**Manitoba Powerlifting Association**

**BY-LAWS**

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Effective November 17, 2017

**ARTICLE I: GENERAL**

* 1. Purpose – These By-laws relate to the general conduct of the affairs of Manitoba Powerlifting Association, a registered not for profit organization.
	2. Definitions – The following terms have these meanings in these By-laws:
1. *Act* – the Canada Not-for-Profit Corporations Act, S.C. 2009, c.23, including the Regulations made pursuant to the Act, and any statutes or regulations that may be substituted, as amended from time to time;
2. *Annual Meeting* – the annual meeting of the Members;
3. *Articles* – the original or restated articles of incorporation or articles of amendment, amalgamation, continuance, reorganization, arrangement, or revival of the Corporation;
4. *Auditor* – a Public Accountant, as defined in the Act, appointed by the Members by Ordinary Resolution at the Annual Meeting to audit the books, accounts, and records of the Corporation for a report to the Members at the next Annual Meeting;
5. *Board* – the Board of Directors of the Corporation;
6. *Corporation* – Manitoba Powerlifting Association;
7. *Days* – days including weekends and holidays;
8. *Director* – an individual elected or appointed to serve on the Board pursuant to these By-laws;
9. *Fundamental Changes* – amendments or other changes to the Corporation that are designated by the Act to be “fundamental changes”;
10. *Member* – those entities meeting the definition of Member that are admitted as Members of the Corporation under these By-laws;
11. *Officer* – an individual elected or appointed to serve as an Officer of the Corporation pursuant to these By-laws;
12. *Ordinary Resolution* – a resolution passed by a majority of the votes cast on that resolution;
13. *Registrant* - individuals who are engaged in activities that are provided, sponsored, supported or sanctioned by an Association Member and may include, but are not limited to including, recreational and competitive athletes, members of national teams, coaches, officials, event organizers, administrators of provincial and territorial clubs, and volunteers who serve on club executives, committees and boards of directors;
14. *Regulations* – the regulations made under the Act, as amended, restated or in effect from time to time; and
15. *Special Resolution* – a resolution passed by a majority of not less than two-thirds of the votes cast on that resolution.
	1. Registered Office – The Registered Office of the Corporation will be located in the province of Manitoba at such address as the Board may determine.
	2. No Gain for Members – The Corporation will be carried on without the purpose of gain for its Members and any profits or other accretions to the Corporation will be used in promoting its objectives.
	3. Ruling on By-laws – Except as provided in the Act, the Board will have the authority to interpret any provision of these By-laws that is contradictory, ambiguous, or unclear, provided such interpretation is consistent with the objectives, mission, vision and values of the Corporation.
	4. Conduct of Meetings – Unless otherwise specified in the Act or these By-laws, meetings of Members and meetings of the Board will be conducted according to *Robert’s Rules of Order* (current edition).
	5. Interpretation – Words importing the singular will include the plural and vice versa, words importing the masculine will include the feminine and vice versa, and words importing persons will include bodies corporate. Words importing an organization name, title, or program will include any successor organizational name, title, or program.
	6. Language – These By-laws have been drafted in English.

##### **ARTICLE II: MEMBERSHIP**

**Membership Categories**

* 1. Categories – The Corporation has the following categories of Members:
1. Member
2. Executive Member
	1. Member – An individual recognized by the Corporation and who has paid the current membership fees and is a member in good standing with the corporation and has agreed to abide by the Corporation’s By-laws, policies, procedures, rules and regulations.
	2. Executive Member – An individual who is a Director of the Corporation and who has agreed to abide by the Corporation’s By-laws, policies, procedures, rules and regulations.

**Admission of Members**

* 1. Admission of Members – Any candidate will be admitted as a Member if:
1. The candidate member makes an application for membership in a manner prescribed by the Corporation;
2. The candidate member was at any time previously a Member, the candidate member was a Member in good standing at the time of ceasing to be a Member;
3. The candidate member has paid dues as prescribed by the Board;
4. The candidate member has met the applicable definition listed in Section 2.2 – 2.3, as applicable; and
5. The candidate member has been approved by majority vote as a Member by the Board or by any committee or individual delegated this authority by the Board.
	1. Change of Terms/Conditions of Membership – Pursuant to the sections of the Act applicable to Fundamental Changes, a Special Resolution of the Members is required to make any amendments if those amendments affect the following membership rights and/or conditions:
6. Change a condition required for being a Member;
7. Change in the manner of giving notice to Members entitled to vote at a meeting of Members; or
8. Change the method of voting by Members not in attendance at a meeting of Members.

**Transfer of Membership**

* 1. Transfer – Any interest arising out of membership in the Corporation is not transferable.

**Duration**

* 1. Duration of Membership – Association Membership is accorded on an annual basis as determined by the Board of Directors, and all Members, will re-apply for membership each year. Executive Membership is accorded for the length of the Director’s term.

**Membership Dues**

* 1. Dues – Membership dues for all categories of membership will be determined annually by the Board.
	2. Deadline – Members will be notified in writing of the membership dues at any time payable by them, and if they are not paid within sixty (60) days of the membership renewal date, the Member in default will automatically cease to be a Member of the Corporation.

**Withdrawal and Termination of Membership**

* 1. Withdrawal and Termination – Membership in the Corporation is terminated when:
	2. The Member, in the case of a Member that is a corporation, dissolves;
	3. The Member, in the case of a Member that is an individual, dies;
	4. The Member fails to maintain any of the qualifications or conditions of membership described in Sections 2.2 - 2.3, as applicable, of these By-laws;
	5. The Member resigns from the Corporation by giving written notice to the Secretary, in which case the resignation becomes effective on the date specified in the resignation. The Member will be responsible for all fees payable until the actual withdrawal becomes effective;
	6. By Ordinary Resolution of the Board or of the Members at a duly called meeting, provided fifteen (15) days notice is given and the Member is provided with reasons and the opportunity to be heard. Notice will set out the reasons for termination of membership and the member receiving the notice will be entitled to submit a written submission opposing the termination;
	7. The Member’s term of membership expires; or
	8. The Corporation is liquidated or dissolved under the Act.
	9. May Not Resign – A Member may not resign from the Corporation if the Member is subject to disciplinary investigation or action.
	10. Discipline – A Member may be suspended or expelled from the Corporation in accordance with the Corporation’s policies and procedures relating to the discipline of Members.
	11. Arrears – A Member will be expelled from the Corporation for failing to pay membership dues or monies owed to the Corporation by the deadline dates prescribed by the Corporation.

**Good Standing**

* 1. Definition – A Member of the Corporation will be in good standing provided that the Member:
1. Has not ceased to be a Member;
2. Has not been suspended or expelled from membership, or had other restrictions or sanctions imposed;
3. Has completed and remitted all documents as required by the Corporation;
4. Has complied with the By-laws, policies, procedures, rules and regulations of the Corporation;
5. Is not subject to a disciplinary investigation or action by the Corporation, or if subject to disciplinary action previously, has fulfilled all terms and conditions of such disciplinary action to the satisfaction of the Board; and
6. Has paid all required membership dues or debts to the Corporation, if any.
	1. Cease to be in Good Standing – Members who cease to be in good standing may have privileges suspended and will not be entitled to vote at meetings of Members or be entitled to the benefits and privileges of membership until such time as the Board is satisfied that the Member has met the definition of good standing as set out above.

**ARTICLE III: MEETINGS OF MEMBERS**

* 1. Types of Meetings – Meetings of Members will include Annual Meetings and Special Meetings.
	2. Special Meeting – The agenda of a Special Meeting will be limited to the subject matter for which the meeting was duly called. A Special Meeting of the Members may be called at any time by:
1. the President,
2. the Board, or
3. Members, upon written requisition, who hold five percent (5%) of the votes of the Corporation.
	1. Location and Date – The Corporation will hold meetings of Members at such date, time and place as determined by the Board. The Annual Meeting will be held within fifteen (15) months of the last Annual Meeting but not later than six (6) months after the end of the Corporation’s preceding financial year.
	2. Meetings by Electronic Means – A meeting of Members may be held by means of telephone, electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the Corporation makes available such a communication facility.
	3. Participation in Meetings by Electronic Means – Any Member entitled to vote at a meeting of Members may participate in the meeting by means of telephone, an electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the Corporation makes available such a communication facility. A person so participating in a meeting is deemed to be present at the meeting.
	4. Notice – Notice will include the time and place of a meeting, the proposed agenda, reasonable information to permit Members to make informed decisions, and will be given to each Member entitled to vote at the meeting, the auditor, and the Board, by the following means:

a) By mail, courier or personal delivery to each Member entitled to vote at the meeting, during a period of thirty (30) days before the day on which the meeting is to be held; or

b) By telephone, electronic or other communication facility to each member entitled to vote at the meeting, during a period of thirty (30) days before the day on which the meeting is to be held; or

c) By posting on the Corporation’s website not less than thirty (30) days prior to the date of the meeting.

* 1. Change in Notice Requirements – Pursuant to the sections of the Act applicable to Fundamental Changes, a Special Resolution of the Members may be required to make any amendment to the By-laws of the Corporation to change the manner of giving notice to Members entitled to vote at a meeting of Members.
	2. Persons Entitled to Attend –Members, the Directors and the auditor of the Corporation and such other persons who are entitled or required under any provision of the Act, Articles or By-laws of the Corporation are entitled to be present at the meeting. Any other person may be admitted only on the invitation of the chair of the meeting or by resolution of the Members.
	3. Adjournment – Any meetings of Members may be adjourned to any time and place as determined by the Board and such business may be transacted at such adjourned meeting as might have been transacted at the original meeting from which such adjournment took place. No notice will be required for any adjourned meeting.
	4. Agenda – The agenda for the Annual Meeting will include:
1. Call to order
2. Determination of a quorum
3. Appointment of scrutineers
4. Approval of the agenda
5. Declaration of any conflicts of interest
6. Adoption of minutes of the previous Annual Meeting
7. Board, Committee and Staff reports
8. Report of Auditors
9. Appointment of Auditors
10. Business as specified in the meeting notice
11. Election of new Directors
12. Nominations and voting for awards
13. Adjournment
	1. New Business – No other item of business will be included in the notice of the meeting of the Members unless notice in writing of such other item of business, or a Member’s proposal, has been submitted to the Board sixty (60) days prior to the meeting of the Members in accordance with procedures as approved by the Board. Copies of all such proposals together with copies of any amendments thereto then proposed by the Board and copies of all resolutions put forward by the Board shall be sent to all Members with the agenda and the notice calling an Annual Meeting.

3.11.1 All new proposals become effective one (1) month following the Annual General Meeting. If the passed proposal requires more time to disseminate, an alternate effective date must be stated as part of the submission.

* 1. Quorum – A majority of Executive Members will constitute a quorum. If a quorum is present at the opening of a meeting of the Members, the Members present may proceed with the business of the meeting, even if a quorum is not present throughout the meeting.

