

CANADA SOCCER ASSOCIATION INVESTIGATION REPORT REGARDING WOMEN'S NATIONAL TEAM 2024 PARIS OLYMPICS

SUMMARY REPORT PROVIDED TO CANADA SOCCER BOARD OF DIRECTORS

Canada Soccer Association Inc. Board of Directors

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Canada Soccer has made the decision to publish the Summary Report provided to the Board of Directors, subject to redactions made by Canada Soccer to protect those individuals who participated in the Investigation and/or to comply with Canada Soccer's legal obligations. As the Investigator, Ms. Regenbogen was not involved in the decision to publish the summary report or to redact any part of the Summary Report.

MANDATE

1. On July 30, 2024 I was retained by the Board of Directors of the Canadian Soccer Association Inc. ("Canada Soccer") to conduct a fact-finding exercise (an "Investigation") and prepare a report of my findings. The Investigation was prompted by the use of a drone, operated by [REDACTED], a member of the coaching staff of the Canada Soccer Women's National Team, during the 2024 Paris Olympic Games ("Paris Games") at two New Zealand Women's National Team practice sessions (the "Paris Olympics Drone Incident").
2. The mandate for the Investigation was to conduct a fact-finding exercise regarding whether the operation of a drone [REDACTED] at the New Zealand Women's National Team practice sessions at the Paris Games on or about July 20, 2024 and July 22, 2024 was approved, directed and/or condoned [REDACTED] and to consider any related issues.
3. The mandate for the Investigation was to also consider any relevant surrounding circumstances or prior instances of the use of a drone or other filming methods to conduct surreptitious surveillance of practice sessions of opponents by members of the Canada Soccer coaching staff of the Canada Women's National Team. In addition, the Investigation was to consider any relevant surrounding circumstances or prior instances of the use of a drone or other filming methods to conduct surreptitious surveillance of the practice sessions of opponents by members of the Canada Soccer coaching staff of the Canada Men's National Team.
4. Further, the mandate for the Investigation was to consider any relevant information regarding whether the practice of the surreptitious surveillance of the practice sessions of opponents by members of the Canada Soccer coaching staff of the Women's National Team was approved, directed and/or condoned by the current Chief Executive Officer (CEO) and General Secretary of Canada Soccer, Kevin Blue ("Blue"), and/or the current President of the Board of Directors of Canada Soccer, Peter Augruso ("Augruso").
5. Upon completion of the Investigation, the mandate included the requirement to provide a report of factual findings deliverable to the Chair of the Human Resources Committee of the Canada Soccer Board of Directors (the "Report").

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6. On November 5, 2024, I provided the Chair of the Human Resources Committee of the Canada Soccer Board of Directors with the Report.
7. In addition, at the conclusion of the Investigation, the Human Resources Committee of the Canada Soccer Board of Directors instructed me to prepare a Summary Report to be provided to the full Board of Directors of Canada Soccer. This is the Summary Report and it was provided on November 5, 2024 to the Chair of the Human Resources Committee of the Canada Soccer Board of Directors.
8. In the Investigation, I reviewed and considered all of the information provided to me by [REDACTED] and each of the other individuals who participated in the Investigation, as well as the information and documentation referenced in the Report. When making the factual findings in the Investigation, I did so on a balance of probabilities, which is the standard applied in civil matters, taking into account the evidence presented in the Investigation.

FIFA DECISIONS

9. On July 27, 2024 in the Decision of the FIFA Appeal Committee passed on July 27, 2024 of Neil Eggleston (USA) (Decision FDD-18967) FIFA announced that [REDACTED] [REDACTED] were each found responsible for offensive behavior and violation of the principles of fair play ("FIFA July 2024 Decision"). Further, FIFA has banned [REDACTED] [REDACTED] from working in soccer for one year. This is a prohibition from taking part in any football related activity for a period of one year. In addition, in the FIFA July 2024 Decision, FIFA penalized the Women's National Team six (6) points at the Paris Games. Finally, FIFA has also fined Canada Soccer.
10. Canada Soccer appealed the FIFA July 2024 Decision regarding the imposition of the penalty of six (6) points at the Paris Games against the Women's National Team. It did not appeal the suspensions of [REDACTED] or the fine imposed.
11. On July 31, 2024 the appeal of the FIFA July 2024 Decision was dismissed by the Court of Arbitration for Sport's ad hoc division ("FIFA Appeal Decision"). In its decision the Court of Arbitration for Sport's ad hoc division noted that Canada Soccer had been informed of the prohibition of illegal spying at the Paris Games and that [REDACTED] confessed to flying the drone twice over New Zealand practices.

