



Ontario Grappling Association

Sanction and Membership Policy

SANCTION/SCREENING ONTARIO GRAPPLING ASSOCIATION (OGA)

Preamble:

1. Screening of staff and volunteers is an important part of providing a safe sporting environment and has become a common practice among non-profit organizations providing programs and services to youth in the community. The purpose of screening is to identify individuals within OGA who may pose a risk to OGA and its members.
2. This policy on Police Record Checks ('PRC') is one of several policy tools that OGA uses to fulfil its commitment to provide a safe environment and protect its members from harm.
3. It is the responsibility of OGA to ensure that all PRCs, and the information contained within, are maintained in a secure and confidential fashion. Failure of any member of OGA to maintain such confidentiality will result in that member being subject to discipline, suspension and/or permanent expulsion from participation in OGA programs. Such measures will be at the discretion of the Executive Committee of OGA.

Policy Statement:

4. Not all individuals associated with OGA are required to undergo PRC screening. OGA will determine, as a matter of policy, which designated categories will be subject to screening through a PRC.
5. For the purposes of this policy, 'designated categories' are those classes of persons who work closely with athletes and who occupy positions of trust and authority within OGA or within a member club of OGA. Such designated categories include individuals in paid staff positions, members of the Board of Directors, members of Regional Executive Committees, volunteers appointed to accompany a representative team to an event or competition, all coaches, and all officials.
6. It is OGA's policy that:
 - a. All staff and volunteers (Provincial Team Coaches/Managers) in designated categories defined in this policy will be screened using PRCs.
 - b. Failure to participate in the PRC process as outlined in this policy will result in ineligibility of the individual for the staff or volunteer position.
 - c. OGA will not knowingly register an individual who has a criminal conviction for a 'relevant offence', as defined in this policy. However, where the Screening Committee is of the opinion that, notwithstanding a conviction for a relevant offence, a person can occupy a position in a designated category without adversely affecting the safety of an athlete or member of OGA,

and through the imposition of such terms and conditions as are deemed appropriate, the Screening Committee may approve a person's participation in a designated category.

d. If a person in a designated position subsequently receives a conviction for, or is found guilty of, a relevant offence, they will report this circumstance immediately to OGA.

e. If a person in a designated position provides false or misleading information, that person will immediately be removed from their designated positions and may be subject to further discipline in accordance with OGA's Discipline Policy.

Screening Committee:

7. The implementation of this policy is the responsibility of the Screening Committee of OGA; a committee of five persons appointed for a term of three years by, and at the sole discretion of, the Executive Committee of OGA. The Executive Committee of OGA will ensure that the members appointed to the Screening Committee possess the requisite skills, knowledge and abilities to accurately assess PRCs and render decisions under this policy. Quorum for the Screening Committee will be three members.

8. The Executive Committee may, in its sole discretion, remove any member of the Screening Committee. Where a position on the Screening Committee becomes vacant for any reason, the Executive Committee, at its sole discretion, will appoint a replacement member to fulfil the remaining portion of the three year term.

9. The Screening Committee will carry out its duties, in accordance with the terms of this policy, independent of the Executive Committee, Board of Directors and staff of OGA. Note that this committee requires the support of the Executive Director in order to conduct its activities. The Executive Director is responsible for collecting information, coordinating meetings and dealing directly with the applicant. All communications between the Executive Director and applicant are confidential.

10. The Screening Committee is responsible for reviewing all PRCs and, based on such reviews, making decisions regarding the appropriateness of individuals filling positions in designated categories within OGA programs. In carrying out its duties, the Screening Committee may consult with independent experts including lawyers, police, risk management consultants, volunteer screening specialists or any other person.

11. Subsequent to its review of a PRC, the Screening Committee, by majority vote, will:

a. Approve an individual's participation in a designated category; or

b. Deny an individual's participation in a designated category; or

c. Approve an individual's participation in a designated category subject to terms and conditions as the Screening Committee deems appropriate.

12. Where, in accordance with paragraph 13, the Screening Committee denies an individual's participation in a designated category or approves an individual's participation in a designated category subject to terms and conditions, the reasons for such decision will be provided, in writing, to the designated member within 14 days of the Screening Committee's decision being made, and a copy of this decision will be provided to the Executive Committee of OGA, through the Executive Director.

13. The decisions of the Screening Committee will be effective upon notice being sent to the individual by e-mail to his/her last known email address on record with the Executive Director.

14. The decisions of the Screening Committee are final and binding. Where the Screening Committee determines that an individual is ineligible for a staff or volunteer position, that individual may seek a review of the matter before the Executive Committee of OGA, at its next regularly scheduled meeting. The decision of the Executive Committee will be final and binding, subject only to an appeal under OGA's Appeal Policy.