##### **Voting at Meetings of Members**

* 1. Voting Privileges – Members will have the following voting rights at all meetings of Members:
1. Members will be entitled to one (1) vote per member.
2. Executive Members will be entitled to attend meetings of Members and will have one (1) vote each.

* 1. Proxy Voting – Members may vote by proxy if:
		1. The Member notified the Corporation in writing at least seven (7) days prior to the meeting of the Members of an appointment of a proxy holder;
		2. The proxy is received by the Corporation prior to the start of the meeting;
		3. The proxy clearly states the date of the specific meeting; and
		4. The proxy clearly states to whom the proxy is given.
	2. Maximum Number of Proxies – No Member will hold more than one (1) proxy vote.
	3. Absentee Voting – A Member may vote in writing in advance of the meeting of the Members on published proposed resolutions and for the election of Directors by so indicating the vote to the Secretary, in a form prescribed by the Corporation, prior to the vote being taken.
	4. Voting by Mail or Electronic Means – A Member may vote by mail, or by telephonic or electronic means if:
1. The votes may be verified as having been made by the Member entitled to vote; and
2. The Corporation is not able to identify how each Member voted.
	1. Scrutineers – At the beginning of each meeting, the Board may appoint one or more scrutineers who will be responsible for ensuring that votes are properly cast and counted.
	2. Determination of Votes – Votes will be determined by a show of hands, orally or electronic ballot, except in the case of elections which require a secret ballot, unless a secret or recorded ballot is requested by a Member.
	3. Majority of Votes – Except as otherwise provided in the Act or these By-laws, the majority of votes and proxy votes cast will decide each issue. In the case of a tie, the issue is defeated.

##### **ARTICLE IV: GOVERNANCE**

**Composition of the Board**

ARTICLE IV: GOVERNANCE

Composition of the Board

4.1 Directors – The Board will consist of seven (7) Directors as follows:

a) President

b) Vice-President

c) Treasurer

d) Secretary

e) Officiating Chairperson

f) Registration Chairperson

g) Past President (1-year term after term of office)

### **Eligibility of Directors**

* 1. Eligibility – Any individual, who is eighteen (18) years of age or older, who is a resident of Canada as defined in the *Income Tax Act*, who has the power under law to contract, who has not been declared incapable by a court in Canada or in another country, and who does not have the status of bankrupt, may be nominated for election or appointment as a Director.

**Election of Directors**

* 1. Nominations Committee – The Board will appoint a Nominations Committee. The Nominations Committee will be responsible to solicit nominations for the election of the Directors.
	2. Nomination – Any nomination of an individual for election as a Director will:
1. Include the written consent of the nominee by signed or electronic signature;
2. Comply with the procedures established by the Nominations Committee; and
3. Be submitted to the Registered Office of the Corporation seven (7) days prior to the Annual Meeting. This timeline may be extended by Ordinary Resolution of the Board.
	1. Nominations from the Floor – Nominations for elections of a Director will only be accepted from the floor if there is not a candidate meeting the requirements defined in Section 4.4.
	2. Incumbents – Individuals currently on the Board of Directors wishing to be re-elected are not subject to nomination.
	3. Circulation of Nominations - Valid nominations and their election platform messages will be circulated to Members at the Annual Meeting prior to the elections.
	4. Election and Term – The election of directors will take place at an Annual Meeting of Members. The following positions will be elected every three years:
4. President, Vice-President, Treasurer, Secretary
	1. Decision – Elections will be decided by the Members in accordance with the following:
5. One Valid Nomination – Winner declared by acclamation.
6. Two or More Valid Nominations – The nominee(s) receiving the greatest number of votes will be elected. In the case of a tie, the nominee receiving the fewest votes will be deleted from the list of nominees and a second vote will be conducted. If there continues to be a tie and more nominees than positions, the nominee receiving the fewest votes will be deleted from the list of nominees until there remains the appropriate number of nominees for the position(s) or until a winner is declared. If there continues to be a tie then the winner(s) will be declared by Ordinary Resolution of the Board.
	1. Terms – Elected Directors will hold office for a term of three (3) years and will hold office until their successors have been duly elected in accordance with these By-laws, unless they resign, or are removed from or vacate their office.
	2. First Elections – The first elections following the Corporation’s transition to compliance with the *Canada Not-for-Profit Corporations Act* will be held after the expiration of the terms of the current elected Directors.

#### **Suspension, Resignation and Removal of Directors**

* 1. Resignation – A Director may resign from the Board at any time by presenting his or her written notice of resignation to the Board. This resignation will become effective the date on which the request is accepted by the Board. If a Director who is subject to a disciplinary investigation or action of the Corporation resigns, that Director will nonetheless be subject to any sanctions or consequences resulting from the disciplinary investigation or action.
	2. Vacate Office – The office of any Director will be vacated automatically if the Director:
1. Is found by a court to be of unsound mind;
2. Becomes bankrupt, suspends payment, or compounds with his or her creditors, or makes unauthorized assignment, or is declared insolvent;
3. Is charged and/or convicted of any criminal offence related to the position;
4. Changes his or her permanent residence outside of Canada; or
5. Dies.
	1. Removal – A Director may be removed by Ordinary Resolution of the Members at an Annual Meeting or Special Meeting, provided the Director has been given notice of and the opportunity to be heard at such a meeting. If the Director is removed and holds a position as an Officer, the Director will automatically and simultaneously be removed from his or her position as an Officer.
	2. Suspension – A Director may be suspended, pending the outcome of a discipline hearing in accordance with the Corporation’s policies related to discipline, by Special Resolution of the Board at a meeting of the Board, provided the Director has been given notice of and the opportunity to be heard at such meeting.

#### **Filling a Vacancy on the Board**

* 1. Vacancy – Where the position of a Director becomes vacant and there is still a quorum of Directors, the Board may appoint a qualified individual to fill the vacancy until the next Annual Meeting of Members.

**Meetings**

* 1. Call of Meeting – Meetings of the Board will be held any time and place as determined by the Board.
	2. Notice – Notice of meetings of the Board will be given to all Directors at least five (5) days prior to the scheduled meeting. No notice of a meeting of the Board is required if all Directors waive notice, or if those absent consent to the meeting being held in their absence.

* 1. Number of Meetings – The Board will hold at least one (1) meeting per fiscal year.
	2. Quorum – At any meeting of the Board, quorum will consist of three (3) Directors.
	3. Voting – Each Director, in attendance or participating, is entitled to one vote. Voting will be by a show of hands, orally or by electronic ballot, unless a majority of Directors present request a secret ballot. Resolutions will be passed upon a majority of the votes being in favour of the resolution. In the case of a tie, the President will declare that the resolution has not been decided and will set a date for further deliberation. After further deliberation, if the vote remains tied, the President will vote again to break the tie.
	4. Absentee Voting – There will be no absentee or proxy voting by Directors.
	5. Closed Meetings – Meetings of the Board will be closed to Members and the public except by invitation of the Board.
	6. Meetings by Telecommunications – A meeting of the Board may take place by teleconference upon the consent of the Directors.
	7. Meetings by Other Electronic Means – The Directors may meet by other electronic means that permit each Director to communicate adequately with each other provided that:
1. The Directors have passed a resolution addressing the mechanics of holding such a meeting and dealing specifically with how security issues should be handled, the procedure for establishing a quorum and for recording votes;
2. Each Director has access to the specific means of communications to be used;
3. Each Director has consented in advance to meeting by electronic means using the specific means of communication proposed for the meeting.
	1. Meetings by Telephone – Any Director who is unable to attend a meeting may participate in the meeting by telephone or other telecommunications technology. Directors who participate in a meeting by telephone or other telecommunications technology are considered to have attended the meeting.

##### **Powers of the Board**

* 1. Powers – Except as otherwise provided in the Act or these By-laws, the Board has the powers of the Corporation and may delegate any of its powers, duties and functions.
	2. Empowered – The Board is empowered to:
1. Make policies and procedures or manage the affairs of the Corporation in accordance with the Act and these By-laws;
2. Make policies and procedures relating to the discipline of Members and Registrants, and have the authority to discipline Members and Registrants in accordance with such policies and procedures.
3. Make policies and procedures relating to the management of disputes within the Corporation and deal with disputes in accordance with such policies and procedures;
4. Employ or engage under contract such persons as it deems necessary to carry out the work of the Corporation;
5. Determine registration procedures and membership fees, dues, assessments, charges, and other registration requirements;
6. Borrow money upon the credit of the Corporation as it deems necessary in accordance with these By-laws; and
7. Perform any other duties from time to time as may be in the best interests of the Corporation.

**ARTICLE V: OFFICERS**

5.1 Composition – The Officers will be comprised of the President, Vice President, Treasurer, and Officiating Chairperson and Registration Chairperson. The Past President may remain an Officer for one year after their term as President has ended. *Non-Voting Officers will consist of the Records Chairperson, Volunteer Chairperson, Media Coordinator.*

* 1. Duties – The duties of Officers are prescribed by the Board.
	2. Delegation of Duties – At the discretion of the Officer and with approval by Ordinary Resolution of the Board, any Officer may delegate any duties of that office to appropriate staff of the Corporation.
	3. Removal – An Officer may be removed by Special Resolution of the Board or by Ordinary Resolution of the Members in a meeting, provided the Officer has been given notice of and the opportunity to be present and to be heard at the meeting where such Resolution is put to a vote. If the Officer is removed by the Members, his or her position as a Director will automatically and simultaneously be terminated.
	4. Vacancy – Where the position of an Officer becomes vacant for whatever reason and there is still a quorum of Directors, the Board may, by Ordinary Resolution, appoint a qualified individual to fill the vacancy for the remainder of the vacant position’s term of office.

**ARTICLE VI: COMMITTEES**

* 1. Appointment of Committees – The Board may appoint such Committees as it deems necessary for managing the affairs of the Corporation and may appoint members of Committees or provide for the election of members of Committees, may prescribe the duties of Committees, and may delegate to any Committee any of its powers, duties, and functions except where prohibited by the Act or these By-laws.
	2. Quorum – A quorum for any Committee will be a majority of its voting members.
	3. Terms of Reference – The Board may establish the terms of reference and operating procedures for all Committees, and may delegate any of its powers, duties, or functions to any Committee.
	4. Vacancy – When a vacancy occurs on any Committee, the Board may appoint a qualified individual to fill the vacancy for the remainder of the Committee’s term.
	5. President Ex-officio – The President will be an *ex-officio* (non-voting) member of all Committees of the Corporation.
	6. Removal – The Board may remove any member of any Committee.
	7. Debts – No Committee will have the authority to incur debts in the name of the Corporation.

**ARTICLE VII: CONFLICT OF INTEREST**

* 1. Conflict of Interest – In accordance with the Act, a Director, Officer, or member of a Committee who has an interest, or who may be perceived as having an interest, in a proposed contract or transaction with the Corporation will comply with the Act and the Corporation’s policies and procedures and will disclose fully and promptly the nature and extent of such interest to the Board or Committee, as the case may be, will refrain from voting or speaking in debate on such contract or transaction, will refrain from influencing the decision on such contract or transaction, and will otherwise comply with the requirements of the Act regarding conflict of interest.

