

APPEALS POLICY

Effective date	April 1 st 2026
Archived date	-
Date last reviewed	March 10 th , 2026
Scheduled review date	November 2029
Replaces and/or amends	Appeal Policy in effect as of Oct 1 st , 2021
Approved by and date	Board of Directors, March 10 th , 2026
Appendix(-ces) to this Policy	

Purpose

1. This *Appeal Policy* provides Individuals with a fair, affordable, and expedient appeal process.

Scope and Application of this Policy

2. This Policy applies to all Individuals. However, it does not apply to appeals of any decision related to the application of the UCCMS managed by the Sport Integrity Canada under CSSP Rules, those appeals shall be handled in accordance with the CSSP Rules.
3. Subject to above, any Individual who is affected by a decision taken by Row Ontario specifically with regard to that Individual including a decision by the Board, by any Committee of the Board or by any body or Individual within Row Ontario who has been delegated authority to make decisions in accordance with Row Ontario's By-laws and governance policies (as applicable), shall have the right to appeal that decision provided that it is a decision that is subject to appeal pursuant to this Policy.
4. This Policy **will apply** to decisions relating to:
 - a) eligibility
 - b) team selection decisions
 - c) conflict of interest
 - d) disciplinary decisions made pursuant to Row Ontario's relevant and applicable policies
 - e) membership
5. This Policy **will not apply** to the following decisions relating to:
 - a) Reported complaints that were managed by OSIC or Sport Integrity Canada under the CSSP Rules, as applicable;
 - b) Governance and operational matters including, but not limited to, budget, leadership opportunities, by-laws, and staffing
 - c) Except as otherwise provided for in this Policy, decisions made by organizations other than Row Ontario, such as Row Ontario's Clubs, the Canadian Olympic Committee (COC), the Canadian Paralympic Committee (CPC), U Sports, the International Olympic Committee (IOC), the International Paralympic Committee (IPC), World Rowing or the Fédération Internationale du Sport Universitaire (FISU) or any other governing body;
 - d) Selection criteria, quotas, policies and procedures established by entities other than Row Ontario;

- e) Substance, content and establishment of team selection criteria;
- f) The Athlete Assistance Program (AAP) policies and procedures established by Sport Canada (or the provincial/territorial equivalent);
- g) Policy and procedures established by any other agency, association or organization external to Row Ontario;
- h) Infractions for doping offences, which are dealt with pursuant to the Canadian Anti-Doping Program, by the Canadian Centre for Ethics in Sport and World Rowing;
- i) Protests and appeals made under the Rules of Racing;
- j) Contractual matters between Row Ontario and its staff for which another dispute resolution process exists under the provisions of the applicable contract; or
- k) Settlements negotiated pursuant to the *Dispute Resolution Policy*.

Timing of Appeal

6. Unless otherwise specified in a relevant and applicable policy, Individuals who wish to appeal a decision have fourteen (14) days from the date on which they received notice of the decision to submit to Row Ontario's CEO/Executive Director the following:
- a) Notice of the intention to appeal
 - b) Their contact information
 - c) Name of the Respondent and any Affected Parties, when known to the Appellant
 - d) Date the Appellant was advised of the decision being appealed
 - e) A copy of the decision being appealed, or description of the decision if a written document is not available
 - f) Grounds and detailed reasons for the appeal
 - g) All evidence that supports these grounds
 - h) Requested remedy or remedies
 - i) An administration fee of five hundred dollars (\$500), which will be refunded if the appeal is upheld

Notwithstanding the above, appeals in relation to disciplinary decisions made pursuant to the *Complaints and Discipline Policy* must be filed with the Independent Third Party, which must otherwise comply with the requirements of this section.

7. An Individual who wishes to initiate an appeal beyond the fourteen (14) day period may only do so if exceptional circumstances prevented them from filing their appeal within the deadline indicated above. Any such Individual must provide a written request stating the reasons for which they are seeking an exemption. The decision to allow, or not allow, an appeal outside of the fourteen (14) day period will be at the sole discretion of the Appeal Manager.

