.

Q2. Do you feel that CAS has a strong Safe Sport Program?

Analysis

While there is a split opinion on this, upon further questioning and comments received it was evident that the athletes generally are not aware of what initiatives CAS is taking with regards to Safe Sport. It is worth noting that the majority of the athletes did not know that CAS has a dedicated Safety in Sport Coordinator on staff.



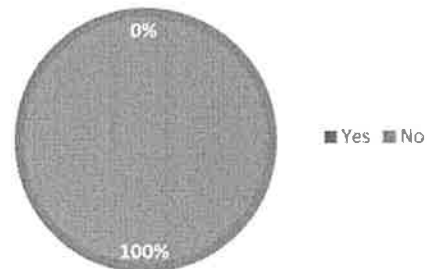
Recommendations

- When reintegrating the athletes back into the program include an introduction to the Safety in Sport Coordinator.
- Conduct a training session on the Safe Sport initiatives that are being developed and implemented by CAS.
- Coaches should dedicate time for Safe Sport conversations on a regular basis and in a safe environment that prohibits retaliation.

Q3. Have you experienced or witnessed Sexual Abuse by Coaches, Staff, or other Athletes?

Analysis

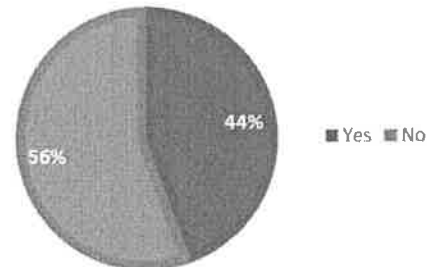
Based on the information collected there is no indication of any Sexual Abuse within the program.



Q4. Have you experienced or witnessed Psychological Abuse by Coaches, Staff, or other Athletes?

Analysis

Athletes were given examples of psychological abuse as defined by Sports Canada (Appendix D). They were also provided with the opportunity to give examples that made them identify as being psychologically abused by their peers, coaches, or staff. It is evident that the group is divided on this issue. There were examples provided regarding behaviour by the coaches, IST, and staff that amount to a psychological abuse. **Some examples include intimidating, humiliating, threatening comments, and repeated personal criticism.** Some of the examples were attributed to the cultural differences between the coaching staff and the athletes. As it is not the mandate of this report to conduct an investigation of these allegations, the recommendations here are meant to help change the environment from a systemic point of view.



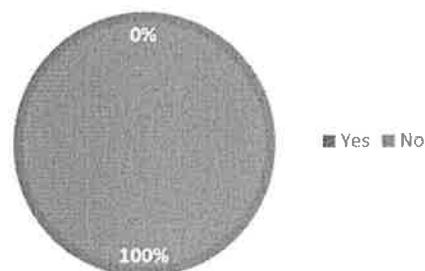
Recommendations

- CAS should encourage the reporting of any violations of the Code of Conduct including psychological abuse to the Independent Third Party Officer.
- Education should be provided by a subject matter expert that is outside of the organization to athletes, coaches, and staff on the importance of mental health, and abuse prevention. This education should be reinforced on an annual basis.
- It is the opinion of the reviewer that any coach that is coaching in Canada must follow Canadian cultural norms. Formal education must be provided to the coaching staff on Canadian values and cultural norms.
- Any violations of the Code of Conduct that are attributed to cultural differences must be treated as any other violation of the Code and taken through a due disciplinary process.

Q5. Have you experienced or witnessed Physical Abuse by Coaches, Staff, or other Athletes?

Analysis

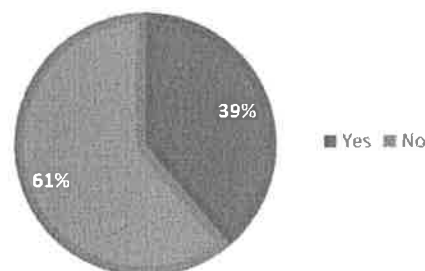
Based on the information collected there is no indication on any physical abuse within the program.



Q6. Have you experienced or witnessed Bullying by Coaches, Staff, or other Athletes?

Analysis

Similar to the question around psychological abuse, athletes were given examples of bullying as defined by Sports Canada. They were provided with the opportunity to share examples that made them feel they were bullied by their peers, coaches, or staff. It became evident that the group is divided on this issue. There were examples provided regarding behaviour by the coaches, IST, and staff that amount to bullying behaviour. **Some examples include name calling and social exclusion.** Some of the examples were attributed to the cultural differences between the coaching staff and the athletes. As it is not the mandate of this report to conduct an investigation of these allegations, the recommendations here are meant to help change the environment from a systemic point of view.



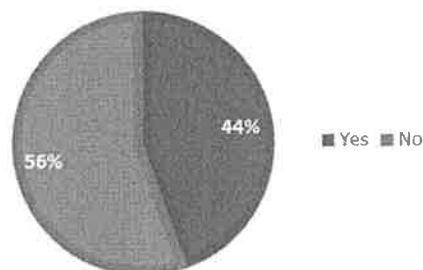
Recommendations

- CAS should encourage the reporting of any violations of the Code of Conduct including bullying to the Independent Third Party Officer.
- Education should be provided by a subject matter expert that is outside of the organization to athletes, coaches, and staff on the importance of bullying prevention. This education should be reinforced on an annual basis.
- It is the opinion of the reviewer that any coach that is coaching in Canada must follow Canadian cultural norms. Formal education must be provided to the coaching staff on Canadian values and cultural norms.
- Any violations of the Code of Conduct that are attributed to cultural differences must be treated as any other violation of the Code and taken through a due disciplinary process.

Q7. Have you experienced or witnessed Sexual or other form of Harassment by Coaches, Staff, or other Athletes?

Analysis

Similar to the question around bullying, athletes were given examples of sexual or other forms of harassment as defined by Sports Canada. They were also provided with the opportunity to give examples that made them feel they were harassed by their peers, coaches, or staff. It became evident that the group is divided on this issue. There were examples provided regarding behaviour by the coaching staff that amount to harassment. **Some examples include misogynistic comments and behaviour, comments that are sexual in nature, and offensive comments.** Some of the examples were attributed to the cultural differences between the coaching staff and the athletes. As this is not the mandate of this report to conduct an investigation of these allegations, the recommendations here are meant to help change the environment from a systemic point of view.



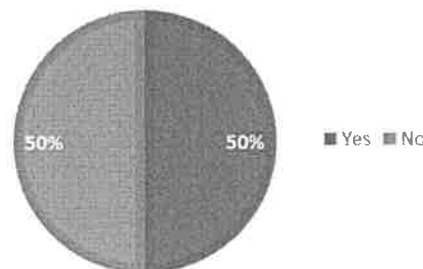
Recommendations

- CAS should encourage the reporting of any violations of the Code of Conduct including sexual or other forms of harassment to the independent Third Party Officer.
- Education should be provided by a subject matter expert that is outside of the organization to athletes, coaches, and staff on the importance of harassment prevention. It is the recommendation of the reviewer to bring an expert in the industry that has experienced sexual and other forms of harassment and is now advocating against it. This education should be reinforced on an annual basis.
- Education should be provided to the coaching staff on how to effectively coach and communicate with women in a Canadian culture. Misogynistic comments cannot be attributed to a cultural difference and cannot be tolerated.
- It is the opinion of the reviewer that any coach that is coaching in Canada must follow Canadian cultural norms. Formal education must be provided to the coaching staff on Canadian values and cultural norms.
- Any violations of the Code of Conduct that are attributed to cultural differences must be treated as any other violation of the Code and taken through a due disciplinary process.

Q8. Have you experienced or witnessed Discrimination by Coaches, Staff, or other Athletes?

Analysis

Similar to the question around sexual and other forms of harassment, athletes were given examples of discrimination as defined by Sports Canada. They were also provided with the opportunity to give examples that made them feel discriminated against by their peers, coaches, or staff. It became evident that the group is divided on this issue. There were examples provided



regarding behaviour by the coaching staff that amount to discrimination. **Some examples include racial comments, comments based on religious beliefs, and comments based on gender identity.** Some of the examples were attributed to the cultural differences between the coaching staff and the athletes. As this is not the mandate of this report to conduct an investigation into these allegations, the recommendations here are meant to help change the environment from a systemic point of view.

Recommendations

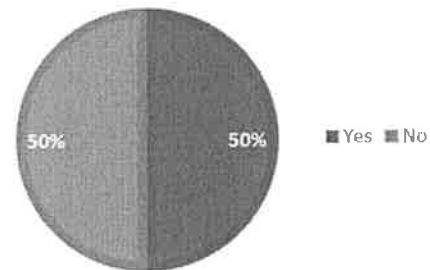
- CAS should encourage the reporting of any violations of the Code of Conduct including discrimination to the Independent Third Party Officer.
- Education should be provided by a subject matter expert that is outside of the organization to athletes, coaches, and staff on the importance of Human Rights and discrimination prevention. The education should include information on LGBTQ2SI+ and inclusion.
- Organizational policies and strategic documents should be reviewed to ensure that the language is inclusive.
- It is the opinion of the reviewer that any coach that is coaching in Canada must follow Canadian cultural norms. Formal education must be provided to the coaching staff on Canadian values and cultural norms.
- Any violations of the Code of Conduct that are attributed to Cultural differences must be treated as any other violation of the Code and taken through a due disciplinary process.

Q9. Have you experienced or witnessed Neglect by Coaches, Staff, or other Athletes?

Analysis

Similar to the question around discrimination, athletes were given examples of neglect as defined by Sports Canada. They were also provided with the opportunity to give examples that made them feel neglected by their peers, coaches, or staff. It became evident that the group is divided on this issue. There were examples provided regarding behaviour by the coaching staff and IST that

amount to neglect. **Some examples include ignoring injury or pain, withholding medical attention, and withholding nutrition.** As this is not the mandate of this report to conduct an investigation into these allegations, the recommendations here are meant to help change the environment from a systemic point of view.



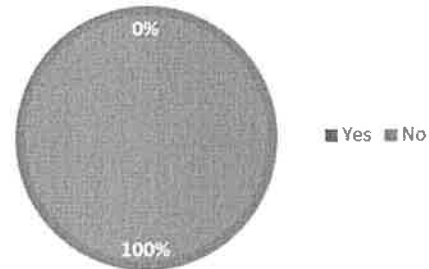
Recommendations

- CAS should encourage the reporting of any violations of the Code of Conduct, including neglect, to the Independent Third Party Officer.
- IST should be updated on the best practices regarding athlete nutrition, hydration, sleep, and attention to injuries.
- IST should review those best practices with the coaching team and athletes on a regular basis.
- The coaching team should follow the professional advice of the IST. A coach should not have the ability to “veto” that advice.

Q10. Have you experienced or witnessed Hazing by Coaches, Staff, or other Athletes?

Analysis

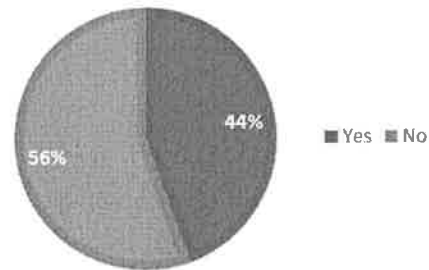
Based on the information collected there is no indication on any hazing within the program. In most cases hazing is experienced by athletes who are new to the program. For this review seven of the athletes interviewed were new to the program and there was no indication of hazing behaviour.



Q11. Have you experienced or witnessed any other violations of the Code of Conduct by Coaches, Staff, or other Athletes outside of the ones identified above?

Analysis

By asking this question the reviewer wanted to ensure that information on any other violations of the Code of Conduct that are outside of the maltreatment sections outlined above were disclosed. **The main example that was provided was a failure to follow up on a concern or complaint submitted by an athlete.**



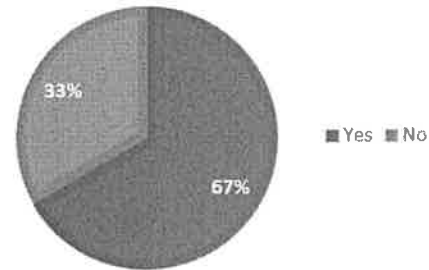
Recommendations

- CAS should encourage the reporting of any violations of the Code of Conduct to the Independent Third Party Officer.
- The process of filling, reviewing, and arbitrating the complaint should be transparent to the parties involved.
- Findings of the complaint process should be communicated to all parties involved.
- Anonymized case studies should be produced based on the complaints and communicated to the whole team as a lessons learned exercise.

Q12. Do you feel safe and empowered to file a complaint if you feel that there was a violation of the Code of Conduct?

Analysis

It became clear from the interviews that there is mistrust in the organization that needs to be rebuilt. Some athletes felt that their reports would not be taken seriously and that they might experience retaliation by the coaching team and/or the organization. Athletes must feel safe to report any concern and be provided with a due process for resolution.



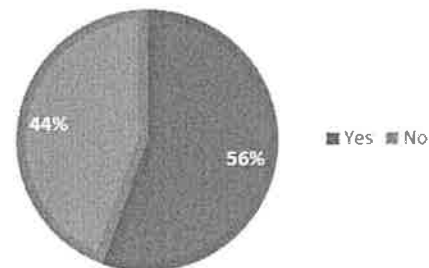
Recommendations

- The process for filing a complaint with the Independent Third Party Officer should be clearly communicated to the athletes.
- The contact information for the Independent Third Party should be posted in the training facilities.
- It should be sincerely communicated to athletes, coaches, and staff that any type of retaliation will not be tolerated.
- The process of filing, reviewing, and arbitrating the complaint should be transparent to all parties involved.
- Findings of the complaint process should be communicated to all parties involved.
- It is important to have these conversations during the reintegration of the team to the training environment.

Q13. Do you feel that there is a culture of fear within the organization?

Analysis

While the team is divided on this opinion, it was clear from the interviews that some feel that there is a culture of fear within the organization. The fear is mainly stemming from potential retaliation and the fact that some complaints and concerns were not addressed in an appropriate manner. One of the most important factors in a strong Safe Sport program and environment is the removal of any type of fear of reporting and retaliation. The concept of 360 reviews was discussed with the athletes and while some have indicated that they completed reviews in the past, most did not remember doing so. Some of those that remember completing the reviews have indicated that they have not seen the outcomes and that there was no follow-up.



Recommendations

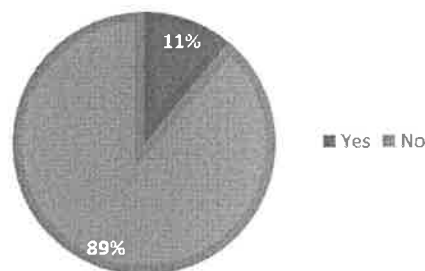
- Culture of fear should be addressed at the reintegration of the team to the training environment.

- It should be clearly communicated that any retaliation for reporting a concern or a complaint will not be tolerated.
- 360 reviews of everyone involved in the program should be conducted on an annual basis by an independent party with the report of findings going directly to the executives and the full Board of Directors.
- Outcomes and changes to be implemented based on the review should be communicated to the full team.
- It is important to create a safe environment to discuss any Safe Sport issues or concerns. This may be done by:
 - Ensuring that everyone is educated on the policies
 - Creating an Open-Door Policy
 - Demonstrating commitment to accountability from the top

Q14. Are you familiar with the Independent Third Party (ITP) process for filing a complaint?

Analysis

While some athletes indicated that they are familiar with the process, it became evident from the interviews that they have learned about it due to the recent events. Overall, athletes were not familiar with the ITP process.



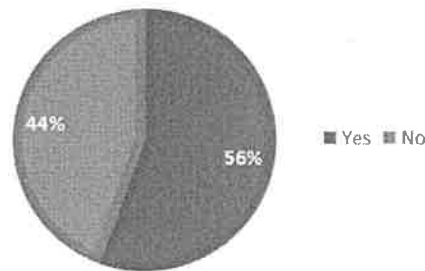
Recommendations

- The process of filing a complaint with the Independent Third Party Officer should be clearly communicated to the athletes.
- The contact information for the Independent Third Party should be posted in the training facilities.

Q15. Do you receive support from the coaching staff on issues related to Safe Sport?

Analysis

It became evident that the concept of Safe Sport is not well understood by the athletes, the coaching team, or the IST. While some athletes felt supported by the coaching staff, others felt that they do not receive support and that the coaching staff do not have the right tools or knowledge to support them in a safe and understanding manner. Most of those that felt supported indicated that they have not had any issues to speak from experience.



Recommendations

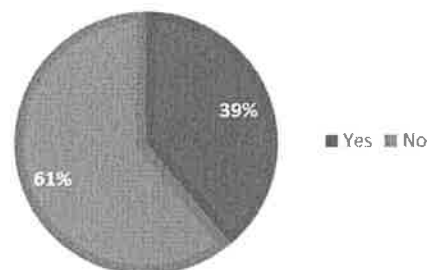
- Coaches should create a safe environment for athletes to communicate any concerns or complaints.

- The coaches, IST, and staff should be educated on the appropriate skills to be a 'first responder' for any type of Safe Sport concern or complaint. This education must be provided by subject matter experts outside of the organization.

Q16. Have you received education on the Safe Sport program and on how to file a complaint?

Analysis

It became evident through the interview process that the athletes have not received adequate education on Safe Sport topics. Most of the athletes that answered 'Yes' to this question referred to the Respect in Sport module that they had to complete when they joined the program. While this is an important module, ongoing education must be provided on a variety of Safe Sport topics to everyone involved with the team.



Recommendations

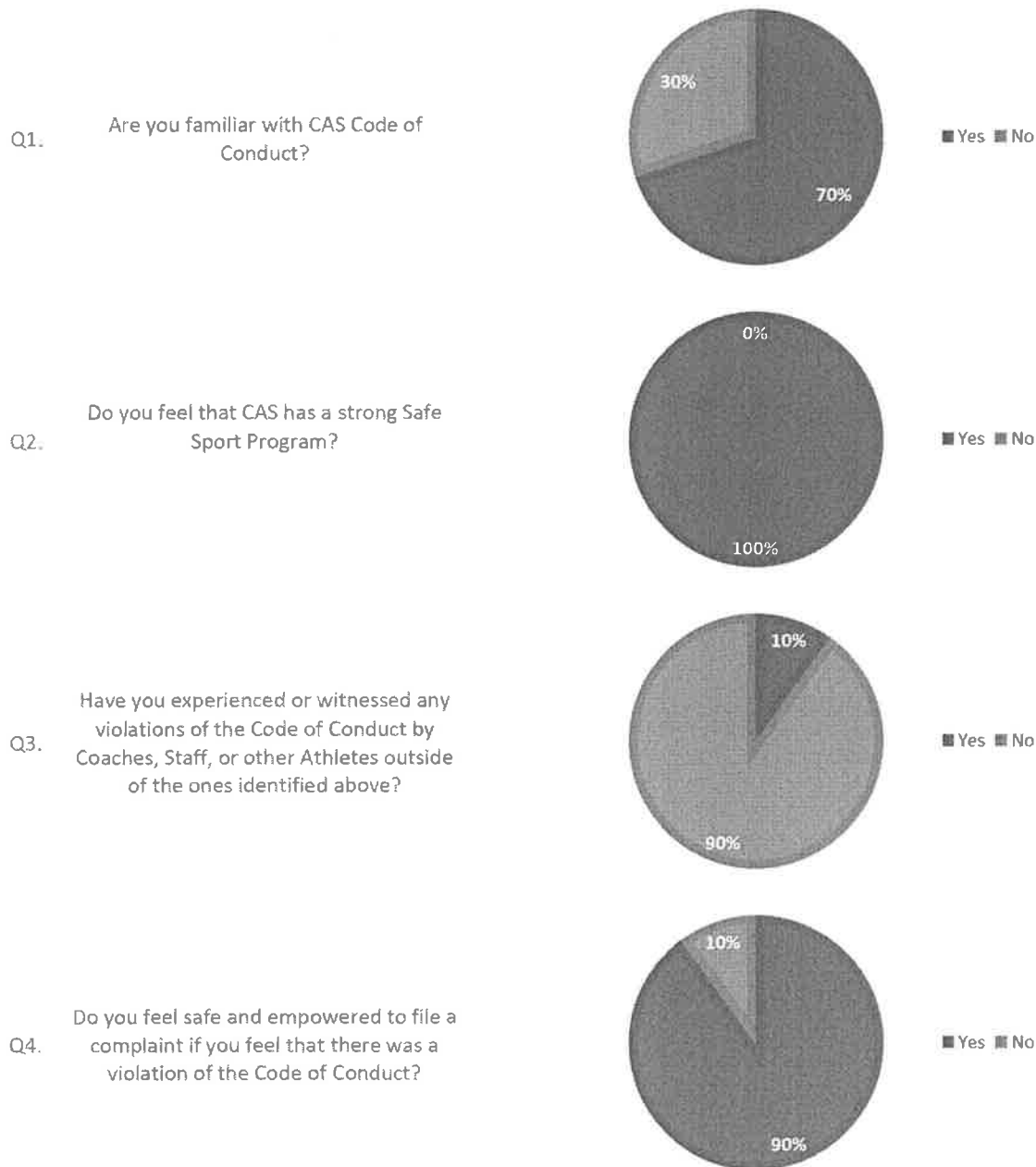
- Create a Safe Sport education curriculum that includes a variety of topics that were recommended throughout this report. It is recommended to start with the following education:
 - Independent Third Party Process
 - Mental Health
 - Diversity and Inclusion
 - Harassment and Bullying Prevention
 - Coaching women in sport in a Canadian culture

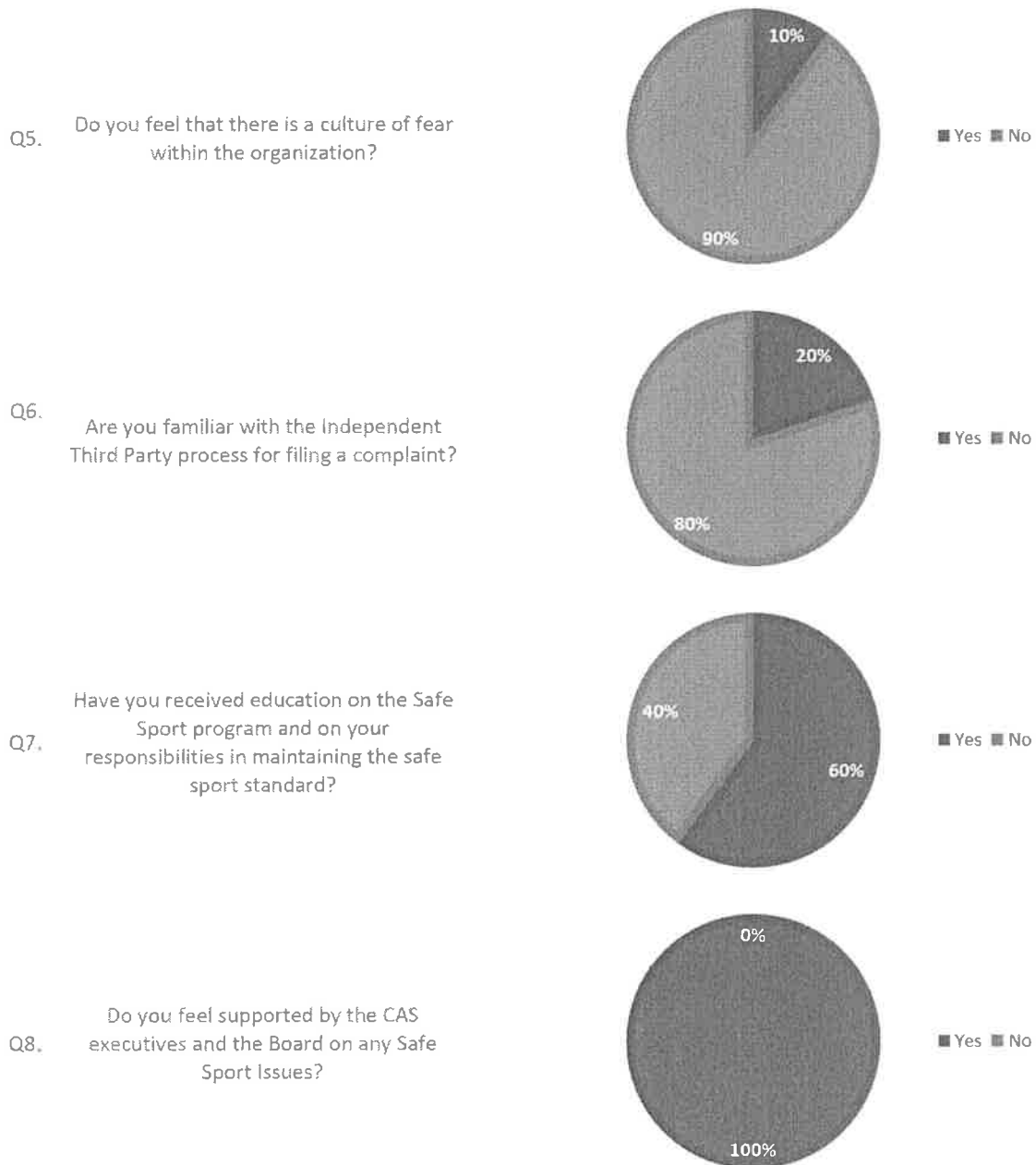
6. General Comments from Athlete Interviews

- All athletes were asked to review the current CAS Code of Conduct before the interviews took place.
- While the team is divided on most of the responses, it is the opinion of the reviewer that everyone gave accurate information to the best of their knowledge and in good faith. This was confirmed mainly through consistency in examples.
- While some historical information was provided by the athletes, this report is concentrated on the current team environment.
- It was evident from most of the interviews that while there are concerns with the current environment, some areas related to Safe Sport have improved in the last several years. Some of the athletes that have been in the program for longer than two years feel more empowered to communicate concerns and complaints to the coaching staff and the organization.

7. Analysis of Data Collected from Coaches and IST and Recommendations

This section will present the information collected solely from coaches and IST and provide general recommendations. It should be noted that the information collected from coaches and IST was also considered in the recommendations in the above section on athletes.





8. Recommendations from Coaches and IST Interviews

One of the main concerns that arose from the interviews is a clear disconnect between the coaching and IST staff and athletes on the assessment of the safe sport environment within the program. There is a breakdown in communication between the stakeholders in the program. Some assume that there are no issues simply because they were not communicated or understood. While most have indicated that they have received some safe sport education, upon further questioning it was discovered that it is mainly the Respect in Sport module that they are referencing.

Recommendations

- Building commitment within the program around a safe sport vision and values to rebuild the trust within the team is most important. This should be done at the reintegration process and on a continuous basis.
- It is recommended to engage the services of a professional mediator when conducting the reintegration session(s). Formal agreement and commitment on safe sport issues between the stakeholders of the program should be produced as an outcome of the session with a mediator.
- Coaches and IST should participate in the education sessions that were recommended in the athlete section of this document.
- Coaches should dedicate a portion of the training environment to safe sport conversations that must be conducted in a safe place.

9. Implementation

Successful implementation requires any of the recommended activities to be seen as projects requiring strong management and a strategic approach for improved adoption of changes and transition from the current to the future training environment and conditions. As such, the following high-level implementation strategies are recommended:

- Assign a project manager or champion for any recommended initiatives.
- Seek professional support where necessary.
- Develop a strategy that includes Change management and Communication plan.
- Consider timelines required for implementation.
- Consider potential costs and establish budget.

10. Conclusion

It became clear through the interview process that the team is divided on safe sport issues and that there is an overall lack of understanding of the safe sport philosophy. There is mistrust in the stakeholders involved that will need to be rebuilt. While CAS implemented good policies and procedures, it now needs to educate the team on those important documents and other safe sport initiatives. It must be clearly established that any sort of reprisal is not going to be tolerated and that any violations of the Code of Conduct must be reported to the Independent Third Party Officer. The complaint process and the outcome must be transparent to the parties involved. It is also important the everyone involved conducts themselves under Canadian cultural norms and any violations of the Code of Conduct cannot be dismissed due to cultural differences.

If it has not been done already, it is recommended to add Safe Sport initiatives to the organizational Strategic Plan with reports being provided to the Board by the management on a quarterly basis.

It is the opinion of the reviewer that the current environment can be significantly improved if the recommendations in this report are thoughtfully considered and implemented.

11. Independence

I declare that this report was produced through an independent analysis and the recommendations were based on professional experience, expertise, and integrity. I will make myself available to answer any questions and help those that review the report to fully understand its content.



Ilan Yampolsky

Appendix A – Athlete Questionnaire

#	Question	Answer	Comments
General Information			
1	How long have you been in the program?		
2	Are you familiar with the CAS Code of Conduct?		
3	Do you feel that CAS has a strong Safe Sport Program?		
Maltreatment in sport			
4	Have you experienced or witnessed Sexual Abuse by Coaches, Staff, or other Athletes?		
5	Have you experienced or witnessed Psychological Abuse by Coaches, Staff, or other Athletes?		

#	Question	Answer	Comments
6	Have you experienced or witnessed Physical Abuse by Coaches, Staff, or other Athletes?		
7	Have you experienced or witnessed Bullying by Coaches, Staff, or other Athletes?		
8	Have you experienced or witnessed Sexual or other form of Harassment by Coaches, Staff, or other Athletes?		
9	Have you experienced or witnessed Discrimination by Coaches, Staff, or other Athletes?		
10	Have you experienced or witnessed Neglect by Coaches, Staff, or other Athletes?		
11	Have you experienced or witnessed Hazing by Coaches, Staff, or other Athletes?		

General Safety			
#	Question	Answer	Comments
12	Have you experienced or witnessed any other violations of the Code of Conduct by Coaches, Staff, or other Athletes outside of the ones identified above?		
13	Do you feel safe and empowered to file a complaint if you feel that there was a violation of the Code of Conduct?		
14	Do you feel that there is a culture of fear within the organization?		
15	Are you familiar with the Independent Third Party process for filing a complaint?		
16	Do you receive support from the Coaching staff on issues related to Safe Sport		

#	Question	Answer	Comments
17	Have you received education on the Safe Sport program and on how to file a complaint?		
Other			
18	What change would you like to see in the program from a Safe Sport point of view?		
19	What are the challenges that you have in the program?		
20	Are there any other general comments that you would like to add?		

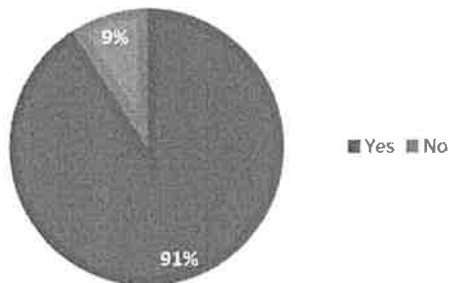
Appendix B – Coach and IST Questionnaire

#	Question	Answer	Comments
General Information			
1	How long have you been in the program?		
2	What is your role in the program?		
3	Are you familiar with CAS Code of Conduct?		
4	Do you feel that CAS has a strong Safe Sport Program?		
General Safety			
5	Have you experienced or witnessed any violations of the Code of Conduct by Coaches, Staff, or other Athletes outside of the ones identified above?		
6	Do you feel safe and empowered to file a complaint if you feel that there was a violation of the Code of Conduct?		
7	Do you feel that there is a culture of fear within the organization?		
8	Are you familiar with the Independent Third Party process for filing a complaint?		
9	Have you received education on the Safe Sport program and on your responsibilities in maintaining the safe sport standard?		
Other			

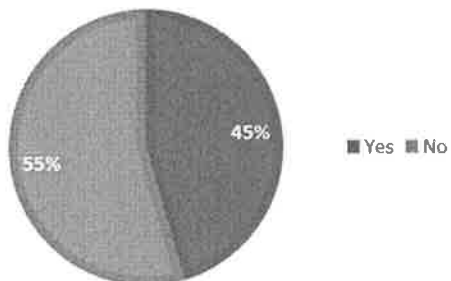
#	Question	Answer	Comments
10	What change would you like to see in the program from a Safe Sport point of view?		
11	What are the challenges that you have in the program?		
12	Do you feel supported by the CAS executives and the Board on any Safe Sport Issues?		
13	Are there any other general comments that you would like to add?		

Appendix C – Pie Charts Excluding Data for New Athletes

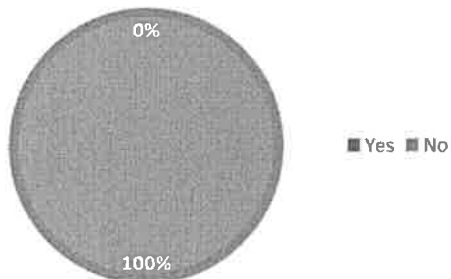
Q1. Are you familiar with the CAS Code of Conduct?