**ARTICLE VIII: FINANCE AND MANAGEMENT**

* 1. Fiscal Year – The fiscal year of the Corporation will be January 1st to December 31st, or such other period as the Board may from time to time determine.
	2. Bank – The banking business of the Corporation will be conducted at such financial institution as the Board may designate.
	3. Auditor – At each Annual Meeting, the Members will appoint, by Ordinary Resolution, an auditor to audit the books, accounts and records of the Corporation in accordance with the Act. The auditor will hold office until the next Annual Meeting. The auditor will not be an employee or a Director of the Corporation but will have remuneration fixed by the Directors.
	4. Annual Financial Statements - The Corporation will send to the Members a copy of the annual financial statements and other documents referred to in the Act. Instead of sending the documents, the Corporation may send a summary to each Member along with a notice informing the Member of the procedure for obtaining a copy of the documents themselves free of charge. The Corporation is not required to send the documents or a summary to a Member who, in writing, declines to receive such documents.

* 1. Books and Records – The necessary books and records of the Corporation required by these By-laws or by applicable law will be necessarily and properly kept. Minutes of meetings of the Board and records of the Corporation may be available to the general membership of the Corporation but will be available to the Directors, each of whom will receive a copy of such minutes. All other books and records will be available for viewing at the Registered Office of the Corporation in accordance with the Act.
	2. Signing Authority – Contracts, agreements, deeds, leases, mortgages, charges, conveyances, transfers and assignments of property, leases and discharges for the payment of money or other obligations, conveyances, transfers and assignments of shares, stocks, bonds, debentures, or other securities, agencies, powers of attorney, instruments of proxy, voting certificates, returns, documents, reports, or any other instruments in writing to be executed by the Corporation will be executed by at least one (1) of the Officers or other individuals, as designated by the Board. In addition, the Board may direct a manner in which the person or persons by whom any particular instrument or class of instruments may or will be signed.
	3. Property – The Corporation may acquire, lease, sell, or otherwise dispose of securities, lands, buildings, or other property, or any right or interest therein, for such consideration and upon such terms and conditions as the Board may determine.
	4. Borrowing - The Board may borrow money upon the credit of the Corporation, after ascertaining consent from the Members by way of Ordinary Resolution, as it deems necessary:
1. From any bank, Corporation, firm or person, upon such terms, covenants and conditions at such times, in such sums, to such an extent and in such manner as the Board in its discretion may deem expedient;
2. To limit or increase the amount to be borrowed;
3. To issue or cause to be issued bonds, debentures or other securities of the Corporation and to pledge or sell the same for such sums, upon such terms, covenants and conditions and at such prices as may be deemed expedient by the Board;
4. To secure any such bond, debentures or other securities, or any other present or future borrowing or liability of the Corporation, by mortgage, charge or pledge of all or any currently owned or subsequently acquired real and personal, movable and immovable, property of the Corporation, and the undertaking and rights of the Corporation.
	1. Remuneration – Officers (with the exception of any staff of the Corporation who are appointed as Officers) and members of Committees will serve as such without remuneration and will not directly or indirectly receive any profit from their positions. Directors, Officers, and members of Committees may be paid reasonable expenses incurred by them in the performance of their duties. Nothing herein contained will be construed to preclude any Director, Officer or member of a Committee from serving the Corporation in any other capacity and receiving compensation therefor.

**ARTICLE IX: AMENDMENT OF BY-LAWS**

* 1. Directors Voting – Except for the items set out in the sections of the Act applicable to Fundamental Changes, these By-laws may be amended or repealed by Ordinary Resolution of the Directors at a meeting of the Board. The Directors will submit the By-law, amendment or repeal to the members at the next meeting of Members, and the Members may by a majority affirmative vote confirm, reject or amend the By-laws. The By-law, amendment or repeal is effective from the date of the resolution of the Directors. If the By-law, amendment or repeal is confirmed, or confirmed as amended, by the Members it remains effective in the form in which it was confirmed.

* 1. Notice in Writing – Notice of proposed amendments to these By-laws will be provided to Members at least twenty-one (21) days prior to the date of the meeting of the Members at which it is to be considered.

**ARTICLE X: FUNDAMENTAL CHANGES**

* 1. Fundamental Changes – In accordance with the sections of the Act applicable to Fundamental Changes, a Special Resolution of all Members may be required in order to make the following fundamental changes to the By-laws or Articles of the Corporation. Fundamental Changes are defined as follows:
1. Change the Corporation’s name;
2. Change the location in which the Corporation’s Registered Office is situated;
3. Add, change, or remove any restriction on the activities that the Corporation may carry on;
4. Create a new class or group of Members;
5. Change a condition required for being a Member;
6. Change the designation of any class or group of Members or add, change, or remove any rights and conditions of any such class or group;
7. Divide any class or group of Members into two or more classes or groups and fix the rights and conditions of each class or group;
8. Add, change, or remove a provision respecting the transfer of a membership;
9. Subject to the Act, increase or decrease the number of, or the minimum or maximum number of, Directors;
10. Change the statement of the purpose of the Corporation;
11. Change the statement concerning the distribution of property remaining on liquidation after the discharge of any liabilities of the Corporation;
12. Change the manner of giving notice to Members entitled to vote at a meeting of Members;
13. Change the method of voting by Members not in attendance at a meeting of Members; or
14. Add, change or remove any other provision that is permitted by the Act to be set out in the Articles.
	1. Special Class Vote – The Act provides that each membership class is entitled to vote separately if the fundamental change noted above relates to membership rights, such as:
15. Effect an exchange, reclassification or cancellation of all or part of the memberships of the class or group;
16. Add, change or remove the rights or conditions attached to the memberships of the class or group, including
	* 1. To reduce or remove a liquidation preference, or
		2. To add, remove or change prejudicially voting or transfer rights of the class or group;
17. Increase the rights of any other class or group of Members having rights equal or superior to those of the class or group;
18. Increase the rights of a class or group of Members having rights inferior to those of the class or group to make them equal or superior to those of the class or group;
19. Create a new class or group of Members having rights equal or superior to those of the class or group; or
20. Affect an exchange or create a right of exchange of all or part of the memberships of another class or group into the memberships of the class or group
	1. Special Class Vote Result – Should any membership class not, by Special Resolution, approve a special class vote on a fundamental change, the issue is defeated.

**ARTICLE XI: NOTICE**

* 1. Written Notice – In these By-laws, written notice will mean notice which is hand-delivered or provided by mail, fax, electronic mail or courier to the address of record of the Corporation, Director, Member, or individual as the case may be.
	2. Date of Notice – Date of notice will be the date on which receipt of the notice is confirmed verbally where the notice is hand-delivered, electronically where the notice is faxed or e-mailed, or in writing where the notice is couriered, or in the case of notice that is provided by mail, five (5) days after the date the mail is post-marked.
	3. Error in Notice – The accidental omission to give notice of a meeting of the Board or the Members, the failure of any Director or Member to receive notice, or an error in any notice which does not affect its substance will not invalidate any action taken at the meeting.

**ARTICLE XII: DISSOLUTION**

* 1. Dissolution – Upon the dissolution of the Corporation, any funds or assets remaining after paying all debts will be distributed to an incorporated non-profit Canadian organization as determined by the Board.

**ARTICLE XIII: INDEMNIFICATION**

* 1. Will Indemnify – The Corporation will indemnify and hold harmless out of the funds of the Corporation each Director and Officer, their heirs, executors, and administrators from and against any and all claims, demands, actions or costs which may arise or be incurred as a result of occupying the position or performing the duties of a Director or Officer.
	2. Will Not Indemnify – The Corporation will not indemnify a Director or Officer or any other person for illegal acts, acts of fraud, dishonesty, or bad faith.
	3. Insurance – The Corporation will, at all times, maintain in force such directors and officers liability insurance as may be approved by the Board.

##### **ARTICLE XIV: ADOPTION OF THESE BY-LAWS**

* 1. Adoption by Board – These By-laws were adopted by the Board of the Corporation at a meeting of the Board duly called and held on September 3, 2014].
	2. Ratification – These By-laws were ratified by the Members of the Corporation entitled to vote at a meeting of Members duly called and held on September 3, 2014].
	3. Repeal of Prior By-laws – In ratifying these By-laws, the Members of the Corporation repeal all prior By-laws of the Corporation provided that such repeal does not impair the validity of any action done pursuant to the repealed By-laws.

**POLICIES AND PROCEDURES OF THE CANADIAN POWERLIFTING UNION**

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**POLICIES AND PROCEDURES OF THE CANADIAN POWERLIFTING UNION**

**1.0 GENERAL PROVISIONS:**

Any Manitoba citizen or Permanent Resident of Manitoba shall be allowed to register with the M.P.A. so long as he/she is an amateur in good standing.

Non-Canadian citizens or non-Permanent Residents may participate in MPA events as lifters or officials upon proof of membership in good standing with any IPF affiliate federation.

Lifters that are not Canadian citizens or Permanent Residents of Canada are not eligible for competition awards and may participate as guest lifter status.

**2.0 OFFICER DUTIES AND RESPONSIBILITIES**

This section will describe the responsibilities and duties of the Directors and other Officers of the Manitoba Powerlifting Association (MPA). Directors are the President, Vice-President, Treasurer and Secretary.

**2.1.0 President**

2.1.1 The President is the primary point of contact for any outside agencies currently working in association with the MPA or that wish to form an association with the MPA.

2.1.2 The President is the only Director who, with approval from the Board of Directors, can enter into agreements with outside agencies.

2.1.3 The President is responsible for the following:

a) Directing the debate and keeping order at meetings of the Members according to the traditions and rules of parliamentary procedure

b) Presenting all awards at Provincial competitions. This duty may be delegated to other officials provided that all presenters are dressed in a manner appropriate to the occasion and to their office

c) Producing an informational column, to be written three times per year and distributed to each Member for newspaper publishing and for posting on the MPA website

d) Organizing all Provincial Teams

e) Appointing an interim Secretary at a meeting of the Members or a meeting of the Board in the event that the Secretary is absent

2.1.4 In the case of equal voting on a motion at a meeting of the Board, the President, as Chair, will vote a second time to break the tie.

2.1.5 The President, in consultation with the Treasurer, has final approval over MPA purchasing and distribution of MPA funds.

2.1.6 The President is the primary point of contact between MPA and the CPU Executive Members, and is the primary representative of MPA at the National level.

