



CHEVAL  
QUÉBEC

POLICY, RULES AND  
PROCEDURES  
REGARDING THE  
PROTECTION OF  
THE INTEGRITY



# Integrity policy

POLICY, RULES AND  
PROCEDURES  
REGARDING THE  
PROTECTION OF  
THE INTEGRITY

# TABLE OF CONTENT

1. Preamble .....	4
2. Objectives .....	5
3. Application .....	6
4. Responsibilities and rights of those involved in the community (federated).....	7
5. Commitment of the members of Cheval Québec.....	8
6. Update .....	9

# 1. PREAMBLE

As part of its mission, Cheval Québec is responsible for protecting its members by providing a safe, fair, and trustworthy environment at all levels—local, regional, provincial, national, and international.

Thus, Cheval Québec does not tolerate any form of abuse, harassment, neglect, or physical, psychological, or sexual violence toward any individual involved in the equestrian community, whether directly or indirectly. This applies to all programs and activities offered by Cheval Québec and its members (active and affiliated members), in accordance with applicable laws and regulations. These programs and activities are considered “sanctioned.”

Cheval Québec recognizes the importance of taking reasonable steps to prevent and intervene in any situation involving abuse, harassment, neglect, or violence brought to its attention. In this context, it has adopted this Policy, as well as a Code of Conduct outlining the main duties related to participation in the sports or activities it governs. The Code of Conduct is an integral part of this Policy.

This Policy and Code of Conduct explicitly bind all members of Cheval Québec. The fact that many of its members (e.g., coaches, leaders, officials, and administrators) hold positions of authority over others further justifies Cheval Québec’s central role in ensuring a healthy (federated) environment.

This Integrity Protection Policy serves as an internal governance tool for all individuals listed in the “Application” section below. It aims to regulate their behavior to ensure alignment with Cheval Québec’s mission at all times.

This Policy does not replace or override any law, regulation, or other applicable provision. For the purposes of this Policy, the Code of Conduct is attached as Appendix A.

## 2. OBJECTIVES

The provisions of this Policy established by Cheval Québec aim to:

- a) Raise awareness among all individuals involved in the federated environment that any violation of integrity—particularly any form of abuse, harassment, neglect, or violence—is not tolerated;
- b) Take reasonable steps to ensure a healthy federated environment, free from any violations of integrity, including abuse, harassment, neglect, or violence;
- c) Implement measures that promote respect for the dignity and psychological, physical, and sexual integrity of individuals within the federated environment;
- d) Encourage the reporting of abusive, harassing, neglectful, or violent behavior, words, acts, or gestures as soon as they occur;
- e) Take the necessary administrative or disciplinary measures to stop any known violation of integrity—including abuse, harassment, neglect, or violence—brought to its attention by any individual, including the Integrity Officer for Sport and Recreation;
- f) Identify resources that individuals (victims or witnesses) can contact when involved in a situation involving a violation of integrity, abuse, harassment, neglect, or violence within the federated environment.

## 3. APPLICATION

This Policy applies to all individuals involved in the federated environment (e.g., members, coaches, leaders, participants, riders, parents, volunteers, employees, administrators, suppliers, clients, etc.). It covers all integrity violations as defined by the *Act Respecting Safety in Sports and Recreational Activities* and its regulations, particularly cases of abuse, harassment, neglect, or violence as defined in the glossary. This applies to any “sanctioned” activity or program, including non-sporting activities.

Members involved in unsanctioned sports or recreational events understand that the federation’s ability to take action may be limited, particularly when non-members are involved.

In matters of integrity protection, this Policy takes precedence over any other policies, rules, or procedures in effect at Cheval Québec or among its active or affiliated members and is binding on all Cheval Québec members.

This Policy does not prevent any employer—Cheval Québec or its affiliated members—from enforcing its own workplace harassment prevention and complaint policies, in accordance with the *Act Respecting Labour Standards*. Employers may also conduct their own administrative investigation and take appropriate action regarding a presumed victim or perpetrator of abuse, harassment, neglect, or violence—even if this person is also a Cheval Québec member.

## 4. RESPONSIBILITIES AND RIGHTS OF INDIVIDUALS IN THE (FEDERATED) ENVIRONMENT

- 4.1 Cheval Québec reminds that, under the *Youth Protection Act*, any person with reasonable grounds must report to the Director of Youth Protection (DYP) any situation of sexual abuse or physical abuse against a minor, regardless of the alleged abuser or actions taken by the parents to resolve the situation. This obligation also applies in cases where a minor is subjected to corporal punishment or unreasonable educational or disciplinary methods.
- 4.2 All individuals in the federated environment must uphold and promote standards of conduct that ensure the environment is free of any violation of integrity, including abuse, harassment, neglect, or violence, in accordance with Cheval Québec's Code of Conduct.
- 4.3 Cheval Québec expects everyone's cooperation and encourages individuals in the federated environment:
- a) To express disapproval of any behavior they consider inappropriate by referring to this Policy or by filing a complaint or report with the Integrity Officer for Sport and Recreation, under the *Act Respecting Safety in Sports and Recreational Activities*;
  - b) To report to the Integrity Officer any instance of sexual abuse, harassment, or violence committed against another individual within the federated environment, whether the person is a minor or an adult;
  - c) To report to the Integrity Officer any other form of integrity violation—abuse, harassment, neglect, or violence—against another individual involved in the federated environment, whether the person is a minor or an adult.

## 5. COMMITMENT OF CHEVAL QUÉBEC MEMBERS

- 5.1 All active and affiliated members of Cheval Québec must make this Policy accessible to their own members upon registration, including informing them in writing of its existence and publishing it on their website.
- 5.2 All members of Cheval Québec must comply with and, where applicable, implement the appropriate measures to enforce decisions rendered by Cheval Québec, the Integrity Officer for Sport and Recreation, or the Minister under the powers granted by the *Act Respecting Safety in Sports and Recreational Activities*.
- 5.3 Failure to comply with these decisions or implement the necessary measures may result in disciplinary or administrative actions.

## 6. Update

6.1 This Policy will be reviewed at least once every three years, or sooner if necessary, to ensure its relevance and effectiveness.



CHEVAL  
QUÉBEC

[www.cheval.quebec](http://www.cheval.quebec)