

ALBERTA POWERLIFTING UNION ASSOCIATION

BY-LAWS



BY-LAWS
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ARTICLE I
NAME

1.1 Alberta Powerlifting Union Association

- I. The official and legal name of the society shall be the Alberta Powerlifting Union Association (the "**Society**"). The operating name of the Society shall be the Alberta Powerlifting Union (the "**APU**").
- II. The Society is incorporated pursuant to the *Societies Act* (Alberta) (the "**Act**").

ARTICLE II
SOCIETY OBJECTIVES

2.1 Objectives

- I. The Objectives of the Society are those which are on record with Corporate Registry of Alberta for the Society.

ARTICLE III
AFFILIATION

3.1 Canadian Powerlifting Union

- I. The Society shall be affiliated with the Canadian Powerlifting Union (the "**CPU**") and follow and adopt the rules and objectives of the CPU.
- II. The CPU is affiliated with the International Powerlifting Federation (the "**IPF**") and the Society shall in turn follow and adopt the rules and objectives of the IPF.

3.2 Independence Retained

- I. Notwithstanding Sections 3.1 hereof, the Society retains its independence as a distinct organization from the CPU and the IPF and is able to govern its own affairs as it sees fit.
- II. By Special Resolution (as defined herein) the Society shall be able do any act that would cause the Society to lose its affiliation with the CPU, for the following reasons:
 - (i) the CPU is suspended, or otherwise loses its affiliation with the IPF;
 - (ii) the CPU is subject to bankruptcy proceedings; or
 - (iii) another powerlifting federation other than the CPU or the IPF achieves recognition from the International Olympic Committee.

ARTICLE IV **MEMBERSHIP**

4.1 General

- I. A person becomes a member of the Society ("**Member**") by submitting a completed membership application form along with the designated membership fee and receiving a membership card. This process is to be completed online through the website of the CPU.
- II. Membership in the Society is only valid from the date on which a membership is purchased to one year subsequent to that date. Every membership of the Society, except for those of the APU Executive, terminates one year from the date that it is purchased. After such termination, each Member loses all of his or her rights, privileges, and benefits within the Society until he or she purchases a new membership to the Society in accordance with the terms of Article 4 hereof.
- III. Membership in the Society is available to any resident of Alberta.
- IV. Notwithstanding the foregoing in this Section 4 the APU Executive may refuse membership to any person, if, in the view of the APU Executive, providing a Society membership to that person would be an act that contradicted the Objectives, *provided that however*, membership to the Society cannot be refused on a basis of person's race, gender, sexual orientation or age (so long as that person is at least fourteen (14) years old).

4.2 Relationship to the Canadian Powerlifting Union

- I. A Member is also a Registrant of the CPU (as such term is defined and interpreted by the CPU's bylaws).

4.3 Classes of Membership

- I. There are three classes of membership to the Society as follows:
 - (i) Open membership. For persons twenty-three (23) years old and above.
 - (ii) Junior membership. For persons falling within the definition of "Junior" as defined by the IPF. (Currently, Junior means January 1, of the year the individual turns nineteen (19) to December 31 of the year the individual turns twenty-three (23).)
 - (iii) Special membership. For persons falling within the category of blind, special Olympians and persons who fall within the definition of "Sub-Junior" as defined by the IPF. (Currently, Sub-Junior means age fourteen (14) to December 31 of the year that the individual turns eighteen (18).)

4.4 Membership Fees

- I. The fees payable in connection with membership to the Society are as follows:
 - (i) Open membership. \$110
 - (ii) Junior membership. \$90
 - (iii) Special membership. \$75
 - (iv) Referee membership. \$0
- II. The foregoing fees are subject to review at each PAGM (as defined herein).

4.5 Withdrawal

- I. A Member can voluntarily withdraw from the Society at any given time by given written notice to the APU Executive.
- II. Withdrawal from the Society does not relieve the Member from the drug testing procedures set forth in herein.

4.6 Suspension

- I. A Member can be suspended from the Society for the following reasons:
 - (i) failing a Drug Test (as defined herein);
 - (ii) committing a criminal act, or threatening to commit a criminal act against the Society;
 - (iii) perpetrating a behavior in connection with Society related activities that violates, or is contrary to the principles of the Society as set forth herein and/or the Society's Objectives; or
 - (iv) conducting any behaviour or activity which is a clear violation of the provisions of the Code of Conduct Document.
- II. Only the APU Executive has the power to suspend a Member.
- III. In the event of a suspension pursuant to Section 4.6 hereof, the Member shall be informed by registered mail (the "**Suspension Notice**") and shall have his or her membership within the Society immediately revoked by the APU Executive. The Member will lose all rights, privileges and benefits associated with membership in the Society from the date of the Suspension Notice.

