



AB | NT | NU

Skate Canada: Alberta-NWT/Nunavut Fairness and Safety in Sport Policy

Policy Type: Governance
Reviewed by: Governance Committee
Revised and Approved by Board of Directors: August 27, 2025
Last Reviewed: August 27, 2025

Developed: September 1, 2025
Review Frequency: 1 year

Definitions

1. In this Policy,
 - a. “Act” has the meaning ascribed to it in Section 2;
 - b. “amateur competitive sport” means the following categories of events classified by Skate Canada: Alberta-NWT/Nunavut as “competitive”:
 - i. Skate Canada: Alberta – NWT/Nunavut Star Pathway competitions;
 - ii. Skate Canada: Alberta – NWT/Nunavut Podium Pathway competitions; and
 - iii. Adult Skate competitions.
 - c. “athlete” means a participant aged 12 years or older who is registered in an amateur competitive sport governed, regulated, coordinated, promoted or sponsored by Skate Canada: Alberta-NWT/Nunavut;
 - d. “birth registration document” means a birth registration document as defined in the *Alberta Vital Statistics Act*, RSO 1990, c V-4.1 or a similar document issued outside of Alberta that contains the following information respecting an individual:
 - i. the full name of the individual;
 - ii. the date and place where the birth of the individual occurred; and
 - iii. the sex of the individual.
 - e. “board” means:
 - i. the Skate Canada: Alberta-NWT/Nunavut Board of Directors; or
 - ii. delegate(s) appointed by the Skate Canada: Alberta-NWT/Nunavut Board of Directors;
 - f. “confidential challenge” means a challenge submitted in writing to the board by an eligible challenger who has reasonable grounds to believe an athlete is ineligible to participate in an amateur competitive sport under this Policy;
 - g. “eligible challenger” has the meaning ascribed to it in Section 8;



Skate Canada: Alberta-NWT/Nunavut Fairness and Safety in Sport Policy

AB | NT | NU

- h. “Minister” means the Alberta Minister of Tourism and Sport;
- i. “open assessments” refers to assessment activities or events where an individual athlete’s performance is assessed and scored, but the assessment and score is not ranked relative to other athletes;
- j. “open practices” refers to ice time that is booked for individual athletes and that is open to all sexes;
- k. “Regulation” has the meaning ascribed to it in Section 2;
- l. “sex at birth” means the sex of an individual that appears on the athlete’s birth registration document.

Purpose

- 2. The purpose of this Policy is the promotion of fairness and safety in sport, by addressing matters of eligibility to participate in a relevant sport in accordance with the Government of Alberta’s *Fairness and Safety in Sport Act*, SA 2024, c F-2.5 (the “**Act**”) and *Fairness and Safety in Sport Regulation*, AR 124/2025 (the “**Regulation**”).

Application

- 3. This Policy only applies to participation in an amateur competitive sport event hosted in Alberta by athletes who are:
 - a. age 12 and older;
 - b. resident in Alberta; and
 - c. registered in a women-only amateur competitive sport category.
- 4. For clarity, this Policy does not apply to:
 - a. non-competitive events in Alberta;
 - b. out-of-province or international athletes at events hosted in Alberta;
 - c. national and international events hosted in Alberta; or
 - d. amateur competitive sport events hosted in Northwest Territories or Nunavut.

Athlete Eligibility

- 5. To participate in a women-only amateur competitive sport, athletes ages 12 and older must be of the female sex at birth as reflected in their birth registration document.
- 6. To participate in a women-only amateur competitive sport, athletes aged 12 or older (or their parent or guardian if the athlete is under 18 years of age) must confirm in writing through the event registration process with Skate



AB | NT | NU

Skate Canada: Alberta-NWT/Nunavut Fairness and Safety in Sport Policy

Canada: Alberta-NWT/Nunavut that they understand and meet the eligibility requirement set out in Section 5 of this Policy.