**2.2.0 Vice President**

2.2.1 The Vice President, is responsible for the following:

a) Supporting Provincial Team members by addressing questions concerns and providing guidance before, during and after National Events

b) Developing and distributing grassroots programs to clubs and MPA members designed to increase participation and capacity

c) Liaising and communicating with the public, funding partners, and other parties within and outside of the powerlifting community.

d) Performing all the duties of the President, including presiding at meetings of the Board or meetings of the Members, the absence of President.

d) Other duties assigned by the Board

f) Liaising with meet directors in planning and preparation for competitions, acting as information and supplies resource, approving physical layout and operations plans by meet directors for MPA competitions.

g) Managing items purchasing, inventory, and MPA competition awards.

h) Evaluating performance of, and providing formal feedback to, MPA Executive members

i) Other duties assigned by the Board

**2.4.0 Secretary**

2.4.1 The Secretary is responsible for the following:

a) Assisting the President in carrying out and conveying the wishes of the Board to the Secretary of the Canadian Powerlifting Union (CPU)

b) Taking and keeping the minutes of all meetings of the Board and meetings of the Members

c) Handling all official MPA correspondence *with the MPA Membership at large.*

d) Giving due notice to all Members of a meeting of the Members. The Secretary shall organize time and place, along with giving due notice to all members of a meeting of the members.

e) Updating the MPA Bylaws following any amendments and forwarding a copy to the MPA webmaster for posting on the MPA website within 30 days of the amendments being approved

f) Maintaining and updating the MPA’s policies and procedures as required

g) Arranging dates and details for MPA Board of Directors Meetings

**2.5.0 Treasurer**

2.5.1 The Treasurer is responsible for the following:

a) Supervising the management and the disbursement of funds of the MPA

b) Keeping proper accounting records which will be annually verified by an independent accountant.

c) Providing the Board of Directors with quarterly financial reports.

d) Presenting an annual financial report at the Annual General Meeting of Membership.

**2.6.0 Officiating Chairperson**

2.6.1 The Officiating **Chairperson** may attend meetings of the Board of Directors but is not a Director and may not vote at meetings of the Board.

2.5.2 The Officiating **Chairperson** is responsible for the following:

a) Testing of Provincial Referees

b) Maintaining constant communication with the CPU Officiating Chairmen concerning developments which involve referees and changes to the technical rules

c) Submitting an annual report at the Annual Meeting

d) Conducting an annual Provincial Officiating Clinic for all potential and current referees.

e) Approving the Provincial Referee's Written Examinations that are being used by all Members

f) Having the final authority on matters involving interpretation of the Technical Rules, with the option of contacting the CPU Technical Committee for clarification when necessary

**2.7.0 Records Chairperson**

2.7.1 The Record Chairperson is responsible for the following:

a) The Records Chairperson shall maintain communication with the MPA Webmaster to keep MPA Provincial Records up-todate and posted promptly on the MPA Website following relevant competitions.

b) The Records Chairperson shall be responsible for receiving record applications

c) The Records Chairperson shall be responsible for printing physical copies of MPA records to appropriate applicants.

d) The Records Chairperson shall be responsible for maintaining i. yearly rankings and ii. cumulative all-time Rankings of MPA lifters at the discretion of the MPA Executive.

**2.8.0 Registration Chairperson**

2.8.1 The Registration Chairperson is responsible the following:

a) The Registration Chairperson shall maintain an up-todate list of all provincially-registered members with current contact information.

b) The Registration Chairperson shall liaison with the providers of the electronic membership system and the National Registration Chairman to resolve any registration issues.

c) The Registration Chairperson will send a reminder email to MPA members who are i. inactive CPU Members or ii. Have not completed a valid CCES model one week prior to MPA Competitions.

d) The Registration Chairperson will act as a liaison to MPA Clubs; maintain a list of all MPA Clubs and their members to be maintained on the MPA Website; and promptly edit changes to MPA Clubs and their members whenever applicable.

**2.9.0 Past President**

2.9.1 The Past President is responsible the following:

a) The Past President will serve as a director in an advisory position ~~to the Directors~~ for a term of one year in order to provide historical context, guidance and advice on procedures and policy.

b) The Past President will provide continuity of leadership when there is a change in the Directors.

c) The Past President will act as interim signor during changes in presidency for up to one year.

**2.10.0 Volunteer Chairperson**

2.10.1 The Volunteer Chairperson is responsible for the following:

a) The Volunteer Chairperson shall maintain an up-todate list of all volunteers, tracking duties performed and most recent act of volunteer service, with regards to bylaw 17.1.

b) The Volunteer Chairperson shall act as a liaison to MPA Meet Directors in order to facilitate appropriate volunteer recruitment, volunteer position information and volunteer position assignments.

**2.11 Media Coordinator**

2.11.1 The Media Coordinator is responsible for the following:

a) The Media Coordinator is to liaise with media contacts, answer media enquiries, monitor media coverage and promote awareness for and of the MPA, its events, and its athletes.

b) The Media Coordinator shall write, promote and/or distribute MPA press releases and news stories.

c) Acting as the main media contact for events in the lead up to MPA competitions and events

d) Liaising with the MPA Executive and MPA Meet directors for the promotion of MPA events.

e) Generating ideas for increased media coverage and publicity of the MPA and its athletes.

2.12 All MPA Officers and Committee Chairmen shall be elected by the Directors at the Annual General meeting.

2.13 Any members who are regularly absent from Provincial Meetings, unless for valid reasons, may be suspended by a decision of absolute majority of the Board of Directors and replaced at the next Annual General Meeting.

2.14 The Board of Directors must approve all MPA expenditures other than operating expenses.

2.15 Any item, article or situation which is not specifically explained by or dealt with in the MPA Constitution or its By-laws, shall be dealt with in accordance of the Constitution of the CPU.

2.16 Any person who operates a business, marketing Powerlifting equipment (apparel) will not be allowed to take part in discussions or vote upon matters concerning equipment at the MPA Annual Meeting.

2.17 MPA Board of Directors and Officers are not permitted to serve as Executive Council and/or Officers for a Powerlifting Society/Organization that is not affiliated with the CPU or approved by the IPF.

2.18 MPA Board of Directors and Officers are not permitted to direct and/or promote events sanctioned by a Powerlifting Society/Organization that is not affiliated with the CPU or approved by the IPF

**3.0 COMMITTEES**

3.1 Committee Chairmen will be elected by the Board of Directors. All other committee members will be appointed by the President of the MPA.

3.2 Medical Committee: The Medical Committee will advise and assist the MPA Board of Directors, Members and Registrants as follows:

a) In accordance with the WADA Prohibited List, provide a supplement assessment resource for those athletes selected to international teams

b) Assist Meet Directors with medical presence guidelines for competitions

c) A resource for lifters seeking medical exemptions

d) Special projects in keeping with their education, knowledge and expertise.

3.3 Coaching Committee: The coaching committee shall be responsible for the selection of the Head Coach for any CPU level event.

Once the Head Coach is selected, the Coaching Committee and Head Coach are jointly responsible for naming any assistant coaches or additional personal that have a leadership or management role on the team. The coaching committee shall also be responsible for testing on all Provincial coaches.

3.4 Competition Committee

1. Developing a criteria based system with the emphasis put on Qualifying Standards.

2. Examine the Criteria set forth for Competing at Provincials and provide a recommended path.

4. Examine the current Provincial Qualifying Standards.

5. Make recommendations to the MPA Board of Directors.

3.5 Ethics Committee

The Ethics Committee will advise the MPA Board of Directors and Members on the interpretation and

application of the MPA Code of Conduct, Social Media Policy, Transgender Athlete Policy, Discipline and

Complaints, Coaches Code of Conduct and Conflict of Interest Policy.

The Ethics Committee will also provide leadership in the development and application of future policies.

3.6 Chairmen of all active committees shall produce a yearly report, available to all MPA Executive and Officers, that summarizes the committee’s successes, challenges, current undertakings, and progress related to that time period.

**4.0 AFFILIATION REQUIREMENTS**

4.1 In accordance with the CPU the MPA Executive shall consist of:

 a) President

 b) Records Chairman

 c) Officiating Chairman

 e) Secretary

 f) Registration Chairman

 g) Any other positions shall be optional

4.2 The MPA must have at least three provincially-certified referees, who have passed both a written and a practical examination.

4.3 No province shall be admitted to the C.P.U. whose constitution has not been examined by the C.P.U. Board of Directors and found to be compatible with the C.P.U. Bylaws and Policies in every way, and to be in the best interests of powerlifting in Canada. Any proposed change to existing provincial constitutions must be submitted to the CPU President for approval. The president shall review such changes and, when necessary, shall have the option to submit the proposed change to the CPU executive for review at the next annual general meeting.

4.4 In accordance with the CPU Constitution the MPA will abide by the following;

a) Each province must have one National Referee.

 b) Each province may submit to the National Officiating Chairman the names of qualified Provincial referees to be tested for a National referee's Card. A written provincial examination must accompany the application.

 c) The National Referee's Examination shall consist of a written Examination to be taken in the presence of the National Officiating Chairman, and will be followed by a practical examination.

 d) For the practical examination, the applicant shall sit before at least two, and not more than three, referees of National or higher rank, and adjudicate a minimum of one hundred attempts while serving as chief referee.

 e) In order to maintain one's status as a National Referee, he/she must officiate at a minimum of two provincial or higher championships within the three year C.P.U. electoral period (ie. 19911994, 19941997, etc...

4.5 The MPA must submit an up-todate list of its lifting records to the National Secretary every three months.

4.6 The MPA must submit an up-todate list of its cardholding referees to the national Secretary every six months.

4.7 Provincial rules must not contradict the National rules.

4.8 The MPA shall be required to hold one annual, closed provincial championship for each division, weight, and age class.

4.9 a) A lifter may not buy a C.P.U. Card from a province other than his/her own. Any lifter from a nonaffiliated province, or any Canadian citizen permanently residing in a foreign country, who wishes to compete in a C.P.U.sanctioned contest must obtain a membership card directly from the C.P.U. Registration Chairman. Under no circumstances should a provincial registration chairman register lifters from outside his own province.

b) There are two types of affiliation: CATEGORY I Affiliation, and FULL affiliation. A province may be granted Category I Affiliation simply by organizing itself and applying for acceptance into the C.P.U., thereby allowing its lifters to compete in C.P.U.sanctioned competitions. The province will be granted Full Affiliation status at the next Annual General Meeting with a majority vote of the C.P.U. members present, provided that the petitioning province has met all affiliation requirements.

4.10 If a province with FULL affiliation has become inactive, that is it has not held a sanctioned competition for more than one year, the CPU executive may vote to lower the province's status to CATEGORY 1.

 If a province with CATEGORY 1 status has been similarly inactive for 1 year, and has not applied for FULL membership status at the CPU annual meeting, then the CPU officers may, by majority vote, award CATEGORY 1 status to any other group from the province who makes application to the council.

4.11 All provincial affiliates must obtain a minimum Provincial not-for-profit corporation status and submit the registration to the secretary.

**5.0 PROVISIONS FOR MEMBER PROVINCES**

5.1 The MPA must submit to the National Secretary every three months:

 a) A list of its proposed competitions for the calendar year.

 b) Results of sanctioned competitions, as they occur.

 c) A list of its up-todate lifting records.