BRIEF SUMMARY OF CONCLUSIONS

A. PARIS OLYMPICS DRONE INCIDENT

12. On July 20 and July 22, 2024 [REDACTED] operated a drone over restricted airspace in Saint-Etienne, France, to surreptitiously film the practice sessions of the New Zealand Women's National Team at the Paris Games.
13. [REDACTED] did not agree to participate in the Investigation.
14. In [REDACTED] statement to the FIFA Disciplinary Committee, [REDACTED] admitted that [REDACTED] operated a drone to film the New Zealand Women's National Team's practice session at the Stade de Dury on July 20, 2024.
15. Taking into account the evidence presented in the Investigation, on a balance of probabilities, I find that [REDACTED] directed [REDACTED] to obtain surreptitious film footage of the New Zealand practice sessions at the Paris Games and [REDACTED] approved and condoned [REDACTED] operation of a drone to surreptitiously conduct surveillance of the practice sessions of this opponent on July 20 and July 22, 2024 at the Paris Games. [REDACTED] direction to [REDACTED] and [REDACTED] to obtain surreptitious film footage of the practice sessions of the New Zealand Women's National Team using drone technology in restricted airspace in Saint-Etienne, France constituted a criminal offence in France.
16. Taking into account the evidence presented in the Investigation, on a balance of probabilities, I find that [REDACTED] approved and directed [REDACTED] operation of a drone to surreptitiously conduct surveillance of the practice sessions of the New Zealand Women's National Team on July 20 and 22, 2024 at the Paris Games.
17. On July 20, 2024, the coaching staff of the Women's National Team comprised of [REDACTED] [REDACTED] watched the film footage of the New Zealand Women's National Team practice session surreptitiously filmed by [REDACTED] on July 20, 2024. [REDACTED] [REDACTED] may have also been attendance.
18. No member of the coaching staff noted above, including [REDACTED] told [REDACTED] to stop conducting surreptitious surveillance of an opponent after viewing the July 20, 2024 film footage of the New Zealand Women's National Team practice session.

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19. In [REDACTED] statement to the FIFA Disciplinary Committee, [REDACTED] admitted that [REDACTED] operated a drone again to film the New Zealand practice session on July 22, 2024. As [REDACTED] [REDACTED] [REDACTED] and the drone film footage was seized by the French authorities, the coaching staff of the Women's National Team did not view drone film footage filmed on July 22, 2024.
20. [REDACTED] [REDACTED], stated that the players did not view the footage of the New Zealand Women's National Team practice session surreptitiously obtained at the Paris Games.

B. TOURNAMENTS BETWEEN JUNE 2022 AND MARCH 2024

(i) [REDACTED]

21. Taking into account the evidence presented in the Investigation, on a balance of probabilities, I find that in [REDACTED] [REDACTED] directed a [REDACTED] [REDACTED] to use a camera to surreptitiously film the [REDACTED] practice session and to operate a drone to surreptitiously film the [REDACTED] practice session.
22. I find that [REDACTED] approved and condoned the surreptitious surveillance of the practice sessions of the team's opponents, [REDACTED] [REDACTED] [REDACTED] at the tournament.
23. In addition, I find that [REDACTED] and [REDACTED] [REDACTED], who were members of the coaching staff at this tournament, were all aware that [REDACTED] was directed to conduct surreptitious surveillance of opponents. [REDACTED] objected to being directed to conduct this surreptitious surveillance and communicated [REDACTED] objection to [REDACTED]. In addition, [REDACTED] raised [REDACTED] objection to the practice of conducting surreptitious surveillance of opponents and, in particular, to sending out a junior Performance Analyst to conduct such surveillance directly with [REDACTED] in a coaches meeting where [REDACTED] were also present. [REDACTED] response was to advise [REDACTED] in the presence of the other [REDACTED] that [REDACTED] expected the [REDACTED] to conduct surreptitious surveillance of opponents.

(ii) [REDACTED]

24. Taking into account the evidence presented in the Investigation, on a balance of probabilities, I find that at the [REDACTED] [REDACTED] and [REDACTED] directed

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a [REDACTED] [REDACTED] to operate a drone to surreptitiously film the [REDACTED] practice session on or about [REDACTED] and to surreptitiously film the [REDACTED] practice session on or about [REDACTED].

25. I find that [REDACTED] approved, directed and condoned the surreptitious surveillance of the practice sessions of the team's opponents, [REDACTED], at the tournament.