Confidential Challenge to Athlete Eligibility

7. A confidential challenge may be submitted by an eligible challenger if there are reasonable grounds to believe an athlete is ineligible to participate in a women-only amateur competitive sport under this Policy.
8. The following classes of individuals are eligible to submit a confidential challenge to an athlete's eligibility to participate in a women-only amateur competitive sport under this Policy (an **"eligible challenger"**):
 - a. An individual who is a current Skate Canada Coach in good standing, and is an attending coach in the same amateur competitive sport category at the same competitive event as the athlete whose eligibility is subject of the confidential challenge.
9. A confidential challenge must be made in writing no later than one hour after the completion of that athlete's amateur competitive sport category at a given competitive event, and sent to Skate Canada: Alberta-NWT/Nunavut at executivedirector@skateabnwtun.ca and include:
 - a. the name, Skate Canada registrant number, NCCP number and contact information of the eligible challenger;
 - b. the relevant amateur competitive sport category;
 - c. the name of the athlete whose eligibility is subject of the confidential challenge, their club, and their coach's name; and
 - d. information that supports the grounds for the confidential challenge.
10. The process of submitting a confidential challenge to the board is confidential and involves only the eligible challenger, the athlete whose eligibility is subject of the confidential challenge (or their parent or guardian if the athlete is under the age of 18), and the board. Once a confidential challenge has been submitted to the board and until the board determines an athlete is not eligible under Section 17, no person is permitted to disclose either the existence of a confidential challenge or any information or records that form part of the confidential challenge to any individual outside of the complaint except as strictly required for the purposes of investigating the confidential challenge or as otherwise compelled by law.
11. Compliance with confidentiality requirements in Section 10 are mandatory. Any breach may be treated as a serious offence and result in disciplinary action, at the discretion of the board and/or Skate Canada. If it is determined that sanctions should be imposed, sanctions imposed will be proportionate to, and reflective of, the nature and severity of the violation, and may involve one or more of a series of disciplinary measures, including suspension or expulsion from membership in Skate Canada: Alberta – NWT/Nunavut and/or Skate Canada.
12. Within 3 business days of receiving a confidential challenge, the board will notify the Minister without providing



AB | NT | NU

Skate Canada: Alberta-NWT/Nunavut Fairness and Safety in Sport Policy

any personal identifying information, as required under the Act and Regulation.

Board's Assessment of a Confidential Challenge

13. Upon receipt of a confidential challenge, the board will assess the confidential challenge, and:
 - a. if, in the opinion of the board, reasonable grounds do not exist for the confidential challenge, the board must dismiss the confidential challenge; or
 - b. if, in the opinion of the board, reasonable grounds exist for the confidential challenge, the board will accept the confidential challenge.
14. For the purposes of Section 1.a, the board may determine that reasonable grounds do not exist for the confidential challenge including but not limited to where, in the opinion of the board:
 - a. the board has previously resolved a confidential challenge for the same athlete;
 - b. not enough information has been provided to proceed as a valid confidential challenge; or
 - c. the confidential challenge is deemed to have been made in bad faith.
15. Upon determining that reasonable grounds do not exist for the confidential challenge, the board will notify the eligible challenger.
16. Upon accepting a confidential challenge:
 - a. the board will notify both the eligible challenger and the athlete whose eligibility is subject of the confidential challenge (or their parent or guardian if the athlete is under the age of 18);
 - b. the athlete whose eligibility is subject of the confidential challenge (or their parent or guardian if the athlete is under the age of 18) will be required to provide the board with a copy of the athlete's birth registration document; and
 - c. once the birth registration document is received, the board will verify the athlete's eligibility under Section 5 of this Policy.
17. If the confidential challenge is upheld and the athlete is determined to be ineligible under Section 5 of this Policy, the board will notify the eligible challenger and the athlete whose eligibility has been challenged (or their parent or guardian if the athlete is under the age of 18). The athlete will be ineligible for participation in a women-only amateur competitive sport hosted in Alberta.
18. If the confidential challenge is not upheld and the athlete is determined to be eligible under Section 5 of this Policy, the board will notify the eligible challenger and athlete whose eligibility has been challenged (or their parent or guardian if the athlete is under the age of 18). The athlete will be permanently eligible for participation in women-only amateur competitive sports hosted in Alberta.