5.2 Provincial Presidents, from incorporated provinces, are required to send the minutes from their AGM’s to the National President.

5.3 Provincial Presidents must send, by mail or email, their Provincial report to the CPU President and Secretary, two weeks in advance of the CPU AGM at Nationals

**6.0 COMPETITIONS**

6.1 Competitions sanctioned by the MPA shall include:
 -Provincial Powerlifting Championships, in all IPF recognized age categories
 -Provincial Bench Press Championships, in all IPF recognized age categories

6.2 The dates and groupings and of all MPA Provincial Championships shall be determined by the MPA Board of Directors, with the following recommended groupings:

 1) All events combined

6.3 Efforts shall be made to hold the Provincial Championships at least twelve (12) weeks prior to any Regional Championships.

6.4 The MPA Board of Directors shall determine the qualifying standards for all Provincial Championships and local competitions.

6.5 The MPA Board of Directors shall determine the officials who will accompany Provincial Teams.

6.6 Bids to host Provincial Championships must be in writing, clearly stated, and signed by the submitting officer. All bids shall be presented for consideration at the Annual General Meeting of the MPA.

The Meet Director holding Provincials should include in their bid a referee, who is Provincial level or higher, to be the Technical Secretary who is required to do the paperwork (including flights, score sheets, etc.).

6.7 Registration cards must be checked during the weighin at all contests.

6.8 When contest groupings make it such that a lifter could be eligible for two separate age categories, i.e. Junior and Open, or Master and Open, any lifter wishing to have a total in each category must actually lift in each category. Transferring of results is not allowed

6.9 Only competitions approved by the MPA as the provincial governing body of the CPU shall be designated as Championship competitions.

6.10 In Provincial Competitions where there are seven or less competitors in any age category, the weight classes shall be combined and competition placings determined by the appropriate Wilks formula. However the determination of nominees for National Team membership shall still be done according the lifters actual bodyweight class

6.11 The entry closing dates for all Provincial Championships must be stated as 14 days (two weeks) prior to the date of the Championship

6.12 Combined Provincial Championships which include single-lift competitions (i.e. bench press) must be organized in such a way that lifters who enter both a three-lift competition and a single-lift event must actually lift in each contest separately in order to receive credit for a result in both. Such competitions cannot be organized in a blended fashion which would allow an athlete to be credited with a result in two different competitions by lifting only once.

6.13 At all National championships, the coaches have the final say as to the lifters' attempts. The lifters may make suggestions only. The lifters must be made aware of this situation prior to team selections.

6.14 All MPA Provincial Competitions must be adjudicated by at least two Provincial or higher ranked referees, one of whom may be a prospective referee who is taking a practical examination for upgrading to Provincial status. The remaining position may be occupied by Provincial Category I or higher ranked referees. All other MPA sanctioned competitions must be adjudicated by referees of Category I Provincial rank or higher.

6.15 The President of the MPA or delegate shall be responsible for ensuring that all equipment to be used at the competition meets the required specifications. Equipment shall be checked at least one week prior to the event. If a competition does proceed without proper equipment, then the Officiating Chairman shall prepare a report detailing the discrepancies, and provide this report to the MPA President.

6.16 Any competitions that are held by special interest disability groups that utilize CPU/MPA resources in any way, i.e. referees, equipment or any other, shall be subject to the following conditions:

1. Contests must be sanctioned by the local CPU affiliate provincial association.
2. Full IPF rules will apply, with the exceptions/modifications of:
3. The squat shall be optional for Special Olympic contests.
4. The clap signal in bench press may be used.
5. Other modifications will be at the discretion of the chief referee.
6. MPA officials will have the final right of acceptance or rejection of all equipment to be used.
7. All lifters must be members of the CPU.

6.17 For all National Championships, funding for up to 100% of travel and accommodations at normal economy air and meet hotel rates shall be provided for the MPA President or his delegate, to attend these events. Should the President or delegate be a competitor at the event, funding shall be reduced to 50%.

6.18 For all competitions in Canada that are sanctioned by the CPU or any provincial affiliate, only full CPU card membership will be accepted. Provincial level membership card holders may not compete in any competitions.

6.19 The MPA will be required to inform the CPU of their intention to host a contest by submitting a copy of the entry form to the CPU Registration Chairman a minimum of 6 weeks prior to the proposed event date. Upon approval of the details contained therein (as deemed by the CPU board) the webmaster shall post the details of the contest/event in question on the CPU calendar page.

6.20 The MPA Vice President/or delegate shall supply each meet director with a “sanction package” consisting of:

 -examples of forms used during a contest showing information required.

-record applications

-details of doping control fees, who is liable for the payments and when they must be paid

-requirements of the meet director, in the event that the Independent Testing Administrator will be present at the event.

-other details, as determined by the MPA.

6.21 Only competitions sanctioned or approved by the MPA shall be advertised through official MPA and CPU media.

6.22 All MPA sanctioned competitions will adopt and enforce the meet safety guidelines and adhere to educating volunteers on the policy.

6.23 All Provincial championships shall utilize IPF Approved Equipment on the competition platform.

6.24 At all provincial level competitions, lifters are considered to be representing themselves. Their apparel can bear logos of local clubs or gyms (upon prior approval), or of their province, provincial organization or higher level, CPU or IPF for example. Logos of personal sponsors or any national CPU or IPF approved sponsor or equipment maker are also allowed.

6.25 At MPA Competitions where referees need travel distances of over 100 KM, meet directors may be require to provide lodging for up to two rooms for MPA referees. Best efforts should be made to use local referees at the discretion of the MPA Officiating Chairperson.

6.26 MPA Will host annually the MPA Provincial Bench Press Only Championships where lifters may compete in single event (unequipped or equipped) or double event (unequipped and equipped). MPA Qualifying Standards to apply. Note: Lifters may still compete in Bench Press Only or Double Events at the MPA Provincial Championships.

**7.0 RECORDS**

7.1 The MPA shall he responsible for its own records and forms, *but a Provincial record application must be submitted on a Standard MPA Provincial Record Application Form.*

7.2 *The standard MPA Record Application form must be submitted to the Provincial Records Chairman no later than seven days from the date of any sanctioned competition (or final day of a multi-day event). Applications sent by regular mail must be postmarked within seven days unless exigent circumstances apply.*

7.3 The lifter must have faced the possibility of doping control testing, whether or not any actual sample collections take place. If samples are collected and an actual test takes place, the sample must be analyzed at a WADA accredited laboratory, and the test result found to be negative.

7.4 All referees must be of MPA Provincial Rank or higher. Provincial records in the total will only be accepted if the correctly ranked provincial referees were used on all successful lifts, regardless of whether they were single lift records, with the same requirements as for single lift records.

7.5 I.P.F. rules must be followed.

7.6 The MPA shall accept applications for new Provincial Records in the following categories:

a) Men's & Women's Open

b) Men's & Women's Master I, age 4049 years

d) Men's & Women's Master II, age 5059 years

e) Men's & Women's Master III, age 60-69 years

f) Men’s Master IV, age 70+

g) Men's & Women's Junior, age 19-23 years

h) Men’s & Women’s Sub-Junior, age 14-18

i) Men's & Women's Bench Press Open

j) Men's & Women's Bench Press Master's, age 4049 years

k) Men's & Women's Bench Press Master's, age 5059 years

l) Men's & Women's Bench Press Master's, age 60-69 years

m) Men’s Bench Press Master’s, age 70+

n) Men's & Women's Bench Press Junior

o) Men’s & Women’s Bench Press Sub-Junior, age 14-18

p) Men’s & Women’s Military (All Weight and Age Categories)

q) Men’s & Women’s Special Olympic (Two and Three Lift for all weight and age categories)

Exact ages will be according to IPF Technical Rules standards

7.7 All of the above categories of records shall be maintained for both equipped and unequipped competition.

A lifter’s status as “unequipped” must be clearly identified on the contest scoresheet. Lifters CANNOT “cross-over” from equipped to unequipped, or from unequipped to equipped, they can only be in one division at a time in regards to records. If not so identified as unequipped, they will be assumed to be equipped.

“Unequipped” is defined as normal shoes, socks, under-garments, non-supportive singlet, T-shirt, wrist-wraps, neoprene knee-sleeves and belt. All items must conform to standard IPF Rules specifications. No other items are allowed.

If the MPA holds a separate contest that is designated as an “Equipped Provincial Championships”, lifters that intend to lift without supportive equipment may enter, but will be considered as equipped lifters, and will not be eligible to set Unequipped (Classic) records of any level, or be entered on Rankings lists for Classic lifting.

7.8 Provincial records shall only be eligible to be set at sanctioned CPU contests, Westerns, Eastern or Central Canadians, Nationals or any higher level of competition.

7.9 A singlelift record made in a threelift sanctioned contest is eligible to be registered in the singlelift record category if the lifter has been proven to be physically disabled such that he/she cannot perform token lifts to post a threelift total in the competition.

7.10 If a MPA Provincial Record is established by a Manitoba Resident who is a Canadian citizen while competing in a foreign country, that record will only be recognized if:

a) The lifter must have faced the possibility of doping control testing. If samples are collected and an actual test takes place, the sample must be analyzed at a WADA accredited laboratory, and the test result found to be negative.

b) The record was made before three I.P.F. International referees, all of whose registrations are up todate.

c) The competition was sanctioned by a lifting organization which is affiliated with the I.P.F.

d).The competition must have been organized and conducted according to I.P.F. rules.

7.11 When a Referee candidate is testing for a Provincial referee certification, any Provincial Records set during the testing shall be deemed to be legitimate, regardless of the outcome of the exam, providing a Jury is present.

7.12 As per Bylaw 11.7, when a record is removed from a lifter, the record shall revert to the previous record holder. Should the previous record have since been exceeded by a lift done at a MPA, CPU Nationals or IPF international championships, that lifter may apply to claim the record. The normal record application and fee must be forwarded within 7 days of the day that the previous record is removed. Notification of the record removal shall be done via the CPU Website forum.

7.14 Provincial records may only be set with IPF approved weights and measures, bar and collars included.

**8.0 AWARDS, AND CLASSIFICATIONS**

8.1   The MPA shall maintain standardized medals for presentation to the first three place finishers at Provincial Championships. The medals may be purchased from the MPA by the meet director(s) of the Provincial Championship at the cost the MPA pays for them. Optionally the meet director(s) can produce their own medals to be used at the Provincial Championships however they must be of high quality and be approved by the Executive Committee.

8.2 Meet director(s) of the Provincial Championships must also provide best lifter awards for at least: Best Junior Male, Best Junior Female, Best Master Male, Best Master Female, Best Powerlifter Male, Best Powerlifter Female, Best Bencher Male, and Best Bencher Female. In the case where a best lifter award will not be provided for all classes the term Junior should be used to represent Sub-Junior and Junior and Master should represent Master 1, Master 2, Master 3 and Master 4. It is recommended that any class consisting of equal to or more than 20 lifters have a representative Best Lifter award.