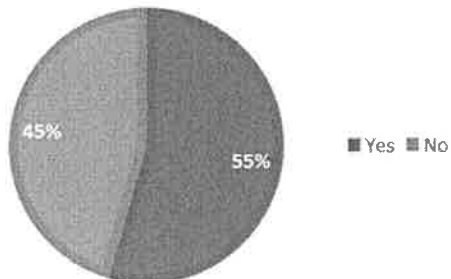
Q2. Do you feel that CAS has a strong Safe Sport Program?



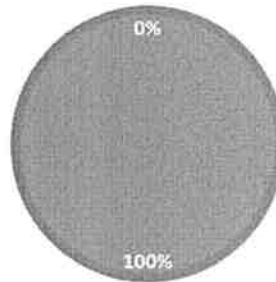
Q3. Have you experienced or witnessed Sexual Abuse by Coaches, Staff, or other Athletes?



Q4. Have you experienced or witnessed Psychological Abuse by Coaches, Staff, or other Athletes?

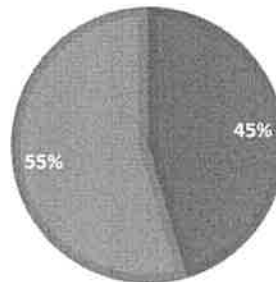


Q5. Have you experienced or witnessed Physical Abuse by Coaches, Staff, or other Athletes?



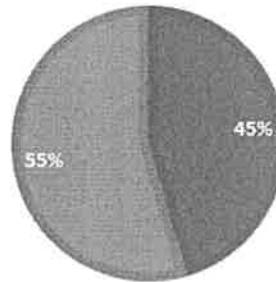
■ Yes ■ No

Q6. Have you experienced or witnessed Bullying by Coaches, Staff, or other Athletes?



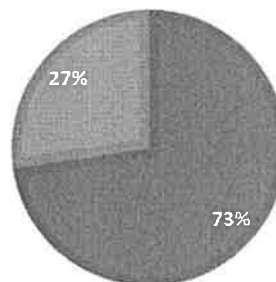
■ Yes ■ No

Q7. Have you experienced or witnessed Sexual or other form of Harassment by Coaches, Staff, or other Athletes?



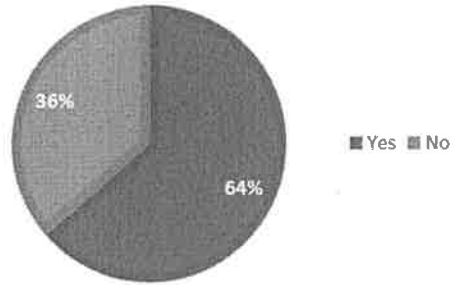
■ Yes ■ No

Q8. Have you experienced or witnessed Discrimination by Coaches, Staff, or other Athletes?

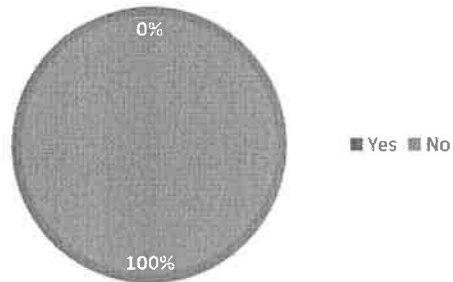


■ Yes ■ No

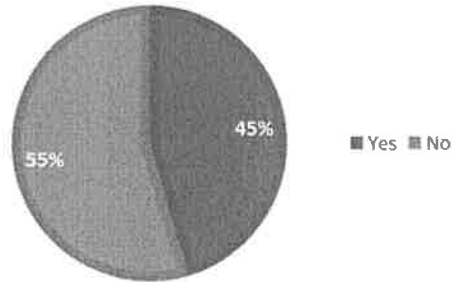
Q9. Have you experienced or witnessed Neglect by Coaches, Staff, or other Athletes?



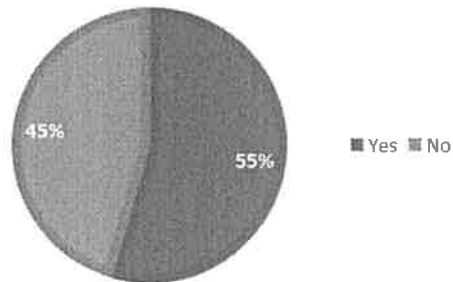
Q10. Have you experienced or witnessed Hazing by Coaches, Staff, or other Athletes?



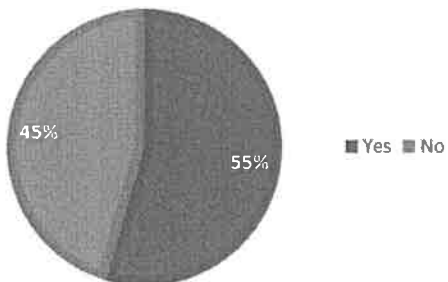
Q11. Have you experienced or witnessed any other violations of the Code of Conduct by Coaches, Staff, or other Athletes outside of the ones identified above?



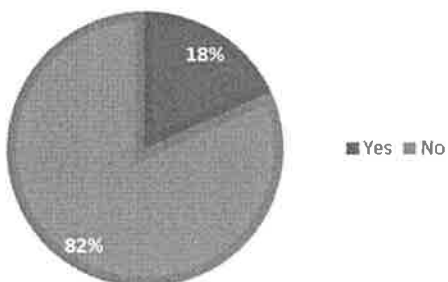
Q12. Do you feel safe and empowered to file a complaint if you feel that there was a violation of the Code of Conduct?



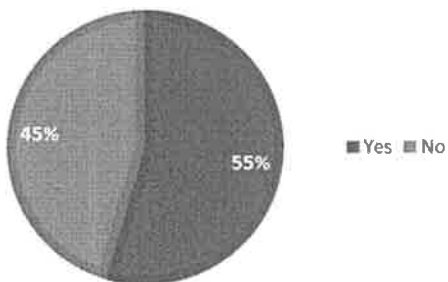
Q13. Do you feel that there is a culture of fear within the organization?



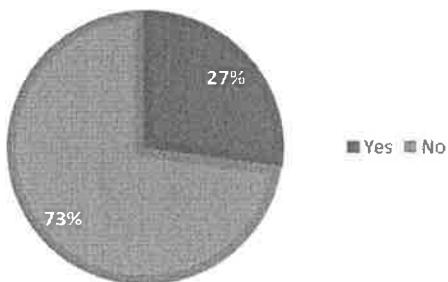
Q14. Are you familiar with the independent Third Party (ITP) process for filing a complaint?



Q15. Do you receive support from the coaching staff on issues related to Safe Sport?



Q16. Have you received education on the Safe Sport program and on how to file a complaint?



Appendix D – Definitions from Sport Canada

MALTREATMENT

All types of physical and/or emotional ill-treatment, sexual abuse, neglect, negligence and commercial or other exploitation, which results in actual or potential harm to health, survival, development or dignity in the context of a relationship of responsibility, trust or power (World Health Organization, 2010)

Misuse of Power

TYPE OF HARM	SEXUAL ABUSE	PSYCHOLOGICAL ABUSE	PHYSICAL ABUSE	NEGLECT	BULLYING	HARASSMENT/ DISCRIMINATION
DEFINITION	Any sexual interaction with person(s) of any age within a dependency relationship that is perpetrated against the victim's will, without consent, or in an aggressive, exploitative, coercive, manipulative, or threatening manner	Repeated non-physical harmful interactions within a critical relationship	Contact or non-contact behaviour within a critical relationship that has the potential to cause physical harm	Acts of omission Lack of reasonable care, inattention to needs, nurturing or well-being Failure to provide for basic needs or to protect from harm or potential harm	Repeated physical, verbal or psychological acts carried out by a person who holds perceived power over the victim. These acts can occur in person or online (cyberbullying).	Comments, conduct, actions or gestures that are insulting, intimidating, humiliating, malicious or offensive.



TYPE OF HARM RELATIONSHIP IN WHICH IT OCCURS	SEXUAL ABUSE	PSYCHOLOGICAL ABUSE	PHYSICAL ABUSE	NEGLECT	BULLYING	HARASSMENT/DISCRIMINATION
DESCRIPTIONS	<p>Critical relationship: one person is dependent upon another for safety, security and trust</p> <p>Examples include:</p> <ul style="list-style-type: none"> • Intercourse • Inappropriate touching • Indecent exposure • Sexually oriented comments or jokes • Intimidating sexual remarks • Sexting • Forced Intimacy 	<p>Critical relationship</p> <p>Examples include:</p> <ul style="list-style-type: none"> • Repeated personal criticisms • Intimidating, humiliating, degrading, threatening comments • Deliberate denial of attention and support • Physically Intimidating behaviours 	<p>Critical relationship</p> <p>Examples include:</p> <ul style="list-style-type: none"> • Stretching to the point of injury • Hitting an athlete • Exercise as punishment 	<p>Critical relationship</p> <p>Examples include:</p> <ul style="list-style-type: none"> • Withholding, denying adequate hydration, nutrition, medical attention or sleep • Inadequate supervision • Ignoring an injury or athlete's report of pain • Knowing about abuse but failing to report 	<p>Peer-to-Peer relationships</p> <p>Examples include:</p> <ul style="list-style-type: none"> • Hitting • Pushing • Name-calling • Gossip and rumours • Social exclusion 	<p>Power relationship but non-critical relationship</p> <p>Examples include:</p> <ul style="list-style-type: none"> • Physical • Sexual • Psychological • Gender • Racial • Ability/disability • Homophobia



Select Page



Principles

Safe Sport International Principles.

These principles apply to past, present and future athletes, from all ages, abilities, social backgrounds and identities.

- 1** | That the welfare, safety and rights of all athletes is the central consideration in the administration and delivery of sport.
- 2** | That all sports organisations work together with appropriate partners to prevent and respond to violence against athletes.
- 3** | That sports organisations establish and disseminate relevant codes of ethics and conduct that will help prevent breaches of safe sport.

- 4 That all members of the athlete's entourage including officials, support staff and sports coaches, leaders and instructors undergo appropriate education and training about safe practices as a condition of their qualification to operate, including the adoption of empowerment-based coaching styles
- 5 That all members of the athlete's entourage including officials, support staff and sports coaches, leaders and instructors undergo appropriate background or criminal record checks, and provide evidence of these to those responsible for hiring or recruitment
- 6 That athletes be educated and informed about their rights to be safeguarded and how to report any concerns they may have about their own or others' safety
- 7 That reports of violence, and any actions or practices by anyone in sport that compromise the safety of the athlete, be treated respectfully and investigated and acted upon in a timely manner by appropriate authorities
- 8 That individuals subject to complaints or allegations be offered due process with fair and transparent grievance and disciplinary systems, and with clear suspension, sanctions and reinstatement procedures
- 9 That appropriate technology and communications be used to supplement support for athletes or anyone else wishing to make and pursue a referral about a suspected breach of safe sport
- 10 That all breaches of safe sport are recorded and managed systematically and the data used to research, evaluate and enhance safe practice.

Safe Sport

The CCES continues to advocate for a Universal Code of Conduct for Canadian sport that will address all forms of maltreatment and is administered by an independent body.

Through collaboration and harmonization across the sport sector, a universal program administered by an independent body that includes sanctions will make sport safer for all athletes, coaches, officials, administrators and support staff, at all levels of sport in Canada.

At Sport Canada's request, the CCES drafted a universal code of conduct and associated sanctions, and is leading an ongoing multi-step process that includes consultation with independent experts, partner review and sport community feedback. The draft considered core components and consensus statements developed by the national sport organization (NSO) Safe Sport Working Groups. [Read more about the consultation process \(https://cces.ca/news/cces-leading-development-draft-universal-safe-sport-code\)](https://cces.ca/news/cces-leading-development-draft-universal-safe-sport-code).

This project is continuing to evolve. Watch this space for future developments.



SAFE SPORT

NEWS

EVENTS & RESULTS >

TEAM CANADA >

ATHLETES & PROGRAMS >

ABOUT CAS >

RESOURCES >

SAFE SPORT >

ONLINE REGISTRATION

COVID-19 RESOURCES

SHOP

FRANÇAIS



Canada Artistic Swimming believes that everyone in the sport has the right to enjoy the sport at whatever level or position they participate. Athletes, coaches, officials and volunteers have the right to participate in a safe and inclusive training and

SAFE SPORT HOME

PROMOTING A SAFE ENVIRONMENT

PROTECTION THROUGH PREVENTION

REPORTING AND RESOLUTION FRAMEWORK

ANTI-DOPING

CONCUSSION POLICY & PROTOCOL

EQUITY, DIVERSITY & INCLUSION RESOURCES

FRANÇAIS

Compagnie - Delys

info@artisticswimming.ca



**competitive environment
that is free of abuse,
harassment or
discrimination.**

OUR APPROACH

PROMOTING PROTECTION PROVIDING

A SAFE ENVIRONMENT THROUGH PREVENTION AND A REPORTING AND RESOLUTION FRAMEWORK

**FIND
OUT
MORE**

**FIND
OUT
MORE**



**FIND
OUT
MORE**



OUR ACTIONS

+ [Click here to find out more](#)

COMMUNICATIONS

DOCUMENT 	DATE	TYPE	SIZE
REVIEW REPORT EXECUTIVE SUMMARY - CANADA ARTISTIC SWIMMING SENIOR HIGH PERFORMANCE PROGRAM	Oct 2020		530 Kb
OPEN LETTER TO CAS MEMBERS, CLUBS, COACHES AND OFFICIALS	Jun 2020		126 Kb



CANADA ARTISTIC SWIMMING

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 Ottawa, ON K1G 0Y9
 Phone: 613 748-5674
 Email: info@artisticswimming.ca

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Nova Scotia Artistic
Swimming

Synchro PEI

NL Artistic Swimming

Synchro Yukon

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Safe Sport Investigation Update Canada Artistic Swimming Senior National Team

Ottawa, January 15, 2021 – As a result of concerns raised by some of our athletes and club coaches, CAS undertook a comprehensive review of its national team training environment late last year, headed up by Ilan Yampolsky (ITP Sport). The report of that review was announced last October. The review identified several areas where improvements must be made. CAS took a number of immediate actions in support of the recommendations included in that report which are discussed in the section below titled ***Internal Review Update***.

Separate from this internal review, an external, independent, third-party safe sport investigation was also conducted in accordance with CAS safe sport policies and as a result of formal safe sport complaints made by athletes to the independent Safe Sport Officer. This comprehensive investigation took almost three months to complete and dug deep into specific allegations, most of which were raised in the initial review done by ITP Sport.

The investigation was extensive, with close to 30 interviews and hundreds of pages of evidence and witness statements. The lead investigator has determined that they did not see sufficient evidence to conclude there is an unsafe training environment in the senior national team program. The investigation also confirmed that it is at the discretion of CAS and their advisors to determine when to reconvene the training environment with existing coaching staff.

As the CAS Discipline and Complaints Policy protects the confidentiality of this important process, CAS was not able to explain previously that an external and independent safe sport investigation was underway. The organization did disclose the results of the internal review that was not connected to the formal safe sport complaint process.

Unfortunately, some individuals communicated with the media during this formal investigation. This is contrary to the confidentiality requirements in the CAS Discipline and Complaints Policy. Such communications in general have the potential to jeopardize the integrity of any investigation process. They may also unfairly damage the reputation of affected individuals while those individuals are unable to respond publicly because of the confidentiality of the ongoing investigation process.

Although this particular safe sport process is not yet complete, the report of the investigator was recently released to the participants involved in the complaint process.

CAS is providing this interim update in the interests of transparency, to the extent some information is able to be shared at this time, while protecting the privacy of those who have willingly and fully participated in the investigation.

While the investigator found that there was insufficient evidence to conclude there is an unsafe training environment in the senior national team program, there was enough evidence in support of several allegations made against one individual to proceed to a disciplinary process.

The discipline process will determine if there was a contravention of the CAS Conduct Policy and, if so, the appropriate sanction, if any. When this process is complete, CAS will communicate any decisions or sanctions that are made at that time. However, at this time, CAS will not comment further on the ongoing process.

As of mid-January, the remaining coaches, who have not been actively engaged in their roles since September 27th, will be re-integrated to the program.

Internal Review Update

Athlete health and well-being are the top priorities of CAS. CAS does not condone and stands against any behaviour or comments that are racist or sexist, or that result in any form of discrimination or harassment in our training environments or workplaces.

Following the receipt of the ITP Report, and to reinforce these priorities, all CAS High Performance staff and senior team coaches began an intensive 30-hour training program, led by several recognized specialists, to help them better understand some of the issues raised in the review report and the topics identified in Sport Canada's draft Universal Code of Conduct for Maltreatment in Sport (UCCMS) as well as social issues identified as important to all Canadians. This training has included the following subject matter:

- Psychological / Emotional Abuse
- Gender Equity/Sexism
- Anti-Racism
- Mental Health Awareness Training
- LGBTQ2IS Awareness
- Human Rights Protected Grounds [Religious Inclusion]
- Newcomers Awareness
- Indigenous Education
- Athletes with a Disability Awareness
- Making the Case for Inclusion
- Inclusive Leadership

Some of our stakeholder groups, including CAS Board members, and PTSO staff and volunteer leaders, have had the opportunity to join CAS staff and coaches in part of this journey of learning.

The purpose of this training was two-fold: to better inform our technical and sport leaders on current social issues in Canada and their impact on how CAS delivers sport programming, and, equally important, to begin the process of developing an educational program for other stakeholders in our sport – to help CAS instill the value of this Canadian cultural learning more deeply within the organization.

All senior national team athletes and coaches have undergone specific training on the CAS Safe Sport Program, including how complaints are made. Coaches have now completed the CAC Safe Sport Module in addition to the Respect in Sport Certification all athletes and coaches had previously completed.

The CAS Safe Sport Manager has been given the additional role of “National Team Ombudsperson”, a role which enables them to check in regularly with athletes and others involved in the team environment to ensure there are no questions or issues in respect of the team conduct code that need to be addressed among the parties. The Ombudsperson reports directly to an external agent to retain the independent third-party oversight as it relates to the safe sport environment.

Additionally, CAS has recently launched a Culture Revitalization Project, working with the support of high-performance culture consultant, Kyle Paquette. This project is all-encompassing and will include the educational program component mentioned above. It will start at the national team level and eventually work its way through the whole organization. The intent of this global effort is to help CAS develop a more balanced approach to the high-performance side of the sport – with an emphasis on developing - and supporting - both personal growth and well-being and performance excellence.

CAS values greatly the input the athletes have provided during the past three months and will continue to work with them to build a more person-centered approach to high performance – one that will improve the effectiveness of the environment at the national team level but will also impact how the sport is delivered to our participants at all levels in the organization.

Education related to this progressive undertaking will continue over the next few months with more information being provided in the coming weeks.



SPORTS

L'examen sur Natation Artistique Canada expliqué par sa chef de direction



Des membres de l'équipe canadienne de natation artistique

PHOTO : ASSOCIATED PRESS / MOISES CASTILLO

Diane Sauvé

Jacinthe Taillon

Publié le 2 novembre 2020

Le 30 octobre, Natation Artistique Canada (NAC) a publié le résultat de l'examen complet de l'environnement d'entraînement de son équipe nationale et les mesures qu'elle prévoit prendre pour résoudre les problèmes identifiés. Radio-Canada Sports s'est entretenu avec la chef de la direction, Jackie Buckingham.

Q.- Quel était le but de cet examen?

R. Dès que nous avons entendu des athlètes dire qu'elles avaient des inquiétudes, nous voulions agir très rapidement pour comprendre ce qui se passait et avoir une certaine clarté sur la situation. Donc, avec l'examen, nous souhaitons pouvoir obtenir des informations de tous les participants. Ainsi, cela

nous permettrait d'apprendre ce que nous devons faire ensuite pour résoudre les problèmes soulevés par les athlètes.

Q.- Quels ont été les constats?

R. Rien de flagrant n'a été signalé par les athlètes. Donc pas d'abus sexuel, pas d'abus physique, pas de bizutage de nos nouveaux athlètes qui sont arrivés au centre en septembre. Cela nous a donné une grande confiance. Le rapport a souligné qu'il y avait d'autres problèmes liés au harcèlement, à la discrimination de même que certains problèmes qui ont été identifiés comme de la négligence. Nous en avons donc discuté tout au long du processus d'examen.

Maintenant, l'objectif de l'organisation est de prendre cette information et de construire un programme d'éducation solide qui informe à la fois nos athlètes et nos entraîneurs dans toute l'organisation, pas seulement dans l'équipe nationale.

À lire aussi :

- Allégations d'abus et de harcèlement au sein de Natation artistique Canada
- Natation Artistique Canada : l'entraîneur-chef reste en poste
- Natation Artistique Canada : des nageuses du centre brisent le silence
- Des pistes d'amélioration pour les entraîneurs

Q.- « Bien que cet examen n'a trouvé aucune preuve d'abus sexuel, d'abus physique ou de bizutage dans le programme de haute performance, nous avons relevé des expériences d'abus psychologique, de harcèlement, de négligence, de harcèlement sexuel et de discrimination ainsi qu'une culture de la peur », peut-on lire dans le rapport. Que direz-vous aux athlètes qui doivent retourner à la piscine?

R. Avant qu'ils retournent à la piscine, nous devons passer par un processus assez exhaustif. Nous devons procéder à une réintégration. Nous comprenons qu'avant de pouvoir rassembler les athlètes et les entraîneurs, nous devons mieux comprendre des deux côtés quelles sont leurs attentes et leur définition concernant ces termes afin que nous puissions obtenir une certaine clarté.

Et ce que nous espérons vraiment, c'est qu'au moyen de ce processus de réintégration, nos athlètes pourront nous dire ce que signifie, par exemple, le mot négligence ou tout autre terme qu'elles ont utilisé. Nous avons besoin qu'elles définissent ces termes pour nous. Alors, ce qui est acceptable et ce qui ne l'est pas. Et dans certains cas, ce n'est pas toujours clair. Mais nos athlètes pourront nous le dire.

Nous avons besoin qu'elles nous aident à mettre en place ce programme de sport sécuritaire. Cela se fera avec la collaboration d'experts pour définir quels comportements elles sont prêtes à accepter dans un environnement de haute performance. Et elles doivent reconnaître qu'il y aura des choses qu'un entraîneur voudra peut-être faire pour les pousser à s'améliorer. Il s'agit d'un centre de haute performance, nous devons donc savoir à quoi ressemblent ces choses et avec quoi elles sont à l'aise en termes d'aide du personnel d'entraîneurs pour les amener à avancer et aussi ce qui est absolument inacceptable.

Elles doivent comprendre que les entraîneurs, dans certains cas, n'ont pas les mêmes informations. Nous devons donc nous assurer qu'ils disposent aussi de la même information.

Q.- Qu'est-ce que vous voulez dire par une « compréhension différente »?

R. Le code de conduite universel, produit par Sport Canada et qui définit la maltraitance dans le sport, a été intégré dans nos politiques. C'est très nouveau. Ce n'est pas entièrement mis en œuvre.

Ce que l'examineur nous aide à comprendre, c'est que nous avons des politiques très strictes. Ce que nous n'avons pas, c'est une compréhension de ces politiques. Ce que nous devons faire maintenant, qui n'a pas été assez fait, est d'éduquer les gens sur ce que tout cela signifie.

Nous devons traduire l'information provenant du code et savoir ce que veut dire sport sécuritaire. Savoir ce que peuvent dire ou non les entraîneurs, ce que devraient dire ou non les athlètes. Ce que nous avons trouvé dans l'examen, c'est que nous fonctionnions selon des interprétations différentes.

Q.- Avez-vous réellement besoin des athlètes pour définir ce qui est acceptable ou non?

R. Pas en termes de définitions elles-mêmes. Mais nous devons créer un environnement où elles peuvent se sentir en sécurité. Donc, nous avons vraiment besoin qu'elles nous décrivent cela et quelles sont les choses qu'elles ne peuvent absolument pas tolérer. Car certains de ces concepts sont assez larges.

Ensuite, elles nous aideront à comprendre cela parce que c'est vraiment leur programme, leur rêve olympique.

Q.- Cet examen a été réalisé sur une base de témoignages confidentiels. Comment les nageuses se sentiront-elles de vous en parler publiquement, constatant qu'il n'y a eu aucun changement?

R. Nous apporterons des changements. C'était le but de l'examen et c'est ce que nous ferons. Nous allons les aider. Notre objectif est de leur fournir des experts facilitateurs pour les aider à construire

elles-mêmes ce programme. Nous ne serons pas nécessairement présents. C'est une occasion que nous leur offrons en tant qu'athlètes seniors et jeunes femmes fortes qui peuvent prendre certaines de ces décisions pour elles-mêmes.

Nous devons mettre en place des mécanismes de dénonciation pour qu'elles sachent quoi faire si quelque chose ne va pas. Pour qu'elles sachent qu'il y a moyen d'y arriver, pas toujours en passant par l'officier de sport sécuritaire.

Q.- Si l'on se réfère au rapport [publié sur votre site Internet,] et à cette citation que nous vous avons lue plus tôt, il nous semble que s'il n'y a pas d'abus sexuel ou physique, le reste n'a pas d'importance pour vous.

R. Si les entraîneurs sont évalués par rapport aux normes indiquées dans les diverses politiques de conduite, ils doivent comprendre ce que cela signifie pour eux. Et nous comprenons que le *coaching* a évolué au cours des 20 dernières années et que les choses ont changé. Ce qui était acceptable de dire ou de faire pour les entraîneurs, il y a 20 ans ou même 5 ans, est bien différent maintenant.

Il faut donc les aider à comprendre où les choses ont changé et en particulier avec ces nouvelles règles qui émergent dans le code de conduite universel. Il n'est pas juste, sur le plan de l'équité procédurale, d'évaluer une personne en fonction d'un critère dont elle ne connaît pas l'existence ou qu'elle n'a pas encore eu la chance de comprendre.

Q.- Mais cette personne n'aurait-elle pas dû savoir que cela ne se faisait pas?

R. C'est une question d'opinion. Ils ont besoin d'éducation. Tout le monde a besoin d'être éduqué. Il n'est pas possible d'avoir une évaluation juste d'une situation tant que tout le monde n'a pas la même compréhension de ce dont nous parlons et tant que tous ne parlent pas le même langage.

Q.- Mais le centre a fermé après un incident survenu ce fameux jeudi matin [24 septembre 2020] et après des courriels faisant état des préoccupations de nageurs et d'entraîneurs de clubs. Quand on lit le rapport, il peut sembler que cela ait été ignoré.

R. Ces commentaires sont ce qui a déclenché l'examen interne. Toutes les personnes qui ont écrit ces propos ont également participé à cet examen. Elles ont toutes eu l'occasion de fournir plus de détails. Et nous leur avons également expliqué le rapport. Ilan Yampolsky, de la firme ITP Sport, qui a mené l'examen, leur a expliqué les résultats et leur a fourni une interprétation de ces résultats en lien avec notre programme de sport sécuritaire.

Q.- Mais lorsque nous lisons les termes harcèlement sexuel et psychologique [dans le rapport], nous nous demandons, comme plusieurs, si ce n'est justement pas la responsabilité de Natation Artistique Canada de protéger les athlètes d'abord.

R. Nous avons absolument la responsabilité de protéger d'abord nos athlètes, et c'est notre objectif.

Q.- Mais cet examen n'en était-il pas un de sport sécuritaire puisque sur le rapport, il est inscrit « examen sport sécuritaire » [Independent Safe Sport Review Report]?

R. Il y a deux choses distinctes. L'examen était un examen interne. Ce n'était pas une enquête. L'un est un processus de tierce partie très formel et structuré qui implique des témoins et la confirmation des allégations. À la fin de l'enquête, s'il y a des constatations, elles sont transmises à un comité de discipline qui fait une recommandation à l'organisation pour des sanctions. C'est donc un processus qui existe.

Le processus que nous avons utilisé était un examen interne et la raison pour laquelle nous l'avons choisi était parce que nous pouvions le faire tout de suite. Nous n'avons pas eu à attendre qu'une enquête soit éventuellement demandée. Et cela nous a donné une vision plus complète de la situation dans son ensemble, ce que nous voulions vraiment obtenir à ce stade.

Q.- Il est clair dans le rapport qu'il y a eu des expériences d'abus psychologique, d'intimidation, de négligence, de harcèlement sexuel, de discrimination et de culture de la peur. Et vous n'apportez aucun changement. Oui, vous parlez d'éducation. Mais ces nageuses ne s'entraînent pas depuis un mois et maintenant, vous leur demandez de retourner à la piscine. Comment croyez-vous qu'elles se sentiront?

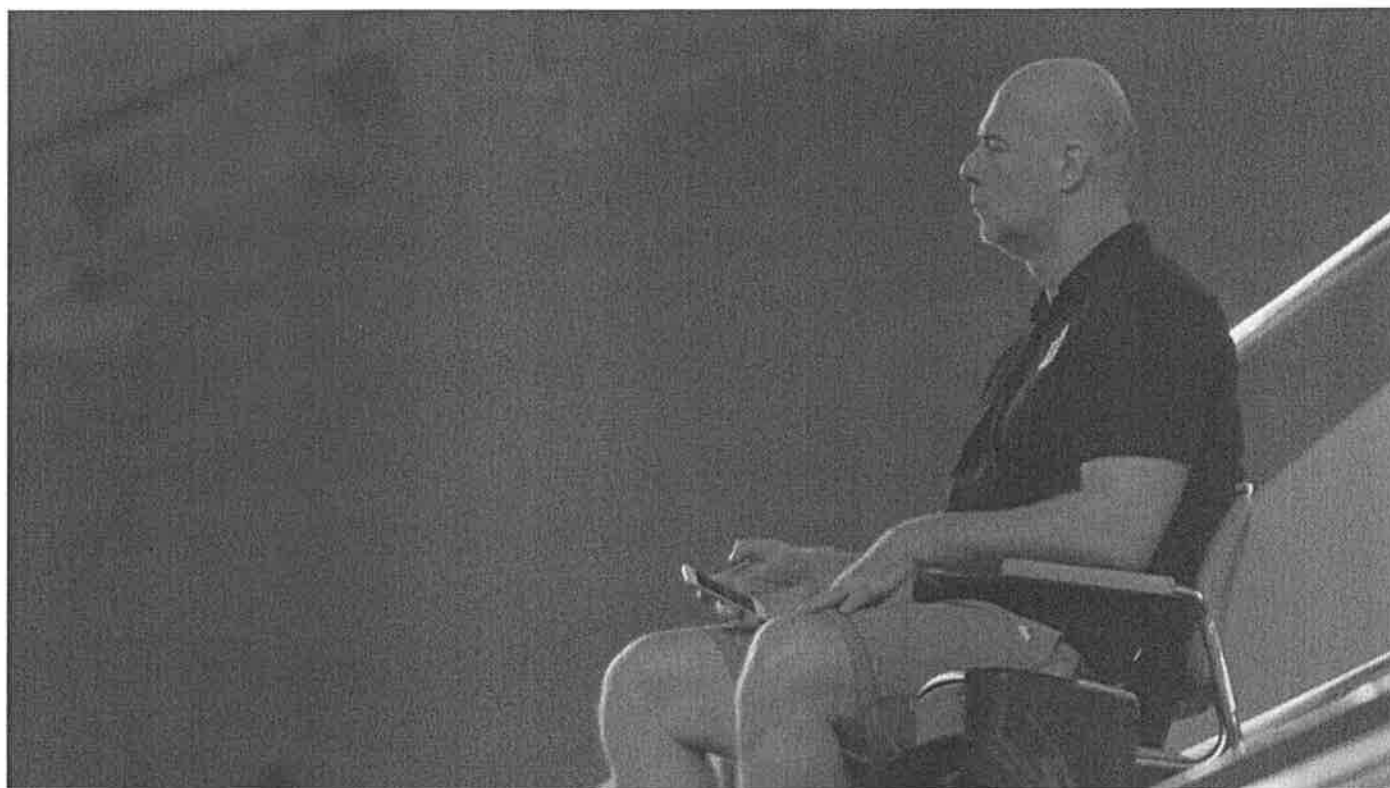
R. Elles ne retourneront pas à la piscine à court terme. Nos entraîneurs [et nos athlètes] passeront également par une formation et un processus de réintégration. Nous finirons par réunir les deux groupes et nous parlerons des différences qui ont été notées au cours du processus de cet examen. Et si des décisions différentes doivent être prises à ce stade en fonction de la capacité de toutes les parties à se réunir, alors nous aurons une conversation à ce moment-là.

Nous voulons nous assurer que tout le monde comprenne. Dans le programme, ce que signifient ces mots, ce qu'est le harcèlement sexuel, ce qu'est la négligence, ce qu'est la violence psychologique. Nous voulons nous assurer que nous fonctionnons tous sur la même longueur d'onde pour ces définitions.

Q.- Les comportements de Gabor Szauder ont été rapportés par des athlètes dans nos reportages précédents. Pensez-vous que ces agissements sont en conformité avec la politique de Sport sécuritaire?