26. In addition, I find that [REDACTED], who were members of the coaching staff at this tournament, were aware that [REDACTED] was being directed to conduct surreptitious surveillance of opponents. [REDACTED] objected to being directed to conduct surreptitious surveillance and communicated this objection to [REDACTED]. [REDACTED] raised this objection with [REDACTED] several times, including at the tournament, in a telephone call and finally in an email [REDACTED] sent to [REDACTED] on [REDACTED]. [REDACTED] reaction to [REDACTED] email is set out in writing in the [REDACTED].

27. After [REDACTED] sent an email to [REDACTED] on [REDACTED], and that email was forwarded to [REDACTED], [REDACTED], [REDACTED] and [REDACTED], [REDACTED], [REDACTED], [REDACTED], [REDACTED] were aware of [REDACTED] concerns regarding [REDACTED] direction to [REDACTED] to conduct surreptitious surveillance of opponents. [REDACTED] did not take any steps to address the concerns regarding surreptitious surveillance raised by [REDACTED].

C. 2021 TOKYO OLYMPICS

28. While the Investigation was not a full review of whether surreptitious surveillance was used at the 2021 Tokyo Olympics, there was no information presented in the Investigation from those participants interviewed who were part of the coaching staff of the Women's National Team that surreptitious surveillance was used during the 2021 Tokyo Olympics. [REDACTED] denied that the surreptitious surveillance of opponents was used during the 2021 Tokyo Olympics.

D. CONDONATION

29. Taking into account the evidence presented, on a balance of probabilities, I find that, prior to [REDACTED] [REDACTED] the Paris Games, Blue was not aware of the surreptitious filming of practice sessions of opponents conducted by the coaching staff of the Women's National Team. Blue did not have any conversations with [REDACTED] where [REDACTED] advised him

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that [REDACTED] or members of [REDACTED] coaching staff engaged in the surreptitious surveillance of opponents prior to [REDACTED] [REDACTED] the Paris Games. Blue did not have any conversations with [REDACTED] in which he was advised that [REDACTED] was engaged, or had engaged, in the surreptitious surveillance of opponents prior to [REDACTED] arrest at the Paris Games.

30. Prior to [REDACTED] [REDACTED] the Paris Games, Blue was aware of the use of a drone to film at a stadium at the Copa America tournament in June 2024 conducted by a member of the coaching staff on the Men's National Team. The explanation provided to Blue about the use of a drone in that case was that it was to film a stadium for promotional video material.

31. Taking into account the evidence presented, on a balance of probabilities, I find that, prior to [REDACTED] [REDACTED] the Paris Games, Augruso was not aware of the surreptitious filming of practice sessions of opponents conducted by the coaching staff of the Women's National Team. Prior to [REDACTED] [REDACTED] the Paris Games, Augruso was aware of the use of a drone by a member of the coaching staff of the Men's National Team to film at a stadium at the Copa America tournament in June 2024. The information provided to Augruso about the use of a drone in that case was that it was to film a stadium for promotional video material.

32. Based on the evidence presented in the Investigation, the current employees or representatives of Canada Soccer that were aware that members of the coaching staff of the Women's National Team were conducting surreptitious surveillance of opponents, prior to [REDACTED] [REDACTED] the Paris Games, included [REDACTED]
[REDACTED]

E. PRIOR SURREPTITIOUS SURVEILLANCE BY MEN'S NATIONAL TEAM

33. The Investigation was not a comprehensive review of the allegations of the use of surreptitious surveillance that may have been approved, directed and/or condoned by the coaching staff of the Men's National Team [REDACTED]
[REDACTED] and that may have been conducted by others. [REDACTED] did not participate in the Investigation.

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34. [REDACTED] is no longer an employee of Canada Soccer [REDACTED]. [REDACTED]. Canada Soccer is the official governing body for soccer in Canada and Toronto FC is a professional club member of Canada Soccer. As a result of Canada Soccer's status as the governing body for soccer in Canada, I understand that this issue may be subject to further review and proceedings under the applicable governance rules as appropriate and as determined by Canada Soccer.

F. THE CURRENT MEN'S NATIONAL TEAM

35. Based on the information presented in the Investigation, on a balance of probabilities, I find that, at the present time the Men's National Team [REDACTED] [REDACTED] does not engage in the practice of the surreptitious surveillance of practice sessions of opponents.

36. Based on the information presented in the Investigation, on a balance of probabilities, I note that the use of a drone by a member of the coaching staff of the Men's National Team at the Copa America tournament in June 2024 was to film a stadium for promotional video purposes and not to surreptitiously film the practice session of an opponent.

November 5, 2024
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