8.3 Where a Best Lifter Award is to be presented, the winner shall be selected from among all lifters, and shall be decided using the Wilks Formulae.

8.4 The MPA shall maintain a MPA Athlete Hall of Fame. This award shall be presented to lifters who have made outstanding contribution to the MPA through their lifting achievement at Provincial, National and the International level. To be eligible for this award, a lifter must have been an active member of the MPA for a minimum of 10 years. The winners of this award shall be selected by 2/3 majority of the voting members at the AGM. Each year, one male and one female lifter may be nominated to receive this award, however this award will not necessarily be presented each year, if no suitable candidate can be chosen. Recipients may only receive this award one time.

8.5 MPA will present a Best MPA Club award at each annual MPA Provincial Championships. Rubric for same to be determine by the MPA Board of Directors and published with due notice on the MPA Provincial Championships Entry Form for members each year. Best Club Awards at all other meets at the discretion of the Meet Directors pending approval from the MPA Board of Directors.

8.6 MPA will present annually, an “MPA Volunteer of the Year” award, at the Annual General Meeting. Candidates may be nominated ahead of time or nominated on the floor. Volunteer of the Year Award nominees should display characteristics such as: exceptional work ethic, serving above and beyond the expectations of the general membership, role modelling a positive attitude. MPA Volunteer of the Year award winners may not be serving members of the MPA Executive.

8.0 Manitoba Powerlifting Association Inc. Junior Student Scholarship Program

8.1 The MPA will award one scholarship at its Annual General Meeting at the value of $250 CAD to one MPA member on one occasion.

**9.0 DEFINITION OF A TEAM OR CLUB**

9.1 The club must be registered with the MPA.

a) Registration is on an annual basis as per the MPA By-Laws. A list of eligible Clubs will be maintained on the MPA website

9.2 In order to represent a club, the lifter must train with that club on a regular basis (at least once a week)

9.3 If for any reason the lifter wishes to change clubs, or he/she is unable to follow the above recommendations, he/she must send a written explanation to his/her provincial registration chairman.

**10.0 PARAPOWERLIFTING**

10.1 The CPU and Member Provinces shall maintain a division for Parapowerlifting, using the International Paralympic Committee weight divisions, with national and provincial level records.

**11.0 DOPING CONTROLS**

**IN COMPETITION TESTING**

* 1. **Anti-Doping Policy**

1. The MPA as a member of the Canadian Powerlifting Union (CPU) has adopted the 2015 Canadian Anti-Doping Program (CADP) as its primary domestic anti-doping policy. Administered on behalf of CPU by the Canadian Centre for Ethics in Sport (CCES), the 2015 CADP is fully compliant with the 2015 World Anti-Doping Code, International Standards and Guidelines as they may exist from time to time. To view or download the 2015 CADP, please visit <http://cces.ca/2015-cadp>.

2. In addition, the MPA as a member of the CPU, as a member federation of the International Powerlifting Federation (IPF), must also be fully compliant with the IPF anti-doping rules. The IPF anti-doping rules may apply to certain members of the CPU in certain situations. The IPF anti-doping rules are fully compliant with the 2015 World Anti-Doping Code, International Standards and Guidelines as they may exist from time to time. To view or download the IPF anti-doping rules, please visit <http://www.powerlifting-ipf.com/anti-doping.html>.

3. In the event of a conflict between other anti-doping policies established by CPU and the 2015 CADP and/or the IPF anti-doping rules, the rules of the 2015 CADP or the IPF shall prevail, as applicable.

11.2 The MPA as a member of the CPU shall utilize the services of a WADA compliant 3rd party Independent Testing Administrator as its doping control collection and testing facilitator. Only the Independent Testing Administrator supplied personnel may perform the sample collection.

11.3 The MPA will comply with the CPU shall inform CCES of the dates and locations of all CPU and affiliate sanctioned competitions. Meet directors at all levels of competition shall be required to produce the date and location of their proposed events a minimum of 6 weeks in advance to ensure adequate time for the Independent Testing Administrator involvement. Any changes to the date and location within the 6 weeks must be provided immediately by the meet director.

The CPU Anti-Doping Committee in conjunction with the Independent Testing Administrator coordinators will determine which competitions will be attended by the Independent Testing Administrator to perform sample collections, however; the Independent Testing Administrator must be present to collect samples at all National competitions.

 The CPU may also inform the Independent Testing Administrator of the names and addresses of CPU members for the purpose of Out-of-competition testing.

11.4 The number and names of lifters tested at any competition where the Independent Testing Administrator is present will be determined by mutual consent of the CPU Anti-Doping Committee and Independent Testing Administrator Coordinators

11.5 Lifters at IPF International competitions face the possibility of WADA certified doping controls also, so any MPA Provincial or CPU national record set by CPU lifters at IPF International events will be accepted.

11.6 The MPA will comply with CPU Action in the case of a failed drug test:
In the event of an athlete being suspended for a failed drug test, which affects medal placings of other athletes, the MPA will act in a timely fashion to publicly honour the new medal winners.

 This will include forwarding the appropriate medal to the correct placement.

11.6 Anyone who is under suspension from any powerlifting federation or other sport federation as recognized by the International Olympic Committee (IOC), Canadian Olympic Association (COA) or Sport Accord (Formerly known as the GAISF) for the use of banned substances as stated in the IOC list of Banned and Restricted Doping Classes and Methods shall not be permitted to join the MPA.

Any suspension from a sport under the auspices of any of the above shall be considered as a “First Offence” by the MPA and further positive results by the MPA/CPU shall result in “Second Offence” and subsequent penalties.

11.7 All laboratory results from drug testing are to be sent to the CPU Anti-Doping Committee Chairman and copied to the CPU President.

11.8 All signed doping control forms are to be forwarded to the C.P.U. President to be kept on file and copied to the CPU Anti-Doping Committee Chairman.

11.9 If any random sampling is to be done, it must be performed by the lot number system as outlined in the I.P.F. Drug Testing Appendix.

11.10 When a doping control test has come to its full conclusion, through a negative test, or a positive on which there remains no further chance of appeal, the CPU and/or its provincial affiliates may publish, in any publication, the results of the testing, including names of those tested and the results of their test, and details of any suspensions imposed.

**OUT OF COMPETITION TESTING**

11.11 Out-of-Competition doping control is defined as unscheduled tests which are administered at any time outside of competitions, on "no notice" basis.

11.12 All Out-of-Competition doping controls shall be conducted on behalf of the MPA/C.P.U. by the Independent Testing Administrator or its successor in accordance with WADA Procedures, IPF Anti-Doping Rules and also will reference the recommendations and guidelines of the Canadian Anti-Doping Program.”

11.13 All MPA/CPU members are subject to Out of Competition testing as a condition of membership and will remain eligible for testing up to 18 months beyond the expiration of their latest CPU membership

11.14 As part of the CPU Out-Of-Competition testing Program, CPU members are obliged to provide current and correct contact information (home address, e-mail address, phone number) to the CPU Registrar on their Membership Applications and update the information should it change during the membership year. If it is concluded by the CPU Anti-Doping Committee after careful examination of the circumstances, that a member has intentionally provided incorrect or outdated contact information to the CPU, either a warning or 6 month suspension may be imposed.

11.15 The MPA/CPU reserves the right to execute ‘Advance Notice’ drug testing in accordance with clause 6.29 of the Canadian Anti-Doping Program

11.16 As noted in IPF Anti-Doping Rules Clause 5.6 and Canadian Anti- Doping Rules clause Part C Clause 5.6, a Whereabouts Program will be applied to selected athletes within the CPU Out-Of-Competition Testing Pool. These athletes will be notified and educated by the Independent Testing Administrator in the requirements and their duties in the Whereabouts Program, and will be required to submit whereabouts in accordance with the specified rules. They will also be subject to sanctions for Missed Tests and Filing Failures as explained in IPF Anti-Doping Rules Clause 2.4 and Canadian Anti-Doping Rules Clause 2.4.

 **GENERAL**

11.17 MPA/CPU members intending to compete in IPF Regional, Continental or World Championships will be permitted to apply to the CPU’s Independent Testing Administrator for Therapeutic Use Exemptions (TUE) for prescribed medications that are on the current WADA Prohibited Substance List, as long as they have a current membership in good standing

MPA/CPU members intending to compete at the National level and below, may undergo a medical review to validate and permit the use of prescribed medications for therapeutic reasons. There is no requirement for an athlete to obtain a medical review until a positive test is reported by the Independent Testing Administrator.

 If an athlete is notified by the CPU of a positive test, the CPU will request the athlete to submit the required material for a medical review.

 The medical review will be granted by provided the athlete satisfies all of the conditions set out below:

 • The athlete demonstrates by means of appropriate documentation that he or she has a medical diagnosis made by a licensed physician prior to sample collection;

 • The athlete has a prescription signed by a licensed physician prior to sample collection consistent with the finding;

 • the athlete provides appropriate confirmation that he or she is being followed and monitored by a licensed physician to ensure the treatment plan matches the diagnosis;

 • The athlete should declare the use of the prescribed medication on the Doping Control Form.

 The Independent Testing Administrator may have the information provided by the athlete reviewed and evaluated by a physician.

 Medical reviews will be performed promptly following the athlete’s notification by the CPU, that a medical review is required. The medical review will not be commenced until all the information listed above is submitted in a legible format. The material submitted by the athlete will be returned to the athlete after the medical review is completed.

11.18 Once a decision has been rendered in any TUE or Medical Review application, the decision is not open to appeal by the applicant.”

11.19 In addition to urine collection and testing, the CPU reserves the right to execute In - Competition and Out-Of-Competition blood collection and testing as provided by its Independent Testing Administrator

11.20 When an athlete receives a positive test, their results stay in the historical database, but with a notation of “DV” Doping Violation regarding their positive test.

**12.0 PENALTIES**

12.1 a) The MPA shall follow the CPU which shall follow the IPF Anti-doping rules and the WADA code as outlined at:

 <http://www.wada-ama.org/Documents/World_Anti-Doping_Program/WADP-The-Code/WADA_Anti-Doping_CODE_2009_EN.pdf>

 b) Reinstatement

 1. Any person who has been suspended for a drug related offence must apply for reinstatement, and shall be required to pay a fine of $800.00. This money shall be added to the CPU Drug Testing fund, and may be used to test the same lifter at a time and place determined by the CPU Doping Control Committee or the Canadian Centre for Ethics in Sport

 2. Any person applying for reinstatement shall be required to re-pay to the CPU or it's affiliates the full amount of any legal, medical, physical or other expenses that may have been incurred from the prior offence.

12.2 Lifters who refuse to submit themselves to a doping control test shall be suspended from the MPA/CPU for life.

12.3 If any sample, or any documentation pertaining to that sample, is determined to have been the subject of tampering by the lifter, regardless of the lab result, that sample will be considered positive. If a sample which tests positive is also the subject of tampering, this will constitute an additional offense, and will be dealt with as follows:

 The penalty for a firsttime positive which has been tampered with by the lifter shall be treated as a second offense. Any lifter who tampers with either his doping control sample or the documentation pertaining to it, shall automatically receive a life suspension from the C.P.U.

