

ITP Safe Sport Complaint Process:

Information for Respondents:

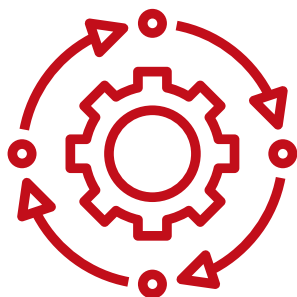
This resource outlines the Safe Sport complaint process and your rights as a respondent. It's important to understand that:



- **A complaint is not a finding of guilt:** A complaint simply triggers a process to investigate the allegations. You have the right to a fair hearing where you can defend yourself.
- **Opportunity to be Heard:** You will have a chance to present your side of the story, including witness statements and any evidence that contradicts the allegations.
- **Right to Representation:** You have the right to be represented by a lawyer or another advisor throughout the process.
- **Alternative Dispute Resolution (ADR):** In some cases, you and the complainant may choose to explore Alternative Dispute Resolution (ADR) to reach a mutually agreeable solution.

The Range of Possible Sanctions:

Following the complaint process, a range of potential sanctions may be imposed, depending on the severity of the findings. These can include:



- **Education**
- **Verbal or written warning**
- **Suspension** (temporary or permanent)
- **Ineligibility** (permanent) from participating in the organization's activities

ITP Safe Sport Complaint Process:

Key Differences from Civil/Criminal Court:

This is a disciplinary process separate from civil or criminal court proceedings.

Here's what sets it apart:



- **Burden of Proof:** The complainant needs to establish the allegations on a **balance of probabilities**, a lower standard than "beyond a reasonable doubt" required in criminal courts.
- **Standard of Proof:** Decisions are made based on whether the alleged behavior is more likely than not to have occurred.

We encourage you to participate fully in the process. If you have any questions or require clarification on a specific aspect, don't hesitate to contact the designated Safe Sport representative.

Key Definitions:

- **Alternative Dispute Resolution (ADR):** A process where a neutral third party helps both parties in a dispute reach a solution outside of a formal hearing. This can be through mediation, facilitation, or arbitration.
- **Balance of Probabilities:** The standard of proof used in this process. It means that something is more likely than not to have happened. In simpler terms, if the evidence shows it's more likely the alleged behavior occurred than not, a finding may be made against you.
- **Case Manager:** The designated person within the Safe Sport organization who oversees the complaint process, ensuring it follows established procedures and timelines. They are not involved in the determination of the case.
- **Independent Third Party:** An impartial individual or organization with no prior connection to the complaint or those involved. An independent third party may serve as a mediator or arbitrator in the ADR process.
- **Ineligibility:** A potential sanction that permanently restricts your participation in the organization's activities.
- **Mediator:** A neutral third party who facilitates communication between you and the complainant in ADR. The mediator does not make decisions but guides the conversation towards a mutually agreeable solution.
- **Arbitrator:** A neutral third party who listens to both sides of the case in ADR and issues a binding decision. This decision is similar to a judge's ruling in court.