



Sport Dispute Resolution Centre of Canada
With SPORT YUKON, Volleyball Yukon, and Judo Yukon
PRESENT:

Sport Yukon with assistance and support of Volleyball Yukon and Judo Yukon present the following four workshops:

1. Sport Yukon Boardroom on Feb 10th - Fri afternoon (3pm-6pm):

Building Sound Team Selection Policies

Target Audiences: *Primary:* Coaches, HP staff; *Secondary:* Senior management.
Duration: approximately 3 hours

Description: The vast majority of sports-related disputes are about team selection. They often arise from competing interpretations of the existing selection criteria or the misapplication of a selection policy. Of course, selection processes that are not supported by a written policy are bound to cause even more confusion. The design of a sound, clear and thorough selection policy is at the heart of reducing the occurrence of sports-related disputes. But preparing and writing selection criteria is far from easy. In this interactive session, participants will learn a 4-step process in developing selection criteria as well as important considerations in carrying out a fair selection process. Special attention will be given to the necessary precautions around the use of subjective criteria in order to reduce the risk of disputes arising from the selection decisions.

2. Sport Yukon Boardroom on Feb 11th - Sat morning (10am-12pm):

**Identify and Avoid Conflicts of Interest
in Sport Organizations**

Target Audiences: *Primary:* Board members, senior management, administrators;
Secondary: Coaches, HP staff, parents.
Duration: approximately 2 hours

Description: Decision-making in the sport system can be challenging and, often in smaller sport organizations, conflicts of interest are unavoidable. In order to prevent disputes from occurring in the decision-making process, it is important to be able to identify and address conflicts of interest. In this workshop, conflicts of interest will be defined and explained in a sports-related context and key elements will be highlighted to help identify and categorize them so that appropriate action may be taken. Tips on preventing and declaring conflicts of interest will also be provided during this interactive presentation.

3. Sport Yukon Boardroom on Feb 12th - Sun morning (10am-1230pm):

Best Practices in Conducting Internal Appeals

Target Audiences: *Primary:* Board members, senior management, administrators; case managers, appeal panel members; *Secondary:* Any potential candidate to sit on appeal panels.

Duration: approximately 2.5 hours.

Description: Conducting an internal appeal can be a challenging duty for volunteer-based organizations. Many related tasks, such as appointing adequate volunteer panel members, managing the case from an administrative standpoint and providing support to the panel members, can detract attention of volunteer administrators from what is most important for the sport. In this session, SDRCC staff will address these challenges through its *Appeal Panel Orientation Program*, an online interactive tool for volunteer appeal panel members. Feeling more competent about applying fairness principles, managing an appeal case, conducting a hearing, writing a decision, and dealing with the human factor during hearings, is likely to make appeal management a more positive experience.

4. Sport Yukon Boardroom on Feb 12th - Sun afternoon (1pm-3pm):

Causes of Disputes and Prevention Strategies

Target Audiences: *Primary:* Board members, senior management, administrators.

Duration: approximately 2 hours.

Description: Many sports-related conflicts oppose a sport organization to one or several of its members (athletes, coaches, officials, etc.) They not only affect personal relationships, but they also unduly drain volunteers and drive them away from sport. Preventing conflicts and dealing with them properly when they arise is the key to a healthy sport organization. In this interactive session, the participants will learn about some of the best practices in management as they can be applied specifically to the context of sport. Through case-based scenarios and small group discussions, the SDRCC staff will walk the participants through five common causes of sports-related disputes and present twelve proven strategies to prevent them.

About your facilitator: Cynthia Colas Livernois

Cynthia holds a Bachelor's degree in political communication from the University of Quebec in Montreal and a Masters in dispute prevention and resolution from the Faculty of Law of the University of Sherbrooke. For the past three years, in her role as Education and Communication Coordinator, she has been in charge of creating content for SDRCC dispute prevention programs as well as travelling to key events to promote the SDRCC services and to deliver workshops to members of the Canadian sport community. Cynthia also enjoys crossfit training as well as participating in recreational races.

The Sport Dispute Resolution Centre of Canada (SDRCC) is a not-for-profit organization funded entirely by the Government of Canada. One of the Centre's main objectives is to create a culture of fairness in the Canadian sport system through the prevention and reduction of sports-related disputes. Where informal resolution cannot be reached, the SDRCC offers professional alternative dispute resolution services to resolve sports-related disputes out of courts.

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