12.4 The CPU Board of Directors shall make the final decisions in all doping control cases.

 In the event of an appeal by the athlete, the CPU Board of Directors shall serve as the appeals board. All time guidelines and procedures specified in the the Independent Testing Administrator Standard Operating Procedure Manual shall be followed.

12.5 All persons must disclose all information regarding current suspensions from organizations referred to in Bylaw 11.6 when applying for membership in the MPA . Failure to do so will result in immediate disqualification from the MPA/CPU for the term of that suspension, with all contest results for the lifter being nullified upon discovery.

12.6 If a lifter or official commits any form of violation during a National contest which is not being held in his home province, the organizing association must send a detailed report to the C.P.U. President as well as the MPA President. The organizing association cannot penalize lifters or officials from other provinces.

12.7 All lifters, officials, or provincial associations have the right to be heard before the C.P.U. Board of Directors decides upon any penalties to be imposed.

12.8 A lifter cannot participate in competitions organized under C.P.U. rules for a period to be determined by the C.P.U. Executive Council if:

 a) He/she is under temporary or permanent suspension,

 b) He/she participates in a powerlifting or single lift competition of any kind, if there is any athlete or official participating in any division, section or bodyweight class of that competition who has been expelled or suspended from their international or national federation or who is serving the period of Ineligibility for a doping related offence.

 c) He/she competes against professionals.

12.9 The following may also be subject to suspension or expulsion for a period to be determined by the Executive Council:

 a) Any lifter who is deemed to be guilty of violating the rules of, or of disobedience towards, his/her National or Provincial Association, or towards any official during the execution of his/her duties.

 b) Any lifter who, by words or gestures, threatens referees or any other officials during the execution of their duties.

12.10 For serious offenses, such as false accusations of dishonour or dishonesty against a lifter or official, permanent expulsion may be decided by the C.P.U. Executive Council by a majority vote.

12.11 Any member of the MPA who is accused of bringing the sport into disrepute by means of his/her comments, published articles, TV or radio broadcasts or for conduct judged as inappropriate or unbecoming or likely to adversely affect the interests and reputation of the MPA and/or the CPU will be subject to the following progressive disciplinary action.

a) Evidence of an incident as described above is received by either the CPU or provincial association. The accused will receive a verbal warning from the provincial association informing the individual of issue at hand and that this discussion is to serve as first warning and that should the behaviour continue, outline the next steps and potential outcomes. Documentation of the discussion by the provincial association is retained and shared with the CPU Executive Council.

b) Evidence is received by either the CPU or provincial association indicating that a second incident has occurred. The provincial association contacts the accused notifying him/her that a written warning will be issued outlining the issue and the process that will occur should a third incident was to occur. Documentation of the conversation and a copy of the written warning to be shared with the CPU Executive Council.

c) Evidence is received by the CPU or provincial association indicating that a third incident has occurred, The CPU Executive Council will meet to review the situation and documentation obtained to date and decide the appropriate disciplinary action to be taken. This may include the member in question attending a special meeting of the Executive Council. The discipline handed out by the CPU Executive Council can range from a third and final warning to expulsion from the CPU.

The MPA/CPU reserves the right to progress the disciplinary action as appropriate depending on the magnitude of infraction.

12.12 Any lifter or official who considers that he/she has been wronged has the right to file a written complaint stating his/her reasons. This must be done through the intermediary of his/her provincial association. If another person or persons is implicated, the latter must also be heard if at all possible.

 Should the member be serving as an official at the time, or in any way representing the MPA penalties will be determined by:

 1) For a provincial level official at a provincial contest: by the provincial association i.e. MPA

 2) For a provincial level official at a national contest: by the CPU Board of Directors

 3) For national or higher level officials at any contest: by the CPU Board of Directors.

12.13 The term "Official", wherever it may appear in this Article, shall be deemed to include all persons appointed by the MPA or by the organizing committee of a championship, to act in any official capacity during the whole, or any part of, that championship.

12.14 It shall be the obligation of all officials to maintain current knowledge of the rules of the sport. Should any official refuse make a bone-fide attempt to do so in such a way that it shall damage the officials’ credibility, as determined by the MPA or the CPU, penalties may be proscribed by the bodies described in the article above. Penalties shall be determined by the appropriate body

12.15 Any successful bidder who is awarded a Provincial Championship event, and defaults on the agreement, such as:

 a. Does not hold the event, or

 b. Does not meet the agreedupon specifications, is subject to penalty.

 This penalty shall not exceed a reasonable and fair estimate by the MPA Executive Council and hosting organization expenses that cannot be refunded. This may include deductions for refunds on travel expenses, and unnecessary local transportation and accommodation expenses.

**13.0 FINANCE**

13.1 The Executive Council shall present an audited statement, closing the book, on the date of the Annual General Meeting.

13.2 For Information the C.P.U. Subscription Fees:

a) Provincial Affiliation Fee $500.00

b) National referee's crests NIL

c) Sanction Fees for National Powerlifting and Bench Press Championships 500.00

d) Pro-Forma Bond (to accompany sanction fee) 250.00

e) Individual Membership Fee 45.00

f) Classification Awards Badges 7.00

g) CPU sanctioned Championship Drug Testing Fee 20.00

h) Powerlifting.ca website advertising / sponsor fee (annual) 250.00

13.3 Subscription Fees shall be payable as follows:

a) Provincial Affiliation Fee: to be Paid in full by January 1 of that year.

b) Sanction Fees, ProForma Bonds: to be paid in full when bids submitted.

c) Individual Membership Fee: payment in full shall accompany each order.

d) Classification Awards Badges: payment in full to accompany each order.

e) Website advertising fee payable January 1, new advertisers prorated for the

remainder of the current year

13.4 The organizing province of a National Championship that does not have a sanction shall automatically be suspended until payment of the sanction fee.

13.5 All television rights for National Championships shall be the sole property of the C.P.U., less any fee which has been negotiated with the promoting province.

13.6 Television rights for international competitions held in Canada are the sole property of the I.P.F. If the I.P.F. Media Committee cannot obtain a signed contract, and waives its rights, those rights must pass to the C.P.U. If within a three month period the C.P.U. fails to procure a contract, the meet director/promoter may negotiate a media contract. Regardless of the agreedupon fee, the I.P.F. will receive 25 %, the C.P.U. will receive 25 % and the meet promoter 50 %.

13.7 Sponsors logos may be placed on the front or back, and/or both sleeves of a T-shirt or the front or back of a singlet for wearing on the platform. Logos must not be considered offensive as decided by the MPA board. CPU approved sponsors logos will be permitted at all lower levels of competition.

All sponsors must be registered with the MPA including team sponsors. Sponsor approval fee will be $125 annually or may also be negotiated in a separate sponsorship deal with the MPA. The MPA President will negotiate all sponsorship deals, including any team sponsors.

Sponsors for individuals are exempt from the above requirement.

13.8 Any representative of a Provincial Association who can bring a National Corporate sponsor to the CPU shall be able to forward 25% if the sponsorship fee to their provincial federation. The remaining 75% will go to the CPU and shall be used for such purposes as are decided by the CPU.

**14.0 EQUIPMENT**

14.1 All equipment for powerlifting competitions in Canada shall meet the specifications stated in the official I.P.F. Technical Rules Handbook.

14.2 Any changes in equipment specifications which have been adopted and approved by the I.P.F. Congress shall be deemed to have been simultaneously adopted and approved by the C.P.U and therefore by the MPA.

**15.0 OFFICIATING**

15.1 The rules governing powerlifting competitions in Canada are those stated in the official I.P.F. Technical Rules Handbook.

15.2 In areas of the IPF Technical Rules regarding Records, where the term “World” is used, it shall unless otherwise specified, be interpreted as “National” for the CPU’s purposes, and likewise the term “Nation” or “National” shall unless otherwise specified, be interpreted as “Province” or “Provincial” where applicable to the provincial affiliates purposes.

15.3 Two Months prior to all Provincial Championships the MPA Officiating Chairman must provide to the meet directors a list of all available National or higher level, referees.

15.4 Referees and members of the jury at Provincial Championships shall be uniformly dressed as follows:

MEN: Winter Dress: Dark blue blazer with appropriate C.P.U. or I.P.F. crest on the left breast, grey trousers, white shirt and tie.

 Summer Dress: White shirt and grey trousers, tie optional.

WOMEN: Winter Dress: Dark blue blazer, with appropriate C.P.U. or I.P.F. crest on the left breast, grey skirt or trousers, white blouse.

 Summer Dress: Grey skirt or trousers, white blouse.

The jury shall determine whether winter or summer dress will be worn.

15.4 All MPA Provincial referees shall be supplied with a crest which must be worn on the left breast pocket of the jacket.

15.5 All referees adjudicating at Provincial Championships must be of Provincial rank or higher.

15.6 To become certified as a Provincial level M referee the testing procedure is as follows:

(a) A provincial member in good standing with the MPA.

(b) Must achieve a passing score of 90 percent or more on both a written and practical exam.

(c) The written examination must be taken and passed prior to the practical examination.

(d) The practical examination must be administered by at least one MPA/CPU referee on the jury. Other adjudicating referee’s may be of Provincial rank (of at least two years). During the practical examination, a minimum of 75 attempts must be adjudicated. If necessary, the practical examination may be spread over more than one competition, with the same adjudicator.

(f) Written tests will be obtained from the Provincial referee chairman, and the completed tests and examination forms will be returned to the referee chairman.

(g) New Provincial referees may be certified at the annual Provincial championships, or at any local competition provided that all of the above conditions are met.

15.7 All MPA national and provincial referees must be full CPU members.

15.8 Provincial Referees must referee one provincials and attend the accompanying rules clinic with a 3 year period coinciding with the CPU election period.

15.9 MPA Provincial Referees approved to travel out of Province to take their CPU National Referee Examination will be provided with a $300 Stipend to do so.

**16.0 QUALIFYING TOTALS**

16.1 MPA lifters wishing to compete in Provincials Championships must meet qualifying totals

 To qualify and compete at the annual Provincial Championships the member must attain the required Provincial Qualifying Total for their declared weight class and age category. Please see the Appendix for the MPA Provincial Qualifying totals.

16.2 A lifter may qualify for their next higher age category by lifting at an open event, the required qualifying total or single lift, within one year before achieving the exact specified age for the category.

EG: 39th birthday for 40 – 49, 49th birthday for 50 – 59, etc.

16.3 A lifter who achieves a Provincial qualifying standard is then eligible to compete at any chosen weight class at the Provincial Championships.

**17.0 PROVINCIAL TEAM SELECTION**

17.1 For National qualification purposes, an MPA member who has attained a national qualifying total must within the calendar year volunteer in some capacity within an MPA board approved activity.

