

Nordiq Alberta

Investigation and Discipline



Investigation

The investigation process for concerns of abuse, harassment, bullying and discrimination is outlined in [Nordiq Alberta's Harassment Policy](#).

Medium and minor issue investigations and outcome decisions will be led by (an) individual(s) appointed by Nordiq Alberta.

Major issues requiring independent investigations pertaining to cross country skiing: Nordiq Canada's independent third-party complaints receiver, Mr. Brian Ward: brianward@globalserve.net.

Discipline

Disciplinary outcomes are dependent on the action leading to the required discipline.

In the case of proven complaints arising from behaviour outlined in the Harassment Policy, the sanctions outlined within the policy will be applied.