



Survey on Ethics, Equity and Safety in Sport - General population, National Sport Organizations (NSO) and Athletes

FINAL REPORT

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Ce rapport est aussi disponible en français.

This public opinion research report presents the results of three online surveys conducted by Léger Marketing Inc. on behalf of Canadian Heritage. The quantitative research studies were conducted with 10,376 Canadians, 39 National Sport Organizations (NSO) and 170 high performance athletes, all residing in different regions of Canada between February 6th, 2024, and March 5th, 2024.

Cette publication est aussi disponible en français sous le titre : « Sondage sur éthique, équité et sécurité dans le sport – Population générale, organismes nationaux de sport (ONS) et athlètes ».

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Executive Summary

Leger is pleased to present Canadian Heritage with this report on findings from three quantitative surveys designed to learn about Canadians, NSOs and athletes who reside in different regions. This report was prepared by Léger Marketing Inc. who was contracted by Canadian Heritage (contract number CW2342796 awarded December 20, 2023). This contract has a value of \$178,229.00 (excluding HST).

1.1 Background and Objectives

Background

Sport Canada launched a survey to measure awareness, perceptions, and understanding of crucial issues related to ethics, equity, and safety in Canadian sport among three distinct groups: the general population of Canada, administrators of National Sport Organizations (NSOs), and high-performance athletes. A similar survey targeting the general population was carried out in 2021 (https://epe.lac-bac.gc.ca/100/200/301/pwgs-c-tpsgc/por-ef/canadian_heritage/2021/104-20-e/104-20_Methodological_Report_EN.htm).

These surveys are designed to support Core Responsibility 3 (Sport) within the Department of Canadian Heritage's Departmental Results Framework (DRF). They provide Sport Canada with disaggregated data to assess the following DRF outcome: Canadians, irrespective of gender, physical ability, and cultural background, who engage in sports activities, feel content with the way the activity is administered. Moreover, the surveys are set to address data gaps in Sport Canada's reporting indicators as outlined in the Sport Canada Performance Information Profile (PIP).

Further, the surveys align with the overarching goals of the *Physical Activity and Sport Act*, which emphasizes the highest ethical standards and values, including a doping-free sport environment, treating all individuals with fairness and respect, ensuring full and fair participation of everyone in sport, and the fair, equitable, transparent, and timely resolution of disputes in sport.

Objectives

The purpose of this survey was to support Sport Canada in reporting on performance indicators as well as addressing issues of sport safety, ethics, and gender equity relevant to Canadians and sport stakeholders. This was done by including comparable questions from a previous survey and revising questions to gain new insights. Questions and scenarios regarding ethics, gender equity, and safety in sport have become increasingly prominent internationally and within the Canadian context. This heightened awareness has been propelled by media and public scrutiny, as well as the proactive efforts of the Canadian sport system, which has been keen on developing and implementing strategies for safety and integrity in sports. The establishment of policies, enhanced monitoring, reporting, and management mechanisms, among others, have been adopted to confront challenges related to ethics, integrity, and safety. Public opinion is also vital for devising interventions, communication campaigns, and strategies for the future. The surveys aimed to assess levels of knowledge and satisfaction concerning matters such as gender equity, doping, concussions, and harassment and abuse.

1.2 Methodology

A quantitative approach, consisting of online surveys and a telephone survey (for respondents in the Territories) was used to meet the above objectives (Table 1).

Table 1. Type and description of surveys

Surveys	Audience demographics	Mode	Sample Size
1	General population 16+	Online panel (Telephone survey in the Territories)	Online = 10,076 Phone = 300 Total = 10,376
2	NSO Administrators	Online	39
3	High-performance athletes	Online	170

For the general population survey, the data collection in the Territories was done by phone using a Random Digit Dialling (RDD) approach. For the web portion, a sample of 10,076 respondents was sought. For the telephone portion in the Territories, a total of 300 respondents was sought.

Leger was responsible for drawing the sample for the general population survey from its own proprietary panel, the Leo panel. The sample in the territories was drawn using ASDE’s database of phone numbers. The phone sample had a landline and cell phone component, and the sample was collected using RDD methodology. The sample included a landline and a cellphone portion to maximize the representativeness of the final sample. Sport Canada shared the contact information for surveys 2 and 3 with Leger. Leger adheres to the most stringent guidelines for quantitative research. The survey instrument was compliant with the Standards of Conduct of Government of Canada Public Opinion Research.

Survey 1 – General population in Canada 16+ - Online Panel Quantitative Study

The study was conducted through a web-based survey of the Canadian population aged 16 and over who could speak English or French. Respondents were randomly selected through the Leo panel, Leger’s own panel of Canadian Internet users comprising nearly half a million Internet users across Canada. Respondents for this survey were selected from among those who had volunteered to participate in online surveys. Since an actual probability sampling method was not used, the calculation of the margin of error cannot be done for this project. The average time to complete the online questionnaire was 11 minutes.

The sample in the territories was drawn using ASDE’s database of landline and cell phone numbers. The sample was collected using a random digit dialling (RDD) methodology. The average time to complete the phone questionnaire was 25 minutes.

A pretest of 34 interviews (online: 26 and telephone: 8) was completed before launching data collection to validate the programming of the questionnaire in both official languages.

Sample Distribution

A sample of 10,376 Canadians 16 years of age and older was collected for this component of the project.

The online fieldwork for the survey was carried out from February 13th, 2024, to March 5th, 2024.

The telephone fieldwork for the survey was carried out from February 12th, 2024, to February 26th, 2024.

The regional distribution was defined as described in Table 2.

Table 2. Regional sample distribution

Region	Percentage of population	% of Sample	Sample Size
NB	2,1%	2,1%	215
NL	1,4%	1,4%	141
NS	2,7%	2,5%	260
PE	0,4%	0,5%	51
QC	23,0%	22,2%	2302
ON	38,6%	37,3%	3871
MB	3,5%	3,5%	364
SK	2,9%	3,1%	320
AB	11,1%	11,4%	1178
BC	13,8%	12,9%	1335
(NET) Territories	0,3%	3,3%	339
TOTAL	100.0%	100.0%	10,376 (10,076 + 300 oversample)

To ensure representativeness, results were weighted by region, gender, age, language and indigenous status.

A complete methodological description is provided in the Appendix section of this document (please see Appendix A.1.1).

Survey 2 – NSO Administrators - Online Quantitative Study using Client’s Contact List

The second online survey, which had no telephone component, was sent to administrators of National Sport Organizations (NSOs). Sport Canada was responsible for providing the contact list to Leger, who then distributed the survey. The survey was programmed on Decipher and was available in English and French. A pretest of seven interviews was completed before launching to validate the programming of the questionnaire in both official languages. The survey was distributed on February 6th, 2024, and was open until March 5th, 2024. Three reminders were sent. A total of 39 NSO administrators responded.

A complete methodological description is provided in the Appendix section of this document (please see Appendix A.1.2).

Survey 3 – High-performance Survey – Online Survey using Client’s Contact List

The third online survey, which had no telephone component, was sent to high-performance athletes receiving funding through the Athlete Assistance Program (AAP). Sport Canada was responsible for providing the contact list to Leger. The survey was programmed on Decipher, and was available in English and French. A pretest of 14 interviews was completed before launching to validate the programming of the questionnaire in both official languages. The survey was distributed on February 8th, 2024, and was open until March 5th, 2024. Three reminders were sent. A total of 170 athletes responded.

A complete methodological description is provided in the Appendix section of this document (please see Appendix A1.3).

1.3 Overview of the Findings

1.3.1 General Population Survey

Participation in Sport in Canada:

- A little under half of respondents (49%) participated in a sport in Canada in the last three years. Among these respondents, 49% reported being involved in an organized sport in Canada as a participant, coach, instructor, parent, volunteer, administrator or official in the last three years (24% among all the respondents).
- The majority (80%) of those who participated in sport in Canada were involved as participants. Other main roles are as volunteers (19%), a parent of a participant (18%), and as a coach (10%).

- Respondents who engaged in sports activities within the last three years have indicated a notably higher satisfaction level, with 38% rating their satisfaction between 9 and 10, in stark contrast to the 21% reported across the general population.
- Most respondents (82%) who participated in a sport are satisfied with their experiences, rating their satisfaction level at 7 or higher.

Safety and Welcoming Atmosphere in Sport:

- Most respondents who participated in a sport in Canada in the last three years agree that they have experienced sport in Canada in a safe (83%) and welcoming environment (80%). Perception of safety is higher among respondents with no disability.
- Among those who disagree that they have experienced a safe environment, main concerns were verbal violence (12%), and safety measure that need to be improved (10%).
- Among those who disagree that they have experienced a welcoming environment, main concerns were the lack of focus on having fun with a very competitive environment (14%), and aggressive parents or unfriendly people (13%).
- A small portion (9%) of respondents ended their participation in sport because they didn't feel safe and/or welcome.

Incidents Related to Sport Experience:

- Under half of respondents (40%) who participated in a sport in Canada in the last three years declared at least one incident within their organized sport. The main incidents reported were:
 - Mental health challenges (16%)
 - Diagnosed concussion (15%)
 - Harassment (14%)
 - Sexism (14%)
 - Racism (13%)
 - Non-diagnosed concussion (11%)
 - Homophobia (10%)
 - Abuse or maltreatment (9%)
 - Any form of corruption (8%)
 - Doping (6%)
- The following groups were more likely to experience or witness an incident:
 - Indigenous respondents (69%)
 - Bisexuals (62%)
 - Those aged between 16 and 34 years old (54%)
 - Homosexuals (50%)
 - BIPOC (46%)
- Those with a disability (55%) were more likely than others to have reported at least one incident.
- Many respondents did not know where to go or how to react if faced with the issues listed:
 - 60% mentioned that they lack this knowledge for corruption
 - 58% for doping
 - 52% for maltreatment

- 44% for mental health challenges

Understanding and Confidence in Addressing Maltreatment in Canadian Sport:

- A portion of respondents (60%) reported not being knowledgeable about what constitutes a maltreatment in sport, with 32% saying they were knowledgeable.
- Over half of respondents (53%) said they were not confident knowing what to do when experiencing maltreatment. On the other hand, a little more than a third (38%) said that they would be confident.
- A little over half of respondents (52%) agreed that they trusted that sports organizers in Canada to have policies in place to prevent and address maltreatment in sports. On the other hand, 23% mention neither agreeing, nor disagreeing with the statement, and 12% were not sure.

Perspectives on Ethical and Safety Challenges in Sport:

- Concussions (63%), followed by sexism (47%) and harassment (45%) are the top three issues according to respondents. These are followed by homophobia (42%), racism (41%) and mental health (40%), doping (34%), corruption (34%), ageism (33%), and maltreatment (31%).
- Less than half of the respondents are confident that coaches, volunteers, administrators, instructors, and officials in Canadian organized sports have received proper training to help prevent various issues, with mental health perceived as the area in which personnel are least trained (31%).
- More than a third are confident that the personnel have been trained to help prevent ageism (36%), corruption (37%), homophobia (38%), sexism (38%), and two out of five or more are confident that they have been trained to prevent harassment (40%) abuse and maltreatment (41%) racism (42%), doping (42%), and concussions (48%).

Awareness and Confidence in Concussion Management in Sport:

- Over half of respondents mentioned being knowledgeable in their understanding of the symptoms of a concussion (56%), while 42% mentioned not being knowledgeable.
- Less than half of respondents reported being confident that they would know what to do if they suspected that they or another person sustained a concussion (46%). Half (50%) indicated not being confident in knowing what they would need to do.
- Only 25% reported being aware of tools and resources available to detect and manage concussions, such as the Canadian Guideline on Concussions in Sport, while 75% indicated not being aware of such tools.
- Over half of respondents (58%) reported they would know where to go in their area to diagnose and manage concussions, while under half (42%) indicated they wouldn't know.
- Over half of respondents (62%) who participated in a sport in Canada in the last three years would agree with sharing their medical history of concussions with sports administrators and government bodies via a document (e.g., a health passport) to ensure measures are in place to protect their health.

- Just over six out of ten respondents (63%) agree that they trust that sports organizers in Canada have policies in place to know what to do if they suspect a participant sustained a concussion in a sport.

Perceptions of Challenges Across Canadian Sports:

- The majority of respondents think that athletes suffer from mental health challenges across all levels of Canadian sport with professional sport coming in first (83%), followed by semi-professional sport (82%), international amateur sport (81%), university/college sport (81%) and elite youth sport (79%).
- Less than a third of respondents suspected a match manipulation in Canadian sports at different levels, with 31% suspecting match manipulation in international amateur sports, 31% in professional sports, 28% in semi-professional leagues, and 25% in university/college sports.
- A third of respondents or more suspected fraud or bribery in Canadian sport organization in professional sport (39%), international amateur sport (38%), in semi-professional sport (34%), while less than a third (29%) suspected fraud or bribery in university/college sport.
- Around a third of respondents feel confident that Canadian athletes are not doping or taking prohibited performance enhancing substances in professional sport (33%), in semi-professional sport (34%), international amateur sport (35%) and university/college sport (35%). A higher proportion of respondents were confident that athletes in elite youth sport were not doping (43%).
- Six out of ten respondents surveyed (60%) expressed confidence in Canadian athletes' awareness of supplement risks.
- Over half of the respondents (51%) agreed that the governance of sport in Canada is well-conducted, while 27% remained neutral, neither agreeing nor disagreeing with the statement, and a minority (15%) disagreed.

Sport Betting Perceptions:

- Under half (45%) believe sports betting (both legal and illegal) is a threat to organized sports, while 35% do not see it as a threat.
- Opinions on whether sport betting (both legal and illegal) is a threat to Canadians were evenly split, with 41% of respondents saying it was a threat and 40% saying it wasn't.

1.3.2 National Sport Organizations survey

Resource Adequacy for a Safe and a Welcoming Environment:

- Just over half of the respondents (54%) believe that NSOs possesses the essential resources to provide sports in a safe environment.
- Most respondents (69%) believe that their NSO have the necessary resources to provide sport in a welcoming environment.

Challenges in Canadian Organized Sport:

- More than two thirds indicate that poor mental health remains a concern in Canadian Organized Sport (COS) (69%), and 64% perceive sexism and concussions as issues.
- More than half respondents believe homophobia is a problem in COS (56%). On the other hand, slightly less than half respondents perceive the following as being an issue:
 - Harassment (49%)
 - Racism (38%)
 - Maltreatment (33%)
 - Ageism (21%)
 - Doping (21%)
 - Corruption (13%)
- When answering about their specific sport a little over half of the respondents (54%) believe that poor mental health is a problem, and a smaller proportion thought the following issues are a problem:
 - Sexism (36%)
 - Concussions (33%)
 - Harassment (26%)
 - Homophobia (26%)
 - Racism (23%)
 - Ageism (18%)
 - Doping
 - Maltreatment (10%)
 - Corruption (10%)
- The table below (Table 3) shows the proportion of respondents who are confident that coaches/officials/volunteers/administrators have been trained properly to prevent the listed issues.
- The level of confidence that the personnel is trained varies depending on the personnel role. Respondents are generally more confident that administrators have been trained properly, and less confident that volunteers were.
- Respondents felt that ageism and mental health are the issues that lack the most training.

Table 3. How confident are you that coaches/officials/volunteers/administrators at all levels of your sport have been properly trained to help prevent the following in sport: percent confident and very confident. *Base: All respondents (n= 39).*

	Coaches	Officials	Volunteers	Administrators
Doping	79%	62%	36%	74%
Concussions	74%	64%	38%	77%
Abuse and maltreatment	74%	69%	56%	79%
Harassment	69%	67%	54%	82%
Racism	59%	46%	41%	67%

Homophobia	54%	62%	36%	67%
Corruption including match manipulation	51%	67%	21%	54%
Sexism	51%	62%	41%	64%
Ageism	36%	44%	28%	62%
Mental health challenges	28%	36%	15%	62%

Universal Code of Conduct to Prevent and Adress Maltreatment in Sport (UCCMS):

- A little over a third of respondents (36%) have identified gaps in the content of The Universal Code of Conduct to Prevent and Adress Maltreatment in Sport (UCCMS).
- Over half (59%) have identified or anticipated challenges or barriers in implementing or adopting the UCCMS in their sport.

Concussion Awareness and Use of Resources:

- A little over three out of five respondents (62%) are confident that registered members of their organization have increased their knowledge of the Canadian Guidelines on Concussion in Sport over the last three years.
- Over half of respondents (54%) are confident that registered members of their organization can effectively use available concussion tools or resources.
- Most respondents are confident that their organization has made progress in preventing concussions in different areas:
 - Rules of the game (72%)
 - Safe and ethical behaviours (67%)
 - Training methods (62%)
- A little over a third of respondents (36%) stated that their organization is doing data collection on concussions, while almost half (49%) stated that their organization is not doing data collection, and 15% reported that it is in development.

Harassment Abuse Discrimination (HAD) Training:

- Almost all the respondents (95%) have an increased knowledge of behaviours that constitute HAD after taking mandatory HAD training.
- All of the respondents (100%, where 64% are very confident and 36% are confident) are confident that employees of their organization actively strive to create a workplace free of harassment, abuse and discrimination.

Understanding the Needs of Female Athletes:

- Almost three out of five respondents (59%) reported that their organization is using consultation and data to better understand the needs of female athletes.

- Most respondents (85%) agree that their organization intentionally designs sport programming to meet the diverse needs of female athletes, and 79% agree that their organization allocates resources to understanding the diverse needs of female athletes.

Anti-Doping Knowledge and Supplement Use Risks:

- Many respondents (69%) are confident that members of their organization have increased their knowledge of the risk associated with doping in sport in the past three years.
- Many respondents (79%) reported that their organization is satisfied with the delivery of the Canadian Anti-doping program by the Canadian Centre for Ethics in Sport (CCES) in their NSO and its impact on their understanding of their NSO's roles and responsibilities in antidoping.
- Most respondents (87%) agree to say that they feel confident that Canadian National Team athletes are well informed on the risks of supplement use.

Challenges in Canadian Sport:

- The following agree in match manipulation:
 - 41% in international amateur sport
 - 31% in professional sport
 - 31% in semi-professional sport
 - 21% in university/college sport
- Almost half of respondents (49%) think there is corruption in international amateur sport, 33% in professional sport, 33% in semi-professional sport, 23% in federally funded organizations, and 18% in university/college sport.
- More than half of the respondents (62%) expressed confidence that athletes participating in international amateur sports are not involved in doping. This sentiment decreases to 46% for elite youth sports and 44% for university/college sports. Conversely, only 18% believe that doping is absent in professional and semi-professional sport.
- Over half of respondents (62%) agree that sport in Canada is well governed, while 15% neither agree, nor disagree, and 23% disagree.

1.3.3 High-performance Athletes Survey

Current Life Satisfaction Level and Barriers to Participation:

- Most athletes surveyed report being satisfied with their life right now with 80% reporting a level of satisfaction of 7 or higher on a scale from 0 to 10.
- The majority (85%) is also satisfied with participating in sport.
- Most respondents (86%) have experienced at least one obstacle to their involvement in high-performance sport.
- The principal obstacle to involvement in high-performance sports is financial (72%), then transportation (26%), anxiety (26%), fear of injury (25%), and fear of judgment (21%).

- Close to one out of ten respondents indicated the concern of being unwelcomed (13%), the target of sexism (9%) and/or the target of harassment (9%) as a barrier to their involvement in high-performance sport in Canada.

Incidents and Challenges Faced:

- The major challenge faced by high-performance athletes is mental health issues with almost half experiencing this in the last three years.
- Close to two out of ten respondents reported experiencing sexism (22%), abuse or maltreatment (21%) as well as diagnosed concussions (20%), and 15% reported facing harassment in their sport over the past three years.
- More than half of the respondents (56%) agree that poor mental health is a problem in Canadian organized sport. Other main problems are sexism (34%), concussions (32%), ageism (30%), maltreatment (29%), harassment (28%), corruption (21%), and racism (20%).
- A smaller proportion agrees that homophobia (15%) and doping (4%) are a problem in Canadian organized sport.
- When it comes to their particular sport, there is a similar trend with 51% of the respondents agreeing that poor mental health is a problem. Other problems are concussions (32%), ageism (25%), sexism (24%) maltreatment (21%) and harassment (18%).
- A smaller proportion agrees that racism (13%), corruption (12%), homophobia (12%), and doping (6%) are a problem in their particular sport.

The table below shows the proportion of respondents who are confident that coaches/officials/volunteers/administrators have been trained properly to prevent the listed issues (Table 4).

- The level of confidence that the personnel is trained varies depending on the personnel role. Respondents are generally more confident that coaches have been trained properly, and less confident that volunteers were.
- Mental health challenges are perceived to receive the least amount of training.
- Only 21% of athletes are confident that volunteers have been properly trained regarding concussions.

Table 4. How confident are you that coaches/officials/volunteers/administrators at all levels of your sport have been properly trained to help prevent the following in sport: percent confident and very confident. *Base: All respondents (n= 170).*

	Coaches	Officials	Volunteers	Administrators
Doping	84%	68%	30%	72%
Harassment	72%	58%	35%	62%
Abuse and maltreatment	71%	54%	36%	58%

Corruption including match manipulation	68%	62%	32%	61%
Racism	67%	54%	36%	62%
Sexism	67%	51%	38%	60%
Concussions	65%	49%	21%	52%
Homophobia	64%	54%	35%	62%
Mental health challenges	45%	36%	23%	47%

Concussion Awareness and Response:

- Most respondents (89%) reported being knowledgeable when rating their understanding of symptoms of a concussion.
- Many respondents are confident (74%) that they would know what to do if they suspected that they or another person sustained a concussion.
- Many respondents (70%) reported being aware of tools and resources available to detect and manage concussions.
- A little over half (59%) reported that they have increased knowledge of the Canadian Guidelines on Concussion in Sport over the last three years.
- Most respondents (84%) are comfortable sharing their medical history of having a concussion (in full privacy and confidentiality) with coaches and sports organizations via a document to ensure measures are in place to protect their health.
- Most respondents (83%), agree that they trust Canadian support personnel to know what to do if they suspect a participant sustained a concussion in sport.

Harassment, Abuse and Discrimination (HAD) in Sport Environments:

- Many respondents are confident (78%) that employees of their National Sport Organization (NSO) actively strive to create a training and competition environment free of Harassment, Abuse and Discrimination.
- The majority of respondents are confident (90%) that they can identify HAD behaviours in their training and competition environment or in their National Sport Organization.
- A little over three out of five respondents (61%) reported being aware of their NSO’s third-party mechanism to address allegations of harassment, discrimination and abuse.
- Three out of five respondents (60%) reported that they have the information they need should they wish to lodge a complaint with their NSO’s third party mechanism.

Gender Equity Efforts for Female Athletes in Sports:

- Around two thirds of respondents (64%, where 43% strongly agree and 21% somewhat agree) agree that their NSO takes proactive measures in communications and media to promote equitable coverage of female athletes participating in their sport.

- A little over half of respondents (53%) agree that their NSO makes a strong effort to understand the diverse needs of female athletes.
- A little under half of respondents (49%) agree that their NSO intentionally designs sport programming to meet the diverse needs of female athletes.

Doping and Supplement Risks in Sport:

- Most respondents (94%) reported that their knowledge of the risks associated with doping in sport has increased over the past three years.
- Most respondents agree (91%) that they understand their roles and responsibilities regarding doping in their sport.
- Most respondents agree that they are confident (92%, where 62% strongly agree and 30% somewhat agree) that Canadian athletes are well informed on the risks of supplement use.

Challenges in Canadian Sport:

- A little less than a quarter of respondents (21%) think that there is match manipulation in professional sport. With 14% perceiving there to be match manipulation in semi-professional sport, 12% in international amateur sport, and 11% in university/college sport.
- Around 43% of respondents believe that there is corruption in professional sport, 35% think that it is the case for semi-professional sport and 34% think that there is corruption in international amateur sport. 26% of respondents think there is corruption in federally funded organizations, and nearly 23% believe university or college sports are corrupt.
- Many respondents (76%) trust that international amateur athletes are not doping. Confidence dips for elite youth (55%) and university/college athletes (52%). Fewer respondents believe semi-professional (39%) and professional athletes (33%) are not doping.
- More than half of the respondents (58%) agree that sport in Canada is well governed, with 22% neither agreeing, nor disagreeing with the statement, and 19% disagreeing that sport in Canada is well governed.

1.4 Notes on Interpretation of the Research Findings

The opinions and observations expressed in this document do not reflect those of Sport Canada. This report was compiled by Leger based on research conducted specifically for this project.

This project encompasses three distinct surveys:

The first survey targeted the general population, employing a non-probabilistic sampling method. Respondents were chosen from a panel of volunteers who have signed up to participate in online surveys. Consequently, the results of this survey are not statistically representative of the target population.

The second and third surveys were conducted among National Sports Organizations (NSOs) and high-performance athletes, respectively. Both surveys utilized an email list provided by Sports Canada to reach participants from NSOs and athletes. The results are representative of these groups. However, it is

important to note that due to the voluntary nature of the sample, the survey results may be subject to non-response bias, and thus, may not accurately reflect the broader population.

1.5 Political Neutrality Statement and Contact Information

Leger certifies that the final deliverables fully comply with the Government of Canada's political neutrality requirements outlined in the Policy on Communications and Federal Identity and the Directive on the management of Communications.

Specifically, the deliverables do not include information on electoral voting intentions, political party preferences, standing with the electorate, or ratings of the performance of a political party or its leaders.

Signed by:

A handwritten signature in blue ink, appearing to read "Christian Bourque".

Christian Bourque

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Leger

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Detailed Results

2. General Population Survey Results

2.1 Demographic profile of the respondents

Table 5 details the composition of the sample collected for the research project. Slightly more than half of the sample (51%) identifies as women while approximately half identifies as men (48%). Almost one fourth of the survey respondents (23%) are 65 years of age or older. The regional distribution of respondents in Canada follows the distribution of the Canadian population.

Table 5. Demographic profile of the respondents

Gender

Women	51%
Men	48%
Other (e.g. transgender, non-binary)	1%

Age

16-17	3%
18-24	10%
25-34	16%
35-44	16%
45-54	15%
55-64	17%
65+	23%

Province or territory of residence

Alberta	11%
British Columbia	14%
Manitoba	4%
New Brunswick	2%
Newfoundland and Labrador	1%
Nova Scotia	3%

Northwest Territories	0.10%
Nunavut	0.08%
Ontario	39%
Prince Edward Island	0.42%
Quebec	23%
Saskatchewan	3%
Yukon	0.11%

Language Spoken at Home

English	69%
French	20%
An Indigenous language	0.31%
Other	9%

Income

Less than \$40k	19%
\$40k to less than \$80k	28%
\$80k to less than \$100k	14%
\$100k and more	29%

Sexual orientation

Heterosexual (straight)	89%
Homosexual (lesbian or gay)	3%
Bisexual	4%
Other	1%
Prefer not to answer	3%

The table 6 below shows the distribution of respondents by ethnicity.

Of the respondents who identified as Indigenous, 2% identified as First Nations, 2% as Métis while some (4%) preferred not to answer this question.

Table 6. Ethnicity

White	75%
Indigenous person	5%
South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)	5%
East Asian (e.g., Chinese, Korean, Japanese, etc.)	5%
Southeast Asian (e.g., Filipino, Vietnamese, Cambodian, etc.)	2%
Middle Eastern, West and Central Asian (e.g., Iranian, Lebanese, Afghan, etc.)	2%
Asian, other	1%
North African (e.g. Egyptian, Moroccan, Algerian, etc.)	1%
Black Caribbean (e.g., Jamaican, Haitian, Trinidadian/Tobagonian, etc.)	1%
Black African (e.g., Nigerian, Ethiopian, Congolese, etc.)	2%
Black, other	0%
Latin American (e.g., Colombian, Salvadorian, Peruvian, etc.)	2%
Other racialized person (specify):	1%
Prefer not to answer	2%

The tables presented below indicate the percentage of survey respondents who have a disability and detail the specific types of disabilities among those individuals.

Table 7. Disability

Living with a disability

Yes	18%
No	80%
Prefer not to answer	2%

Type of disability

Physical	70%
Mental	29%
Intellectual	3%
Cognitive	8%

Learning	9%
Communication	4%
Sensory	12%
Other, please specify	0%
Prefer not to answer	4%

Current Life Satisfaction Level

A little over one out of five respondents feel very satisfied with their life as a whole right now (20% with a level of satisfaction of 9 or 10). A little under half of respondents are satisfied with their life as a whole right now (46% with a level of satisfaction of 7 or 8). One out of three respondents (33%) indicated a satisfaction level of 6 or lower.

Table 8. Current life satisfaction level.

10 (Very satisfied)	8%
9	12%
8	24%
7	22%
6	12%
5	9%
4	4%
3	4%
2	2%
1	1%
0 (Very dissatisfied)	2%

Q1A: Using the scale below, how do you feel about your life as a whole right now? Base: All respondents (n=10,376).

Respondents who participated in sports in the past three years reported a higher level of satisfaction (38% are very satisfied) compared to the rest of the population.

Below are other notable subgroup differences regarding respondents' current life satisfaction level:

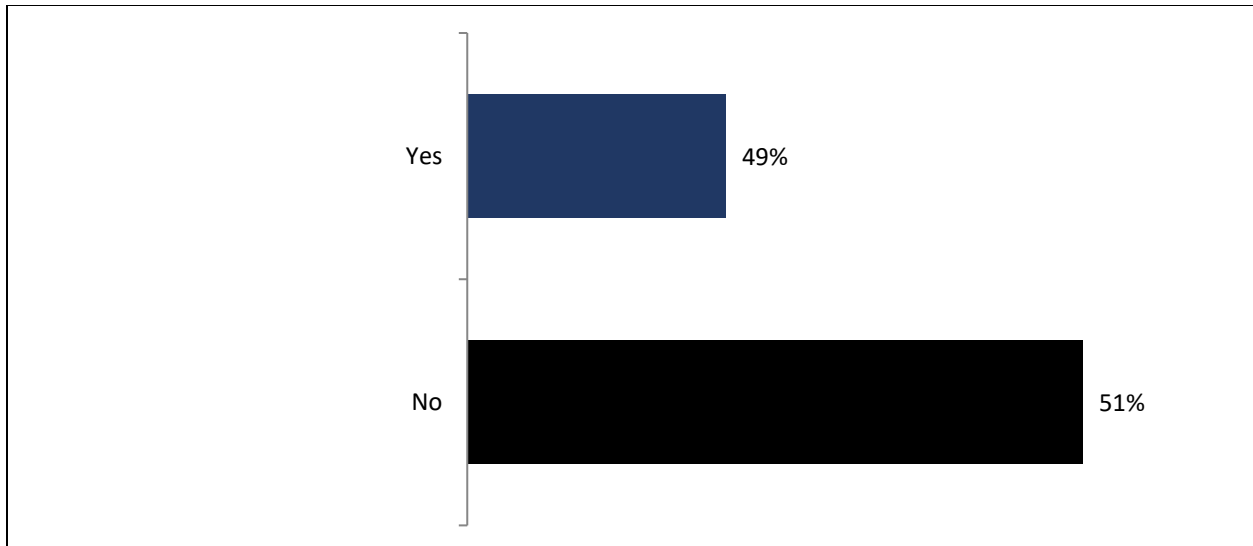
- Heterosexual respondents were more likely to report being very satisfied (21%) or satisfied (47%) with their life currently, whereas homosexual (41%), bisexual (50%), and respondents of other sexual orientations (56%) were more likely to report being less satisfied.

- Respondents aged 54 years old and younger were more likely to report being not satisfied with their life as a whole (39% for respondents aged between 14 and 34 and 40% for respondents aged between 35 and 54), while respondents aged 55 years and older were more likely to report being satisfied (48%) or very satisfied (28%) with their life currently.
- Respondents residing in Quebec were more likely to report being satisfied with their life as a whole where 27% are very satisfied and 49% are satisfied. Respondents residing in Ontario and in Alberta were more likely to report being less satisfied with their life currently (37% and 36% respectively).
- Respondents with a family income of less than \$40,000 (47%) and those with a family income between \$40,000 and \$80,000 (35%) were more likely to report not being satisfied with their current life.
- Those with a family income of \$100,000 or more were more likely to report being satisfied (53%) or very satisfied with their current life (23%).
- White respondents were more likely than BIPOC to report being satisfied with their current life (where 22% are very satisfied and 47% are satisfied).
- Indigenous respondents were more likely to report not being satisfied with their current life as a whole than others (40%).
- English-speaking respondents were more likely than others to report being less satisfied with their life as a whole (36%). French-speaking respondents were more likely than others to report being very satisfied with their current life (27%). Respondents whose first language is not English or French were more likely to report that they are satisfied with their life (50%).
- Respondents with a disability were more likely to report than others being less satisfied with their life as a whole right now (48%).

Participation in Sport in Canada

A little under half of respondents (49%) participated in a sport in Canada in the last three years.

Figure A1: Participation in Canadian sports



Q1: Have you participated in any sport in Canada at all in the last three years?

Participation in sport could range from riding a bicycle on a regular basis to playing elite hockey. This could be as a participant, coach, parent of a participant, volunteer, administrator, instructor, or officials.

Base: All respondents (n=10,376).

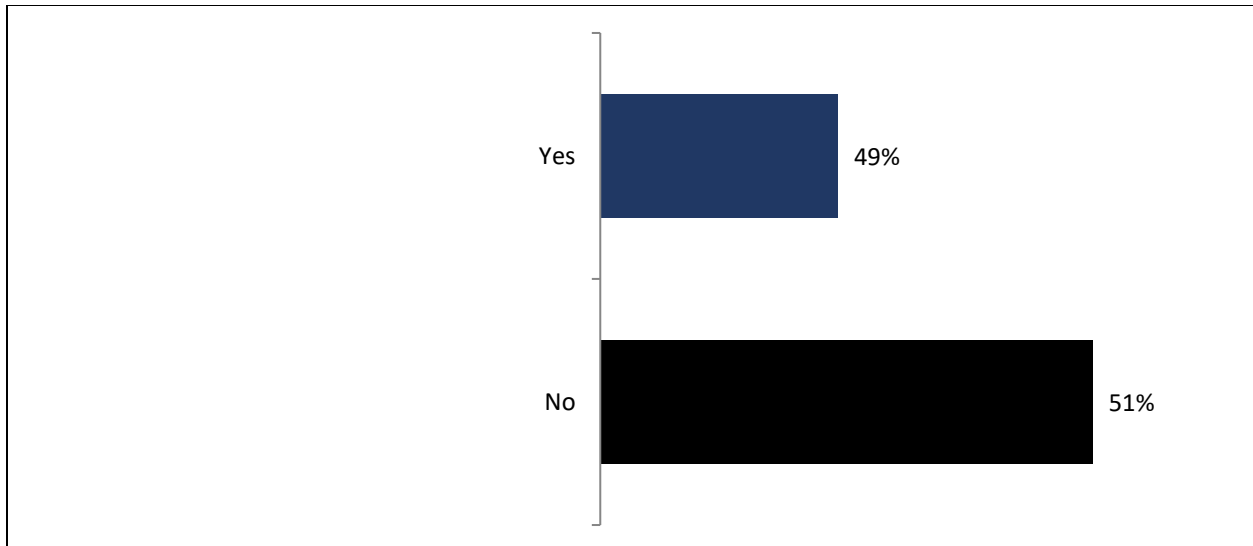
Notable subgroup differences among respondents regarding participation in sports in Canada over the past three years:

- Men (57%)
- Those aged between 16 and 34 years old (64%)
- Those aged between 35 and 54 years old (51%)
- Residents of Quebec (53%)
- Those with a family income of \$80,000 to less than \$100,00 (58%)
- Those with a family income of \$100,000 or more (62%)
- BIPOC (53%)
- Indigenous (55%)
- French-speaking respondents (52%)
- Those who do not have a disability (52%) were more likely to have answered that they participated in any sport in Canada at all in the last three years.

Involvement in Organized Canadian Sport

A little under half of respondents who participated in sport in Canada at all in the last three years (49%) reported being involved in an organized sport in Canada as a participant, coach, instructor, parent, volunteer, administrator or official in the last 3 years.

Figure A2: Involvement in organized Canadian sport



Q2: Have you been involved in an organized sport in Canada as a participant, coach, instructor, parent, volunteer, administrator or official in the last 3 years?

Organized sport is generally officiated, has a regular schedule, and is governed by rules. A few examples are a community soccer program, swim team or athletics club.

Base: Respondents who participated in any sport in Canada at all in the last three years (n=5,115).

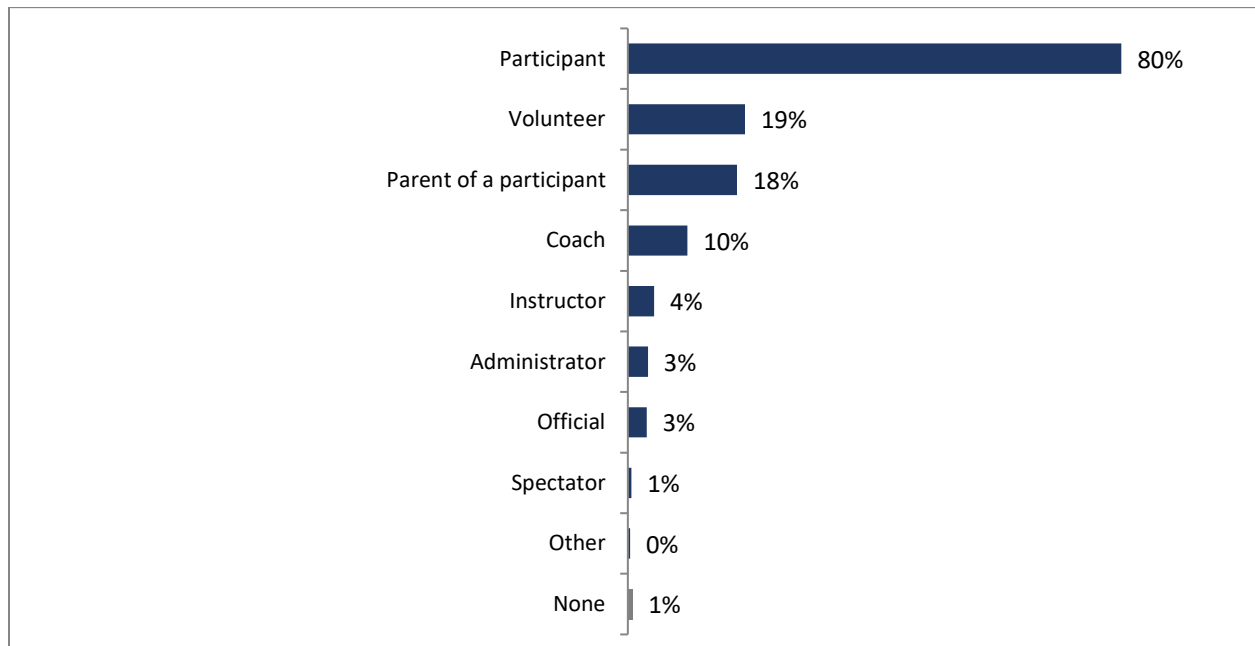
Notable subgroup differences among respondents regarding their involvement in organized sports in Canada as a participant, coach, instructor, parent, volunteer, administrator, or official over the past three years:

- Men (52%)
- Those aged between 16 to 34 (61%)
- Those aged between 35 to 54 years old (51%)
- Respondents residing in Ontario (53%), Saskatchewan (63%), Alberta (53%) and Territories (64%)
- Those with a family income of \$150,000 or more (53%)
- BIPOC (55%)
- Indigenous (67%)
- English-speaking respondents (54%) were more likely than others to have answered that they were involved in an organized sport in Canada in the last three years.

Roles in Canadian Sport

Four respondents out of five who participated in sport in Canada in the last three years (80%) reported being involved as a participant, while 19% reported being volunteers and/or a parent of a participant (18%), and 10% reported being involved as a coach. The other capacities had a few respondents (less than 4% for each one).

Figure A3: Roles in Canadian sport participation



Q3: Please indicate in which capacity you have participated in sport in Canada over the past three years?
Base: Respondents who participated in any sport in Canada at all in the last three years (n=5,115).

As respondents were able to give more than one answer, the total number of mentions may exceed 100%.

The following groups were more likely to have answered that they participated as volunteers in a sport in Canada over the past three years:

- Men (81%)
- Those aged between 16 to 34 years old (86%)
- Those aged 55 or more years old (84%)
- Respondents residing in Quebec (84%)
- White respondents (82%)
- French-speaking respondents (83%)
- Those that do not have a disability (81%) were more likely to have answered that they were involved as participants.

The following groups were more likely to have answered that they participated as parents in a sport in Canada over the past three years:

- Female respondents (21%)
- Those aged between 35 to 54 years old (34%)
- Those residing in Ontario (19%), Saskatchewan (26%) and Alberta (22%)
- Those with a family income of \$100,000 or more (24%)

Satisfaction with Sports Participation in Canada

Few respondents who participated in sport in Canada in the past three years feel very satisfied with their experiences (31%). A little over half (52%) had a level of satisfaction of 7 or 8 and 18% reported being less satisfied (indicating a satisfaction of 6 or lower).

Figure A4: Satisfaction with sports participation in Canada

10 (Very satisfied)	14%
9	17%
8	31%
7	20%
6	8%
5	6%
4	1%
3	1%
2	0%
1	0%
0 (Very dissatisfied)	0%

Q4: Thinking only of your experiences participating in sport in Canada, please indicate your overall level of satisfaction using a scale from 0 to 10 where 0 means very dissatisfied and 10 means very satisfied. Base: Respondents who participated in any sport in Canada at all in the last three years (n=5,115).

Notable subgroup differences regarding respondents' satisfaction with their experience participating in sport in Canada:

- Heterosexual respondents were more likely than others to report being very satisfied with their experience participating in sport in Canada (32%).
- Respondents aged 55 years old, and more were more likely to report being satisfied with their experience in sport in Canada (41%).
- Respondents residing in the Atlantic provinces (39%) and in Quebec (36%) were more likely than the others to report being very satisfied with their experience in sport in Canada. Respondents residing in Ontario were more likely than others to report being less satisfied with their experience (20%).
- Respondents (22%) with a lower income (less than \$40,000) were more likely than others to report being less satisfied with their experience in sport in Canada.
- White respondents were more likely than others to report being very satisfied (32%) or satisfied (53%) with their experience in sport in Canada.

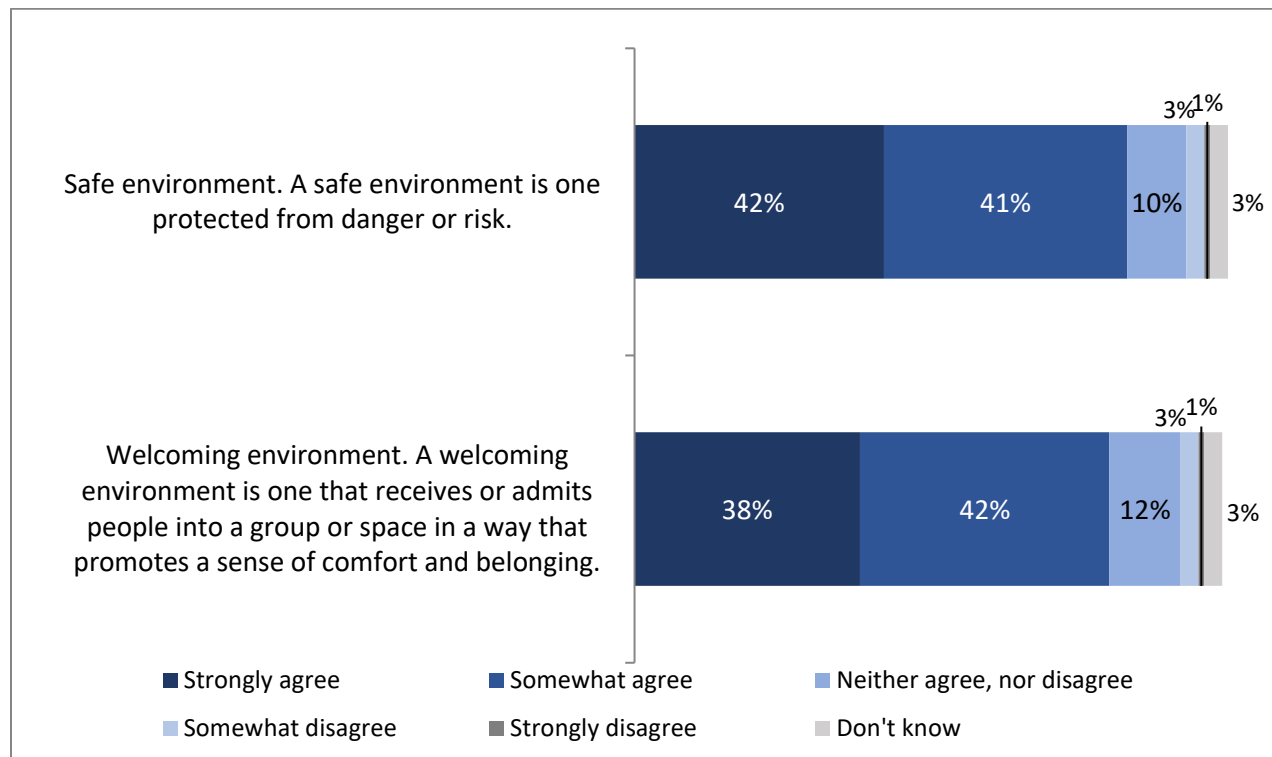
- BIPOC (23%) and Indigenous (24%) were more likely to report being less satisfied with their experience.
- French-speaking respondents (37%) were more likely than others to report being very satisfied with their experience in sport in Canada.
- Respondents with a disability (23%) were more likely than others to report being less satisfied with their experience in sport in Canada.

Perceptions of Safety and Welcoming Atmosphere in Canadian Organized Sports

The majority of sports respondents agree that they have experienced sport in Canada in a safe and welcoming environment. In the last three years, 83% (42% strongly agree and 41% somewhat agree) believe that they experienced a safe environment, while 10% neither agree, nor disagree. A few disagree 4% (3% somewhat disagree and 1% strongly disagree) with this statement.

Additionally, 80% (38% strongly agree and 42% somewhat agree) believe that they experienced a welcoming environment, while 12% neither agree, nor disagree. A few 4% (3% somewhat disagree and 1% strongly disagree) disagreed.

Figure A6: Perceptions of safety and welcoming atmosphere in Canadian organized sports



Q6: Please indicate your level of agreement or disagreement with each of the following statements. I experienced organized sport in Canada in a...

Base: Respondents who participated in any sport in Canada at all in the last three years (n=5,115).