17.2 A standard agreement will have to be signed by every prospective member of any of the MPA’s National Teams. This agreement will contain, but not necessarily be limited to, all of the following elements:

a) All lifters selected for MPA National teams must notify the MPA President, in writing of their intentions to regarding participation, no later than 90 days prior to the date of the competition.

b) Team uniforms should be worn at all times while in public.

c) While team members are in the host Province, they are expected to attend all banquets, opening and closing ceremonies, and any other functions which might be arranged by the host federation for the benefit of the visiting teams;

17.3 Before departing for an international championship, the Head Coach or Team Manager will be required to take with them a Canadian Flag. If one is not available, the CPU will provide money up to $25 to purchase a flag.

17.4 When competing for Manitoba at National events , or at any other Regional or National competitions, the lifter's cooperation with the coaching staff, and adherence to Team protocol, shall be mandatory at all times. The behavior of lifters, coaches, managers, and any other officials of the Manitoba Team who are consistently uncooperative, or whose actions or appearance bring discredit to the Team, will be taken into consideration when selecting future Provincial teams. Any formal complaint which is lodged against a member of a Provincial Team at a National competition must be fully investigated by the MPA President. The team member involved shall be informed immediately, in writing, of the nature of the complaint.

**18.0 COACHING**

18.1 For the CPU Regional or National Championships where feasible, the MPA Executive will select one Head Coach from a pool of applicants**.**

18.2 At all CPU sanctioned competitions, the coaches will have the final say as to the lifters' attempts. The lifters may make suggestions only. The lifters must be made aware of this situation prior to team selections.

18.3 Head Coaches of MPA Provincial Teams at CPU competitions shall be eligible for reimbursement in amounts as per the MPA Budget. Teams must have a minimum of 3 members, not including the coach, for reimbursement to be applicable.

18.4 The duties, eligibility and requirements of the head coach are laid out in the Canadian Powerlifting Union Coaching Job Description document maintained by the C.P.U. coaching committee.

18.5 At all Provincial Championships athletes may have one coach (Unequipped) or up to two coaches (Equipped) handling/coaching them during their event.

**19.0 CPU National AGM**

19.1 A special fund shall be maintained to cover up to 100 % of travel, accommodations for the MPA President or the MPA appointed delegate to attend the annual CPU AGM.

**APPENDIX B:** Policy on Discrimination and Harassment

1. The MPA is devoted to the idea that all people have the right to frequent an environment that is free of discrimination or harassment based on a person’s age, sex, race, ethnicity, religion or sexual orientation.
2. The MPA encourages all members who feel that they are experiencing harassment to inform the harasser that such behavior is offensive and is contrary to the practices of the MPA. In addition all individuals who are being harassed should report the incident through the appropriate channels.
3. Discrimination is the process of differentiating people by means of age, sex, race, ethnicity, religion or disability and using such distinction to deny any member of the said classes a service or opportunity. Distinctions based skill or achievement (i.e. world team selections) must not be interpreted or treated as discrimination.
4. Harassment can refer to broad field of offensive behavior. It is most often refers to conduct that is found offensive and threatening such as any verbal threats or abuse and/or physical intimidation or abuse. When harassment is of a sexual nature, involving lewd suggestions, comments, gestures, requests as well as, but not limited to, invitations of sexual touching or any physical encroachment or abuse, it is known as sexual harassment.
5. Harassment and discrimination should never be confused with discipline in training as the latter is necessary to excel in powerlifting as a high performance sport. It is the responsibility of all members of the MPA to be wary of crossing the line between inspiration and encouragement to behavior which is prohibitive to equitableness.
6. Due to the seriousness of discrimination or harassment occurring within the MPA and the organizations’ commitment to a sporting environment free of such atrocities, **ALL** instances or harassment and discrimination within the MPA should be reported immediately to the appropriate persons following the complaint procedure. All complaints shall be treated as legitimate and thus, handled with the same importance. The procedure for the reporting of complaints is as follows:
	1. The victim of any instances of harassment or abuse, hereinafter called the complainant, shall report such occurrences to either:
		1. The president of the MPA
		2. A current member of the MPA board of directors
		3. Any provincial Executive member
	2. The complainant should be prepared to submit a signed statement that outlines the time, date, location, details of the occurrence and the identity of the member who has allegedly committed an act of harassment or abuse and if applicable, any witnesses.
	3. In the case that a complaint involves the current president of the MPA, the instance of harassment or discrimination should be reported to the current vice-president of the MPA or any other member of the board of directors.
	4. In the case that the complainant is not a current member of the MPA, a complaint may still be reported provided that a current member signs the written statement declaring their belief that the complaint in question is legitimate.
7. All reports of harassment shall be allowed the most confidentiality that can be reasonably provided within the means of the MPA. If a case of discrimination or harassment warrants legal intervention, the MPA shall not hesitate to provide any details to any lawful authority investigating the matter.
8. The member of the MPA board who receives the complaint is required to immediately forward the complaint and all evidence on to the president of the MPA, or in cases where the complaint involves the president; the vice president shall be informed of the complaint, the president or vice-president of the MPA, hereinafter referred to as the president shall then initiate the investigation process.
9. The president shall inform the complainant of the intention to begin an investigation into the matter and then appoint a member of the officers council, no lower than a provincial federation’s president hereinafter called the investigative official, to investigate the matter how they see fit and report back to the president all developments and findings. The president, when choosing an official to investigate a complain of harassment or discrimination must:
	1. Not choose a member who is the person in which the complaint has been substantiated against or is the complainant who reported the complaint
	2. Choose a member who will act in the best interests of both parties and will investigate the complaint with the utmost neutrality and professionalism
10. If at any time during the investigation, the subject of the complaint or the complainant wishes to retain legal counsel, they will do so at their own cost.
11. The president may decide not to initiate investigation of a complaint if an inordinate amount of time has passed between the alleged happening of events and the report of the complaint.
12. Previous complaints of harassment or discrimination against a member must not influence the outcome of an investigation on an unrelated complaint. Previous valid complaints of harassment or discrimination may be considered by the disciplinary panel. Each separate incident shall be investigated by a different investigative official if possible.
13. A complaint of harassment or discrimination can be resolved at any point. Any settlement should be in writing and signed by all involved persons.
14. If the investigative official determines through the course of the investigation that a legitimate case of discrimination or harassment has occurred, they shall present their investigation report to the president of the MPA including all particulars of the incident. The president will:
	1. Approve the report if they are satisfied that a fair fact finding investigation has taken place
	2. Convene a disciplinary committee to rule on possible disciplinary actions and corrective measures.
	3. Inform the member accused of discrimination or harassment that they will allowed to present any further evidence during disciplinary committee deliberations as well as present the evidence against them.
15. The disciplinary committee may include any or all members of the board not directly related to the complaint and will deliberate the case at hand without delay through a special meeting as per Article IV of the MPA constitution. Disciplinary committees are recommended to be no larger than 5 members OR half the currently serving board and must include either the President or the Vice-President so as to allow the formation of a separate appeals tribunal in the case of an appeal.
16. The disciplinary committee shall make a decision no more than 24 days after the start of deliberations.
17. The disciplinary committee may choose, after weighing all the facts of the incident, to apply one or more of the following options:
	* 1. An apology, either written or verbal
		2. A fine
		3. Demotion, in the case of an board member
		4. A suspension from membership within the MPA
		5. Permanent expulsion from the MPA
18. The member being disciplined has seven days from the official ruling of the disciplinary committee to comply with its decree or appeal the decision using the official appeals procedure. If the time elapses with neither course of action taken, the member is subject to further discipline by, but not limited to, permanent expulsion from the MPA.
19. All evidence, reports and minutes taken from disciplinary committee deliberations shall be kept and filed with a serving member of the board for no less than five years.

**APPENDIX C: Policy on Appeals**

1. Any member of the Manitoba Powerlifting Association (MPA) who is affected by a decision of an official committee or decision making body within the MPA has the right to appeal that decision. A member may not appeal any items that relate to the rules of competition, or elections held for executive positions.
2. Appeals committee will adhere to procedures based on due process and will include access to independent arbitration through the Sport Dispute Resolution Centre of Canada (SDRCC)
3. A member who wishes to launch an appeal, hereinafter referred to as the appellant, shall:
	1. Submit a written notice of their intention to appeal to the MPA president no more than seven days after the announcement of the decision that is being appealed
	2. Submit, along with the notice of intention to appeal, a $100 fee which will be refunded to the appellant if a ruling is made in their favor
	3. Submit, in written form, all evidence or argument he or she wishes to be considered regarding only the issue of how the complaint fulfills one or more grounds of appeal listed in section 4.
4. An appeal may only be requested if sufficient grounds for an appeal are present. Such situations include:
	1. Instances where flagrant contraventions of standing policy are present
	2. Where the decision in question was made by a body with no authority or jurisdiction in the matter
	3. Instances where the decision is obviously influenced by bias not including decisions made based on ones performance compared to another
	4. Evidence or information used in the decision making process was incomplete or missing
	5. Information considered irrelevant was used in rendering a decision
5. An appeals committee shall be formed upon the receipt of a request for an appeal. Appeals committees must consist of:
	1. No more than 5 members of the executive
	2. Either the president or the vice-president
	3. No members who deliberated on the decision which is being appealed. If necessary, members of the Appeal Committee may be drawn from Committee members and/or Associate Member delegates from the previous year's AGM.
6. It is the duty of the appeals committee to review the reasons for the appeal and decide if sufficient grounds exist. The decision of whether or not to proceed cannot be appealed.
7. If it is found that sufficient grounds for an appeal exist then the appeals committee shall inform the appellant and any other appropriate parties that the committee will re-deliberate the issue seven days from the time of the announcement.
8. It is within the seven day period that the appellant must submit a written report of their argument as well as any additional evidence to the appeals committee.
9. Appeals committee will then deliberate the matter at the end of the seven day period in a special meeting as per Article IV of the MPA constitution. Deliberations shall only be open to the appeals committee after all evidence has been collected and will be conducted by documentary review. Only in extremely serious matters shall appeal committee hearings be conducted in person and in such a case, the seven day period can be extended up to, but no more than two months.
10. The appeals committee may also interview any involved parties to better render a decision on the matter at hand.
11. At the conclusion of deliberations, the appeals committee shall inform the appellant and any involved parties of its decisions, with reasons attached. It is within the power of the appeals committee to:
	1. Void, vary or confirm the decision being appealed; or
	2. Require any involved parties to change their previous decision.
12. A written copy of the decision shall be provided to the appellant as well as any other parties related to the appeal. All evidence, reports and minutes taken from disciplinary committee deliberations shall be kept and filed with a serving member of the executive for no less than five years.
13. If the appeals process of the MPA fails to resolve the issue, final arbitration can be passed on and be conducted through the SDRCC. Any decision made by the SDRCC on the matter shall be final and not open to appeals or intervention by the MPA.

# **APPENDIX A: MPA Provincial Qualifying Totals**