R. Si tout ce qui a été rapporté est exact et vrai, alors nous devons vraiment nous assurer qu'il sache clairement quelles sont les attentes des athlètes en matière de conduite. Car il semblerait qu'il y ait une différence entre ce que l'équipe d'entraîneurs et Gabor en particulier jugent acceptable et ce que certaines de nos athlètes ont identifié comme acceptable. Cela doit donc être résolu et nous devons avoir un accord.

Notre organisation doit s'améliorer. Les athlètes doivent être habilitées à s'exprimer lorsqu'elles ont quelque chose à dire sans avoir peur de le faire et sans crainte que quelque chose va leur arriver ou qu'elles ne seront pas choisies dans l'équipe. Nous voulons que nos athlètes nous disent ce qui ne va pas et nous agirons immédiatement avant que ça ne devienne un problème majeur.



Gabor Szauder, entraîneur-chef de l'équipe canadienne de natation artistique

PHOTO : RADIO-CANADA

Q.- Et si malgré cela certaines athlètes ne veulent pas revenir?

R. Nous espérons vraiment que cela n'arrivera pas. Nous avons bon espoir que notre équipe d'athlètes sera en mesure de relever les défis auxquels elle est confrontée. Et nous reconnaissons que cela va prendre un certain temps pour que cela se produise. Si quelqu'un quitte le programme, que ce soit un membre du personnel ou une athlète en raison de leur situation, alors nous les aiderons en leur offrant un soutien vers cette nouvelle transition. Nous croyons, en toute sincérité, que nous avons la meilleure équipe de soutien pour une équipe olympique de natation artistique. Notre équipe est forte et nous espérons la garder intacte.

Nous savons qu'il y a de nos athlètes qui aimeraient vraiment que Gabor continue de les entraîner. Encore une fois, c'est à elles de décider.

Q.- Lors de notre première conversation [il y a quelques semaines], vous avez mentionné que les athlètes sont votre priorité. En regardant la situation actuelle, et en entendant les athlètes nous dire ne pas se sentir en sécurité, nous vous reposerons la question : qui est votre priorité?

R. Les athlètes seront toujours notre priorité. Nous avons eu beaucoup de discussions au cours du mois dernier, et ce que nous comprenons, c'est qu'il y a des divergences d'opinions sur tout cela. Ce n'est pas clair, pour le moment, qu'il y a des athlètes qui se sentent vraiment en danger. Nous sentons que nous pouvons réparer l'environnement [de travail]. Et en fin de compte, elles décideront comment nous allons avancer.

Diane Sauvé



Jacinthe Taillon





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Information concernant les sociétés de régime fédéral - 034366-8

Commandes des copies de documents corporatifs

Note

Ces renseignements sont à la disposition du public conformément à la législation (voir [Divulgence publique de renseignements corporatifs](#)).

Numéro d'organisation

034366-8

Numéro d'entreprise (NE)

123550337RC0001

Dénomination sociale

CANADA ARTISTIC SWIMMING
NATATION ARTISTIQUE CANADA

Statut

Actif

Régime législatif

Loi canadienne sur les organisations à but non lucratif - 2013-11-20

[Commander un Profil corporatif](#) [[Télécharger PDF](#)] [[Visionner HTML](#)].

[Lecteurs PDF](#)

Adresse du siège social

700 INDUSTRIAL AVENUE, Suite 401
OTTAWA ON K1G 0Y9
Canada

i Note

Les organisations à but non lucratif actives doivent mettre à jour ces renseignements. Les changements sont légalement en vigueur à la date où ils sont déposés auprès de Corporations Canada. Une clé de société est requise. Si vous n'êtes pas autorisé à mettre ces renseignements à jour, vous pouvez soit communiquer avec l'organisation soit vous adresser à Corporations Canada. Nous aviserons l'organisation de ses obligations de déclaration.

Administrateurs

Nombre minimal d'administrateurs 5

Nombre maximal d'administrateurs 7

Deana Shaw
2315 Bromsgrove Road
Unit 13
Mississauga ON L5J 4A6
Canada

Elise Truscott
1006-320 5th Avenue North
Saskatoon SK S7K 2P5
Canada

Sara Hart
10 Lambert Crescent
St. Albert AB T8N 1M2
Canada

Florence Klein
1241 Rue de la Gaieté
L'Ancienne-Lorette QC G2E 1T3
Canada

Jason Herbert
1383 Marinaside Crescent
#509
Vancouver BC V6Z 2W9
Canada

Judi Enns-Bradette
1888 Bayview Ave. Suite 817
Toronto ON M4G 0A7
Canada

LINDSAY DUNCAN
935 RUE ROY E
MONTREAL QC H2L 5A2
Canada

Note

Les organisations à but non lucratif actives doivent mettre à jour les renseignements concernant les administrateurs (noms, adresses, etc.) dans les 15 jours suivant tout changement. Une clé de société est requise. Si vous n'êtes pas autorisé à mettre ces renseignements à jour, vous pouvez soit communiquer avec l'organisation soit vous adresser à Corporations Canada. Nous aviserons l'organisation de ses obligations de déclaration.

Dépôts annuels

Date d'anniversaire (MM-JJ)

11-20

Date de la dernière assemblée annuelle

2020-09-19

Période de dépôt annuel (MM-JJ)

11-20 au 01-19

Type d'organisation

Ayant recours à la sollicitation

Statut des dépôts annuels

2021 - N'est pas dû

2020 - Déposé

2019 - Déposé

Historique de l'organisation

Dépôt des états financiers

En date du 2020-03-31

Certificat de modification *

2020-10-09

Renseignements concernant les modifications aux statuts. Nombre d'administrateurs

* L'information concernant les modifications sont seulement disponibles pour les modifications effectuées après le 2010-03-20. Certains certificats émis avant 2000 pourraient ne pas être listés. Pour obtenir des renseignements supplémentaires [contactez Corporations Canada](#).

[Commandes des copies de documents corporatifs](#)[Débuter une nouvelle recherche](#)[Retour aux résultats de la recherche](#)**Date de modification:**

2021-02-03

Historique de la dénomination sociale

1969-11-14 au 2018-06-19	CANADIAN AMATEUR SYNCHRONIZED SWIMMING ASSOCIATION INC.	1969-11- 14 au 2018-06- 19	L'ASSOCIATION CANADIENNE AMATEUR DE NAGE SYNCHRONISEE INC.
2018-06-19 jusqu'à maintenant	CANADA ARTISTIC SWIMMING	2018-06- 19 jusqu'à maintenant	NATATION ARTISTIQUE CANADA

Certificats et documents déposés

Certificat de prorogation

2013-11-20

Juridiction précédente : Loi sur les corporations canadiennes, partie 2 (LCC-Partie 2)

Règlements administratifs

Reçu le 2013-11-25

Règlements administratifs

Reçu le 2015-11-09

Certificat de modification *

2018-06-19

Renseignements concernant les modifications aux statuts. Dénomination sociale

Règlements administratifs

Reçu le 2018-11-21

Dépôt des états financiers

En date du 2018-03-31

Dépôt des états financiers

En date du 2019-03-31

Règlements administratifs

Reçu le 2020-10-06



SWIMMING OFFICIALLY LAUNCHES NEW BRAND

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info@artisticswimming.ca



***New name. New brand. Renewed
commitment to the vision to be a leading
nation in artistic swimming that inspires
Canadians through athletic performance***

With the launch of its new name and brand, Canada Artistic Swimming is taking aim at the world's best, and also

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info@artisticswimming.ca



basic aquatic literacy at clubs across the country at the same time.

The name change from Synchro Canada to Canada Artistic Swimming, reflects the direction of the sport internationally, where the discipline changed from Synchronized to Artistic Swimming at the FINA Congress in 2017. The name modification was approved by FINA to better align it with other artistic sports.

"Canada Artistic Swimming is thrilled about the re-brand opportunity that this name change has given our organization" said **Jackie Buckingham**, CEO, Canada Artistic Swimming. "Our new Brand Essence – **"Forging unity through diversity"** and our key attributes: powerful, creative, dynamic, inclusive and collaborative, define us – and frame the identity of an aligned and focused organization as we move forward".

The logo-wordmark and its accompanying icon, developed for the national organization, have also been customized for each of the provincial associations. The logo proudly includes the classic Canadian maple leaf in red, with one-third of the leaf representing the watery splash effect that is now part of the visual language of the sport. The wordmark also uses the water in motion theme, incorporated as a powerful splash through the word "Artistic".

The new visual language will be added to everything from letterhead to websites. "Wearing our new brand on Canadian uniforms wherever we compete, will generate a sense of renewed pride for every one of our athletes," added **Julie Healy**, Chief Sport Officer.

The identity package for Canada Artistic Swimming can be seen at www.synchro.ca/brand.

Canada Artistic Swimming is also launching **AquaGO! / ALLEZ à L'eau!** at clubs across the country starting in September. This new entry-level program encourages young girls and boys to enjoy movement in the water with a goal to developing the fundamental skills to enable participation in aquatic-based activities through their teen and adult years. Brand elements for AquaGO! can also be found on Canada Artistic Swimming's new brand page.

August 21st, 2018

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CANADA ARTISTIC SWIMMING

700 Industrial Ave. Suite 401 Ottawa, ON K1G 0Y9 Phone: 613 748-5674 Email: info@artisticswimming.ca

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Synchro Yukon



**To:**

Erin Willson

From:

Synchro Canada

Catherine Gosselin-Després, Kristen Brawley and Catherine Naulleau

Date: Week of April 25th

Subject: Written Warning #2 – Weight management

This is a formal written warning letter to you regarding recent weight results and objectives with respect to the weight management protocol and your personal contract.

Considering the monitoring of your weight and your body composition, you are still in the over acceptable range, *however, we note an improvement in your weight which is now at 5% of your competing weight and you achieved the goal to lose 0.5 to 1% of your weight per week.*

The objective in this time of year, although, is to be at 2% of your competing weight.

We also want to thank you for your cooperation to make all your appointments with the expert team

The next steps will be to continue consultations with the nutritionist, sports psychologist and follow the evolution of your body composition weekly for progress.

If you have any questions, please do not hesitate to contact Synchro Canada's High Performance Manager, Kristen Brawley and/or Synchro Canada's sports nutritionist, Catherine Naulleau.

**To:**

Erin Willson

From:

Synchro Canada

Catherine Gosselin-Després, Kristen Brawley and Catherine Naulleau

Date: Week of May 2nd

Subject: Written Warning #3 – Weight management

This is a formal written warning letter to you regarding recent weight results and objectives with respect to the weight management protocol and your personal contract.

Considering the monitoring of your weight and your body composition, *we continue to note an improvement in your weight which is now at 4% of your competing weight and you achieved the goal to lose 0.5 to 1% of your weight per week.*

The objective in this time of year, although, is to be at 2% of your competing weight.

The next steps will be for the expert team and Synchro Canada to meet and put in place a plan that will help you manage better your weight and issues that might prevent you to achieve this goal. At this point, there will also be further decision taken about your position on the team.

You will also be asked to continue consultations with the nutritionist, sports psychologist and we will follow the evolution of your body composition weekly for progress.

If you have any questions, please do not hesitate to contact Synchro Canada's High Performance Manager, Kristen Brawley and/or Synchro Canada's sports nutritionist, Catherine Naulleau.



May 17th, 2011

Dear Erin,

Thank you again for meeting with Catherine and I yesterday in Montreal. After careful examination of all the facts and discussions we have had with you, the coaches and experts, Synchrono Canada and our experts have developed a clear and achievable plan to maximize your health and wellbeing while helping you to reach your goal of being on the 2011 World Championships Team.

Plan for Erin Willson May 18th to July 24th, 2011

- 1) Erin will continue to swim with A Team while AA Team competes at the Brazil Open and will attend the Narbonne Training camp and Savona Open competition with the A Team.
- 2) In order to attend the World Championship training camp in Phuket, during the Narbonne training camp and Savona Open Erin must meet the following:
 - All performance expectations outlined by the coaches
 - All weight management targets set-out by Synchrono Canada's nutritionist
 - All other National Team athlete expectations set-out by Synchrono Canada
- 3) In order to attend the FINA World Championships in Shanghai, during the Phuket training camp Erin must meet the following:
 - All performance expectations outlined by the coaches
 - All weight management targets set-out by Synchrono Canada's nutritionist
 - All other National Team athlete expectations set-out by Synchrono Canada

You will be provided with a list of these expectations, targets and deadlines in person and in writing on May 18th, 2011.

Synchrono Canada is also targeting another athlete in case performance expectations or targets are not fully met. That athlete will also have a similar personalized plan to meet all of her expectations and targets in order to be considered. If neither of you reach your expectations or targets, Synchrono Canada will only take 11 athletes to the FINA World Championships.

Synchrono Canada is aware of the extra cost of travel and cancellation charges associated with this situation and is willing to take on this extra cost for the success of the National Team program and for the best interests of all athletes involved.



As we discussed yesterday, as a National Team athlete you are responsible and accountable for your performance in and out of the water. Synchro Canada provides you with as many tools and resources as possible to help you achieve your goals, but it is ultimately your choices that will make the difference.

If at any time any information received is unclear or confusing, it is your responsibility to communicate with the many resources available:

- Julie Sauve, Head Coach AA Team
- Anastassia Goutseva, Assistant Coach
- Meng Chen, Head Coach A Team
- Lyne Piche, Assistant Coach
- Catherine Naulleau, Nutritionist
- Veronique Charest, National Team Manager
- Elise Marcotte, Centre of Excellence Athlete Council Rep
- Courtney Brown, Athlete Council Chair
- Kristen Brawley, High Performance Manager
- Catherine Gosselin-Despres, Chief Executive Officer
- Other IST experts as needed

I am looking forward to our meeting tomorrow to go over your expectations and any questions or concerns you have going forward.

Sincerely,

Kristen Brawley
High Performance Manager



POST 2012 OLYMPIC ATHLETE AGREEMENT

Revised May 20, 2011

Purpose:

To retain athletes in our National Team program following the 2012 Olympic Games and to target Synchro Canada's investment towards potential future World Championship, World Cup and Olympic Athletes.

Applicable to:

The 12 athletes selected to the *2012 Olympic Athlete Pool*.

Agreement:

Upon selection to the *2012 Olympic Athlete Pool*, I _____
 (the athlete) agree to the following conditions:

- a) To train with the *2012 Olympic Athlete Pool* from November 1st, 2011 until July 31st, 2012 and, if selected to the 2012 Olympic Team, participate in the 2012 Olympic Games.
- b) If not selected to the 2012 Olympic Team, I will continue to train with Synchro Canada's Centre of Excellence National Team program until after the 2013 FINA World Aquatic Championships.
- c) If am in breach of this agreement, I agree to refund Synchro Canada for the financial investment they have made towards my training and competition experience from November 1st, 2011 until the day the agreement is breached.

I understand that Synchro Canada's financial investment towards me includes but is not limited to the following costs: facility rental, coach salaries, expert service fees, and travel. I also understand that Synchro Canada will charge me for my share of these costs pro-rated to the day I breach this agreement.

 Athlete Signature

 Witness Signature

 Date

 Date

February 26, 2012

Ms Catherine Gosselin-Despres
Chief Executive Officer
Synchro Canada
1010 Polytek Street, Unit 14, Suite/Bur. 200
Gloucester, ON K1J 9H9
by email: Catherine@synchro.ca

Dear Catherine:

I am writing this letter, in follow-up to the conversation that we had on Thursday, February 23, where it was suggested that I provide, in writing, some of Erin's experiences while at the Aruba training camp and at past training camps. I appreciate that we have had many conversations in the past two years related to Erin's treatment as part of the Canadian Synchronized Swimming Team and the issues related to overall respect and potential harassment instigated by coach, Julie Sauve.

I had outlined for you the horrifying experience Erin had at the training camp in Thailand. In Thailand, on July 1st, Julie held a team meeting and told a number of girls, including Erin, that they were too white and that they needed to make more of an effort to be tanned. She told them to go buy tanning oil (not sunscreen) and that it was available at the mini-mart beside the hotel. Although the girls trained outdoors from 7:00 a.m. until 2:00 p.m., they had to go and sit on the beach every day after practice. On their days off, the 'white girls' in particular were made to sit on the beach from 8:00 a.m. until 5 p.m. One particular day, when it was 35 degrees (plus), one team member went into the ocean around 12:00 noon or 1 to cool down with a number of teammates who were more tanned. A coach went up to her specifically and told her that she had better get out of the water in case Julie saw her, since Julie wanted her legs more tanned.

It was very hot and humid in Thailand each day, which made training quite difficult. The girls often needed ice baths and sponges to cool us down after run-throughs and strenuous workouts. One day, a team member got heat stroke and started shaking and convulsing. She was on the verge of passing out. After practice she was still forced to go outside and lay on the beach that afternoon.

I do not understand what the colour of your skin has to do with completing on the world stage. As I shared with you, I have recently undergone two surgeries to have skin cancer removed, and to think that my daughter is being forced to suntan to be part of the Canadian Team is unacceptable.

I also understand that in Thailand that the girl's weight was always a concern to Julie, and that the girls were weighed regularly. According to Erin's journal on June 26, the three coaches had a meeting with Erin and the other alternate. They were informed that they did not have to do the trials in August, followed by the comment that the other alternate was doing a good job losing weight but that Erin needed to keep going. At the weigh-in the previous day, Erin was already down to 123 lbs. and her contract weight was 126 lbs. Julie said that the rest of the team was looking good and that the other alternate was doing an amazing job. Julie asked the other alternate if she was happy, to which she replied, "very". Julie continued the conversation with the statement to this team member "before you were a bit...(and motioned with her arms – wide)" and the team member laughed and agreed. Then Julie asked Erin if it was tough, to which Erin replied 'yes'. Julie told her that getting started was the hardest part.

After the Thailand experience, I had a few follow-up conversations with the nutritionist, Catherine Nalleau, who was thankful that I was bold enough to ask questions. Erin was also publically humiliated by Julie Sauve at the Mexico training camp for taking a dessert, even when this 'treat' was a documented part of her nutrition program. One staff member, reported to Julie that Erin had been cheating on her diet, which was completely untrue. This led to Erin receiving further comments about her weight.

I have been very open with Synchro Canada about my concern related to Erin's treatment and have shared the above concerns with you Catherine, Kristen Brawley, Lisa Schott, Mario Welsh and Janice MacLellan.

In follow-up to the letter I sent to Synchro Canada on June 7, in regard to Erin's treatment, I was told that Julie would be well-supervised at further training camps, and therefore supported my daughter in continuing her training and attending the training camp in Aruba. However, the trust that I have in Synchro Canada's commitment to ensuring the well-being of their athletes has now completely evaporated after the Aruba experience.

In reviewing Synchro Canada's National Team Handbook, there are clear statements made in relation to the Anti-Harassment Policy.

Policy Statement:

- 1.1 CASSA is committed to providing a sport and work environment which promotes equal opportunities and prohibits discriminatory practices.**
- 1.2 Harassment is a form of discrimination. Harassment is prohibited by human rights legislation in each province of Canada.**
- 1.3 Harassment is offensive, degrading and threatening. In its extreme forms, harassment can be an offense under Canada's Criminal Code.**

The issues that I am sharing with you now, I believe not only are a clear breach of the Anti-Harassment Policy, but would indeed stand up if they were presented as a violation of Canada's Criminal Code.

Aruba:

1. Personal Harrassment:

Rather than paraphrasing, I will share the letter I received from Erin on February 20, 2012.

"On the Thursday, we were watching older synchro videos for research, and we watched our swim for 2009 in Tech Team. During the finals swim I had made an error in timing of my rocket split. Which I got screamed at for after the swim by Julie, and then again was reminded of this right before I swam tech team at the world cup in 2010. Julie told me "Don't screw up your rocket like you did last time, right?" So we watched the swim and after the rocket Julie paused the video and asked who it was that made a mistake. I didn't own up to it right away, first of all I was embarrassed and second, we both knew who made the mistake. So someone else said it was Erin. And Julie's response was "uh oh Erin, no no no big mistake!!" in front of the whole team."

2. Exposure with the Colombian Judge:

First, I do not understand why a Colombian Judge was with our girls?

Did Synchro Canada pay for him to attend?

Here are Erin's words re: his visit

*Julie was particularly brutal during the time the Colombian Judge, Alvero was here. Before he arrived, Julie had told us we needed to be on our best behavior around him, we needed to make sure to suck up to him as much as possible, and be very polite. The first night we went out for dinner, on the way back from dinner all of the girls were getting into the vans, (the coaches were behind us) and one coach came running up to tell one of us to go into the car with Alvero. Up until that point (he had already been there a day) there was always a girl or 2 going in his car. But we were all tired and wanted to go home, did not realize no one was with him. Luc and Annie had gone in his car. When he realized that no girls were in his car, we tried to send one with him, but he already left. Julie found this to be unacceptable behavior, and spent the entire 20 minute ride home from the restaurant screaming at us. We were told that we were "impolite, inconsiderate girls who were **throwing away our medals**. We need him on our side to get the medal. We clearly did not care to make an effort around him, and named one athlete in particular! We were such stupid girls. We clearly did not have brains. How could we be so selfish? She was mad because he did not even know our names! (Even though me and one other athlete had gone with him on the way to the restaurant, and he seemed to know who we were then).*

The next morning, she was in a bad mood again. She did not even talk to us in the cars, and spent the entire warm up not saying a word just staring at us. The next 2 hours of practice were brutal! She was screaming about everything, we were incapable of satisfying her. The team didn't know how to react, so finally a team member spoke up and asked what was wrong, and what we could do to fix this atmosphere. This sent Julie

*on another rampage, since she was still mad about the night before. She started screaming about the same things again. Any time we tried to defend ourselves she would tell us to shut up and stop interrupting. She would not listen to anything we had to say, even when we wanted to know what to do to fix the problem. She just would keep screaming at us that **we were inconsiderate, impolite savages.***

She also was mad because we did not bring her and Alvero to a team member's room after the dinner for dessert. Her boyfriend had sent her valentines cupcakes. At the dinner she told us we could get one from her room after. The athlete even made a point of going over to Alvero and telling him he could come take one. Most of the girls were in a bad mood when we got back to the hotel, after being screamed at for the whole car ride, so went back to their rooms. The others went to her room, grabbed one and left. We saw the coaches in the lobby and said goodnight to them, they said goodnight back. But during her screaming the next day, she told us we were savages and were very impolite for not bringing Alvero a cupcake?"

Erin also told me upon her return, that Julie allowed this Alvero to provide instruction to the girls at one point during the camp. While standing on the pool's edge in his speedo bathing suit, he proceeded to put his hand into his bathing suit and re-arrange his penis in front of all of the girls.

Also, while on a Catamaran Trip, the girls were also dancing and Julie instructed a team member to make sure she danced in a 'sexy way' in front of Alvero.

3. Treatment of Alternates and the Sun Tanning Continues:

We have repeatedly been told that all twelve athletes were to be treated as part of the team, and that 'alternates', would be given every opportunity to hone their skills, since at any point they may be called upon to be part of the team. The following journal entry clearly shows that this is not Synchro Canada's practice:

At practice on Saturday, all three of us alternates were sent out of practice and back to the hotel at 7:45am. We were sent straight to the beach (we were not even allowed to drop our stuff off at the our rooms) to reserve spots for the team and coaches on the beach under the umbrella, so that we would all have places on the beach for the rest of the day. We had to sit there until 11 a.m. to wait for the rest of team to finish practice. I was on the beach from 8 a.m.-2:30 p.m. when I left to go back to my room with some team members to make lunch. The physiotherapist, saw us girls leaving and reported this to Julie. When I got back to my room I had a message from a team member telling me to get back to the beach because Julie got mad when we left. We were then forced to stay on the beach until 4pm. and Julie screamed at me for ten minutes straight about my inappropriate behaviour.

I have also included these other notes from Erin's journal that may be of interest:

Steph Samson, our physio, has become Julie's spy, everything we do or say is reported back to Julie, and the story has somehow been twisted around to make us look bad, and then we get in trouble. Not a single person on the team can trust her. We have had many conversations about

this as a team. Even Meng has warned us to be careful of what we say because it all gets reported to Julie from Steph.

I have been talking to Meng a little during this camp, she is having a very hard time here as well. When I talked to her this morning she told me that Steph is now also spying on her. Yesterday, we had a morning off, but she was forced to stay in her room (she shares a room with Steph) , because Steph was to report back to Julie if Meng was interacting with athletes or went to their rooms.

I have also heard Julie threatening Meng. And telling others that if she does not "fix her behavior" she wants to send her back to the second team. I don't even understand where this is coming from. Meng is being the exact same as always when coaching, but is always told everything she does is wrong, even if its exactly what Julie has told her to do.

I understand that there are important decisions that Synchro Canada needs to makes since we are so close the Olympics. I appreciate that this is not an ideal time to be considering a staff change, but I cannot stand by and allow my daughter to be subjected to such abuse.

As I have researched the background of Julie Sauve, I was shocked to discover that this is not the first time that team members have experienced challenges with this coach. As early as 1995 there have been issues of potential harassment brought forward by various team members. I understand that Synchro Canada has continually believed that Julie Sauve is the best coach to take our girls to the Olympics, but there may be a number of people on the current Board who are unaware of Julie's track record when it comes to the well-being of our athletes.

I would appreciate answers to the following questions:

1. Is the Board and CEO still in full support of coach, Julie Sauve's behaviour with our girls?
2. Why was there no supervision by Synchro Canada on the Aruba trip, even though I was told after Thailand that she would not be left unsupervised?
3. Was the Columbian judge's trip paid for by Synchro Canada? As I noted above, what was the purpose of his being at the camp? Is his behaviour supported by Synchro Canada?
4. Why are the athletes continually told that they need to be in the sun? Is this policy supported by Synchro Canada?

Thank you for attention and I look forward to your response.

Sincerely,



Karen Willson



March 9th, 2012

Dear Karen,

Thank you for your letter dated February 28, 2012. Please be assured that we are taking your letter very seriously. As you perhaps know, we have conducted an investigation on some of the issues which you mention, and will continue to investigate the new issues you have brought forward. Be very confident that each and every issue will be dealt with after a thorough investigation has been conducted.

I want to remind you that the issues highlighted in this letter are in large part related to Human Resource management as much as they are to athlete coaching and training issues. The particulars related to the supervision of performance management cannot be disclosed to a third party so we will be treating this with confidentiality and respect for all persons involved. Further performance management takes time and we always have to provide an opportunity to the employee(s) who may be involved to correct any behavioral issues not only to be fair, but also because we may in fact be putting Synchro Canada at risk. With that being said, I would like to review the issues you have identified in your letter.

Thailand: The events you have described have been dealt with as these events happened some time ago. We felt the issues were indeed very relevant and needed investigation at the time and were dealt with accordingly. Everyone involved in the situation you described have been spoken to, and as a result, we asked Dr. Margo Mountjoy to meet, investigate, review and audit all of our policies and processes appropriately. One of the outcomes of this review was that Dr. Mountjoy had meetings with the swimmers and coaches on the topic of weight management. This process and follow-up was to ensure due diligence was done by an external independent party, who has a good understanding of the sport and competition at the most elite level.

Weight management: Swimmers at the elite level know there are benchmarks related to overall performance which must be met at any point in time in the preparation leading up to, and during the competitive season. These standards are responding to the needs of fielding a competitive team that will meet the criteria found when we compete against elite teams from around the world. The expectations of our team are to hold themselves accountable to both themselves and their team-mates and to follow the guidelines provided by the teams' nutritionist, who is also supervised by the team physiologist and overseen by Synchro Canada. While it is critical to our organization that we have the athletes in a healthy state, we also must recognize that the management of weight is an integral component of the performance at this top level of competition. In many other high-performance sports, weight management is monitored

Synchro Canada fosters the pursuit of excellence while developing athletes, citizens and ambassadors of the sport of synchronized swimming at all levels.

Synchro Canada favorise la poursuite de l'excellence tout en développant des athlètes, citoyens et ambassadeurs du sport de la nage synchronisée à tous les niveaux.

in 'presentation sports' like figure skating and gymnastics but also in non-esthetic sports like swimming, hockey, judo, freestyle skiing, skiing, field hockey and even rugby. As you know, synchronized swimming requires not only an artistic quality but also a superbly conditioned body to withstand the rigors of the event. Specifically in a "team" event, where judging is done based on synchronicity and co-ordination of a group of people, it is important that the physical similarities be as consistent as possible for all of the athletes. This is a responsibility by each athlete as well as the coaches to ensure they have the best possible opportunities of reaching the team's performance goals.

Team Coach: As you know Julie Sauvé is recognized as one of the best synchronized swimming coaches in the world. Synchro Canada hired Julie as the Head Coach to lead the Canadian team through to the 2012 Olympic Games. It is important to note that we conduct regular performance reviews and receive feedback from the athletes, coaching staff, support staff as well as technical officials to evaluate the overall performance of our head coach. It is important to note that overall the comments and observations we have received have been favorable in having Julie remain our coach leading the team to London Olympic Games this summer. It goes without saying that we have in place an ongoing performance monitoring system for our entire staff working with the team which is being supervised by both the senior staff and Board of Synchro Canada. Any failure to maintain the integrity of these standards will continue to be dealt with in the appropriate way.

Sun tanning: Synchro Canada does not support excessive sun-tanning, especially the way you describe it being handled in Thailand. With that being said as you know, as a parent of a national team athlete you know the visual aspect of the sport is perceived with greater appreciation when there is a consistency in not only the movements, but in the visual appearance of the costumes/hair/make-up/etc. of the athletes. Based on an investigation we have conducted related specifically to the Aruba training camp, the swimmers were not told to go in the sun specifically but the intent was to go to the beach rest and enjoy the sun. It was also indicated to us by all of those we spoke to that there were umbrellas on the beach which could be used by those not wishing to be in direct sunlight. We absolutely agree that it was unacceptable sending the three alternates, during the practice time, to do hold the seats/space on the beach, as everyone should be treated the same way. Be assured, this type of occurrence will not happen again.

Visitors at training camps: Synchro Canada has had the strategy of using both national and international technical consultants to provide comments and critique the routines and choreography to assist our coaches prepare for competition, whether it is in the Olympic year or not. It has always been Synchro Canada's desire to maintain our integrity and ensure that the swimmers and coaches do not put themselves in uncomfortable situations at any time. As a result of your concern over the issues you mentioned, the Board has asked the CEO to implement a policy which will ensure that coaches and guests are aware of acceptable norms of behavior during these visits and interactions with the team and adhere to the policies we will implement without exception. It remains our primary goal that the health and well-being of all representatives of our sport be taken care of as if they were in the safety of their home. If such occasions where this is not perceived to be the case, it is important that it be drawn to our attention immediately. Thank you for advising us of your concerns.

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In closing I would like to say that we appreciate the time and attention you gave to your letter, and please be confident that it was reviewed in detail and will be managed as a top priority in the coming months leading up to the Olympic Games. If you have any further questions, please feel free to direct them to me and I will continue to respond to you.



Catherine Gosselin-Després
CEO – Synchro Canada

cc. Mario Welsh – President Synchro Canada

CONFIDENTIAL

Synchro Canada fosters the pursuit of excellence while developing athletes, citizens and ambassadors of the sport of synchronized swimming at all levels.

Synchro Canada favorise la poursuite de l'excellence tout en développant des athlètes, citoyens et ambassadeurs du sport de la nage synchronisée à tous les niveaux.

De: Catherine Gosselin-Despres <catherine@synchro.ca>
Date: 1 juin 2012 à 11:56:39 HAE
À: Karen Willson <KWillson@kriphilanthropy.com>
Cc: "Welsh, Mario (Heenan Blaikie)" <MWelsh@heenan.ca>, mmsportdoc@aol.com, philippe.isaac@gmail.com,
jackie.brown@pfizer.com, Pat McCann <jenella@eagle.ca>
Objet: RE: Meeting with you next week - March 23rd
Répondre à: catherine@synchro.ca

Hi Karen ;
I acknowledge your message. We will be in touch to follow up on this soon.
Catherine

CATHERINE GOSSELIN-DESPRES, MA
Chief Executive Officer / Chef de direction
613-748-5674 ext. 222(o)
613-818-7562(c)
613-748-5724(f)
catherine@synchro.ca
www.synchro.ca

From: Karen Willson [mailto:KWillson@kriphilanthropy.com]
Sent: June-01-12 10:38 AM
To: catherine@synchro.ca
Cc: Welsh, Mario (Heenan Blaikie); mmsportdoc@aol.com; philippe.isaac@gmail.com;
jackie.brown@pfizer.com
Subject: RE: Meeting with you next week - March 23rd

Hi Catherine: I have had a number of conversations with Erin and also Philippe Isaac, about the issues the girls have related to the team. Philippe informed me that it was your plan to take the girls' concerns seriously, but that you had to follow HR protocol and give Julie a 'warning' about her behaviour and the affect it was having on the team.

I told Philippe that Doug and I had been part of a conference call in March, and it was at that point that Julie was given her 'final' warning, so I don't understand why she needs another final warning now?

