



# COMPLIANCE

2017 U SPORTS AGM



# Overview

1. Canada West compliance study
2. Canada West workshop
3. Canada West philosophy
4. Recommended next steps





# Canada West Study

## Purpose:

- To gather compliance-related information from our members
- To gain a better understanding of what members see as the current compliance problems
- To learn more about members' vision of compliance
- Develop understanding of how compliance is managed
- Contribute to informed discussion on future of compliance.



# Canada West Workshop

- Discussed McLaren Report and Canada West compliance study
- Extensive workshop on compliance focusing on:
  - Current culture of compliance in U SPORTS
  - Responsibilities for managing compliance
  - Canada West's philosophy on compliance
  - Canada West's vision for compliance nationally



# Philosophical Position on McLaren Report

- Disagree with scope of compliance problem that was identified and fundamentally disagree with some elements of the McLaren Report
- Do not believe compliance is the biggest issue facing U SPORTS – not enough of an issue to shift the historical culture of the organization
- Agree there are opportunities to improve current culture
- Strongly believe the culture of U SPORTS compliance should be focused on corrective measures rather than punitive measures



# Specifically

- Need a plan to transition us from a CIS to U SPORTS compliance culture
  - Assign responsibility to a task force/ committee/group with this focus
- Do not support the hiring of 3 new U SPORTS Compliance Officers
  - Agree there is a need to provide additional HR support to compliance (term position, within the organization)
- More effective education for administrators, coaches, student-athletes:
  - Improve (clean-up) compliance-related regulations
  - Updated case books
  - Improved and standardized interpretation processes (eligibility, AFA, Recruiting)
- Focus on sport-specific solutions
- Compliance is a shared U SPORTS and regional association responsibility, and the plan should reflect that
  - Greater financial efficiencies



# Next Steps - Canada West

- Collect and categorize data regarding violation concerns to develop a base of evidence
- Identify problem areas and make targeted investments in those areas (sport-specific)
- Develop comprehensive education program to give individuals the appropriate tools to do the job:
  - Develop “Getting Started” guide to be shared with coaches/ staff
  - Mandatory module(s) to complete online for certification
- Develop comprehensive, up-to-date, and easy to access case book