Grounds for Appeal

8. A decision cannot be appealed on its merits alone or because an Individual (or Individuals) do not like or agree with a decision. An appeal may only be heard if there are sufficient grounds for appeal. Sufficient grounds include the Respondent:
- a) Made a decision that it did not have the authority or jurisdiction (as set out in the Respondent's governing documents) to make;
 - b) Failed to follow its own procedures (as set out in the Respondent's governing documents);

- c) Made a decision that was influenced by bias (where bias is defined as a lack of neutrality to such an extent that the decision-maker appears not to have considered other views); or
 - d) Made a decision that was grossly unreasonable or unfair.
9. The Appellant must demonstrate, on a balance of probabilities, that the Respondent has made a procedural error as described in this Policy and that this error had, or may reasonably have had, a material effect on the decision or decision-maker.

Submitting an Appeal

Complaint Resolution Officer Decision

10. A decision made by a Row Ontario or a Club Complaint Resolution Officer may be appealed to Row Ontario in accordance with this *Appeal Policy*.
11. Notwithstanding Sections 8 and 9 or any other provision in this *Appeal Policy*, appeals against Complaint Resolution Officer decisions are limited to the sanction imposed. If no sanction has been imposed against the Respondent(s), a Complaint Resolution Officer decision may not be appealed.
12. Notwithstanding any other provision in this *Appeal Policy*, appeals against Complaint Resolution Officer decisions on sanction shall be heard by a single member appeal panel appointed by the Appeal Manager designated by Row Ontario and shall be limited to determining whether the sanction imposed was grossly unreasonable and disproportionate based on the facts and circumstances of the case.
13. Notwithstanding any other provision in this *Appeal Policy*, any appeal against a Complaint Resolution Officer decision shall be based on written submissions only. No new evidence may be provided by any party.
14. Except as otherwise set out above, Sections 1-7 and 37 and following shall apply to appeals against any Complaint Resolution Officer decision.
15. Notwithstanding the aforementioned or any provision that says otherwise in this *Appeal Policy*, the Appeal Manager may only appoint a single member appeal panel and, unless Row Ontario agrees otherwise, any fees (for example, the mediator's fees) related to the use of the *Dispute Resolution Policy* shall be the responsibility of the Parties to the appeal and not the Club or Row Ontario.

Discipline Panel Decision – Provincial Rowing Associations

16. A decision made by Row Ontario's discipline panel pursuant to the *Complaints and Discipline Policy* may be appealed before Row Ontario's appeal panel in accordance with the terms of this *Appeal Policy*.
17. Row Ontario shall appoint an Appeal Manager and shall follow the process outlined in Sections 23 and following of this *Appeal Policy*, modified and applied accordingly based on the circumstances.
18. Any decision by Row Ontario's appeal panel in relation to an appeal filed related to a decision by the province's Complaint Resolution Officer or discipline panel shall be final and shall not be subject to any further appeal before the SDRCC, unless the original Parties to the appeal seize the Sport Dispute Resolution Centre of Canada (SDRCC) on a fee-for-service basis.

Other decisions

19. Any other Row Ontario decision relating to the matters this policy applies to as listed above may be appealed in accordance with this Policy.
20. Row Ontario shall appoint an Appeal Manager and shall follow the process outlined in Sections 22 and following of this *Appeal Policy*, modified and applied accordingly based on the circumstances.

Dispute Resolution

21. Except for appeals against Complaint Resolution Officer decisions, the Parties may first attempt to resolve the appeal through the *Dispute Resolution Policy* once the notice of the appeal, the fee, and the information required pursuant to the *Appeal Policy* has been received. Provided that the Parties have not already attempted to resolve the matter under the *Dispute Resolution Policy*, the appeal panel, once appointed, shall be permitted to act as both mediator and adjudicator to attempt to resolve the matter using alternative dispute resolution (ADR). In such circumstances, the appeal panel shall follow the *Dispute Resolution Policy*, modified and applied accordingly in the circumstances.