Procedure:

15. Each staff person and each volunteer in a designated category will obtain and submit, at their own cost, a PRC from their local Police Service to the Executive Director of OGA. The PRC will be placed in a separate sealed envelope, provided for this purpose as part of their membership application or renewal package.

16. The Executive Director of OGA will not process a membership application or renewal that is not accompanied by a valid PRC. Individuals not submitting a PRC will receive a notice to this effect and will be informed that their membership application will not proceed until such time as the PRC received.

17. Upon receipt of the membership application or renewal, the Executive Director will separate the PRC from the application materials, redact all identifying personal details, save for the year of birth, and forward the redacted copy of the PRC at the appropriate time, to the Screening Committee.

18. The Screening Committee will review all material received from the Executive Director and determine whether the individual's PRC reveals a relevant offence.

19. If an individual's PRC does not reveal a relevant offence, the Screening Committee will notify the Executive Director that the individual is eligible for the volunteer or staff position, and will return the original PRC to the Executive Director for secure storage in accordance with OGA's Records Retention Schedule.

20. If an individual's PRC reveals a relevant offence, the Screening Committee will render its decision and provide notice of its decision in accordance with paragraphs 12 through 14 of this

policy. After providing notice, the Screening Committee will destroy the PRC unless requested otherwise by the applicant.

21. Nothing in this policy will prevent an individual from re-applying for a staff or volunteer position with OGA at some point in the future as designated by the Screening, at which time a new PRC must be submitted.

22. Individuals in designated categories who have been deemed eligible for a volunteer or staff position by the Screening Committee will resubmit an up-to-date PRC every three years from the date of approval of the Screening Committee. Notwithstanding this section, the Screening Committee may request a staff person or volunteer in a designated category to provide an up-to-date PRC to the Screening Committee for review and consideration at any time. Such request will be in writing.

Relevant Offences:

23. For the purposes of this Policy, a 'relevant offence' is any of the following offences for which pardons have not been granted:

a) If convicted in the last five years:

- i. Any criminal violation involving the use of a motor vehicle, including but not limited to impaired driving;
- ii. Any violation for trafficking and/or possession of a controlled drug and/or substances as defined in the Canadian Anti-Doping Policy and the Controlled Drugs and Substances Act; or
- iii. Any offence involving conduct against public morals

b) If imposed in the last ten years:

- i. Any act of violence including but not limited to, all forms of assault; or
- ii. Any act involving a minor or minors.

c) If imposed at any time:

- i. Any act involving the possession, distribution, or sale of any child-related pornography;
- ii. Any act of a sexual nature involving a minor or minors; or
- iii. Any act involving theft or fraud.

Records:

24. The Screening Committee will retain no copies of PRCs, but may retain written records of communication with the Executive Director and with individuals with PRCs indicating a relevant offence, as well as copies of its decisions and written reasons for decisions. All records will be maintained in a confidential manner and will not be disclosed to others except as required by law, or for use in legal, quasi-legal or disciplinary proceedings.

Renewals:

This section does not apply to new members or any member who hasn't previously submitted a PRC and had their registration approved by the screening committee. In 2010, External agencies changed their policy regarding the processing of police records checks.

This has, at times, resulted in long wait times, limiting the ability of members to renew their memberships with OGA.

a) To help ensure maximum participation, members can now renew their registration without immediately submitting their PRC to the office provided that:

i. The member must provide proof that they have applied for their PRC.

ii. The member must sign an affidavit stating that they haven't been arrested/convicted of any offences since their last PRC submission. This affidavit will then be submitted to the Executive Director.

iii. If the member has been charged and/or convicted with any offence, this must be disclosed on the affidavit & sent to the screening committee. The conditional approval of the member's registration will be at the discretion of the screening committee in accordance with their operating practices.

iv. The affidavit will not be accepted by the Executive Director until 60 days after the PRC was requested.

b) The Executive Director will collect the registration information and submit it to the Screening Committee as required.

c) After reviewing all necessary documentation, the Screening Committee may, at their discretion, grant a conditional approval of a member's registration.

d) Upon receipt of their finalized PRC, the member must forward to the Executive Director immediately.

e) Any conditional approval granted, will be valid for 6 months. If the PRC is not received within 6 months, then the member will be required to re-apply for conditional approval under this section.

f) Any member found to have deliberately falsified documentation submitted for conditional approval, will be subject to discipline in accordance with OGA's discipline policy.