The following groups were more likely to report having experienced a safe environment:

- Residents of Québec (85%)
- Those with a family income of \$100,000 or more (86%)
- French-speaking respondents (85%)
- Respondents without a disability (84%)

The following groups were more likely to report having experienced a welcoming environment:

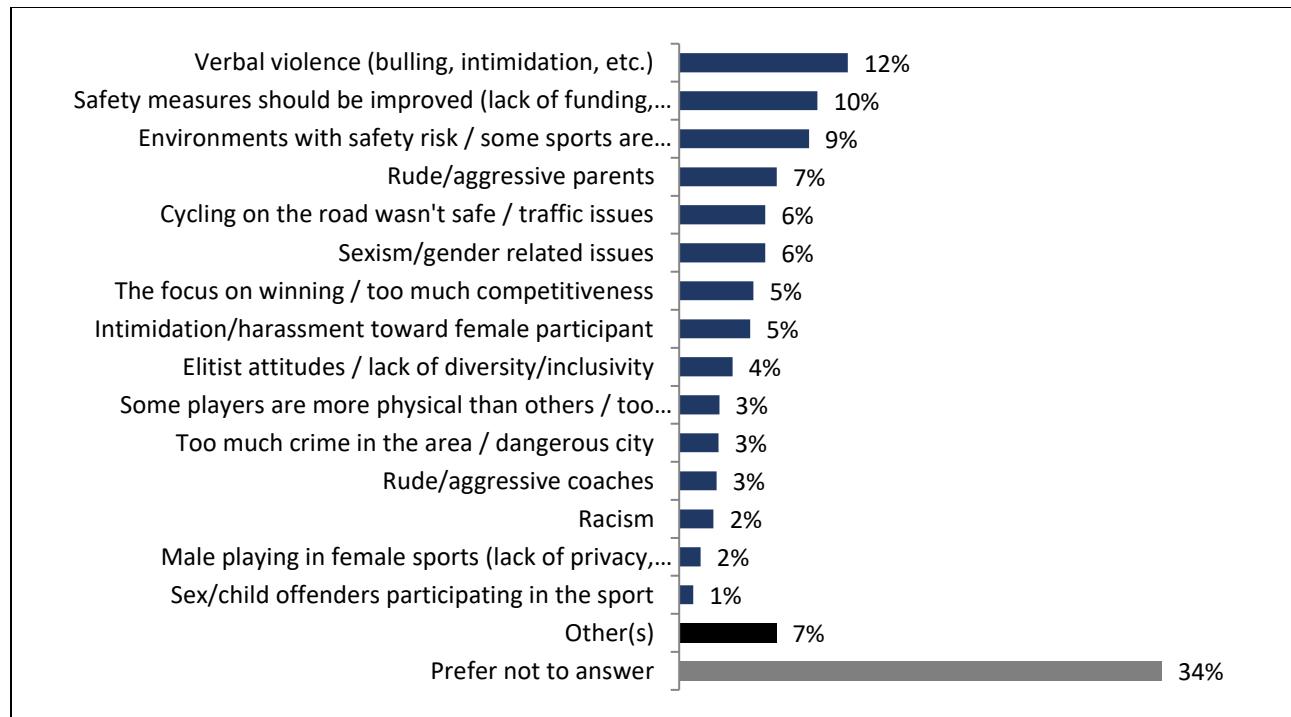
- Respondents aged 16-34 (83%)
- Residents of Saskatchewan (87%)
- Those with a family income of \$100,00 or more (84%)

Safety and Welcoming Concerns in Sport Environments

Safety environment concerns

Over two thirds of respondents (66%) provided at least one reason as to why they felt their experience in organized sports in Canada was not in a safe environment. The main reasons were verbal abuse (12%), insufficient safety measures (10%) and environments with a safety risk (9%). Other reasons received between 1% to 7% of the responses. A little over a third of respondents (34%) preferred not to answer this question.

Figure A7A: Safety concerns in sport environments

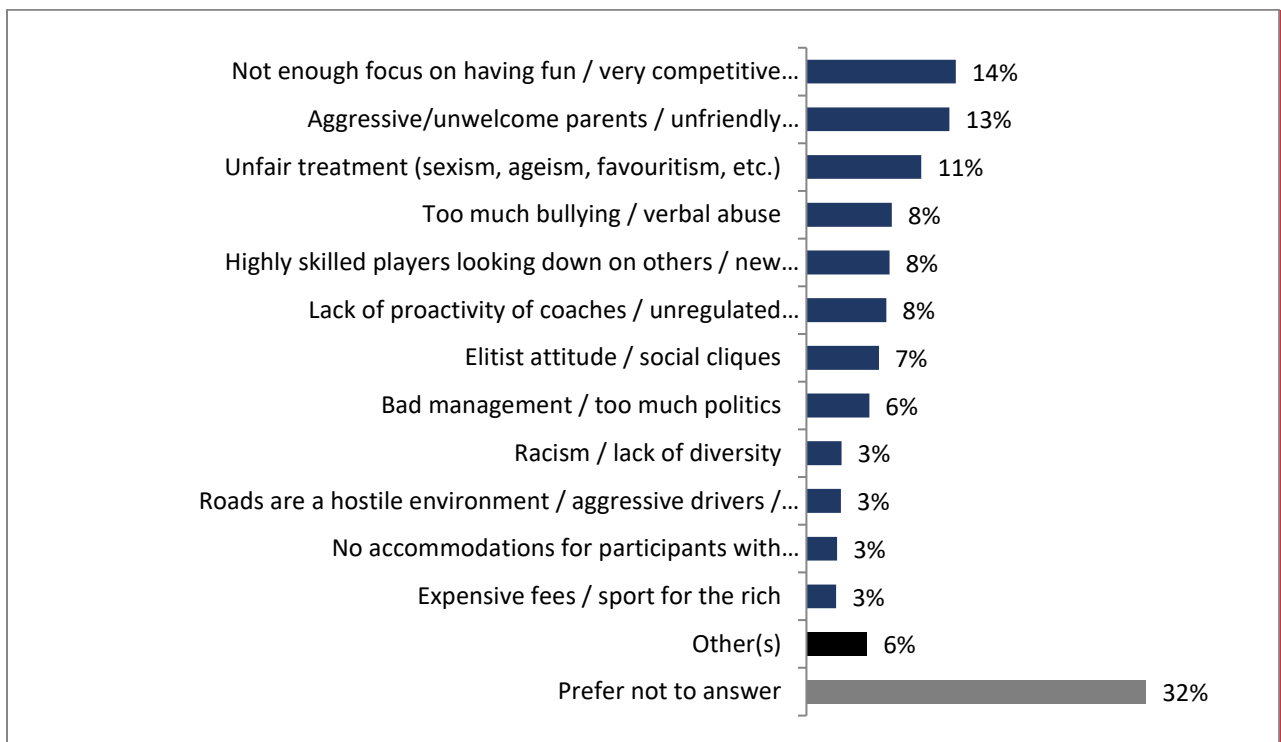


Q7A: Please explain why your experience with organized sport in Canada did not take place in a safe environment. Base: Respondents who did not experience organized sport in a safe environment (n=193).

Welcoming Environment Concerns

A little over two thirds of respondents (68%) provided at least one reason as to why they felt their experience in organized sports in Canada was not in a welcoming environment. The main reasons mentioned were that there was not enough focus on having fun (it was a very competitive environment) (14%), the environment was aggressive with unwelcoming parents and unfriendly competitors (13%) and that there was an unfair treatment (sexism, ageism, favoritism) (11%). The other reasons received between 3% to 8% of the responses. A little over one third of respondents (32%) preferred not to answer this question.

Figure A7B: Welcoming concerns in sport environments

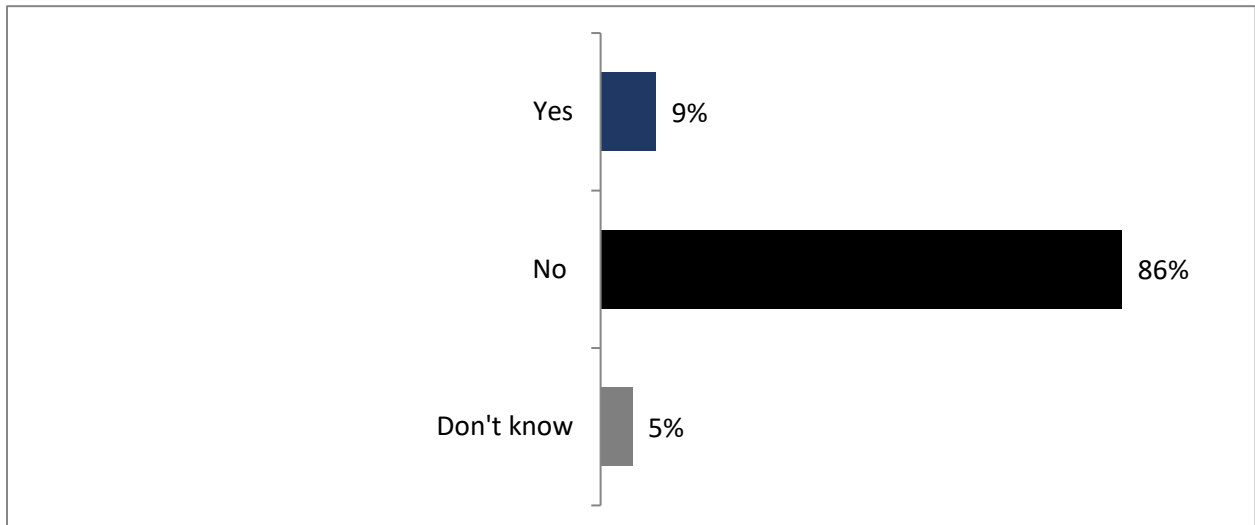


Q7B: Please explain why your experience with organized sport in Canada did not take place in a welcoming environment. Base: Respondents who did not experience organized sport in a welcoming environment (n=191)

Impact of Safety and Inclusion on Sport Participation

A little under one out of ten respondents did end their participation because they felt unsafe and/or unwelcome.

Figure A8: Impact of safety and inclusion on sport participation



Q8: Thinking only of your experiences, did you end your participation in an organized sport in Canada because or partly because you didn't feel safe and/or welcome?

Base: All respondents (n=10,376)

Notable subgroup differences regarding respondents' decision to end their participation in an organized sport in Canada because or partly because they did not feel safe and/or welcome:

- Indigenous (23%)
- Respondents with another sexual orientation (19%)
- Those aged between 16 and 34 years old (17%)
- BIPOC (15%)
- Non-heterosexuals (15%)
- Respondents with a disability (13%)
- Men (11%)
- Those residing in British-Columbia (11%) were more likely than others to report ending their participation in an organized sport in Canada because or partly because they did not feel safe and/or welcome.

Incidents Within Organized Sports

Less than half (40%) respondents who participated in a sport in Canada in the last three years declared at least one incident within their organized sport. The main incidents reported were mental health challenges (16%), diagnosed concussion (15%), harassment (14%), sexism (14%) and racism (13%). Doping was the least reported incident (6%).

Table 9. Incidents within organized sports

Incidents	Total Yes %

Mental health challenges	16%
Diagnosed concussion	15%
Harassment (Persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.)	14%
Sexism (Prejudice or discrimination on the basis of sex.)	14%
Racism (Prejudice or discrimination directed against a person on the basis of their membership in a particular racial group.)	13%
Non-diagnosed concussion	11%
Homophobia (Prejudice or discrimination against a person on the basis of their real or perceived sexual orientation.)	10%
Abuse or maltreatment (including physical, psychological, and sexual maltreatment, neglect, grooming, and boundary transgressions)	9%
Any form of corruption (such as match manipulation, fraud, bribery, etc.)	8%
Doping (use of substances or methods to enhance athletic performance) or use of prohibited performance enhancing drugs	6%

Q9: Did you experience or witness any of the following related to your organized sport experience? Base: Respondents who participated in any sport in Canada at all in the last three years (n=5,115).

**Total YES presented*

The following subgroups were more likely than others to have reported at least one incident:

- Indigenous respondents (69%)
- Non-heterosexuals (56%)
- Respondents with a disability (55%)
- Those aged between 16 and 34 years old (54%)
- Those with a family income of \$80,000 to less than \$100,000 (43%)
- BIPOC (46%)
- Anglophones (42%)

The following table provides more detailed information on the significant differences :

Table 10: Did you experience or witness any of the following related to your organized sport experience? Base: Respondents who participated in any sport in Canada at all in the last three years (n=5,115).

Reading note: Significantly lower differences are marked with a “-” sign, while significantly higher differences are marked with a “+”.

The statistical approach utilized the Z-test to assess differences, comparing each group against its complementary group. A p-value threshold of less than 0.05 was adopted, denoting statistical significance at the 95% confidence level.

% Total Yes	Gender		Age			Ethnicity		Language		Disability	
	Man	Woman	16-34	35-54	55+	White	BIPOC	English	French	Yes	No
Mental health challenges	16%	16%	26%+	14%-	7%-	15%-	20%+	19%+	10%-	30%+	14%-
Diagnosed concussion	16%	14%-	21%+	13%-	9%-	15%	15%	16%+	15%	22%+	14%-
Harassment (Persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.)	15%+	12%-	18%+	14%	9%-	13%-	16%+	16%+	12%-	22%+	13%-
Sexism (Prejudice or discrimination on the basis of sex.)	11%-	17%+	21%+	12%-	8%-	13%-	17%+	15%+	13%	21%+	13%-
Racism (Prejudice or discrimination directed against a person on the basis of their membership in a particular racial group.)	14%+	11%-	19%+	12%	6%-	9%-	22%+	13%+	10%-	19%+	11%-
Non-diagnosed concussion	12%+	10%-	16%+	9%-	7%-	11%	12%	11%	12%	16%+	10%-
Homophobia (Prejudice or discrimination against a person on the basis of their real or perceived sexual orientation.)	11%+	7%-	15%+	8%-	5%-	8%-	14%+	10%+	7%-	17%+	8%-
Abuse or maltreatment (including physical, psychological, and sexual maltreatment, neglect, grooming, and boundary transgressions)	10%+	8%-	13%+	9%	5%-	8%-	13%+	10%	8%	18%+	8%-
Any form of corruption (such	9%+	6%-	12%+	7%	3%-	6%-	12%+	8%	6%-	12%+	7%-

as match manipulation, fraud, bribery, etc.)											
Doping (use of substances or methods to enhance athletic performance) or use of prohibited performance enhancing drugs	7%+	3%-	9%+	4%-	2%-	4%-	9%+	6%+	5%	11%+	5%-

Q9: Did you experience or witness any of the following related to your organized sport experience? Base: Respondents who participated in any sport in Canada at all in the last three years (n=5,115).

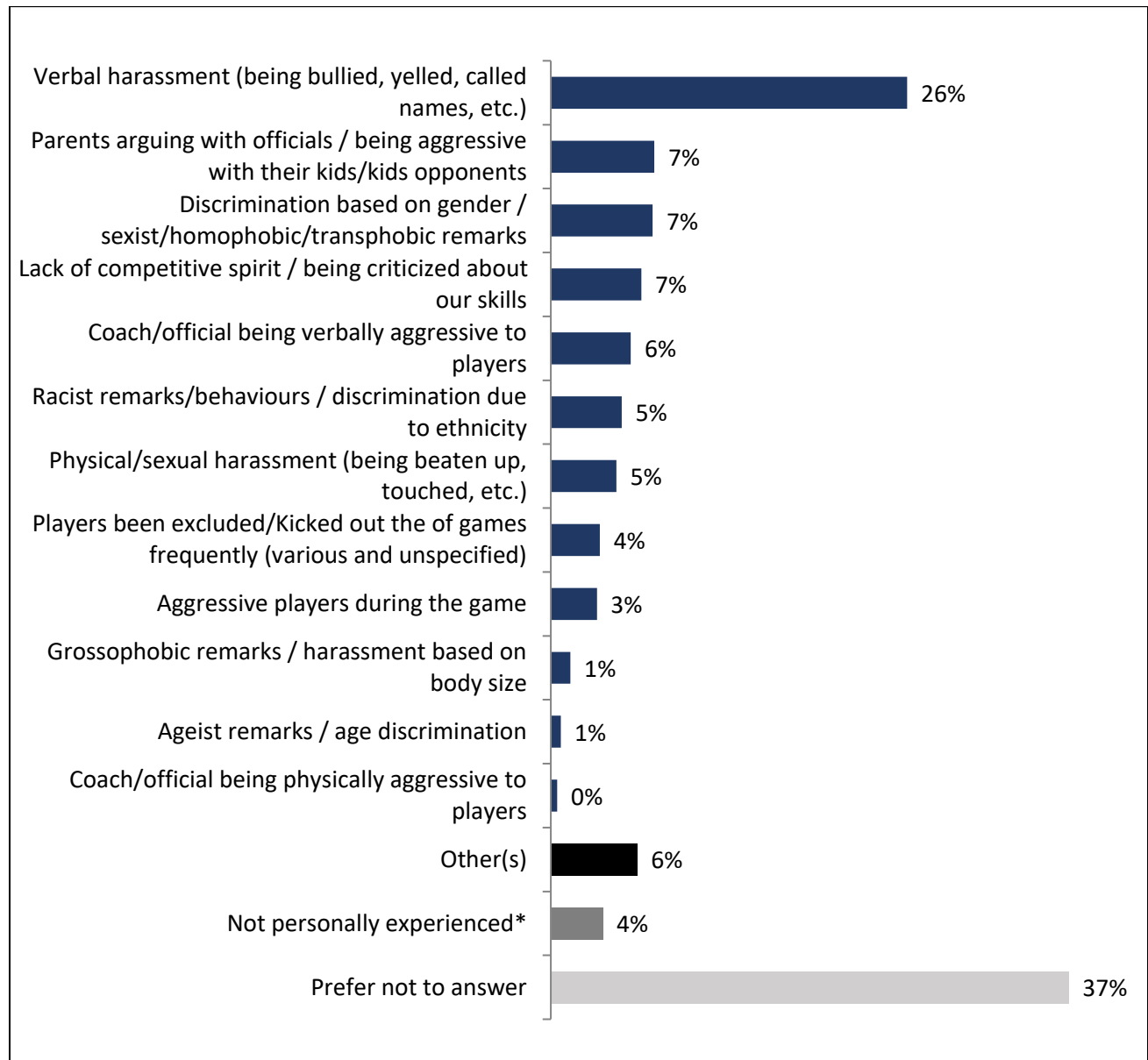
**Total YES presented*

Personal Accounts of Challenges in Organized Sports

Harassment

Over half of respondents (59%) reported at least on experience where they experienced or witnessed harassment during their time in organized sports in Canada. The primary experience reported was verbal harassment (26%), with other reported experiences ranging between 1% and 7%. A little under two out of five respondents (37%) preferred not to answer.

Figure A10A: Harassment



Q10A: Thinking only of your time in organized sport, please describe your experience(s) with harassment.
 Base: Respondents who mentioned having experienced or witnessed harassment related to organized sport (n=720).

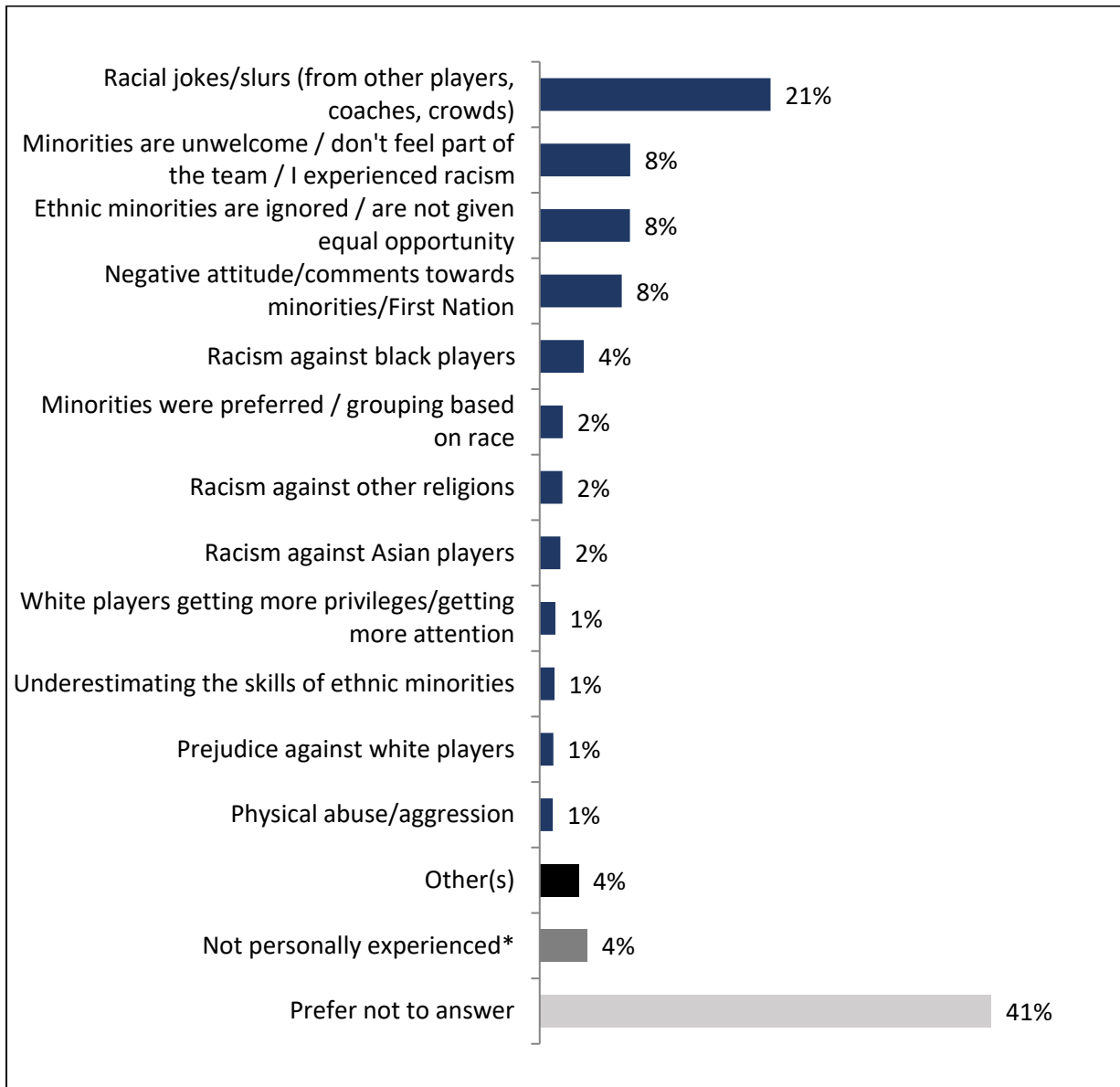
*Not personally experienced means that the participant saw this incident but did not live it personally.

Racism

The primary experience reported by respondents who indicated experiencing or witnessing racism during their time in organized sports in Canada was racial jokes or slurs coming from other players, coaches

and/or from the crowds (21%), with other reported experiences ranging between 1% and 8%. A little over two out of five respondents (41%) preferred not to answer.

Figure A10B: Racism



Q10B: Thinking only of your time in organized sport, please describe your experience(s) with racism. Base: Respondents who mentioned having experienced or witnessed racism related to organized sport (n=635)

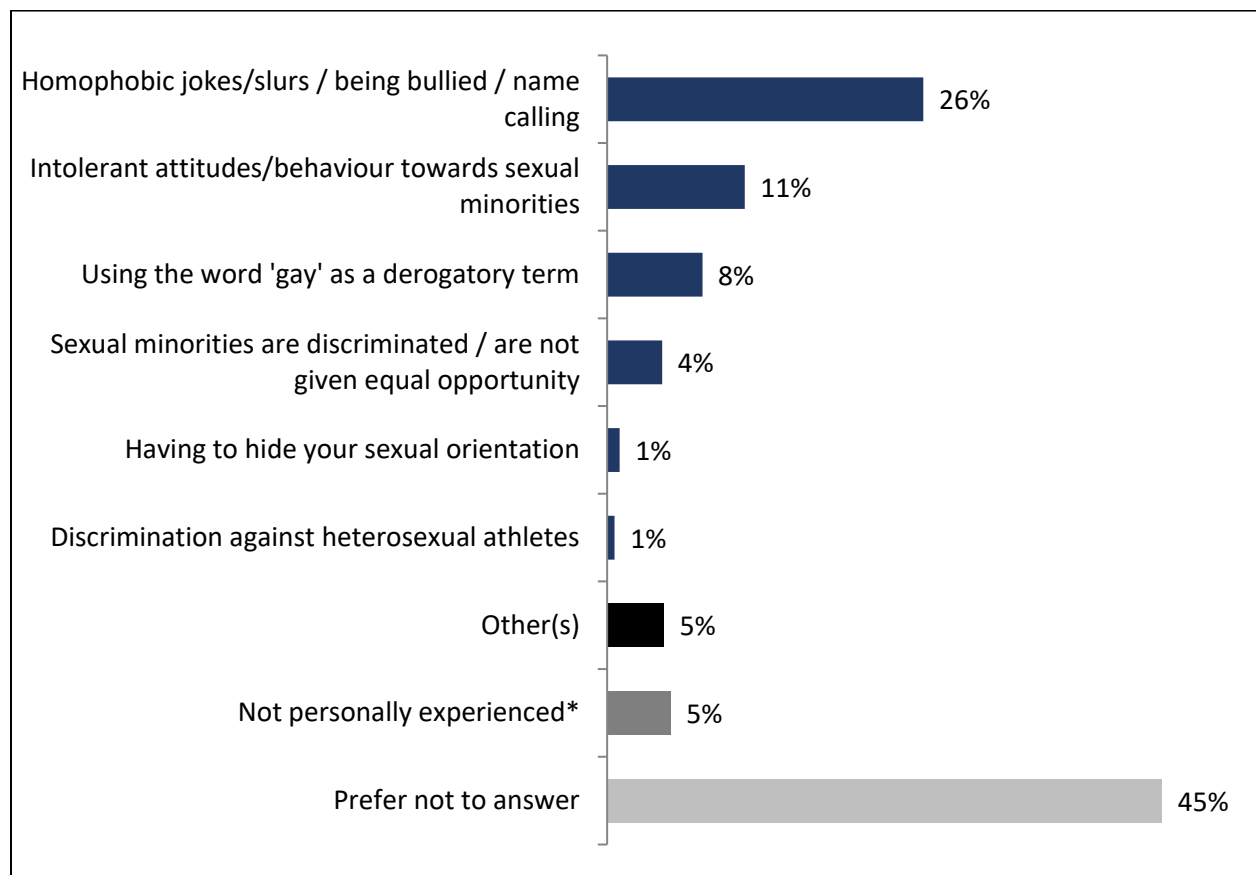
*Not personally experienced means that the participant saw this incident but did not live it personally.

Homophobia

The primary experience reported by respondents who indicated experiencing or witnessing homophobia during their time in organized sports in Canada was homophobic jokes or slurs, being bullied and name

calling (26%), with other reported experiences ranging from 1% to 11%. Over two out of five respondents (45%) preferred not to answer.

Figure A10C: Homophobia



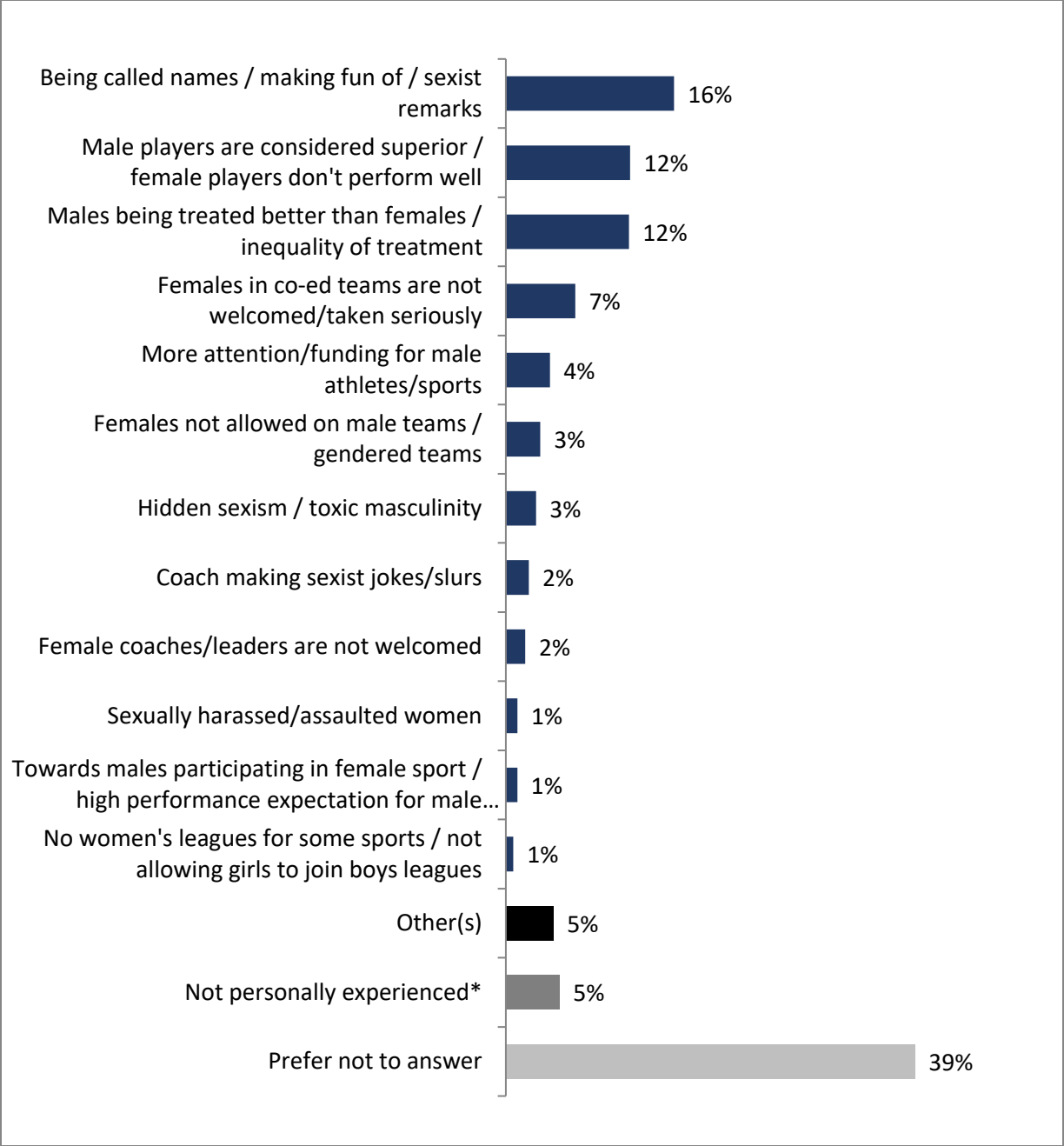
Q10C: Thinking only of your time in organized sport in Canada, please describe your experience(s) with homophobia. Base: Respondents who mentioned having experienced or witnessed homophobia related to organized sport (n=474).

*Not personally experienced means that the participant saw this incident but did not live it personally.

Sexism

The primary experience reported by respondents who indicated experiencing or witnessing sexism during their time in organized sport in Canada was name calling, making fun of or sexist remarks (16%), men players being considered better (12%) and men being treated better than women (12%), with other reported experiences ranging from 1% to 7%. A little under two out of five respondents (39%), preferred not to answer.

Figure A10D: Sexism



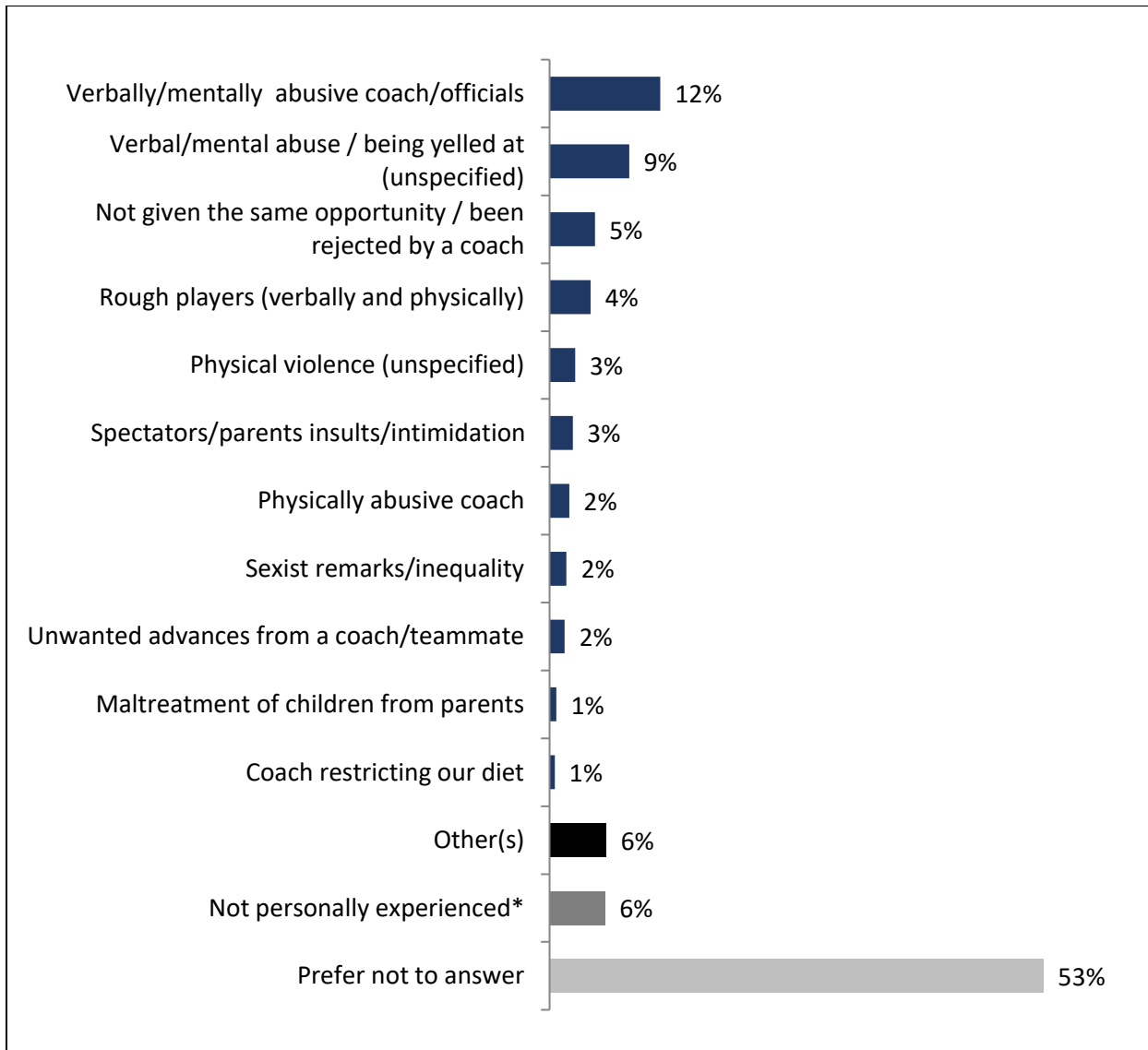
Q10D: Thinking only of your time in organized sport in Canada, please describe your experience(s) with sexism. Base: Respondents who mentioned having experienced or witnessed sexism related to organized sport (n=719).

*Not personally experienced means that the participant saw this incident but did not live it personally.

Maltreatment/abuse

The primary experience reported by respondents who indicated experiencing or witnessing maltreatment/abuse was verbal and mental abuse from coaches or officials (12%), with other reported experiences ranging from 1% to 9%. A little over half of the respondents (53%) preferred not to answer.

Figure A10E: Maltreatment/abuse



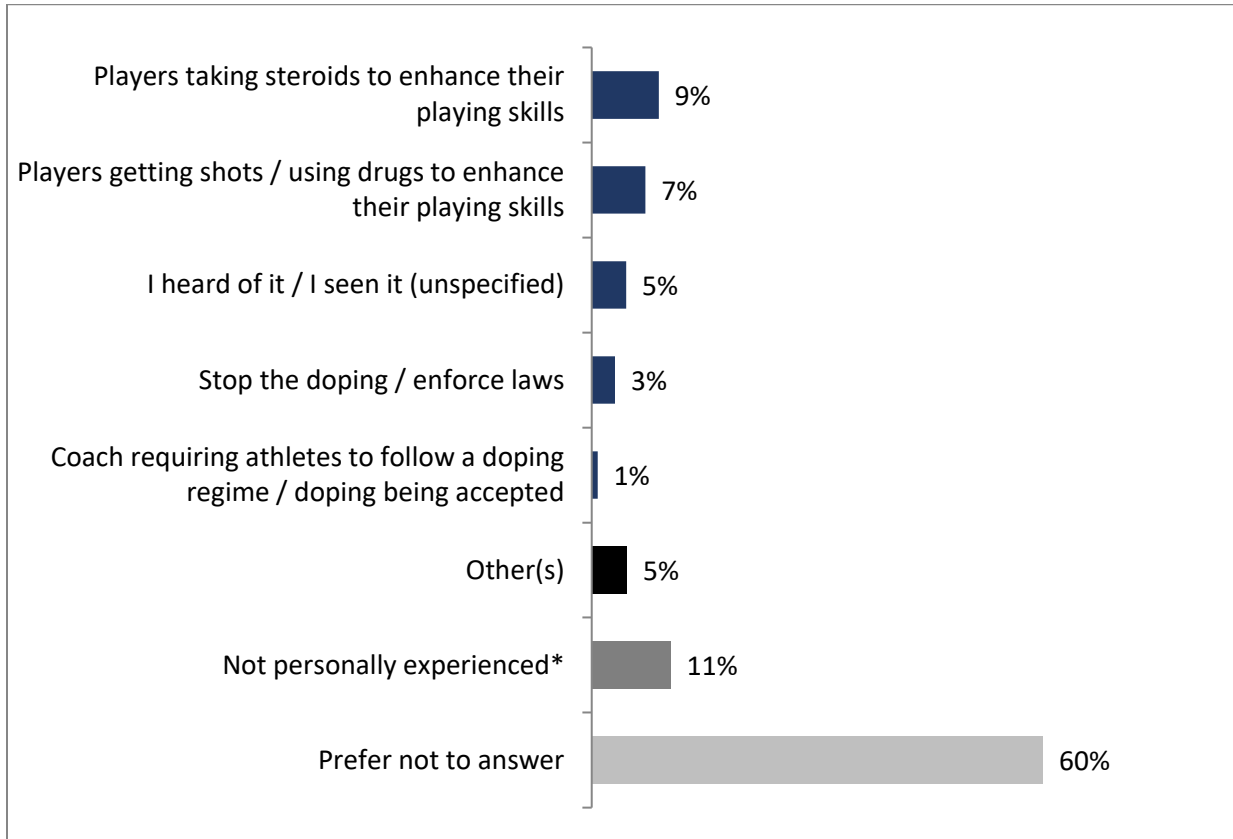
Q10E: Thinking only of your time in organized sport in Canada, please describe your experience(s) with maltreatment/abuse. Base: Respondents who mentioned having experienced or witnessed maltreatment/abuse related to organized sport (n=475).

*Not personally experienced means that the participant saw this incident but did not live it personally.

Doping

The primary experience reported by respondents who indicated experiencing or witnessing doping in their time in organized sport in Canada was players taking steroids to enhance their playing skills (9%), with other reported experiences ranging from 1% to 7%. A little over one out of ten respondents (11%) did not personally experience doping but saw it/heard of it. Over half (60%) preferred not to answer.

Figure A10F: Doping



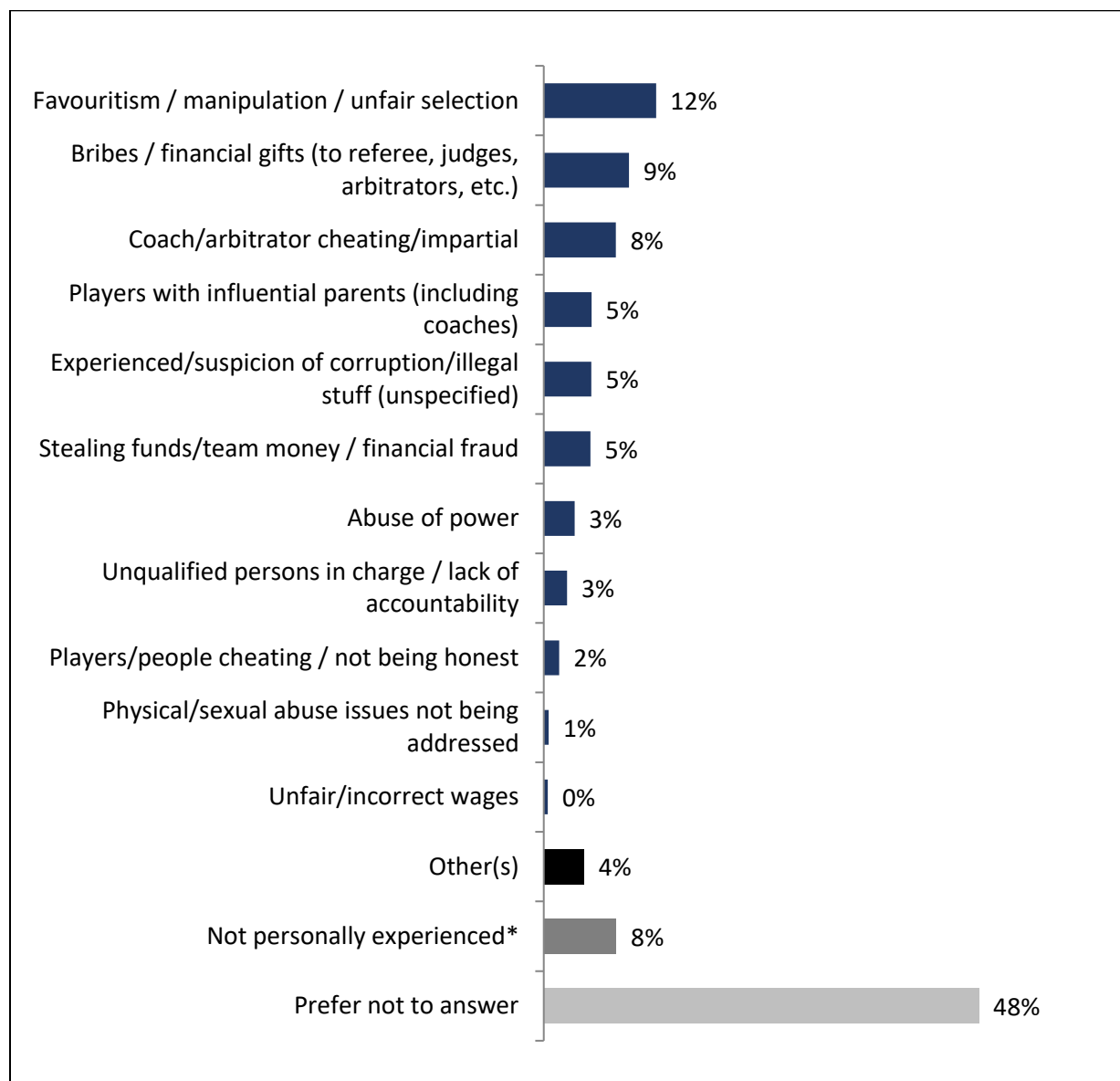
Q10F: Thinking only of your time in organized sport in Canada, please describe your experience(s) with doping. Base: Respondents who mentioned having experienced or witnessed doping related to organized sport (n=277).

*Not personally experienced means that the participant saw this incident but did not live it personally.

Corruption

The primary experience reported by respondents who indicated experiencing or witnessing corruption in their time in organized sport in Canada was favoritism, manipulation and/or unfair selection (12%), with other reported experiences ranging from 1% to 9%. A little less than half of the respondents (48%) preferred not to answer.

Figure A10G: Corruption



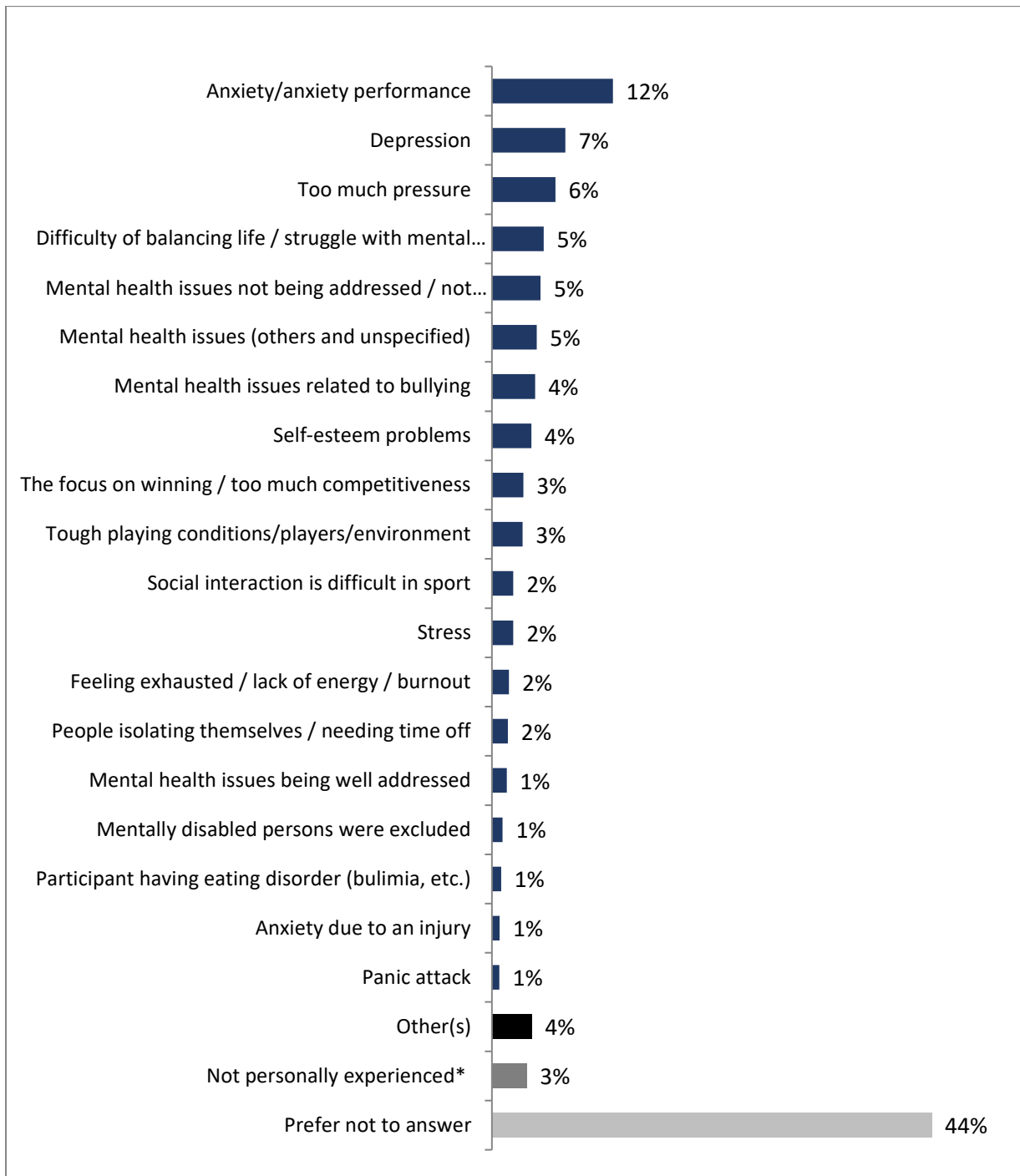
Q10G: Thinking only of your time in organized sport in Canada, please describe your experience(s) with corruption. Base: Respondents who mentioned having experienced or witnessed corruption related to organized sport (n=377).