All suspensions shall last a minimum term of three (3) months. After such time has elapsed, the suspended Member may write to the APU Executive and request to have his or her membership re-instated. The Appeals Committee will, in their sole

discretion, rule on the matter and provide the suspended Member with written decisions as to whether the suspended Member may be reinstated as a Member of the Society. If at the time of the ruling, the Member's membership has expired, the Appeals Committee will then rule on whether the suspended Member may purchase a new membership rather than rule as whether to reinstate the suspended Member. Notwithstanding the foregoing, a Member suspended in accordance with the terms of any anti-doping provision shall be suspended from the Society for a minimum term of two (2) years.

- IV. If the Appeals Committee rules that a suspended Member shall not have his or her membership reinstated, or that the suspended Member shall not be able to re-purchase a membership, then that Member shall then be expelled from the Society for life.
- V. A suspended Member may not participate in Society activities whatsoever. This prohibition includes the following activities:
 - (i) participating Society activities in any manner;
 - (ii) attending Sanctioned Competitions as a coach, spectator or participant;
 - (iii) training with Registered Clubs; or
 - (iv) training with any other Member in good standing with the Society.

4.7 Clubs

- I. Club membership is available for any group of Members wishing to register their powerlifting club with the Society.
- II. A club becomes a registered club of the Society (a "**Registered Club**") by submitting a completed club membership application form along with the designated club membership fee of \$100 to the APU Executive and being placed on the Society's website.
- III. Club membership in the Society is only valid from the date on which a club membership is purchased to December 31 of that year. Every club membership of the Society terminates at 11:59 p.m. on December 31 of each year. After such termination, each Registered Club loses all of its rights, privileges, and benefits within the Society until such club purchases a new club membership to the Society in accordance with the terms of this Section 4.7.
- IV. Each Registered Club shall ascribe to and follow the Registered Club Code of Conduct as described on the club membership application form as available on the Society's website. Violations of the Registered Club Code of Conduct shall result in penalties and sanctions as described on the club membership application form.

- V. The Secretary shall maintain a list of Registered Clubs and the Society's webmaster shall provide the list of Registered Clubs along with any relevant information about the club on the Society's website.

ARTICLE V **GOVERNMENT**

5.1 The APU Executive

- I. The Society shall be governed by an executive council made up of a President, Vice-President, Secretary, Treasurer and Athlete Representative (the "**APU Executive**").
- II. The APU Executive shall manage the daily affairs of the Society and as a group rule on all decisions and matters related to the Society.
- III. As matters present themselves within the daily affairs of the Society, the APU Executive will vote on such matters as need be. In the case of any votes made by the APU Executive, each member shall have one (1) vote for a total of five (5) votes. Any decision shall be passed by a majority of votes of the APU Executive (an "**Ordinary Resolution**").
- IV. Members of the Society who are not members of the APU Executive or a Chairman shall have no decision making powers within the affairs of the Society except for in the following cases:
- (i) Special Resolution, as defined in Section 5.3 hereof;
 - (ii) Provincial Annual General Meeting, as defined in Section 5.9 hereof;
 - (iii) Special Meeting, as defined in section 5.10 hereof;
 - (iv) Committees, as defined in section 5.12 hereof.
- V. The APU Executive shall make all reasonable efforts to meet as a group in person not less than every six (6) months. If a group meeting in person is not practical or possible, a conference call shall be held instead.

5.2 Matters Requiring Approval by Members

- I. For the purposes of these Bylaws, a "**Special Resolution**" means any vote passed by 75% of the attendees at the PAGM or a Special Meeting.
- II. The Society shall not, without the approval of a Special Resolution, undertake any of the following:
- (i) become unaffiliated with the CPU or IPF;
 - (ii) remove a member of the APU Executive or a Director from his or her office;

- (iii) future amendments to these Bylaws or repeal these Bylaws.

5.3 Bylaw Amendments

- I. Bylaw amendments may be proposed by a member of the APU Executive or a Member and can be voted on at either the PAGM or a Special Meeting.
- II. A proposed bylaw amendment shall be submitted to the APU Executive no less than 3 weeks before the PAGM.
- III. All proposed bylaw amendments to be voted on at the PAGM will be posted on the Society website not less than two (2) weeks before the date of the PAGM.
- IV. The bylaws may be rescinded, altered, or added to by a “Special Resolution”.

