



The Ontario Powerlifting Association/Canadian Powerlifting Union is currently seeking **members from Ontario** who are interested in volunteering to be a part of a **new CPU Discipline Committee**. The CPU Discipline Committee will operate in conjunction with the CPU Board of Directors and the CPU Ethics Committee to make independent decisions and recommendations regarding complaints, conflicts of interest matters and disciplinary measures within the scope of its mandate. The Committee will primarily be responsible for: investigating complaints regarding CPU members; determining if there are any apparent infraction(s) of the CPU Code of Conduct, Policies and Procedures; and assessing disciplinary and mediation options, as appropriate. The Committee may also be responsible for offering advice to the CPU Board and CPU Ethics committee on conflict of interest matters, clarity of current CPU policies and/or need(s) for further policy development.

Responsibilities:

- Assess complaints and other matters relating to conflicts-of-interest, differences, conflicts, misunderstandings, and alleged breaches of the CPU Code of Conduct and CPU Policies and Procedures;
- Investigate such matters through conducting interviews with involved parties, reviewing correspondence and other documentation, as applicable;
- Undertake analysis and interpretation of applicable Codes, By-laws, Policies and Procedures and determine if any infraction(s) have occurred;
- Make recommendations for possible issuance of letters of warning, correction, advice or admonition, as appropriate, with the objective of preventing actions which may lead to formal complaints;
- Document analysis and findings and make recommendations of any conflict resolution measures, mediation strategies and disciplinary actions, as appropriate; and
- Communicate all outcomes to concerned parties.

Qualifications:

An ideal candidate for this role would have:

- a. Excellent interpersonal and analytical skills;
- b. Logical and rational decision-making abilities;
- c. An ability to remain objective, unbiased and focused on behaviours, events and outcomes rather than personalities and perceptions;
- d. An ability to recognize a conflict-of-interest (*A conflict of interest is a set of circumstances that creates a risk that professional judgment or actions regarding a primary interest will be unduly influenced by a secondary interest.*);
- e. A solution-oriented approach to conflict resolution and problem-solving which supports the interests and needs of all involved parties;



- f. Thorough knowledge and experience of interpreting By-laws, Codes, Policies and other administrative framework of the Ontario Powerlifting Association and the Canadian Powerlifting Union;
- g. A capacity to recognize and maintain confidentiality and ethical principles;
- h. A proven track-record of acting tactfully, diplomatically and respectfully at all times and;
- i. An affiliation and/or obligation to a professional code, practice and/or standards regarding ethics, professional conduct, etc. in a professional or occupational capacity would also be an asset.

Please send a request to the CPU Board by email to mark@powerlifting.ca, bill@powerlifting.ca, sandro@powerlifting.ca, mike@powerlifting.ca, shantelle.szuch@gmail.com, carolbrady50@gmail.com and cc'd to philip.brougham@gmail.com, tattoobuda@gmail.com by December 21, 2017 by 5:00pm.