*Not personally experienced means that the participant saw this incident but did not live it personally.

Mental health challenges

The primary experience reported by respondents who indicated experiencing or witnessing mental health challenges in their time in organized sport in Canada was anxiety or anxiety to perform (12%), with other reported experiences ranging from 1% to 7%. Less than half (44%) preferred not to answer.

Figure A10H: Mental health challenges



Q10H: Thinking only of your time in organized sport in Canada, please describe your experience(s) with mental health challenges. Base: Respondents who mentioned having experienced or witnessed mental health challenges related to organized sport (n=811).

*Not personally experienced means that the participant saw this incident but did not live it personally.

Perspectives on Ethical and Safety Challenges in Sports

Concussions, followed by sexism and harassment are the top three problems in sports according to respondents.

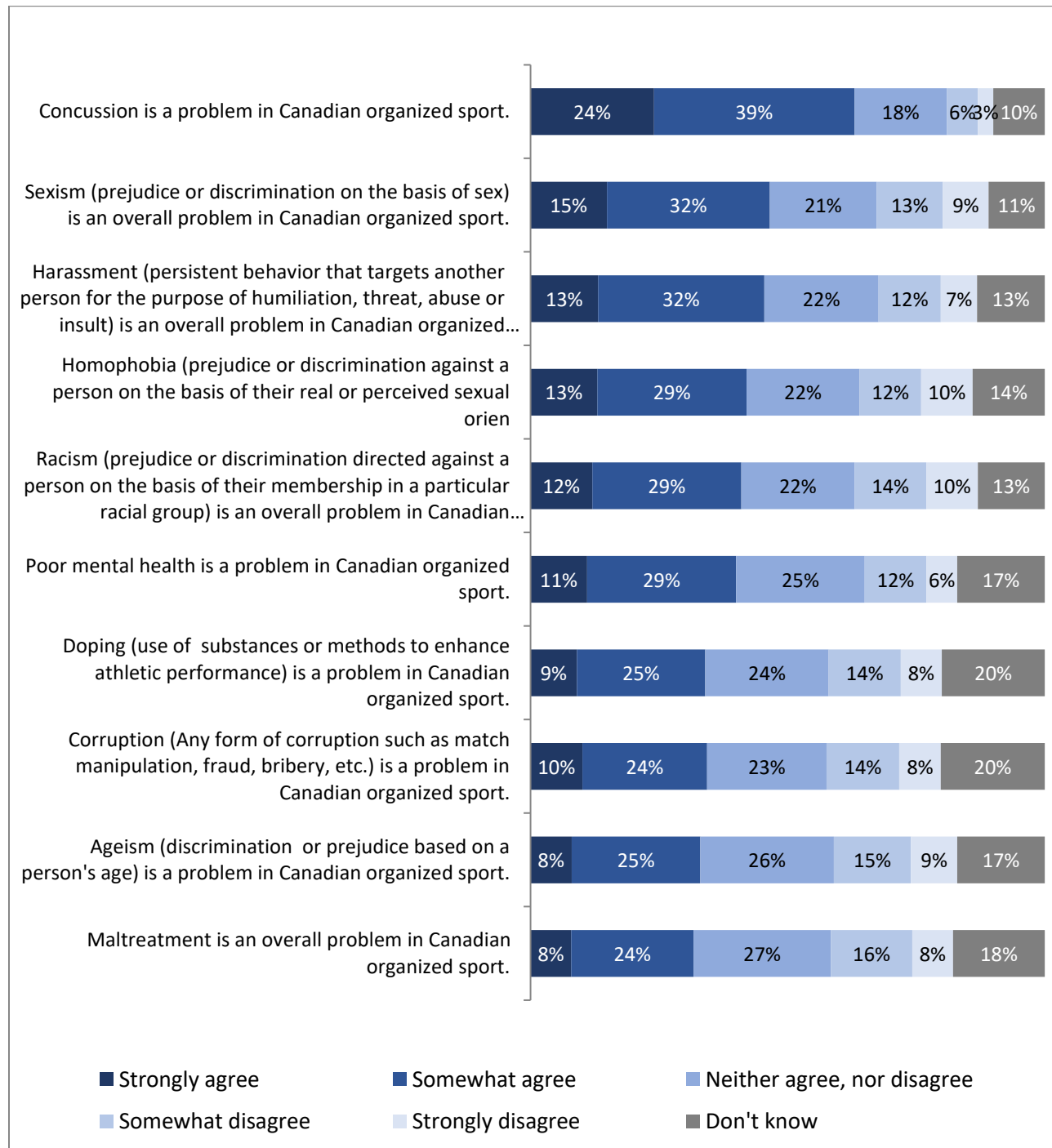
Over half, 63% (24% strongly agree and 39% somewhat agree) reported that concussions are a problem in Canadian organized sport.

Under half of the respondents indicated that sexism 47% (15% strongly agree and 32% somewhat agree) and harassment 45% (13% strongly agree and 32% somewhat agree) were a problem in Canadian organized sport.

Less than half respondents reported that homophobia 42% (13% strongly agree and 29%) and racism 41%, (12% strongly agree and 29% somewhat agree) are a problem, and 40% (11% strongly agree and 29% somewhat agree) indicated that poor mental health was an issue.

Finally, one third of respondents reported that doping 34% (9% strongly agree and 25% somewhat agree), corruption 34% (10% strongly agree and 24% somewhat agree), ageism 33% (8% strongly agree and 25% somewhat agree) and maltreatment 31% (8% strongly agree and 24% somewhat agree) were a problem in Canadian organized sport.

Figure A11: perspectives on ethical and safety challenges in sports



Q11. Based on what you have seen, heard, or experienced, please indicate your level agreement or disagreement with each of the following statements. Base: All Respondents (n=10,376)

Female respondents, those aged 16 to 34 years old, non-heterosexual respondents and those who have a disability tend to agree more with the different statements.

The following table provides more detailed information on the significant differences :

Table 11: *Based on what you have seen, heard, or experienced, please indicate your level agreement or disagreement with each of the following statements. Base: All Respondents (n=10,376)*

Reading note: Significantly lower differences are marked with a “-“ sign, while significantly higher differences are marked with a “+”.

The statistical approach utilized the Z-test to assess differences, comparing each group against its complementary group. A p-value threshold of less than 0.05 was adopted, denoting statistical significance at the 95% confidence level.

% Total Agree (Strongly agree + somewhat agree)	Gender		Age			Sexual orientation		Disability	
	Man	Woman	16-34	35-54	55+	Heterosexual	Non-heterosexual	Yes	No
Concussion is a problem in Canadian organized sport.	57%-	68%+	58%-	58%-	70%+	63%	67%+	72%+	61%-
Sexism is an overall problem in Canadian organized sport.	40%-	54%+	52%+	43%-	47%	46%-	62%+	56%+	46%-
Harassment is an overall problem in Canadian organized sport.	42%-	48%+	47%+	43%-	45%	44%-	58%+	55%+	43%-
Homophobia is an overall problem in Canadian organized sport.	38%-	44%+	42%	38%-	44%+	40%-	65%+	52%+	39%-
Racism is an overall problem in Canadian organized sport.	39%-	43%+	46%+	39%-	39%	40%-	53%+	48%+	39%-
Poor mental health is a problem in Canadian organized sport.	36%-	43%+	48%+	40%	33%	39%-	49%+	49%+	38%-
Doping is a problem in Canadian organized sport.	33%-	36%+	36%+	30%-	37%+	35%	34%	41%+	33%-
Corruption is a problem in Canadian organized sport.	33%	35%	36%+	34%	32%	33%-	39%+	41%+	32%-
Ageism is a problem in Canadian organized sport.	30%-	36%+	35%+	31%-	33%	32%-	40%+	41%+	31%-

Maltreatment is an overall problem in Canadian organized sport.	29%-	33%+	34%+	29%-	31%	30%-	38%+	43%+	29%-
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Confidence Levels in the Training of Various Personnel in Canadian Organized Sports

The level of confidence in the training of various personnel in Canadian organized sports depends on the issue. However, for all the issues, less than half of the respondents are confident that the personnel has been properly trained.

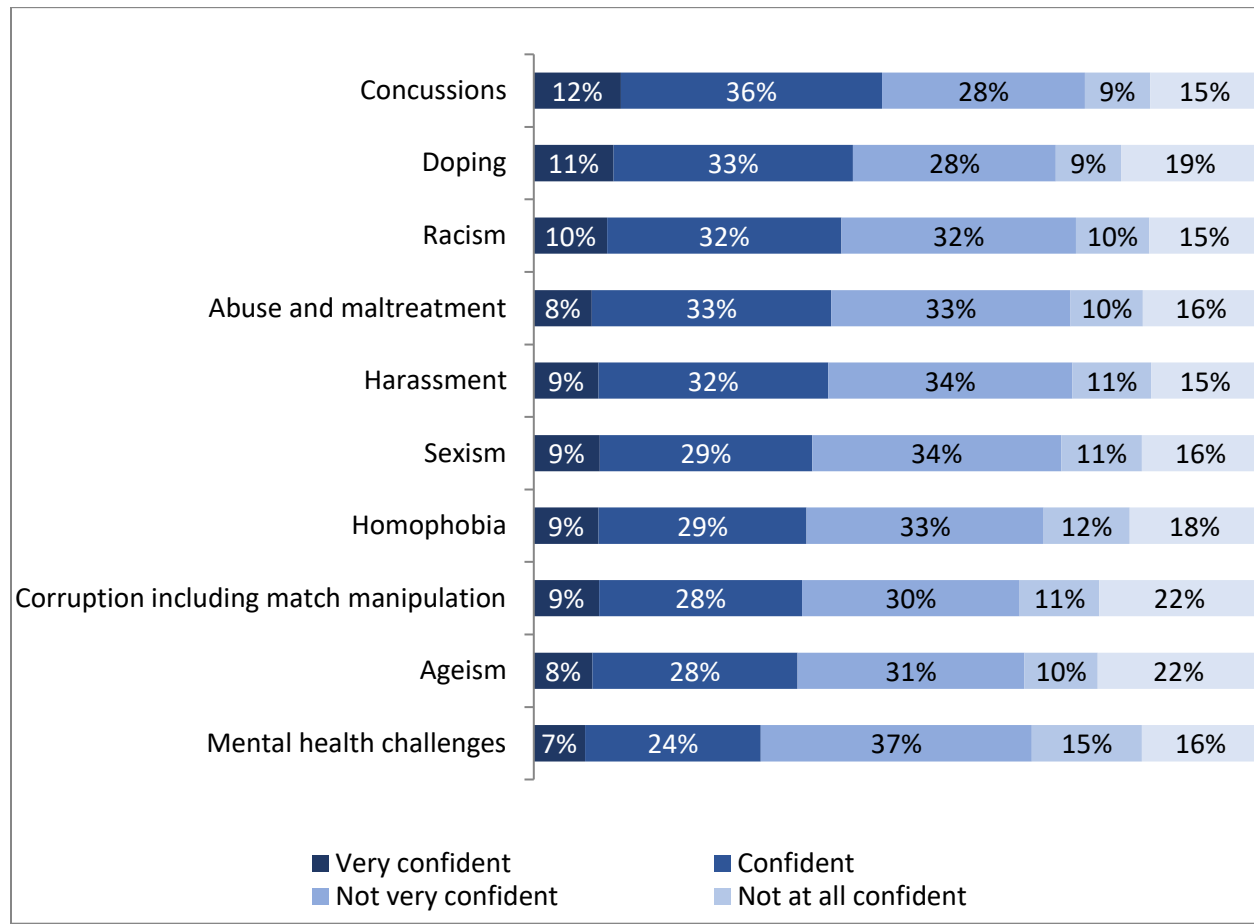
Under half (48%) of the respondents are confident that coaches, volunteers, administrators, instructors, and officials in Canadian organized sport have been properly trained to help prevent concussions where 12% are very confident and 36% are confident and doping (42%) where 11% are very confident and 33% are confident.

Also, 42% are confident that personnel in Canadian organized sports have been properly trained to help prevent racism, where 10% are very confident and 32% are confident, 41% abuse and maltreatment, where 8% are very confident and 33% are confident, and 40% harassment, where 9% are very confident and 32% are confident.

Additionally, 38% of respondents are confident that personnel are well trained to help prevent sexism, where 9% are very confident and 29% are confident, 38% for homophobia, where 9% are very confident and 29% are confident, 37% for corruption, where 9% are very confident and 28% are confident, and 36% for ageism, where 8% are very confident and 28% are confident.

Finally, 31% of respondents are confident that coaches, volunteers, administrators, instructors, and officials in Canadian organized sport have been properly trained to help prevent mental health challenges, where 7% are very confident and 24% are confident.

Figure A11A: Confidence in training for ethical and safety standards in sports



Q11A: How confident are you that coaches, volunteers, administrators, instructors, and officials in Canadian organized sport have been properly trained to help prevent the following in sport? Base: All respondents (n=10,376)

The following table provides more detailed information on the significant differences :

Table 12: How confident are you that coaches, volunteers, administrators, instructors, and officials in Canadian organized sport have been properly trained to help prevent the following in sport? Base: All respondents (n=10,376)

Reading note: Significantly lower differences are marked with a “-“ sign, while significantly higher differences are marked with a “+”.

The statistical approach utilized the Z-test to assess differences, comparing each group against its complementary group. A p-value threshold of less than 0.05 was adopted, denoting statistical significance at the 95% confidence level.

% Total confident (Very confident + Confident)	Gender		Age			Sexual orientation		Disability	
	Man	Woman	16-34	35-54	55+	Heterosexual	Non-heterosexual	Yes	No
Concussions	51%+	46%-	57%+	48%	42%-	49%+	47%	44%-	50%
Doping	49%+	40%-	52%+	44%	39%-	44%	45%	40%-	45%
Racism	50%+	35%-	47%+	41%	40%-	43%+	33%-	39%-	43%
Abuse and maltreatment	48%+	34%-	48%+	41%	36%-	42%+	36%-	35%-	42%
Harassment	47%+	34%-	48%+	41%	35%-	41%+	37%	35%-	42%
Sexism	47%+	29%-	43%+	38%	34%-	39%+	31%-	33%-	39%
Homophobia	45%+	31%-	44%+	39%	32%-	39%+	26%-	32%-	39%
Corruption including match manipulation	44%+	31%-	45%+	35%-	34%-	38%+	34%	33%-	38%
Ageism	44%+	29%-	42%+	36%	32%-	37%+	29%-	32%-	37%
Mental health challenges	38%+	25%-	39%+	31%	25%-	32%+	26%-	27%-	32%

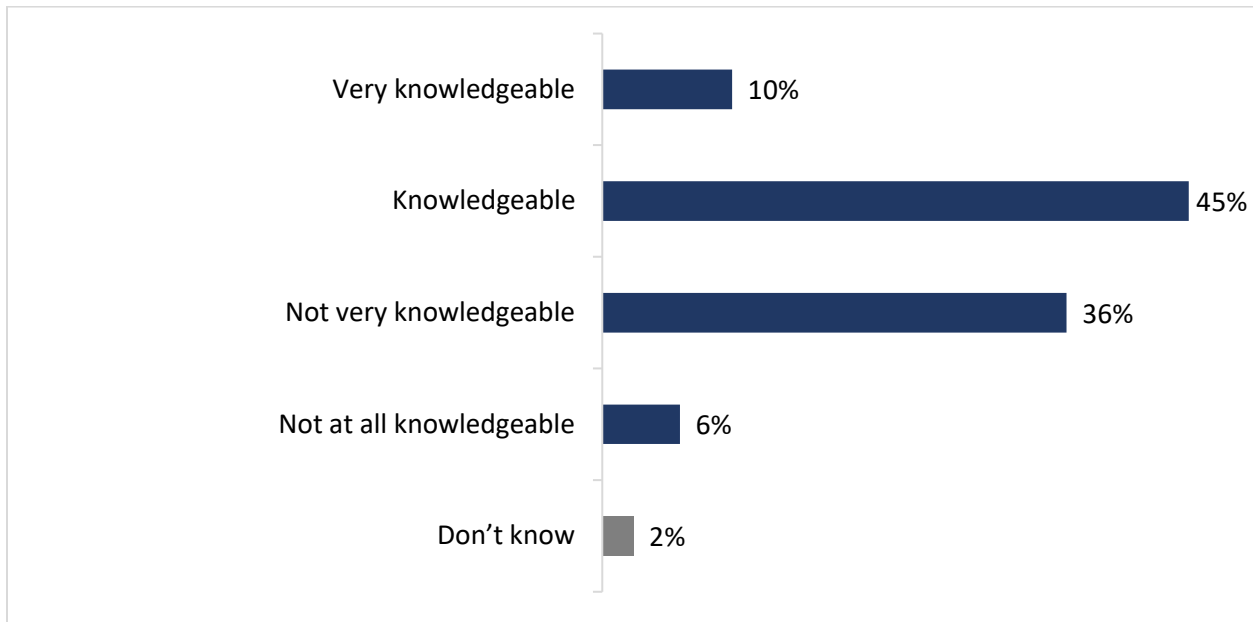
% Total confident (Strongly agree + somewhat agree)	Ethnicity	
	White	BIPOC
Concussions	48%-	51%+
Doping	43%-	47%+
Racism	42%	42%
Abuse and maltreatment	39%-	45%+
Harassment	39%-	44%+
Sexism	37%-	41%+
Homophobia	36%-	42%+
Corruption including match manipulation	36%-	42%+
Ageism	35%-	41%+
Mental health challenges	28%-	39%+

Understanding of Concussion Symptoms

Over half of respondents mentioned being knowledgeable in their understanding of the symptoms of a concussion (56%, where 10% are very knowledgeable and 45% knowledgeable), while 42%, where 36%

are not very knowledgeable and 6% not at all knowledgeable mentioned not being knowledgeable in their understanding of the symptoms of a concussion.

Figure A12: Understanding of concussion symptoms.



Q12: How would you rate your understanding of the symptoms of a concussion? Base: All respondents (n=10,376)

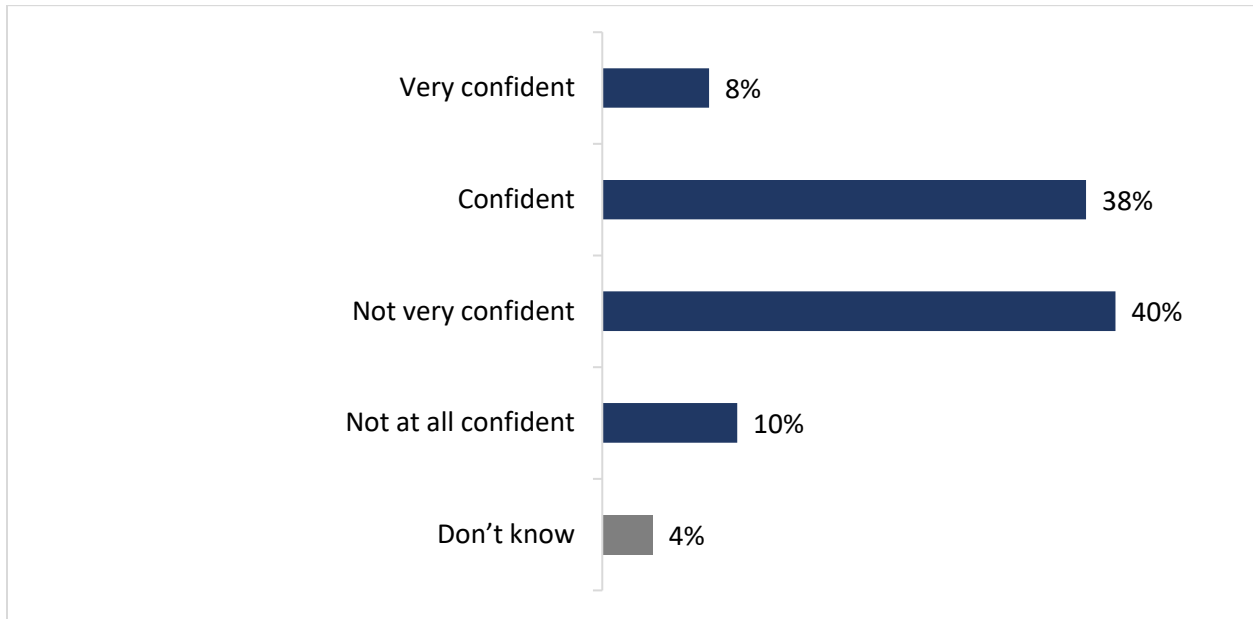
Notable subgroup differences regarding respondents' understanding of the symptoms of a concussion include:

- Indigenous respondents (69%)
- Territories (NT/NU/YK) residents (68%)
- Respondents aged 16-34 (60%)
- Respondents with an income of \$100k and more (60%)
- Residents of Alberta (59%)
- Respondents with a disability (59%) were more likely to be knowledgeable about understanding the symptoms of a concussion

Concussion Symptom Awareness

Less than half of respondents (46%, where 8% are very confident and 38% confident) reported being confident that they would know what to do if they suspected that they or another person sustained a concussion. The other half indicated not being confident in knowing what they would need to do if they suspected that they or another person sustained a concussion (50%, where 40% are not very confident and 10% not at all confident).

Figure A13: Self-assessment of concussion symptom awareness.



Q13: If you suspected that you or another person sustained a concussion, how confident are you that you would know what to do? Base: All respondents (n=10,376)

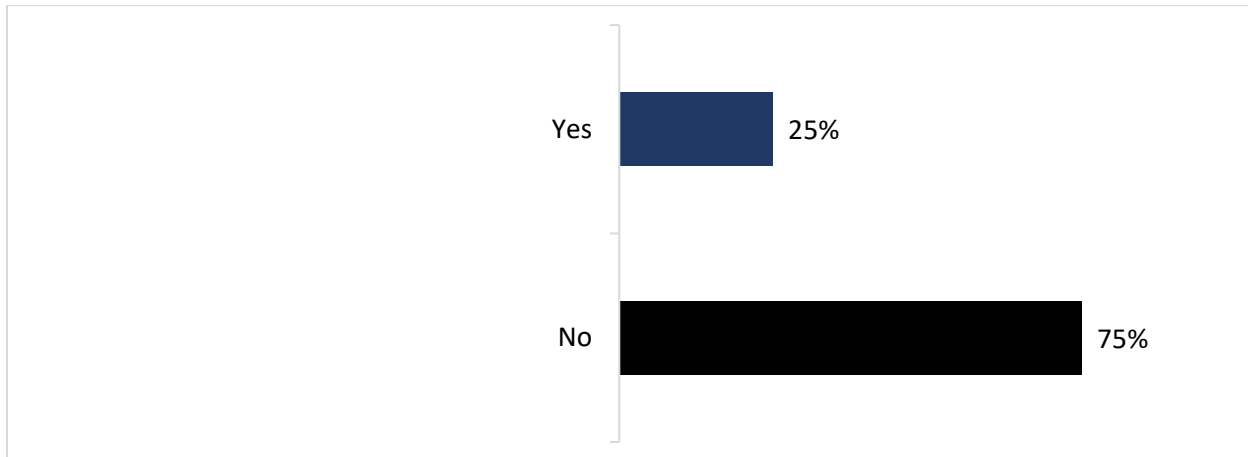
Notable subgroup differences regarding respondents' confidence in knowing what they would need to do if they suspected that them or another person sustained a concussion:

- Indigenous respondents (59%)
- Those with a disability (51%)
- Respondents with a family income of \$100k and more (51%)
- Those aged 16-34 (49%)
- White respondents (48%)
- Anglophones (48%)
- Heterosexual respondents (46%) were more likely to be confident (very confident and confident) in knowing what they would need to do if they suspected that them or another person sustained a concussion.

Awareness of Concussion Detection and Management Resources

A quarter of all respondents (25%) reported being aware of tools and resources available to detect and manage concussions, such as the Canadian Guideline on Concussions in Sport, while three quarters of them (75%) indicated not being aware of such tools.

Figure A14: Awareness of concussion detection and Management resources



Q14: Are you aware of tools and resources available to detect and manage concussions, such as the Canadian Guideline on Concussions in Sport? Base: All respondents (n=10,376)

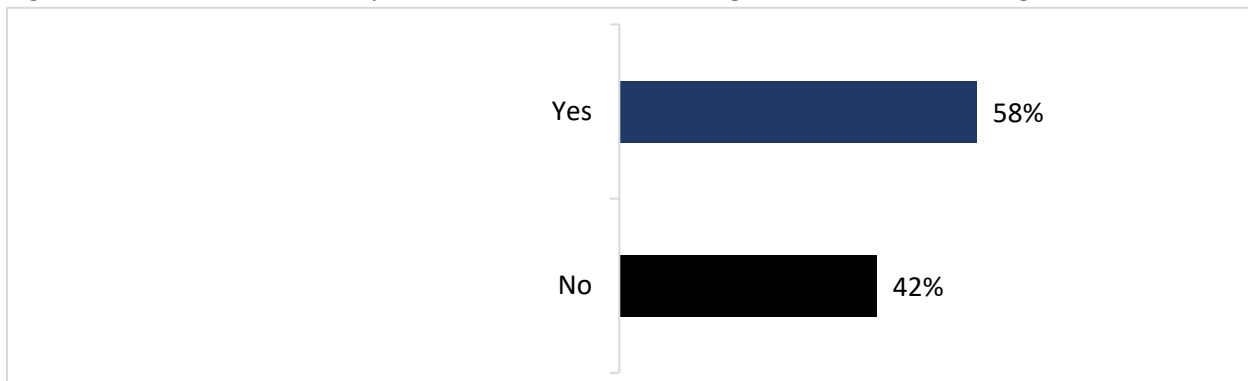
Notable subgroup differences regarding the awareness of respondents of tools and resources available to detect and manage concussions, such as the Canadian Guideline on Concussions in Sport:

- Indigenous respondents (44%)
- Respondents aged 16-34 (33%) or 35-54 (27%)
- Territories (NT/NU/YK) (34%), Saskatchewan (30%) and Ontario residents (27%)
- BIPOC respondents (30%)
- Those with a family income of \$100k and more (29%) or between \$80k to less than \$100k (28%)
- Those with a disability (28%)
- Anglophones (27%) were more likely of being aware of tools and resources available to detect and manage concussions.

Accessibility of Concussion Diagnosis and Management Services

Over half of respondents (58%) reported they would know where to go in their area to diagnose and manage concussions, while under half (42%) indicated they wouldn't know where to go in their area.

Figure A15: Accessibility of concussion diagnosis and management services



Q15: *Would you know where to go in your area to diagnose and manage concussions?* Base: All respondents (n=10,376)

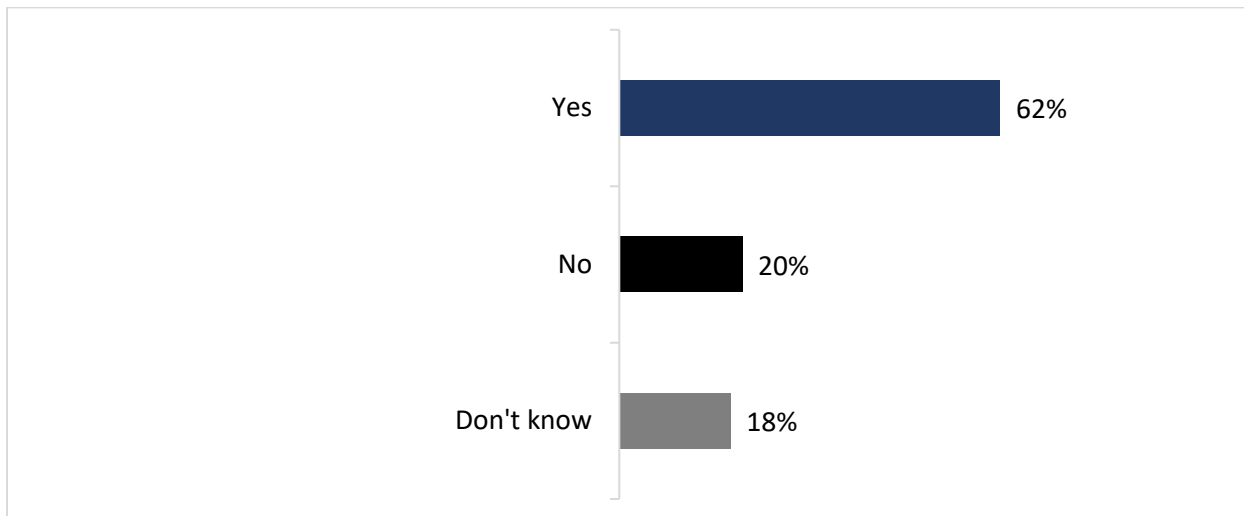
Notable subgroup differences regarding if respondents would you know where to go in your area to diagnose and manage concussions:

- Indigenous respondents (69%)
- Respondents without a disability (66%)
- Those residing in Manitoba (64%), Alberta (63%), and Territories (NT/NU/YK) (78%)
- Those with an income of \$100k and more (63%)
- Anglophones (62%)
- White (61%)
- Women (60%)
- Respondents aged 16-34 (60%) were more likely to know where to go in their area to diagnose and manage concussions.

Comfort Level with Sharing Concussion History for Health Protection

Over half (62%) who participated in a sport in Canada in the last three years agreed with sharing their medical history of concussions with sports administrators and government bodies via a document (e.g., a health passport) to ensure measures are in place to protect their health while 20% said they disagree and 18% didn't know.

Figure A16: Comfort level with sharing concussion history for health protection.



Q16: *Would you agree to share your medical history of concussions with sports administrators and government bodies via a document (e.g., a health passport) to ensure measures are in place to protect your health?* Base: Respondents who participated in any sport in Canada at all in the last three years (n=5,115)

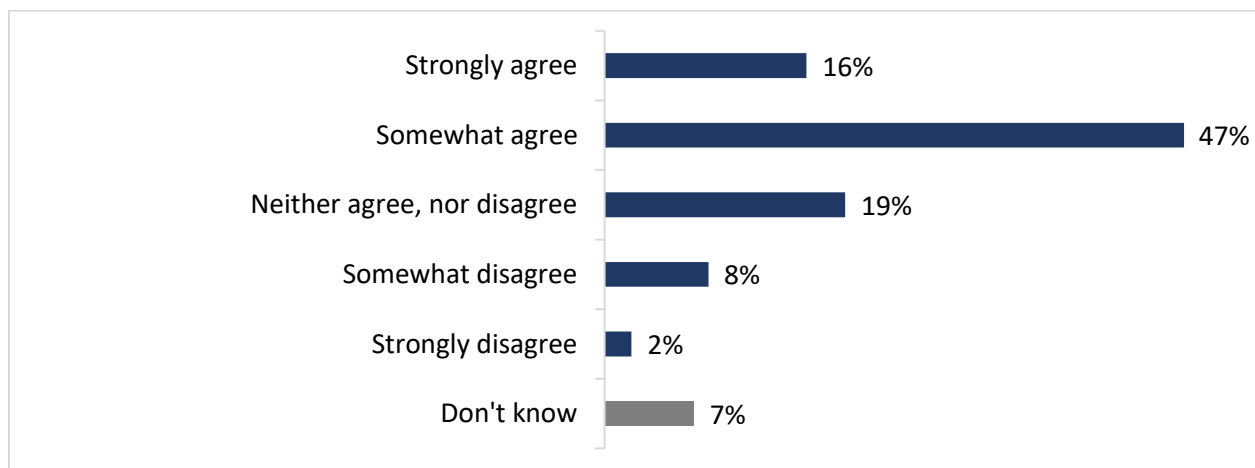
Notable subgroup differences regarding respondents' decision to share medical history of concussions with sports administrators and government bodies via a document:

- Indigenous respondents (70%)
- Those residing in British Columbia (66%)
- Respondents with a family income of \$100k and more (66%)
- Respondents aged 16-34 (64%) and 35-54 (64%)
- BIPOC (64%) were more likely to agree with sharing their medical history of concussions with sports administrators and government bodies via a document (e.g., a health passport) to ensure measures are in place to protect their health.

Trust in Sports Organizers' Concussion Management Policies

Over half of respondents (63%, where 16% strongly agree and 47% somewhat agree) agree that they trust that sports organizers in Canada have policies in place to know what to do if they suspect a participant sustained a concussion in a sport, while 19% neither agreed, nor disagreed and 11% (8% somewhat disagreed and 2% strongly disagreed) disagreed.

Figure A18: Trust in sports organizers' concussion Management policies.



Q18: Please indicate your level of agreement or disagreement with the following statement:

I trust sports organizers in Canada have policies in place to know what to do if they suspect a participant sustained a concussion in a sport.

Base: All Respondents (n=10,376)

Notable subgroup differences regarding respondents' level of agreement with trusting the fact that sports organizers in Canada have policies in place to know what to do if they suspect a participant sustained a concussion in a sport:

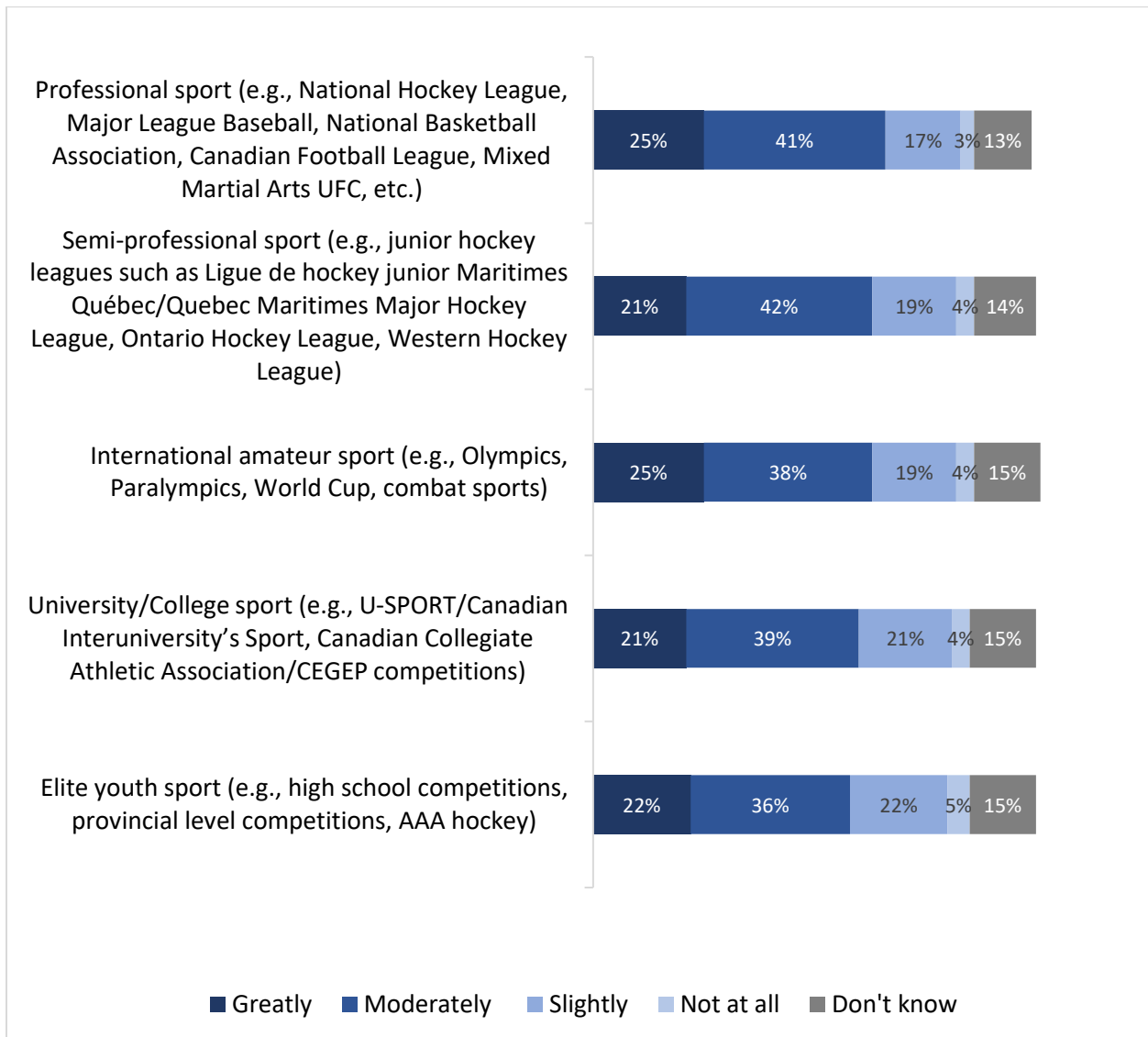
-
- Residents of the Territories (NT/NU/YK) (73%) and of Manitoba (68%)
- Indigenous (71%)
- Those whose first language is not English nor French (67%)
- Those aged 16-34 (67%)

- BIPOC (66%)
- Respondents with a family income of \$40k to less than \$80k (65%)
- Heterosexuals (64%)
- English-speaking respondents (64%)
- Respondents who haven't reported a disability (64%) were more likely to say that they trust sports organizers in Canada have policies in place.
- Respondents aged 55+ (12%) and those with a disability (12%) were more likely to disagree with this statement.

Perceptions of Mental Health Challenges Across Sport Levels

The majority of respondents think that athletes suffer from mental health challenges across all levels of Canadian sport with professional sport coming in first (83%, where 25% believe greatly, 41% moderately and 17% slightly), followed by semi-professional sport (82%, where 21% believe greatly, 42% moderately and 19% slightly), international amateur sport (81%, where 25% believe greatly, 38% moderately and 19% slightly), university/College sport (81%, where 21% believe greatly, 39% moderately and 21% slightly) and elite youth sport (79% ,where 22% believe greatly, 36% moderately and 22% slightly).

Figure A19: Perceptions of mental health problems across Canadian sports



Q19: Do you think athletes suffer from mental health challenges within Canadian sport at the following levels?

Base: All Respondents (n=10,376)

Table 13. Q19: Do you think athletes suffer from mental health challenges within Canadian sport at the following levels?

Base: All Respondents (n=10,376)

Reading note: Significantly lower differences are marked with a “-“ sign, while significantly higher differences are marked with a “+”.

The statistical approach utilized the Z-test to assess differences, comparing each group against its complementary group. A p-value threshold of less than 0.05 was adopted, denoting statistical significance at the 95% confidence level.

% Total Yes (Greatly + Moderately + Slightly)	Gender		Age			Indigenous status		Income			
	Men	Women	16-34	35-54	55+	Yes	No	Less than \$40k	\$40k to less than \$80k	\$80k to less than \$100k	\$100k and more
Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial A)	85%+	82%-	86%+	83%	81%-	86%	84%+	79%-	85%+	86%+	87%+
Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec Maritimes Major Hockey League, Ontario)	83%+	81%-	85%+	82%	81%-	85%	83%+	78%-	84%+	84%	86%+
International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)	82%	81%	84%+	81%	79%-	85%	82%+	77%-	83%	84%+	86%+
University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)	81%	80%	84%+	81%	78%-	84%	81%+	76%-	82%+	82%	85%+
Elite youth sport (e.g., high school)	80%	79%	81%+	80%	78%-	79%	80%+	73%-	81%	80%	85%+

competitions, provincial level competitions, AAA hockey) -											
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% Total Yes (Greatly + Moderately + Slightly)	Language	
	English	French
Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial A	85%+	81%-
Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec Maritimes Major Hockey League, Ontario	84%+	81%-
International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)	82%+	80%-
University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)	82%+	80%
Elite youth sport (e.g., high school competitions, provincial level competitions, AAA hockey) -	81%+	78%

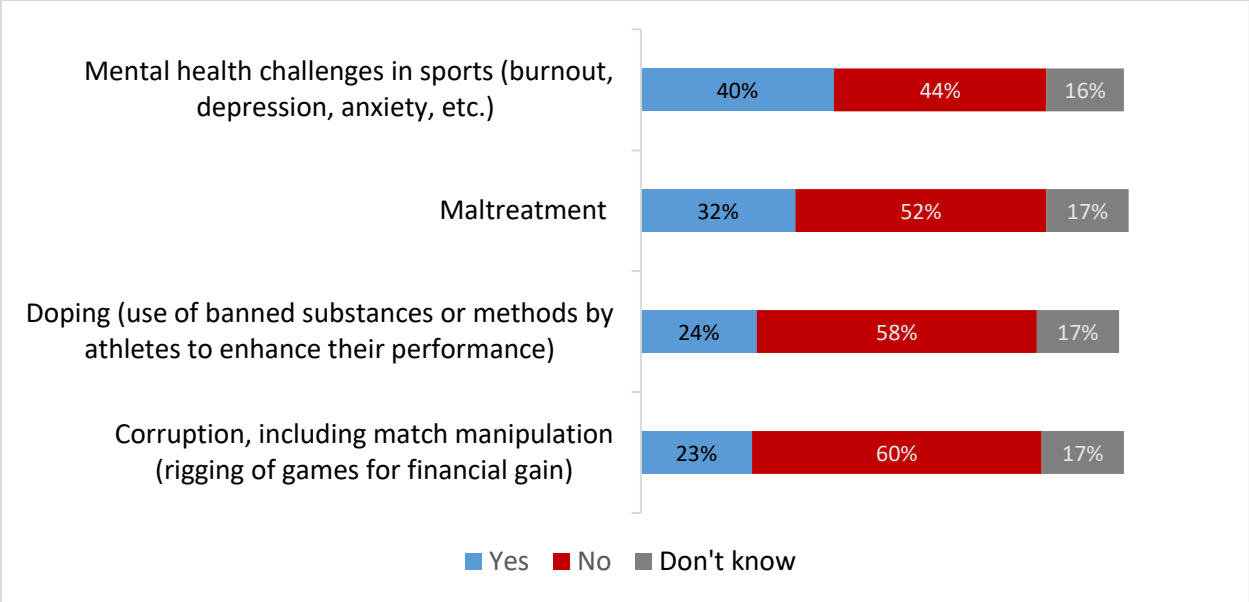
Access to Support for Challenges in Sports

Less than half the respondents knew where to go to and how to react if faced with issues.

Four out of ten (40%) respondents felt they knew where to go and how to react to mental health challenges in sports. For maltreatment issues, 32% responded affirmatively. When it comes to doping, which includes the use of banned substances or methods by athletes to enhance their performance, 24% respondents felt informed on how to address the situation. For corruption and match manipulation concerns, 23% knew how to react and where to seek help.

Conversely, a larger number of respondents indicated a lack of knowledge in all areas: 60% for corruption, 58% for doping, 52% for maltreatment and 44% for mental health challenges.

Figure A20: Access to support for challenges in sports



Q20: Would you know where to go and how to react if you faced the following issues in sports?

Base: All Respondents (n=10,376)

Notable subgroup differences regarding respondents' knowledge on where to go and how to react when facing the following issues in sport include:

- Younger respondents (16 to 34 years old) (48% for mental health challenges, 34% for maltreatment, 28% for doping and 25% for corruption) and Indigenous respondents (50% for mental health challenges, 39% for maltreatment, 35% for doping and 30% for corruption) were more likely to say that they would know where to go and what to do for all the issues.
- Men (37% for maltreatment, 29% for doping and 30% for corruption) and heterosexual respondents (32% for maltreatment, 25% for doping and 23% for corruption) were more likely to know where to go and what to do in case of facing maltreatment, doping, and corruption (including match manipulation).
- Respondents with a disability (44%), respondents from Alberta (43%), respondents with a high income (\$100k and more) (43%) and BIPOC respondents (43%) were more likely to know where to go and what to do in case of facing mental health challenges.
- Francophones (39%), Quebecers (37%) and respondents with a high income (\$100k and more) (35%) were more likely to knowing where to go and what to do in case of facing maltreatment.
- BIPOC respondents (28%), respondents with a disability (28%), and anglophones were more likely to knowing where to go and what to do in case of doping.

Finally, respondents with a disability (27%), BIPOC respondents (26%), respondents with a high income (\$100k and more) (25%) and anglophones (24%) were more likely to know where to go and what to do in case of facing corruption.