Also, I understand that the team doctor has some serious concerns about the girls B12 levels and their 'white blood' cell counts and that there has been serious decline in the past year. Are these concerns of no issue to Synchro Canada?

The girls have shared with you that they are concerned about the length of time that they need to spend at the Spain training camp. As of yesterday, they were told that the next camp will be of the same magnitude proposed by Julie

of the same magnitude proposed by Julie.

As we discussed in the conference call in March, it was agreed that someone needed to monitor Julie's behaviour every moment during the last training camp. I understand that the girls were forced to swim in the outdoor pool in the pouring rain, in 60 degree temperatures, for extended periods of time. At one point Beadreau had to be lifted from the pool by the girls and carried to the showers because her back muscles had completely seized. There was no oversight by coaches as the girls poured warm water on her until she could walk. Has all of this been forgotten?? Are there no steps for corrective action?

Is the Board of Directors aware of the girls current concerns?

Based on this information, I believe that there is serious concern about the health and safety of the athletes. Doug and I reviewing the Synchro Canada and Sport Canada's policies as posted on the websites. We believe that the governing bodies are not meeting their expectations as outlined on these policies.

I have cc'd Mrs. Jackie Brown, so that this information can be passed along to her daughter Courtney. Should I be preparing a formal letter to be reviewed the Board?

Karen

From: Karen Willson
Sent: March 19, 2012 4:46 PM
To: catherine@synchro.ca
Cc: 'Welsh, Mario (Heenan Blaikie)'
Subject: RE: Meeting with you next week - March 23rd

Hi Catherine: Could we have this conference call on Tuesday, March 20 at 4:30?

Thanks

From: Catherine Gosselin-Despres [<mailto:catherine@synchro.ca>]
Sent: March 16, 2012 6:07 PM
To: Karen Willson
Cc: 'Welsh, Mario (Heenan Blaikie)'
Subject: RE: Meeting with you next week - March 23rd

Hi Karen

As per our conversation today, let us know your availability for a call with Mario and I.
 Catherine

CATHERINE GOSSELIN-DESPRES, MA
 Chief Executive Officer / Chef de direction
 613-748-5674 ext. 222(o)
 613-818-7562(c)
 613-748-5724(f)
catherine@synchro.ca
www.synchro.ca

From: Karen Willson [<mailto:kwillson@kcphilanthropy.com>]
Sent: March-16-12 12:53 PM
To: catherine@synchro.ca
Cc: Welsh, Mario (Heenan Blaikie)

----- Forwarded message -----

De : **Chloé Isaac** <chlo_isaac@hotmail.com>
Date: mar. 25 nov. 2014, à 13 h 04
Subject: Fwd: your retirement announcement
To: Philippe Isaac <philippe.isaac@gmail.com>

Envoyé de mon iPhone

Début du message transféré :

Expéditeur: "Jackie Buckingham" <jackie@synchro.ca>
Date: 25 novembre 2014 10:03:52 UTC-5
Destinataire: <chlo_isaac@hotmail.com>
Cc: "Stephane Cote" <stephane@synchro.ca>
Objet: your retirement announcement

Dear Chloe,

Thank you for your retirement letter which I received awhile ago and also the information for the media release that you provided to Stephane which he has shared with me. We have not had the chance to meet in person, but I am the new CEO of Synchro Canada.

I am writing to let you know that the intent of our media release announcing your retirement is to celebrate your career, to remind people about your many successes and to give people another chance to recognize you for your many achievements. It is not a place to express your regrets. It is normal for athletes to have ups and downs in their sport – every elite athlete has things they would like to change in their careers when they look back, but a retirement announcement is not the right place to share those.

I am sorry that we will not have the chance to work together while you are still competing. It is impossible to go back and change things that disappointed or discouraged you, but I truly hope that you might now find a new role in the sport, and help me and our new team create a better future for the sport and synchronised swimmers in Canada. We already have many new initiatives in place or in development, and we really need former elite swimmers with strong technical and system knowledge to help us move forward. Please feel free to reach out anytime and I can help steer you into an area you might be interested in, where your experience and input would be extremely helpful.

You have had an amazing athletic career and are still quite famous, despite your setbacks and injuries. Rejoice in the good things the sport brought you and be proud to be in the limelight one more time!

I wish you the very best in your studies and your future in and outside of synchronised swimming.

Sincerely,

Jackie Buckingham

CEO

Synchro Canada

700 Lakeshore Blvd. Suite 200

700 Industrial Ave., Suite 401

Ottawa, ON K1G 0Y9

Tel. 613.748.5674 ext. 222

Fax. 613.748.5724

—

Philippe Isaac

De: Patrick Godbout patrick@synchro.ca
Objet: MESSAGES CLÉS: Synchro Canada-Communiqué de presse : Synchro Canada nomme Meng Chen à titre d'entraîneure en chef de l'équipe nationale senior / Press Release: Synchro Canada names Meng Chen Senior National Team Head Coach
Date: 2 octobre 2012 à 21:23
À: Patrick Godbout patrick@synchro.ca



Bonjour à tous,

Voici nos messages clés que Synchro Canada recommande si jamais vous avez des communications des médias concernant l'annonce de l'entraîneure en chef.

Tenez-moi au courant si vous avez des demandes. Merci!

1. Que penses-tu de la décision de Synchro Canada?

- a. C'est une décision administrative de Synchro Canada qui a décidé de ne pas renouveler le contrat de Julie Sauvé.
- b. Mais je pense qu'avec le début de ce nouveau cycle olympique et l'arrivée de nouvelles athlètes, Synchro Canada a voulu débiter une nouvelle ère en modifiant notamment sa structure de haute performance afin que la nouvelle équipe d'entraîneurs et d'experts travaillent collectivement à la poursuite de la progression jusque sur le podium.
- c. Meng Chen a
 - i. démontré ses habiletés à travailler avec une équipe de professionnels
 - ii. démontré une expertise au niveau technique et une créativité
 - iii. développé des liens avec la relève et leurs entraîneurs
 - iv. de l'expérience avec ces nouveaux membres qui arriveront au sein de l'équipe nationale senior par ses expériences en tant :
 1. qu'entraîneur adjointe dans l'équipe nationale A
 2. qu'entraîneur en chef de l'équipe national e B
 3. qu'entraîneur en chef de l'équipe nationale junior 2009 qui a remporté trois médailles de bronze lors des Championnats mondiaux juniors de la FINA 2009

- d. Mais personnellement, j'ai beaucoup confiance en Meng Chen par :
- i. - son travail d'équipe
 - ii. - ses connaissances techniques
 - iii. - leadership
-

- iv. - connaissances en sciences du sport
- v. - vision à long terme

2. Y a-t-il des choses qui ne marchaient pas avec Julie Sauvé?

- a. Je crois que c'était un contexte avec le nouveau cycle olympique qui commence alors que Synchro Canada a apporté des changements à sa structure de haute performance.
- b. Je pense que Synchro Canada a voulu amener une nouvelle dynamique de travail collectif entre le personnel d'entraîneurs et les professionnels travaillant autour de l'équipe afin de maximiser les chances du Canada de monter sur le podium.
- c. C'est aussi le début d'une nouvelle ère avec l'arrivée de plusieurs nouvelles athlètes que Meng Chen a déjà entraîné.
- d. Je crois qu'à la fin, ce sera pour le bien du programme de haute performance.

3. Penses-tu que le départ de Julie Sauvé fera mal à l'équipe nationale/que le Canada redescendra dans le classement mondial?

- a. Je pense que Meng a démontré ses aptitudes et développé des liens au cours des dernières années et pourra poursuivre la progression du Canada parmi l'élite mondiale.
- b. Il ne faut pas non plus oublier plusieurs initiatives de Synchro Canada
 - i. Création du Centre d'excellence après les Jeux olympiques de 2008 où les 24 meilleures au pays s'entraînent ensemble, dans deux équipes nationales, tout au long de l'année et encadrées par nos entraîneurs nationaux et nos spécialistes. Cela amène une profondeur que nous n'avions pas après les Jeux de 2008
 - ii. Meilleur encadrement des programmes autour des équipes nationales junior et des 13-15 ans
 - iii. Expérience des Jeux olympiques données à six filles du groupe d'entraînement de l'équipe olympique 2012

De : Patrick Godbout [mailto:patrick@synchro.ca]

Envoyé : 2 octobre 2012 15:15

À : communications@synchro.ca

Objet : Synchro Canada-Communiqué de presse : Synchro Canada nomme Meng Chen à titre

d'entraîneure en chef de l'équipe nationale senior / Press Release: Synchro Canada names Meng Chen Senior National Team Head Coach

(English version below)

Communiqué de presse
Pour diffusion immédiate

Synchro Canada nomme Meng Chen à titre d'entraîneure en chef de l'équipe nationale senior

Ottawa, le 2 octobre 2012 - Synchro Canada a annoncé aujourd'hui la nomination de Meng Chen à titre d'entraîneure en chef afin de mener l'équipe nationale senior dans cette nouvelle ère qui mènera aux Jeux olympiques de 2016 et 2020.

Meng Chen (prononcer MONG CHEN) fait partie du personnel d'entraîneures de l'équipe nationale senior depuis 2008. Elle était l'une des trois entraîneures du Canada aux Jeux olympiques de 2012, à la qualification olympique aux Jeux panaméricains 2011 où le Canada a mérité deux médailles d'or et aux Championnats mondiaux aquatiques de la FINA en 2009 et 2011 où l'équipe nationale a mérité deux médailles de bronze dans l'épreuve du combo.

Meng Chen était l'entraîneure en chef de l'équipe nationale junior qui a mérité trois médailles de bronze aux Championnats mondiaux juniors de la FINA en 2010. Elle est originaire de la Chine et est une ancienne nageuse synchronisée qui a représenté son pays aux Championnats mondiaux aquatiques de la FINA en 2001. Avant d'arriver au Canada, elle a été l'entraîneure en chef de la formation de la Malaisie pendant quatre ans.

Elle est également l'une des trois seules entraîneures de nage synchronisée au pays à posséder sa qualification du niveau 5 du Programme national de certification des entraîneures.

« Au cours des dernières années, Meng a démontré ses habiletés à travailler avec une équipe de professionnels afin de poursuivre l'objectif de Synchro Canada de toujours progresser au sein de l'élite mondiale. Nous croyons que ses habiletés techniques, son leadership, ses connaissances en sciences du sport et sa vision à long terme sauront grandement contribuer à notre programme de haute performance », a commenté la chef de la direction de Synchro Canada, Catherine Gosselin-Després.

« Avec le départ de plusieurs membres de l'équipe olympique de 2012, Meng Chen travaillera avec plusieurs jeunes athlètes qu'elle a entraîné au sein des équipes nationales senior A ou B au cours des dernières années ou celle junior en 2009 et que l'on verra aux Jeux olympiques de 2016 ou 2020. »

« C'est un grand honneur pour moi d'être nommée au poste d'entraîneure en chef de l'équipe nationale senior de Synchro Canada qui possède l'un des meilleurs programmes au monde », a déclaré Meng Chen. « Au cours des dernières années, j'ai eu l'opportunité de me familiariser avec le système d'entraînement canadien et de travailler avec plusieurs spécialistes et les athlètes et entraîneures qui forment l'avenir de la nage synchronisée canadienne. Je suis confiante qu'avec l'aide de mon équipe d'entraîneures et de professionnels, nous réussirons à faire avancer le Canada lors des grands rendez-vous internationaux. »

Meng Chen succédera à Julie Sauvé qui a notamment mené l'équipe nationale senior canadienne de nage synchronisée au cours des quatre dernières années, incluant lors des Jeux olympiques de 2008 et 2012.

« Julie Sauvé a grandement contribué à positionner le Canada parmi les meilleurs au monde et sur le podium. Sa récente intronisation au Temple de la renommée du Comité olympique canadien démontre d'ailleurs tout son talent, et nous la remercions pour ses contributions au sport », a déclaré Catherine Gosselin-Després.

« Toutefois, avec le début de ce nouveau cycle olympique qui nous mènera aux Jeux de 2016 et 2020, Synchro Canada a entrepris de modifier sa structure de haute performance en favorisant la mise en place d'une nouvelle équipe d'entraîneurs et d'experts qui auront comme mission de travailler collectivement à la poursuite de notre progression jusque sur le podium. Ce début d'une nouvelle ère se reflète aussi par les nouvelles athlètes au sein de notre équipe nationale senior. »

Julie Sauvé a montré son intérêt à continuer à faire progresser le sport au pays et à rester impliquée au sein de la nage synchronisée canadienne en partageant son expertise à tous les niveaux.

« Synchro Canada désire souligner cette passion pour la nage synchronisée qui animait Julie Sauvé, et qui l'anime toujours, en voulant contribuer au développement du sport au pays. La communauté canadienne peut donc profiter entièrement de l'expertise de Julie Sauvé et pour Synchro Canada, ce geste est tout à son honneur. »

À propos de Synchro Canada

Synchro Canada est l'organisme national qui régit le sport de la nage synchronisée au Canada. Il représente dix associations provinciales et une association territoriale ainsi que près de 150 clubs et plus de 12 000 membres à travers le Canada. Membre de la FINA, l'organisme mondial directeur des sports aquatiques, Synchro Canada favorise la poursuite de l'excellence tout en développant des athlètes, des citoyens et des ambassadeurs du sport de la nage synchronisée à tous les niveaux. Synchro Canada désire remercier ses commanditaires et partenaires :

Partenaires de ses programmes : Sport Canada, À nous le podium, B2dix, l'Institut national du sport du Québec

Fournisseurs officiels : Speedo, Knox Gelatine, AdUp, MKJ Travel, National Car Rental

Maquillage officiel : MAKE UP FOR EVER

Hôtel officiel : Hilton Worldwide

Partenaire national de bienfaisance : campagne « Because I am a Girl » de Plan Canada

Pour plus de renseignements, consultez le site Internet de Synchro Canada au www.synchro.ca ou abonnez-vous aux médias sociaux de Synchro Canada : Twitter, Facebook et YouTube.

- 30 -

Pour information :

Patrick Godbout

Synchro Canada

Gestionnaire des communications

Courriel : patrick@synchro.ca

Téléphone : 514 213-9897

Site Internet : www.synchro.ca

Facebook : Synchro Canada

Twitter : www.twitter.com/synchrocanada

News release

For immediate release

Synchro Canada names Meng Chen Senior National Team Head Coach

Ottawa, October 2, 2012 – Synchro Canada announced today that Meng Chen has been named head coach to lead the senior national team in this new era leading to the 2016 and 2020 Olympic Games. Meng Chen (pronounced MONG CHEN) has been on Canada's national coaching staff since 2008. She was one of Canada's three coaches at the 2012 Olympic Games, the 2011 Pan Am Games where Canada won two gold medals to qualify for the Olympics and the 2009 and 2011 FINA World Aquatic Championships helping Canada to two bronze medals in the combo event. She was head coach of the Canadian Junior National Team which earned three bronze medals at the 2010 FINA World Junior Championships. Meng Chen is originally from China and represented her country in synchronized swimming as an athlete at the 2001 FINA World Aquatic Championships. Before coming to Canada, she was head coach of the Malaysian national team for four years. She is also only one of three synchronized swimming coaches in Canada to have reached level 5 in the National Certified Coaching Program. "Over the last few years, Meng has shown her skills to work with a team of professionals in order to pursue Synchro Canada's goal which is to progress among the world's elite. We believe her technical

person Synchro Canada's goal is to progress among the world's elite. Her talent, her technical skills, her leadership, her knowledge in the science of sport and her long term vision will greatly contribute to our high performance program," said Catherine Gosselin-Després, Synchro Canada's CEO.

"With several 2012 Olympic team members retiring, Meng Chen will work with many young athletes who she coached on the national senior A or B teams over the last few years and with the junior team in 2009, athletes we'll see in 2016 or 2020."

"It's a great honour for me to be named head coach of the senior national team for Synchro Canada which has one of the best programs in the world," said Meng Chen. "Over the last few years, I've become familiar with the Canadian training system and worked with many specialists, coaches and athletes which represent the core for Canadian synchronized swimming's future. I am confident with the help of my team of coaches and professionals, Canada will continue to improve on the international scene."

Chen will succeed to Julie Sauvé who recently led the Canadian Synchronized Swimming Team over the past four years, including the 2008 and 2012 Olympic Games.

"Julie Sauvé played a critical role in positioning Canada amongst the world's best and putting us on the podium. Julie's recent induction to the Canadian Olympic Committee's Hall of Fame is a validation of her talent, and we thank her for her contributions to our sport", said Catherine Gosselin-Després.

"However with a new Olympic cycle which will impact the 2016 and 2020 Games, Synchro Canada has modified its high performance structure by hiring a new team of coaches and experts who will work collectively toward our pursuit to reach the podium. With the presence as well of new athletes, this is the start of a new era on our national senior team."

Julie Sauvé showed great interest to continue her involvement in synchronized swimming and will share her expertise at all levels. "Synchro Canada wishes to emphasize the continuing passion Julie Sauvé has for synchronized swimming by her desire to contribute to the development of the sport in Canada. The Canadian community can therefore benefit from her expertise, and for Synchro Canada, this gesture is all to her credit."

About Synchro Canada

Synchro Canada is the national organization governing synchronized swimming in Canada. It represents 10 provincial associations, a territorial association, as well as some 150 clubs and 12,000 members across Canada. A member of FINA, the world's governing aquatic sports organization, Synchro Canada promotes the quest for excellence by developing the athletes, citizens and ambassadors of the sport of synchronized swimming at every level. Synchro Canada would like to thank its sponsors:

Program partners: Sport Canada, Own The Podium, B2ten, the Institut national du sport du Québec

Official suppliers: Speedo, Knox Gelatine, AdUp, MKI Travel, National Car Rental

Official make up: MAKE UP FOR EVER

Official hotel: Hilton Hotels Canada

Official Charity Partner: Plan Canada's Because I am A Girl Program

For further information, visit Synchro Canada's Website at www.synchro.ca or follow Synchro Canada on Twitter, Facebook and YouTube.

For information:

Patrick Godbout

Synchro Canada

Communications Manager

Email: patrick@synchro.ca

Cell.: (514) 213-9897

Website : www.synchro.ca



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NAMED NEXTGEN TECHNICAL DIRECTOR AND HEAD COACH

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Confidential - Conditions

Synchro Canada is pleased to announce and welcome **Leslie Sproule** to the Synchro Canada National Office team, as the Next Gen Technical Director and Head Coach.

Reporting to the Chief Sport Officer (CSO), Leslie will be responsible for the leadership and management of Synchro Canada's NextGen High Performance Programs (Senior, Junior, 13-15). Engaging key stakeholders, including PTSO



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info@artisticswimming.ca



partners and clubs, as well as Canadian Sport Institute (CSI) staff across the country to plan and implement appropriate sport science, sport medicine and innovation support around our targeted athletes, Leslie will develop Canada's short term and long term technical vision targeting a podium finish at the 2024 Olympics.

Leslie is a Chartered Professional Coach, certified at NCCP Level 4, who brings over 35 years of technical program development and coaching experience in the sport of synchronized (artistic) swimming to Synchrono Canada's national operations. Her appearances as a coach include three Olympic Games and numerous World, Pan Am and major FINA events. Most recently, she shepherded Canada's senior national team at the 2017 FINA World Championships.

Leslie previously held positions at Synchrono Canada as High Performance Director (2002-2004) and served in National Team Head Coach and Assistant Coach roles for fourteen years at the Junior, NextGen and Senior A team levels.

This is a one-year contract position (subject to renewal) that has been made possible through the NextGen funding support of the Canadian Olympic Committee and Sport Canada through its high performance partner, Own the Podium.

Leslie will commence her new role this week from her home office in

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Coordinat
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30th, 2020

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Canadian National Team Members

April 16, 2018

Synchro Canada

401-700 Industrial Ave,

Ottawa ON,

K1G 0Y9

To whom it may concern,

On behalf of the Members of the Canadian National Team, we are writing to you, to express our concern for how the National team camp unfolded from March 27-31. We would like to address how the behaviours that were exhibited by Leslie during the last camp left us feeling a lack a physical and emotional security while being coached by her. Throughout the entirety of the camp, members of the team were expressing their physical and psychological discomfort. Whether it was a safety concern, or an overall lack of regard for how the team was feeling, we as a collective felt like our opinions and concerns were not being heard and respected by Leslie. We believe for Team Canada to be able to attain podium level performances, that Canadian athletes need to be training in an environment that leaves everyone feeling safe and comfortable.

Firstly, we would like to address the time constraints that Leslie placed on the athletes to accomplish the choreography changes, resulting in putting the athletes in dangerous situations often ending in the athletes getting kicked and hit. We expressed to Leslie that she was working through the changes too quickly, not allowing all athletes the required time to clarify counts, and changes. Which was then resulting in confusion amongst the athletes, and concluding in us repeating the same section incorrectly various times, and often kicking our teammates. She did not show any concern for how this was making us feel, or did she acknowledge the fact that girls were getting hurt. She continued to pressure the team to do all the changes at the speed she wanted.

On other occasions, when athletes would ask questions, she would ignore them altogether. For example, on Wednesday March 28th, An athlete asked a question regarding patterns, Leslie paused then proceeded to tell the team to do the section, without answering or acknowledging the fact that The athlete had just asked a question. The athlete then voiced right away that Leslie did not answer the question, as it can be dangerous if we don't know where to go in a pattern.

By the end of the camp, we thought that if we directed our questions through our team captain and she communicated with Leslie on our behalf, Leslie would be more willing to give us the time to clarify sections, as then it would be coming from one voice instead of 11 voices. It was clear that Leslie was continuing to ignore the suggestions, questions, or feedback of the team, talking over the athlete or, just simply walking away.

In addition to the behavioral issues mentioned above, we would also like voice our concern with regards to the direction in which the routines are being taken. Synchro Canada has hired Denise Sauve, a world class choreographer to build our routines. Denise, in collaboration with the Montreal based athletes, has worked very hard to create the National Team routines. Hours of work and thought went into these routines, making the choreography smart, and highlighting our strengths.

Going into the March Camp, we were told that no changes would be made. By the end of this camp however, we had changed over 80% of the structure and choreography of the routines. Not only did we feel unsafe to swim these changes due to not being given the proper time to clarify the counts, we, as a team, felt like our time had been wasted during this camp due to the excessive number of changes leaving us with an incomplete team. There are still changes being made as she currently is asking athletes to make changes in their clubs for athletes to learn prior to our performance in Windsor.

On many occasions during the March Camp, we were shown videos from China and Japan and then asked to add those movements in our routine. As of now, we have sections of our routine that have been stolen from other countries current routines. This is unacceptable, embarrassing, and detrimental to the advancement of Canada in the world rankings.

Secondly, her behavior towards the team on various occasions demonstrated a lack of empathy and care for the well being of the athletes. Athletes were vomiting, getting injured, and lacking the ability to focus

due to exhaustion. In a situation like this, it is important for a coach to recognize that the team is hitting a breaking point. It made us, the athletes, feel as though our physical well-being was not one of her primary concerns. Just a simple acknowledgement of the fact that we are struggling, makes us feel less alone, and can help motivate us to push through the fatigue.

On Friday, March 30th, An athlete went to talk to Leslie on behalf of the team to discuss the physical and mental condition of all team members. Leslie was informed that everyone was feeling the accumulation of fatigue from the competition and the training camp. It was expressed how athletes were feeling as though they were becoming inefficient due to the physical and mental exhaustion levels. Even after this concern was voiced to Leslie, she never verbally followed up with the team to see how everyone was doing. There was a lack of communication from Leslie's part with the team, leaving many members feeling ignored and not listened to.

On Thursday, March 29th An athlete was throwing up on the side of the pool, Leslie laughed at this and continued to correct her and the team while she was vomiting. This demonstrated a lack of regard for the wellbeing of the athlete. Directly before this, another athlete had received a kick to the head and the Athletic Therapist (Emily) diagnosed her with minor whiplash. She was instructed by the Athletic Therapist to use her discretion when swimming, and if the pain started to increase she should reduce the range of motion, or take small breaks to allow the muscle to stop spasming. On Friday, March 29, The athlete and the Athletic Therapist went to talk to Leslie to inform her of the situation. Leslie remained silent and vague in her responses, leaving the athlete feeling unsure if Leslie understood the severity of the situation. It is extremely important for an athlete to not be afraid to address their concerns about an injury to their coach and know that they have been heard. As it is a safety concern if athletes feel like they are unable to tell the coach the full truth about serious injuries.

In the wrap up meeting on Saturday March 31, Leslie was explaining what it means to have a good work ethic and what the mentality of a high-performance athlete should be. At this point, she brought up the recent competition of the tech team senior event. Leslie compared athletes from different clubs making everyone feel uncomfortable, uneasy, and personally attacked during the conversation, as it gave the impression that she was favoring one club over another. After Leslie's comment, one athlete responded right away by saying that Leslie's example was very insulting. Leslie, however did not apologize to the

athletes, nor recognized the discomfort that she had put the team in, instead she stated that she should have used another example.

As a team we brainstormed solutions for how to become more efficient in the limited time that we have together. First, we think for the comfort, safety, and security of all athletes that there needs to be someone on deck with the team at all times while Leslie is coaching. We believe that the supervisor should have a general understanding of synchro and have the ability to give good corrections, as we are not given proper feedback by our current coach. We concluded that when at the February camp, while other people are surveying her, she treated us with more fairness and was forced into ensuring that she was creating a healthy environment for all athletes to train in.

FOR THE MAY CAMP:

We believe that if we were to merge the Junior and Senior camp, the Junior worlds staff would be able to help with coaching and be supervisors to her behaviour. Another option that has been discussed is asking Denise to be our primary coach and have the camp in Montreal, as she is available to coach every morning in May. She is recognized as a world class choreographer and when she was worked with the team, all members of the team have felt secure and safe. We believe that for the integrity of the program and the safety of the athletes, having a coach that will coach us constructively, treat us with respect, and have a plan that will lead us to success is non-negotiable. We are confident that under Denise's supervision, the performances and the routines will be ready for the World Series events.

Our concern as athletes is that this type of behaviour demonstrated by our current Head Coach, more so on the day that she was not supervised by Synchro Canada staff members, has been seen in the past, and is creating anxiety amongst the team going forward into the May camp. We have expressed these concerns before in our camp evaluations with Synchro Canada. Yet we are seeing similar patterns of mistreatment and abuse towards the athletes camp after camp. We as a team do not feel comfortable with the behaviour that is being exhibited and for the safety of the athletes will not continue to deal with it going forward. There has to be a change in her behaviour and she needs to be under supervision.

We as National Team athletes are striving for excellence. We are here for one reason and that is to be the best versions of ourselves. We are not afraid to work hard and we want more than anything to represent Canada on the international stage with routines that will make our country proud. For us to be able to achieve these goals that we have set for ourselves, we have to train in an environment that is safe and supportive to all members.

Thank you for taking the time to read our concerns and suggestions. We hope that this brings to light some of the concerns that the team is feeling.

National Team Members



A collection of handwritten signatures in black ink, arranged in two rows. The first row contains six signatures, and the second row contains five. Some signatures are partially obscured by a grey rectangular box.

Janelle Ball

Gabrielle Boisvert

Andrée-Anne Côté

Camille Fiola-Dion

Rebecca Harrower

Claudia Holzner

Audrey Joly

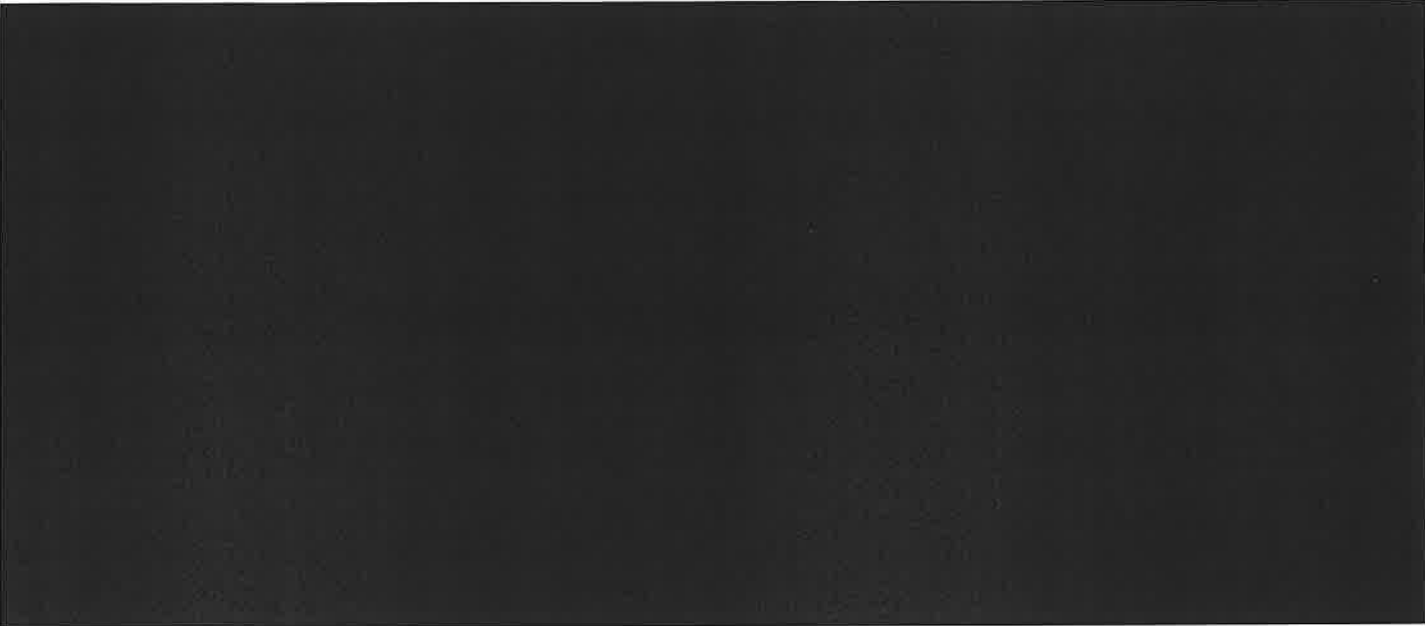
Sion Ormond

Halle Pratt

Jacqueline Simoneau

Laurence Vezina

Kali Wong



De : Julie Healy <julie@synchro.ca>
Envoyé : 17 mai 2018 05:34
À : gabrielle boisvert <gabsynchro@hotmail.com>
Objet : Re: summary of the last days as requested

It's not a problem at all Gab, no need to apologize. I always want to know the truth. You are correct that it is very hard in our sport to know what is true and what is not.....hopefully we can have honest conversations where people speak the truth. It will take time to change our culture, but we will keep trying.

Julie Healy
Chief Sport Officer/Directrice du sport
700 Industrial Ave, Suite 401
Ottawa, ON K1G 0Y9

www.synchro.ca

Cell 613.222.4206 #227

julie@synchro.ca

From: gabrielle boisvert <gabsynchro@hotmail.com>
Date: Thursday, May 17, 2018 at 1:31 PM
To: Julie Healy <julie@synchro.ca>
Subject: Re: summary of the last days as requested

thank you Julie and sorry to put you in the middle of this, but I don't know who to believe anymore so I figured that you are the best to answer my questions.

thank you

Gab

Envoyé de mon appareil Samsung de Bell via le réseau le plus vaste au pays.

----- Message d'origine -----

De : Julie Healy <julie@synchro.ca>
 Date : 18-05-17 10:13 AM (GMT-07:00)
 À : gabrielle boisvert <gabsynchro@hotmail.com>
 Objet : Re: summary of the last days as requested

Hi Gab,

Leslie insists she did not say that. She said she didn't even see Jen D yesterday, so no idea where she got her info, since the discussion took place yesterday about you staying until Friday.

Julie Healy
 Chief Sport Officer/Directrice du sport
 700 Industrial Ave, Suite 401
 Ottawa, ON K1G 0Y9

www.synchro.ca

Cell 613.222.4206 #227
julie@synchro.ca

From: gabrielle boisvert <gabsynchro@hotmail.com>
Date: Thursday, May 17, 2018 at 11:27 AM
To: Jennifer Langlois <jennifer@synchro.ca>
Cc: Julie Healy <julie@synchro.ca>
Subject: summary of the last days as requested

07-05

- Day of the concussion, I stayed all day (9h) on the side of the pool to watch the team training

08-05

- After throwing up until 1 am, I've been told to show up with the team in the morning and check in with the physio. I was still feeling nauseous and had a big headache. In the activation time (10 minutes prior to the training), I sat on the side and Leslie told me that I should activate. Later, after checking in with the AT, I went back home to sleep.

09-05

- In the morning, I had an appointment with Dr. Benson and he confirm that I had a concussion and gave me a list of recommendation to follow. After, I went back home and I was told to send a picture of the papers with the recommendation to Julie Healy, Leslie Sproule, the AT (Jessie) and my coach in Québec city who is in touch with Jennifer Langlois.