Screening of Appeal

22. Should the appeal not be resolved by using the *Dispute Resolution Policy*, Row Ontario will appoint an independent Appeal Manager (who must not be in a conflict of interest or have any direct relationship with the Parties) who has the following responsibilities:
 - a) To determine if the appeal falls under the scope of this Policy
 - b) To determine if the appeal was submitted in a timely manner
 - c) To decide whether there are sufficient grounds for the appeal
23. If the Appeal Manager denies the appeal on the basis of insufficient grounds, because it was not submitted in a timely manner, or because it did not fall under the scope of this Policy, the Appellant will be notified, in writing, of the reasons for this decision.
24. If the Appeal Manager accepts an appeal because it falls under the scope of this Policy, there are sufficient grounds and it was submitted in a timely manner, the Appeal Manager will notify the Parties of their decision in writing and will follow the steps described hereunder.

Appointment of Appeal Panel

25. If an appeal is accepted, the Appeal Manager will appoint an appeal panel which shall consist of a single member to hear the appeal. However, at the discretion of the Appeal Manager, an appeal panel composed of three members may be appointed to hear the appeal. In this event, the Appeal Manager will appoint one of the panel's members to serve as the chair.
26. When appointing the appeal panel, the Appeal Manager must select individuals who are impartial, free from any real or perceived conflict of interest (and who shall remain so until a final decision has been rendered or the proceedings have otherwise finally terminated), and who do not have any direct relationship with any of the Parties. Although not a strict requirement, the Appeal Manager should attempt to appoint individuals to the appeal panel who have a legal background and who understand the

sport of rowing. When justified by the circumstances, the Appeal Manager may appoint individuals to the appeal panel who have specific areas of expertise that would assist in resolving the matter.

Determination of Affected Parties

27. In order to confirm the identification of any Affected Parties, the Appeal Manager will engage Row Ontario. The Appeal Manager may determine whether a Party is an Affected Party in their sole discretion.
28. If a decision in the Appeal may affect another party to the extent that the other party would have recourse to an Appeal in their own right under this Policy, that party will become a Party to the Appeal in question and will be bound by its outcome.

Procedure for Appeal Hearing

29. The Appeal Manager shall notify the Parties that the appeal will be heard. The Appeal Manager, in collaboration with the appeal panel, shall then decide the format under which the appeal will be heard. This decision is at the sole discretion of the Appeal Manager and may not be appealed.
30. If a Party chooses not to participate in the hearing, the hearing will proceed in any event.
31. The format of the hearing may involve an oral in-person hearing, an oral hearing by telephone or other electronic means, a hearing based on a review of documentary evidence submitted in advance of the hearing, a hearing based on documentary submissions alone, or a combination of these methods. The hearing will be governed by the procedures that the Appeal Manager and the appeal panel deem appropriate in the circumstances, provided that:
 - a) The hearing will be held in a timely manner within a timeline determined by the Appeal Manager,
 - b) The Parties will be given reasonable notice of the day, time and place of an oral in-person hearing or oral hearing by telephone or electronic communications.
 - c) Copies of any written documents which the Parties wish to have the appeal panel consider will be provided to all Parties in advance of the hearing,
 - d) The Parties may be accompanied by a representative, advisor, translator, transcription services, or legal counsel at their own expense
 - e) The appeal panel may request that any other individual participate and give evidence at an oral in-person hearing or oral hearing by telephone or electronic communications.
 - f) The appeal panel may exclude any evidence filed by the Parties that is unduly repetitious or otherwise an abuse of process. The appeal panel shall otherwise apply relevant and applicable evidentiary rules in relation to the admissibility and weight given to any evidence filed by the Parties
 - g) Nothing is admissible in evidence at a hearing that:
 - i. would be inadmissible in a court by reason of any privilege under the law of evidence; or
 - ii. is inadmissible by any statute or common law.
 - h) Any Affected Party shall be permitted to make submissions and file evidence before the appeal panel. The appeal panel's decision is binding on any Affected Party.
 - i) The decision to uphold or reject the appeal will be by a majority vote of the appeal panel members, except in cases where the panel consists of a single member