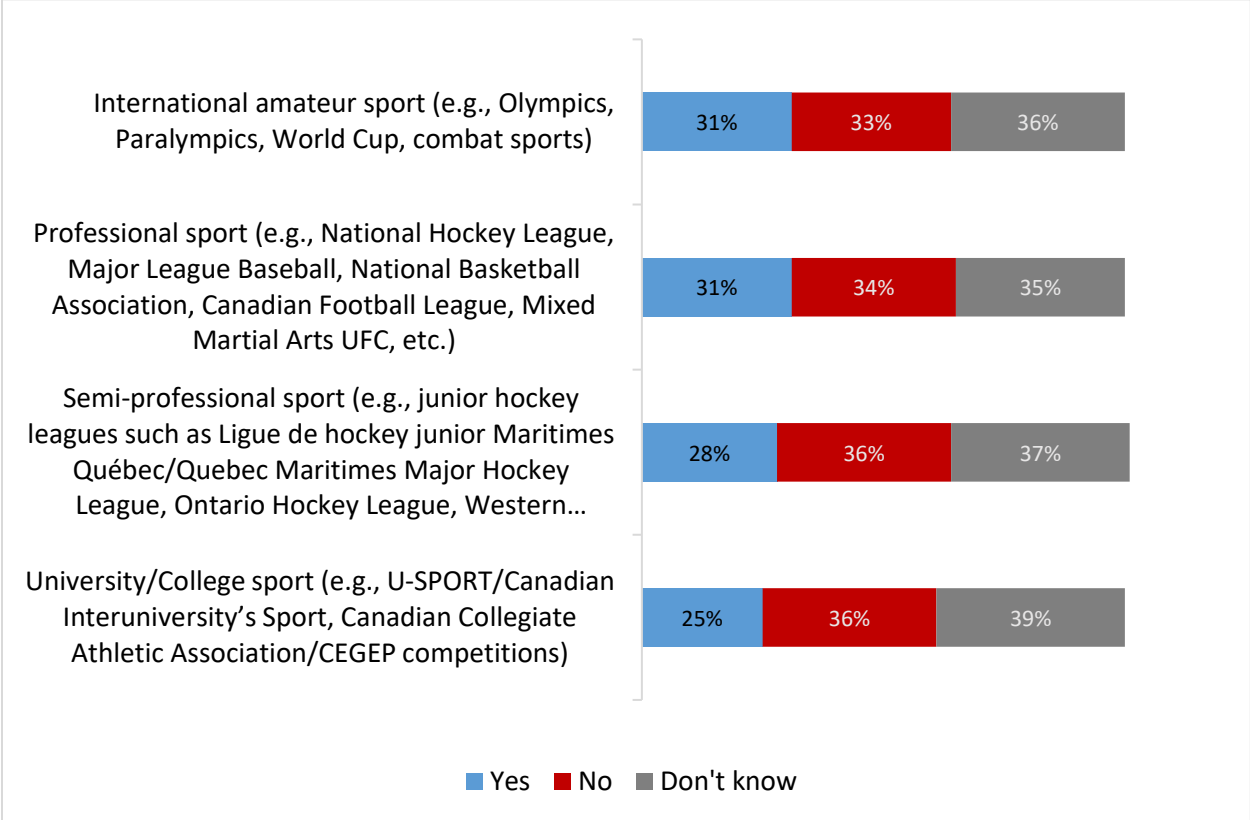
Perceptions of Match Manipulation Across Canadian Sports

When asked on whether they believed there was match manipulation in Canadian sport at different levels, 31% suspected match manipulation in international amateur sports, including the Olympics, the Paralympics, the World Cup and combat sports. Similarly, 31% believed there is match manipulation in professional sports such as the National Hockey League, the Major League Baseball, the National Basketball Association, the Canadian Football League, and the Mixed Martial Arts UFC.

For semi-professional leagues, 28% of respondents believed that match manipulation occurs, while the perception was slightly lower for university/college sports, at 25%.

A notable proportion of respondents are unsure, with 39% for university/college sport indicating 'don't know', 37% for semi-professional sport, 36% for international amateur sport and 35% for professional sport, suggesting a significant level of uncertainty or lack of information regarding the integrity of competitions in Canadian sports.

Figure A23: Perceptions of match Manipulation across Canadian sports



Q23: Do you think there is match manipulation in Canadian sport at the following levels?

Base: All Respondents (n=10,376)

Notable subgroup differences regarding respondents' thoughts on whether there is match manipulation at all the following levels within Canadian sport include:

- BIPOC respondents (33% for international amateur sports, 36% for professional sports, 33% for semi-professional sports and 30% for university or college sports), Indigenous respondents (42% for international amateur sports, 45% for professional sports, 43% for semi-professional sports and 42% for university or college sports), anglophones (33% for international amateur sports, 32% for professional sports, 29% for semi-professional sports and 27% for university or college sports) and respondents with a disability (38% for international amateur sports, 37% for professional sports, 34% for semi-professional sports and 31% for university or college sports), were all more likely to think there is match manipulation at all levels.
- Men (34%) were more likely to think there is match manipulation at the international amateur sport level.
- younger (16 to 34 years old) (32%) and middle-aged (35 to 54 years old) (26%) respondents and Non-heterosexual respondents (29%), were more likely to believe there was match manipulation at the professional level, at the semi-professional level and at the university and college level.
- Ontarians (32%) were more likely to believe there is match manipulation at the professional level, whereas those with an income between \$40k to less than \$80k (27%) were more likely to believe there is some in the university/college level.

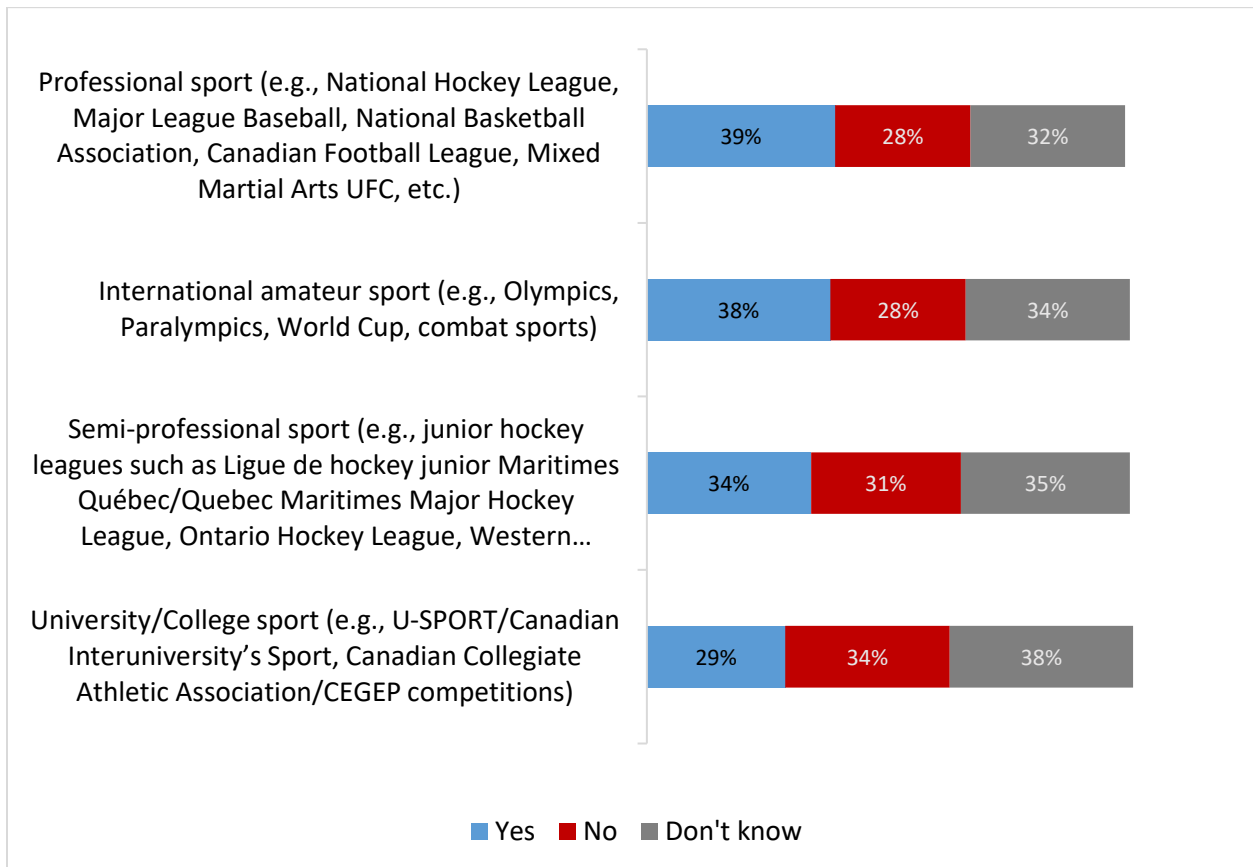
Perceptions of Fraud or Bribery Across Canadian Sports

When asked about the presence of fraud or bribery within Canadian sports organizations at different levels, 39% of respondents believed there is dishonesty in professional sports and 38% suspected fraud or bribery in international amateur sports.

For semi-professional sports, such as junior hockey leagues, 34% of those surveyed felt that these issues are present, while for university/college sports, this belief was held by 29%.

There is also a considerable degree of uncertainty on whether there is fraud or bribery across Canadian sport levels, with 38% of respondents unsure about university/college sports, 35% about semi-professional sports, 34% for international amateur sports, and 32% for professional sports.

Figure A24: Perceptions of fraud or bribery across Canadian sports



Q24: Do you think there is fraud or bribery within Canadian sports organizations at the following levels?

Base: All Respondents (n=10,376)

Notable subgroup differences regarding respondents' thoughts on whether there is fraud or bribery at all the following levels within Canadian sport include:

- Indigenous respondents (49%), respondents that are non-heterosexual (45%), respondents with a disability (45%), younger respondents (44%) and middle-aged respondents (43%), respondents with an income between \$80k to less than \$100k (44%), women (41%) and anglophones (40%) were more likely to think there is fraud or bribery at the professional level.
- Indigenous respondents (46%), respondents with a disability (43%), respondents with an income between \$80k to less than \$100k (42%), men (40%), those who have a higher income (\$100k or more) (40%), middle aged respondents (40%) and anglophones were more likely to think there is fraud or bribery at the international amateur level.
- Indigenous respondents (45%), respondents that are non-heterosexual (40%), respondents with a disability (39%), younger respondents (38%), middle aged respondents (38%), respondents with an income between \$80k to less than \$100k (38%), Ontarians (36%), women (35%) and

anglophones (35%) were more likely to think there is fraud or bribery at the semi-professional level.

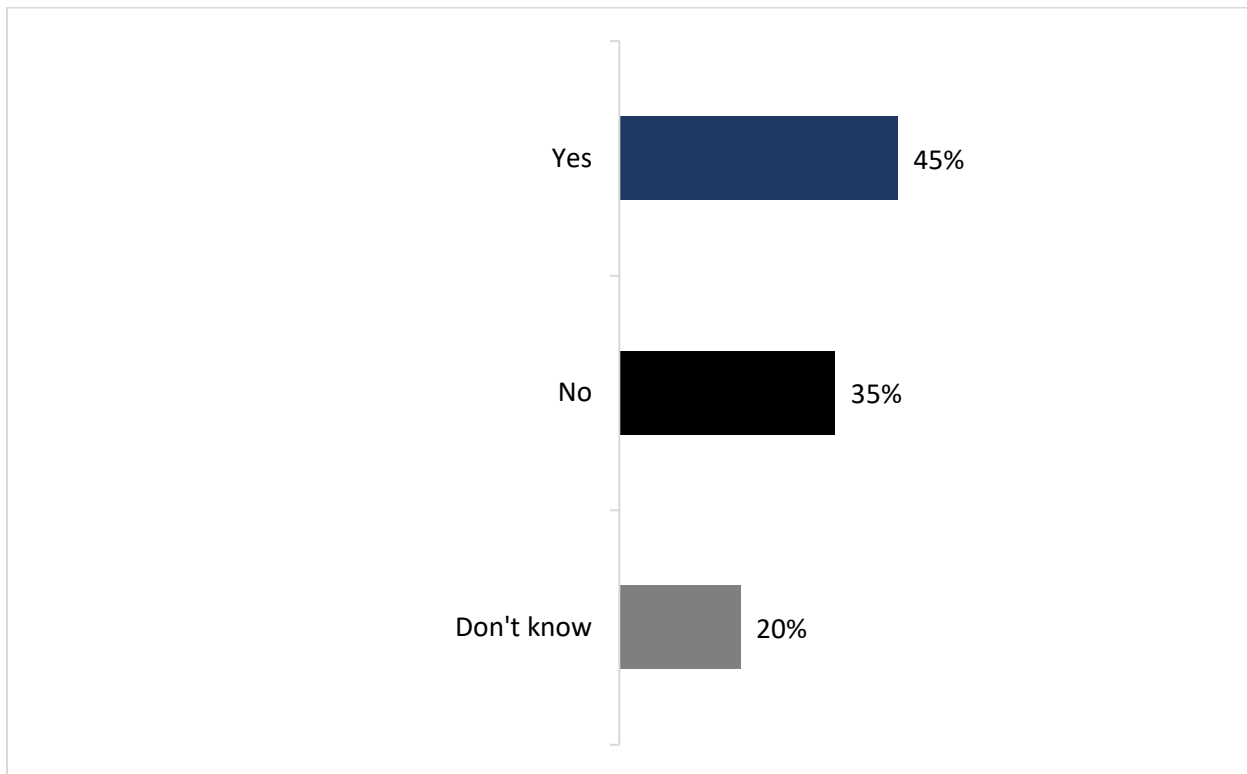
- Finally, indigenous respondents (43%), respondents with a disability (36%), respondents that are non-heterosexual (35%), younger respondents (34%), respondents with an income between \$80k to less than \$100k (33%), BIPOC respondents (32%), Ontarians (31%), middle aged respondents (31%) and anglophones (31%) were more likely to think there is fraud or bribery at the university/college sport level.

-

Perceptions of Sports Betting as a Threat to Organized Sports

Less than half (45%) believe sports betting (both legal and illegal) is a threat to organized sports, while 35% do not see it as a threat. A small portion (20%), are uncertain about sports betting impact on organized sports.

Figure A25: Perceptions of sports betting as a threat to organized sports



Q25: Do you think that sport betting (both legal and illegal) is a threat to organized sports?

Base: All respondents (n=10,376)

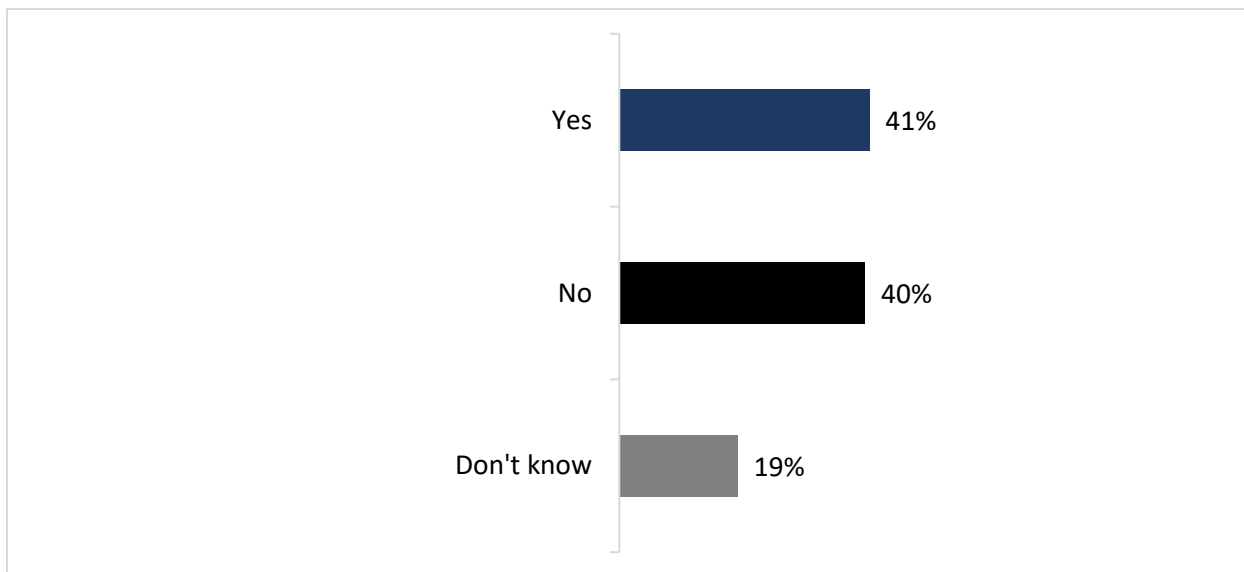
Notable subgroup differences regarding respondents' perceptions on whether sports betting, both legal and illegal, poses a threat to the integrity of organized sports:

- Older respondents (55+ years and older) (54%)
 - Respondents with a first language other than English, French or an indigenous language (51%)
 - Respondents with a disability (51%)
 - Those with an income between \$80k to less than \$100k (48%)
 - Men (47%)
 - Ontarians (47%)
 - Respondents who are heterosexual (46%) were more likely to think that sport betting (both legal and illegal) is a threat to organized sports.
- Moreover, women (25%), those with a lower income (less than \$40k) (22%) and middle-aged respondents (35 to 54 years old) (21%) were more likely not to have an opinion on whether they think that sport betting (both legal and illegal) is a threat to organized sports.

Perceptions of Sports Betting as a Threat to Canadians

Opinions on if sport betting (both legal and illegal) is a threat to Canadians are almost evenly split, with 41% of respondents answering “yes” and 40% answering “no”. Meanwhile, 19% did not know whether sports betting poses a threat to Canadians.

Figure A26: Perceptions of sports betting as a threat to Canadians



Q26: Do you think that sport betting (both legal and illegal) is a threat to Canadians?

Base: All respondents (n=10,376)

Notable subgroup differences regarding respondents’ perceptions on the impact of sports betting, encompassing both legal and illegal forms, on Canadians:

- Older respondents (55+ years old) (49%)
- Respondents with a disability (46%)

- Respondents whose first language is a language other than English, French or an indigenous language (45%)
- Those with an income between \$80k to less than \$100k (44%)
- Men (42%) were more likely to think that sport betting (both legal and illegal) represents a threat to Canadians.
- Additionally, women (25%), those with a lower income (less than \$40k) (22%), older respondents (21%), and respondents with a disability (21%) were also more likely not to have an opinion on the matter.

Confidence in Doping-Free Competitions Across Sport Levels

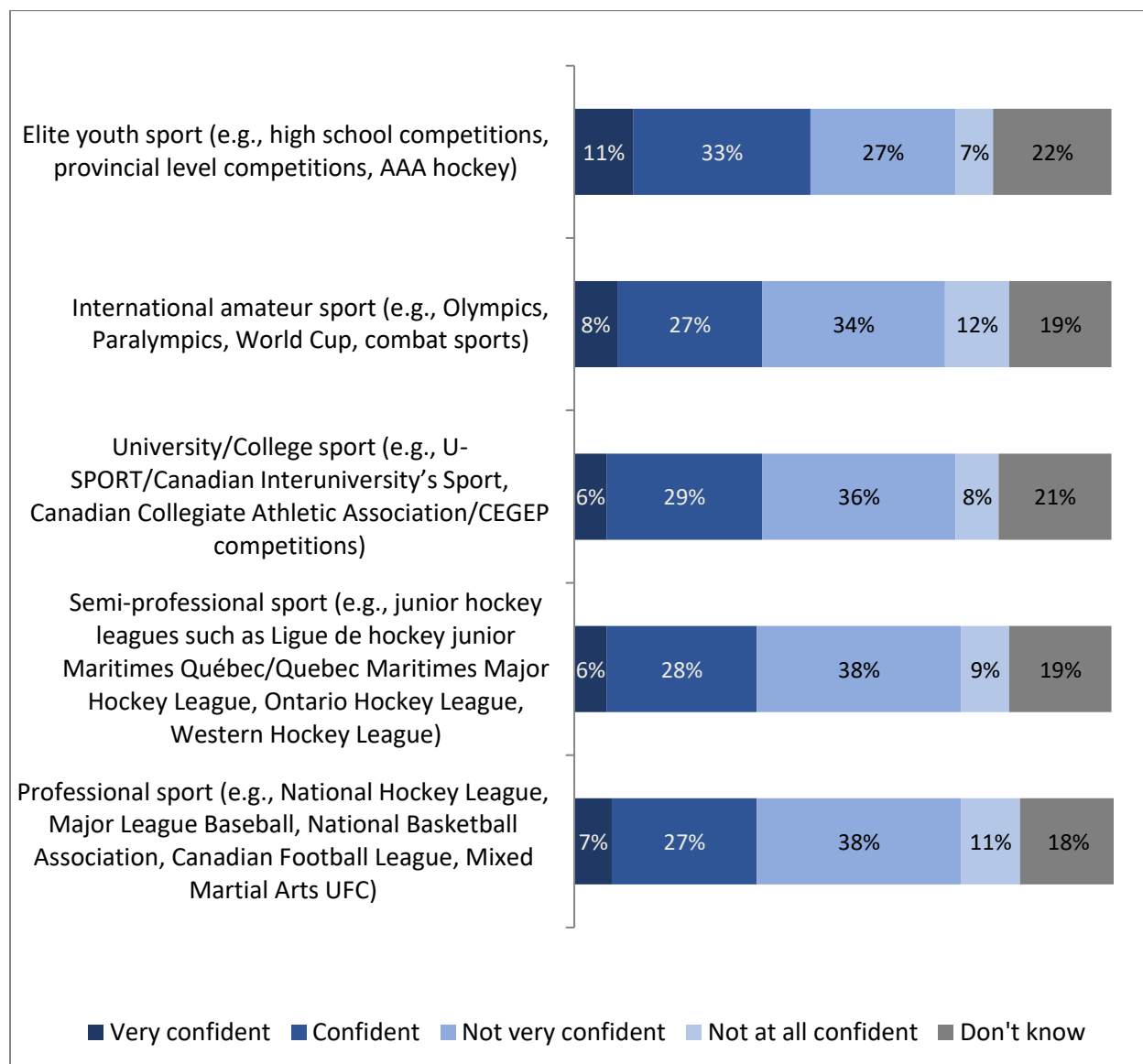
Less than half respondents feel confident that Canadian athletes are not doping or taking prohibited performance enhancing substances (44% for elite youth sports competitions, 35% for international amateur sports, 35% for university or college sports, 33% for professional sports and 34% for semi-professional sports). However, respondents feel most confident that elite youth sports competitions are free of doping with almost half of respondents feeling confident (44%) (very confident at 11% and confident at 33%).

Moreover, when considering international amateur sports, such as the Olympics and Paralympics, 35% (very confident at 8% and confident at 27%) felt assured about doping-free events. For university or college sports, confidence level was 35% (very confident at 6% and confident at 29%).

In assessing confidence in doping-free competitions across different levels of sport, 33% are confident (very confident at 7% and confident at 27%) in professional sports, such as the National Hockey League, the Major League Baseball, the National Basketball Association, the Canadian Football League and the Mixed Martial Arts UFC. A similar level of confidence is seen in semi-professional sports, with 34% feeling confident (very confident at 6% and confident at 28%).

More than a third of respondents report a lack of confidence, with not very confident and not at all confident totalling 49% for professional sports, 47% for semi-professional, 46% for international amateur, 44% for university/college, and 34% for elite youth sports.

Figure A27: Confidence in doping-free competitions across sport levels



Q27: How confident are you that Canadian athletes competing at the following levels are NOT doping or taking prohibited performance enhancing substances?

Base: All respondents (n=10,376)

The following table provides more detailed information on the significant differences :

Table 14: Q27: How confident are you that Canadian athletes competing at the following levels are NOT doping or taking prohibited performance enhancing substances? Base: All respondents (n=10,376)

Reading note: Significantly lower differences are marked with a “-” sign, while significantly higher differences are marked with a “+”.

The statistical approach utilized the Z-test to assess differences, comparing each group against its complementary group. A p-value threshold of less than 0.05 was adopted, denoting statistical significance at the 95% confidence level.

% Total confident (Strongly + somewhat)	Gender		Age			Sexual orientation		Ethnicity	
	Man	Woman	16-34	35-54	55+	Heterosexual	Non-heterosexual	White	BIPOC
Elite youth sport (e.g., high school competitions, provincial level competitions, AAA hockey)	47%+	40%-	52%+	41%-	39%-	44%+	43%	44%	44%
International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)	39%+	32%-	43%+	33%-	32%-	35%	36%	34%-	39%+
University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)	42%+	29%-	43%+	32%-	32%-	36%+	32%-	35%-	39%+
Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec Maritimes Major Hockey League, Ontario Hockey League,	38%+	30%-	42%+	31%-	30%-	34%	32%	32%-	38%+

Western Hockey League)									
Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC)	39%+	28%-	40%+	31%-	30%-	34%+	31%	32%-	38%+

% Total confident (Strongly + somewhat)	Income				Indigenous	
	Less than \$40k	\$40k to less than \$80k	\$80k to less than \$100k	\$100k and more	Yes	No
Elite youth sport (e.g., high school competitions, provincial level competitions, AAA hockey)	40%-	44%	44%	48%+	46%	44%
International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)	36%	37%	34%	38%+	43%+	35%
University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)	32%-	37%	36%	39%+	38%	35%
Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec)	34%	36%+	34%	35%	39%+	34%

Maritimes Major Hockey League, Ontario Hockey League, Western Hockey League)						
Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC)	34%	35%+	34%	34%	39%+	33%

% Total confident (Strongly + somewhat)	Province					
	ATL	QC	ON	MB/SK	AB	BC
Elite youth sport (e.g., high school competitions, provincial level competitions, AAA hockey)	42%	51%+	40%-	45%	44%	40%-
International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)	32%	36%	35%	37%	36%	34%
University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)	31%-	41%+	33%-	35%	36%	32%-
Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec Maritimes Major Hockey League, Ontario Hockey League, Western Hockey League)	30%	36%+	32%-	34%	35%	34%
Professional sport (e.g., National Hockey League,	30%	33%	34%	33%	34%	34%

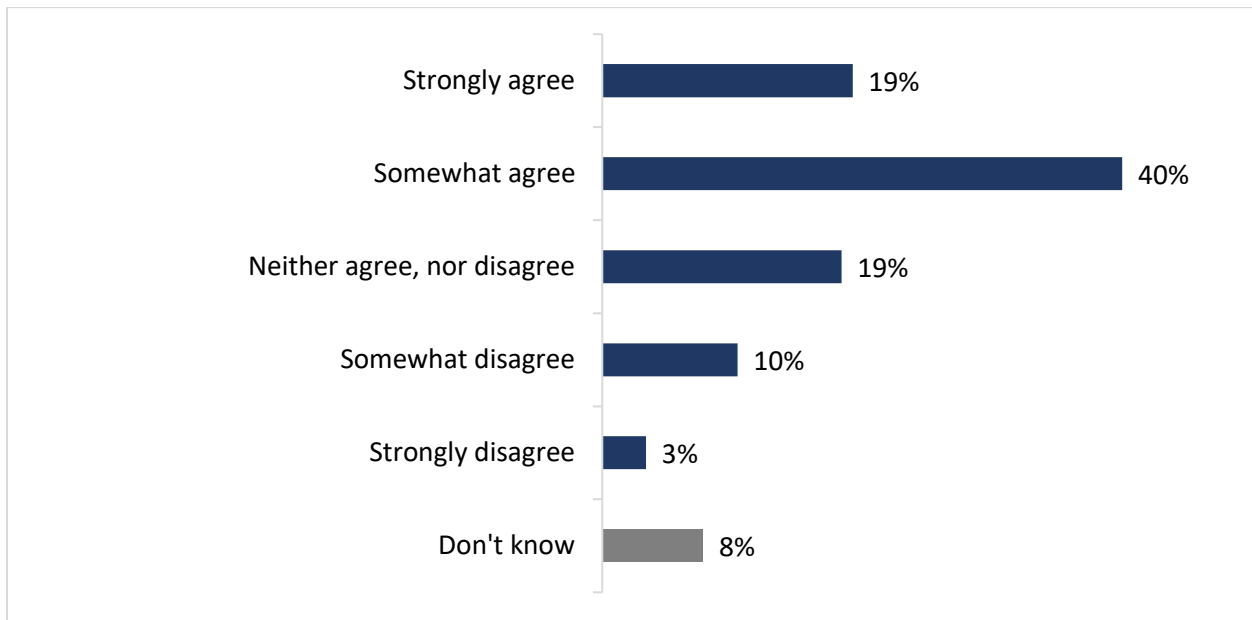
Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC)						
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Athletes' Awareness of Supplement Risks

When asked about their agreement with the statement that they felt confident that Canadian athletes are well informed on the risks of supplement use, 60% expressed confidence in Canadian athletes' awareness of supplement risks, 19% strongly agreeing and 40% somewhat agreeing. On the other hand, 19% remained neutral, neither agreeing nor disagreeing.

A minority of the respondents showed some level of disagreement, with 10% somewhat disagreeing and a very small number (3%) strongly disagreeing, totalling 14% who were less confident in athletes' awareness. A segment of the respondents (8%) did not have an opinion on the matter.

Figure A28: Confidence in athletes' awareness of supplement risks



Q28: Please indicate your level of agreement or disagreement with the following statement.

I feel confident that Canadian athletes are well informed on the risks of supplement use.

Base: All respondents (n=10,376)

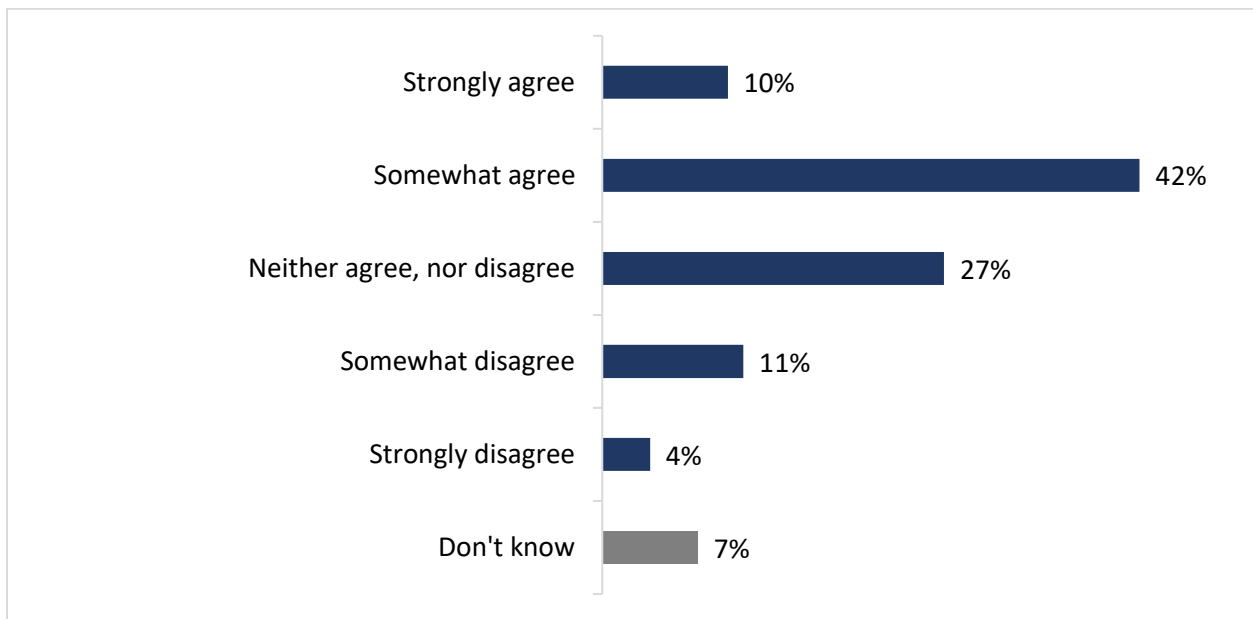
Notable subgroup differences regarding respondents' level of agreement with feeling confident that Canadian athletes are well informed on the risks of supplement use include:

- Respondents whose first language is a language other than English, French or an indigenous language (65%)
 - Older respondents (55+ years old) (63%)
 - Those from Alberta (63%)
 - BIPOC respondents (63%)
 - Men (62%)
 - Respondents who have no disability (61%) were more likely to agree to the statement.
- On the other hand, younger (16 to 34 years old) (21%) and middle-aged respondents (35 to 54 years old) (20%), Ontarians (20%), BIPOC respondents (21%) and anglophones (19%) were more likely to mention neither agreeing, nor disagreeing with the statement.

Perceptions of Governance Quality in Canadian Sport

Over half of Canadians surveyed (51%) agreed that the governance of sport in Canada is well-conducted, with 10% expressing strong agreement and 42% expressing moderate agreement. Additionally, 27% remained neutral, neither agreeing nor disagreeing with the statement. A minority (11%) somewhat disagreed, and 4% strongly disagree. A small portion of respondents (7%) did not form an opinion on the matter.

Figure A29: Perceptions of governance quality in Canadian sport



Q29: Please indicate your level of agreement or disagreement with the following statement.

Generally, I believe that sport in Canada is well governed.

Base: All respondents (n=10,376)

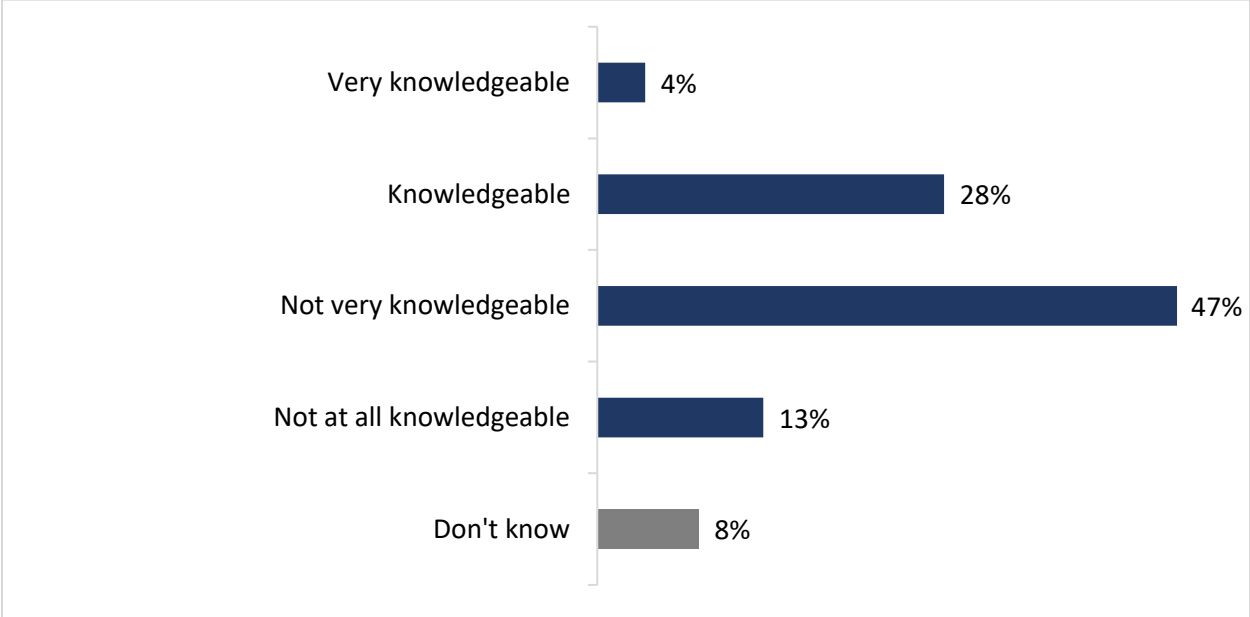
Notable subgroup differences regarding respondents' level of agreement with believing that sport in Canada is well governed include:

- Respondents from the Territories (NT/NU/YK) (66%) and from Alberta (54%)
 - BIPOC respondents (56%)
 - Men (55%)
 - Younger (16 to 34 years old) (54%) and older (55+ years old) (53%) respondents
 - Those with a higher income (\$100k and more) (54%)
 - Anglophones (53%)
 - Respondents who have no disability (52%) were more likely to agree to the statement.
-
- However, Quebecers (30%), francophones (30%), and respondents aged 35 to 54 years old (29%), were more likely to neither agree, nor disagree regarding the belief that sport in Canada is well governed.

Awareness of Maltreatment Definitions in Sports Context

Many respondents (60%) report not being knowledgeable about what constitutes maltreatment in sport. Roughly one third (32%) felt they were knowledgeable about what constitutes maltreatment in sport, with a small fraction (4%) considering themselves very knowledgeable and 28% feeling knowledgeable. Conversely, 47% did not consider themselves very knowledgeable, and 13% acknowledged they were not knowledgeable at all. Additionally, 8% did not have an opinion on their level of awareness regarding maltreatment in sport.

Figure A30: Awareness of maltreatment definitions in sports context



Q30: How would you rate your understanding of what constitutes maltreatment in sport?

Base: All Respondents (n=10,376)

Notable subgroup differences regarding respondents' evaluation of their awareness regarding what constitutes maltreatment in sports:

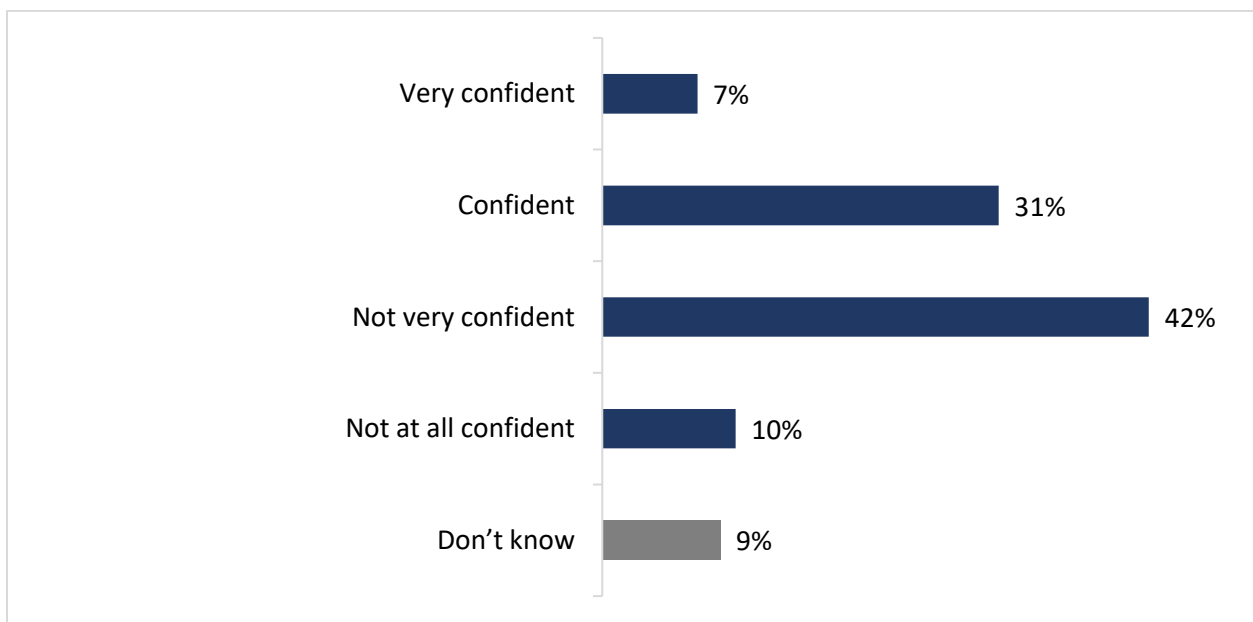
- Indigenous respondents (41%)
- Men (38%)
- Respondents from Manitoba (37%) and from Alberta (35%)
- Respondents with a higher income (\$100k and more) (36%)
- BIPOC (36%)
- Younger respondents (16 to 34 years old) (35%)
- Respondents with a disability (35%)
- Anglophones (34%) were more likely to mention being knowledgeable (very knowledgeable and knowledgeable) of their understanding of what constitutes maltreatment in sport.

Confidence in Responding to Maltreatment in Sports

Respondents were then asked how confident they were that they would know what to do if they suspected that they, or another person, experienced maltreatment in sports. Results show that just over half of respondents (52%) said that they were not confident that they would know what to do when experiencing maltreatment (including 10% who are not confident at all, and 42% who are not very confident).

However, 31% say that they would be confident and 7% that they would be very confident on knowing what to do if they or another person faced maltreatment in sport.

Figure A31: Confidence in responding to maltreatment in sports



Q31: Maltreatment in sports refers to any form of mistreatment, abuse, or harm that a person may experience within the sporting environment such as physical or emotional abuse, bullying, etc.

If you suspected that you or another person experienced maltreatment in sports, how confident are you that you would know what to do?

Base: All Respondents (n=10,376)

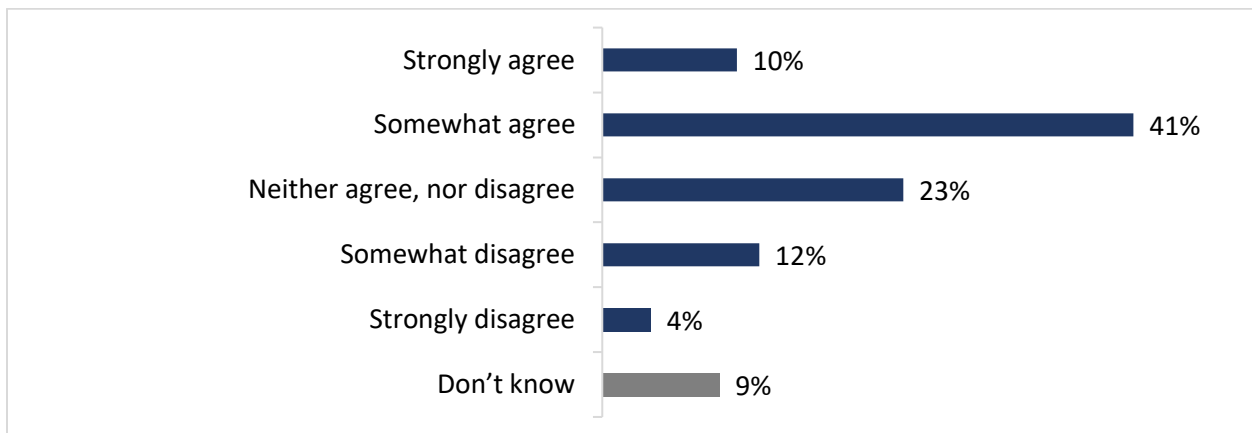
Notable subgroup differences regarding respondents' confidence in responding to maltreatment in sports:

- Indigenous respondents (49%)
- Men (45%),
- Younger respondents (16 to 34 years old) (44%)
- BIPOC respondents (43%)
- Respondents with a high income (\$100k or more) (41%)
- Anglophones (39%) are more likely to be confident in knowing what to do (very confident and confident).

Trust in Sports Organizers' Maltreatment Policies

When asked to indicate their level of agreement or disagreement for trusting that sports organizers in Canada have policies in place to prevent and address maltreatment in sports, more than half (52%) agreed, with 10% strongly agreeing, and 41% say that they somewhat agree. On the other hand, 23% mention neither agreeing, nor disagreeing and 12% somewhat disagreed with the statement and 4% strongly disagreed with the statement that sports organizers in Canada have policies in place to prevent and address maltreatment in sports.

Figure A32: Trust in Sports Organizers' Maltreatment Policies



Q32: Please indicate your level of agreement or disagreement with the following statement:

I trust sports organizers in Canada have policies in place to prevent and address maltreatment in sports.

Base: All Respondents (n=10,376)

Notable subgroup differences regarding respondents' level of agreement with the statement that they trust that sports organizers in Canada have policies in place to prevent and address maltreatment in sports:

- Respondents from the Territories (63%), from the Atlantic provinces (57%) and from British Columbia (55%).
- Indigenous respondents (58%)
- BIPOC respondents (57%)
- Men (54% compared to 49% for women)
- Those with an income between \$40k to less than \$80k (54%)
- Heterosexuals (53%)
- Anglophones (53%)
- Respondents with a disability (53%) were significantly more likely to agree and that they trust that sports organizers in Canada have policies in place to prevent and address maltreatment in sports.
- On the other hand, respondents that are homosexual (28%), francophones (28%), Quebecers (27%), and younger respondents (16 to 34 years old) (25%), were also more likely to say that neither agree, nor disagree with the statement.

3. National Sport Organization Survey Results

3.1 Demographic profile of the respondents

Table 15 details the composition of the sample collected for the research project, their principal role in the National Sport Organization, and the size of their membership.

The principal role of respondents in their National Sport Organization is that of an Executive Director (90%). Approximately one in ten respondents hold positions within the Administration staff (13%), while only a few are part of the technical staff (3%).

Over half of respondents (56%) are from NSOs that have 1 to 10 full-time positions, while 18% are from NSOs that have between 11 to 30 full-time positions, and 26% are from NSOs that have 31 or more full-time positions.

Table 14. profile of the respondents

Role in the National Sport Organization (NSO)

Executive Director	90%
Administration staff	13%
Technical staff	3%
Coach	0%
Other	0%

QB1: Please indicate your role in the National Sport Organizations (NSO) (select all that apply). Base: All respondents (n= 39).

*As respondents were able to give more than one answer, the total number of mentions may exceed 100%.

Full-time staff within National Sport Organizations

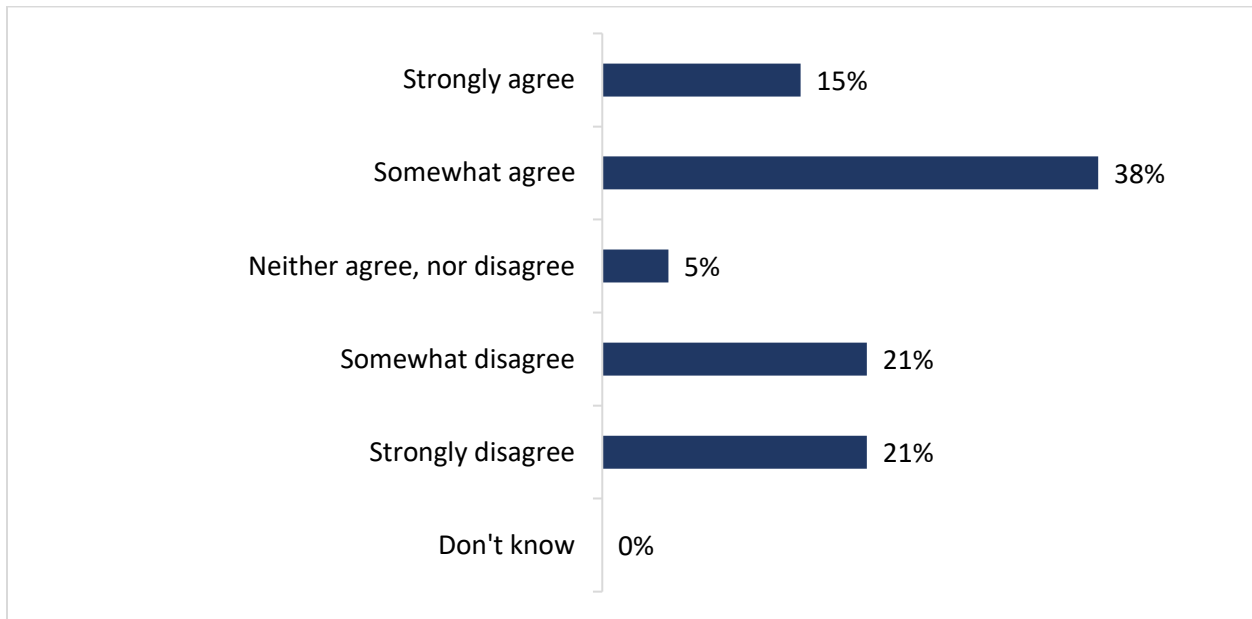
1-10	56%
11-30	18%
31 or more	26%

Q26: How Many full-time positions does your NSO have? Base: All respondents (n= 39).

Resource Adequacy for Safe Sport Environments

Just over half of the respondents (54%, where 15% strongly agree and 38% somewhat agree) believe that NSO’s possess the essential resources to provide sports in a safe environment. A few (5%) neither agree nor disagree. Conversely, 41%, where 21% somewhat disagree and 21% strongly disagree, believe that their NSO lacks the resources for ensuring a safe sporting environment.