11-05

- At the beginning of the day, I was sitting on a chair and Leslie came to me and told me that she thinks (with Julie) that if I wasn't back at 100% in the pool by Wednesday (5 days ahead), she would send me back home with Johana on Wednesday may 16th
- For me, that wasn't making any sense, because I only had 5 days to go through a protocol of 7 stages (each 24h). So it would take me at least 7 days to go back at 100% IF everything was going well without any symptoms. That made me really emotional and I felt worse after because I cried and felt like it was unfair.

12-05

- I've been asked to come at the pool at the beginning of the training even if my goal was to do the stage in the water. Before the training, I went for a walk in the morning and it did increase my symptoms. After a nap, I wasn't feeling as bad, but when I started the flex with the team, I didn't do everything (I did a light flex), but it did increase my headache at that time, so I went back home after.

13-05

- After the morning meeting, Leslie came to us and ask if Sion and me were going in the water today. I answer her that I wasn't sure and I needed to check in with Jessie (AT) to see what's the plan. Than she told me that if I was going in the water, I might be needed to participate in the Highlight practice. At that time, I didn't know what to answer so I just said that even if I was going in the water, it would be only for light swimming. She did ask Sion what she was doing outside of the water if she had no headache and Sion answered that she needed to wait 24h after the kick. Finally, according to the protocol, I wasn't supposed to go in the water and I went with Sion for a walk outside because we were both emotional and had to step outside of the pool deck.

14-05

- The next stage went well in the water, but they told me that I had to stay the rest of the day (7h) on the pool deck and be engaged with the team. I did it, but after the fourth hour, my headache started to get bigger and I went to talked to Ashley (AT). After a talk with Leslie, she told me that I can go home. As I was getting out of the pool deck, Leslie came to check on me and to make sure that I didn't want a stay for the rest of the day. I said no and left the pool deck even though she clearly disapproved.

15-05

- She came this morning telling me that its : D-Day about whether or not I was going home Wednesday
- She asked me at what stage I was on the protocol : I said 4 and she told me that 4 is pretty far from stage 7 so that i'm not there yet.
- Than she asked me for my thoughts about that and I told her that she was the head coach so it's her decision at the end , but that I would like to stay and if i'm ready for the competitions, it would be great if I can swim or just be an alternate if someone else gets injured. Her answer was: that I missed too many days so I will not go back in the pattern and that the team who will swim at canadien open is gonna be the same at US open that's why she thinks that I should go home. because I am not ready yet to go back at 100%, she doesn't need me anymore.
- Than later when I was on the side of the pool waiting for the girls to end their swimming workout to go in the water because we only had 4 lines. She came to tell me that I should go in the water and follow the other girls and do the workout with them. The AT answer her that it wasn't the protocol and I wasn't supposed to do workouts like that.
- After, for the rest of the day, I was following the protocol and she was looking at me like I was doing wrong all the time. At this point, I was sure that it was set that I was going home the next day and I learned later that she told it to the AT. The decision was made in her mind.

16-05

- In a talk that we had this morning, she wanted to talk to me about the situation and finally told me that it was my decision and I had until the end of the day to tell her if I wanted to go home or not. In the same conversation, she

told me to think a lot about my health and that she didn't want to do the same mistakes that she did with Gabe last year.

- After looking at the calendar and talking to Jessie (AT), we realised that the next 2 days are really important to know the good path and what should I do if I'm getting better (go to the next stage) or not. With that in mind, we went to see Leslie and told her that I wasn't able to make a decision now, but I will have an answer on Friday and she agreed.
- Later in the day, I learned that she told to an other coach from Calgary that I was going home on Friday for sure. (my billet family told me because the coach went to talk to them).
- In this situation, I just feel like it's not my decision anymore or I've been played in the back by Leslie. I really don't know what she wants from me, but for sure, putting me in those situation and create more stress and anxiety doesn't help me in my recovery.

When I look back to the past week, I felt that it was hard for me to recover because I was emotionally exhausted by all of this. I felt rush to get better and unrespected when I was on the side of the pool. I think that the protocol exist for a reason and in this case, there was a lack of understanding. It was really frustrating for me to know that the coaches didn't believe in the protocol and/or in the AT. It was hard to explained myself everytime that I wasn't able to complete a stage or that I was send home because I had symptoms. Looking back, I feel it's harder because we were in the same situation last year before World championship and that it's exactly the same this year.

Thank you for your understanding

Gabrielle Boisvert

Provenance : Courrier pour Windows 10

De : Judi Enns Bradette <jennsbradette@gmail.com>
Envoyé : 1 mars 2019 07:51
À : Jackie Buckingham <jackie@artisticswimming.ca>
Cc : gabrielle boisvert <gabsynchro@hotmail.com>; Julie Healy <julie@synchro.ca>
Objet : Re: A key to move forward

Gabrielle,

Thank you for taking the time to write to us. Your feedback and suggestions are truly appreciated. I wanted to ask if you would be open to a call. We have a couple of questions and the opportunity to discuss a few things with you directly would be terrific. Please let me know if you are open to that and what your availability is like the week of March 11.

Thank you again and I look forward to chatting,

Judi

JUDI ENNS BRADETTE

Board of Directors | Conseil d'administration
President | présidente
CANADA ARTISTIC SWIMMING | NATATION ARTISTIQUE CANADA
president@artisticswimming.ca
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On Feb 22, 2019, at 2:46 PM, Jackie Buckingham <jackie@artisticswimming.ca> wrote:

Dear Gabrielle,

We will spend more time reviewing your recommendations and comments but I wanted to send a quick email to thank you for sending this letter to us. We are a few people and there is much work to do and

sometimes it probably looks like we treat athletes “as a group” and not as individuals with individual needs and concerns as we work very hard to get everything done. I am truly sorry for this – it is not intentional. We really do care about the human side of our athletes and appreciate that you have taken time to remind us about what is important.

I wish you the very best in your studies and hope very much that you will stay in touch with us and the sport to contribute your knowledge and experience as we continue to move artistic swimming in a new direction. We need the on-going involvement of the athletes that have retired to ensure we stay on track.

Many thanks again and best regards,
Jackie

<image003.png>

JACKIE BUCKINGHAM
CEO | Chef de direction
CANADA ARTISTIC SWIMMING | NATATION ARTISTIQUE CANADA
T 613.748.5674 ext. 222
W www.artisticswimming.ca

From: gabrielle boisvert <gabsynchro@hotmail.com>
Sent: February 22, 2019 12:16 PM
To: Julie Healy <julie@synchro.ca>; Jackie Buckingham <jackie@artisticswimming.ca>; Judi Enns Bradette <judi@ennsbradettesearch.com>
Subject: A key to move forward

Hi,

as you all know, I retired last season from the national team and in the past months, I wrote to you a letter about my journey and what I think is important for you to know.

So, I would like you to read it carefully and take into consideration in your future operation.

Thank you for everything

Gabrielle Boisvert

Gabrielle Boisvert

2537 chemin du Lac-côté, Québec

Phone : 581-982-2942

gabsynchro@hotmail.com

22 February 2019, Quebec City

Canada Artistic swimming

700 Industrial Ave. Suite 401

Ottawa, ON, K1G 0Y9

Phone: 613 748-5674

Object: A key to move forward

Dear members of Canada Artistic swimming,

I'm writing to you all as I think that it's my duty, as a former swimmer of the Senior national team for 4 years (2015-2018) and a student in the Sport sciences (kinesiology and sport intervention), to voice my concerns and praises of the program. The purpose of this letter is for me to tell you about my journey on the national team and to express what I felt I couldn't say freely as an active member of the team. I send this letter not to point fingers nor to accuse anyone, but to help Canada Artistic swimming (CAS) grow and prosper on the international level as it once did.

Firstly, I would like to point out that to even be considered for the national team selections, you must put in an immense amount of hard work and dedication. Once you're selected, you feel like it's the best day of your life and get ready to step up your game. Unfortunately, when you start training with the actual national team, you feel like the worst swimmer in the country. This feeling is brought by the coaches and the lack of direct support from Canada artistic swimming. We all know that you're putting a lot of time and effort into that federation, but it is very important that you keep reminding yourselves that your primary concern should be athletes' well being.

By saying that, I mean that your priority is the performance of the team and that you often lose focus on the well-being of the individual athlete. For example, during the training camp last summer in Calgary, I got kicked on the head by a teammate and suffered a concussion. My recovery was compromised by the coaching staff (this matter has been addressed separately) and since I wasn't feeling well by the end of the camp, I decided not to go on to the competitions and go back home. Since then, no one from CAS asked about my recovery. For the record, it's been 10 months, I still have some symptoms and I haven't been able to train more than 30 minutes a day. For the past 10 months, I had to get help on my own, but I had to find a foundation to help me moneywise. I think it was a lack of responsibility from CAS because my injuries happened during their training camp and I felt like I was put aside. Finally, I was forced to retire because of my multiple concussions and I still have a hard time recovering. This is one of the major examples of lack of support from CAS. Also, we're all young women and some of us need to leave our hometowns to train in Montreal, so money is always an issue. In my case, I had no support from my parents and it's frustrating because, I once had to wait 9 months to be reimbursed.

The swimmers are the masterpieces of success in your business, that's why you need to take care of them and especially listen to them. CAS is like every business, to make your workers perform, you need to treat them well no matter what.

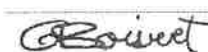
Secondly, I would like to point out the vast amount of knowledge that Canada's sport science specialists have and how CAS wastes most of it. During my training at the Institut National du Sport du Québec (INS) and

even when we were decentralised, I heard a lot about the money that was put into a great team of sport science specialists. As a student in the Sport sciences, now studying in kinesiology, I think it's great and the coaches should use them. Even with the good intentions behind this knowledge, it wasn't fully used by the coaching staff. I know artistic swimming is a sport that needs a lot of training and has its special needs, but in the end, to train smarter you need to rely on the proven data from reliable studies. In this high-performance sport, we don't like implementing changes, but why are we always training the same way when it doesn't work? Science shows that there is a way to train less, train smarter and still be productive, without compromising athlete health. As a swimmer, it was frustrating to waste my time training over 8 hours a day inefficiently. We were often training in ways that were supposed to be "harder", but in reality, as I've seen in university, were quite unproductive. Sometimes we were simply just wasting our time by the pool doing nothing. Training harder does not always equal improvement. Training over 40 hours a week is hard on the human body because there is not enough time to recover. When there is not enough time to recover, everyone knows that the body and mind get fatigued and injuries occur exponentially. If you want to keep swimmers with experience and knowledge for a long time, you need to keep them mentally and physically healthy.

Finally, I think that the relationship between the coaches and the athletes need to improve. During my 4 years on the national team, my main concern was the fear that was instilled on the side of the pool by the coach and as mentioned earlier, the coach made me feel like I was nothing. Because of this, I was scared to talk and to express myself especially because the coaches were making sure that we know that our spot isn't guaranteed at all and that they are in a position of authority. I felt like I wasn't a human being anymore and just an object. I've been through a lot of coaches in my artistic swimming career, but the ones that I've had on the national team weren't bad technically speaking but were heartless. Honestly, I think that a coach at that level needs to love this sport and show it. They need to talk with the athletes often to know how they feel health wise and about the training. They need to take into consideration the rest of the athlete's life, be technical, be smart and know how and when to safely push an athlete.

In conclusion, in my honest professional experience CAS not only should, but needs to take better care of the athletes. CAS needs to listen to the athletes, be more aware of what's happening on the side of the pool, come visit the team more often and use all the resources available for the good of the team to get back on the international stream where it once was and belongs. I will never regret or forget the national team experience. I learned a lot about artistic swimming, life and myself even if the end of my journey was not the Olympics and a bit unexpected because of concussions. I think you have everything it takes to make good decisions and a great team. I would like to mention, that considering all the stories in the world of sport and since I really like my sport, I wish that none of this cause a scandal. With that said, I would like to conclude that my worries are all about the future of the national team athletes, because I consider them as family and I wish for no one to get in that situation or similar to it. Finally, I hope that this letter will make you realise that you need to do something in regards of the wellbeing for the present team and the generations to come.

Sincerely,



Gabrielle Boisvert


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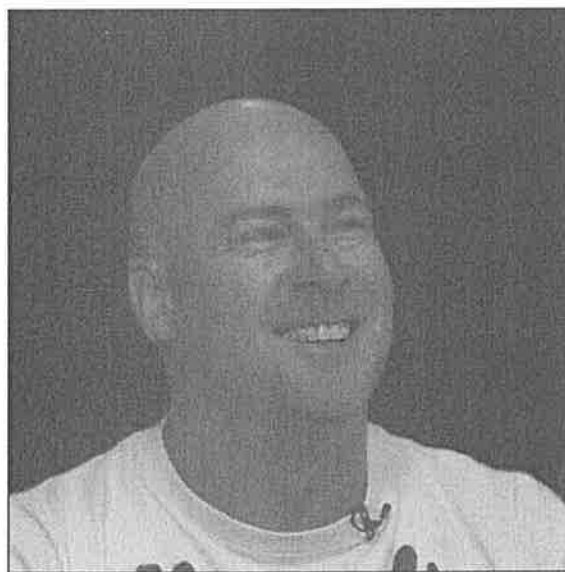
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info@artisticswimming.ca


ARTISTIC SWIMMING AS SENIOR NATIONAL TEAM HEAD COACH

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Canada Artistic Swimming (CAS) is thrilled to announce the selection of **Gábor Szauder** as its Senior National Team Head Coach.



Hailing from Budapest, Hungary, Szauder earned a Diploma from the Faculty of Physical Education and Sport Sciences at Semmelweis University and also holds certification as a Master Coach in

Synchronized Swimming. He has had leading roles in the international synchronized/artistic swimming circle since 1993.

Szauder has previously coached top-level athletes in three countries – Greece, Hungary and most recently Slovakia. He has coached at two different Olympic Games, always working closely with a team of experienced professionals.

Reporting to the Chief Sport Officer (CSO), Szauder will be responsible for the leadership and management of Canada Artistic Swimming's centralized senior team enroute to the FINA World Championships and Pan American Games in Lin

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Peru – the 2020 Olympic Qualifying event for Team Canada. He will continue Canada Artistic Swimming's path of implementing appropriate sport science, sport medicine and innovation support around its targeted athletes through the Tokyo Games.

According to Szauder, "today's Artistic Swimming training must be based on the input of a strong team of expert coaches, choreographers, medical staff (especially focused on regeneration and the prevention and treatment of injuries) as well as nutrition specialists." He added, "conditions for training must use the best combination of today's methods of practice and science, knowledge and experience." Once the foundation of optimal training is laid, Szauder believes the key next step for CAS to begin its climb toward the Olympic podium in 2024 is to re-establish the unique choreographic style for which Canada has been recognized.

Szauder says: "Canada has a rich history of success and I believe that with the right support and close cooperation with the best Canadian coaches, we can return Canada to a position where it is competing for medals at the world's major competitions."

CAS Chief Sport Officer **Julie Healy** welcomes the diversity and sport science background that Szauder brings to the position. "Gabor will add a new dynamic to our Senior National Team, by both his experience from Europe and through his collaborative approach to selecting the support team we are building around our Olympic athletes. We look forward to working together to build an even stronger National Team program and achieving the performance results we seek in this quad and the next."

Szauder will commence full-time operations at INS-Québec in Montreal in early January.

November 13th, 2018

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Svrtok 4. 3. | Kazimír | 13 °C Bratislava

05.11.2020, 11:10 | Šport

FOTO **Kontroverzný tréner Szauder mal problémy aj na Slovensku: Kauzu plavkyň u nás ututlali!**64
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Zdieľaj

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Máte tip? [Dajte nám vedieť](#)

5 Galéria >

Reichovej (vľavo) to ide s Pivarčiovou (vpravo) náramne aj v bazéne.

Zdroj: instagram/swimmsvk

Kam príde, tam sú problémy! Kanadské umelecké plávanie rieši kauzu reprezentačného trénera Gáboru Szaudera (48), ktorého kvarteto tamojších reprezentantiek obvinilo zo šikanovania, z obťažovania a z nátlaku.

Škandál znovu otvoril boľavé rany elitných slovenských akvabel Viktórie Reichovej (18) a Natálie Pivarčiovej (20), ktoré si pod vedením problémového kouča mali tiež prejsť peklom. Viacero otvorených listov, sťažností a udaní zúfalých rodičov sa za bývalého vedenia Slovenskej plaveckej federácie (SPF) zamietlo pod koberec. Novému Času sa ich však podarilo získať! **Prečo sa skončilo ich prešetrenie v zásuvke a bez uspokojivého výsledku?**

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Szauder bol reprezentačným trénerom slovenských akvabel päť rokov. Počas nich s nimi dosiahol veľa úspechov, no za jeho éry sa začali v sekcii umeleckého plávania diať mnohé podivné veci. **Keď sa viacero mladých športovkyn rozhodlo nečakane zavesiť kariéru na klincec, poukázali na nezdravé tréningové prostredie rodičia talentovanej - vtedy neploletej - Viktórie Reichovej.** Ešte v máji 2017 spolu s právnym zástupcom upozornili vtedajšiu prezidentku SPF Irenu Adámkovú a viceprezidenta SPF Marcela Blaža na podozrenia zo šikany. Obom predstaviteľom bol zároveň dva dni pred Radou SPF (9. augusta 2017) oficiálne predložený otvorený list, v ktorom rodičia Viktórie objasňovali a upozorňovali na vážne pochybenia a skutočnosti vo vzťahu k jej dcére. Jeho obsahom a diskrimináciou niektorých pretekárov či neprimeraným psychickým a fyzickým nátlakom zo strany trénerov sa Adámková, Blažo a ich kolegovia nezaoberali.

Szauderov revanš

Reakciou bolo Szauderovo vystúpenie na Rade SPF, kde Viktórii pozastavil štatút reprezentanta. Poslal ju pred disciplinárku a bez možnosti obhájiť sa jej v najlepších rokoch brzdil rozvíjajúcu sa kariéru.

„Vtedajší viceprezident Blažo, ktorý vedel o našich zúfalých prosbách od začiatku, rovnako ako aj hlavný kontrolór Ladislav Krížan sa celej fraške len prizerali,“ zduplovala matka Andrea Reichová. O pomoc žiadali aj detskú ombudsmanku Vieru Tomanovú či Slovenský olympijský a športový výbor. Tí síce uznali, že Reichovci majú pravdu, no išlo o vnútornú záležitosť plavcov. **„Ako prví sme vystúpili z radu, upozornili sme na nepravosť. Pichli sme do osieho hniezda - a museli sme pykať,“** spomína matka akvabely na obdobie úplnej bezradnosti. A dnes už vie, že nemá význam presviedčať iných rodičov, ktorí majú blízko k ľuďom, chybujúcim v tejto kauze, pretože mali informácie podávané len z jednej strany.

Odišiel s úsmevom!

Família napokon uspela so svojím podnetom na Športovom arbitrážnom súde (CAS) v Lausanne. Finančného vyrovnania - SPF musí uhradiť súdne trovy v odhadovanej výške 30-tisíc eur a k tomu približne 3 000 eur priamo plavkyni - ani ospravedlnenia sa od kompetentných dodnes nedočkali. Príklad z Kanady, kde sa športovkyne rovnako ozvali voči Szauderovi a voči jeho metódam, vtedajšie „rebelky“ utvrdili, že postupovali správne. **„Na to, čo našej dcére urobili, sa nedá zabudnúť. Tá arogancia moci je neuveriteľná! Všetci, ktorí sa na tom podieľali, zlyhali a mali by vyvolať osobnú zodpovednosť. Tak, aby sa už nič podobné nemohlo stať iným športovcom,“** dodáva Reichová. Jej dcéra Viktória už berie veci s nadhľadom aj vďaka tomu, že so Szauderom už nie je od roku 2016 v priamom kontakte. **„Aj keď bol reprezentačným trénerom, zvyšné dievčatá - okrem vtedajšieho olympijského dua - ho nezaújímali. Mne začal ubližovať od roku 2017 a vyvrcholilo to tým, že sa snažil, aby som bola vylúčená z účasti na Comen Cupe 2017, čo mala byť aj bola moja dovtedy vrcholová súťaž kariéry,“** povedala Novému Času Viky.

Pokračovanie v Kanade

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aj tímových disciplínach. „To, čo sa v tomto čase deje v Kanade, ma ani trochu nezaskočilo. Je to vizitka toho, čo je to za človeka. Nemám k nemu žiadne emócie ani pocit nenávisť. Veľakrát mal šancu začať odznova. Vedel, čo mi spôsobil, a s veľkým úsmevom odišiel preč. Všetko zlé nechal tu, na Slovensku,“ pridala Viktória, ktorej bola v ťažkých chvíľach okrem rodiny oporou aj jej o dva roky staršia partáčka Natália Pivarčiová.

„Snažím sa vytesniť všetky spomienky na tréningy... Na ten posledný s pánom Szauderom bolo pre mňa veľmi ťažko ísť. Odchádzala som s plačom. Počas rozhovoru som len sedela s hlavou dole a trhala si kožu pri nechtoch,“ smutne konštatovala pre Nový Čas Natália. Ťažko zvládala, ako sa jej po klamstvách otočili chrbtom dokonca aj kamarátky z bazéna. „Desať rokov som žila v kolektíve s dievčatami, ktoré boli pre mňa ako rodina, a zo dňa na deň sa so mnou všetky prestali rozprávať, zdraviť ma a zablokovali si ma na všetkých sociálnych sieťach...“ dodala Natália. Oceňuje, že sa vtedy na jej stranu postavila Lívia Dulová Allarová. Zobrala si ju pod ochranné krídla, zohnala vysokokvalifikovanú zahraničnú trénerku a pomohla jej opäť oživiť lásku k tomuto športu. Nový Čas opätovne kontaktoval kouča Szaudera, no ten sa do našej uzávierky nevyjadril.

Súčasnú vedenie SPF žiada vyvodenie zodpovednosti

K Reichovej kauze aj diania v hnutí sa pre Nový Čas vyjadril aj prezident Slovenskej plaveckej federácie Ivan Šulek (58). Postup vtedajšieho vedenia ostro odsudzuje a žiada vyvodenie osobnej zodpovednosti!

„Od svojho nástupu v apríli 2019 som mal príležitosť oboznámiť sa so všetkým, čo sa tu v súvislosti s pánom Szauderom a s ďalšími členmi sekcie umeleckého plávania udialo. Bolo to niečo neuveriteľné a ospravedlňujem sa všetkým, ktorí museli trpieť,“ poznamenal Šulek s tým, že vyzval členov orgánov SPF, ktorí boli priamo zainteresovaní, pochybilí a poškodili tak meno SPF, aby sami zväzili svoje zotrvanie vo funkciách.

Riešenie podnetov patrilo predovšetkým do kompetencie vtedajšieho hlavného kontrolóra federácie Ladislava Krížana (dnes je predsedom správnej rady Fondu na podporu športu), rovnako ako aj šéfky sekcie umeleckého plávania Jany Labudovej. Bývalá prezidentka SPF Irena Adámková a viceprezident Marcel Blažo majú na celej kauze tiež levi podiel.

Čo všetko reprezentantkám prekážalo?

- šikana
- urážky
- narážky
- nátlak
- sexizmus
- obťažovanie

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Súvisiace články:

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Nový Čas hľadal v uliciach policajné hliadky: Ako sa (ne)kontrolujú prísne opatrenia?

Bezcitný čin! Lucia utýrala psíka až na smrť: Trest, ktorý jej hrozí, zdvihol ľuďom tlak

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Dohra prípadu vodiča MHD, ktorý ignoroval opatrenia aj policajtov: Hrozí mu masťná pokuta!

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**Nabudený Suarez pred derby proti Realu:
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stavu pomocou umelej inteligencie**

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Krvavé besnenie vo Švédsku: Útočič mal mladý Afganec, pre políciu to je známa firma

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Mimoriadne tragický osud krásnej rodiny: Zákerná choroba vezme deťom mamu a ocka!

Vedci z Fraunhoferovho inštitútu varujú: Benzín E10 môže trvalo poškodiť dôležitú súčasť palivovej sústavy

Tragická správa z Česka! Dievčatko († 8) zomrelo na covid

Odporúčame z TIVI.sk



717 Slovenskí spoluhráči sú otrásení zo smrti manželky († 35) Vránu: Dozvedeli sme sa to tesne pred zápasom

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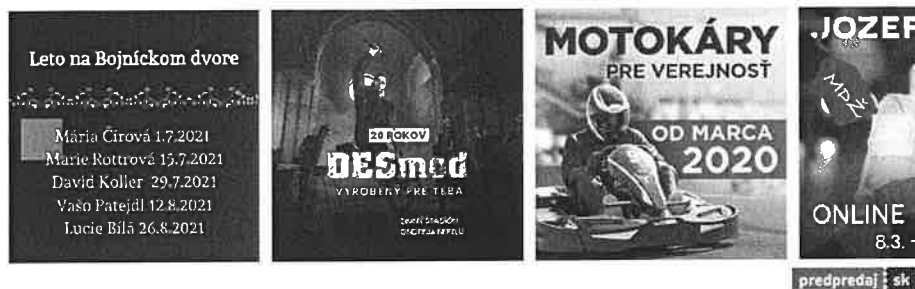
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1. Expert na zdravotníctvo krúti hlavou: Slovensko neobjednalo 35 miliónov samotestov, ale...
2. Od pondelka nastane zmena: Hodiny pre seniorov budú určené aj ďalšej skupine ľudí
3. Slovenskí spoluhráči sú otrásení zo smrti manželky († 35) Vránu: Dozvedeli sme sa to tesne pred zápasom
4. Od polovice marca bude povinné nosenie bezpečnejších masiek: Ktorý respirátor ochráni najlepšie?
5. Žene zo Závadky nad Hronom vyšiel pozitívny test: Z toho, čo následne urobila, vzkypí vo vás žlč
6. Vláda sa pre Sputnik V otriasa v základoch: Nečakaná reakcia z Ruska! Zásadné vyhlásenie premiéra Matoviča
7. Shiffrinová je už na Slovensku: Na letisku ju čakalo krásne privítanie
8. Remišová reaguje na žiadosť Rusov na preskúmanie vakcíny Sputnik V: Uštipačná poznámka

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Nový Čas

Presvedčili sme komisiu: EÚ odobrila štátnu pomoc Slovenska pre kombinovanú výrobu elektriny a tepla

VŠMU nesúhlasí s novelou vysokoškolského zákona: Víta návrh na prepracovanie

FOTO

Jurčina s novým kontraktom: Bude pokračovať v Sparte Praha?

Ak máte doma tieto kuchynské pomôcky, nepoužívajte ich: Predávali sa v známych predajniach

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Prezidentka prijala v paláci ministra Hegera: O čom hovorili?

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Holandsko predĺžilo zákaz letov do 1. apríla: Stopka pre viaceré krajiny

Sme rodina nemá s vakínou Sputnik V problém: Najdôležitejšia je však pre nich jedna vec

AKTUALIZOVANÉ FOTO

Jankovská si slobodu dlho neužila, znova zadržaná! Bývalá štátna tajomníčka sa zrútila

Ospravedlnil sa! Ako premiér žehlí svoj výrok o Zakarpatskej Ukrajine

FOTO

Šok po smrti milovanej mamy Petra Justina Topoľského († 69): Do poslednej chvíle netušila, že jej syn zomrel?!

Poslanci volajú po Matovičových slovách túto: Musí sa ospravedlniť za svoje výroky

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The controversial coach Szauder also had problems in Slovakia: The case of swimmers was suppressed here!

Wherever he comes, there are problems! Canadian artistic swimming solves the case of national team coach Gábor Szauder (48), whom the quartet of local representatives accused of bullying, harassment and coercion. The scandal reopened the painful wounds of the elite Slovak aquabels Viktória Reichová (18) and Natálie Pivarčiová (20), who were also to go through hell under the leadership of a problem coach. Several open letters, complaints and allegations of desperate parents were rejected under the rug under the former leadership of the Slovak Swimming Federation (SPF). However, the New Time managed to get them!

Why did their investigation end up in the drawer and without a satisfactory result?

Szauder has been the national coach of Slovak aquabels for five years. During them, he achieved a lot of success with them, but during his era, many strange things began to happen in the art swimming section. When several young sportswomen decided to unexpectedly hang their careers on a nail, the parents of the talented - then minor - Victoria Reich pointed out the unhealthy training environment. In May 2017, together with a lawyer, they alerted the then SPF President Irena Adámková and SPF Vice President Marcel Blaž to suspicions of bullying. At the same time, two days before the SPF Council (August 9, 2017), an open letter was officially submitted to both representatives, in which Victoria's parents clarified and pointed out serious mistakes and facts in relation to her daughter. Adámková, Blažo and their colleagues did not deal with its content and discrimination of some competitors or disproportionate mental and physical pressure from the coaches.

Szaunder's revenge

The reaction was Szaunder's speech at the SPF Council, where he suspended Victoria's status as a representative. He sent her before a disciplinary and, without the opportunity to defend herself in her best years, hampered her developing career.

"The then Vice President Blažo, who knew about our desperate pleas from the beginning, as well as the chief inspector Ladislav Križan, just watched the whole farce," said mother Andrea Reichová. They also asked the children's ombudswoman Viera Tomanová or the Slovak Olympic and Sports Committee for help. Although they acknowledged that the Reichs were right, it was an internal matter for swimmers. "We were the first to step out of the line, we pointed out the injustice. We stabbed the wasp's nest - and we had to cry," recalls Akvabela's mother for a period of complete helplessness. And today he knows that it doesn't make sense to convince other parents who are close to the people who are wrong in this case, because they only had information provided from one side.

He left with a smile!

The family eventually succeeded with its complaint at the Sports Arbitration Court (CAS) in Lausanne. Financial compensation - the SPF has to pay court costs in the estimated amount of 30 thousand euros and approximately 3,000 euros directly to the swimmer - no apologies have been received from the competent to date. An example from Canada, where athletes also spoke out against Szaunder and his methods, the then "rebels" confirmed that they were doing the right thing. "We can't forget what they did to our daughter. That arrogance of power is incredible! Everyone involved has failed and should take personal responsibility. So that nothing like it can become another athlete," adds Reichová. Her daughter Viktória is already taking things in stride thanks to the

fact that she has not been in direct contact with Szauder since 2016. "Even though he was the national team coach, the other girls - apart from the then Olympic duo - did not interest him. He started hurting me from 2017 and it culminated in trying to get me excluded from participating in the Comen Cup 2017, which was supposed to be my top career competition until then," Viky told Nové Čas.

Continuation in Canada

"I took the fact that Szauder managed to go abroad as a guilt, as my family and I had been worried for him in Slovakia for some time ..." the former multiple champion in individual and team disciplines doubled. "What is happening in Canada at this time did not surprise me at all. It's a business card of what kind of person it is. I have no emotions or hatred for him. Many times he had a chance to start again. He knew what he had caused me, and he left with a big smile. He left all the bad things here, in Slovakia," added Viktória, who, in difficult moments, was supported not only by her family but also by her two-year-old partner Natália Pivarčiová.

"I'm trying to displace all the memories of the trainings ... It was very difficult for me to go to the last one with Mr. Szauder. I left crying. During the interview, I just sat with my head down and tore the skin on my nails," said Natália sadly for Nový Čas. She had a hard time coping with even her pool friends turning her back after lying. "For ten years I lived in a group with girls who were like a family to me, and from day to day they all stopped talking to me, greeted me and blocked me on all social networks ..." added Natália. She appreciates that Livia Dulová Allarová took her side at that time. She took her under her wing, recruited a highly qualified foreign coach and helped her revive her love of the sport. Nový Čas contacted coach Szauder again, but he did not comment on our deadline.

The current management of SPF demands the derivation of responsibility

The president of the Slovak Swimming Federation, Ivan Šulek (58), also spoke in favor of Reich's case and events in the movement for Nový Čas. He strongly condemns the procedure of the then leadership and demands the derivation of personal responsibility!

"Since joining in April 2019, I have had the opportunity to learn everything that has happened here in connection with Mr Szauder and other members of the art swimming section. It was something incredible and I apologize to everyone who had to suffer," said Šulek, calling on the members of the SPF bodies who were directly involved, making mistakes and damaging the name of the SPF, to consider their remaining in office.

The resolution of complaints was primarily the responsibility of the then Chief Controller of the Federation Ladislav Križan (today he is the Chairman of the Board of the Fund for the Support of Sports), as well as the head of the section of the artistic swimming pool Jana Labudová. Former SPF President Irena Adámková and Vice President Marcel Blažo also have a lion's share in the whole case.