32. In fulfilling its duties, the appeal panel may obtain independent advice.

Appeal Decision

33. The appeal panel shall issue its decision, in writing and with reasons, within fourteen (14) days after the hearing's conclusion. In making its decision, the appeal panel will have no greater authority than that of the original decision-maker. The appeal panel may decide to:
- Reject the appeal and confirm the decision being appealed
 - Uphold the appeal, in whole or in part, and refer the matter back to the initial decision-maker for a new decision
 - Uphold the appeal, in whole or in part, and vary the decision
 - Determine whether costs of the appeal, excluding legal fees and legal disbursements of any Parties, may be assessed against any Party. In assessing costs, the appeal panel will take into account the nature and amount of the costs, the outcome of the appeal, the conduct of the Parties, and the Parties' respective financial resources
34. The appeal panel's written decision, with reasons, will be distributed to all Parties, the Appeal Manager, and Row Ontario. In extraordinary circumstances, the appeal panel may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued thereafter.
35. Subject to Section 38 below, unless the matter involves a Vulnerable Participant, Row Ontario shall publish the outcome of the appeal on their website. Publication shall be limited to, where applicable, the provision(s) of any relevant policies that have been violated, the name(s) of the Individual(s) involved, the sanction(s) or order imposed, if any. Additionally, where Row Ontario acts as the Complainant under the *Complaints and Discipline Policy* and any decision issued pursuant to that Policy is appealed, only Row Ontario, and not the original Complainant, shall be identified as an involved Individual. Identifying information regarding Minors or Vulnerable Participants will never be published by RCA, Row Ontario or one of its Members.
36. If the appeal panel dismisses the appeal, the decision may only be published, as provided for above with the Respondent's consent. If the Respondent does not provide such consent, the decision will be kept confidential by the Parties, the Appeal Manager, RCA and Row Ontario, and shall be retained and discarded in accordance with the relevant and applicable privacy legislation. Failure to respect this provision may result in disciplinary action being taken pursuant to this *Policy*.
37. Other Individuals or organizations, including but not limited to, Members, shall be advised of the outcome of any decisions rendered in accordance with this *Policy*.
38. Any decision rendered pursuant to this *Policy* shall apply automatically to and must be respected by RCA, Row Ontario and all of its other Members.
39. Records of all decisions will be maintained by RCA, Row Ontario and its other Members in accordance with their respective privacy policies.
40. The appeal panel's decision is final and binding on the Parties, subject to Section 19 above.

Timelines

41. If the circumstances of the appeal are such that adhering to the timelines outlined by this Policy will not allow a just resolution to the appeal, the Appeal Manager and/or appeal panel may direct that these timelines be revised.

Confidentiality

42. The appeals process is confidential and involves only the Parties, the Appeal Manager, the appeal panel, and any independent advisors to the panel. Once initiated and until a decision is released, none of the Parties will disclose confidential information to any person not involved in the proceedings.

43. Any failure to respect the aforementioned confidentiality requirement may result in disciplinary action being taken against the Individual(s) in accordance with Row Ontario's relevant and applicable policies.

Final and Binding

44. No action or legal proceeding will be commenced against Row Ontario or any Individuals in respect of a dispute, unless Row Ontario has refused or failed to provide or abide by the dispute resolution process and/or appeal process as set out in governing documents.

Privacy

45. The collection, use and disclosure of any personal information pursuant to this Policy is subject to Row Ontario's Privacy Policy.

46. Row Ontario or any of its delegates pursuant to this Policy (i.e., Appeal Manager, appeal panel) shall comply with Row Ontario's Privacy Policy in the performance of their services under this Policy.