Figure B2: Evaluating resource adequacy for safe sport environments

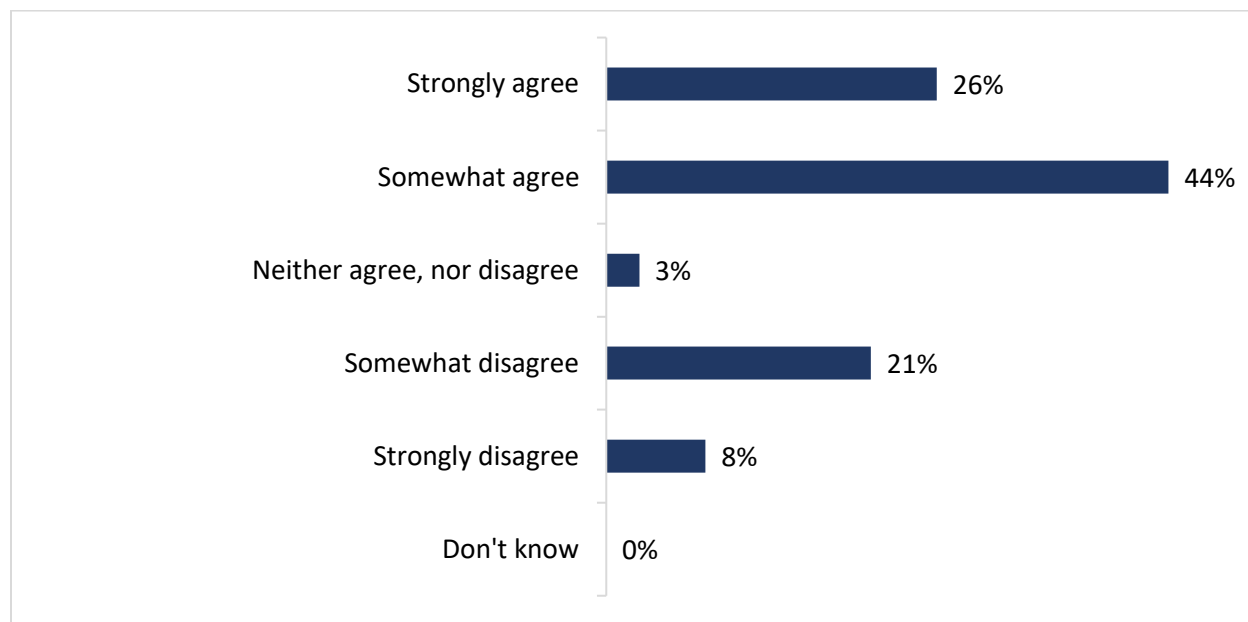


Q2: Please indicate your level of agreement or disagreement with each of the following statements: My NSO has the necessary resources to provide sport in a safe environment. Base: All Respondents (n= 39).

Resources for Creating Welcoming Sport Environments

Most respondents (69%, where 26% strongly agree and 44% somewhat agree) believe that their National NSO has the necessary resources to provide sport in a welcoming environment. Only a few (3%) neither agree nor disagree. Conversely, 28%, where 21% somewhat disagree and 8% strongly disagree, believe that their NSO does not have the necessary resources to provide sport in a welcoming environment.

Figure B3: Assessment of NSO resources for creating welcoming sport environments



Q3: Please indicate your level of agreement or disagreement with each of the following statements: My NSO has the necessary resources to provide sport in a welcoming environment. Base: All Respondents (n=39).

Perceptions of Integrity and Inclusion in Canadian Organized Sport

The majority of respondents (85%) believe that there is a sense of community and camaraderie in Canadian organized sport (COS), and many indicate (69%) that the well-being and health of athletes are prioritized in COS. While 64% suggests that sportsmanship ethical behaviour is strongly emphasized and upheld, and that fair competition is prioritized in COS (62%), and around half of the respondents (51%) believe that inclusivity is actively promoted.

On the other hand, 69% indicate that poor mental health remains a concern in COS, and 64% perceive sexism, and concussions (64%) as issues. Also, 56% believe homophobia is a problem in COS.

Finally, slightly less than half respondents perceive the following as being an issue in COS: harassment (49%), racism (38%), maltreatment (33%), ageism (21%), doping (21%) and corruption (13%).

Table 16: Perceptions of integrity and inclusion in Canadian organized sport

Positive aspects	
There is a sense of community and camaraderie in Canadian organized sport .	85%
Well-being and health of athletes are prioritized in Canadian organized sport .	69%
Sportsmanship ethical behaviour is strongly emphasized and upheld in Canadian organized sport .	64%
Fair competition is prioritized in Canadian organized sport , creating an environment where equal opportunities for success are provided to all athletes.	62%
Inclusivity is actively promoted in Canadian organized sport , ensuring that individuals from diverse backgrounds feel welcome and valued.	51%

Negative aspects	
Poor mental health is a problem in Canadian organized sport .	69%
Sexism (prejudice or discrimination on the basis of sex) is an overall problem in Canadian organized sport .	64%
Concussion is a problem in Canadian organized sport .	64%
Homophobia (prejudice or discrimination against a person on the basis of their real or perceived sexual orientation) is an overall problem in Canadian organized sport .	56%
Harassment (persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.) is an overall problem in Canadian organized sport .	49%
Racism (prejudice or discrimination directed against a person on the basis of their membership in a particular racial group) is an overall problem in Canadian organized sport .	38%
Maltreatment is an overall problem in Canadian organized sport .	33%
Ageism (discrimination or prejudice based on a person's age) is a problem in Canadian organized sport .	21%
Doping (use of substances or methods to enhance athletic performance) is a problem in Canadian organized sport .	21%
Corruption (any form of corruption such as match manipulation, fraud, bribery, etc.) is a problem in Canadian organized sport .	13%

Q4: In thinking about the sport system as a whole, please indicate your level of agreement or disagreement with each of the following statements. Base: All respondents (n= 39).

*Total AGREE presented (Strongly agree + Somewhat agree).

Conduct and Values in Respondents' Specific Sports Disciplines

The majority of respondents have a positive perspective on their particular sports with 92% believing that there is a sense of community and camaraderie in their particular sport, with 82% believing that fair competition is prioritized in their particular sport, creating an environment where equal opportunities for success are provided to all athletes, that sportsmanship and ethical behaviour are strongly emphasized and upheld in their sport (82%), and that the well-being and health of athletes are prioritized in their particular sport (82%). A little under four out of five respondents (79%) believe that inclusivity is actively promoted in their sport, ensuring that individuals from diverse backgrounds feel welcome and valued.

On the other hand, a little over half of the respondents (54%) believe that poor mental health is a problem in their particular sport.

Finally, a smaller proportion think that the following issues are a problem in their particular sport: sexism (36%), concussions (33%), harassment (26%), homophobia (26%), racism (23%), ageism (18%), doping (13%), maltreatment (10%) and corruption (10%).

Table 17: Conduct and values in specific sports disciplines.

Positive aspects	
There is a sense of community and camaraderie in my particular sport.	92%
Fair competition is prioritized in my particular sport , creating an environment where equal opportunities for success are provided to all athletes.	82%
Sportsmanship and ethical behaviour are strongly emphasized and upheld in my particular sport.	82%
Well-being and health of athletes are prioritized in my particular sport.	82%
Inclusivity is actively promoted in my particular sport , ensuring that individuals from diverse backgrounds feel welcome and valued.	79%

Negative aspects	
Poor mental health is a problem in my particular sport.	54%
Sexism (prejudice or discrimination on the basis of sex) is an overall problem in my particular sport.	36%
Concussion is a problem in my particular sport.	33%

Harassment (persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.) is an overall problem in my particular sport .	26%
Homophobia (prejudice or discrimination against a person on the basis of their real or perceived sexual orientation) is an overall problem in my particular sport .	26%
Racism (prejudice or discrimination directed against a person on the basis of their membership in a particular racial group) overall problem in my particular sport .	23%
Ageism (discrimination or prejudice based on a person's age) is a problem in my particular sport .	18%
Doping (use of substances or methods to enhance athletic performance) is a problem in my particular sport .	13%
Maltreatment is an overall problem in my particular sport .	10%
Corruption (any form of corruption such as match manipulation, fraud, bribery, etc.) is a problem in my particular sport .	10%

Q5: In thinking about your particular sport, please indicate your level of agreement or disagreement with each of the following statements. Base: All respondents (n= 39).

**Total AGREE presented (Strongly agree + Somewhat agree).*

Confidence of Sport Personnel in Key Areas

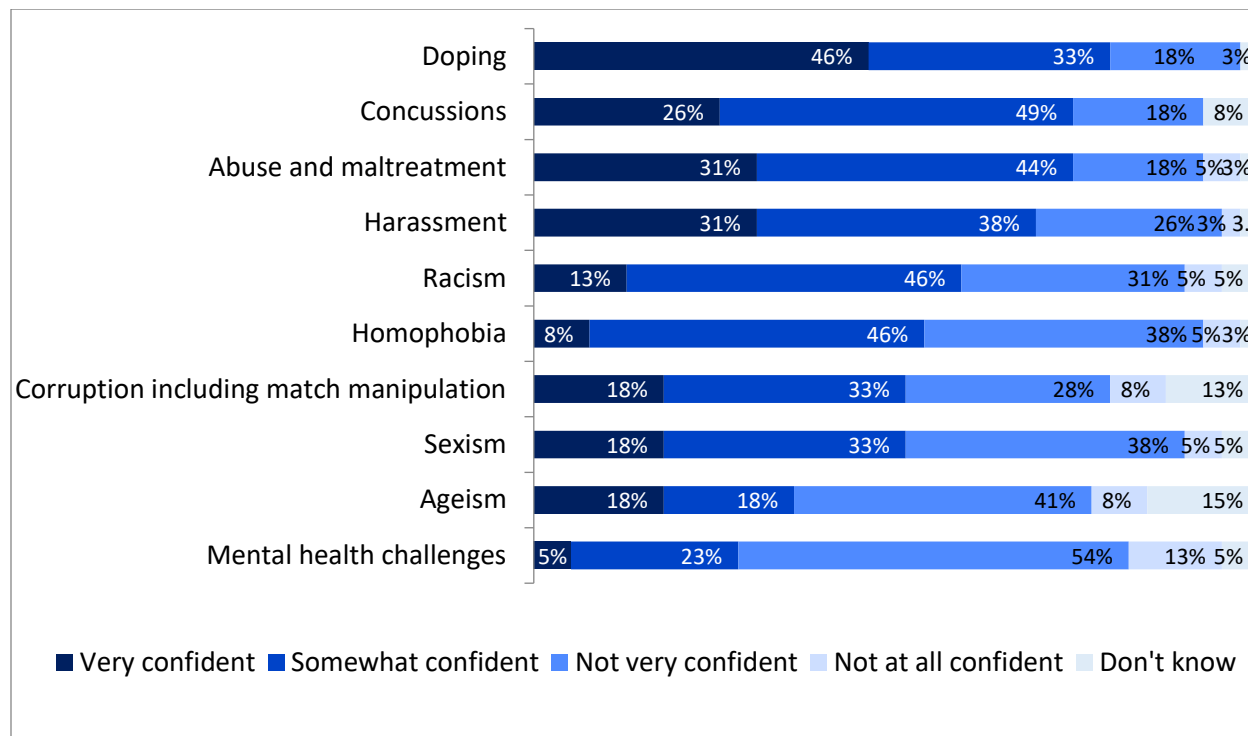
Confidence in coaches

The level of confidence in coaches' training to prevent misconduct in sport varies depending on the type of misconduct. Most respondents (79%, where 46 are very confident and 33% are somewhat confident) are confident that coaches at all levels of their sport have been properly trained to help prevent doping. They are also confident that coaches at all levels of their sport have been trained to help prevent concussions (74%, where 26% are very confident and 49% are somewhat confident), abuse and maltreatment (74%, where 31% are very confident and 44% are somewhat confident) as well as harassment (69%, where 31% are very confident and 38% are somewhat confident). Finally, 59%, where 13% are very confident and 46% are somewhat confident, are confident that coaches at all levels of their sport have been properly trained to help prevent racism.

On the other hand, a little over half respondents are confident that coaches at all levels of their sport have been properly trained to help prevent homophobia (54%, where 8% are very confident and 46% are somewhat confident), corruption, including match manipulation (51%, where 18% are very confident and 33% are somewhat confident) and sexism (51%, where 18% are very confident and 33% are somewhat confident).

Finally, 36%, where 18% are very confident and 18% are somewhat confident, are confident that coaches at all levels of their sport have been properly trained to help prevent ageism and 28%, where 5% are very confident and 23% are somewhat confident believe that coaches at all levels of their sport have been properly trained to help prevent mental health challenges

Figure B6A: Confidence in coaches' training to prevent misconduct in sport.



Q6A: How confident are you that coaches at all levels of your sport have been properly trained to help prevent the following in sport. Base: All respondents (n= 39).

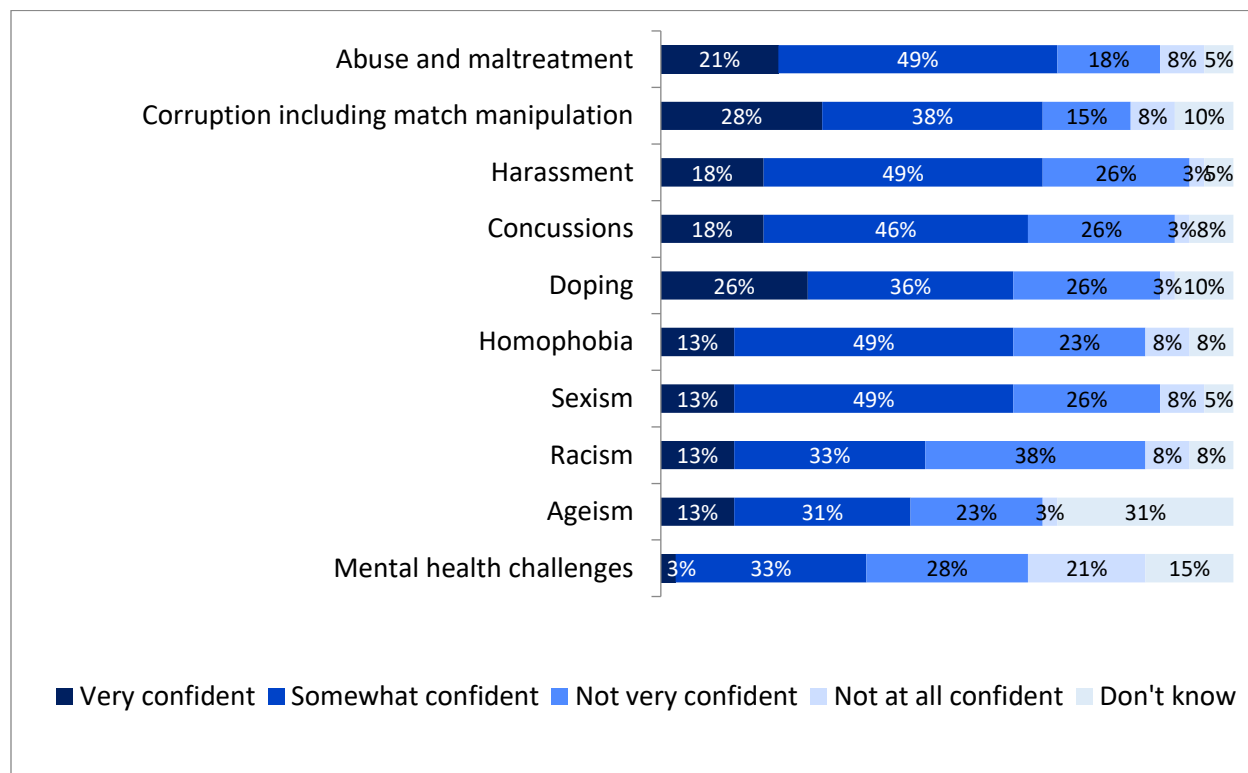
Confidence in officials

The level of confidence in officials' training to prevent misconduct in sport varies depending on the type of misconduct. Many respondents are confident that officials at all levels of their sport have been properly trained to help prevent abuse and maltreatment (69%, where 21% are very confident and 49% are somewhat confident), corruption, including match manipulation (67%, where 28% are very confident and 38% are somewhat confident) and harassment (67%, where 18% are very confident and 49% are somewhat confident). A little under two out of three respondents believe that officials at all levels of their sport have been properly trained to help prevent concussions (64%, where 18% are very confident and 46% somewhat confident), doping (62%, where 26% are very confident and 36% are somewhat confident), homophobia (62%, where 13% are very confident and 49% are somewhat confident) and sexism (62%, where 13% are very confident and 49% are somewhat confident).

On the other hand, 46%, where 13% are very confident and 33% are somewhat confident, are confident that officials at all levels of their sport have been properly trained to help prevent racism and 44%, where 13% are very confident and 31% are somewhat confident with ageism.

Finally, 36%, where 3% are very confident and 33% somewhat confident, believe that officials at all levels of their sport have been properly trained to help prevent mental health challenges.

Figure B6B: Confidence in officials' training against misconduct in sports.



Q6B: How confident are you that officials at all levels of your sport have been properly trained to help prevent the following in sport. Base: All respondents (n= 39).

Confidence in Volunteers

The level of confidence in volunteers' training to prevent misconduct in sport varies depending on the type of misconduct. More than half of respondents are confident that volunteers at all levels of their sport have been properly trained to help prevent abuse and maltreatment (56%, where 13% are very confident and 44% are somewhat confident) and harassment (54%, where 10% are very confident and 44% are somewhat confident).

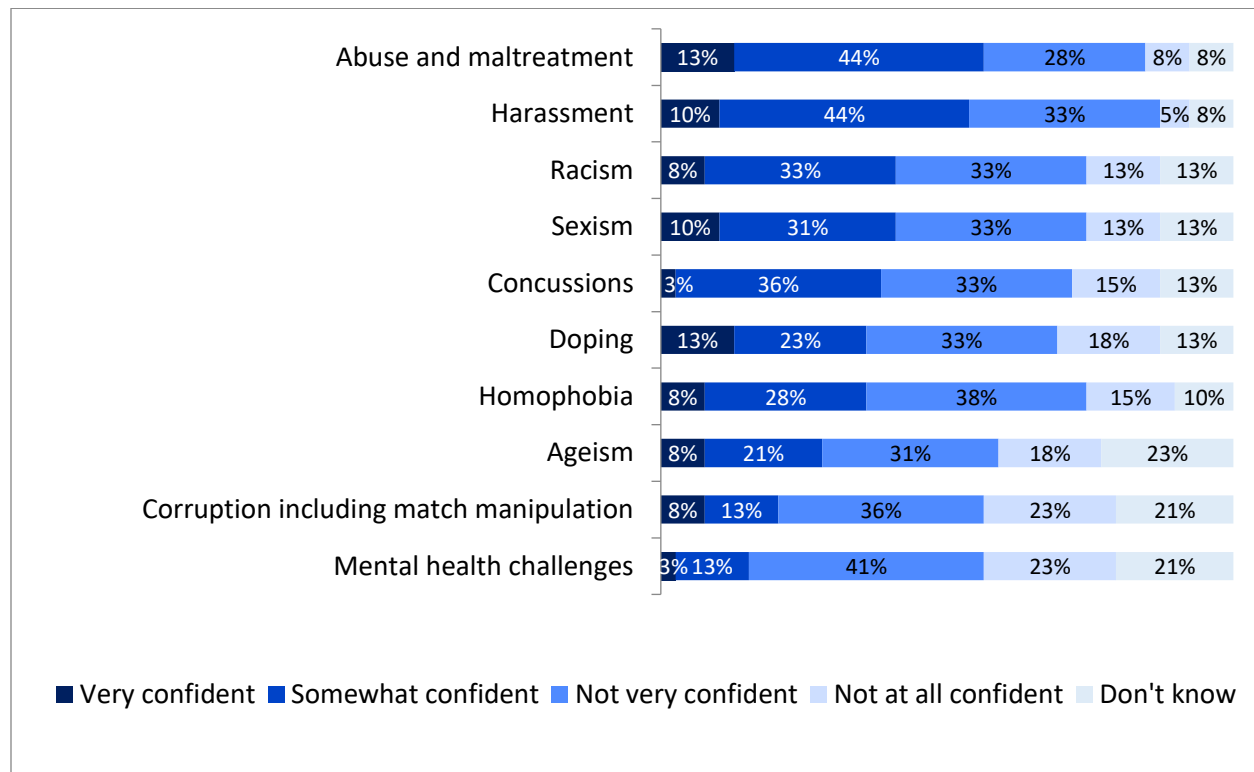
On the other hand, around two out of five respondents are confident that volunteers at all levels of their sport have been properly trained to help prevent racism (41%, where 8% are very confident and 33% are

somewhat confident), sexism (41%, where 10% are very confident and 31%) and concussions (38%, where 3% are very confident and 36% are somewhat confident).

36% are confident that volunteers at all levels of their sport have been properly trained to help prevent doping (13% are very confident and 23% are somewhat confident) and homophobia (8% are very confident and 28% are somewhat confident).

Finally, 28% are confident that volunteers at all levels of their sport have been properly trained to help prevent ageism (8% are very confident and 21% are somewhat confident). 21% are confident that volunteers have been properly trained to prevent corruption and match manipulation (8% are very confident and 13% are somewhat confident). 15% are confident that volunteers at all levels of their sport have been properly trained to help prevent mental health challenges (15%, where 3% are very confident and 13% are somewhat confident).

Figure B6C: Confidence in volunteer training for sport safety and ethics.



Q6C: How confident are you that volunteers at all levels of your sport have been properly trained to help prevent the following in sport. Base: All respondents (n= 39).

Confidence in Administrators

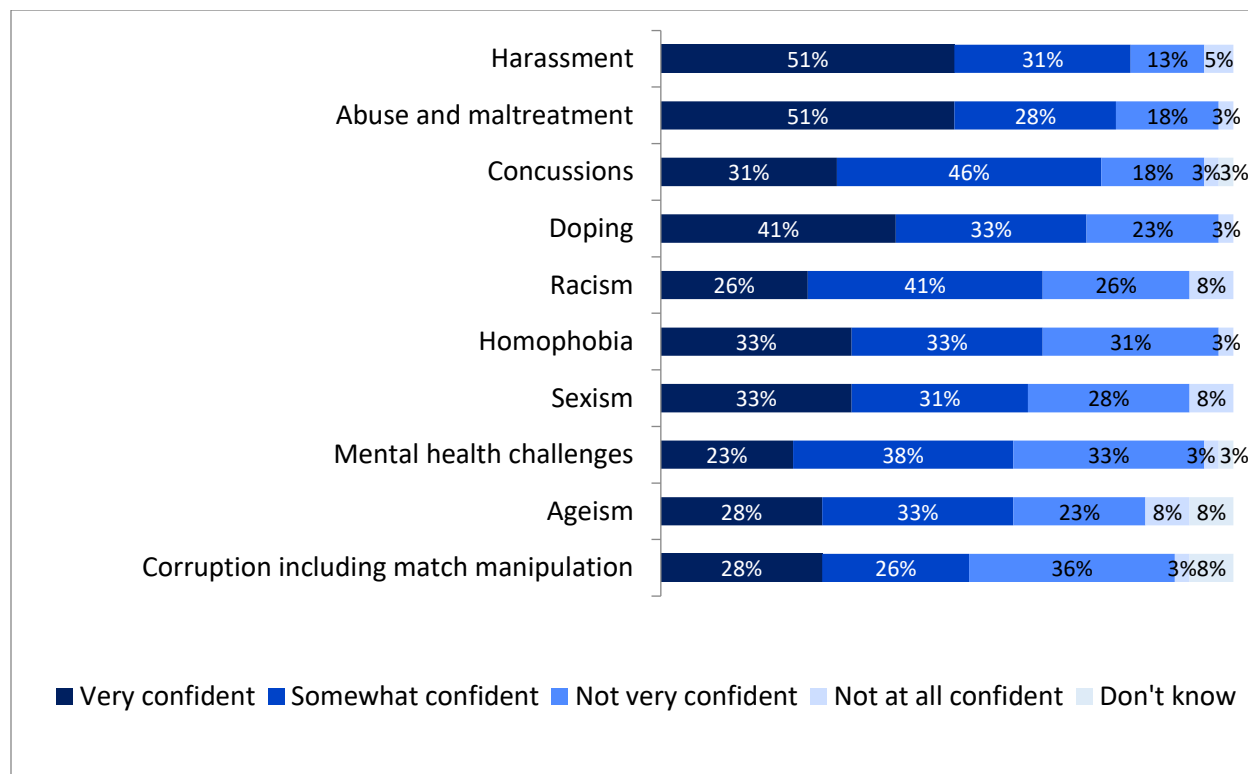
The level of confidence in administrators’ training to prevent misconduct in sport varies depending on the type of misconduct. Most respondents are confident that administrators at all levels of their sport have been properly trained to prevent harassment (82%, where 51% are very confident and 31% are somewhat

confident), abuse and maltreatment (79%, where 51% are very confident and 28% are somewhat confident), concussions (77% where 31% are very confident and 46% are somewhat confident) and doping (74%, where 41% are very confident and 33% are somewhat confident).

On the other hand, close to two out of three respondents are confident that administrators at all levels of their sport have been properly trained to prevent racism (67%, where 26% are very confident and 41% are somewhat confident), homophobia (67%, where 33% are very confident and 33% are somewhat confident), sexism (64%, where 33% are very confident and 31% are somewhat confident). A little over three out of five respondents are confident that administrators at all levels of their sport have been properly trained to prevent mental health challenges (62%, where 23% are very confident and 38% are somewhat confident) and ageism (62%, where 28% are very confident and 33% are somewhat confident).

Finally, a little over half of respondents are confident that administrators at all levels of their sport have been properly trained to prevent corruption, including match manipulation (54%, where 28% are very confident and 26% somewhat confident).

Figure B6D: Confidence in administrators' training on sport integrity and health.

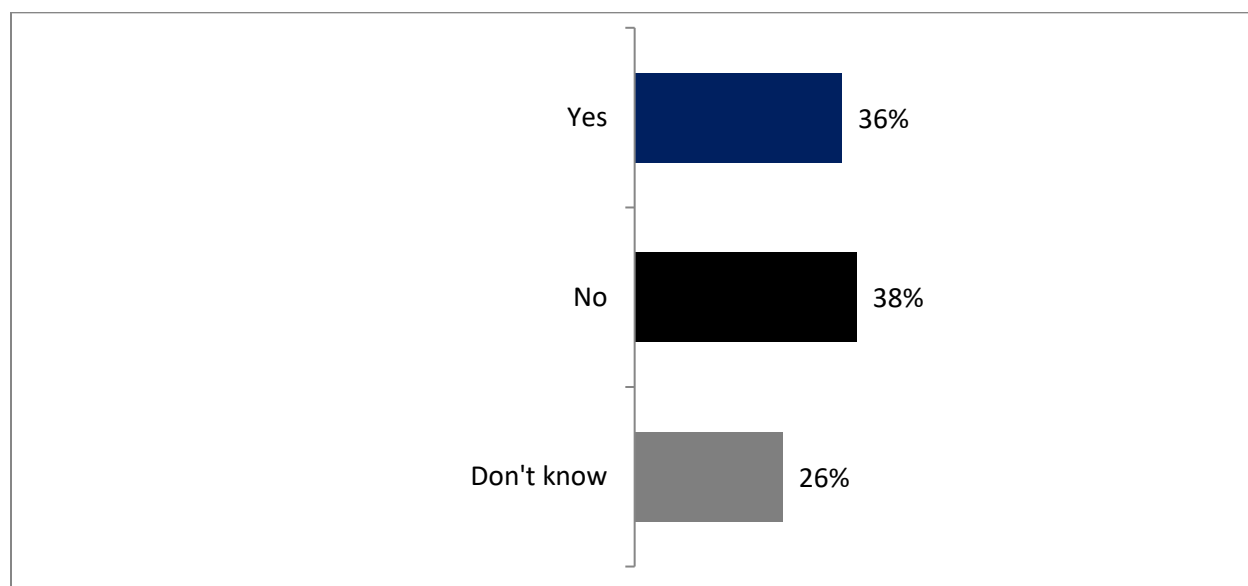


Q6D: How confident are you that administrators at all levels of your sport have been properly trained to help prevent the following in sport. Base: All respondents (n= 39).

Gaps in the content of the Universal Code of Conduct for Sport Safety

A little over one out of three respondents (36%) have identified gaps in the content of The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). This proportion is 2 points lower than those who have not identified any gaps (38%) in the content of the UCCMS. A little over one out of four respondents (26%) do not know if any gaps were identified.

Figure B7A: Gaps in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)



Q7A: Have you identified any gaps in the content of The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) in your sport? Base: All respondents (n=39).

Q7AA: Please specify the gaps that have been identified: Base: Respondents that have identified any gaps in the content of The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) in their sport (n=13)

Given the limited sample size, an analysis of this question cannot be conducted reliably. Presented below are quotes from respondents .

Verbatim:

- The gap exists in unsanctioned sport and at the provincial levels. With provinces governed by a different set of rules they need to have their own investigation and process that links to the NSO. The biggest threat is unsanctioned sport...if a club, coach or organization does not join a PTSO or the NSO and something happens there are no mechanisms to deal with the issue, but the sport gets a black eye. For example, Club A is not part of the PTSO. Their Coach "Tom" is reported to OSIC, the NSO, the PTSO due to some type of behaviour that under the UCCMS would be a violation. Since they are not sanctioned and operate outside the "system" the NSO or PTSO can only report to the authorities but cannot take action until they decide to JOIN the system. If they never do, we have no way of addressing the behaviour. IDEALLY the government (Federal and Provincial) would institute some type of legal licensing system that ALL sports must be joined to

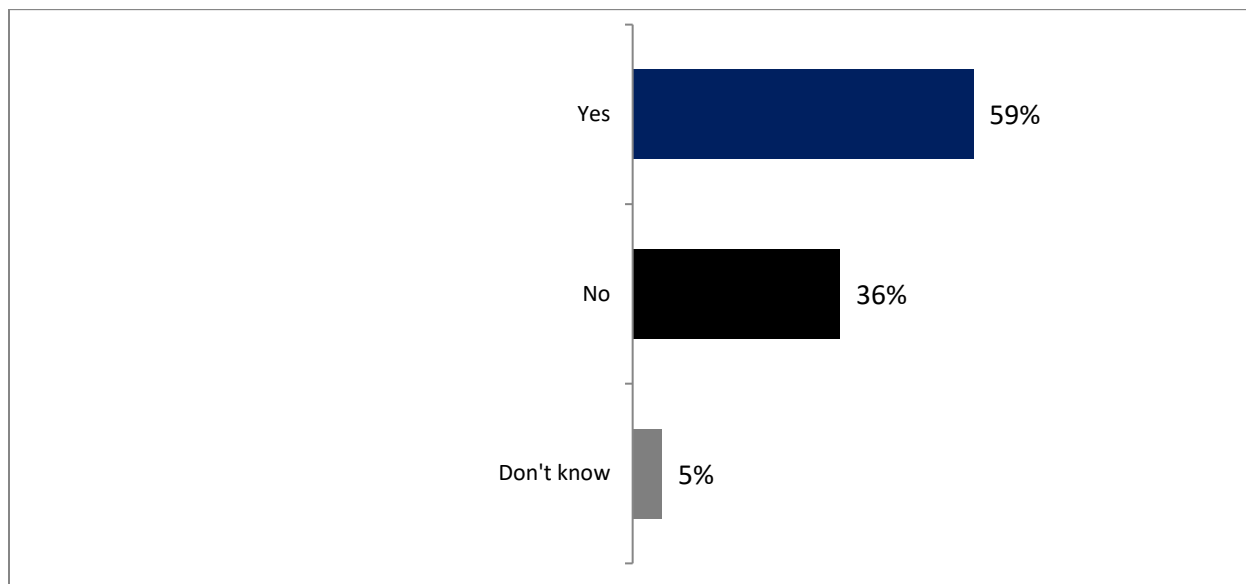
operate. This would be similar to physiotherapy, pharmacy or electricians. The club must apply to operate in their province with their PTSO and agree to follow the UCCMS and meet the required coach training and certifications. A system like that would affect REAL change across the country. Now clubs MUST meet the required training in safe sport and meet a very specific level of safety.

- Consent form is too broadly defined and overreaches.
- Zone grise de responsabilité en lien avec le lien d'employabilité.
- No commitments on timely commencement of proceedings, let alone conclusion. This has the impact the exposing complainants to unwelcome interactions with subjects of complaint.
- The allowance for claims to be made from before the UCCMS was signed is troubling. Finding independent third parties with sport-specific contextual abilities is challenging.
- NSO is a signatory, PTSOs are not, and clubs are certainly not. Tough to manage the entire system, jurisdiction, communication with OSIC.
- A lack of clear definition of maltreatment as it applies to sport. The definitions are too broad and encompass behaviour that might be better defined as misconduct.
- Confusion around parent behaviour especially towards each other and athletes.
- Vague definition.
- There is no section identifying when an athlete is harassing or manipulating a coach or superior.
- Inability to tie the National Sport Organization to the club / community / grassroots level competition due to the federated model of the NSO to PTSO relationship.
- Education.
- It only applies to the very top 1% of sport participants in Canada. Most maltreatment occurs at the grassroots level. It also potentially overlaps with HR issues rather than maltreatment issues.

Challenges in Implementing the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)

Over half (59%) have identified or anticipated challenges or barriers in implementing or adopting the UCCMS in their sport, while 36% did not identify or anticipate challenges or barriers in implementing or adopting the UCCMS in their sport. A few respondents (5%) are not sure if any challenges were identified.

Figure B7B: Challenges in implementing the UCCMS in your sport.



Q7B: Have you identified or anticipated any challenges or barriers in implementing or adopting the UCCMS in your sport? Base: All respondents (n= 39).

Q7BB: Please specify the gaps that have been identified: Base: Respondents that have identified or anticipated any challenges or barriers in implementing or adopting the UCCMS in their sport (n=22)

Given the limited sample size, an analysis of this question cannot be conducted reliably. Presented below are the exact responses received.

Verbatim:

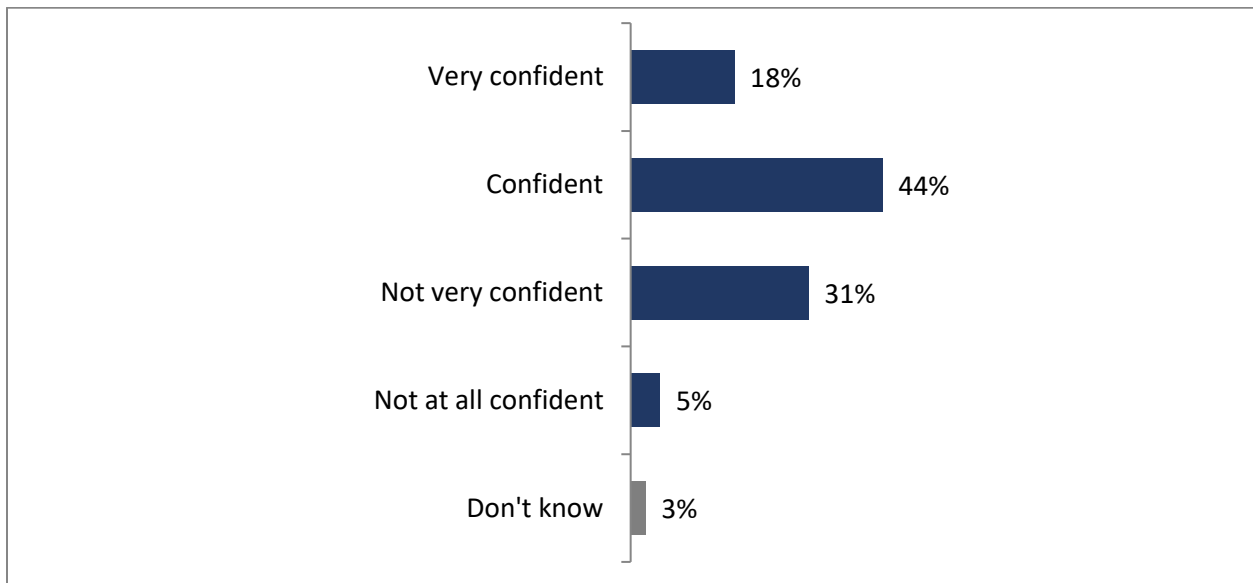
- We do not have the necessary funds to administer the UCCMS as broadly as required. We are a small sport; we do not have the staff resources to Manage and maintain a Safe Sport Officer. Sport Canada simply does not provide the necessary support combined with our obligations to deliver sport. The funding model is insufficient.
- Coaches and IST do not want to sign consent form.
- It is not clear that participants (athletes, coaches, officials, volunteers, staff) really understand UCCMS as a concept, as a set of principles, or as a brand. The distinction of UCCMS from "Safe Sport", "Respect In Sport", and "Abuse-Free Sport" is subtle for administrators, but completely unseen by participants. This leads to confusion. Another example: NCCP MED course is a requirement, but so is Respect In Sport offered outside of the NCCP... but yet it shows up on an NCCP transcript. Weird. Confusing. Frustrating. Asking coaches to meet "Safe Sport" standards... what does that mean? Which course called "Safe Sport" should they take? (the answer varies between sports and have evolved within sports).
- Costs Provincial Jurisdiction Not Clear mandate and Leadership Lack of capacity Lack of credibility and confidence as the system is building.
- Alignment and consistent application of the UCCMS at the national, provincial and local levels. Good coaches are now questioning everything they do with athletes as they are in fear of having a complaint filed against them. Athletes are using the UCCMS to file a complaint against a coach over an issue that is not really a safe sport issue.

- There is a lack of consistent strategy for safety and safeguarding within the sport system. The jurisdictional realities (club-PTO-NSO) and differences make it doubly challenging to foster a safe and inclusive culture for all sport participants. Political will and leadership is required from Federal/Provincial funders to bring sufficient urgency to not only eliminating maltreatment in sport but also bringing a focus to fair, fun, and inclusive sport. Sport leaders lack a common understanding of the problem to be solved and/or the tools available inside and outside of the sport system to address the challenges and move forward. There is equally a lack of urgency to do so resulting in a status quo orientation. Funding safety and safeguarding in a project/episodic way suggests that this work is not longitudinal (i.e. it has an end point). Additionally, the focus of funding is on bureaucratic measures (e.g. policy) as opposed to a meaningful implementation and monitoring. Outsourcing this work also suggests that this is not a core competency, but it should be (i.e. organizations should be in-sourcing and building talent in this area). Work is predominantly reactive (complaints handling) as opposed to proactive and seeking to reduce incidences of harm in the first place. The entities and processes set up to support elimination of maltreatment (OSIC, SDRCC) are not trauma-informed or athlete-centred. They perpetuate the status quo and exacerbate the already existing power imbalances. Their work is bureaucratic.
- Funding is too limited; Core funding has not been increased forever... requirements from Sport Canada are increasing drastically. This is maltreatment towards NSO leaders and staff!
- Provinces are very confused as to what they need to do. The communication has been challenging.
- Lack of resources, lack of leadership, failure of OSIC (timeliness, process and fairness) resulting in unnecessary harm to complainants and respondents. Institutional and Provincial jurisdictional issues resulting in system gaps and unnecessary duplication, and risk of sanctioned individuals repeating their maltreatment.
- The expectation that anyone with a role in our sport at the National level must consent to the UCCMS as well as players understanding what they consent too. And how does this impact those that aren't subject to the UCCMS.
- cost cross-jurisdictional challenge education/awareness length of time in OSIC Managing complaint process.
- Alignment between P/T Government requirements (to adopt a P/T ITP) and the NSO system. We need clear leadership; everyone is spinning their wheels and there is a tremendous amount of duplication in the system.
- Financial resources to ensure updated policies and procedures (legal expertise) Financial resources to retain independent 3rd party financial resources to have a safe sport position on staff.
- The cost of supporting the Management, monitoring and training of the UCCMS.
- Athletes don't always know what is considered BHAD behaviour. They sometimes think that personal problems are to blame on coaches and that they have no responsibility or agency for their behaviour.
- Financial - we are a very small NSO complicated - knowing whether something should go to OSIC or ITP is very confusing.
- Inability to tie NSO to club / grassroots / community level. Underfunded sport isn't safe sport.
- Money. Money. Money. Volunteer burnout. Someone to call for advice. Room for informal resolution/discussion.
- Education Administration of Consents
- Lack of funding to continue to provide and upgrade training.
- Funding and education.
- Lack of funding for investigations Lack of education for athletes and coaches

Confidence in concussion awareness among organization members

A little over three out of five respondents (62%, where 18% are very confident and 44% confident) are confident that registered members of their organization have increased their knowledge of the Canadian Guidelines on Concussion in Sport over the last three years, while a little over one out of three respondents (36%, where 31% are not very confident and 5% not at all confident) are not confident that registered members of their organization have increased their knowledge of the Canadian Guidelines on Concussion in Sport over the last three years, and a few (3%) were unsure.

Figure B8: Confidence in concussion awareness among organization members

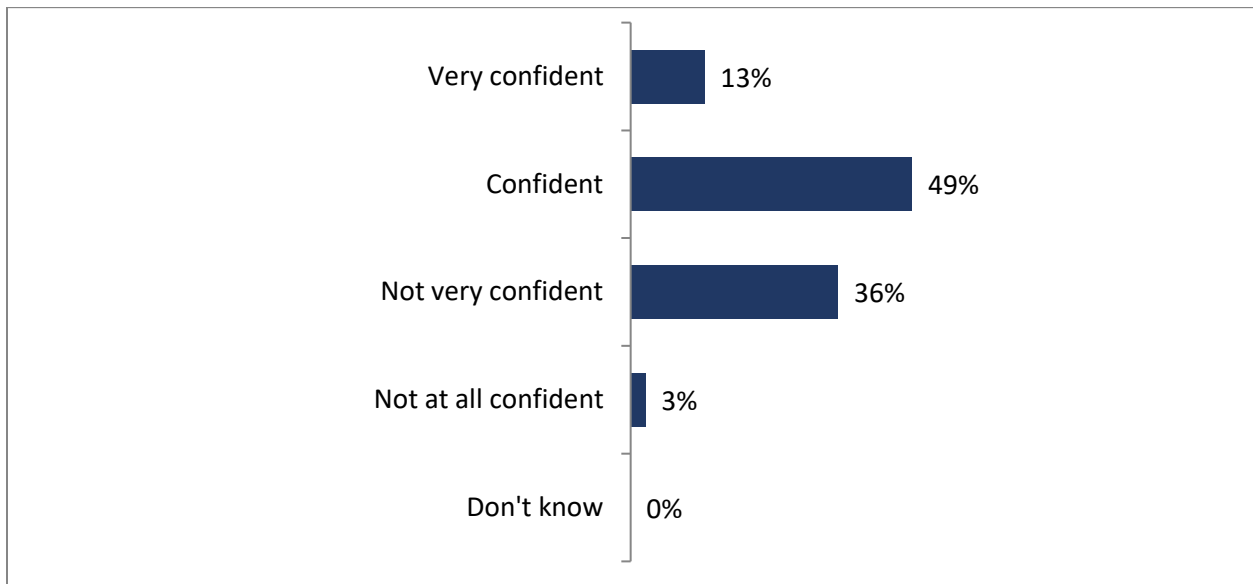


Q8: How confident are you that registered members of your organization have increased knowledge of the Canadian Guidelines on Concussion in Sport over the last 3 years? Base: All respondents (n= 39).

Confidence in awareness of concussion resources

A little over three out of five respondents (62%, where 13% are very confident and 49% confident) are confident that registered members of their organization are aware of available concussion tools or resources. A little under two out of five respondents (38%, where 36% are not very confident and 3% are not confident at all) are not confident that registered members of their organization are aware of available concussion tools or resources.

Figure B9: Confidence in awareness of concussion resources



Q9: How confident are you that registered members of your organization are aware of available concussion tools or resources? Base: All respondents (n= 39).

Confidence in Members' Use of Concussion Resources

Over half of respondents (54%, where 10% are very confident and 44% confident) are confident that registered members of their organization can effectively use available concussion tools or resources. A little over one out three respondents (38%, where 28% are not very confident and 10% not confident at all) are not confident that registered members of their organization can effectively use available concussion tools or resources. A little under one of out ten respondents (8%) are unsure.

Figure B10: Confidence in members' use of concussion resources

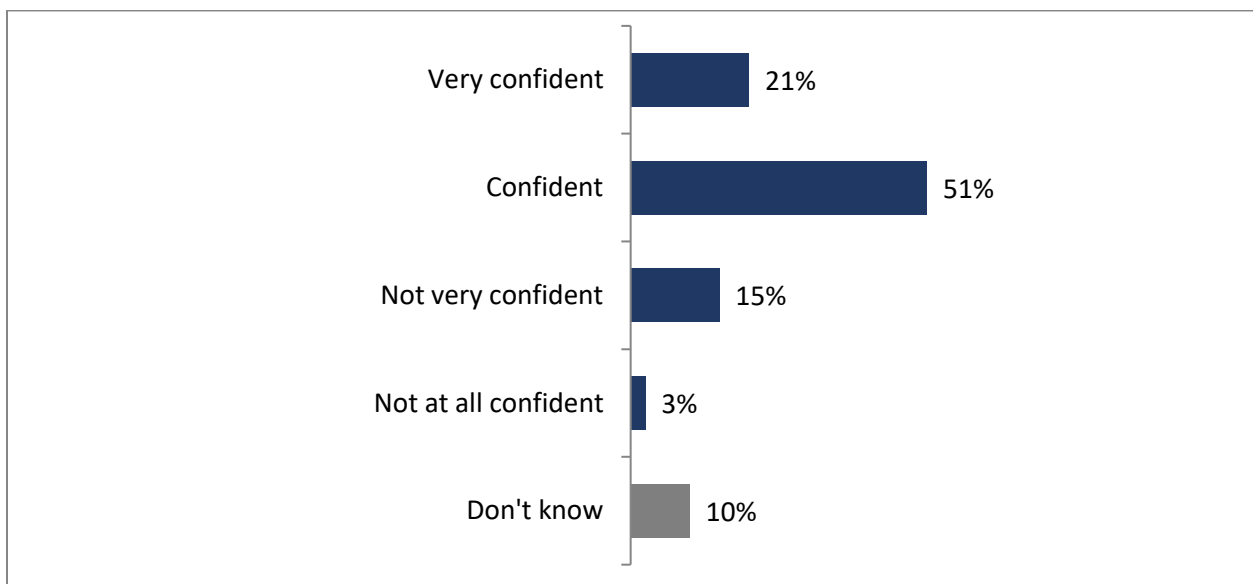


Q10: How confident are you that registered members of your organization can effectively use available concussion tools or resources? Base: All respondents (n= 39).