5.4 Office of the APU Executive

- I. In order to be elected to the APU Executive, such person must already be a Member. Once such Member is elected to the APU Executive, he or she will be a Member for the duration of his or her office of the APU Executive. At the termination of his or her office, such person will have to purchase a new membership of the Society should he or she wish to remain a Member of the Society.
- II. Any person seeking election to the Society, must be nominated by three (3) Members a minimum of three (3) weeks before the PAGM and inform the current APU Executive of such candidacy. The APU Executive will list all Members running for election at the upcoming PAGM on the Society website two (2) weeks before the PAGM.
- III. The Secretary shall prepare a candidacy nomination form for the nomination requirement discussed in Section 5.5(II) hereof and shall make it available on the Society website eight (8) weeks before the PAGM along with a general announcement of the upcoming PAGM and election of the APU Executive.
- IV. One person cannot hold more than one office of President, Vice-President, Secretary, Treasurer or Athlete Representative. The APU Executive shall be made up of five persons. However, a person may hold a position of office in the APU Executive and hold one or more Chairman positions at the same time.
- V. Should an APU Executive position not be filled at the Executive Election (as defined herein), such position shall remain vacant until the APU Executive votes unanimously to appoint a Member to the position. Until such appointment is made, the APU Executive shall equally split the duties of the vacant position.
- VI. Should the President not be able to fulfill his or her term of office, the Vice-President shall then be interim President until the next election of the APU Executive at the next PAGM scheduled for an election of officers. Should any of the Vice-President, Secretary, Treasurer or Athlete Representative not be able to

fulfill his or her term of office, then the President shall appoint an interim replacement for that office from the current membership of the Society until the next election of the APU Executive at the next PAGM scheduled for an election of officers.

- VII. In preparation of the Executive Election, the APU Executive, shall make all reasonable efforts to recruit and encourage a female Member to run for a position with the APU Executive. For greater certainty, it is an objective of the Society to have equal representation of men and women in the executive and decision making roles of the Society.
- VIII. The Society shall indemnify and hold harmless a member of the APU Executive, a Director, a former member of the APU Executive, or a former Director who acts or acted at the Society's request as a member of the APU Executive or a Director against all costs, charges and expenses, including an amount paid to settle an action or satisfy a judgment, reasonably incurred by such member of the APU Executive or Director in respect of any civil, criminal or administrative action or proceeding to which the member of the APU Executive or Director is made a party by reason of being or having been a member of the APU Executive or Director of the Society, if:
- (i) the member of the APU Executive or Director acted honestly and in good faith with a view to the best interests of the Society or, as the case may be, to the best interest of the other entity for which the individual acted as a member of the APU Executive or Director or in a similar capacity at the Society's request; and
 - (ii) in the case of a criminal or administrative action or proceeding that is enforced by a monetary penalty, the member of the APU Executive or Director had reasonable grounds for believing that his or her conduct was lawful.
- IX. The APU Executive shall not receive any remuneration for their office, however they will be reimbursed for all out-of-pocket expenses that directly relate to performing their duties and responsibilities of office such as the purchase of a Society membership.
- X. Each member of the APU Executive is a director of the Society.
- XI. Any director, upon a majority vote of all members in good standing, may be removed from office on any cause which the Society may deem reasonable.

5.5 Duties of the APU Executive

I. Duties of the President:

The President shall:

- (i) be required to present an annual report at the PAGM regarding the actions of the APU Executive in the preceding year, and what their plans are for the upcoming year (the "**President's Report**");
- (ii) be required to travel to the CPU National Championships each year as the representative for the Society. In the event that the President is not able to attend the CPU National Championships, the President shall appoint another member of the APU Executive to go in his or her stead. The President, or his or her appointee, shall receive a monetary stipend of 50% of their economy flight (or 100% if only attending the AGM and not a representative of Team Alberta coaching staff) and two nights hotel stay at the meet hotel for the CPU National Championships if travel outside Alberta is required. If travel is required by driving within Alberta or a close proximity province, the President shall receive 100% coverage of gas and two nights hotel stay.
- (iii) be equally responsible with the Secretary for providing updates on information regarding Society competitions, events or news to Members via the Society website or other official Society social network mediums;
- (iv) appoint Chairmen;
- (v) be responsible, along with other members of the APU Executive, for communicating with the general membership of the Society;
- (vi) review all Meet Sanction Forms and providing feed back to Meet Directors;
- (vii) be responsible for the oversight and organization of the Provincial Championships. If no there is no Meet Director available, the President shall be responsible for hosting the Provincial Championships himself, or herself; and
- (viii) overseeing the affairs of the Society generally, and ensuring that the rules (including the provisions of these Bylaws) and the objectives of the Society are followed and upheld with the strictest regard.