What hindered the national team?

| bullying

| insults

| allusions

| pressure

| sexism

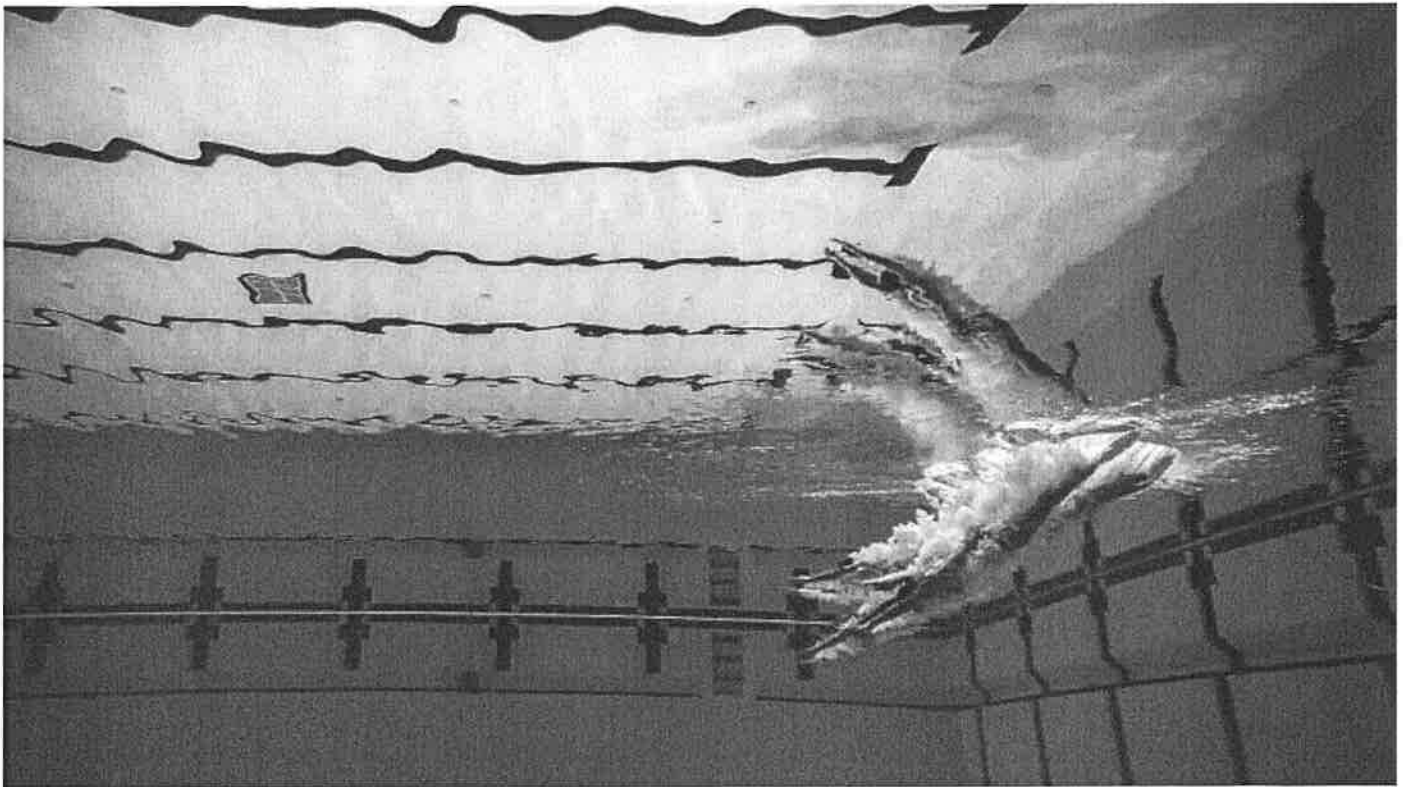
| harassment

Montreal

Attempt to solve crisis at Canada Artistic Swimming panned by swimming community

With Montreal training centre shut down, swimming federation tries to move forward

CBC News · Posted: Nov 06, 2020 6:04 PM ET | Last Updated: November 6, 2020



The team has been in turmoil, its training centre in Montreal closed, after complaints from some swimmers. (Al Bello / Getty Images)

Many people in the sports community are reacting to an action plan presented by Canada Artistic Swimming after the closure of its national training center on Sept. 28, and the publication of a report written by the independent firm ITP Sport.

Three swimmers on the National Artistic Swimming Team say they are deeply disappointed following the release of a report into Canada Artistic Swimming (CAS) Oct. 30.

The report's mandate was to recommend improvements based on the analysis of the current practices in a safe sport perspective. In other words, recommendations to help create a safe space for athletes.

ITP Sport was not asked to address complaints, or to investigate allegations brought to its attention. However, the report did chronicle "a culture of fear," as well as psychological abuse, harassment, neglect, sexual harassment and discrimination.

Three athletes who spoke to Radio-Canada Sports were among those who spoke out following the closure of the center. We have agreed to protect their identities because they fear reprisals if they speak out. We are referring to them as Sarah and Caroline and Patricia.

Sarah says she is not surprised by the swimming organization's decision to leave all the coaching staff in place.

"Nothing has changed ever. I was totally disappointed and a little heartbroken. Jackie [Buckingham, CEO of Canada Artistic Swimming] told us that they would support us if we decided that we wanted to leave and couldn't handle the situation."

"To me, that's heartbreaking that they don't really care about us. That's the decision they made. And if you like it, you like it. If you don't, goodbye," said Sarah.





The National training centre has been closed since September. Canada Artistic Swimming hopes it can reopen, with new policies in place, soon. (Radio-Canada)

Another swimmer, Caroline, said Canada Artistic Swimming seems more concerned with keeping coaches than athletes.

"What the heck? Wouldn't you rather be supporting your athletes' Olympic dreams and try to fight for them to stay? Because without us, you don't have a team! There is zero incentive for us to want to stay," she said.

In an interview in French following the publication the report, the the CEO of the swimming organization told Radio-Canada Sports, that coaches need to understand the standards and practices included in code-of-conduct policies, if they are to be evaluated on that basis.

"We need to help them to understand where things have changed and in particular with these new rules coming out around the universal code of conduct. It's not fair ... to evaluate someone against a criteria that they really didn't know was there or haven't had a chance to understand yet," said Jackie Buckingham.

That's a statement Caroline finds frustrating. She says most people already know what abuse or harassment is.

"Those aren't 'code of conduct terms'. Those are human rights terms," Caroline said. "To me, it's absurd that you think that it's fair to give them a second chance for something that they should have known. It's their job to understand the code of conduct when they come take the job on."

Canada Artistic Swimming has put in place an action plan that includes specific education on safe sport for all its staff and athletes. It is hoping that once that is well underway, athletes and

coaches can begin to return to their training facility with the help of a facilitator.

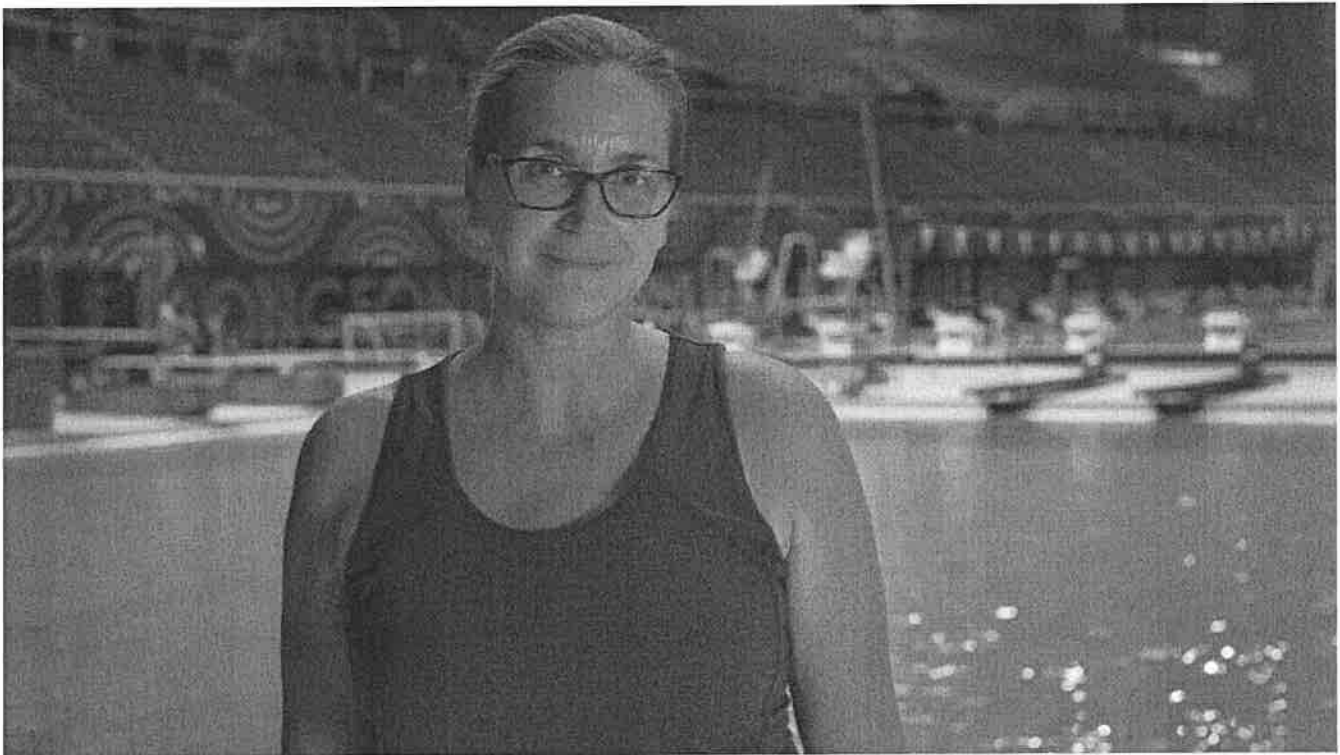
The three swimmers are waiting to see what happens next, but they are also considering retiring.

"It is not worth the Olympic dream for me and my mental health," says Patricia

Veteran Olympian fuming

Former Olympic synchronized swimmer Sylvie Fréchette says she can't fathom how Canada Artistic Swimming is making its decisions. Fréchette, who won gold at the 1992 games in Barcelona, is now head coach of Neptune Synchro, a team based in Saint-Jérôme.

She says she doesn't think the federation is taking the situation seriously.



Former Olympian and now coach Sylvie Fréchette is disappointed by Canada Artistic Swimming's approach to the problem. (Alain Décarie / Radio-Canada)

"It's as if we were saying yes, there was psychological abuse, verbal abuse. Yes, there is a culture of fear. But don't worry. We're going to go back there [to the training centre] and do

some education. Everyone together, we are going to teach the athletes to be able to speak up when they are not well. And it will be better." Fréchette said.

Fréchette says nothing will change and that it's not clear what they plan to "educate" the athletes about.

"Educate them to what? To shut up next time? I don't understand."

Fréchette, who is also the mother of an artistic swimmer, is adamant: she would not send her own daughter to the national centre. She doesn't feel the current leaders have the legitimacy to lead the federation.

Young athletes support group appalled

Sylvain Croteau is the general manager of the independent organization Sport'Aide, which offers support, listening and guidance services to young athletes who have witnessed violence against young people.

This is the first time that the organization has agreed to comment on a specific case.

"I don't have the impression that they are there for our young athletes," Croteau said about the situation at the swimming federation. "They do not protect our young athletes."

Sylvain Croteau, is the general manager of the independent organization Sport'Aide, which offers support, listening and guidance services to young athletes. (Radio-Canada)

What worries Croteau even more is that Canada Artistic Swimming's plan seems to be focusing on asking athletes to determine what is acceptable for them and what is not.

"When you're a sports organization that wants to take good care of its young athletes and ensure that they have a positive sporting experience, the least you can do is assume your responsibilities and take on the leadership as you should."

Croteau said it's up to organizers and coaches to be responsible and accountable.

"It is not up to young athletes," he explained. "You do not make them responsible for changing behaviors and culture in a sports organization. It is unfair."

Former coach also wants change

Debbie Muir, a well-known figure in artistic swimming, coached the 1988 Olympic champions, Carolyn Waldo and Michelle Cameron.

From the perspective of an interested outsider, she said she believes CAS should be put under supervision.

"I would love if the synchro community somehow just kind of had an uproar and said, ... 'look, this leadership group is not working and this is where the change needs to happen if we're ever going to move forward.'"

with files from Radio-Canada's Diane Sauvé and Jacinthe Taillon

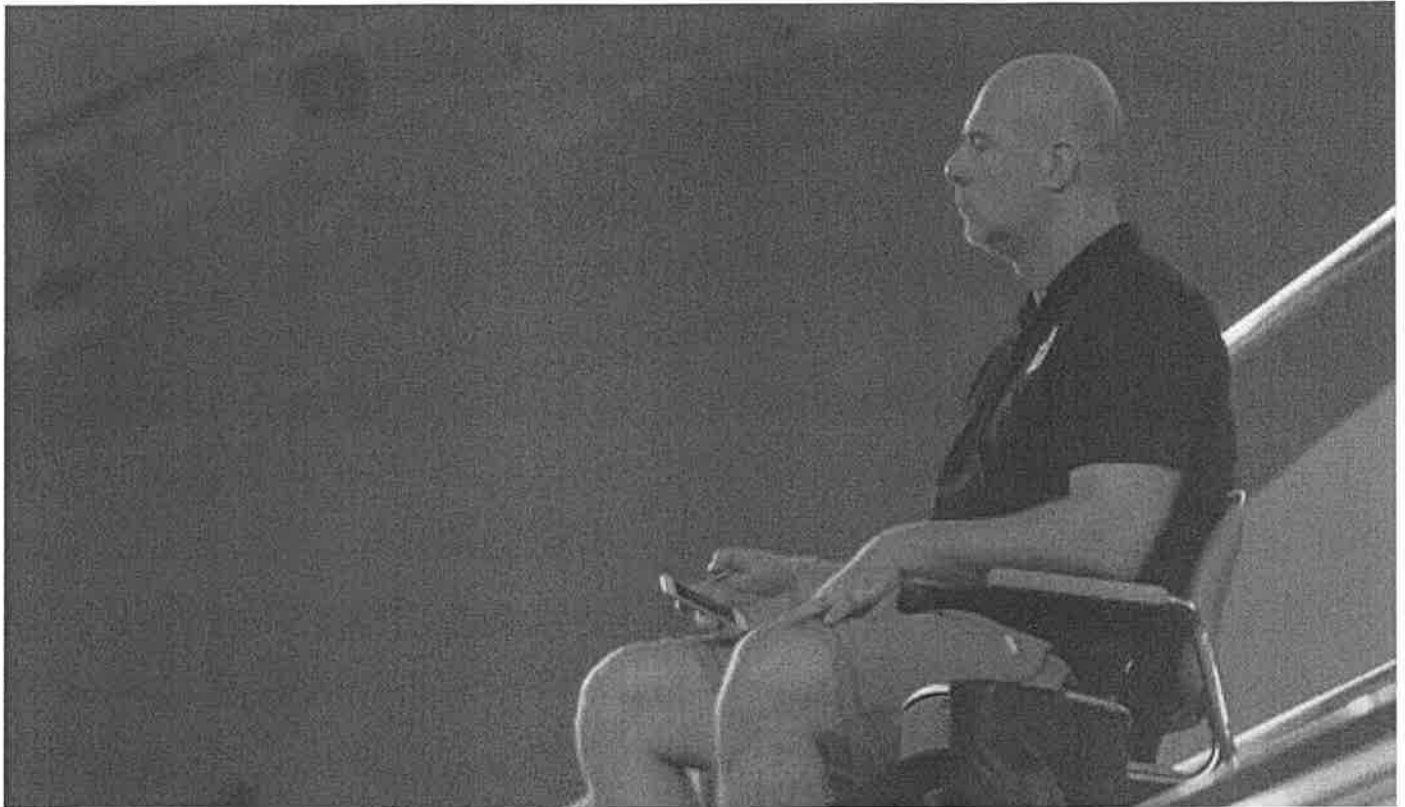
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SPORTS

Natation Artistique Canada : l'entraîneur-chef reste en poste



Gabor Szauder, entraîneur-chef de l'équipe canadienne de natation artistique

PHOTO : RADIO-CANADA

Radio-Canada

2020-10-30 | Mis à jour le 31 octobre 2020

Radio-Canada Sports a appris que Natation Artistique Canada (NAC) maintient en poste Gabor Szauder comme entraîneur-chef du Centre d'entraînement de l'équipe nationale. Une nouvelle qui survient un mois après l'annonce d'un examen sur l'environnement de travail au centre situé au Parc olympique de Montréal.

Des allégations d'abus et de harcèlement ont été formulées à son endroit par des membres de l'équipe et des personnes de l'extérieur du programme, ce qui avait forcé l'organisation à fermer le centre. Une firme externe avait alors été mandatée pour faire la lumière.

Les athlètes et leurs parents ont appris la nouvelle vendredi midi lors d'une rencontre avec le responsable de l'examen et les dirigeants de NAC.

Dans son rapport, la firme externe en question, ITP Sport, soulève une « mauvaise compréhension du code de conduite de NAC et des initiatives de sport sécuritaire, notamment le processus de plainte auprès de l'officielle du sport sécuritaire indépendante ». Le nom de M. Szauder n'apparaît pas dans le document.

Précision en date du 31 octobre 2020

Une version précédente de ce texte ne précisait pas ce qui suit :

Le mandat de la firme ITP Sport ne visait pas à traiter des plaintes ni à enquêter sur les allégations portées à son attention, mais plutôt à recommander des améliorations du Sport sécuritaire basées sur l'analyse des pratiques actuelles de l'équipe nationale de Natation Artistique Canada. La firme souligne que c'est l'officiel indépendant du Sport sécuritaire de NAC qui est responsable du traitement des plaintes.

Le rapport de la firme ITP Sport peut être consulté [ici](#) de même que le communiqué publié par NAC [ici](#).

« Bien que cet examen n'a trouvé aucune preuve d'abus sexuel, d'abus physique ou de bizutage dans le programme de haute performance, nous avons relevé des expériences d'abus psychologique, de harcèlement, de négligence, de harcèlement sexuel et de discrimination ainsi qu'une culture de la peur », peut-on lire dans le rapport.

Toujours selon le rapport, le harcèlement sexuel aurait pris la forme de commentaires et de comportements misogynes ou encore de commentaires de nature sexuelle ou offensants. La firme fait également état de commentaires discriminatoires visant la race, les croyances religieuses et l'identité de genre.

Sion Ormond est « bouleversée »

L'ex-nageuse Sion Ormond, récemment retraitée du centre d'entraînement, avait pris la parole publiquement quelques jours après la fermeture du centre. Elle espère que ce n'est pas la fin et que des changements seront apportés.

« Je suis bouleversée par l'annonce d'aujourd'hui, a-t-elle indiqué à Radio-Canada Sports. Je pense aux filles qui sont toujours au centre et à tout ce qu'elles ont enduré. Je crois que c'est une décision irresponsable. Je suis fière d'avoir dénoncé ce qui s'est passé. »

Par communiqué, NAC prend acte des recommandations formulées dans le rapport, notamment « une éducation et une sensibilisation accrues et spécifiques sur le programme de sport sécuritaire

de NAC, [...] une éducation de sensibilisation à la santé mentale, une éducation à la diversité et à l'inclusion [et] une formation sur la prévention du harcèlement et de l'intimidation ».

« NAC comprend que la santé mentale et émotionnelle des athlètes, des entraîneurs et des intervenants a été touchée au cours des dernières semaines et nous évaluerons quelle expertise est nécessaire pour fournir un soutien supplémentaire dans l'avenir, a déclaré la directrice générale de NAC, Jackie Buckingham, dans le communiqué. Ce n'est qu'en étant constamment à l'écoute et en répondant de façon appropriée à chaque étape du processus que nous continuerons de créer un environnement plus accueillant et plus sécuritaire pour notre programme d'entraînement national. »

Dans une déclaration écrite à Radio-Canada, le ministère du Patrimoine canadien, qui chapeaute également le monde sportif au pays, a affirmé que « Natation Artistique Canada a tenu Sport Canada informé de la façon dont il gérait cette situation ».

« La sûreté et la sécurité des athlètes, des entraîneurs, des officiels et des bénévoles ont été et seront toujours notre priorité absolue et aucun harcèlement ou abus de quelque nature que ce soit ne doit être toléré. Tous les Canadiens et Canadiennes devraient pouvoir évoluer dans un environnement sportif sûr, exempt de harcèlement, d'abus, de discrimination et de comportements nuisibles », rappelle le ministère.

« Le système sportif canadien reste engagé envers l'élimination du harcèlement, des abus et de la discrimination dans les sports. [...] Patrimoine canadien exige que les organismes sportifs et culturels financés par le gouvernement fédéral prennent des mesures pour créer un milieu de travail exempt de harcèlement, de violence ou de discrimination », ajoute encore le ministère dans sa déclaration.

À lire aussi :

- Natation Artistique Canada : des nageuses du centre brisent le silence
- Des pistes d'amélioration pour les entraîneurs

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Four swimmers with Artistic Swimming Canada break silence about allegedly toxic environment

'It's been going on for too long,' says one swimmer

CBC News · Posted: Oct 19, 2020 6:23 PM ET | Last Updated: October 19, 2020



Canada's artistic swimming team won gold at the 2019 Pan American Games in Peru. Gábor Szauder, head coach since 2018, is accused of making racist and hateful remarks. (Moises Castillo/The Associated Press)

Four members of Canada's artistic swimming team, training in Montreal, are speaking out about what they call a toxic environment.

Last month, allegations of abuse and harassment from swimmers and people outside the program led to the shutdown of the senior national artistic swimming team's training centre, pending a review by an external firm.

Due to their fear of reprisals, Radio-Canada has agreed to protect the swimmers' identities and to refer to them as Caroline, Sarah, Patricia and Rose.

"It's been going on for too long within that organization," said Caroline. "There is a toxic environment in artistic swimming."

According to the swimmers, the alleged incident that sparked last month's shutdown was troubling to several athletes.

During a conversation with team members, head coach Gabor Szauder is said to have made what were qualified as racist and hateful remarks.

"He was talking about what's happening in China, the Black Lives Matter movement and Muslim people," said Rose.

"He said all Muslims were extremists," said Patricia. "And then he added: 'When is the last time you saw a white person crash a plane?'"

When one of the swimmers confronted him about the comment, Szauder allegedly became verbally aggressive.

"He answered: 'This is a free country. I can say whatever I want. Who are you to tell me what hate speech is? Are you God?'"





Head coach Gábor Szauder has had leading roles in synchronized and artistic swimming on the international level since 1993. He is originally from Budapest, Hungary. (Radio-Canada)

Verbal abuse

Another swimmer, Sion Ormond, isn't surprised by these events. She says she retired two months ago because, amongst other reasons, the atmosphere at the training centre had become unbearable.

"The abuse that I witnessed regularly at the pool — It was just something that I did not want to be a part of anymore," she said.

Ormond claims she and some of her teammates were victims of verbal abuse last year in China, during a competition.

"He said that if we kept swimming like that, he would hit us so hard, we wouldn't know what happened," she added.

Those comments were allegedly addressed to substitutes with the entire team present after a pre-competition warm-up deemed inadequate by the head coach.





Sion Ormond says she saw abuse regularly at the pool and no longer wants to be a part of the team. She retired two months ago. (Radio-Canada)

"Maybe it was like ten minutes before our competition swim," said Rose. "And there were various adults who were there that witnessed what was said."

The coach apparently explained his comments after the fact, but the swimmers say they were not satisfied.

"He just said that we all misunderstood what he had said and that he was going to hit us really hard with a hard workout," explained Patricia.

Screams and tears

According to the swimmers, Szauder would often zero in on one athlete to pick on.

Patricia recalls one incident in Hawaii during training camp.

"There was a girl that was publicly shamed for her weight, in front of the whole team. The staff was there. It was made clear to us that she was being publicly shamed. He verbalized that to us," said Patricia.

"I felt sick listening to the conversation," Rose said. "It was a really inappropriate way to handle that type of subject."

Ultimately, the swimmers say these types of incidents became a burden, affecting the mood at the centre. They say Szauder is prone to mood swings and can get carried away, causing tears and anxiety.

"There's been times when he's yelled at girls to the point that they have panic attacks in the pool, in the gym," Patricia said.

"And then he will continue to yell at them and harass them and swear at them. He will call them babies and tell them to stop crying, to compose themselves."

The coach is also alleged to have made sexist comments on more than one occasion.

"He told us that girls should learn how to cook and clean, to take care of our men, or else they won't want us," Sarah said. "And that was all men looked for in a woman."

They also say Szauder made comments of a sexual nature.

Ormond recalls one incident that took place in Prince George, B.C..

"He said: 'Sion, zip up your hoodie before I get too excited,'" Ormond said. "It was in front of multiple athletes. This is a 47-year-old man."

Ormond is emotional as she recounts what happened. She claims she only found the courage to tell her parents about it after her retirement.

"I knew how inappropriate that comment was, that it never should've been said and I was scared," she said. "I was afraid of what my dad would either say or do. I was afraid he would get involved and I would be perceived as a troublemaker."

Fingers pointed at Canada Artistic Swimming

The four swimmers are critical of Canada Artistic Swimming for not taking the situation seriously enough, when incidents were reported.

Caroline says she often heard the same thing.

"We were constantly told: 'You know, he comes from Eastern Europe.'"

"They would often meet with us after the fact to tell us we weren't resilient enough and could not deal with anxiety and stress in training situations," said Patricia. "It only made us more and more fearful to report it."

Canada Artistic Swimming declined Radio-Canada Sports' interview requests, citing the ongoing review that is being carried out by an outside firm.

In a written statement, coach Szauder denied the allegations. He says he is confident that the report will ultimately negate any sort of misconduct on his part.

The four swimmers say if nothing changes, they will seriously consider following Ormond's lead and retiring — with the next Olympic Games less than a year away.

with files from Radio-Canada's Jacinthe Taillon and Diane Sauvé

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SPORTS

Canada's artistic swim team halts training after complaints from athletes

By Staff • The Canadian Press

Posted October 1, 2020 1:01 pm





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In this July 16, 2019 file photo, members of team Canada perform during the FINA Swimming World Championships 2019 at the Yeomju gym in Gwangju, South Korea. Canada's artistic swim team has halted training at it's Montreal facility after complaints from athletes. Thursday, Oct. 1, 2020. **Jeon Heon-Kyun/EPA**



Canada's athletes.

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Olympic Games when it was pulled from the pool Monday at Montreal's Olympic Park Sport Centre.

Canada Artistic Swimming (CAS) chief executive officer Jackie Buckingham would not identify the exact nature of the complaints.

"We have suspended our operations for hopefully a short period of time while we do an internal review of some of the information that we've been provided through a couple of athletes and several others," Buckingham told The Canadian Press.

"There have been conduct-related comments. They're talking about things like athlete safety and this is a huge priority for Canada Artistic Swimming."

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A CBC Radio-Canada report stated some swimmers heard offensive comments made by a coach about Black, Muslim and LGBTQ people.

"I don't want to talk about specific allegations, complaints or words that have been used because we've had different ones," Buckingham said.

"We want to make sure that before we talk about any of those things, we're clear on what it is we're dealing with from all athletes involved."

The artistic swim team, formerly known as the synchronized swim team, is comprised of 18 swimmers from across Canada.

A dozen won gold at the 2019 Pan American Games to qualify Canada for Tokyo in both team and duet events.

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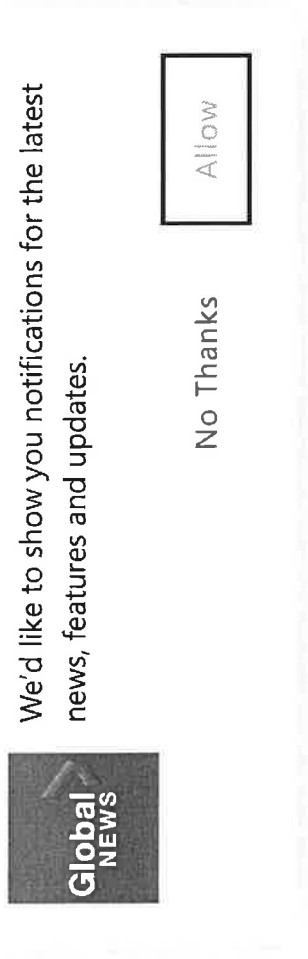
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The group resumed training Sept. 17 following a hiatus because of the COVID-19 pandemic.

“This whole COVID situation has created such a stressor on our athletes,” Buckingham said.

“They’re really having a tough time, wondering if the Olympics is going to happen, wondering if they will have what it takes to make the team, wondering if we’re actually going to be able to achieve our performance goals, because we’ve been out of the water for so long.”

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“We need to do some work with them for sure on their mental wellness and we’ll see where this has landed. Our goal and objective is to make it better, so that’s what we’re going to do.”

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Some cases



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National sport organizations are required to have a safe sport policy and a designated individual to handle complaints in order to receive Sport Canada funding.

The Sport Dispute Resolution Centre of Canada provides a third-party investigation unit to probe allegations of harassment and abuse in sports organizations.

Own The Podium and the Coaches Association of Canada held a virtual Safe Sport Coaches Summit last week that drew 180 attendees.

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"How can we work together to a resolution that will allow them to feel comfortable to come back to training?"

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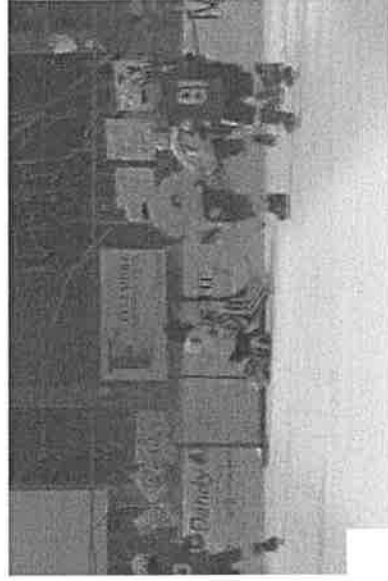
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SPORTS

Allégations d'abus et de harcèlement au sein de Natation artistique Canada



Publicité 1 de 1 | 0:12

Jacinthe Taillon

Publié le 30 septembre 2020

Radio-Canada Sports a appris que le centre d'entraînement de l'équipe nationale senior de Natation artistique Canada a fermé ses portes lundi dernier. Une firme externe a été mandatée pour enquêter sur des allégations d'abus et de harcèlement.

Les 18 nageuses ont appris la nouvelle dans une rencontre de la bouche de la directrice du sport de Natation artistique Canada, Julie Healy. Une rencontre dont nous avons obtenu l'enregistrement.

« Nous suspendons temporairement nos activités. Nous ne pouvons pas continuer à fonctionner dans un environnement où des athlètes ne se sentent pas en sécurité, où les entraîneurs ne sentent pas qu'ils peuvent travailler sans se faire accuser d'être hostile, harcelant, abusif. »

Une série de courriels ont été acheminés à la fédération au cours des derniers jours, forçant la tenue d'une enquête externe. La directrice du sport de Natation artistique Canada a admis aux nageuses que les allégations sont très sérieuses.

« L'information émanant des courriels reçus en fin de semaine indique que l'environnement d'entraînement ne serait pas sécuritaire. Que les athlètes seraient obligés de se taire à propos de harcèlement et d'abus. Et que ça durerait depuis janvier 2019 », a révélé Julie Healy.

« Les allégations visent Natation artistique Canada, le programme, notre personnel entraîneur, moi. »

Toute cette affaire a été déclenchée par un incident survenu jeudi dernier à la piscine du stade olympique de Montréal. Des propos envers les communautés noires, musulmanes et LGBTQ auraient été tenus par l'entraîneur-chef de l'équipe Gabor Szaunder et auraient offensé des athlètes.

La cheffe de la direction de l'organisation, Jackie Buckingham, affirme que c'est la première fois qu'on l'informe de problèmes qui perdureraient depuis presque deux ans.

« Il ne s'agit pas d'une enquête sur des gens, mais bien sur des problèmes, a dit Mme Buckingham. Nous croyons à 100 % au talent et à la compétence de nos entraîneurs et de notre équipe de soutien. »

L'incident de jeudi est la goutte qui a fait déborder le vase selon trois entraîneuses de clubs. Dans un des courriels envoyés à Natation artistique Canada et dont nous avons obtenu copie, Laura Swift dénonce une culture de peur et de conformité.

« Je parle maintenant parce que c'est assez, parce que j'ai le coeur brisé. Ces athlètes méritent mieux, a confié Swift, entraîneuse à Dollard Synchro. Je n'en dors pas la nuit, car je sais ce qui se passe et je ne fais rien. »

Ces entraîneuses seront invitées à témoigner dans l'enquête externe, affirme la présidente Jackie Buckingham. Mais ce qui dictera la suite des choses, jure-t-elle, ce sont les témoignages des nageuses même.

Les athlètes sont leur priorité, conclut-elle.

