



Response & Reporting

Investigation

The investigation process for concerns of abuse, harassment, bullying and discrimination is outlined in **Cross Country Alberta's Harassment Policy**.

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

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

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.