II. Duties of the Vice-President:

The Vice-President shall:

- (i) perform all the duties of the President, whenever the President ceases to hold office for any reason or is prevented from discharging his or her duties;

- (ii) be responsible for an inventory of all APU owned equipment. This information shall be compiled into a list that should be available upon request from any Member; and
- (iii) be responsible for the marketing, fundraising, and sponsorship of the Society. Such responsibilities include seeking appropriate sponsorship for the Society and managing any policies related thereto, purchasing and developing marketing material for the Society, including such things, for example, as promotional banners and clothing and engaging local media to promote Sanctioned Competitions or to advertise.
- (iv) If the Vice-President is required to travel outside of Alberta to the CPU National Championships as the representative of the Society, he or she shall receive a monetary stipend of 50% of their economy flight (or 100% if only attending the AGM and not a representative of Team Alberta coaching staff) and two nights hotel stay at the meet hotel for the CPU National Championships, if travel outside Alberta is required. If travel is required by driving within Alberta or a close proximity province the Vice-President shall receive 100% coverage of gas and two nights hotel stay. If the Vice-President, is unable to attend the CPU AGM, the APU executive will decide whether or not they send an appointee in the Vice-President's absence.

III. Duties of the Secretary:

The Secretary shall:

- (i) take and record the minutes at the PAGM;
- (ii) be responsible for all official Society correspondence;
- (iii) update the Bylaws;
- (iv) maintain the Society website; and
- (v) be equally responsible with the President for providing updates on information regarding Society competitions, events or news to Members via the Society website or other official Society social network mediums.

IV. Duties of the Treasurer

The Treasurer shall:

- (i) be responsible for all financial matters of the Society, including paying its bills as they come due and collecting its membership fees;
- (ii) maintain a bank account for the Society;

- (iii) prepare basic financial statements for review by an independent auditor or two Members of the Society appointed for audit purposes each year before the PAGM;
- (iv) present an annual report regarding the financial affairs of the Society at the PAGM (the "**Treasurer's Report**"); and
- (v) be responsible for complete financial transparency for all Members of the Society.

V. Duties of the Athlete Representative

The Athlete Representative shall:

- (i) serve as a liaison between the Members and the APU Executive;
- (ii) assist with the Society's social media presence; and
- (iii) assist with providing new lifters information about the Society.

5.6 Chairmen

- I. The APU Executive may, in its discretion, appoint a Member to perform a specific administrative task for the Society (each a "**Chairman**"). Of such Chairmen, there shall be an Officiating Chairman and a Records Chairman. But more Chairman may be appointed, as is deemed necessary for the administration of the Society.
- II. The offices of each Chairman are to be appointed by the President at the PAGM and have a term of one (1) year.
- III. Should a Chairman not be able to fulfill his or her term or perform his or her duties, the President shall remove that Chairman and appoint a replacement Chairman.

5.7 Duties of Chairmen

I. Duties of the Officiating Chairman

The Officiating Chairman shall:

- (i) be a APU level referee or higher;
- (ii) be responsible for testing provincial level referees, including the administration of written and practical examinations and the development and maintenance of the written examination;
- (iii) coordinate with his or her counterpart at the national level within the CPU regarding changes to the technical rules from the CPU or IPF and any other matter relevant to refereeing the sport of powerlifting;

- (iv) coordinate the referee roster with meet directors for all APU meets and ensure that the competitions have adequate provincial referees; and
- (v) monitor changes to the rules of the IPF and communicate any rules changes to the APU referees in an expeditious manner.

II. Duties of the Records Chairman

The Records Chairman shall:

- (i) maintain the provincial records of the APU;
- (ii) update the provincial records of the APU after every APU competition and any other competition under the IPF umbrella where a Member is competing; and
- (iii) provide the Secretary with up to date and current information regarding provincial records for the APU website.

