

Response & Reporting

Reporting Services

Instances of abuse, harassment, bullying or discrimination can be reported by following the process outlined in the **Cross Country Alberta Harassment and Discrimination Prevention Policy with Complaint Handling and Discipline Procedures** (add link).

Concerned about a potential incident of abuse, harassment, bullying or discrimination? Contact:

Canadian Sport Helpline: **1-888-83-SPORT (77678)**, info@abuse-free-sport.ca, <http://abuse-free-sport.ca/en/>, or

Nordiq Canada's independent third-party complaint receiver: Mr. Brian Ward – brianward@globalserve.net

Harassment Policy Appendix 1: Contact Information

Independent Third-Party Complaint Receiver's Role:

- to receive and acknowledge all complaints under this policy;
- to determine if the complaint is admissible as per the application of this policy;
- to preserve the confidentiality of the complaints to the greatest extent possible;
- to report about the complaint, allegation or concern to the CEO and Board Chair of Cross Country Alberta;
- to oversee appointing and arranging an independent investigator where warranted under this policy, to receive the investigation report, and where appropriate, convene the Panel as referenced within this policy;
- to ensure the matter is reviewed in accordance with the principles of procedural fairness; and
- to take every reasonable precaution to ensure that the investigative process and complaint process is carried out with due diligence and respect for the rights of those involved.