AB | NT | NU

Skate Canada: Alberta-NWT/Nunavut Fairness and Safety in Sport Policy

19. Within 30 business days of receiving a confidential challenge, the board will notify the Minister of any decisions regarding the confidential challenge without providing any personal identifying information, as required under the Act and Regulation.
20. For greater certainty:
 - a. an athlete whose eligibility is subject of a confidential challenge that is accepted by the board under Section 1.b is eligible to continue to compete while the confidential challenge is being assessed by the board under Section 16; and
 - b. if an athlete is determined to be ineligible under Section 17 of this Policy, there will be no changes to that athlete's former ranking.

Confidential Challenges Made in Bad Faith

21. Where the board dismisses a confidential challenge under Section 1.a because it was deemed to have been made in bad faith, the board may:
 - a. impose sanctions on the eligible challenger who submitted the confidential challenge, and
 - b. refer the bad faith confidential challenge to Skate Canada to determine whether the eligible challenger who submitted the bad faith confidential challenge breached the Skate Canada Code of Ethics.
22. Factors relevant to determining whether a confidential challenge dismissed under Section 1.a was made in bad faith and merits appropriate sanctions for the eligible challenger include, without limitation:
 - a. confidential challenges based solely on an athlete's physical appearance or physical performance;
 - b. the eligible challenger's prior history;
 - c. a pattern of inappropriate behaviour or numerous unfounded confidential challenges under this Policy; and
 - d. the ages of the athletes involved.
23. Sanctions for an eligible challenger imposed under Section 21 may be imposed at the sole discretion of the board and/or Skate Canada. Sanctions may involve one or more of a series of disciplinary measures, including but not limited to:
 - a. written warnings;
 - b. fines;
 - c. suspension; or
 - d. expulsion from membership in Skate Canada: Alberta – NWT/Nunavut and/or Skate Canada.



AB | NT | NU

Skate Canada: Alberta-NWT/Nunavut Fairness and Safety in Sport Policy

Reconsideration of a Challenge

24. An eligible challenger may submit a request for reconsideration of the dismissal of a confidential challenge under Section 1.a only in circumstances where new supporting information is available.
25. The affected athlete (or their parent or guardian if the athlete is under the age of 18) may submit a request for reconsideration of any decision about that athlete's eligibility under Section 17 of this Policy.

Sharing Information with the Minister

26. The following information will be shared by the board with the Minister, without providing any personal identifying information, as required under the Act and Regulation:
 - a. On the request of the Minister, complaints submitted to the board in writing relating to
 - i. the processes established under this Policy; and
 - ii. decisions made by the board under this Policy;
 - b. Once every 12 months,
 - i. any requests for the establishment of the Skate Canada: Alberta-NWT/Nunavut mixed-gender or mixed-sex leagues, classes or divisions; and
 - ii. the establishment of Skate Canada: Alberta-NWT/Nunavut mixed-gender or mixed-sex leagues, classes or divisions.

Protection of Personal Information

27. All information and data relating to the athlete will be treated as sensitive personal information and will be processed as such in accordance with applicable data protection and privacy laws. Such information and data will not be used for any purpose other than to determine athlete eligibility.

Assistance with this Policy

28. Any individuals seeking information on the Act and Regulation may contact the Alberta Ministry of Tourism and Sport at SPAR@gov.ab.ca for assistance.

Approval, Review and Amendment

29. This Policy is reviewed and approved at a minimum every one year, or sooner if there are legislative or regulatory changes, as part of policy review and validation in accordance with the Skate Canada: Alberta-NWT/Nunavut Policy Management Policy.