III. Duties of the Results Chairman

- (i) create a top lifter ranking of Society members based on Wilks called the "Official APU Ranking";
- (ii) keep the Official APU Ranking current following each competition by updating the top Wilks; and
- (iii) provide the Secretary with the rankings for the most current year to be published on the APU website.

- IV. The Chairmen shall not receive any remuneration for their office, however they will be reimbursed for all out-of-pocket expenses that directly relate to performing their duties and responsibilities of office.

5.8 Provincial Annual General Meeting

- I. The APU Executive shall organize a provincial annual general meeting (the "PAGM") of the Society in conjunction with each year's Provincial Championships. The PAGM shall take place on the same weekend as the Provincial Championships on or before July 15 in each year so long at the National or International competition schedule remains the same each year. While it is the duty of the APU Executive to organize and hold the meeting, it is the duty of the meet director of the Provincial Championships to provide the room for the meeting.
- II. All Members shall receive notice of the PAGM three (3) weeks prior to its date. Notice of the meeting shall be advertised on the Society's website.

- III. An agenda for the PAGM shall be posted on the website of the Society two (2) weeks prior to its date.
- IV. Every third year, the APU Executive shall be elected by the Members at the PAGM (the "**Executive Election**"). Each office of the APU Executive shall be voted on individually, and not as a slate.
- V. The President shall present the President's Report (as defined herein) and the Treasurer shall present the Treasurer's Report (as defined herein) at the PAGM.
- VI. All Members may attend the PAGM and are entitled to one vote, evidenced by a show of hands on each item tabled to be voted on. Members must attend the PAGM to be entitled to a vote and are not able to vote by proxy. Any person who is not a Member, may attend the PAGM as a silent observer only.
- VII. The quorum of Members to carry on business at the PAGM is ten (10).

5.9 Special Meetings

- I. The APU Executive may at any time call a special meeting of Members to be held on such day and at such time and at such place within Alberta as the APU Executive may determine.
- II. Members in good standing representing not less than thirty-five percent (35%) of the Members in good standing may requisition the APU Executive to call a special meeting of members for the purposes stated in the requisition. The requisition must state the business to be transacted at the special meeting and must be sent to each APU Executive member and to the registered office of the Society. Upon receipt of the requisition, the APU Executive shall call a special meeting of Members to transact the business stated in the requisition. The APU Executive shall call the special meeting within four (4) weeks after receiving the requisition.
- III. A special meeting will be transacted on the same terms as the PAGM, as it applies to notice, length of notice period, quorum, and Member voting rights.
- IV. All Members shall receive notice of special meetings four (4) weeks prior to its date. Notice of the meeting shall be advertised on the Society's website.

5.10 Meetings Generally

- I. Notwithstanding any provision contained in these bylaws, meetings of the Society are subject to the provisions pertaining to meetings in the Act.
- II. Should the APU Executive choose, it may use Robert's Rules of Order for conducting the running of the PAGM.

5.11 Committees

- I. The APU Executive may from time to time appoint a group of Members to form a committee (a "**Committee**") and may delegate to such Committee any of the powers of the APU Executive as they expressly choose. A Committee may be formed for a specific and discreet purpose and may dissolve upon the realization of their purpose.
- II. Notwithstanding the foregoing, the APU Executive shall maintain a pool of Members who could form an appeals committee ("**Appeals Committee**") should an appeal be heard pursuant to any requirement in these Bylaws. The Appeals Committee pool of Members will be selected from Members wishing to join such committee at the PAGM. The APU Executive will make efforts to ensure that the Appeals Committee pool contains at least five (5) Members at any given time.

5.12 Additional Governing Documents

- I. The Society shall adopt a "**Policies and Procedures Document**" which sets forth various policies of the organization and procedures for conducting its operations. Amendments to the Policies and Procedures Document will be made in the same fashion as amendments to the Bylaws of the Society in accordance with Section 5.3 hereof.
- II. The Society shall adopt a "**Code of Conduct Document**" which sets forth a standard of ethics and sportsmanship by which all Members of the Society are expected to abide by.

ARTICLE VI **MANAGEMENT AND FINANCIAL MATTERS**

6.1 Auditing and Financial Accountability

- I. The books, accounts and records of the Treasurer shall be audited at least once each year by a duly qualified accountant or by two members of the Society elected for that purpose at the PAGM. A complete and proper statement of the standing of the books for the previous year shall be submitted by each auditor at the PAGM. The fiscal year end of the Society in each year shall be December 31.
- II. The Treasurer shall submit his books, accounts and records to the auditor at least one month in advance of the PAGM.
- III. Any Member, through written request to the Treasurer, shall be entitled to see the books, accounts and records of the Society during normal business hours at the place of residence or business of the Treasurer.