« Il reste 296 journées avant les Jeux olympiques, souligne la nageuse Jacqueline Simoneau. C'est sûr qu'avec tous les obstacles qu'on a surmontés, avec la COVID, avec cette enquête, c'est sûr que ce n'est pas une préparation idéale. »

Diane Sauvé



Jacinthe Taillon





JACKIE STELL-BUCKINGHAM NAMED SYNCHRO CANADA CEO

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Ottawa, March 5, 2014 - Synchro Canada is proud to announce **Jackie Stell-Buckingham** as its newly appointed CEO effective March 24, 2014. She will be based in Ottawa, ON and joins Synchro Canada in the full-time role of CEO after an outstanding career with Skate Canada.

"The search committee feels Jackie Stell-Buckingham is the right person to lead our organization as we look to ensure the success of synchronized swimming at all levels across Canada", said Synchro Canada President, **Mario Welsh**. "Her vast experience will help us to gain prominence on the world stage and

the Board is excited to welcome Jackie to our team.”

Stell-Buckingham has been with Skate Canada for 27 years, the last 10 years as Director of Events. Over the years she has been actively involved in the sport of skating as an athlete, judge and coach at many levels. She is highly regarded for her leadership skills, passionate commitment and her wide breadth of knowledge of both the technical and administrative sides of sport. Her impact on Skate Canada over the years has been significant and she has led the association in becoming a world leader in event delivery.

“I have been extremely fortunate to learn so much in my years at Skate Canada and I am absolutely thrilled to carry the energy and passion from the skating world forward to my new role at Synchron Canada”, said Stell-Buckingham. “I already have huge respect for the athletes and visionary leaders at Synchron Canada and I am eager to champion the cause of the wonderful individuals who have made Canada such a formidable part of the world synchronized swimming community.”

Stell-Buckingham will begin leading Synchron Canada during the current cycle as the National Team looks to deliver successful results at the October 2014 World Cup in Quebec City, 2015 Pan Am Games in Toronto, and 2016 Rio Olympics.

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Synchro Canada is the national organization governing synchronized swimming in Canada. It represents 10 provincial associations, a territorial association, as well as some 150 clubs and 12,000 members across Canada. A member of FINA, the world's governing aquatic sports organization, Synchro Canada promotes the quest for excellence by developing the athletes, citizens and ambassadors of the sport of synchronized swimming at every level.

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SPORTS

La décision surprise de Lamoureux



L'équipe canadienne de nage synchro

PHOTO : LA PRESSE CANADIENNE / PAUL CHIASSON

Radio-Canada

Publié le 22 septembre 2011

▲ Prenez note que cet article publié en 2011 pourrait contenir des informations qui ne sont plus à jour.

Bien des athlètes prendront leur retraite l'an prochain après les Jeux olympiques. Mais Ève Lamoureux, elle, a décidé de tout abandonner à moins d'un an du rendez-vous londonien.

Membre de l'équipe canadienne depuis 2004, la nageuse synchronisée a ainsi surpris ses coéquipières et entraîneuses en leur annonçant sa décision.

« J'ai longuement réfléchi. Dans les derniers mois, c'était devenu une préoccupation quotidienne. S'il y avait eu une once de doute dans ma tête que j'allais regretter cette décision, je ne l'aurais pas prise, a indiqué l'athlète de 24 ans qui a participé à sa dernière compétition en juin dernier.

« J'avais perdu l'élan. Je me levais le matin et c'était difficile pour moi de trouver la motivation de continuer. Le plaisir de nager n'était plus là. Je suis une personne passionnée, qui se donne à fond dans tout ce qu'elle fait. Je ne me reconnaissais plus trop dans mon attitude vis-à-vis mon sport. »

Son rêve olympique, la Québécoise l'a vécu aux Jeux de Pékin. Cela explique, en partie, son détachement. Lamoureux compte aussi parmi ses faits d'armes une médaille de bronze au combo aux Championnats du monde aquatiques de Rome en 2009.

La Montréalaise estime aussi que sa décision repose en partie sur le fait que son sport est jugé.

« Les controverses entourant cet aspect de mon sport m'ont dérangée. Se faire noter par des juges et ensuite essayer de se convaincre que ce jugement est valable était loin d'être facile. Je veux maintenant prendre possession de ma vie et non me faire juger par quelqu'un d'autre pour le travail que je fais. »

La Québécoise poursuivra donc à temps plein ses études en actuariat à l'UQAM.

EN DIRECT

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N. synchro: Ève Lamoureux se retire



SPORTCOM

JEUDI, 22 SEPT. 2011. 08:13

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À un an des Jeux olympiques de Londres, le moment peut paraître drôlement choisi pour prendre sa retraite de la compétition. C'est toutefois la décision prise par Ève Lamoureux, l'un des piliers de l'équipe nationale de nage synchronisée.

« J'ai longuement réfléchi. Dans les derniers mois, c'était devenu une préoccupation quotidienne. S'il y avait eu une once de doute dans ma tête que j'allais regretter cette

EN DIRECT

Le choix de Lamoureux en a surpris plusieurs, notamment chez Synchro Canada et au sein de l'équipe nationale. D'autant plus qu'il a été annoncé au retour de l'Open du Brésil, où Lamoureux et ses consoeurs ont décroché la médaille d'or en équipe.

« J'avais perdu l'élan. Je me levais le matin et c'était difficile pour moi de trouver la motivation de continuer. Le plaisir de nager n'était plus là. Je suis une personne passionnée, qui se donne à fond dans tout ce qu'elle fait. Je ne me reconnaissais plus trop dans mon attitude vis-à-vis mon sport. »

Lamoureux a commencé la nage synchronisée en 1995. Membre de l'équipe nationale depuis 2004, elle en était la capitaine en 2009, lors de la victoire canadienne au Trophée mondial de la FINA, présenté à Montréal. Le Canada avait d'ailleurs obtenu deux notes parfaites au programme libre.

« C'est l'un de mes plus beaux souvenirs d'athlète. D'obtenir des notes parfaites et de vaincre les Russes et les autres puissances mondiales à la maison, devant les gens d'ici, restera pour moi un moment inoubliable. »

La nageuse montréalaise compte aussi parmi ses faits d'armes une médaille de bronze au combo aux Mondiaux de Rome en 2009 et une participation aux Jeux olympiques de Pékin en 2008.

Lamoureux se dit en paix avec son choix de se retirer à quelques mois des Jeux de Londres. « Mon rêve olympique, je l'ai vécu à Pékin. Quant à celui de gagner une médaille olympique, il avait un peu perdu de l'importance comparativement à mes autres rêves de vie. »

Étudiante en actuariat à l'UQAM, Lamoureux est très enthousiaste à l'idée de terminer ses études et d'entreprendre une nouvelle carrière professionnelle.

« J'adore mon domaine d'études. Apprendre les réalités du monde de la finance et de penser qu'un jour je pourrai conseiller des gens sur le sujet me semblent tellement plus réel que d'apprendre une belle chorégraphie. Lorsqu'on aime moins nager, on se rend compte qu'il y a

EN DIRECT

Lamoureux ne s'en cache pas, elle trouvait de plus en plus difficile d'évoluer dans un sport jugé. « Les controverses entourant cet aspect de mon sport m'ont dérangée. Se faire noter par des juges et ensuite essayer de se convaincre que ce jugement est valable était loin d'être facile. Je veux maintenant prendre possession de ma vie et non me faire juger par quelqu'un d'autre pour le travail que je fais. »

En marge de ses études, elle restera active dans le milieu de la nage synchronisée à titre d'entraîneur à Synchro Montréal.

Autrement, c'est sans regret qu'elle clôt le chapitre de sa carrière d'athlète ou presque. « J'ai un petit regret. En juillet dernier, aux Mondiaux de Shanghai, les filles ont présenté le combo sur la musique de Queen. Je m'étais beaucoup investie dans cette routine. J'aimais la musique et je trouvais qu'elle avait un beau potentiel. Les poussées acrobatiques étaient recherchées, impressionnantes. Mon seul regret est ne pas avoir nagé cette routine là en compétition. »

Partager



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4:37 - 17 févr. 2021
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30:52 - 17 févr. 2021
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2:05 - 17 févr. 2021
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SUR LE MÊME THÈME

ÈVE LAMOUREUX

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SPORTS

Un poids de moins pour Lamoureux



L'équipe canadienne de nage synchro

PHOTO : LA PRESSE CANADIENNE / PAUL CHIASSON

Radio-Canada

Publié le 27 septembre 2011

⚠ Prenez note que cet article publié en 2011 pourrait contenir des informations qui ne sont plus à jour.

Ève Lamoureux s'est libérée d'un poids énorme en annonçant « officiellement » sa retraite la semaine dernière.

La nageuse synchronisée de 24 ans a brusquement quitté l'équipe nationale au cours de l'été, deux semaines avant les Championnats du monde aquatiques.

La passion pour un sport qu'elle adorait avait disparu. Plusieurs facteurs ont pesé dans la balance. Ses études en actuariat certes, mais aussi l'exigence esthétique d'un sport technicoartistique.

Le problème, c'est que Lamoureux avait des cuisses plus costaudes que celles de ses coéquipières. Et pour uniformiser l'équipe, Synchro Canada lui a demandé de perdre du poids... et de la masse musculaire.

« Il fallait que je maintienne vraiment un taux de gras, un niveau de masse corporelle assez bas. Mais aussi mon défi à la fin, c'était de perdre du muscle dans les jambes. Ce n'est pas facile, confie la Québécoise. Il faut que tu sois suivie de proche pour avoir une circonférence de jambe plus petite. Eh bien! j'avais beau avoir un taux de gras plus petit, ma jambe avait l'air un peu plus grosse. »

Pour atteindre le standard exigé, Lamoureux était entourée par une gamme de spécialistes : préparateurs physiques, psychologues, nutritionnistes.


Ceux de Synchro Canada ont décliné les demandes d'entrevues de Radio-Canada Sports.

« C'est illogique. Quelque part, on ne perd pas où on veut. De toute façon, si c'était comme ça, on déciderait que c'est juste là que je veux perdre de la graisse ou de la masse musculaire. En plus, il faudrait qu'elle arrête de faire bouger ses jambes, précise Marielle Ledoux, directrice du département de nutrition de la faculté de médecine de l'Université de Montréal.

« Et ce n'est pas simplement une question de poids sur la balance et une question de circonférence. La génétique, notre allure est importante à considérer et à accepter finalement. Il y en a peut-être pour qui leur génétique ne pourra jamais avoir l'aspect filiforme qui est exigé pour un sport donné. Alors, il faut réaliser ça aussi », poursuit la professeure Ledoux.

« **Un look débile** »



Agrandir l'image 

L'équipe canadienne de nage synchronisée en action à Pékin.

PHOTO : LA PRESSE CANADIENNE / AP PHOTO/LYNNE SLADKY

Et justement, l'aspect physique de certaines rivales tend à pousser les critères de perfection dans la même direction.

« Tu es en maillot de bain tout le long. Le juge ne voit que ça. Et c'est vrai que c'est beau une jambe mince et longue. Ça donne un *look* débile, affirme Lamoureux, membre de l'équipe canadienne depuis 2004.

« Le Canada se prend contre les Chinoises, contre les Russes, elles sont quand même assez minces, pour ne pas dire maigres des fois. Et dans mon équipe, il y a beaucoup de filles qui ont la chance d'avoir cette génétique-là, mais malheureusement moi je ne l'ai pas. »

Chez Synchro Canada, on assure qu'il n'y a aucune sélection basée sur les critères physiques.

« C'est certain que ça me fait sourciller un peu d'entendre des choses comme ça, déclare Catherine Gosselin-Després, chef de la direction. Ce sont davantage les paramètres dans l'eau et d'autres paramètres de performance. C'est sûr que d'être dans un poids santé et être dans le poids qui doit être atteint pour les camps d'entraînement ou les compétitions, c'est un des paramètres. Mais normalement, une décision de sélection n'est jamais prise uniquement sur ce facteur-là. »

Minceur rime souvent avec troubles alimentaires

La dure réalité des sports technicoartistiques peut accroître les risques de développer des troubles alimentaires. Ève Lamoureux, elle, se pesait tous les matins. Elle pensait souvent à son poids.

« Parfois, on n'est pas nécessairement en accord non plus avec ce qui est demandé, que ce soit par le sport, par l'entraîneur. Donc, c'est sûr qu'on est là pour pondérer, pour amener peut-être une autre façon de voir les choses, essayer de trouver des solutions, indique Mélanie Olivier, nutritionniste du Canada aux Jeux olympiques de Turin, Pékin et Vancouver. On se retrouve parfois à marcher un petit peu sur la ligne, où d'un côté on reste en santé et de l'autre côté, ça devient dangereux.

« Les exigences du sport ne doivent pas détruire le lien avec la nourriture et l'alimentation parce que c'est un lien qu'on a toute notre vie avec les aliments. »

Pour Lamoureux, ce lien est toujours intact. Elle a même pris quelques kilos depuis sa retraite et elle se trouve parfaite comme ça.

Mercredi, des athlètes qui ont franchi cette mince ligne témoigneront. Une autre nageuse synchronisée et une patineuse qui ont perdu tellement de poids qu'elles ont été malades et une d'entre elles a même frôlé la mort.

(D'après un reportage de Jacinthe Taillon)



Nage synchronisée: le poids de la minceur

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PHOTO: BERNARD BRAULT, LA PRESSE

Retraitée de la nage synchronisée depuis les Mondiaux de 2009, Marie-Pierre Gagné étudie aujourd'hui la médecine à l'Université de Montréal.

SIMON DROUIN

LA PRESSE

Publié le 29 septembre 2011 à 8h14 Mis à jour à 8h14

Marie-Pierre Gagné a été nageuse synchronisée pendant 19 ans,

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«Depuis que je suis jeune, j'essaie d'être mince, d'avoir le look de la nageuse synchronisée, coupée au couteau. Ça, pour moi, c'est l'image de la femme idéale. Et je pense que cette image-là, elle est erronée», a dit Gagné, hier après-midi, en entrevue téléphonique.

La recherche de la minceur, le maintien de son poids et la surveillance de son alimentation ont été une préoccupation constante pour Marie-Pierre Gagné, capitaine aux Jeux olympiques de Pékin. «C'est la réalité d'un sport jugé en maillot de bain, constate la jeune femme de 28 ans. On sent toujours la pression. Pression des entraîneurs, des coéquipières, du sport. Pression qu'on s'impose à soi-même.»

Redoubler d'efforts

Parmi les nageuses canadiennes, Gagné n'était pas la plus mince sur le plan génétique. Elle a dû redoubler d'efforts pour arriver à se mouler au groupe. La tâche était d'autant plus difficile qu'elle avait le rôle de projeter ses coéquipières hors de l'eau. Elle avait donc besoin d'une musculature conséquente.

Tous ses entraîneurs l'ont suivie de près. «Chacun avait sa technique. Il y en a qui nous pesaient, d'autres faisaient des tests de gras, d'autres regardaient ce qu'on mangeait le midi. Si, par malheur, on apportait un aliment qui n'était pas super santé, on avait droit à un commentaire!»

Au retour des Mondiaux de Melbourne, en 2007, l'équipe canadienne s'est fait dire qu'elle avait pris trop de poids, relate Gagné. A suivi un camp pour retrouver ce «look

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Elle a choisi de consulter pour régler un problème dont elle souffre encore aujourd'hui. «Je suis comme ça. Je n'arrive pas à arrêter de m'en faire.»

Gagné dit que son comportement découle directement de la pratique de son sport. Son entourage la perçoit presque comme une «extraterrestre». «Ma famille, mes amis, mon chum, tout le monde trouve ça malsain et ridicule. Ça les dérange énormément.»

Le plus dur, dit Gagné, est de côtoyer des coéquipières aux prises avec des troubles alimentaires. Elle en a été témoin à plusieurs reprises. «Pas de déjeuner, pas de dîner, et ça se fait vomir après huit heures d'entraînement. Ça, c'est vraiment dur. On ne sait pas quoi lui dire. Il y a vraiment un malaise. On sait que ça se passe, mais personne n'en parle.»

En revanche, Gagné prévient que les comportements alimentaires déviants et le désir de minceur obsessif n'étaient pas le lot de toutes les nageuses canadiennes. La majorité parvenait à conserver une silhouette idéale sans y penser. «S'entraîner 45 heures par semaine, ça fait le travail! Il y a tellement de nageuses qui n'avaient pas à se poser ces questions-là.»

Malgré les soucis, elle conserve un excellent souvenir de ses 19 années en nage synchronisée, sport complet qui allie performance athlétique, technique, acrobatie, esprit d'équipe et créativité dans l'eau. «N'importe quel athlète qui a goûté au niveau olympique dira qu'il y a des côtés plus difficiles...»

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«Il fallait que je maintienne vraiment un taux de gras, un niveau de masse corporelle assez bas. Mais aussi mon défi à la fin, c'était de perdre du muscle dans les jambes. Ce n'est pas facile», a-t-elle confié.

Sans renier ses propos, Lamoureux a tenu à rectifier le tir hier. Son départ à la retraite n'est pas dû aux rigueurs liées à son corps. À ce sujet, son sport ne serait pas différent de «la gymnastique, du patinage artistique, de la danse ou du ballet», soutient-elle.

Lamoureux avait simplement «perdu le plaisir» de nager et souhaitait se consacrer à ses études en actuariat. «Ce n'est pas du tout que je me sois fait mettre dehors ou une incapacité à maintenir mon poids, a insisté la jeune femme de 24 ans. La vie d'athlète de haut niveau est quand même très exigeante. J'avais le goût de vivre d'autres expériences. Je suis très heureuse et j'assume ma décision à 100 milles à l'heure.»

Lamoureux trouve «dommage» que le reportage n'ait pas mis davantage d'accent sur la qualité du soutien dont bénéficient les nageuses au centre d'entraînement de Montréal: «Des spécialistes, il en pleut!»

Catherine Gosselin-Després, chef de la direction de Synchro Canada, a fait valoir le même message, soulignant que l'encadrement avait été significativement bonifié au cours des dernières années. La fédération s'est également munie d'une politique générale de santé de l'athlète et d'une autre destinée spécialement à prévenir les troubles alimentaires. La politique a déjà été mise en application pour des «cas rares».

«Le message est clair: les nageuses ne peuvent participer aux sélections dans un tel état, a précisé Mme Gosselin-Després. On renforce ça aussi auprès des clubs.»

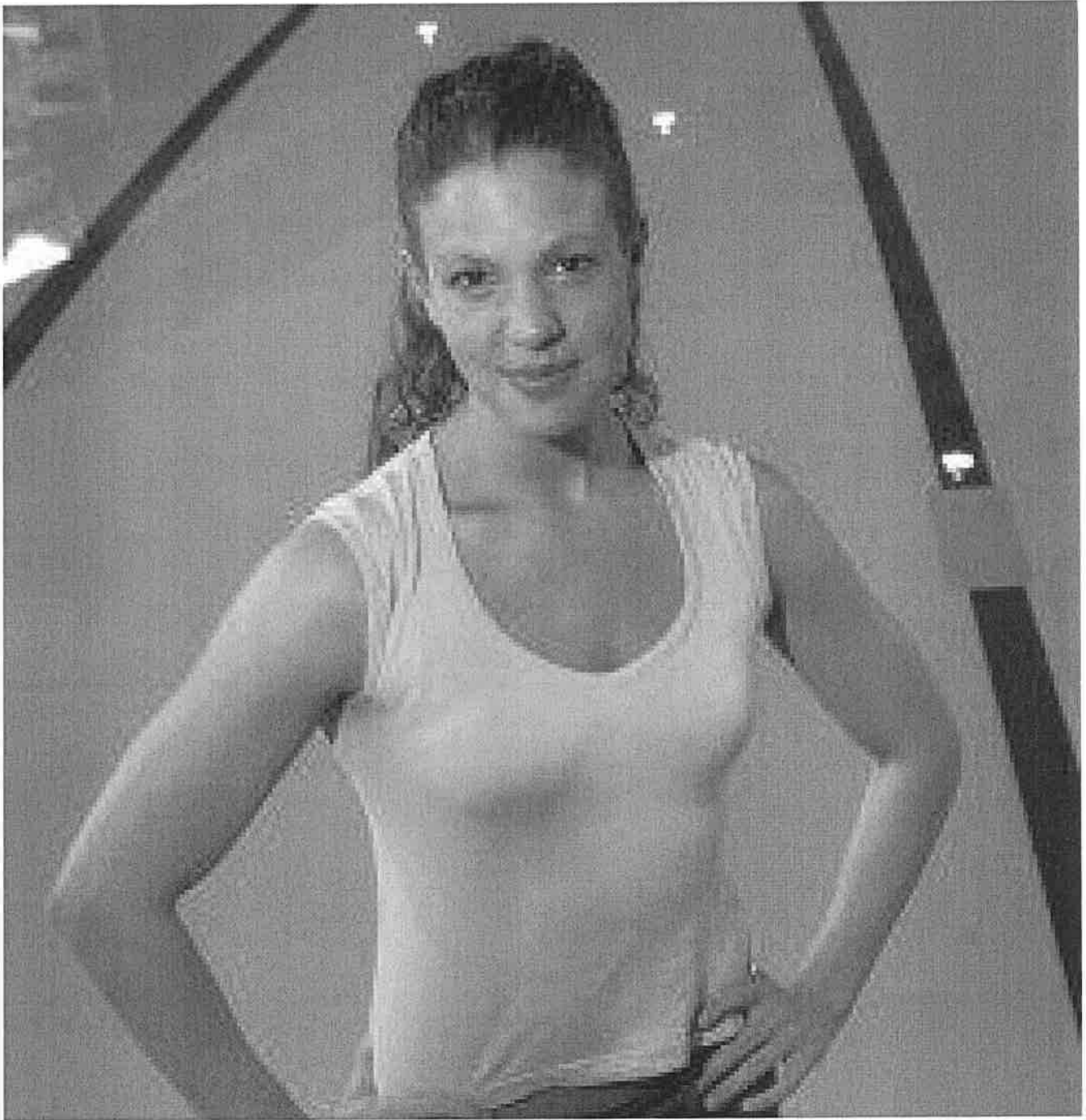
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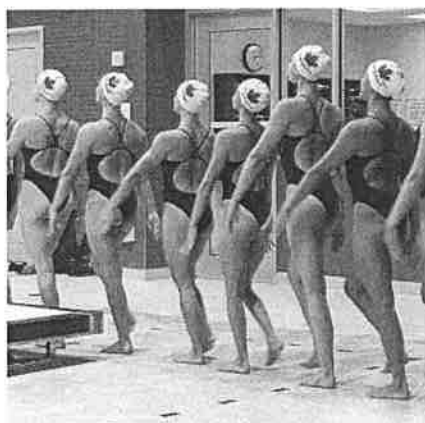


The toughest underwater show on Earth

This ain't no circus act. The world's best synchronized swimmers are built to defy Newton. Without an ounce of fear.

By Malcolm Kelly for CBC Sports

February 20, 2015



Spending a little time with Canada's young synchronized swimmers, you quickly realize a fact that eluded you in years of watching them through the false lens of television:

Synchro is a contact sport.

Team Canada has high expectations heading into the next Olympics in Rio. (Liam Nickerson/CBC)

When you see the eight-person team headed this weekend into the World Cup at Quebec City (live streamed on cbcsports.ca), working above the water, they are at varying times soloists and Corps de Ballet, gracefully finishing their lines, performing with the music, smiling to the audience in perfect harmony.

Below is another world, one of power, strength and skill that brings their heads, shoulders, knees and feet into sometimes dangerous proximity while the swimmers seemingly ignore Newton's Third Law of Motion.

Learning the new and ever-more claustrophobic routines required to compete at the world level, the young women often smack knees and shoulders, kick each other in the head and, on occasion, clock a teammate in the nose.

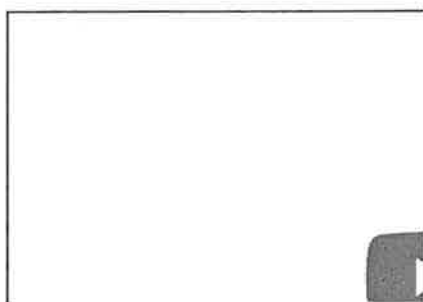
In other words, a sport Canadians can appreciate.

"It's more of a contact sport than people think, probably because they can't really see what's going on under water, but it's a big jumble of movements," says Calgary's Claudia Holzner, a member of the technical and combo teams that had been part of a display for media and guests at the new Pan Am aquatic centre in Toronto.

"No matter what, there's always something that's going wrong."



Canada's synchro team is a tight bunch. (Monty Farrell/CBC)



Martin Short's 1984 impression of a synchronized swimmer is one of the all-time great Saturday Night Live sketches.

The point, as you get closer to a major competition, is indeed not to have something go wrong. And these days it's becoming ever harder because unlike 10 years ago the technical requirements of this sport are forcing swimmers right into each other's personal space.

Through it, sometimes.

“Even in the last performances today, we had a couple of crazy things going on ... kicking each other, people landing on each other,” Holzner says. “This is the stuff we've been through at practice, it's not something we want to have at a competition.”

These young women, who run from 18 to 25, are made of sterner stuff than the standard cliché, brought to life in

an infamous (and hilarious) 1984 Saturday Night Live skit.

They've all seen it, and giggle when you mention it. They are not it, however.

Synchro athletes are, in effect, the top half of a dancer sewn on the bottom half of a water polo player that can also handle ballet moves when the whole thing turns upside down.

It's a tough combination.

Holzner has survived three concussions, two of them serious, while building through the junior ranks into senior. Her first was in 2010 and cost three months of training.

"I lost all of my muscle memory of how to do synchro and I had a coach there who had to reteach me how to swim," she says, as matter-of-fact as any hockey player.

“ No matter what, there’s always something that’s going wrong.”



Canada's Chloe Isaac can hear the pressure from her coaches, but she and her teammates seem to thrive under difficult circumstances. (Javier Soriano/Getty Images)

Concussions common

There was another smaller concussion after coming back that cost a couple of weeks following which Holzner merely swept all of the events at junior nationals in 2011.

Holzner's third concussion was last season on the senior team.

"My first one was really bad, I had headaches for about two years ... I struggled with that one," she says.

"Headaches were the main thing, I didn't really experience a lot of dizziness or nausea."

Dr. Bill Moreau, a medical director for the United States Olympic Committee, was quoted in a 2012 book (Concussions and our Kids, by Dr. Robert Cantu and Mark Hyman) as saying that in a two-week U.S. synchro camp, half of the 12 elite athletes reported concussions.

As with many sports, this one has seen new concussion protocols in recent years.

Trust.

If you are going to put two (duet) or eight women together in a small spot to flail their arms, legs and heads around within inches of each other, you're going to need a coach they believe in.

Meet Meng (pronounced Mong) Chen, a former Chinese national athlete who has been with Canada since 2008 (under the legendary Julie Sauve) and the boss since 2012. She inspires trust.

Listen to Karine Thomas, the "old fart" on the team at 25 and the only one left from the London Olympics where

Canada was fourth in the team event.

“She has an amazing trust in us, and I think that comes from us having a lot of trust in her,” says the Gatineau native. “I will literally go blindly into anything if she tells me to do it. I will.

“I think she’s the best leader we could have for Canada.”

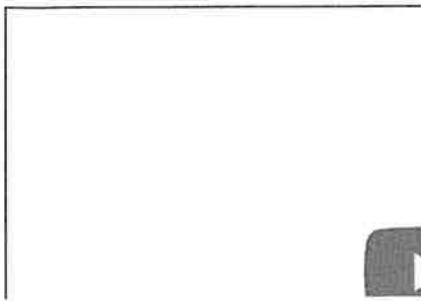
One of the synchro world’s youngest head coaches, Chen takes seriously the dual responsibility of getting Canada back onto a podium the country used to dominate, and keeping her charges safe.

It comes down to choreographing in a balance between logic and execution, and creating patterns and highlights that bring courage out of that confidence.

“A person will not do something when somebody else is right there,” says Chen, using her hands to show someone too close. “We are going to take a certain risk on a certain logical movement.”

Going too far, she says, means “you will pay by throwing your execution right out the window. This is why coaches in this area, and I think figure skating is the same thing, [you ask] what kind of risk you want to take, and what kind of risk is worth taking?”

It is the risk-reward game that all sports require and in synchro the athletes themselves are now smarter at looking after themselves by using their arms, or a little push, to protect themselves.



Jacqueline Simoneau and Karine Thomas perform their duet at the 2014 Canadian Open.

Dynamic Duo

They are the youngest and oldest swimmers on Canada's synchro team and between them the best hope of putting the country back on the Olympic podium for the first time since 2000 in Sydney.

Karine Thomas, 25, is the only team member left from the fourth-place finish at London in 2012. She happily agrees to being the "old fart."

Jacqueline Simoneau, just turned 18 last week, is the subject of whispers you hear around the pool that she might be world champion material.

When coach Meng Chen put them together this past spring, magic emerged and the long trip to 2016 in Rio begun. It's already made a lot of stops.

"This year we've competed like crazy," says Thomas, sitting with Simoneau after a workout and trying to work out where they've been.

They laugh after realizing out loud the extent of their competition and travel schedule.

"I'd say after the first meet, every time we competed we got a bit better. Just the energy between us was pretty easy from the get go ... it wasn't something we had to work on too much."

Thomas tends to dominate the conversation because of their age and experience difference and Simoneau's natural shyness.

In the pool, however, Simoneau explodes into a flurry of colour and strength that has made her the legitimate solo heir to the now-retired Marie-Pier Boudreaux-Gagnon.

That event is no longer in the Olympics however, so duet is the future.

“I think from the first practice just when I saw the way Karine worked I think I trusted her already,” says Simoneau, second at the world juniors in solo this summer. “I mean, we’re cautious at first ... but after a day I think we got used to each other.”

How good this team can be came to light in June with a second-place finish to the heavily favoured Spanish side, at the Spanish Open, by a hairsbreadth.

Back in London 2012, Boudreaux-Gagnon and Elise Marcotte were fourth in the Olympic duet. The new pair wants to do them at least one better.

'We've been holding our breath for years'

There is, in synchro, a moment called a “feature” that always seeks to separate the old style from the new.

Five of the women present a geometric pattern that churns the water with the eggbeater kick and, by doing so, creates lift. Below, one person acts as the base to help two others in a combined surface break that would do an Orca proud.

It's the moment that can take your breath away as one athlete suddenly streaks up ... up ... up, until her whole body is out of the water. Another follows right behind and almost reaches the same altitude before both execute a graceful return.



Team Canada believes it has the strength to make it to the Olympic podium in two years. (Pierre-Phillipe Marcou/Getty Images)

Almost always graceful – a Canadian move also includes one swimmer who flies high and then lands KER-SPLASH in a full layout. That's gotta sting a bit.



Being under the water is unnatural for human beings, accounting for the strength of the survival instinct that kicks in when we're struck while below the surface.

Remember when you were a child and some moron shoved your head under?

The hard splashes after giant leaps can be hard on the body. (CBC)

You try swimming 400 metres full out in the same space as seven others, all while holding your breath.

Fighting that panic, making the water world more natural, is a key part of the battle for the synchro athlete.

"We've been doing this since we were seven or eight, we've been holding our breath for years, so we're very trained to make it through the panic," says Holzner.

"We've all been to the point where we've passed out, so it's something that's very normal to us."

There has always been the idea that synchro is somehow a non-sport because it harkens back to "water ballet" and the 1930s Hollywood films of Esther Williams. Cute girls doing cute little things to cute little music.

The athletes know this. And they know some of the reason is their own talents.

“Our job is to make it look easy,” says Holzner. “We all know people think it’s a cheesy sport... but at the same time a lot (of people) are learning that it’s becoming a lot more difficult, more acrobatic, and exciting.”

Tough?

You try swimming 400 metres full out in the same space as seven others, all while holding your breath.

Not just for show

Those nose clips worn by synchronized swimmers may look funny on television, but they serve an important purpose both as a way of keeping water out, and providing us a metaphor for the focus of those who wear them.

Athletes spend so much time holding their breath while performing intricate and powerful moves – usually upside down – that having the clips keeps the water out.

“The nose clip is a big thing,” says swimmer Claudia Holzner. “If a nose clip gets knocked off, and that has happened (to me) a couple of times in competition, we always have an extra.”

Knowing what to do in such an instance takes presence of mind.

“More so in practice, if we don’t have an extra and someone loses one, we yell during the routine “Give me a nose clip!” and someone will take one off their suit and give it to you.”

Holzner, who can hold her breath through a routine without one (but doesn’t) says one time a girl simply reached up and took her extra one in the middle of a move.

Concentration, and awareness.