Combat Sports

Grappling, BJJ, Pankration/Sport MMA and Amateur MMA (Combat Sports) offer a tremendous number of benefits to athletes who participate, including fun, fitness, healthy living, and an opportunity to achieve excellence. It is a combo of sports that is accessible to all, regardless of race, gender, size or ability. Combat Sports develops physical parameters such as endurance,

coordination, strength, speed, agility, balance, and flexibility. Psychological advantages nurtured include discipline, self-confidence, goal-setting, achievement and camaraderie. Combat Sports instills good sportsmanship - each match begins and ends with a handshake.

OGA is dedicated to developing Sport MMA, Amateur MMA, Pankration, BJJ, and Grappling (hereinafter referred to as "SPORTS") in Ontario. Our goal is to facilitate growth of the SPORTS through raising participation and the level of competition while providing training and certification opportunities for Officials, Coaches, and Athletes under the OGA safety guidelines.

OGA Sanctioning entails two primary segments of SPORTS regulation and conduct of events related to the SPORTS. Firstly, OGA provides Third Party Liability coverage for Clubs, Instructors, Competitors, Conveners, Athletic Facilities, Referees, Promoters, and Volunteers. Secondly, OGA provides guidelines with established safety standards for execution of Competitive Events.

In addition to the Sanctioning criteria, OGA has a strict policy of courtesy and respect to colleagues and fellow athletes as the OGA Code of Conduct. Harassment of any Competitor, Coach, Official, Volunteer, Promoter, Spectator, or Staff will not be tolerated, in person or online. OGA will not tolerate Cyber-bullying!

Membership Process

Requirements for Clubs joining the Ontario Grappling Association

Any clubs/teams that are interested in joining Ontario Grappling Association must:

- Have a head instructor/coach who is certified (or in the process of certification) through OGA or it's National and International recognized Federations (CCA/IMMAF/CBJJD/UWW)
- Have a title membership

Appeals:

Any individual or club/team that has been denied membership from the Ontario Grappling Association, may appeal the decision in writing within 14 days to the OGA Executive Director with any supporting documentation.

The Executive Director will review the appeal before forwarding it to the Appeals Committee following the same procedure as set forth in the Discipline Committee structure. The Appeals Committee will review the facts resulting in the denial and will seek further understanding to conclude what may be required in order for the potential member, club/team to join.

The Appeals Committee will inform the individual or club/team, Executive Director and Executive Committee of the judgment on the appeal in writing within 30 days.

If the Appeals Committee accepts the appeal (while adhering to the guidelines set forth in the Sanctioning Policy, Bylaws and Constitution), the Executive Committee shall agree to sanctioning the event.

If the Appeals Committee does not accept the appeal, the individual or club/team will be given direction as to what elements need to be met in order to receive membership.

2016-17 OGA Membership Fee Structure

Following are the Sanctioning and Membership Fees for hosting events with OGA:

Please note: Club Title and Individual Memberships are valid for a FULL CALENDAR YEAR.

1. Amateur MMA and Pankration (Match-up Style)

a. Clubs: Are required to obtain a Title Membership with OGA. This form of membership includes one (1) Head Instructor (who may be a corner at an event), Corner man and Club practice for the SPORTS. Cost of Club Title Membership is \$185. These fees can be paid at or prior to a given event. For mail-in submissions please contact the OGA admin office at admin@grapplingontario.com. Starting 2017, an online Club account management interface will be provided for obtaining and maintaining memberships through the OGA website. Competitors from a registered Member Club are eligible for the **Fight Scholarship**.

b. Competitors: Are required to obtain a full year membership.

- Amateur MMA and Pankration - \$50/year

All Competitors must obtain Blood Work (Hep B, Hep C, and HIV) prior to an Amateur MMA or Pankration event. As of February 2017, **NO late submissions** of blood work or secondary doctor's notes will be accepted.

c. Promoters: Are required to purchase a license prior to hosting a Striking event (listed below). Following is a breakdown of the costs to the Promoter:

- i) License without Liquor (per 500 spectators) \$800
- ii) License with Liquor (per 500 spectators) \$1200 - A pay-duty-officer must be present at events with Liquor licensing
- iii) A fee of \$300 must be paid to the commissioner and any out-of-pocket expenses

(including loss of wages (per diem), Gas, Accommodations, Food, etc.)

d. Medical Staff: Promoters are required to have one (1) ringside Medical Doctor and two (2) paramedics at all Amateur MMA and Pankration events.