Progress in concussion prevention through games rules

Most respondents (72%, where 21% are very confident and 51% confident) are confident that their organization has made progress in preventing concussions in the areas of rules of the game, while a little under one out of five (18%, were 15% are not very confident and 3% not confident at all) are not confident, and one out of ten respondents (10%) are unsure.

Figure B11: Confidence in the progress of concussion prevention in game rules

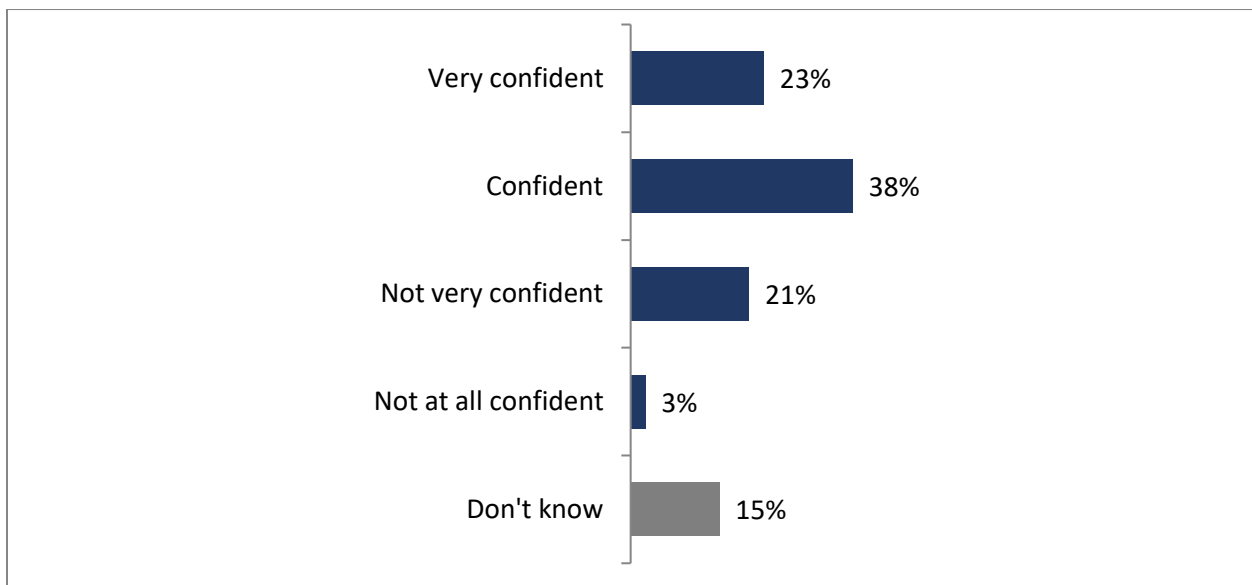


Q11: How confident are you that your organization has made progress in prevention of concussion in the areas of rules of the game (e.g. addition, modification of rules)? Base: All respondents (n= 39).

Confidence in advancements in safety training for concussion prevention

A little over three out of five respondents (62%, where 23% are very confident and 38% confident) are confident that their organization had made progress in preventing concussions in the areas of training methods to reinforce respondents safety skills and environment, while a little over one out of five respondents (23%, where 21% are not very confident and 3% not confident at all) are not confident, and over one out of ten respondents (15%) are unsure.

Figure B12: Confidence in safety training and environment for concussion prevention

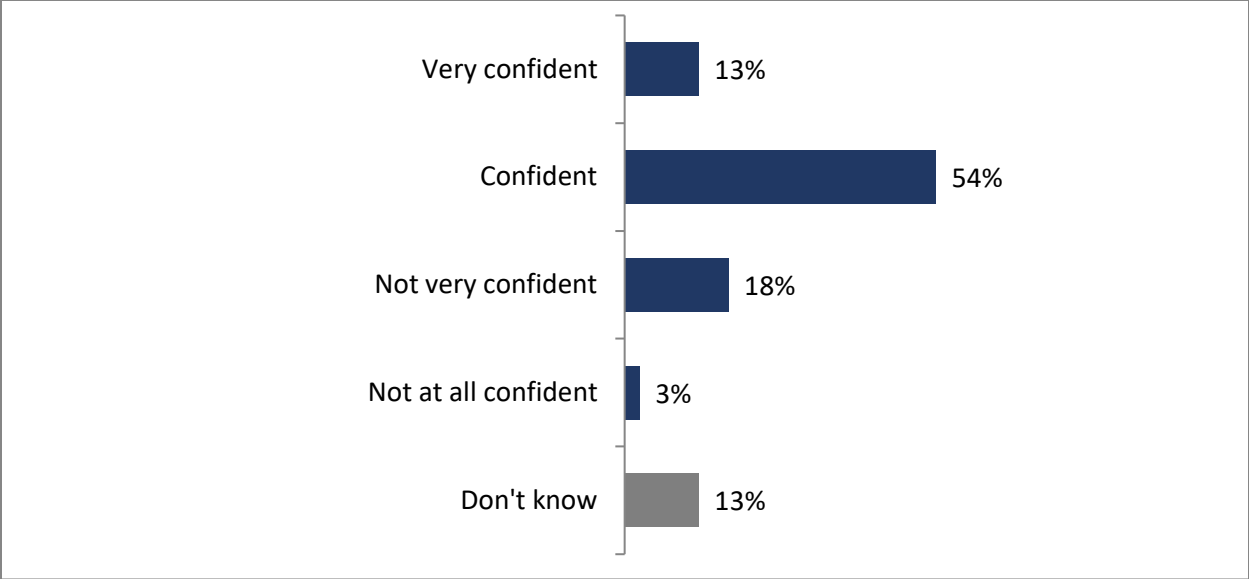


Q12: How confident are you that your organization has made progress in prevention of concussion in the areas of training methods to reinforce respondents' safety skills and environment? Base: All respondents (n= 39).

Confidence in promoting safe behaviours to minimize head injuries

Close to two out of three respondents (67%, where 13% are very confident and 54% confident) are confident that their organization had made progress in preventing concussions in the areas of safe and ethical behaviours to reduce the incidence of injuries to the head, while a little over one out of five respondents (21%, where 18% are not very confident and 3% not confident at all) are not confident that their organization had made progress, and over one out of ten respondents (13%) are unsure.

Figure B13: Confidence in promoting safe behaviours to minimize head injuries.

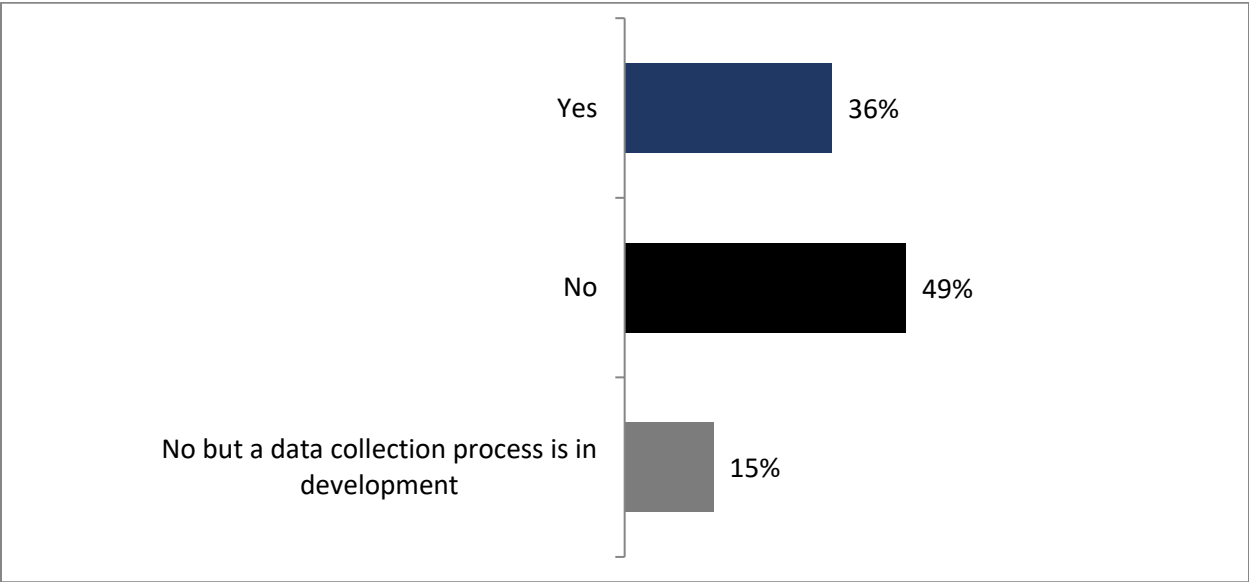


Q13: How confident are you that your organization has made progress in prevention of concussion in the areas of safe and ethical behaviours to reduce the incidence of injuries to the head. Base: All respondents (n= 39)

Concussion Data Collection Practises

A little over one out of three respondents (36%) stated that their organization is doing data collection on concussions, while almost half of respondents (49%) stated that their organization is not doing data collection on concussions, and one out of ten respondents (15%) reported that their organization is not doing data collection but is in development.

Figure B14: Concussion data collection practises within your organization

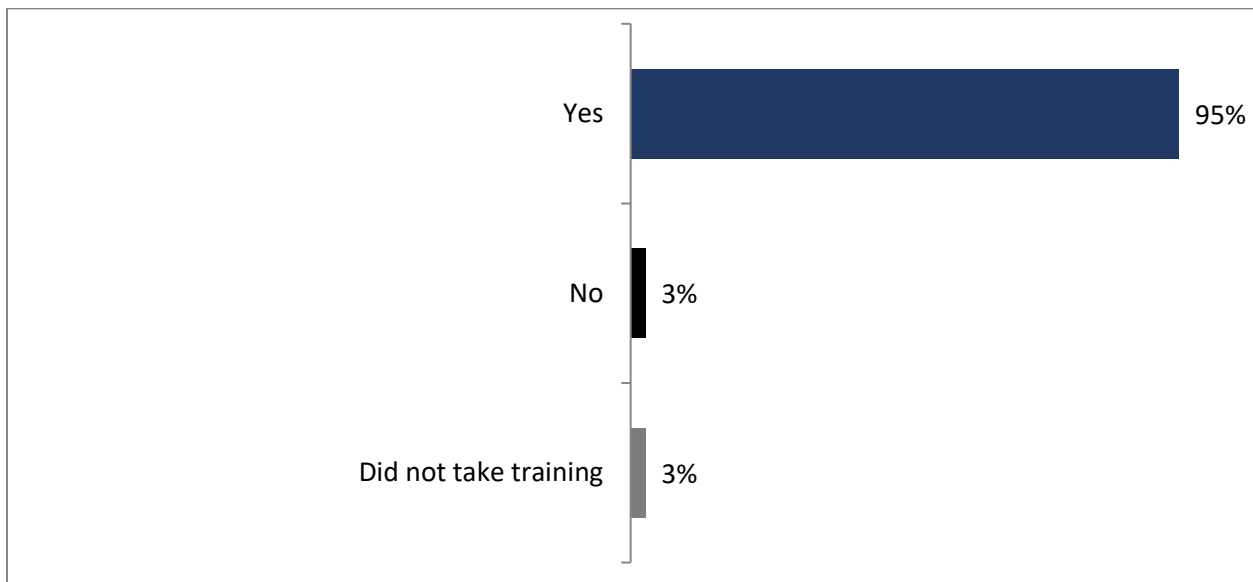


Q14: Is your organization doing data collection on concussions (e.g. occurrence of, history of individuals)?
Base: All respondents (n= 39).

Impact of Harassment, Abuse and Discrimination (HAD) Training on Recognizing Problematic Behaviours

Almost all the respondents (95%) have an increased knowledge of behaviours that constitute HAD after taking mandatory HAD training. A few respondents (3%) did not have an increased knowledge of behaviours that constitute HAD after taking mandatory HAD training and a few respondents (3%) did not take the training.

Figure B15: Impact of HAD training on recognizing problematic behaviours.

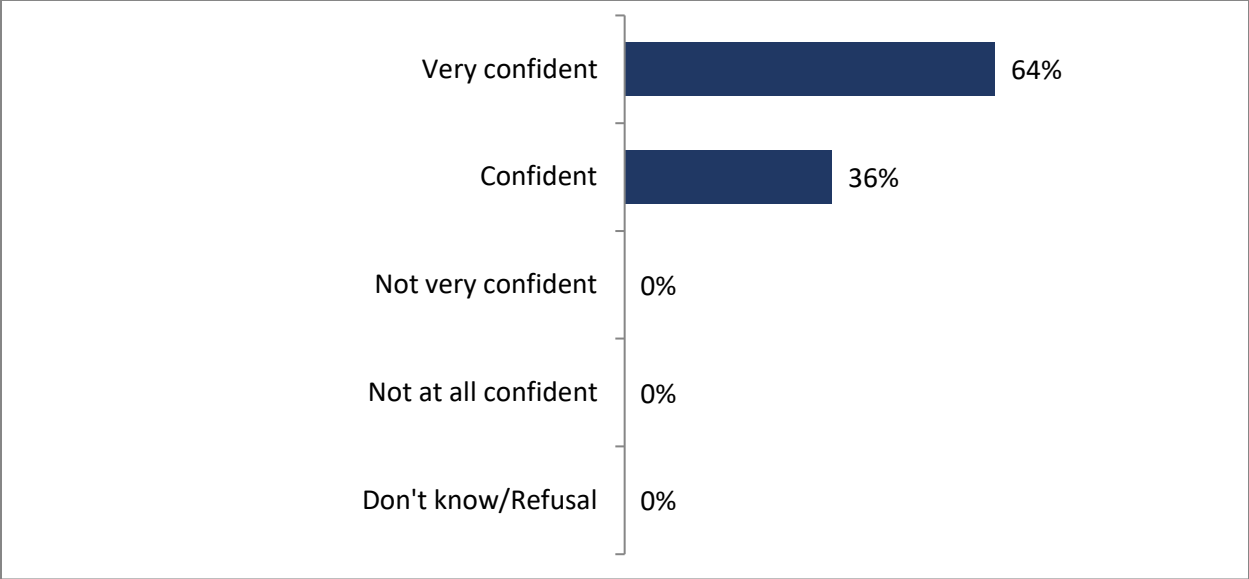


Q15: After taking Mandatory Harassment, Abuse and Discrimination (HAD) training, I have increased knowledge of behaviours that constitute HAD. Base: All respondents (n= 39)

Efforts to Establish a HAD-Free workplace

All of the respondents (100%, where 64% are very confident and 36% are confident) are confident that employees of their organization actively strive to create a workplace free of Harassment, Abuse and Discrimination (HAD).

Figure B16: Confidence in efforts to establish a HAD-free workplace.

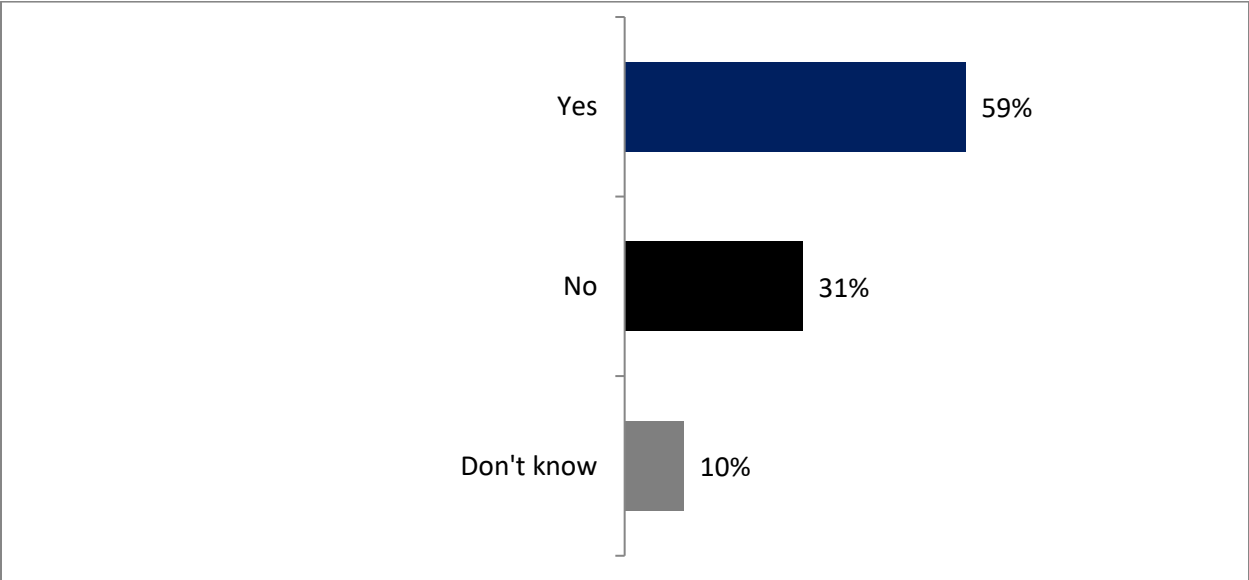


Q16: How confident are you that employees of your organization actively strive to create a workplace free of Harassment, Abuse and Discrimination (HAD)? Base: All respondents (n= 39).

Usage of data and consultation to better understand the needs of Female Athletes

Almost three out of five respondents (59%) reported that their organization is using consultation and data to better understand the needs of female athletes, while close to one out of three respondents (31%) reported that their organization is not, and one out of ten respondents (10%) are unsure.

Figure B17: Utilizing data and consultation for female athlete needs.



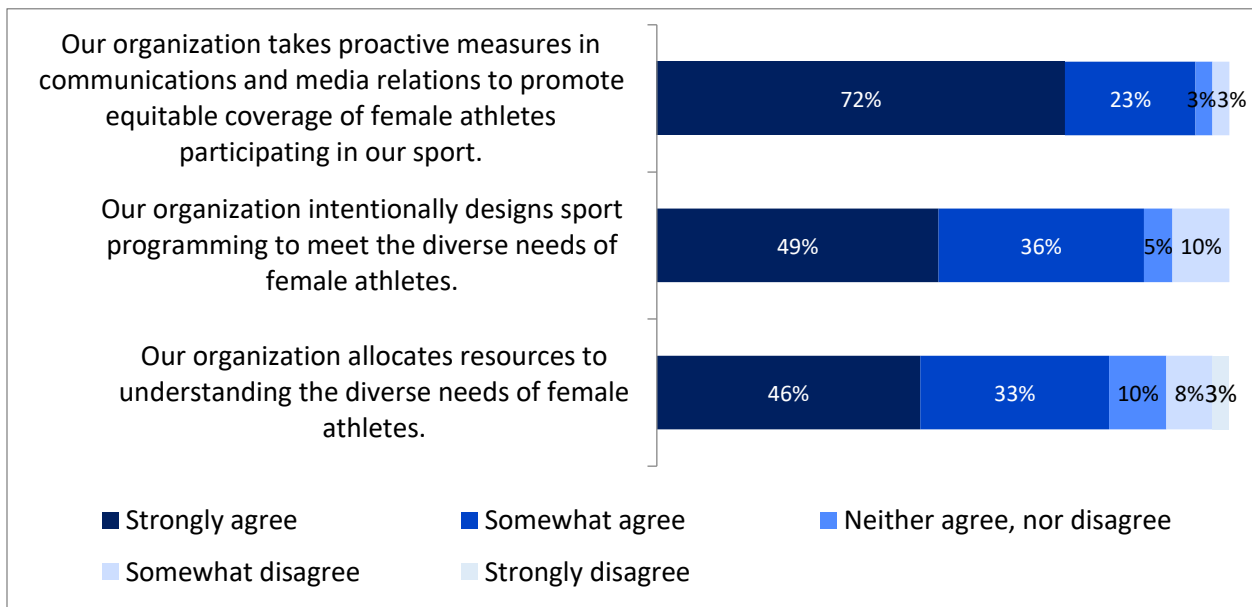
Q17: My organization is using consultation and data to better understand the needs of female athletes.
 Base: All respondents (n= 39)

Gender Equity Initiatives for Female Athletes

Almost all respondents (95%, where 72% strongly agree and 23% somewhat agree) agree that their organization takes proactive measures in communications and media relations to promote equitable coverage of female athletes participating in their sport. Most respondents (85%, where 49% strongly agree and 36% somewhat agree) agree that their organization intentionally designs sport programming to meet the diverse needs of female athletes. Almost four out of five respondents (79%, where 46% strongly agree and 33% somewhat agree) agree that their organization allocates resources to understanding the diverse needs of female athletes.

These results show that the majority of NSOs deploy efforts to promote gender equality in women’s sports.

Figure B18: Evaluating gender equity initiatives for female athletes.

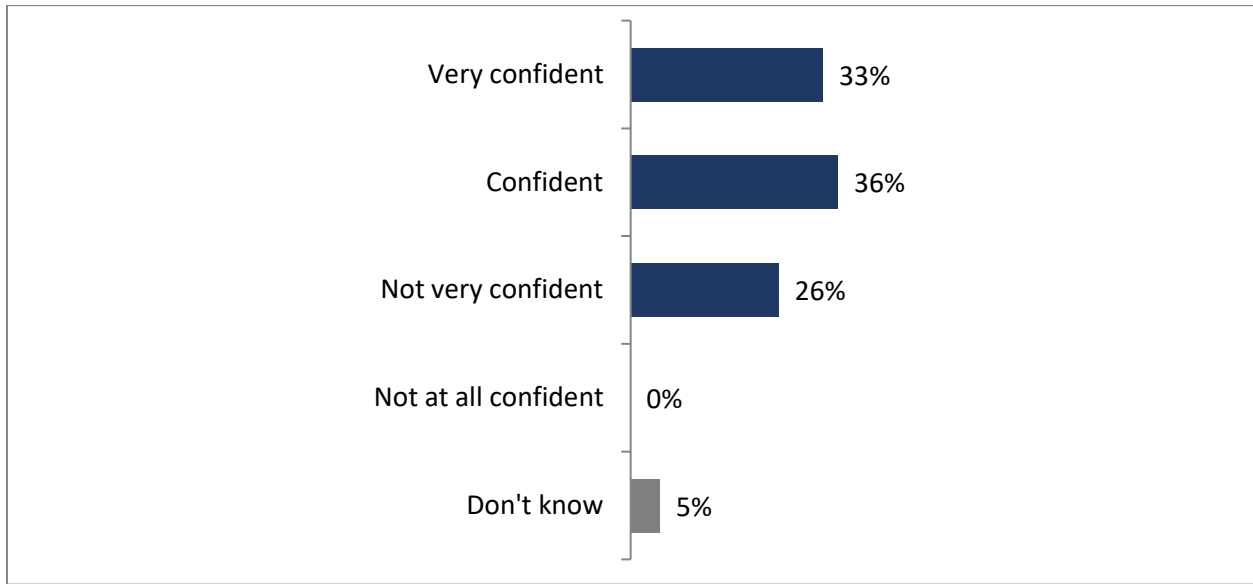


Q18: Please indicate your level of agreement or disagreement with the following statements related to gender equity of women and girls. Base: All respondents (n= 39).

Confidence in increased Anti-Doping knowledge among members

Many respondents (69%, where 33% are very confident and 36% confident) are confident that members of their organization have increased their knowledge of the risk associated with doping in sport in the past three years, while a little over one out of four respondents (26%) is not very confident that members of their organization have increased their knowledge, and few respondents (5%) were unsure.

Figure B19: Confidence in increased anti-doping knowledge among members



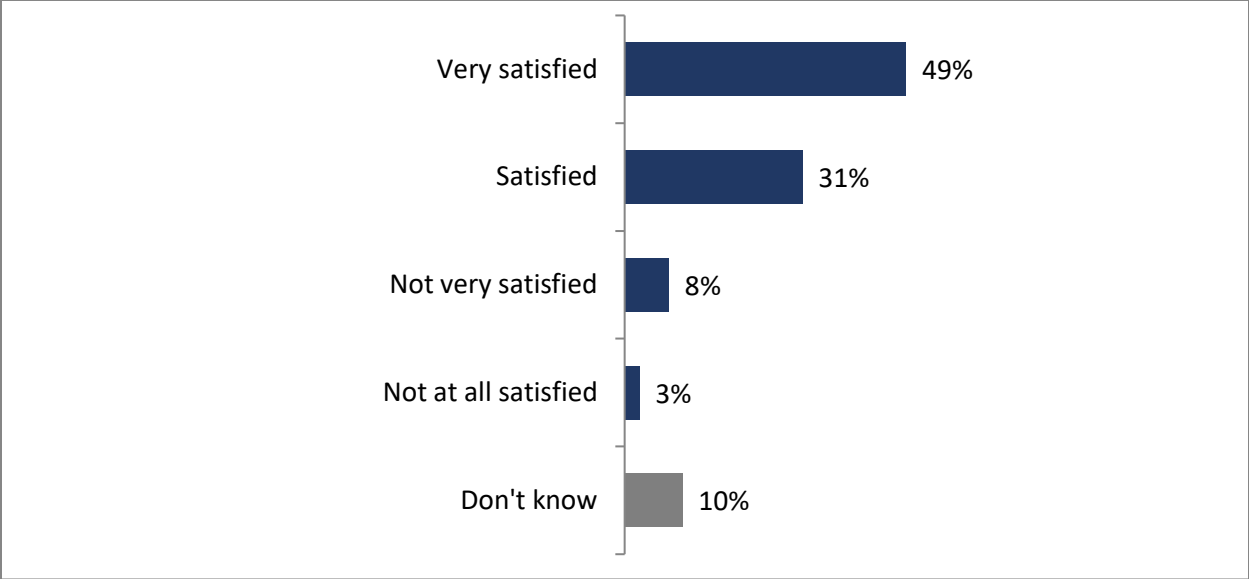
Q19: How confident are you that members of your organization have increased their knowledge of the risks associated with doping in sport in the last 3 years? Base: All respondents (n= 39).

Satisfaction with Canadian Anti-doping Program Delivery and Impact

NSOs are overall satisfied with the Canadian Anti-doping Program Delivery and Impact.

The majority of respondents (79%, where 49% are very satisfied and 31% satisfied) reported that their organization is satisfied with the delivery of the Canadian Anti-doping program by the Canadian Centre for Ethics in Sport (CCES) in their NSO and its impact on their understanding of their NSO's roles and responsibilities in antidoping. With 11% reported that their organization is not satisfied, and 10% are unsure.

Figure B20: Satisfaction with Canadian Anti-Doping Program Delivery and Impact

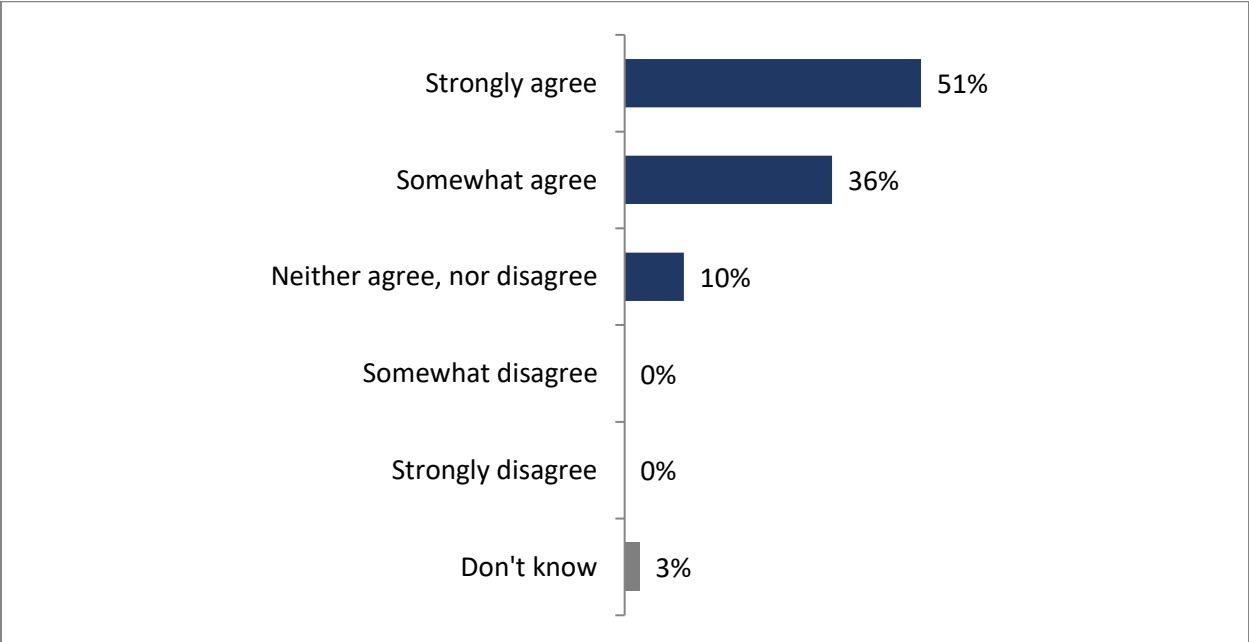


Q20: How satisfied is your organization with the delivery of the Canadian Anti-doping Program by CCES in your NSO and its impact on your understanding of your NSO's roles and responsibilities in antidoping. Base: All respondents (n= 39)

Confidence in the National Team athletes' awareness of supplement risks

Most respondents (87%, where 51% strongly agree and 36% somewhat agree) report that they agree to say that they feel confident that Canadian National Team athletes are well informed on the risks of supplement use, while 10% neither agree, nor disagree, and 3% are unsure.

Figure B21: Confidence in national team athletes' awareness of supplement risks



Q21: Please indicate your level of agreement or disagreement with the following statement.

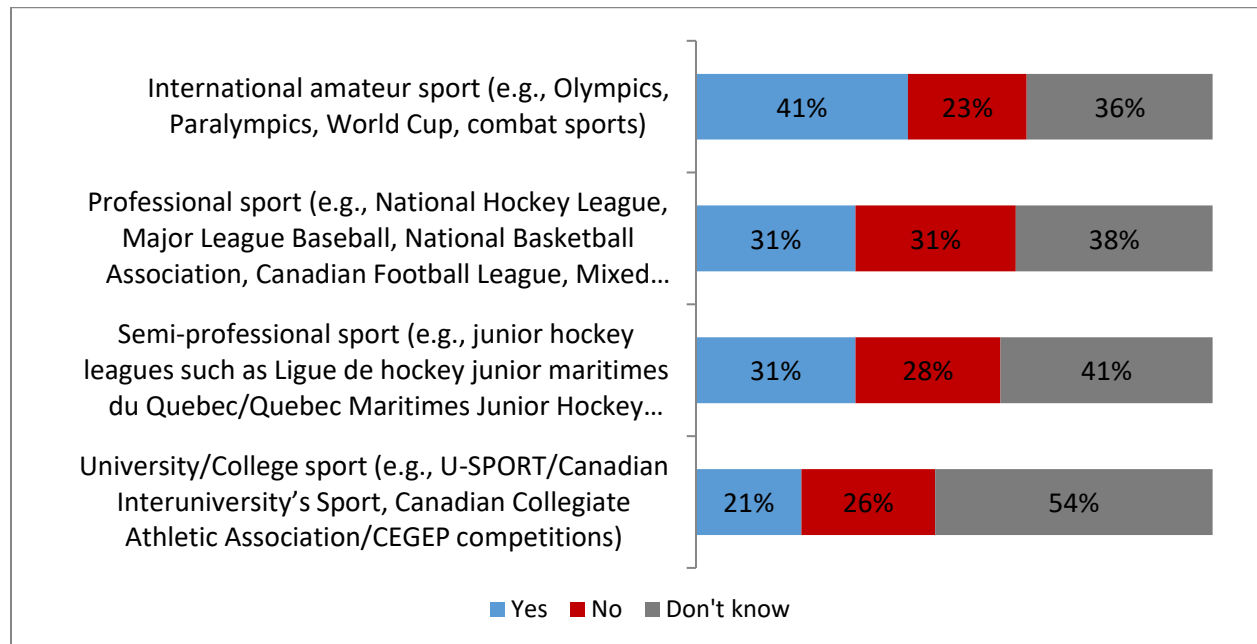
I feel confident that Canadian National Team athletes are well informed on the risks of supplement use.

Base: All respondents (n= 39).

Match Manipulation Across Different Levels in Canadian Sport

A little over two out of five respondents (41%) think there is match manipulation in international amateur sport. A little under one out of three respondents think that there is match manipulation in professional sport (31%) and in semi-professional sport (31%). A little over one out of five respondents (21%) think there is match manipulation in university/college sport.

Figure B22: Perceptions of match Manipulation across different levels in Canadian sport



Q22: Do you think there is match Manipulation in Canadian sport at the following levels?

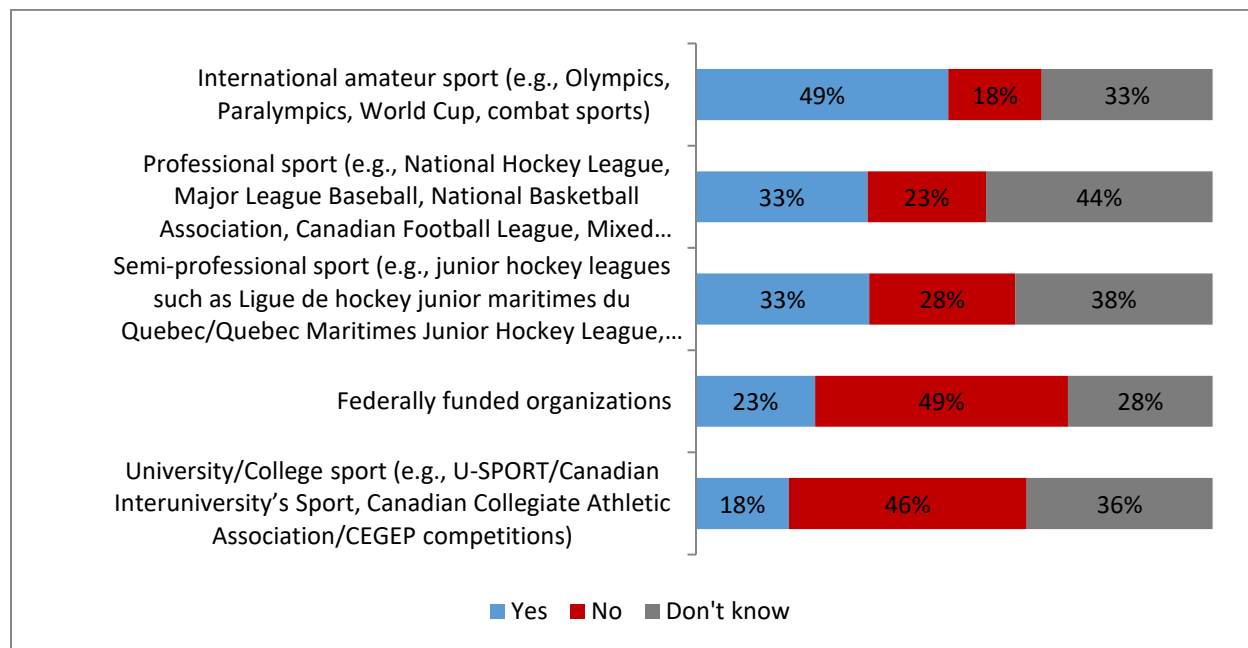
(Manipulation of sport competitions means an intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a sport competition with a view to obtaining an undue advantage for oneself or for others). Base: All respondents (n= 39).

Presence of Corruption Within Canadian Sports Organizations

Almost half of respondents (49%) think there is corruption in international amateur sport. One out of three respondents think there is corruption in professional sport (33%) and in semi-professional sport

(33%). A little under one out of four respondents (23%) think there is corruption in federally funded organizations. A little under one out of five respondents (18%) think there is corruption in university/college sport.

Figure B23: Assessing the presence of corruption within Canadian sport organizations



Q23: Do you think there is corruption within Canadian sport bodies (e.g. national sporting organizations, clubs, professional leagues/businesses, etc.) at the following levels?

Corruption: Any illegal, immoral or unethical activity for the material gain of one or more parties involved in that activity. Base: All respondents (n= 39).

Doping-free competition across Canadian Sports

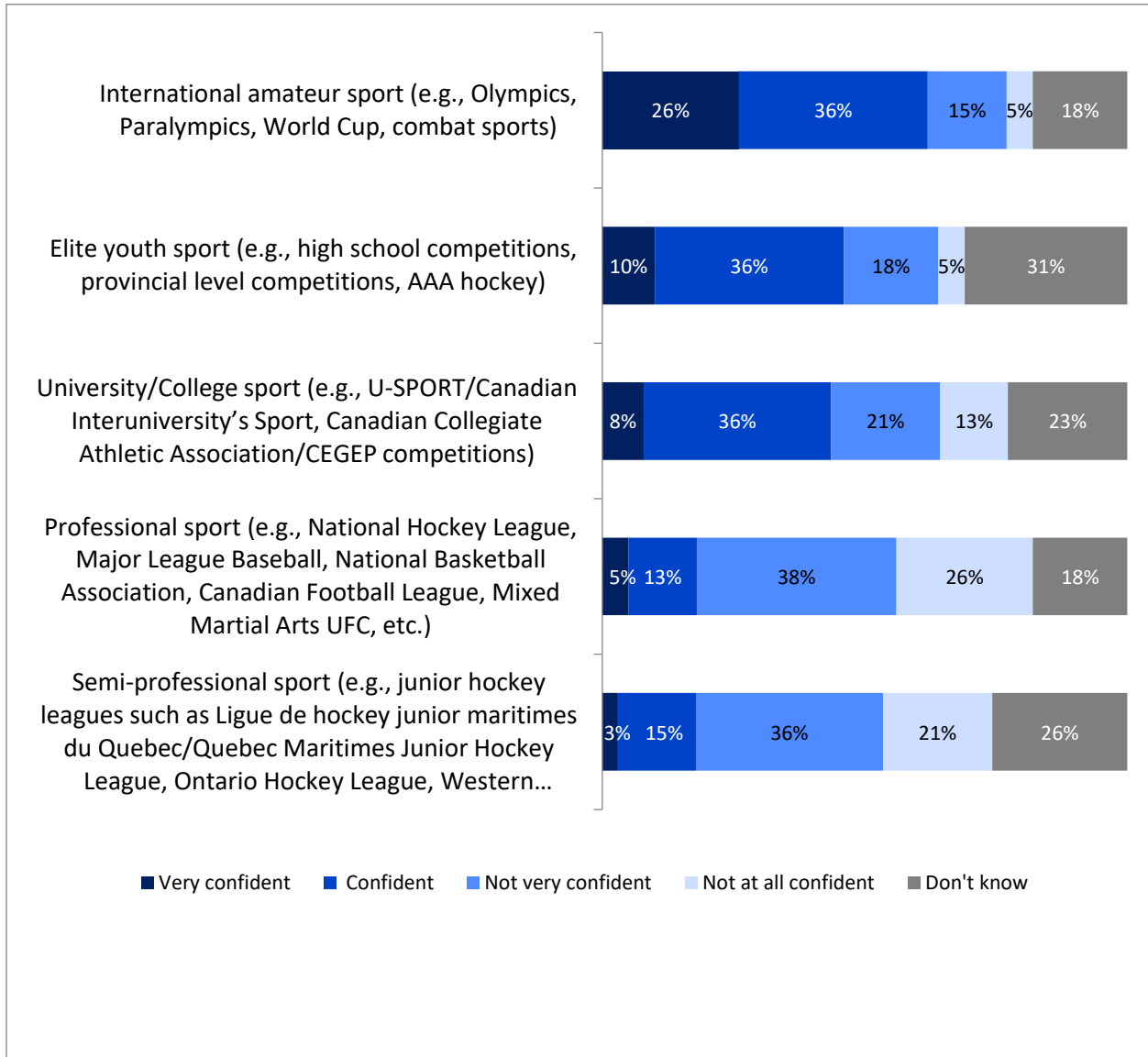
The confidence in doping-free competition varies largely depending on the competition level.

A little over three out of five respondents (62%, where 26% are very confident and 36% confident) are confident that athletes competing in international amateur sport are not doping.

On the other hand, under half of the respondents (46%, where 10% are very confident and 36% confident) are confident that athletes competing in elite youth sport are not doping. A little over two out of five respondents (44%, where 8% are very confident and 36% confident) are confident that athletes competing in university/college sport are not doping.

Finally, a little under one out of five respondents are confident that athletes competing in professional sport (18%, where 5% are very confident and 13% are confident) and in semi-professional sport (18%, where 3% are very confident and 15% confident) are not doping.

Figure B24: Confidence in doping-free competition across Canadian sports



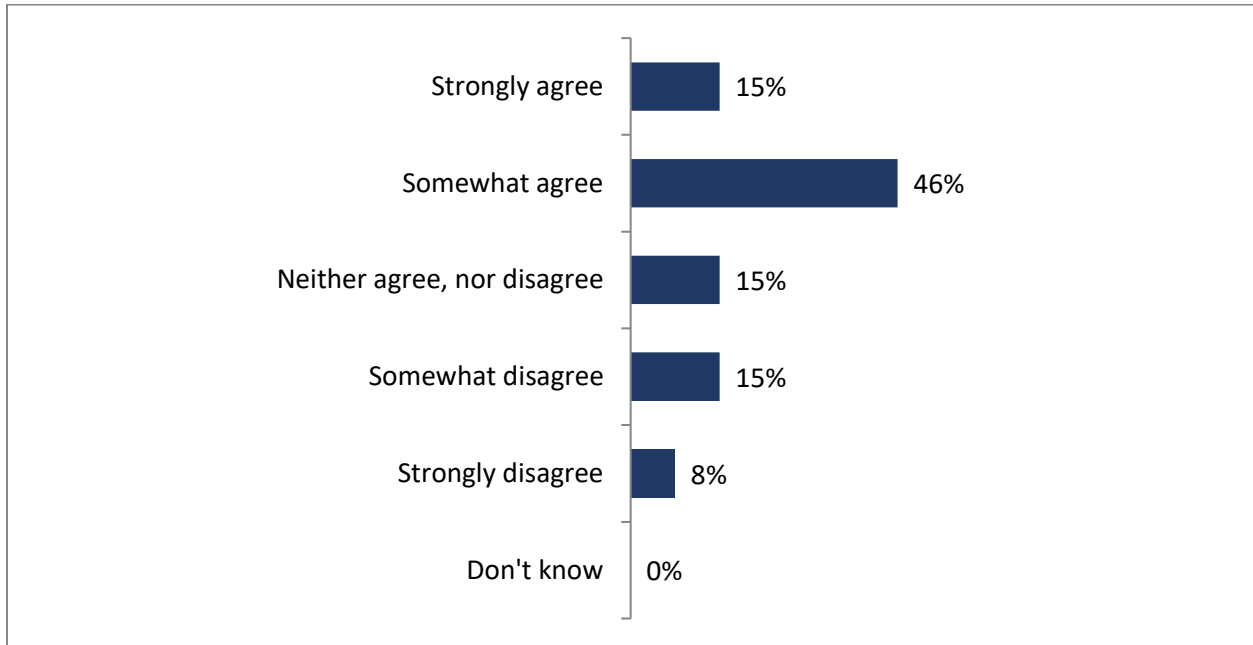
Q24: How confident are you that Canadian athletes competing at the following levels are not doping?
 Base: All respondents (n= 39)

Perception of Governance in Canadian Sport

A little over three out of five respondents (62%, where 15% strongly agree and 46% somewhat agree) agree that sport in Canada is well governed, while over one out of ten respondents (15%) neither agree,

nor disagree, and a little under one out of five respondents (23%, where 15% somewhat disagree and 8% strongly disagree) disagree.

Figure B25: Perception of Governance in Canadian Sport



Q25: Please indicate your level of agreement or disagreement with the following statement. Generally, I believe that sport in Canada is well governed. Base: All respondents (n= 39).

4. Athletes Survey Results

4.1 Demographic profile of the respondents

Table 18 details the composition of the sample collected for the research project.

Table 18. Demographic profile of the respondents

Gender

Woman	59%
Man	38%
Other (e.g. transgender, non-binary)	1%

Age

16-17	7%
18-24	32%

25-34	44%
35-44	9%
45-54	4%
55+	3%

Province or territory of residence

Alberta + Nunavut	20%
British Columbia + Yukon	22%
Manitoba+ Saskatchewan + Northwest Territories	5%
Atlantic	4%
Ontario	22%
Quebec	25%

Language Spoken at Home

English	74%
French	19%
Other	6%

Sexual orientation

Heterosexual (straight)	85%
Bisexual	7%
Homosexual (lesbian or gay)	3%
Other	1%

Current Life Satisfaction Level

A little over two out of ten respondents felt very satisfied with their life as whole at the moment of taking the survey (21% with a level of satisfaction of 9 or 10). Over half of respondents mentioned being satisfied

with their life as whole at the moment of taking the survey (59% with a level of 7 or 8) while two out of ten respondents indicated a satisfaction level of 6 or lower (20%).

Table 19: Current life satisfaction level

10 (Very satisfied)	11%
9	11%
8	36%
7	22%
6	10%
5	6%
4	2%
3	2%
2	0%
1	0%
0 (Very dissatisfied)	0%

Q1A: Using the scale below, how do you feel about your life as a whole right now? Base: All respondents (n= 170).

Barriers to Participation in High Performance Sport

The principal obstacle to involvement in high-performance sports is financial. In fact, a little over seven out of ten respondents indicated the cost (72%) as a barrier.