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Policy title:	Conduct Policy	
Adopted:	2007	
Current version approved by Board of Directors:	May 5, 2020	
<p>This Policy has been prepared by Canada Artistic Swimming (CAS) and is applicable to CAS, its Members, Affiliated Organizations and Registrants. This document cannot be modified without consultation with and approval by CAS.</p>		

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Definitions

1. The following terms have these meanings in this Policy:
 - a. *“Activity”* – All business and activities of the Organization;
 - b. *“Affiliated Organization”* – Any recreational or competitive club or league that delivers artistic swimming programs and has fulfilled the requirements of registration as required by CAS or the PTSO and has paid any associated registration fees to CAS or the PTSO;
 - c. *“Board”* – The Board of Directors of CAS, a CAS Member or Affiliated Organization, as applicable;
 - d. *“CAS”* – Canada Artistic Swimming;
 - e. *“CEO”* – the CAS Chief Executive Officer;
 - f. *“Club Manager”* – A manager responsible for handling the business matters of a club, including managing the budget, organizing promotional events, hiring coaches and negotiating contracts, and all persons with a direct or indirect financial interest in the club. Board and committee members for not-for-profit organizations are not generally considered Club Managers under this Policy;
 - g. *“Coach”* – Any person who instructs figures or routines on a regular basis and includes Instructor, which is a specific level of coach who teaches the AquaGO! or other recreational programming;
 - h. *“Confidential Information”* – Information known to the Individual by virtue of their connection to the Organization, whether or not marked “confidential”;
 - i. *“Executive Director”* – The Executive Director of a PTSO;
 - j. *“Family Member”* – 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;
 - k. *“Including”* – Including but not limited to;
 - l. *“Individuals”* – Any organization or individual that has fulfilled the requirements of registration as required by CAS as well as all individuals engaged in Activity with CAS or its Members or Affiliated Organizations. A complete list of Registrant categories can be found in the *CAS Registration Policy*;
 - m. *“Interested Individual”* – Individuals including interested Officials with a conflict of interest;
 - n. *“Member”* – Any PTSO registered with CAS;
 - a. *“Minor”* – A person under the age of 18 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;

- o. "NOC" – National Officials Committee;
- p. "Officials" – All judges including practice judges, referees and scorers;
- q. "Organization" – The organization to which the Policy applies and includes CAS and its Members and Affiliated Organizations;
- r. "Parents" – Parents or guardians of a person registered with CAS or a PTSO or Affiliated Organization;
- s. "Person in Leadership" – The CEO, Chief Sport Officer, Executive Director or any board member of CAS or a PTSO;
- t. "President" – The President of CAS or a CAS Member or Affiliated Organization, as applicable;
- u. "PTSO" – A Provincial or Territorial Sport Organization that is responsible for the management of artistic swimming within its provincial or territorial boundaries;
- v. "Related Party" – A Family Member, Coach or Club Manager or a private corporation controlled by any of these individuals; and
- w. "Vulnerable person" – A person who, because of age, disability, or other circumstances, whether temporary or permanent is in a position of dependence on others or is 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 minors and people with physical, developmental, or other disabilities.

Purpose

2. The purpose of this Conduct Policy is to foster a positive, safe and respectful work and sport environment where:
 - a. The Organization's values and expected standards of behaviour are understood, communicated and lived by all Individuals;
 - b. There is adherence to all applicable laws, regardless of where the Activity takes place; and
 - c. Individual conduct is ethical, transparent and fosters confidence in the integrity of the Organization.
3. The purpose of this Policy is also:
 - a. To ensure the decisions and actions of Individuals are consistent with the Organization's mission, vision, values and policies; and
 - b. To define those actions and behaviours that are not permitted so that they are known to Individuals and can be avoided.

Statement of Values

4. Individuals are expected to conduct themselves in all matters involving or impacting the Organization, or where they may be seen to be representing the Organization, with integrity and in a manner that is consistent with the Organization's values and the highest standards of behaviour upon which their image and reputation rests.
5. Individuals will:
 - a. Acquaint themselves with the Organization's mission, vision and values and behave at all times in a manner consistent with them;
 - b. Adhere to all federal, provincial, municipal and host country laws;
 - c. Not participate in, condone, or engage in dishonesty, fraud, deceit, misrepresentation or illegal activities;
 - d. Not knowingly disseminate false or misleading information about CAS or a Member, Affiliated Organization or registrant;
 - e. Act, when appropriate, to correct or prevent practices that are unjust, discriminatory or otherwise in contravention of this Policy;
 - f. Cooperate with internal or external investigations of concerns of possible misconduct under this Policy by providing honest, accurate, complete and timely information;
 - g. Act in a responsible manner in relation to the media and with respect to the content of personal websites and information posted on social media sites including Facebook, Twitter, Instagram and YouTube;
 - h. Provide a healthy and safe work and sport environment for the athlete and everyone involved in the sport;
 - i. Provide a valid police record check and other background checks as required by CAS, a Member or an Affiliated Organization;
 - j. Support the principles of the Responsible Coaching Movement;
 - k. Complete the Respect in Sport Training Program as required by CAS, a Member or an Affiliated Organization; and
 - l. Comply with the Organization's by-laws, policies and rules.

Application

6. This Policy applies to all Individuals, including:
 - a. All CAS Members, Affiliated Organizations and Registrants;
 - b. Directors, officers, committee members and volunteers of CAS, a CAS Member or Affiliated Organization;
 - c. Employees and anyone under contract with CAS, a CAS Member or Affiliated Organization and anyone attending the Organization's offices or other workplaces for work or training-related purposes;
 - d. All athletes eligible for selection to, or forming part of, any team participating in competitions or events over which CAS, a CAS Member or an Affiliated Organization has jurisdiction; and
 - e. All persons working with those teams or athletes, including coaches, medical and paramedical personnel and other support persons.
7. This Policy applies at all times, wherever an Activity takes place, which includes the Organization's offices as well as external locations in Canada and abroad. Activity includes:
 - a. Meetings of the Organization's board of directors and all committee or coach meetings, whether in person, by phone or other virtual means;
 - b. Annual Meetings, Special Meetings, hosted conferences or clinics;
 - c. Employment at CAS, a CAS Member or Affiliated Organization, and all meetings and social events hosted or organized by the employer;
 - d. Participation in sanctioned competitions including related training and organized group travel; and
 - e. All selection and assessment processes and training or practice time, whether inside or outside Canada.
8. This Policy also applies to Individuals' conduct outside of the Organization's Activity when such conduct adversely affects relationships within the Organization and its work and sport environment or is detrimental to the integrity, image or reputation of the Organization. Such applicability will be determined by the Organization at its sole discretion.

CAS Commitment to Non-retaliation

9. Individuals are expected to raise any concerns about behaviour, to report any misconduct, and to work together to ensure a positive, safe and respectful work and sport environment. There will be no retaliation for speaking up and making a truthful report of actual or possible misconduct, for participating in an investigation, or for exercising one's legal rights.

Obligation to Report

10. It is a violation of this Policy if an Individual knows of misconduct but takes no action to intervene on behalf of the athlete, employee, volunteer or other Individual. Failure to report such misconduct may result in disciplinary action.

Behaviour Expectations and Standards

Anti-Doping

11. CAS has adopted the Canadian Anti-Doping Program. CAS and its Members and Affiliate Organizations strictly prohibit the use of restricted drugs or performance-enhancing drugs and methods.
12. All Individuals have a responsibility to:
 - a. Refrain from using any restricted drugs or performance-enhancing drugs and methods;
 - b. Respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by CAS or any other sport organization; and
 - c. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport.

Confidentiality

13. Individuals may have access to Confidential Information. Confidential Information includes:
 - a. Personal information about Individuals as defined in the CAS, a CAS Member or an Affiliated Organization's *Privacy Policy*;

- b. Information that is not known or available to the Individual on a non-confidential basis prior to its disclosure to the Individual including financial information, strategic plans, intellectual property, and information related to the programs, business or affairs of the Organization; and
 - c. Information that is not known or available to the general public other than as a result of disclosure by the Individual.
14. Individuals have a duty to take reasonable steps to secure Confidential Information and to not disclose such Confidential Information, including once the Individual ceases to work, provide services, or volunteer for the Organization. Individuals must not use information that is gained due to his or her relationship with the Organization for personal profit, or in order to further any personal, private or public interest.
15. Any intentional or negligent disclosure of Confidential Information to persons who the Individual knew, or ought to have known, should not have received the Confidential Information, or misuse of such Confidential Information, may result in sanctions under this Policy.

Conflicts of Interest

16. Individuals are obligated to act in the best interests of the Organization and to avoid conflicts of interest. Individuals must avoid situations where their personal interests or the personal interests of their Related Parties could interfere or may conflict, directly or indirectly, with their obligations to the Organization.
17. Even if the Individual does not have an actual conflict of interest, if other people perceive one, they may still be concerned that the Individual cannot act properly. For this reason, it is important to avoid the appearance of a conflict, as well as an actual one. Being seen or thought to be in a conflict of interest can damage the reputation of the Individual and the reputation of the Organization.
18. Conflicts of interest may arise in situations involving:
- a. An interest, either real or perceived, that benefits the Individual or a Related Party including where:
 - A pecuniary interest is derived;
 - Preferential treatment is given;
 - There is interference in the decision-making process; or
 - Personal advantage of any kind may be derived;
 - b. Outside organizations with which the Individual has an official governing responsibility, or which employ the Individual or a Related Party;
 - c. The Individual having a financial interest in the outside organization; or

- d. Real or perceived potential to compromise the best interests of the Organization.

Managing Conflicts of Interest

- 19. This Policy does not identify conflicts of interest but provides a basis to manage such situations as they arise.
- 20. If an Individual finds themselves in a conflict of interest or a situation where they believe that others may perceive them to be in a position of conflict, the Individual must declare the conflict immediately so that action can be taken to resolve the situation. This is the best way for interested Individuals to protect themselves and their reputation for honesty, fairness and objectivity.

Declaring a Conflict of Interest

- 21. Individuals must take one of these steps to declare a conflict of interest:
 - a. Verbally report the conflict of interest to the CEO, Executive Director or President or to the directors or committee members at a board of directors or committee meeting. This verbal declaration should be followed-up with a written declaration or documented in the Minutes of any board of directors or committee meeting;
 - b. Disclose the conflict of interest in writing by sending a letter to the CEO, Executive Director or President; or
 - c. In the case of officials, disclose the conflict of interest in writing by sending a letter to the Chair of the National or PTSO Officials' Committee.

Managing Conflicts in Decision-making

- 22. Decisions or transactions that involve a real or perceived conflict of interest that have been disclosed by the Individual may be considered and decided upon provided that:
 - a. The nature and extent of the conflict of interest has been disclosed fully to the body that is considering or making the decision, and this disclosure and how it was managed is recorded in the Minutes;
 - b. The Interested Individual is not included in the determination of quorum for the proposed decision or transaction; and
 - c. The Interested Individual removes themselves from discussion on the matter and abstains from voting on the proposed decision or transaction.
- 23. A conflict of interest will require the Interested Individual to temporarily recuse themselves from meetings and to not participate in any formal discussion on the matter giving rise to the conflict of interest. The Interested Individual must not attempt to learn about, provide information or otherwise influence the discussion or voting on a decision or transaction, either formally at a board or committee meeting or informally through private contact, communication or discussion, except as provided below:

- a. On the unanimous request of the body that is considering or making the decision, the Interested Individual may present information or respond to questions relating to the decision or transaction.
24. To avoid the appearance that the Organization is giving Interested Individuals an advantage, the body that is considering or making the decision should:
- a. Ensure that alternate bids or estimates have been obtained; and
 - b. Determine by a majority vote that the transaction is fair and reasonable, and in the Organization's best interest.
25. In situations where the Individual's objectivity and ability to carry out their duties and responsibilities with the Organization are hindered by ongoing conflicts of interest, the Individual should offer to resign from their position.

Recognizing When Others are in Conflict

26. Where an Individual believes that another Individual has an actual or perceived conflict of interest that has not been declared, they have a responsibility to take one of these steps:
- a. Inform the CEO, Executive Director or President or the directors or committee members at a board of directors or committee meeting, as appropriate, of the potential conflict of interest; or
 - b. In the case of officials, inform the Chair of the National or PTSO Officials' Committee.
27. Pointing out a potential conflict of interest is not an accusation; it is merely looking out for fair decision making.

Benefits, Entertainment and Gifts

28. Individuals must not solicit or accept benefits, entertainment or gifts (collectively "Gifts") in exchange for or as a condition of the exercise of their duties, or as an inducement for performing an act associated with their duties or responsibilities with the Organization. Similarly, Individuals must not give away Gifts on behalf of the Organization in exchange for, or as a condition of, any benefit for the Organization.
29. It is the responsibility of the Individual to ensure that a gift, whether received or to be given, is proper. If in doubt, the Individual should consult with their immediate supervisor or the CEO, Executive Director or President.

Outside Business Activity

30. An employee or person under contract with an Organization may undertake an outside business activity if there is no conflict of interest and if the satisfactory performance of the employee or contractor's job functions is not prejudiced in any way. Such activities

include an outside business interest, directorship or outside employment. In addition, the following rules apply:

- a. The employee or contractor should not engage in any activity likely to compromise the Organization's reputation;
- b. The employee or contractor should not conduct outside business or volunteer work on the Organization's time or use their information, equipment or facilities to conduct an outside business or volunteer interest. This includes soliciting other individuals to participate in an outside business or volunteer activity; and
- c. Before taking on or continuing an outside business interest or committing to a job outside the Organization, this should be discussed with the CEO, Executive Director or President to be sure these activities do not create a conflict or the appearance of a conflict.

Officials

31. All officials are obligated to avoid situations where their or their Family Members' personal interests could conflict with behaviour expectations for officials or otherwise call their integrity into question.
32. The following categories of people must disclose a conflict of interest at the beginning of the competitive season (or as they arise) to the National or PTSO Officials' Committee in the manner prescribed by CAS or the CAS Member, as applicable, and withdraw from events or competitions when appropriate:
 - a. A Family Member of a competitor (as defined in 1. above);
 - b. A current Coach of a competitor (as defined in 1. above);
 - c. A Club Manager of a competitor (as defined in 1. above);
 - d. A Family Member of a Coach of a competitor;
 - e. A Family Member of a Club Manager of a competitor;
 - f. A board member of a competitive club of a competitor; and
 - g. A Family Member of a board member of a competitive club of a competitor.
33. Minor conflicts of interest can be managed simply by disclosing them. If the National or PTSO Officials' Committee, as applicable, agrees unanimously that the conflict is minor, the interested official can be selected for the event or competition.
34. More serious conflicts will require an interested official to withdraw from events or competitions as determined by the National or PTSO Officials' Committee.

Board and Committee Members

35. The Organization's board and committee members must not allow their loyalty to the Organization to be compromised by their relationship to or involvement in another organization.

36. Board and committee members must acquaint themselves with the Organization's by-laws and sign any related certification. Board and committee members may not be remunerated for their services or obtain loans from the Organization.
37. CAS board and committee members are also subject to prohibitions set out in the CAS By-laws, as follows:
 - a. Paid employees or contractors of CAS may not be elected as Directors; and
 - b. Paid employees or contractors of PTSOs may not be elected as Directors.

Preferential Treatment

38. Individuals must not act in their official roles with the Organization to assist other organizations or persons in their dealings with the Organization, if this may result in, or potentially appear to result in, preferential treatment.

Violations of the Conflict of Interest Requirements

39. Any failure by Individuals to disclose actual or possible conflicts of interest may result in sanctions under this Policy.

Equity and Inclusion

40. CAS and its Members and Affiliated Organizations are committed to equity, diversity and inclusion in all of their activities. All Individuals share a responsibility to provide a sport and work environment that fosters these values and will ensure that they are key considerations when setting policies and developing, updating or delivering their programs.

Discrimination, Harassment and Violence

41. Individuals are expected to support a work and sport environment that fosters respect and promotes everyone's dignity and self-esteem. CAS and its Members and Affiliated Organizations recognize that discrimination, harassment, bullying and violence can poison the work and sport environment, not only for the group targeted, but for many other Individuals. Individuals must recognize that it is the impact of the behaviour on a recipient that is paramount, not the intent of the person who engages in the perceived offending behaviour.
42. CAS and its Members and Affiliated Organizations are committed to creating and maintaining a work and sport environment that is free from discrimination, harassment, sexual harassment, bullying and violence, and in which all persons are treated fairly and with respect.

43. CAS and its Members and Affiliated Organizations encourage the reporting of all incidents of discrimination, harassment, bullying and violence, regardless of who the offender may be.

Discrimination

44. Discrimination means any action, behaviour or attitude that negatively affects the employment, performance or volunteer activities of an individual, where such actions, behaviour or attitude is based on a prohibited ground of discrimination under applicable human rights law, including race, colour, gender, gender identity, gender expression, religion, sexual orientation, disability or age. Discrimination can take place without any intent to do harm and can be based on a person's real or perceived characteristics.

45. This Policy also applies to any other ground of discrimination prohibited by applicable law.

46. Examples of discrimination include:

- a. Making stereotypical assumptions including making someone feel more or less worthy as a person on the basis of race, colour, religion, sexual orientation, gender, gender identity, gender expression, disability, age, body type, athletic ability or another personal characteristic; or
- b. Imposing burdens or withholding or limiting access to opportunities, benefits and advantages available to others, in a way that cannot be justified.

Harassment

47. Harassment is a form of discrimination, and refers to conduct, comment or display that is known, or ought reasonably to be known, to be unwelcome and where the wrongful conduct may be linked to things like the person's race, colour, religion, sexual orientation, gender, gender identity, gender expression, disability, age, body type, athletic ability or another personal characteristic. Harassment includes bullying and can take many forms but often involves conduct, comment or display that is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading, or otherwise causes offence, discomfort, or personal humiliation or embarrassment to a person or group of persons. One incident could be enough to constitute harassment.

48. Harassment does not include:

- a. Interpersonal conflict or disagreement; or
- b. The proper exercise of performance evaluation, appropriate managerial direction, delegation, performance management or attendance management.

49. Specific categories of Harassment include:

Personal Harassment

50. Personal harassment is wrongful conduct directed toward an individual that the perpetrator knew, or ought reasonably to have known, would be unwelcome. This behaviour is not necessarily linked to the prohibited grounds of discrimination.
51. Examples of personal harassment include:
- a. Belittling jokes, insults, name-calling, inappropriate teasing, taunting or condescension that undermines self-esteem, diminishes performance or creates a hostile sport or work environment;
 - b. Written or verbal abuse, threats or outbursts;
 - c. Practical jokes that cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - d. Ignoring or isolating someone for extended periods of time, including routinely or arbitrarily excluding them from practice; and
 - e. The display or distribution of visual or audio material that is offensive, or that one ought to know is offensive in the circumstances.

Bullying

52. Bullying is unwanted verbal, physical or social behaviour directed to harming, intimidating, humiliating or controlling inappropriately another person. Bullying usually involves repeated incidents or a pattern of behaviour and a real or perceived power imbalance.
53. Examples of bullying include:
- a. Name-calling, inappropriate teasing, or spreading rumours, gossip or innuendo;
 - b. Excluding or isolating someone socially, or embarrassing someone in public;
 - c. Intimidating a person or physically abusing or threatening abuse;
 - d. Withholding necessary information or purposefully giving the wrong information;
 - e. Damaging, destroying or stealing personal belongings; and
 - f. Using electronic media, such as the internet, social networks or text messaging to intimidate, put-down, spread rumours, or make fun of someone.

Hazing

54. Hazing is any form of conduct that exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability.

Sexual Harassment

55. Sexual harassment is engaging in comments or behaviour of a sexual nature such as unwelcome sexual invitations or requests, unwanted physical contact such as touching or kissing, or innuendo or taunting about a person's body type, physical appearance or sexual orientation, gender identity or gender expression. Sexual harassment is also making sexual invitations or requests where the person making the invitation or request is in a position to confer, grant or deny a benefit or advancement and the person knows or ought reasonably to know that the invitation or request is unwelcome.

Violence

56. Violence is any actual, attempted or threatened conduct of a person that causes or is likely to cause physical or psychological harm, injury or illness or that gives a person reason to believe that they or another person is at risk of physical or psychological harm, injury or illness. CAS and its Members and Affiliated Organizations are committed to the prevention of violence and to providing a safe and respectful work and sport environment. CAS and its Members and Affiliated Organizations will not tolerate any type of violent behaviour within the Organization's offices or during its Activities.

Drugs, Alcohol, Cannabis, Tobacco and E-smoking Products

57. Individuals must never provide, promote, condone or ignore substance abuse, the non-medical use of drugs, or the use of performance enhancing drugs or methods and, in the case of minors, the use of alcohol, cannabis, tobacco or e-smoking products.

58. The use of alcohol, non-medical cannabis, tobacco or e-smoking products in the workplace is prohibited, subject to any required accommodation.

59. Individuals will refrain from consumption of alcohol, cannabis, tobacco or e-smoking products while engaged in Activity at sanctioned competitions.

60. Individuals will exercise moderation when consuming alcohol or cannabis products in adult-oriented social situations associated with Organization events where minors are present.

Cannabis

61. Laws passed by the federal government and each Canadian province and territory define restrictions on recreational cannabis use including minimum cannabis use age and where cannabis may be consumed. Individuals will adhere to all federal, provincial and territorial laws on cannabis use.

62. The World Anti-doping Agency (WADA) has cannabis on its list of prohibited substances and cannabis use by any athlete subject to the Canadian Anti-doping Program may be considered doping. All Individuals have a responsibility to understand and observe Canadian Centre for Ethics in Sport (CCES) rules on cannabis use.

Intimate or Sexual Relationships

63. Individuals must not engage in an intimate or sexual relationship with an individual who is under the age of majority at the time or in the jurisdiction where the sexual activity takes place, or at all when he or she is in a position of trust, power or authority over the other individual.

Social Media

64. Individuals are expected to act in a responsible manner in relation to the content of personal websites and information communicated and shared on blogs and over social media sites.
65. Individuals will:
- a. Acquaint themselves with the Organization's mission, vision, values and policies and behave accordingly;
 - b. Protect their privacy and take care to understand the social media site's privacy settings and terms of service;
 - c. Take reasonable steps to secure Confidential Information and to not disclose such information;
 - d. Maintain a clear distinction between personal and professional social media use including having two separate accounts for these purposes where required;
 - e. Ensure that all content is appropriate for viewing by minor athletes; and
 - f. Keep their posts positive and not engage in bullying or negative or critical conversations online.

Specific Behaviour Expectations and Standards

66. In addition to the above, there are certain behaviour expectations and standards that apply to specific categories of Individuals, as follows:

Athletes

67. Athletes shall:
- a. Strive for personal and team achievement through complete, consistent and sincere effort;
 - b. Show respect for themselves and for all others;

- c. Contribute to a positive team culture by providing positive and constructive comments to teammates that motivate and encourage continued effort;
- d. Recognize that any bullying behaviour will not be tolerated and let their coach or a Person in Leadership know immediately if they have witnessed bullying behaviour or have been the victim of bullying;
- e. Immediately report to their coach any mental or physical health issue that may prevent or limit their ability to train, travel or compete and, in the case of carded athletes, their ability to fulfill the carding requirements;
- f. Only participate in competitions for which they are eligible to compete;
- g. Arrive for each practice, competition, selections or other artistic swimming Activity on time, with all appropriate gear, well-nourished and prepared to the best of their ability;
- h. Conduct themselves in a sportsmanlike manner, whether as competitors or spectators, and not tolerate anyone among them who does not;
- i. Never consume alcohol, cannabis, tobacco or e-smoking products as a minor or while engaged in Activity;
- j. Where applicable, adhere to the Organization's Athlete Agreement, its requirements and expectations; and
- k. Comply with the Organization's rules and requirements regarding clothing, equipment, training, travel, competition and curfew.

Board and Committee Members

68. Directors, officers and committee members shall:

- a. Be responsible first and foremost for the welfare of the Organization and function primarily as a member of the board or committee, not as a member of any particular constituency or relationship;
- b. Conduct themselves openly, professionally, lawfully and in good faith in a way that is aligned with and reinforces the Organization's values and ethical standards;
- c. Exercise due diligence in maintaining their fiduciary responsibility;
- d. Promote an appropriate culture that emphasizes the fair handling of conflicts of interest;
- e. Ensure that all directors, officers and committee members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;
- f. Respect the decisions of the majority and resign if unable to do so;
- g. Commit the time to attend meetings and to be diligent in their preparation for and participation in discussions;

- h. Have a thorough knowledge and understanding of the Organization's governing by-laws, policies and rules; and
- i. Promote a culture that values complaints and their effective resolution.

Coaches

69. Coaches shall:

- a. Demonstrate responsible leadership and adhere to the NCCP Code of Ethics;
- b. Act in the best interest of the athlete's development as a whole person;
- c. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of the involved athletes, and educating athletes as to their responsibilities in contributing to a safe environment;
- d. Work cooperatively with sport medical professionals in the diagnosis, treatment and management of athletes' medical and psychological treatments;
- e. Never encourage or knowingly permit an athlete to return to play prematurely or without the clearance of a medical professional, following a serious injury;
- f. Never withhold, recommend against, or deny adequate hydration, nutrition, medical attention, or sleep;
- g. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;
- h. Never withhold information or take any action that could influence inappropriately athlete decision-making about participation in national or provincial team or other training programs;
- i. Support the coaching staff of national or provincial team or other training programs, should an athlete qualify for participation in one of these programs;
- j. Not use their position as a national or provincial team coach to solicit athletes (or the Parents of minor athletes) unless first receiving approval from the coaches who are responsible for the athlete;
- k. Provide athletes and the Parents of minor athletes with the information required to be involved in the decisions that affect the athlete;
- l. Exemplify conduct they wish their athletes to adopt in dress and behaviour;
- m. Maintain professional boundaries with athletes and limit personal interactions with athletes on social media;
- n. Ensure all online dialogue and interactions with minor athletes are for artistic swimming-related purposes only;
- o. Ensure their athletes understand that discrimination, harassment, bullying and violence will not be tolerated, and create a culture of disclosure and reporting at the athlete level;

- p. Use inoffensive language and refrain from yelling at athletes in a manner that serves no productive training or motivational purpose;
- q. Not criticize other coaches or Individuals publicly and interact in a professional manner; and
- r. Comply with the Organization's rules and requirements regarding dress code.

Officials

70. Officials shall:

- a. Accept an assignment to officiate at a competition or event only if they intend to honour that commitment and let the appropriate person know as soon as possible if, for any reason, they are unable to attend;
- b. Conduct themselves openly, professionally, impartially and in good faith in all officiating activities;
- c. Avoid endorsing or posting information about an athlete, coach or other Individual that may suggest a preferential relationship or give the appearance of a conflict of interest;
- d. Declare a conflict of interest where applicable, and refrain from officiating in situations where the perception of a conflict of interest may be present;
- e. Make independent judgements;
- f. Respect the confidentiality required for issues of a sensitive nature including ejections, defaults, forfeits, discipline processes, appeals and other Confidential Information;
- g. Commit to understanding and practicing their role as judge, referee, scorer or other official, and act appropriately within that role;
- h. Maintain technical knowledge of artistic swimming and all current rules and rule changes;
- i. Be accountable for decisions made while officiating;
- j. Share technical knowledge and experience of artistic swimming with athletes, parents, coaches, meet managers, volunteers, CAS or CAS Member employees and other officials to enhance the development of the sport;
- k. Not criticize other officials or Individuals publicly and interact in a professional manner; and
- l. Comply with the Organization's rules and requirements regarding dress code.

Parents and Spectators

71. Parents or spectators shall:
- a. Never ridicule an athlete for making a mistake during a performance or practice and provide positive comments that motivate and encourage all athletes' continued effort;
 - b. Respect the decisions and judgments of officials and encourage athletes to do the same;
 - c. Respect and show appreciation to all competitors and to the coaches, officials, meet managers, volunteers and other Individuals who give their time to the sport of artistic swimming; and
 - d. Refrain from the use of bad language, and not interfere with events or harass competitors, coaches, officials, meet managers, volunteers or other parents or spectators.

Persons in Leadership and Club Managers

72. Persons in Leadership and Club Managers shall:
- a. Promote awareness and understanding of the Organization's values and this Conduct Policy;
 - b. Consider equity, diversity and inclusion when setting policies and developing, updating or delivering programs;
 - c. Act as a role model through their behaviour, actions and words and encourage and motivate other Individuals to do the same;
 - d. Build trust of the Organization's employees, athletes and other Individuals by listening to and understanding their interests and needs;
 - e. Instill an atmosphere of collaboration;
 - f. Maintain an environment where everyone feels comfortable asking questions and raising concerns;
 - g. Assist people to make a complaint, if needed;
 - h. Ensure that any possible or actual misconduct is investigated promptly and thoroughly, as appropriate; and
 - i. Impose appropriate disciplinary or corrective measures when misconduct has been substantiated, regardless of the position or authority of the offender.

CAS Members and Affiliated Organizations

73. CAS Members and Affiliated Organizations shall:
- a. Adhere to all CAS governing bylaws, policies and rules and, where necessary, amend their own bylaws, policies and rules to comply with those of CAS;

- b. Recognize that their websites, blogs and social media accounts are seen as extensions of CAS and must reflect the CAS mission, vision and values;
- c. Ensure that all athletes participating in competitions or events over which CAS, a CAS Member or an Affiliated Organization has jurisdiction are registered and in good standing;
- d. Ensure that all coaches participating in competitions or events over which CAS, a CAS Member or an Affiliated Organization has jurisdiction are registered and in good standing in accordance with the *CAS Coach Registration and Certification Policy*;
- e. Have well-defined hiring practices and standards in place including interviews, reference checks, and police record checks and other background checks, in accordance with the *CAS Screening Policy*, to ensure athletes have a healthy and safe sport environment;
- f. Promote a culture that values complaints and their effective resolution;
- g. Ensure that any possible or actual misconduct is investigated promptly and thoroughly, as appropriate;
- h. Impose appropriate disciplinary or corrective measures under the Organization's *Discipline and Complaint Policy* when misconduct has been substantiated, regardless of the position or authority of the offender;
- i. Advise the CEO immediately of any situation where a complainant has publicized a complaint in the media; and
- j. Provide the CEO with a copy of all decisions rendered under the Organization's *Discipline and Complaint Policy* or *Appeal Policy*.

Communication

- 74. CAS and CAS Members and Affiliated Organizations will ensure this Policy is well publicized, including on Organization websites.
- 75. CAS and CAS Members and Affiliated Organizations will ensure that this Policy is communicated to those who will be responsible for upholding it as well as those who will be responsible for its implementation.

Review

- 76. CAS will conduct a review of this Policy every two (2) years or as decided by the CEO or CAS Board. Every time the Policy is reviewed or amended, CAS shall ensure CAS Member input is sought and considered.

Je, soussigné(e), **MARCELLE LÉVESQUE, Huissier de justice** du Québec, ayant mon domicile professionnel au 249 Boul Sainte-Rose #102, LAVAL, QC, CANADA, H7L 1L8, affirme solennellement ce qui suit:

Le 08 mars 2021 à 17:01 heures

CHLOE ISAAC AND AL.

Petitioner(s)

VS.

**CANADA ARTISTIC SWIMMING / NATATION
ARTISTIQUE CANADA**

Respondent(s)

J'ai reçu par COURRIER ÉLECTRONIQUE un(e) ORIGINATING APPLICATION FOR AUTHORIZATION TO INSTITUTE A CLASS ACTION AND TO OBTAIN THE STATUS OF REPRESENTATIVE, SUMMONS, NOTICE OF PRESENTATION, ATTESTATION, EXHIBITS SUPPORTING THE APPLICATION FOR AUTHORIZATION TO INSTITUTE A CLASS ACTION AND TO OBTAIN THE STATUS OF REPRESENTATIVE, EXHIBITS R-1 TO R-25 .

Les copies jointes aux présentes sont conformes au document reçu par COURRIER ÉLECTRONIQUE de:

MAÎTRE HANNAH TOLEDANO DE L'ÉTUDE DAVIES WARD PHILLIPS & VINEBERG LLP
COURRIEL: htoledano@dwpv.com

Les faits allégués aux présentes sont vrais.

ET J'AI SIGNÉ



MARCELLE LÉVESQUE, Huissier de justice
Permis # 869

DAVIES (C220996)

Inv. : *280779-1-2-1
(BE E618) H80 0 ML E0308 I0309-06:56
MARCELLE LEVESQUE

SE

a/s : ME CARA CAMERON ET AL.

v/d : 148678

Charron Boissé Lévesque, Huissiers de justice Inc.

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T.P.S. : 712514496 T.V.Q. : 1224785808



No. _____
SUPERIOR COURT
(Class Action Division)
District of Montréal

CHLOE ISAAC et als.

Petitioners

VS.

**CANADA ARTISTIC SWIMMING / NATATION
ARTISTIQUE CANADA**

Respondent

**ORIGINATING APPLICATION FOR AUTHORIZATION TO
INSTITUTE A CLASS ACTION AND TO OBTAIN THE
STATUS OF REPRESENTATION**
(Articles 574 et seq. C.C.P.)
Summons and List of Exhibits &
Exhibits R-1 to R-25

ORIGINAL

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