2. Grappling, BJJ, and Sport MMA (Tournament Style)

a. Clubs: Are required to obtain a Title Membership with OGA. This form of membership includes one (1) Head Instructor (who may be a corner at an event), Corner man and Club practice for the SPORTS. Cost of Club Title Membership is \$185. These fees can be paid at or prior to a given event. For mail-in submissions please contact the OGA admin office at admin@grapplingontario.com. Starting Feb 2017, an online Club account management interface will be provided for obtaining and maintaining memberships through the OGA website. Competitors from a registered Member Club are eligible for the **Fight Scholarship**.

b. Competitors: Must obtain a full year membership.

- Grappling, BJJ, and Sport MMA - \$35/year

c. Promoters: There is no licensing cost to Promoters or Clubs hosting a non-striking event.

d. Medical Staff: All Grappling, BJJ, Sport MMA, Pankration and Amateur MMA events must have a minimum of one (1) paramedic per two active competition areas and minimum two (2) paramedics per three active competition areas.

3. Officials: Refereeing and Officiating must develop constantly to maintain the highest level of Safety and Technical Standards. The OGA hosts multiple Referee and Officials Training clinics throughout the year to ensure the highest level of training for our Officials. In order to become an OGA Official, one must attend and pass the Officials Training Course as laid out by the Ontario Grappling Officials Association.

Any of the above standards not met will be denied for Sanction.

Applying for Sanctioning:

A Promoter interested in sanctioning through the OGA, must submit their request by email to admin@grapplingontario.com. The Promoter must ensure they are able to submit proper documentation of their Corporation (i.e Articles of Incorporation) once requested.

An OGA representative will contact the Promoter for further information, if required.

Prior to approval, the Promoter must agree to the terms of Sanctioning as set forth in the Sanctioning Policy including, but not limited to Medical Staff and Fees.

If sanctioning is approved, the OGA admin staff will work with the Promoter to gather the information necessary to apply for the Certificate of Insurance (COI) including:

- classification of event
- date of event
- any additional insured's (name and address)
- name of event
- number of athletes
- number of spectators

Once the information is established, the OGA admin staff will have the COI issued. (Please reference fees structure above for striking and non-striking events).

Classification of Events:

Class A Events must be held at an external venue with the presence of Head Officials and act as a Grading event for Referees, Pairing Masters, Cutman, Coaches or any other form of graduated position certified by the OGA.

Class A Events also provide a higher rank multiplier for athlete rankings similar to tournaments providing carding points in other sports.

The proper use of equipment (such as digital score clocks, public announcement systems, lighting, etc.) and proper presentation etiquette (including table cloths, table skirts, master table with raised floors, flags, etc.) is required.

Examples of Class A Events include International Championships, Continental Championships, Nationals Championships, Provincial Championships and Regional Championships.

Class B Events may be held at an external venue with the presence of Head Officials, but may not be used as a Grading event for Referees, Pairing Masters, Cutman, Coaches or any other form of graduated position certified by the OGA. However, Class B Events may be used for the training of Officials for graduating positions.

Class B Events provide a lower rank multiplier for athlete rankings than Class A Events.

The proper use of equipment (such as digital score clocks, public announcement systems, lighting, etc.) and proper presentation etiquette (including table cloths, table skirts, master table with raised floors, flags, etc.) is strongly recommended.

Class B Events may not be used as qualifiers for International Championships, Continental

Championships, Nationals Championships, Provincial Championships and Regional Championships.

Class C Events are normally held within a gymnasium or a club with limited space. Head Officials are required to conduct and oversee the event.

Class C Events may be used for early level training of Officials.

Athletes may receive little to no ranking points as determined by the Executive Committee to their discretion and as determined during the sanctioning agreement of the event.

Exhibition Events are ideally suitable for Class C Events.

These Event Classifications act as a Guideline under Normal Circumstances; however, the Executive Committee may, at their discretion, choose to alter the Event Classification under Emergency Conditions including, but not limited to, Force Majeure, Theft, Extreme Weather, etc.

Appeals:

Any Promoter that has been denied sanctioning from the Ontario Grappling Association may appeal the decision in writing within 14 days to the OGA Executive Director with any supporting documentation.

The Executive Director will review the appeal before forwarding it to the Appeals Committee following the same procedure as set forth in the Discipline Committee structure. The Appeals Committee will review the facts resulting in the denial and will seek further understanding to conclude what may be required in order for the potential Promoter to receive sanctioning.

The Appeals Committee will inform the Promoter, Executive Director and Executive Committee of the judgment on the appeal in writing within 30 days.

If the Appeals Committee accepts the appeal (while adhering to the guidelines set forth in the Sanctioning Policy, Bylaws and Constitution), the Executive Committee shall agree to sanctioning the event.

If the Appeals Committee does not accept the appeal, the Promoter will be given direction as to what elements needs to be met in order to receive sanctioning.