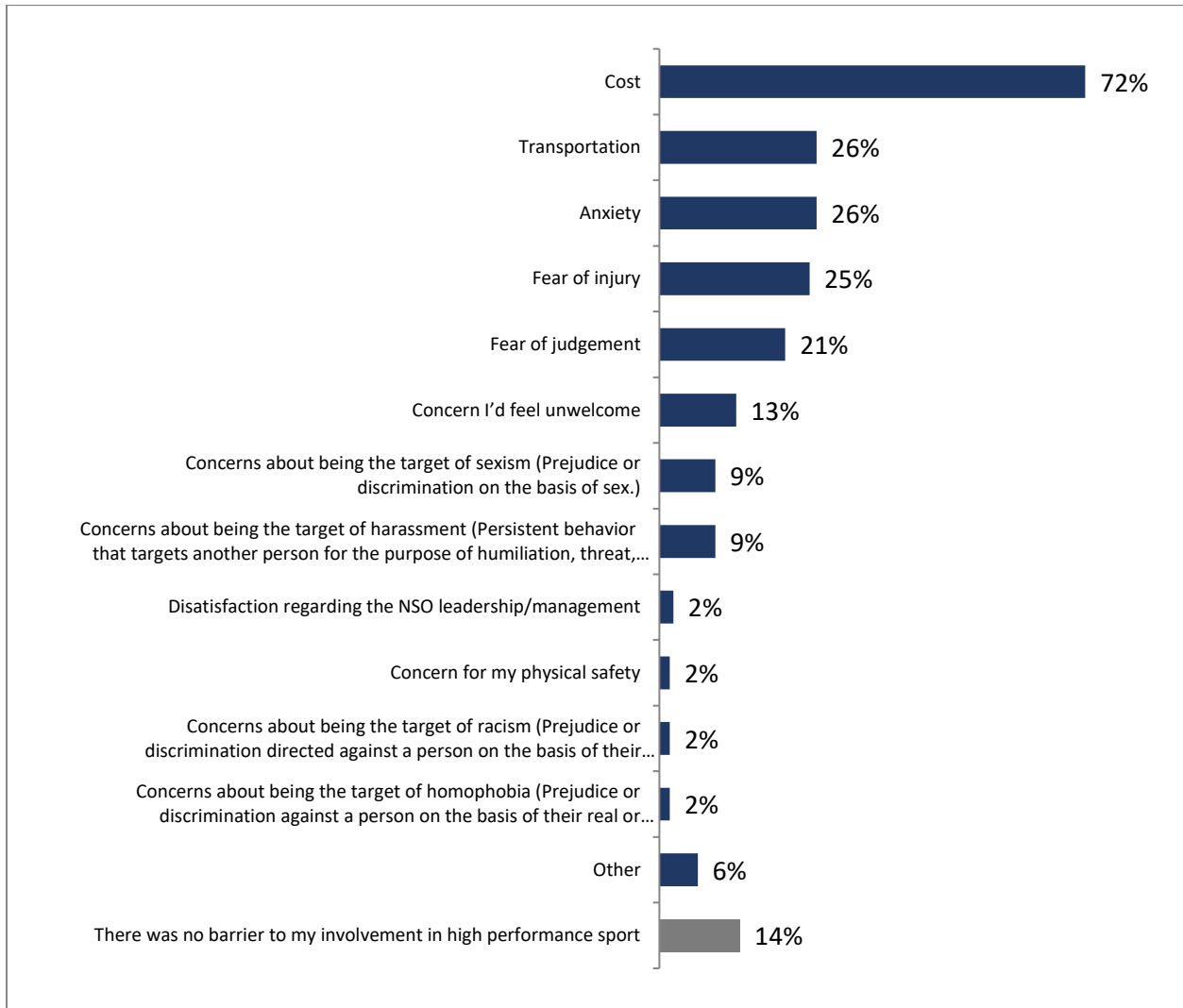
Over two out of ten respondents indicated transportation (26%), anxiety (26%), fear of injury (25%) as well as fear of judgment (21%) as a barrier to their involvement in high-performance sport in Canada.

Close to one out of ten respondents indicated the concern of being unwelcome (13%), the target of sexism (9%) and/or the target of harassment (9%) as a barrier to their involvement in high-performance sport in Canada.

The majority of respondents (86%) have experienced at least one of the barriers listed, as only 14% of respondents indicated there were no barriers to their involvement in high-performance sport in Canada.

Female athletes are more likely to mention Anxiety as a barrier (36%).

Figure C1: Barriers to participation in high-performance sport



Q1: Please indicate if any of the following were barriers to your involvement in high-performance sport in Canada (select all that apply). Base: All respondents (n= 170)

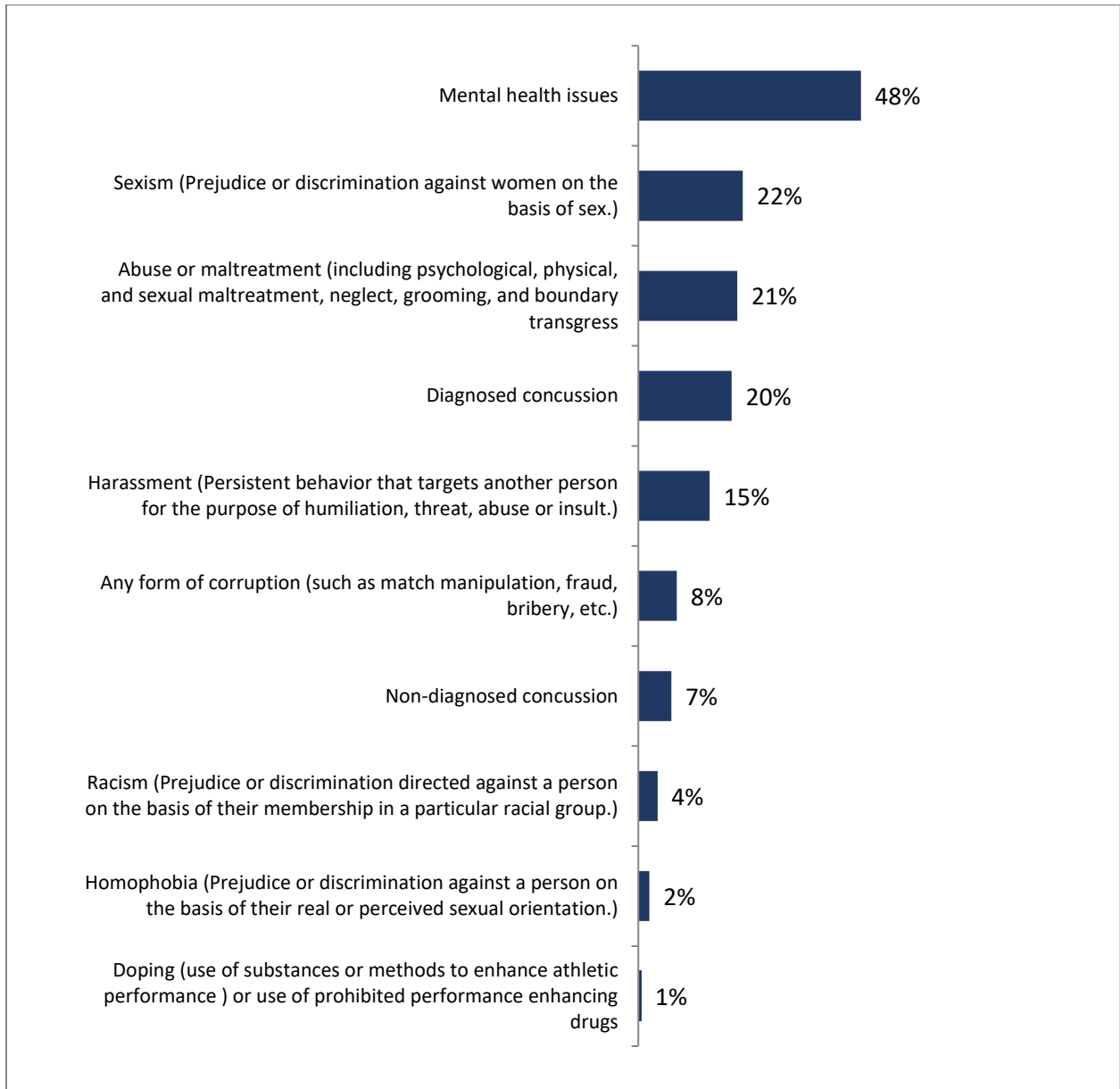
*As respondents were able to give more than one answer, the total number of mentions may exceed 100%.

Incidents and Challenges Faced in Sport

Nearly half of the survey respondents reported facing mental health issues (48%) in their sport over the past three years. Close to two out of ten respondents reported experiencing sexism (22%), abuse or maltreatment (21%) as well as diagnosed concussions (20%) in their sport over the past three years.

Over one out of ten respondents reported facing harassment (15%) in their sport over the past three years. Incidents related to corruption (8%), non-diagnosed concussions (7%), racism (4%), homophobia (2%) and doping (1%) were faced by less than one respondent out of ten.

Figure C2: Incidents and challenges faced in sport over the last three years.



Q2: During the last three years, did you experience any of the following in your sport? Base: All respondents (n= 170).

*Total YES presented

Personal Accounts of Challenges in Organized Sport

Given the limited sample size, an analysis of this question cannot be conducted reliably. Presented below are the exact responses received.

Q3A. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with harassment.

The following verbatim accounts offer insights into experiences of harassment within the realm of high-performance sport in Canada.

Verbatim :

- Coach that controlled my entire career and silenced athletes. Made me feel incredibly small and unsafe in the sport environment."
- "Intimidation, touching, comments, threats to other teammates, volition environment"
- "I had an abusive coach and had to go through many obstacles with my sport organization during her suspension. They were not supportive of it because she was still producing good athletes, they didn't want her to leave even though she was abusing us and they knew it."
- "Severe mistreatment from National Team coach. Current Safe Sport investigation ongoing."
- "Person relentlessly diminishing me to peers, ignoring me completely, looking away when I'd arrive, not answering or one-word answers. For years in my close group training. Said person was working through some stuff I was a by-product still it was a tough environment to be in"
- "Being often called fat: being the fat one on the team. Every time we used the elevator there was a joke like 'oh, the elevator is not going to work.'
- "Most of it was verbal abuse from a single coach. There is an ongoing safe sport investigation relating to close to 20 incidents"
- "Much verbal harassment."
- "At a tournament was raped by a doctor at the tournament hotel Mentally and emotionally abused by coach"
- "Coaches downplaying my mental health issues"
- "In my professional team environment, the manager (male) was negligent in communicating and providing accommodation and transportation around team events in foreign countries. There were also events of hateful/extremely condescending and unfair/untrue accusations of character and behavior towards myself and my other female teammate."
- "Persistent, targeted bullying from one teammate to another."
- "I was harassed when I spoke up about racism in the organization. The racism I experienced was dismissed and I was targeted by the organization as they tried to remove me and put me in uncomfortable situations. When I asked for accommodations they were unwilling to be collaborative and continuously try to silence me."
- "I was subject to harassment on a number of occasions. Particularly within my university experience. People commenting on my body, coaches making fun of my decision making, and my friends."
- "I have had administrators and other personnel spread rumors about me, use derogatory language when speaking about me to other people in our sport community."
- "I filed a case with safe sports regarding Tennis Canada and while awaiting the outcome. I was described as ungrateful and not providing opportunities."
- "Persistent bullying by teammates."
- "Simple team dynamics and discussions getting out of hand and becoming uncomfortable. Usually addressed quite quickly."
- "Inappropriate comments from coaches."

- "There is an overwhelming amount of emphasis placed on performance. There was a clear pressure to perform and consequences if certain targets were not achieved. Manipulation was used to ensure that athletes were kept on edge at all times."
- "The items checked off were due to teammates and lack of accountability from the federation holding them accountable for their words and actions. Since this time, a new board has come in and things are better but there still remains conflict from one teammate that I avoid for fear of being bullied or harassed. The federation is aware and is doing their due diligence in holding them accountable for their words and actions, even though their aggression is now being targeted at the coach for unjustified reasons."
- "public - via social media"

Q3B. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with racism.

The following verbatim accounts offer insights into experiences of racism within the realm of high performance sport in Canada.

Verbatim :

- "Microaggressions in my community with questions like what is my background along with a bad joke about black sailors."
- "My sport has historically had very few people of color which I believe is largely because it is a Europe-centered sport, however, I have experienced people share the opinion that people of other ethnicities/nations do not belong in his sport."
- "Coaches made racist comments to me and were quick to dismiss my lived experiences. A white coach took it as a personal attack when the word white supremacy was brought up."
- "My sport tends to have a very low level of diversity. While there has not been observed racism, I think that more effort can be made to make it more inclusive."
- "My race or body build do not have the biggest potential in High Performance Tennis."
- "It's from teammates that racial slurs that seem 'innocent' to them but have had a negative impact on me. When I ask them to stop, or ask them to repeat what they said, they only reply with it was a joke or it was nothing. Most of these comments are from the teammate mentioned previously."

Q3C. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with homophobia.

The following verbatim accounts offer insights into experiences of homophobia within the realm of high performance sport in Canada.

Verbatim :

- "Within my time with Team Canada, I have never experienced any homophobia from anyone associated with the team. Has happened during independent training within my sport."
- "I have not experienced outright homophobia, but I know multiple people who were in the closet while competing because they did not feel the sport provided a comfortable environment to be open about their sexual identity."
- "One of my teammates was a transgender athlete and the system had many barriers to their participation. Ultimately, they left the sport."
-

Q3D. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with sexism.

The following verbatim accounts offer insights into experiences of sexism within the realm of high performance sport in Canada.

Verbatim :

- "Casual comments about females not being as strong or competitive as men."
- "Females not seen as equals, comments on being a female, stereotypes about female normalized, treated as less than (head patting, that's cute) kind of thing."
- "Has only happened while independently training, or from people within the industry not associated with Team Canada."
- "It is very apparent in sport that as a female we do not have the same voice that men have. We do not get the same exposure and we are not treated the same by staff. As a female we are expected to stay quiet and do our jobs without complaining. There is also a huge prejudice in terms of medical treatment. Men do not have to beg to be believed but as no one believes we are injured until it is far too late."
- "I am part of a female's team and in our communications with management and upper-level staff at our national sports organization we have often been treated in a condescending manner and our concerns have been dismissed."
- "Being told by a European coach that I don't understand, or I can't do something because I'm a female."
- "Being selected or not based on constancy of performance. Related to females' health cycle issues with no support to help control said issue. It's very tough to build trust in performance stability."
- "Comments made behind back that the reason I am doing certain training, making certain changes, etc. was because I was listening to a man or having a relationship with a man."
- "In my sport, females and females' bodies are often sexualized due to our tight-fitting athletic attire and comments are often made regarding what our bodies look like. Men do not experience these comments to the same extent that females do. Men are also given more opportunities to develop strength and are expected to train more than females."
- "There are no female coaches, so most of the male coaches lead with stereotypes and misunderstanding of females and how to communicate or interact with the females on the team compared to the men. I do not feel like females receive the same recognition that men do, or the same level of communication. I have often seen other girls misunderstood by the male staff or being prejudiced to their ability."
- "Staff listening to the men's team more than the females' team for feedback on selection policies, budgetary concerns, and more."
- "A brand I was associated with continued to support a roster of 6:1 male to female despite myself and another female on a secondary tier having explicitly better results, community presence, and marketing contribution... basically all tangible measures of performance. But were excluded because of the 'vibe' of the team."
- "Not getting the same recognition or opportunities as a female."
- "When someone with XY chromosomes decides to compete in sport against individuals with XX, this is a form of abuse."
- "My sport has quota spots that give females more opportunities than men."
- "There have been multiple arguments made that my NSO did not treat the female athletes as well as the men in terms of team selection, grassroots development, etc."

- "The assumption that I cannot do the same tasks as a man. The lack of resources dedicated for females to meet weight standards in a way that allows us to keep our cycle and periods. The difference in opportunity to get to an Olympic games or retain a senior 12-month card. Weight limitations and judgment of body structure."
- "There is a big gap in sport media, and athlete promotion between male and female."
- "In my sport men and females compete on the same track. It is often that we hear from the men that we are way less athletic than they are, that our sport is worse off for having females competing on the same track as the men, that we aren't serious athletes."
- "Time and time again, it has been harder than normal for the men in my sport to receive equal recognition for the hardships we face in order to perform at a higher level. Barring any natural and societal advantages as a result of being male, my sporting experience has been plagued with a disproportionately high amount of artificially created struggle in order for men to achieve similar or equal opportunities to compete. Often, many programs aim to promote female participation and well-being in the sport, while there is no equivalent or even similar consideration for the well-being of the male counterpart. Unfortunately, my sport suffers from a high amount of internal struggle and financial strife, which disadvantages both men and females in relatively similar ways. Despite the many efforts to help out the females in our sport, our men have had no similar support and as a result our strength, resolve, and hope has atrophied significantly."
- "I experienced other females in the sport trying to block my access to services and involvement in returning to competing."
- "Since I am a woman, a member of the organization accused me of being unable to write my own emails and that I had to have a male write them for me due to my advanced vocabulary."
- "I have experienced much sexism. Preferential treatment given to male colleagues, the undervalued treatment of female sport and generally the lack of support towards females."
- "My male teammates are never criticized for the way they react to things, but because I'm female I'm told I'm too 'emotional.'"
- "Team dynamics and behaviour."
- "Required to participate in a younger age group than mine because I am female."

"Men are given more competitions, replacements for canceled competitions, higher prize money, more Olympic events, more media exposure. "

Q3E. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with abuse or maltreatment.

The following verbatim accounts offer insights into experiences of abuse and maltreatment within the realm of high performance sport in Canada.

Verbatim :

- "Unprofessional behaviour from coach. A lot of emotional and social manipulation. One person had a lot of power to make me feel like garbage."
- "Taunting, negligence around safety."
- "The same thing I said before. Verbal, physical and psychological abuse from coaches that caused many mental health issues and even fear of the sport."
- "I had an undiagnosed injury for three months where I was not given any medical treatment and was expected to continue training at a very high level. By the time I received a diagnosis the damage was done, and I needed two surgeries to repair the injury, which was an overuse injury. Since then, I have been neglected by coaches and blamed for my injury when I was told at the time that my options were to train full time or leave the team."

- "I was a member of a team where the owner and one of the athletes, who was also part owner, were verbally abusive and bullied myself and other teammates. This included attempts to intimidate team members, demean them and not follow through on contractual obligations."
- "My federation's inability to explain their selection choices for major projects. The selection criteria document is still in draft mode, and they modify it as they see fit. Silence treatment. Only contact me when they need me to plug holes. Private discussions with the national team coach are denied during the selection process. 'I never said that you have no proof I said that'."
- "There is an ongoing safe sport investigation concerning the actions of a previous coach. I have also felt maltreated by the CEO of our organization. I feel as though the athlete's best interests do not align with theirs whatsoever. It has jeopardized our previous squad and we have dropped more than 8 world rankings."
- "Verbal abuse and being punished unfairly for situations out of my control."
- "Raped by a doctor at the tournament hotel. Emotionally abused by coach."
- "I've experienced grooming behaviour and abuse of power with my coach. I was unknowingly manipulated into sharing personal details with my coach that were then used against me when I didn't perform well. At the time, I believed I was in a trusting relationship with this coach. However, after switching coaches I've come to realize how our relationship crossed many boundaries and was inappropriate."
- "Not being selected for events because of personal relationship with coaches turning sour."
- "Past coach would not talk to athletes until the athlete approached the coach if the athlete upset the coach previously."
- "When someone with XY chromosomes is allowed to compete against athletes with XX chromosomes, this is maltreatment."
- "I had an overbearing coach who tried to control all aspects of my life. Switching coach felt like it would cost my career, so I pushed but it came to a point where the switch had to happen. My career and balance have been much better since."
- "I had a short relationship with one of the IST members of my National Federation after I retired from sport. I ended things, however, when I decided to return to sport 1.5 years later, I felt that I was the last on the list of athletes to be supported by this IST member and at times was often unsupported by them."
- "At a tournament a coach mentally abused me and tore me down. The organization is unwilling to hear my concerns."
- "Abuse in the form of favoritism and exclusion."
- "I was maltreated by coaches a couple times."
- "As soon as I was off the running to make a team, I wasn't coached well. This person wouldn't try to help me get better and would just give me another person's workout. I once had to give somewhat information to this person after telling him I didn't want to and that I had it under control. He kept pushing until I started crying, so I told him. He then proceeded to tell the rest of the staff without asking me."
- "Had a coach that crossed professional boundaries and was emotionally manipulative."
- "Mental abuse by teammates"
- "Figures in positions of authority would use that authority to isolate athletes and inflict so called interventions during race prep."
- "Grooming and harassment by a national team coach."
- "I have probably experienced abuse or maltreatment by definition but I have not felt in danger."

"Again, these instances are from my teammate previously mentioned. The other teammates who were also bullies have since retired. It seems self awareness or self reflection doesn't exist in these teammates.

It's disappointing that this teammate is still around and is continuing to bully me and my other teammates, coaches and federation."

Q3F. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with doping.

The following verbatim accounts offer insights into experiences of doping within the realm of high-performance sport in Canada.

Verbatim:

- "Teammates tested positive."

Q3G. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with corruption.

The following verbatim accounts offer insights into experiences of corruption within the realm of high-performance sport in Canada.

Verbatim:

- "I am not sure if this is corruption but at one point our coaches chose people for the team based on who got injured the least because they were fed up with injured athletes, all injuries were overtraining injuries."
- "There's a lot of bias in the selection process, and the members of the selection committee are incapable of explaining the selections to us with facts and physiological data. "This person is selected because he or she performed well 4 years ago", even though he or she is no longer at the same level on the day of selection."
- "There's a lot of race fixing when it comes to selections for international events: "superior" athletes sometimes help their friends to qualify to the detriment of their own races, which has no impact on them since they've already qualified."
- "Organization is ran by individuals who have failed the athletes, staff, sponsors, etc. over and over and there is no repercussions. People are being mistreated and are forced to work in a toxic environment where they are scared to speak out in fear of being fired."
- "The coverups within our NSO to hide the real problems such as coverups of safe sport violations."
- "Players from the same country deliberately winning games in tiebreakers to ensure a zero-point differential, thus not jeopardizing their chances of advancing to the elimination round by maintaining a neutral points difference. In our sport, advancing to the elimination round can be determined by the points difference, so such actions are a strategic maneuver to influence outcomes without affecting qualification chances."
- "High performance director using discretion for some athletes but not others - high performance director refusing to answer questions in clear and timely Manner - high performance director ignoring coach advise with regards to myself as the athlete - high performance director using their power to hinder my development as an athlete."
- "Staff being hired because they are friends with the board members, despite being unqualified and staff being let go when they try to make changes to the program in support of the athletes."
- "When someone with XY chromosomes is allowed to compete against athletes with XX chromosomes, this is corruption."

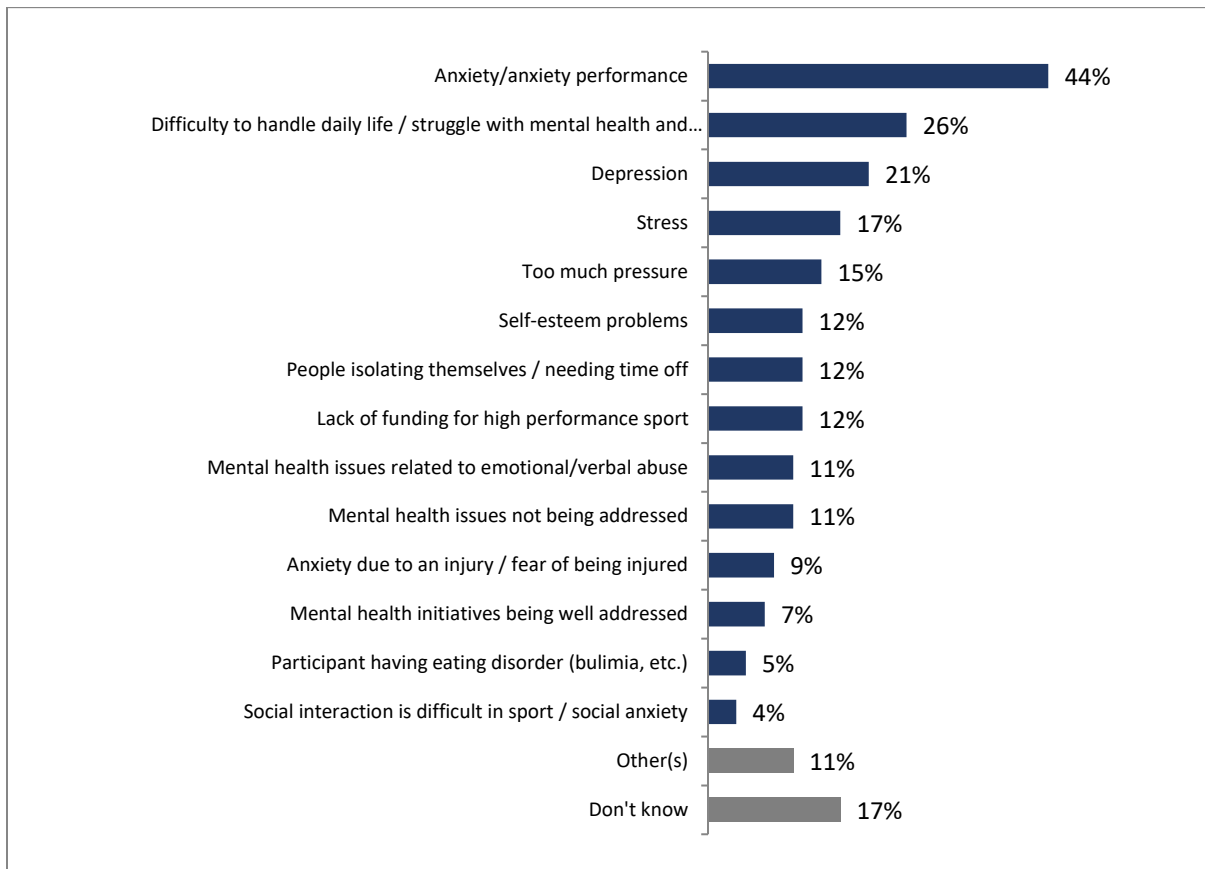
- "Chinese sit ski athletes intentionally misrepresented their classification to be classified far lower than they should have been for the Paralympics. This was widely seen among the entire nordic community, not just within Canada. These athletes have since been reclassified much higher than they were for the games, yet zero repercussions have results in this blatant form of cheating. These athletes are still allowed to compete, despite cheating on the biggest stage."
- "It is clear that the Managers in charge of governing our decisions and long-term strategic planning either completely lack competency, or they regard for the health of the sport. Biathlon in Canada has been ridden with internal disputes only to further the agenda of a select few with nothing but negative intentions. Many times, athlete selections that determine racing opportunities are designed to be preferential towards a desired outcome that is blatantly biased. Furthermore, the decision-making process that precedes the strategic planning of our sport organization reeks of financial discrepancies, missing expenses, and complete negligence of public funds."
- "Equipment corruption is a huge part of the sport- pushing body measurements so that your equipment can give you the highest possible advantage."

Q3H: Thinking only of your time in organized sport in Canada, please describe your experience(s) with mental health challenges.

The main issues reported by those who have experienced mental health issues in the past three years are Anxiety or performance anxiety (44%), difficulty handling daily life or struggling with mental health and sport (26%) and depression (21%).

Over one out of ten of these respondents mentioned stress (17%), too much pressure (15%), self-esteem problems (12%), isolation or needing time off (12%), mental health issues related to emotional/verbal abuse (11%) as well as mental health issues not being addressed (11%).

Figure C3: Personal accounts of challenges in organized sports.



Q3H: Thinking only of your time in organized sport in Canada, please describe your experience(s) with mental health challenges. Base: Respondents who mentioned having experienced mental health challenges related to organized sport (n=81).

Perceptions of Ethical and Social Issues in Canadian Sports

Most respondents agree based on what they have seen, heard, or experienced that in Canadian organized sportsmanship and ethical behaviour are strongly emphasized and upheld (79%, where 39% strongly agree and 40% somewhat agree), there is a sense of community and camaraderie (72%, where 29% strongly agree and 43% somewhat agree), inclusivity is actively promoted, ensuring that individuals from diverse backgrounds feel welcome (62%, where 28% strongly agree and 35% somewhat agree), fair competition is prioritized, creating an environment where equal opportunities for success are provided to all athletes (60%, where 26% strongly agree and 34% somewhat agree), well-being and health of athletes are prioritized (58%, where 21% strongly agree and 37% somewhat agree).

On the other hand, more than half of the respondents agree that poor mental health is a problem (56%, where 21% strongly agree and 35% somewhat agree).

Close to three out of ten respondents agree that in Canadian organized sport, sexism is an overall problem (34%, where 9% strongly agree and 25% somewhat agree), concussion is a problem (32%, where 7%

strongly agree and 25% somewhat agree), ageism is a problem (30%, where 7% strongly agree and 23% somewhat agree), maltreatment is an overall problem (29%, where 7% strongly agree and 22% somewhat agree) as well as harassment being an overall problem (28%, where 5% strongly agree and 24% somewhat agree).

Close to two out of ten respondents agree based on what they have seen, heard, or experienced that in Canadian organized sport, corruption is a problem (21%, where 4% strongly agree and 16% somewhat agree) and that racism is an overall problem (20%, where 4% strongly agree and 16% somewhat agree). Over one out of ten respondents agree based on what they have seen, heard, or experienced that in Canadian organized sports homophobia is an overall problem (15%, where 4% strongly agree and 11% somewhat agree).

Fewer than one out of ten respondents agree based on what they have seen, heard, or experienced that in Canadian organized sports doping is a problem (4%, where 2% strongly agree and 2% somewhat agree).

Table 20. Perceptions of ethical and social issues in Canadian sports

Positive aspects	
Sportsmanship and ethical behaviour are strongly emphasized and upheld in Canadian organized sport .	79%
There is a sense of community and camaraderie in Canadian organized sport .	72%
Inclusivity is actively promoted in Canadian organized sport , ensuring that individuals from diverse backgrounds feel welcome and valued.	62%
Fair competition is prioritized in Canadian organized sport , creating an environment where equal opportunities for success are provided to all athletes.	60%
Well-being and health of athletes are prioritized in Canadian organized sport .	58%

Negative aspects	
Poor mental health is a problem in Canadian organized sport .	56%
Sexism (prejudice or discrimination on the basis of sex) is an overall problem in Canadian organized sport .	34%
Concussion is a problem in Canadian organized sport .	32%
Ageism (discrimination or prejudice based on a person's age) is a problem in Canadian organized sport .	30%
Maltreatment is an overall problem in Canadian organized sport .	29%
Harassment (persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.) is an overall problem in Canadian organized sport .	28%

Corruption (any form of corruption such as match manipulation, fraud, bribery, etc.) is a problem in Canadian organized sport .	21%
Racism (prejudice or discrimination directed against a person on the basis of their membership in a particular racial group) is an overall problem in Canadian organized sport .	20%
Homophobia (prejudice or discrimination against a person on the basis of their real or perceived sexual orientation) is an overall problem in Canadian organized sport .	15%
Doping (use of substances or methods to enhance athletic performance) is a problem in Canadian organized sport .	4%

Q4: Based on what you have seen, heard, or experienced, please indicate your level of agreement or disagreement with each of the following statements. Base: All respondents (n= 170)

Conduct and Inclusion in Specific Sporting Disciplines

Most respondents agree based on what they have seen, heard, or experienced that in their own particular sport sportsmanship ethical behaviour are strongly emphasized and upheld (78%, where 38% strongly agree and 41% somewhat agree), there is a sense of community and camaraderie (74%, where 33% strongly agree and 41% somewhat agree), well-being and health of athletes are prioritized (60%, where 24% strongly agree and 36% somewhat agree), fair competition is prioritized (59%, where 29% strongly agree and 29% somewhat agree), inclusivity is actively promoted (59%, where 33% strongly agree and 26% somewhat agree).

On the other hand, more than half of the respondents agree that poor mental health is a problem (51%, where 20% strongly agree and 31% somewhat agree).

Almost three out of ten respondents agree that agree based on what they have seen, heard, or experienced that in their own particular sport concussion is a problem (32%, where 12% strongly agree and 20% somewhat agree). Close to two out of ten respondents agree based on what they have seen, heard, or experienced that in their own particular sport ageism is a problem (25%, where 7% strongly agree and 18% somewhat agree), sexism is an overall problem (24%, where 4% strongly agree and 20% somewhat agree), maltreatment is an overall problem (21%, where 6% strongly agree and 15% somewhat agree) as well as harassment being an overall problem (18%, where 4% strongly agree and 14% somewhat agree).

Over one out of ten respondents agree that agree based on what they have seen, heard, or experienced that in their own particular sport racism is a problem (13%, where 4% strongly agree and 9% somewhat agree), corruption is a problem (12%, where 4% strongly agree and 8% somewhat agree) and that homophobia is an overall problem (12%, where 3% strongly agree and 9% somewhat agree). Fewer than one out of ten respondents agree based on what they have seen, heard, or experienced that in their own particular sport doping is a problem (6%, where 1% strongly agree and 5% somewhat agree).

Table 21. Assessment of conduct and inclusion in specific sporting disciplines

Positive aspects	
Sportsmanship ethical behaviour is strongly emphasized and upheld in my particular sport .	78%
There is a sense of community and camaraderie in my particular sport .	74%
Well-being and health of athletes are prioritized in my particular sport .	60%
Fair competition is prioritized in my particular sport , creating an environment where equal opportunities for success are provided to all athletes.	59%
Inclusivity is actively promoted in my particular sport , ensuring that individuals from diverse backgrounds feel welcome and valued.	59%

Negative aspects	
Poor mental health is a problem in my particular sport .	51%
Concussion is a problem in my particular sport .	32%
Ageism (discrimination or prejudice based on a person's age) is a problem in my particular sport .	25%
Sexism (prejudice or discrimination on the basis of sex) is an overall problem in my particular sport .	24%
Maltreatment is an overall problem in my particular sport .	21%
Harassment (persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.) is an overall problem in my particular sport .	18%
Racism (prejudice or discrimination directed against a person on the basis of their membership in a particular racial group) is an overall problem in my particular sport .	13%
Corruption (any form of corruption such as match manipulation, fraud, bribery, etc.) is a problem in my particular sport .	12%
Homophobia (prejudice or discrimination against a person on the basis of their real or perceived sexual orientation) is an overall problem in my particular sport .	12%
Doping (use of substances or methods to enhance athletic performance) is a problem in my particular sport .	6%

Q5: In thinking about your particular sport, please indicate your level of agreement or disagreement with each of the following statements. Base: All respondents (n= 170).

Coaches' Training Across Key Sport Safety Areas

The majority of respondents are confident that coaches have been trained to help prevent the listed issues, apart from mental health, where less than half of the respondents (45%) are confident that coaches are trained to help with mental health challenges.

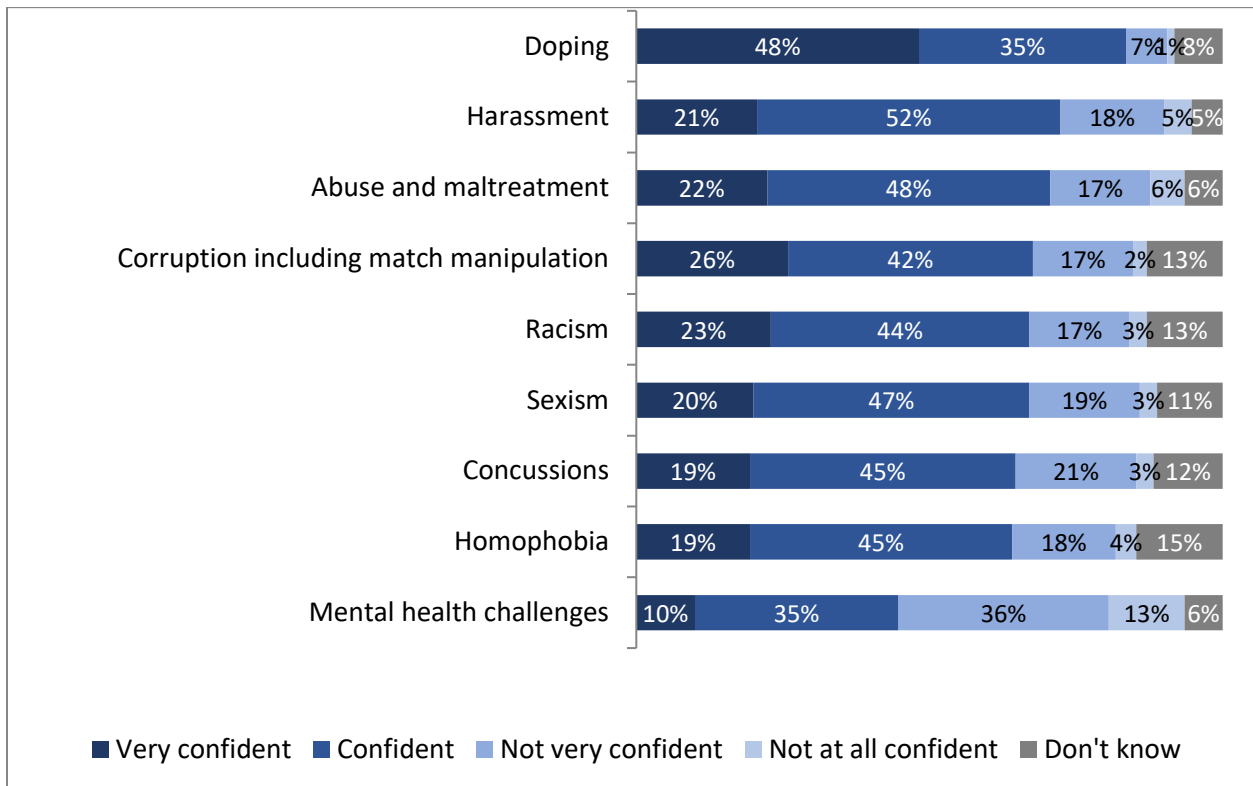
More specifically, over eight out of ten respondents are confident that coaches at all levels of Canadian organized sport have been properly trained to help prevent doping (84%, where 48% are very confident and 35% are somewhat confident).

On the other hand, a little over seven out of ten respondents are also confident that coaches at all levels of their sport have been trained to help prevent harassment (72%, where 21% are very confident and 52% are somewhat confident) as well as abuse and maltreatment (71%, where 22% are very confident and 48% are somewhat confident).

In addition to that, around two thirds of respondents are confident that coaches at all levels of their sport have been properly trained to help prevent corruption including match manipulation (68%, where 26% are very confident and 42% are somewhat confident), racism (67%, where 23% are very confident and 44% are somewhat confident), sexism (67%, where 20% are very confident and 47% are somewhat confident), concussions (65%, where 19% are very confident and 45% are somewhat confident) and homophobia (64%, where 19% are very confident and 45% are somewhat confident).

Under half of respondents are confident that coaches at all levels of their sport have been properly trained to help prevent mental health challenges (45%, where 10% are very confident and 35% are somewhat confident).

Figure C5A: Confidence in coaches' training across key sport safety areas.



Q5A: How confident are you that coaches at all levels of Canadian organized sport have been properly trained to help prevent the following in sport. Base: All respondents (n= 170)

In general, the confidence level of men athletes is higher than female athletes.

Table 22. How confident are you that coaches at all levels of Canadian organized sport have been properly trained to help prevent the following in sport. Base: All respondents (n= 170)

Reading note: Significantly lower differences are marked with a “-” sign, while significantly higher differences are marked with a “+”.

	GENDER	
	Man	Woman
Total confident (Very confident + Confident)		
Doping	88%	82%
Harassment	82%+	68%
Abuse and maltreatment	86%+	62%-
Corruption including match Manipulation	74%	66%
Racism	83%+	59%-

Sexism	82%+	60%-
Concussions	71%	61%
Homophobia	77%+	57%-
Mental health challenges	52%	42%

Officials' Training on Preventing Misconduct in Sport

The majority of respondent are confident that officials have been trained to help prevent the listed issues, apart from concussions and mental health issues, where less than half of the respondents are confident that administrator are trained to help with these challenges.

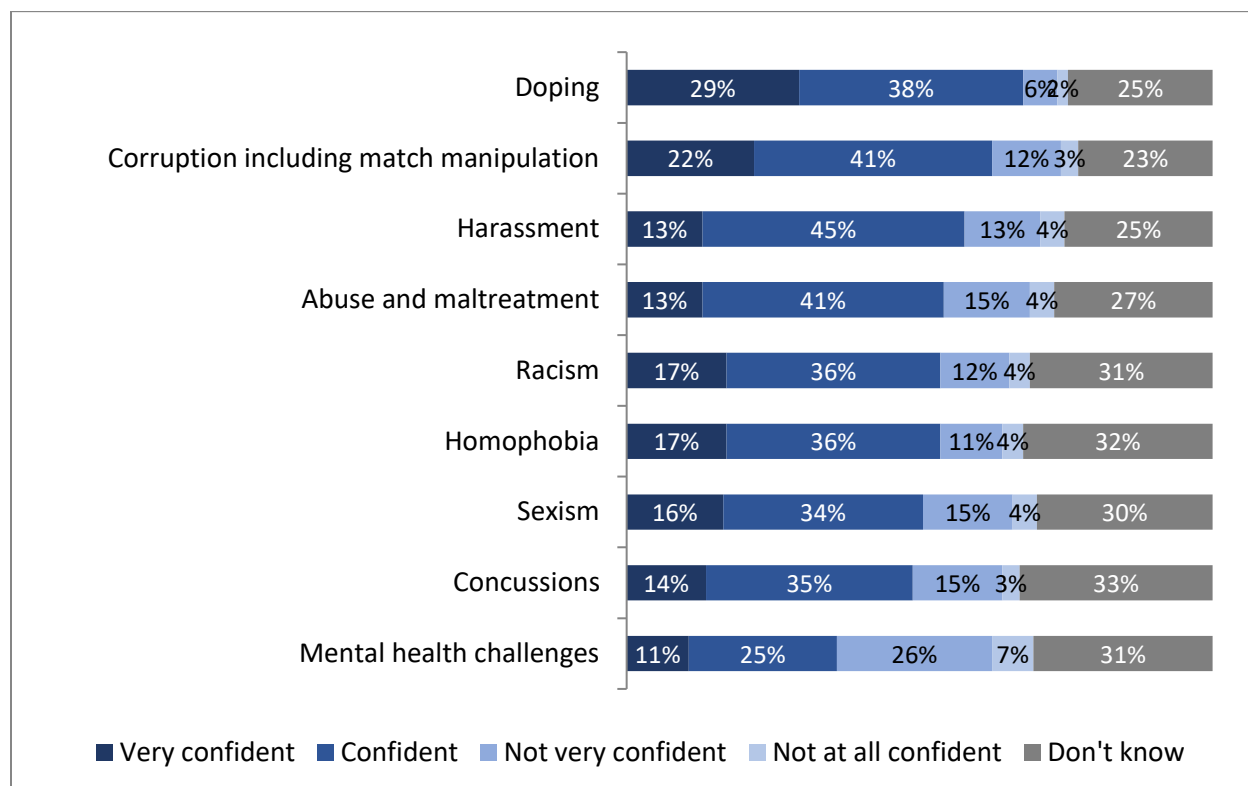
More specifically, over six out of ten respondents are confident that officials at all levels of Canadian organized sport have been properly trained to help prevent doping (68%, where 29% are very confident and 38% are somewhat confident) as well as corruption including match manipulation (62%, where 22% are very confident and 41% are somewhat confident).

On the other hand, over half of respondents are confident that officials at all levels of Canadian organized sport have been trained to help prevent harassment (58%, where 13% are very confident and 45% are somewhat confident), abuse and maltreatment (54%, where 13% are very confident and 41% are somewhat confident), racism (54%, where 17% are very confident and 36% are somewhat confident), homophobia (54%, where 17% are very confident and 36% are somewhat confident) and sexism (51%, where 16% are very confident and 31% are somewhat confident).

Finally, under half of respondents are confident that officials at all levels of Canadian organized sport have been properly trained to help prevent concussions (49%, where 14% are very confident and 35% are somewhat confident) as well as mental health challenges (36%, where 11% are very confident and 25% are somewhat confident).

Male athletes are more likely to be confident that officials are trained to help with abuse and maltreatment (66%), racism (66%) and sexism (62%).

Figure C5B: Confidence levels in officials' training to address misconduct.



Q5B: How confident are you that officials at all levels of Canadian organized sport have been properly trained to help prevent the following in sport. Base: All respondents (n= 170).

Volunteer Training for Sport Safety and Ethics

Less than half respondents are confident that volunteers have been properly trained to help prevent the listed issues in sport.

More specifically, over one out of three respondents are confident that volunteers at all levels of Canadian organized sport have been properly trained to help prevent sexism (38%, where 11% are very confident and 27% are somewhat confident), racism (36%, where 11% are very confident and 25% are somewhat confident), abuse and maltreatment (36%, where 8% are very confident and 28% are somewhat confident), homophobia (35%, where 11% are very confident and 25% are somewhat confident) and harassment (35%, where 9% are very confident and 26% are somewhat confident).

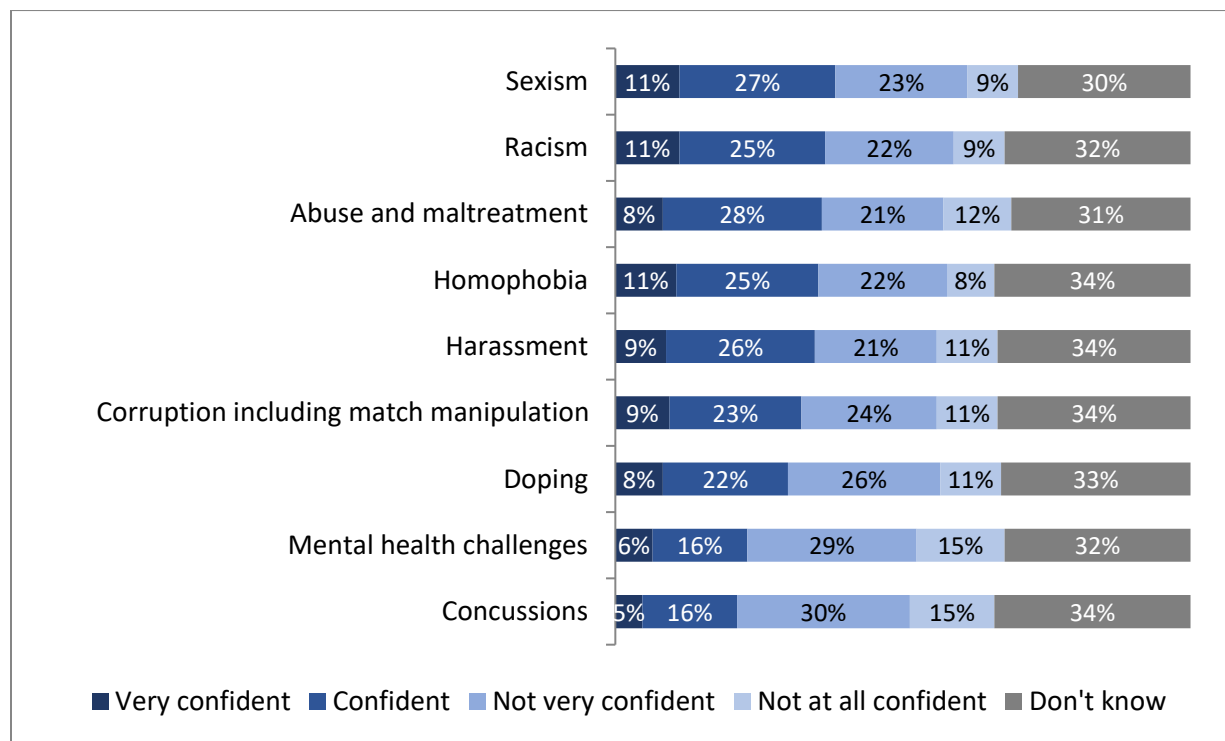
Under a third of respondents are confident that volunteers at all levels of Canadian organized sport have been properly trained to help prevent corruption including match Manipulation (32%, where 9% are very confident and 23% are somewhat confident) and doping (30%, where 8% are very confident and 22% are somewhat confident).