6.2 Borrowing Powers

- I. The APU Executive of the Society may from time to time borrow money on the credit of the Society for the purposes of conducting matters directly related to the Society.
- II. No debenture may be issued by the Society unless it has been approved by a Special Resolution of the Members passed at a special meeting of the members called for that purpose.
- III. No Member is, in the Member's individual capacity, liable for a debt or liability of the Society.

6.3 Residual Matters

- I. The APU Executive has the power and discretion to govern and make decisions on matters related to the Society but not specifically contemplated herein, within the bounds of reason and good judgment.

ARTICLE VII DISPUTE RESOLUTION

7.1 Dispute Resolution

- I. All disputes arising within the Society shall be settled exclusively by the terms of these Bylaws.
- II. Any Member may appeal a decision from an APU decision maker or decision making body. However, no decision made by the APU Executive, a Director, or the Society generally shall be reviewable by a court of law.
- III. Appeals will be heard by the APU Appeals Committee, as described in Section 8.4 hereof.
- IV. Decisions of the Appeals Committee are final and cannot be appealed.

ARTICLE VIII
POLICY ON APPEALS

8.1 General

A member may not appeal any decision relating to the rules of competition, or election of the APU Executive positions. Any appeals regarding any anti-doping matters shall not be appealed through the Society.

8.2 Launching an Appeal

To launch an appeal, a Member (the "**Appellant**") must:

I. Submit written notice of their intention to appeal to the APU Executive:

- (i) no later than 14 days; and
- (ii) no sooner than 5 days

after the announcement of the decision being appealed;

II. submit a \$100 fee which will be refunded to the Appellant if a ruling is made in their favor; and

III. submit written evidence or argument to be considered by the Appeals Committee, set out in section 8.4 hereof, regarding the issue being appealed. The evidence or argument shall be submitted only at the request of the Appeals Committee.

8.3 Grounds for appeal

I. Whether an appeal can proceed to the Appeals Committee, set out in section 8.4 hereof, depends on the decision of the APU Executive.

II. In considering a member's notice of intention to appeal, the APU Executive will decide if sufficient grounds exist to forward the matter to the Appeals Committee. Sufficient grounds includes situations where, in the opinion of the APU Executive:

- (i) there could be a perception of bias in the decision making process;
- (ii) APU policies have been blatantly violated;
- (iii) the integrity of the Society is at risk; or
- (iv) the matter is of a significant nature.

8.4 Appeals Committee

I. The Appeals Committee is formed when the APU Executive deem a notice of intention to appeal to have sufficient grounds for an appeal.

- II. The APU Executive shall select three (3) Members to form the Appeals Committee from a pool of APU Members who have volunteered for the purpose. The pool of APU members on the Appeals Committee will serve for one (1) year, ending at the PAGM of the following year. To remain on the Appeals Committee, members must maintain an active APU membership throughout this period. The APU Executive will ask for Appeal Committee members at the PAGM each year.
- III. The APU Executive shall randomly select the three (3) Members by accepting the first respondents for the call for an Appeals Committee.
- IV. No APU Executive shall sit on the Appeals Committee.
- V. Once the Appeals Committee is formed they shall inform the Appellant and any interested parties. The Appeals Committee shall request the written evidence or argument of the Appellant and the APU Executive. The written evidence or argument shall be delivered within 7 days of the request or the non-compliant party will automatically lose the appeal.
- VI. At the end of the 7 day period, the Appeals Committee shall deliberate on the issue at a meeting called for that purpose. Deliberations may include the interviewing of any involved parties to better inform the Appeals Committee's decision.
- VII. Once the deliberations are completed, the Appeals Committee shall inform the Appellant, as well as relevant parties, of its decision and provide written reasons of a substantive nature behind the decision.
- VIII. The appeals committee's names on an active file will be anonymous and private as much as possible throughout the process. The appeals committee will be communicated through an official APU appeals email address when communicating with all parties.

The Appeals Committee may overturn, modify, or uphold the decision of the APU Executive being appealed.

Made the 22nd day of June, 2019.

**ALBERTA POWERLIFTING UNION
ASSOCIATION**

Per: _____
Name: Angelina Van Ryswyk
Title: Secretary