

POLICY ON VIOLENCE AGAINST WOMEN

CANADIAN FOOTBALL LEAGUE

INTRODUCTION

The Canadian Football League (“CFL”) is committed to doing its part to eradicate violence against women. The CFL will work to ensure that its workplaces are safe from violence against women, and that the attitudes that allow violence to occur are not tolerated. The three main components of this Policy are (1) Prevention and Education, (2) Responding Appropriately to Violence against Women, and (3) Assistance to Victims of Violence.

What is violence against women?

The CFL condemns violence against women in all of its forms, including domestic violence, sexual violence, sexual assault, and verbal abuse, as well as the disrespectful and demeaning attitudes that foster violence or the tolerance of such violence. Whether these behaviours occur in public or private, violence against women will not be tolerated by the CFL.

Application

This policy applies to all individuals who work for the CFL and its Member Clubs; including players, coaches, officials, executives and staff.

In addition, the policy will apply to violence against women committed by members of the public in our workplaces, including at any CFL event or football game.

1. Prevention and Education

The CFL recognizes that prevention and education must be the principle focus of any policy aimed at eradicating violence against women. Therefore, the CFL commits to mandatory training on violence against women for all individuals who work for the CFL and its Member Clubs; including players, coaches, officials, executives and staff. This training will be delivered on an annual basis.

In addition, the CFL and its Member Clubs will endeavour to inform and influence fellow Canadians – particularly Canadian youth – on the issue of violence against women. The CFL will lead by example, and



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will use its voice to promote equality and respect for women. The CFL will support, endorse and participate in efforts to increase awareness of violence against women throughout Canadian society.

Current support for programs such as the “Be More Than a Bystander” initiative will continue, and the CFL will work towards expanding similar programming to all of its Member Clubs across the country.

2. Responding Appropriately to Violence against Women

In the face of an allegation of violence against women perpetrated by any individual who works for the CFL and/or its Member Clubs; including players, coaches, officials, executives or staff, the CFL will:

- (a) Assess each situation on a case-by-case basis, including the risks of further violence.
- (b) Fully investigate the allegations of violence against women to the best of the CFL’s ability.
- (c) Engage local police and law enforcement officers, where appropriate and as the criminal law may apply, in addition to this Policy.
- (d) When it has been confirmed that an act of violence against women has occurred, impose sanctions that send a clear signal to the perpetrator that violence against women is unacceptable and will not be tolerated by the CFL.
 - Sanctions will range from fines to suspensions, for single or multiple games, to a lifetime ban from the CFL, depending on the severity and number of incidences.
 - Repeat violations, or violations of protection or other court-orders, will generally be met with more severe penalties, as these behaviours often indicate a tendency towards violence and a higher risk of violence for the victim and family.
 - All sanctions will be subject to the provisions and procedures of the CFL’s collective bargaining agreement with the CFL Players Association, and in the case of other employees, their employment agreements and employment law.
- (e) Any act of violence against women committed by a member of the public while on CFL or Member Club property will be met with appropriate penalties ranging from expulsion from



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the event, to temporary or even permanent bans from its facilities. When there are grounds to believe that a criminal offence has been committed, and where appropriate, the CFL and/or its Member Clubs will make a report to the appropriate authorities.

3. Assistance to Victims of Violence

The CFL will offer assistance to victims of violence. Every situation will be assessed, an appropriate response will be developed, and help will be offered.

The CFL and its Member Clubs will provide the best possible support to the women and families affected, which may include referrals to counselling for the victim and children.

The CFL and its Member Clubs will make efforts to support behaviour change on the part of perpetrators, which may include referrals to education and counselling.



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