

# **Safe Sport**

**A Harmonized Approach to  
Prevent and Address  
Maltreatment in Canadian  
Freestyle Skiing**

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# Independent Third Party (ITP)

## Gord Hopper



Gord Hopper has been a sport leader for over 30 years. Originally, he was a coach, an international level judge, and learning facilitator in gymnastics. He has been The Technical Director with Gymnastics BC (1994-2003), the National Team Director with Canadian Freestyle Ski Association 2004-2007, and the Director of Athlete Performance with UBC Varsity Athletics (2014-2022). Each of the roles have included elements of risk management, complaints and investigations, and safe sport. In these roles he has worked with eighteen different sports including both teams and individuals. From 2009-2012 he was President of the BC Coaches association. He is currently consulting with several University sport programs to support prevention, education and policy development related to safe sport.

# Independent Third Party (ITP)



- All Safe Sport complaints and reports flow directly through the Independent third party (ITP)
- Contact with the ITP is confidential
- Role is to:
  - i. Determine the admissibility of a complaint (jurisdiction, frivolous/vexatious, timeliness)
  - ii. Determine which process will be followed and where the complaint will be managed (FC, PSO, Club)
  - iii. Determine whether an investigation is necessary
- Can provide guidance and answer questions regarding the complaint and/or investigation process
- Role is not to provide legal advice
- ITP is independent of FC and Members

# What does independent mean?



- Complainants may ask questions and inquire about complaints in a completely confidential setting with no fear of their concerns being shared prior to them choosing to file a formal complaint.
- Formal complaints are triaged to the appropriate pathway, aligned with FC's policies but without their involvement.
- The ITP has the ability to require an investigation, without the consultation of FC.
- The ITP is the only person who has access to the complaint submission process through SnowReg. No staff or members have access to that section.
- For some complaints the ITP may appoint an Internal Discipline Chair or External Discipline panel to adjudicate the complaint. The chair or panel is selected by the ITP to ensure there is no conflict of interest.

# Complaint Management