Less than a quarter of respondents are confident that volunteers at all levels of Canadian organized sport have been trained to help prevent mental health challenges (23%, where 6% are very confident and 16%

are somewhat confident) as well as concussions (21%, where 5% are very confident and 16% are somewhat confident).

Male athletes are more likely to be confident that volunteers are trained to help with sexism (51%), racism (48%) and homophobia (46%).

Figure C5C: Confidence in volunteer training for sport safety and ethics



Q5C: How confident are you that volunteers at all levels of Canadian organized sport have been properly trained to help prevent the following in sport. Base: All respondents (n= 170)

Administrators' Training on Key Safety and Ethical Practices in Sport

The majority of respondent are confident that administrators have been trained to help prevent the listed issues, apart from mental health, where less than half of the respondents (47%) are confident that they are trained to help with mental health challenges.

More specifically, over seven out of ten respondents are confident that administrators at all levels of Canadian organized sport have been properly trained to help prevent doping (72%, where 22% are very confident and 49% are somewhat confident).

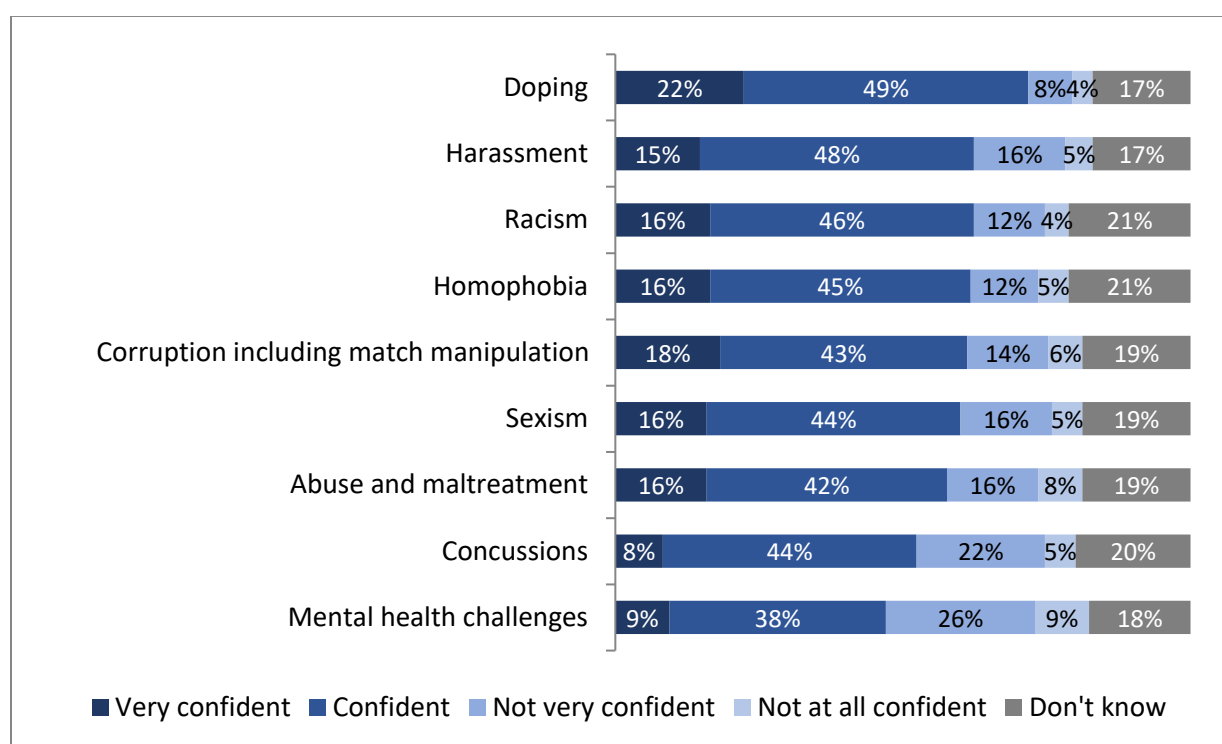
Close to six out of ten respondents are confident that administrators at all levels of Canadian organized sport have been properly trained to help prevent harassment (62%, where 15% are very confident and 48% are somewhat confident), racism (62%, where 16% are very confident and 46% are somewhat

confident), homophobia (62%, where 16% are very confident and 45% are somewhat confident), corruption including match manipulation (61%, where 18% are very confident and 43% are somewhat confident) and sexism (60%, where 16% are very confident and 44% are somewhat confident).

A little over half of respondents are confident that administrators at all levels of Canadian organized sport have been trained to help prevent abuse and maltreatment (58%, where 16% are very confident and 42% are somewhat confident) as well as concussions (52%, where 8% are very confident and 44% are somewhat confident).

Under half of respondents are confident that administrators at all levels of Canadian organized sport have been properly trained to help prevent mental health challenges (47%, where 9% are very confident and 38% are somewhat confident).

Figure C5D: Confidence in administrators' training on key safety and ethical practices in sport



Q5D: How confident are you that administrators at all levels of Canadian organized sport have been properly trained to help prevent the following in sport. Base: All respondents (n= 170).

In general, the confidence level of men athletes is higher than women athletes.

Table 23. How confident are you that administrators at all levels of Canadian organized sport have been properly trained to help prevent the following in sport. Base: All respondents (n= 170).

Reading note: Significantly lower differences are marked with a “-” sign, while significantly higher differences are marked with a “+”.

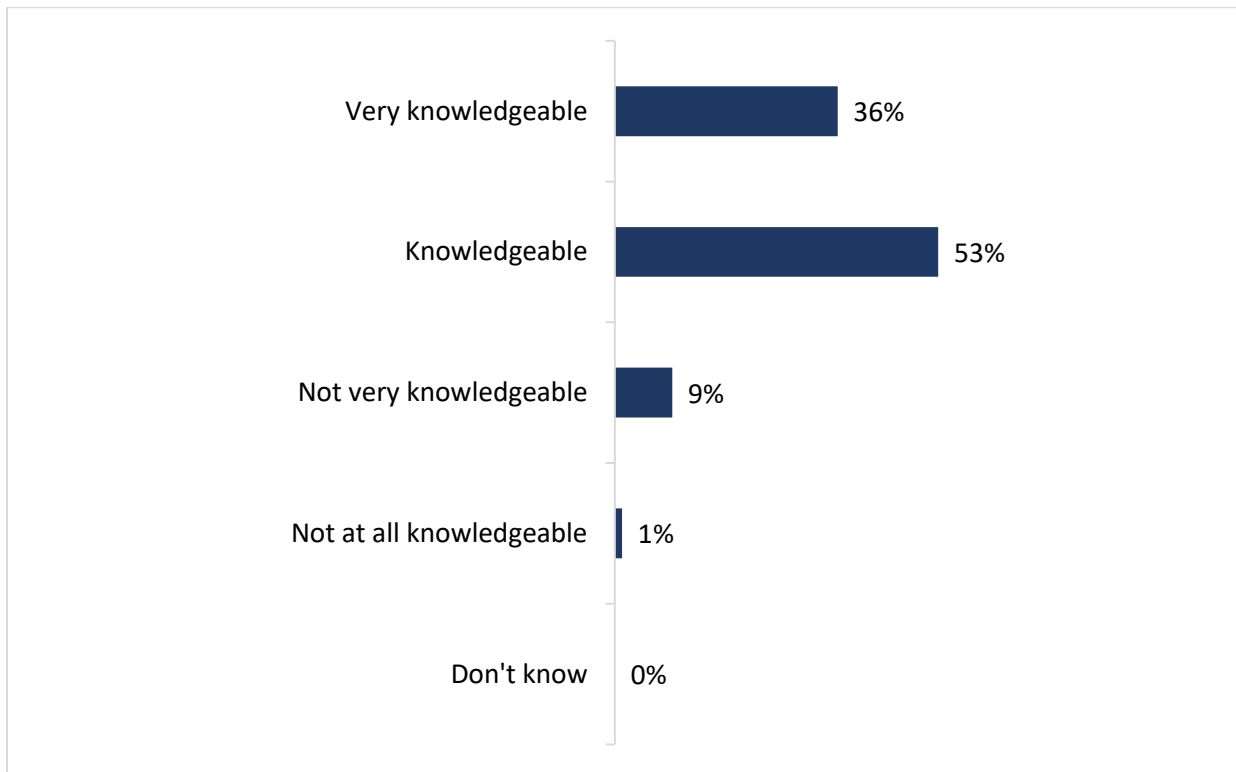
	GENDER	
	Man	Woman
Total confident (Very confident + Confident)		
Doping	71%	72%
Harassment	72%+	56%
Racism	72%+	56%
Homophobia	74%+	54%-
Corruption including match Manipulation	69%	57%
Sexism	74%+	51%-
Abuse and maltreatment	68%+	51%-
Concussions	65%+	45%-
Mental health challenges	58%+	41%-

Concussion Symptom Awareness

Most respondents (89%, where 35% are very knowledgeable and 53% knowledgeable) reported being knowledgeable when rating their understanding of symptoms of a concussion. A little over one out of ten respondents (11%, where 9% are not very knowledgeable and 1% not knowledgeable at all) reported not being knowledgeable when understanding symptoms of a concussion.

Able-bodied athletes report higher levels of understanding (93%) compared to athletes with a disability (80%).

Figure C6: Self-assessment of concussion symptom awareness

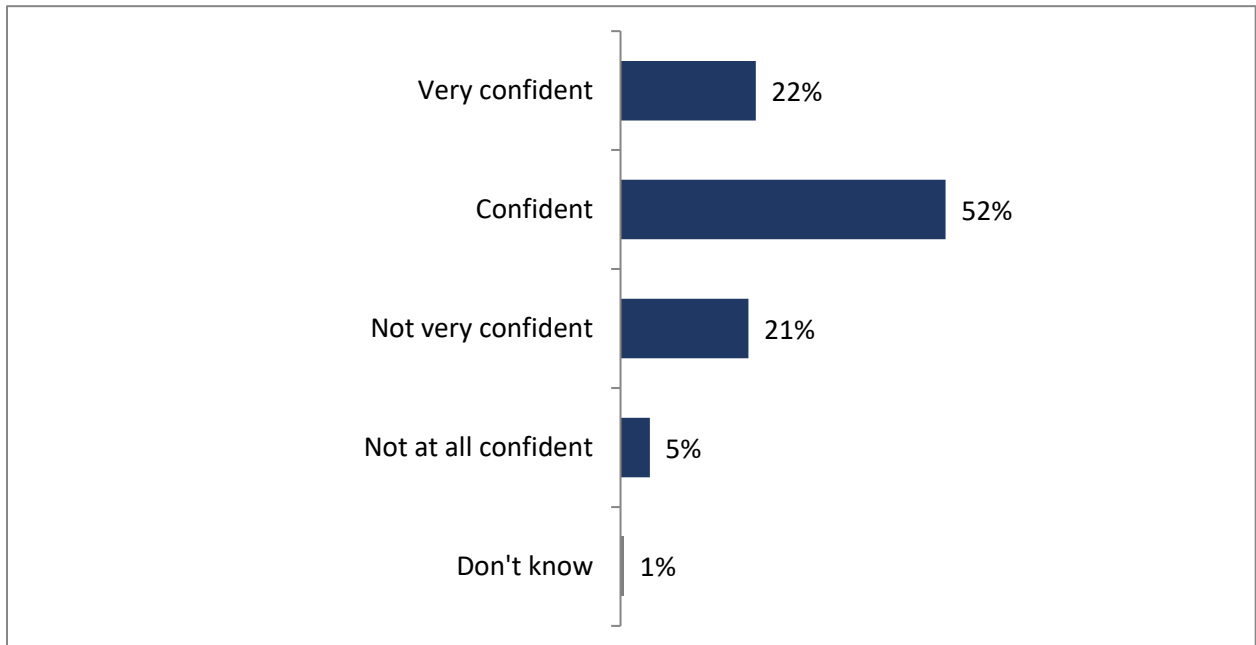


Q6: How would you rate your understanding of the symptoms of a concussion? Base: All respondents (n=170).

Responding to Suspected Concussions

The majority of respondents are confident (74%, where 22% are very confident and 52% confident) that they would know what to do if they suspected that they or another person sustained a concussion. One out of four respondents (26%, where 21% are not very confident and 5% are not at all confident) are not confident that they would know what to do if they suspected that they or another person sustained a concussion.

Figure C7: Confidence in responding to suspected concussions



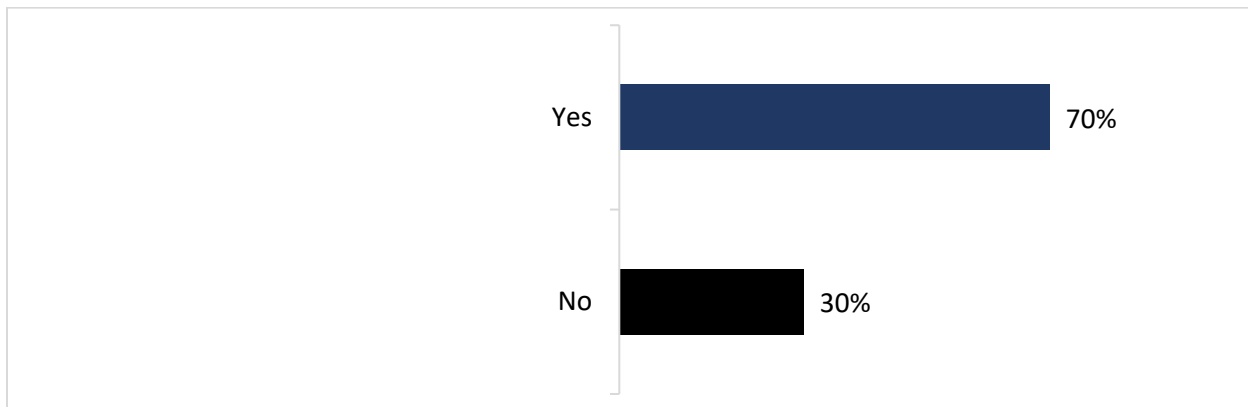
Q7: If you suspected that you or another person sustained a concussion, how confident are you that you would know what to do? Base: All respondents (n= 170).

Awareness of Concussion Detection and Management Resources

Most respondents (70%) reported being aware of tools and resources available to detect and manage concussions, while a little under one out of three respondents (30%) reported not being aware of tools and resources available to detect and manage concussions.

Athletes whose first language is French are more likely to be aware of the tools and resources available (84%).

Figure C8: Awareness of concussion detection and Management resources

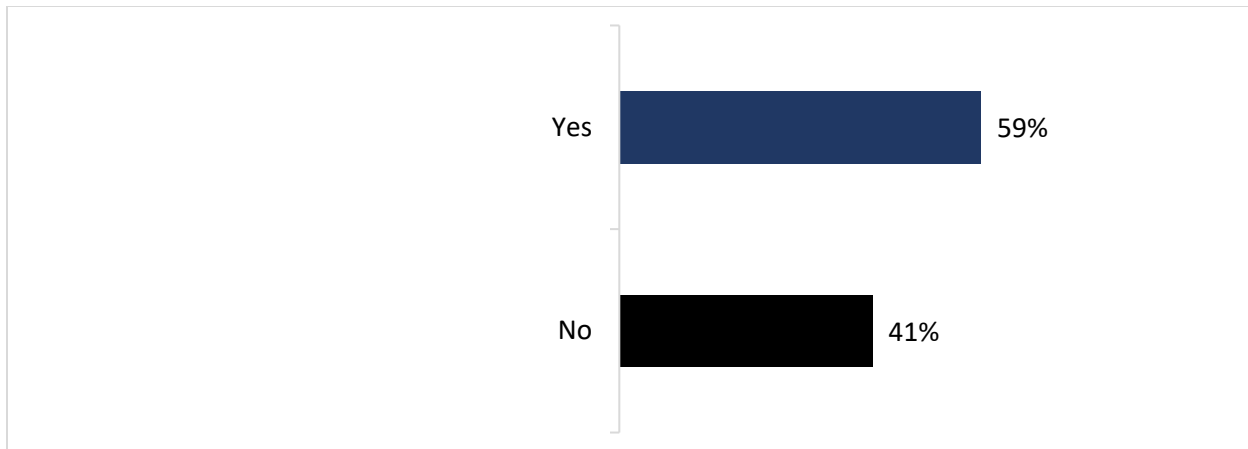


Q8: Are you aware of tools and resources available to detect and Manage concussions? Base: All respondents (n= 170)

Growth in the Knowledge of Canadian Concussion Guidelines

A little under three out of five respondents (59%) reported that they have increased knowledge of the Canadian Guidelines on Concussion in Sport over the last three years. A little over two out of five respondents (41%) reported that they do not have increased knowledge of the Canadian Guidelines on Concussion in Sport over the last three years.

Figure C9: Growth in understanding Canadian concussion guidelines



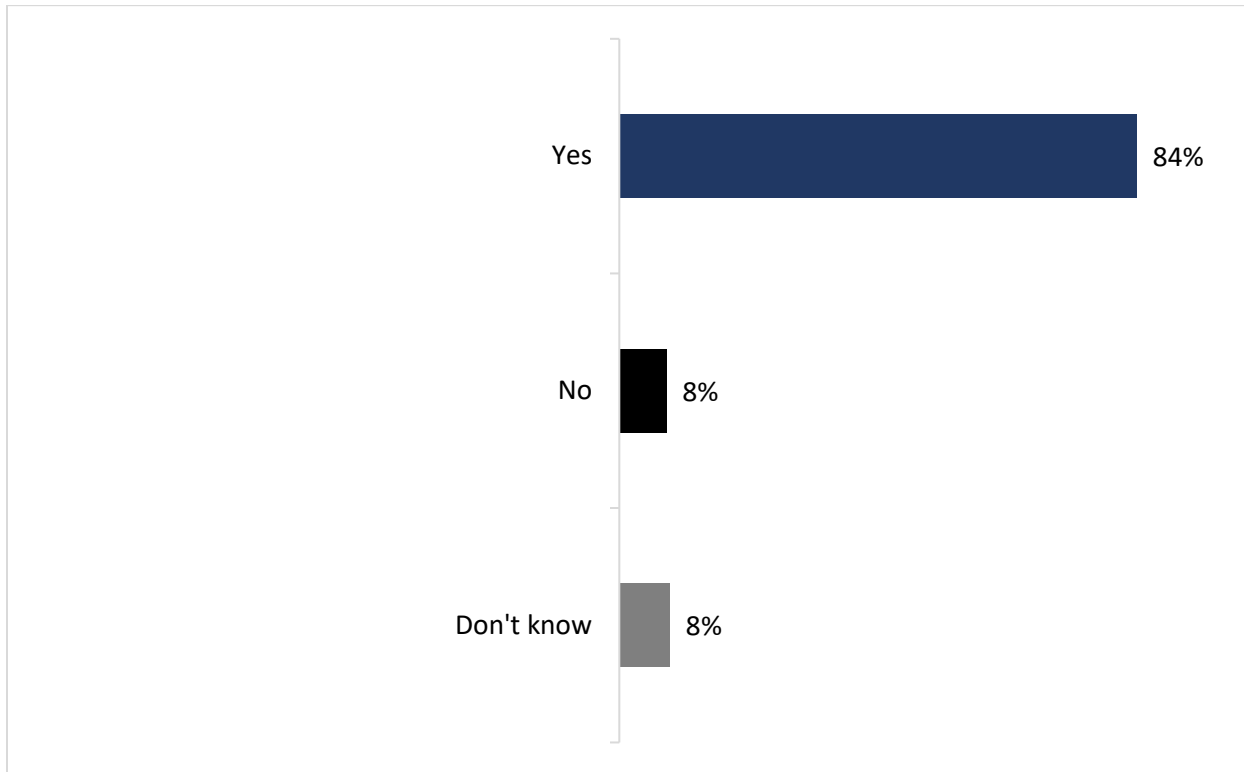
Q9: Have you increased your knowledge of the Canadian Guidelines on Concussion in Sport over the last 3 years? Base: All respondents (n= 170).

Comfort Level with Sharing Concussion History for Health Protection

The majority of respondents (84%) are comfortable sharing their medical history of concussion (in full privacy and confidentiality) with coaches and sports organizations via a document to ensure measures are in place to protect their health. A little under one out of ten respondents (8%) do not feel comfortable sharing their medical history of concussion. A little under one out of ten respondents (8%) were unsure.

Able-bodied athletes are more likely to be comfortable sharing their medical history of concussion (88%).

Figure C10: Comfort level with sharing concussion history for health protection



Q10: Are you comfortable sharing your medical history of concussions (in full privacy and confidentiality) with coaches and sports organizations via a document (e.g. a health passport) to ensure measures are in place to protect your health? Base: All respondents (n= 170).

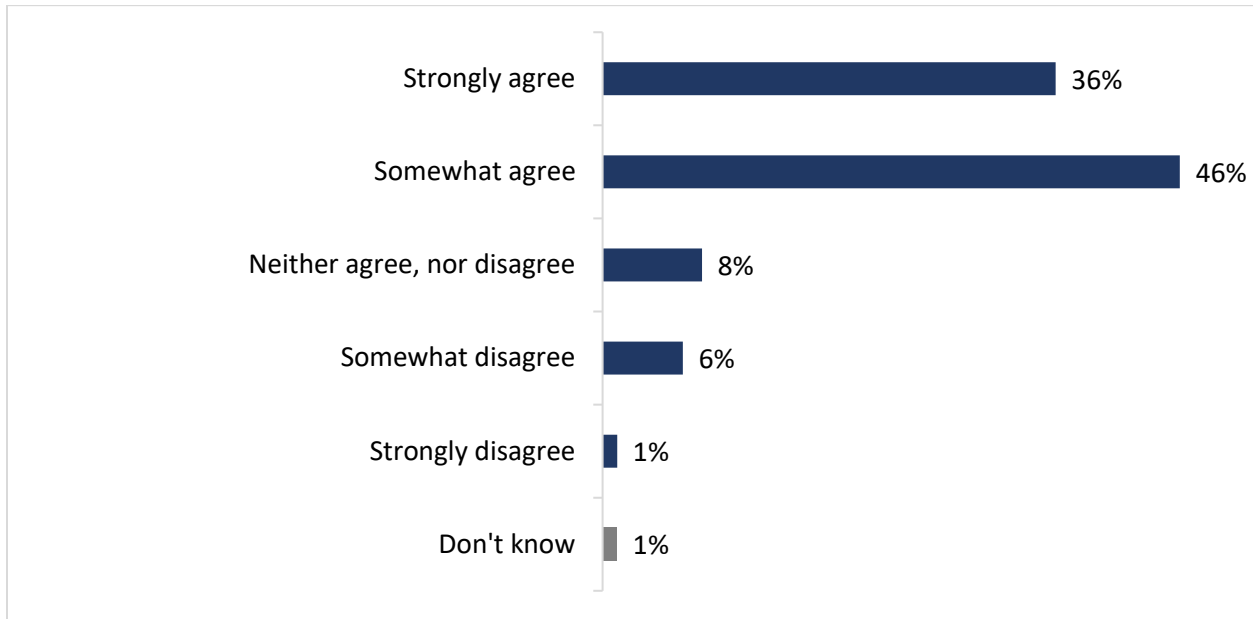
Trust in Support Personnel's Response to Suspected Concussions

The majority of respondents (82%, where 36% strongly agree and 46% somewhat agree), agree that they trust Canadian support personnel to know what to do if they suspect a participant sustained a concussion in sport.

Women athletes are less likely to agree with this statement (78%).

A little under one out of ten respondents (8%) neither agree, nor disagree that they trust Canadian support personnel to know what to do if they suspect a participant sustain a concussion in sport, while under one out of ten respondents (8%, where 6% somewhat disagree and 1% strongly disagree) do not agree that they trust Canadian support personnel to know what to do.

Figure C11: Trust in support personnel's response to suspected concussions



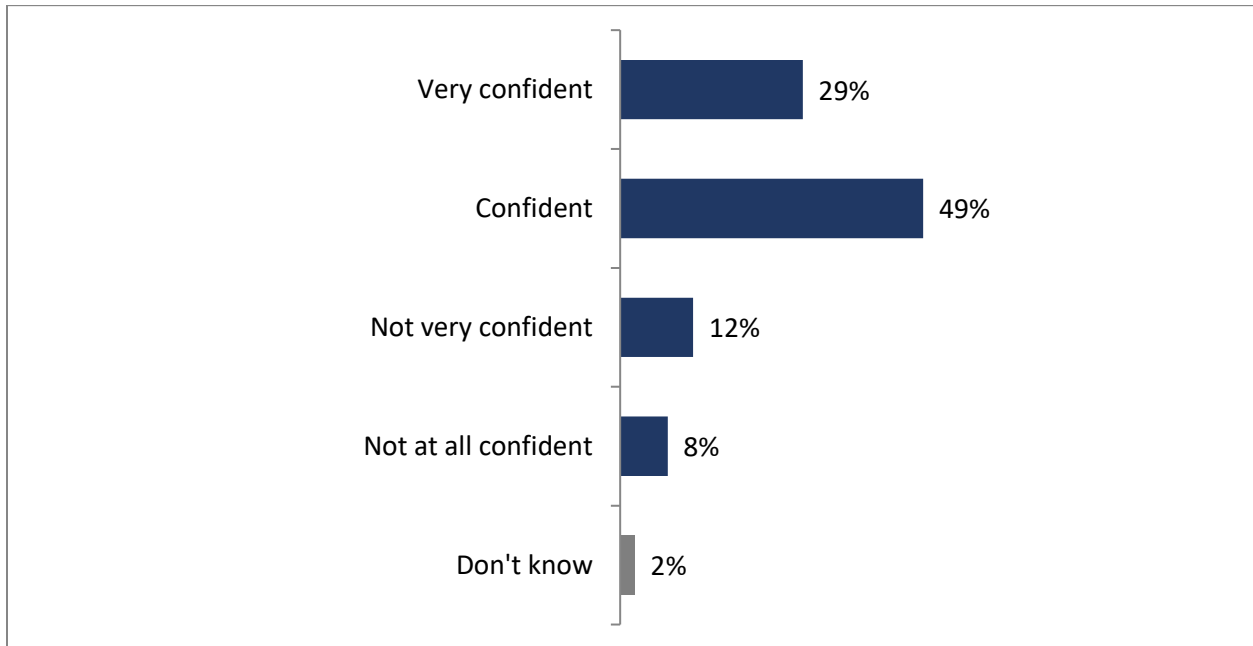
Q11: Please indicate your level of agreement or disagreement with the following statement.

I trust Canadian athletes support personnel to know what to do if they suspect a participant sustained a concussion in sport. Base: All Respondents (n= 170).

National Sport Organization's (NSO) Efforts Against Harassment, Abuse and Discrimination (HAD) in Sport Environments

The majority of respondents are confident (78%, where 29% are very confident and 49% confident) that employees of their National Sport Organization (NSO) actively strive to create a training and competition environment free of Harassment, Abuse and Discrimination (HAD), while less than a quarter of respondents are not confident (19%, where 12% are not very confident and 8% not confident at all) that employees of their NSO actively strive to create a training and competition environment free of HAD.

Figure C12: Confidence in NSO's efforts against HAD in sport environments.



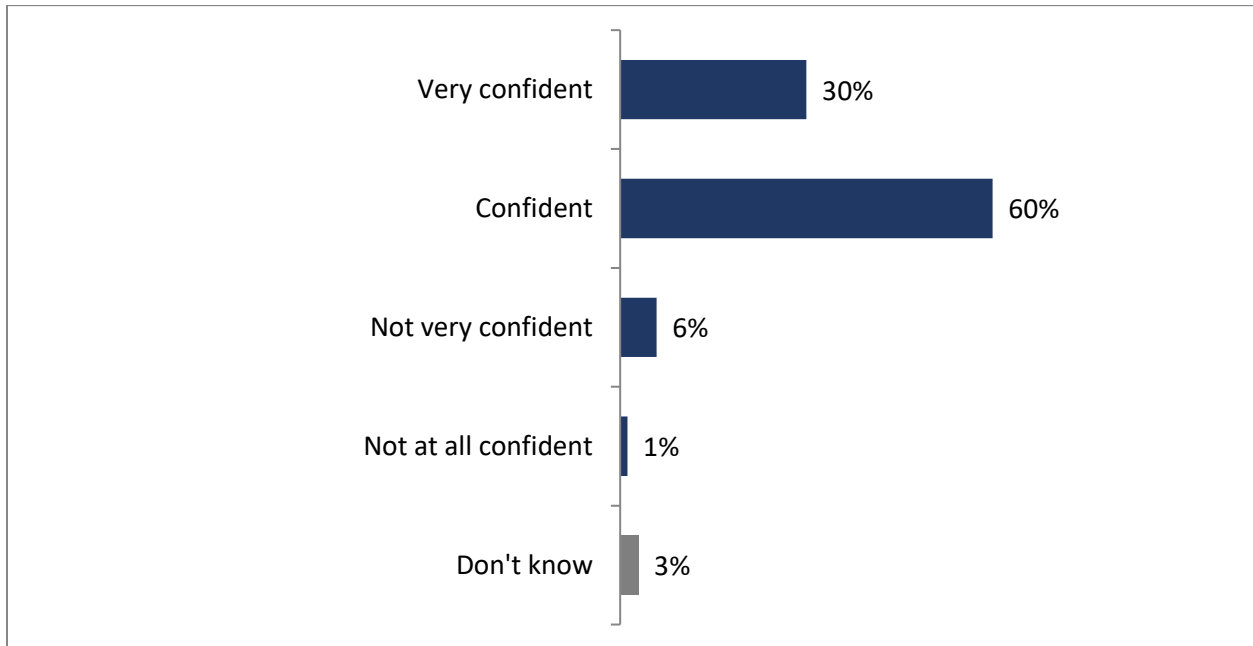
Q12: How confident are you that employees of your National Sport Organization (NSO) actively strive to create a training and competition environment free of Harassment, Abuse and Discrimination (HAD)?
Base: All Respondents (n= 170).

Identifying HAD Behaviors in Sport Settings

The majority of respondents are confident (90%, where 30% are very confident and 60% confident) that they can identify Harassment, Abuse and Discrimination (HAD) behaviours in their training and competition environment or in their National Sport Organization (NSO), while a little under one out of ten are not confident (7%, where 6% are not very confident and 1% not confident at all) that they can identify HAD behaviours in their training and competition environment or in their NSO.

Very few respondents (3%) were unsure or did not want to answer this question.

Figure C13: Confidence in identifying HAD behaviours in sport settings.

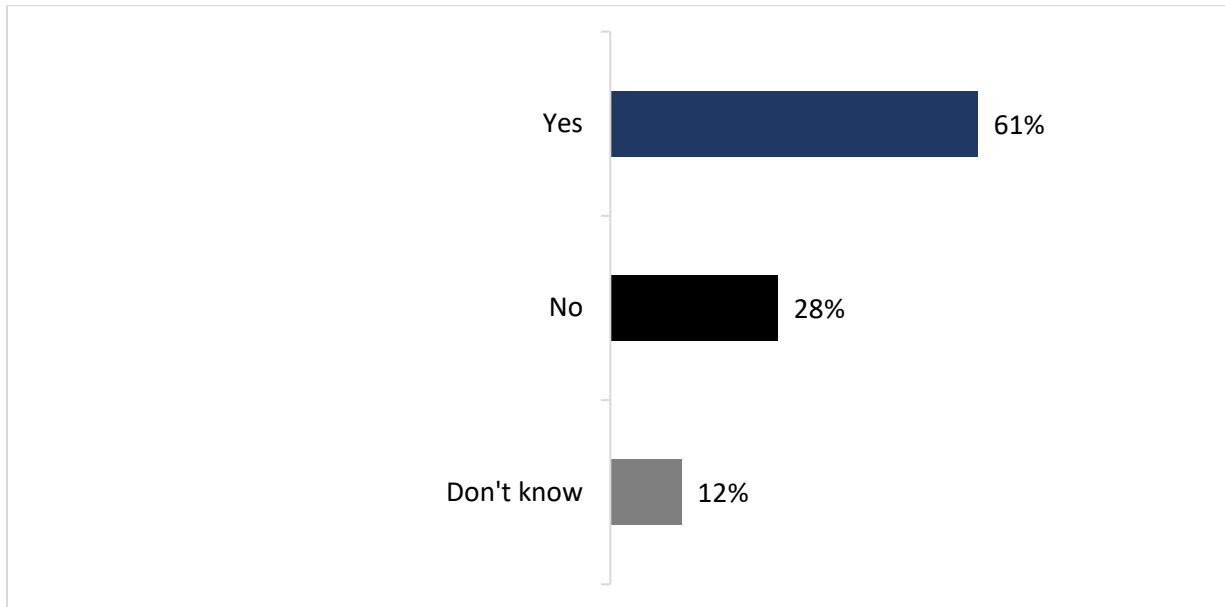


Q13: How confident are you that you can identify Harassment, Abuse and Discrimination (HAD) behaviours in your training and competition environment or in your NSO? Base: All Respondents (n= 170)

Awareness of NSO's Third-Party Reporting Mechanisms

A little over three out of five respondents (61%) reported being aware of their National Sport Organization's third-party mechanism to address allegations of harassment, discrimination and abuse. A little over one out of four respondents (28%) reported not being aware of their National Sport Organization's third-party mechanism to address allegations of harassment, discrimination and abuse. A little over one out of ten respondents (12%) were unsure or did not want to answer this question.

Figure C14: Awareness of NSO's third-party reporting mechanisms



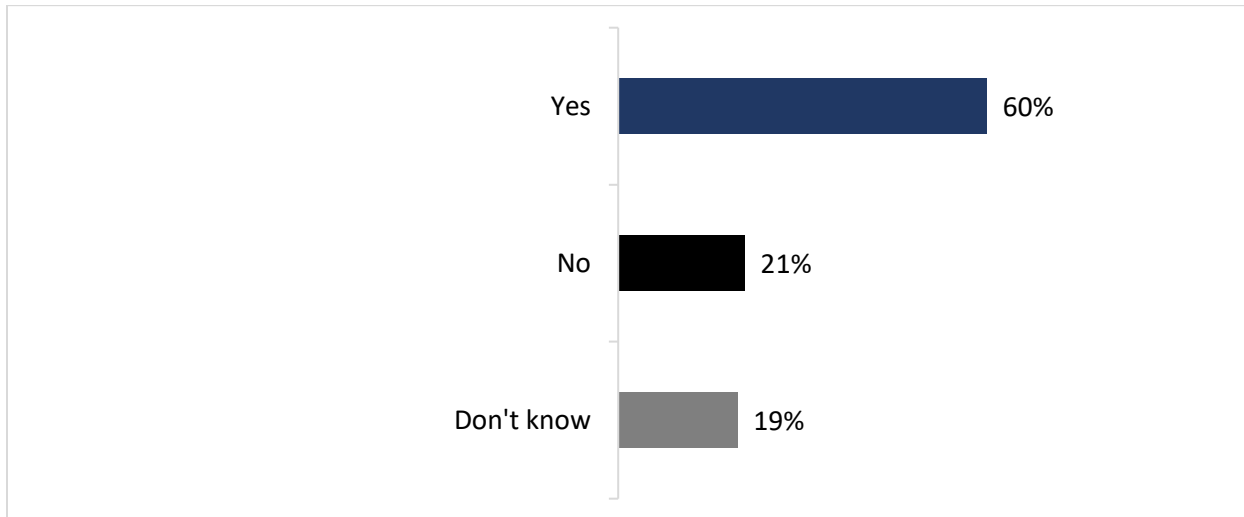
Q14: Are you aware of your NSO's third-party mechanism to address allegations of harassment, discrimination and abuse? Base: All respondents (n= 170).

Knowledge about NSO's Complaint Procedures

Three out of five respondents (60%) reported that they have the information they need should they wish to lodge a complaint with their NSO's third party mechanism, while a little over one out of five respondents (21%) reported that they do not have the information they need should they wish to lodge a complaint with their NSO's third party mechanism, and a little under one out of five (19%) were unsure.

Female athletes are less likely to have the information needed (53%)

Figure C15: Readiness to use NSO's complaint procedures.

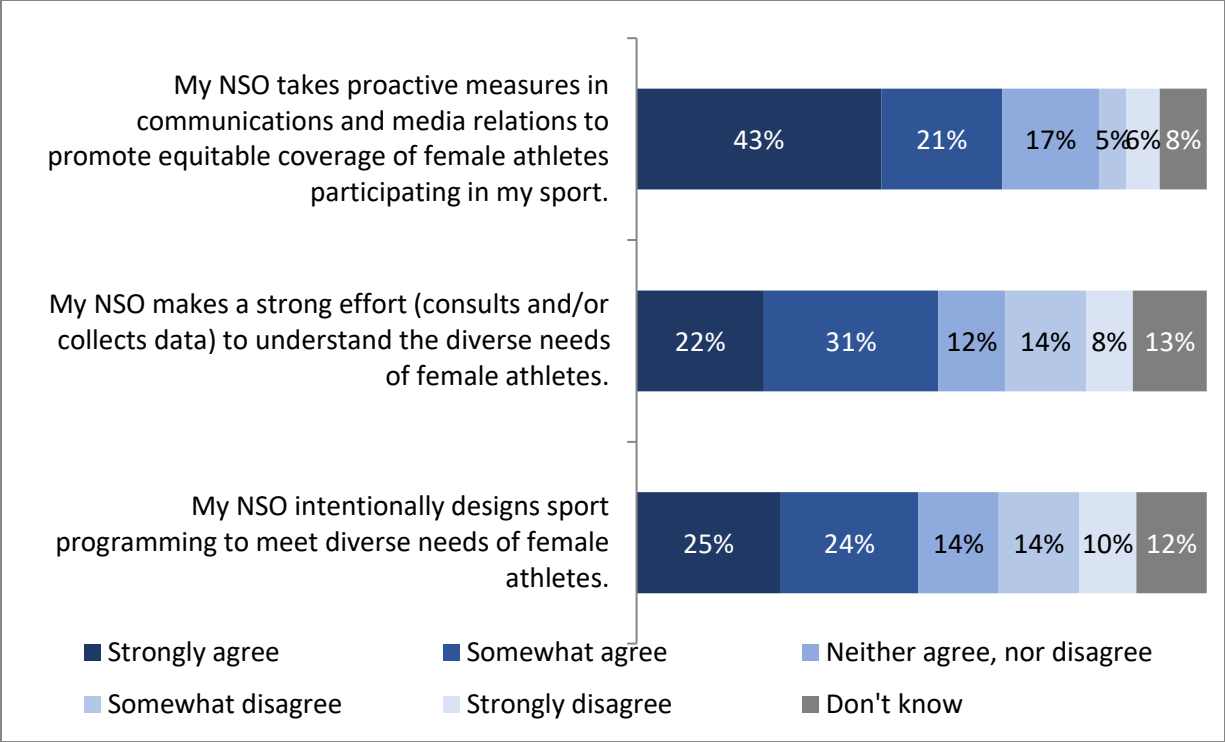


Q15: Do you have the information you need should you wish to lodge a complaint with your NSO's third party mechanism? Base: All Respondents (n= 170).

Gender Equity Efforts for Female Athletes in Sports

Around two thirds of respondents (64%, where 43% strongly agree and 21% somewhat agree) agree that their National Sport Organization (NSO) takes proactive measures in communications and media to promote equitable coverage of female athletes participating in their sport. A little over half of respondents (53%, where 22% strongly agree and 31% somewhat agree) agree that their NSO makes strong effort to understand the diverse needs of female athletes. A little under half of respondents (49%, where 25% strongly agree and 24% somewhat agree) agree that their NSO intentionally designs sport programing to meet diverse needs of female athletes.

Figure C16: Evaluating gender equity efforts for female athletes in sports.



Q16: Please indicate your level of agreement or disagreement with the following statements related to gender equity of girls and women in your sport. Q16: Please indicate your level of agreement or disagreement with the following statements related to gender equity of girls and females in your sport. Base: All Respondents (n= 170)

In general, men athletes are more likely to agree with the different statements.

Table 24. Please indicate your level of agreement or disagreement with the following statements related to gender equity of girls and women in your sport. All respondents (n= 170)

Reading note: Significantly lower differences are marked with a “-” sign, while significantly higher differences are marked with a “+”.

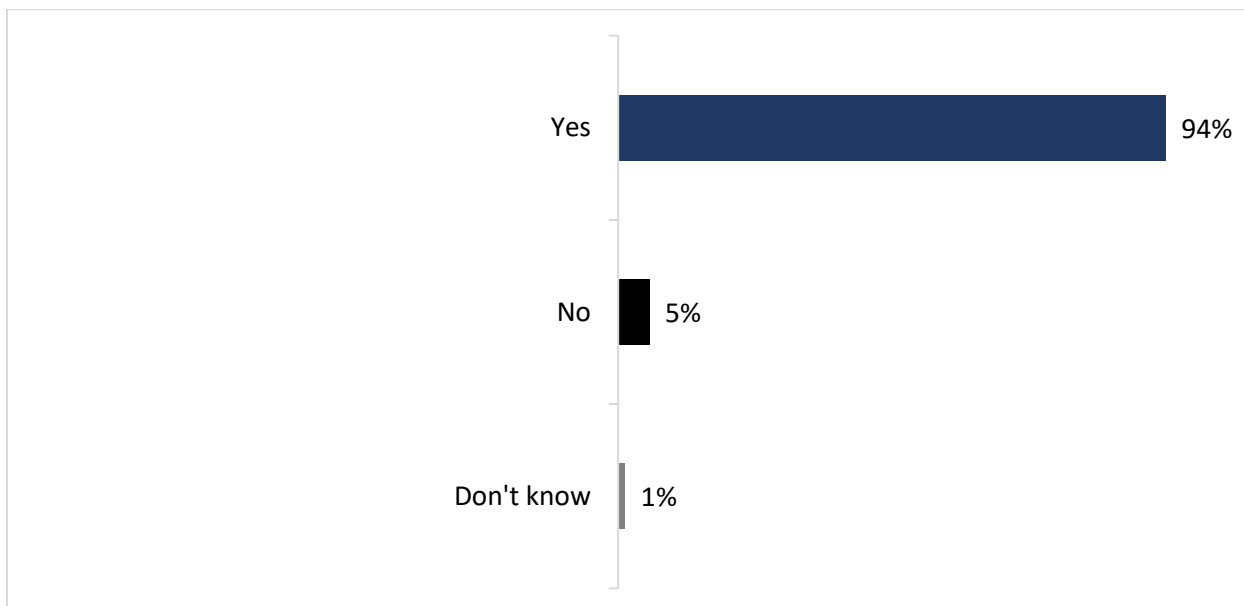
	Gender	
	Man	Woman
Total Agree (Strongly+ Somewhat)		
My NSO takes proactive measures in communications and media relations to promote equitable coverage of female athletes participating in my sport.	77%+	56%-

My NSO makes a strong effort (consults and/or collects data) to understand the diverse needs of female athletes.	65%+	46%-
My NSO intentionally designs sport programming to meet diverse needs of female athletes.	66%+	41%-

Increased Awareness of Doping Risks in Sport

The vast majority of respondents (94%) reported that their knowledge of the risks associated with doping in sport has increased over the past three years, and only a few (5%) reported that their knowledge of the risk associated with doping in sport has not increased.

Figure C20: Increased Awareness of Doping Risks in Sport

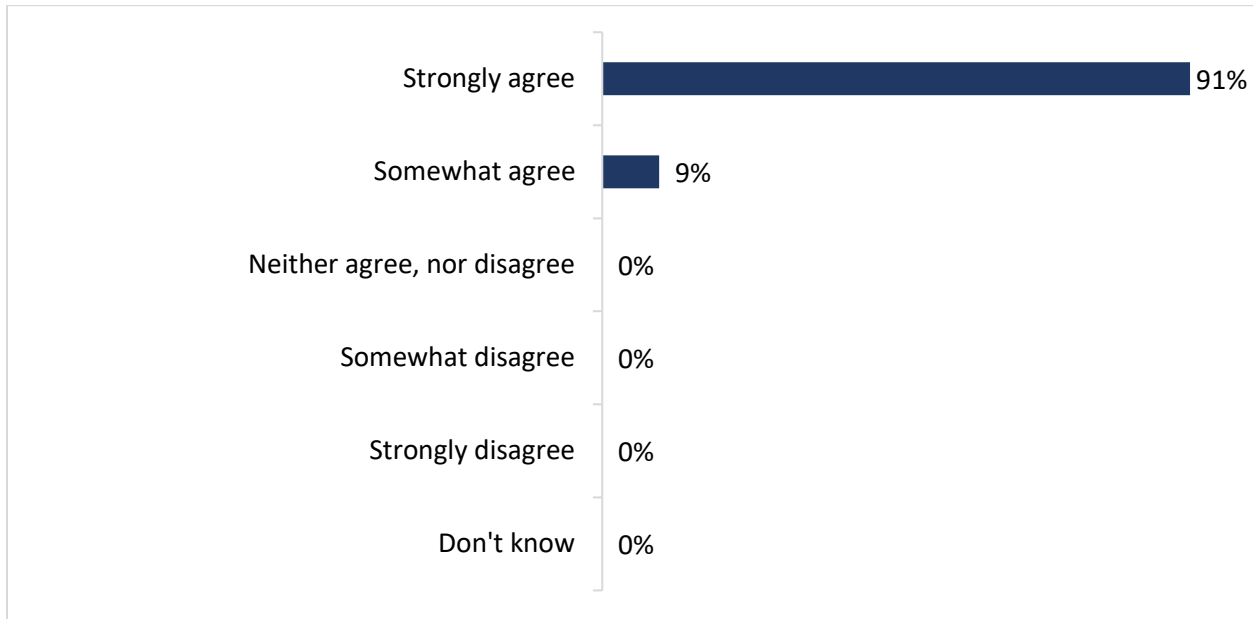


Q20: My knowledge of the risks associated with doping in sport has increased over the last 3 years. Base: All Respondents (n= 170).

Understanding of Doping Roles and Responsibilities in Sport

The majority of respondents agree (where 91% strongly agree and 9% somewhat agree) that they understand their roles and responsibilities regarding doping in their sport.

Figure C21: Understanding of doping roles and responsibilities in sport

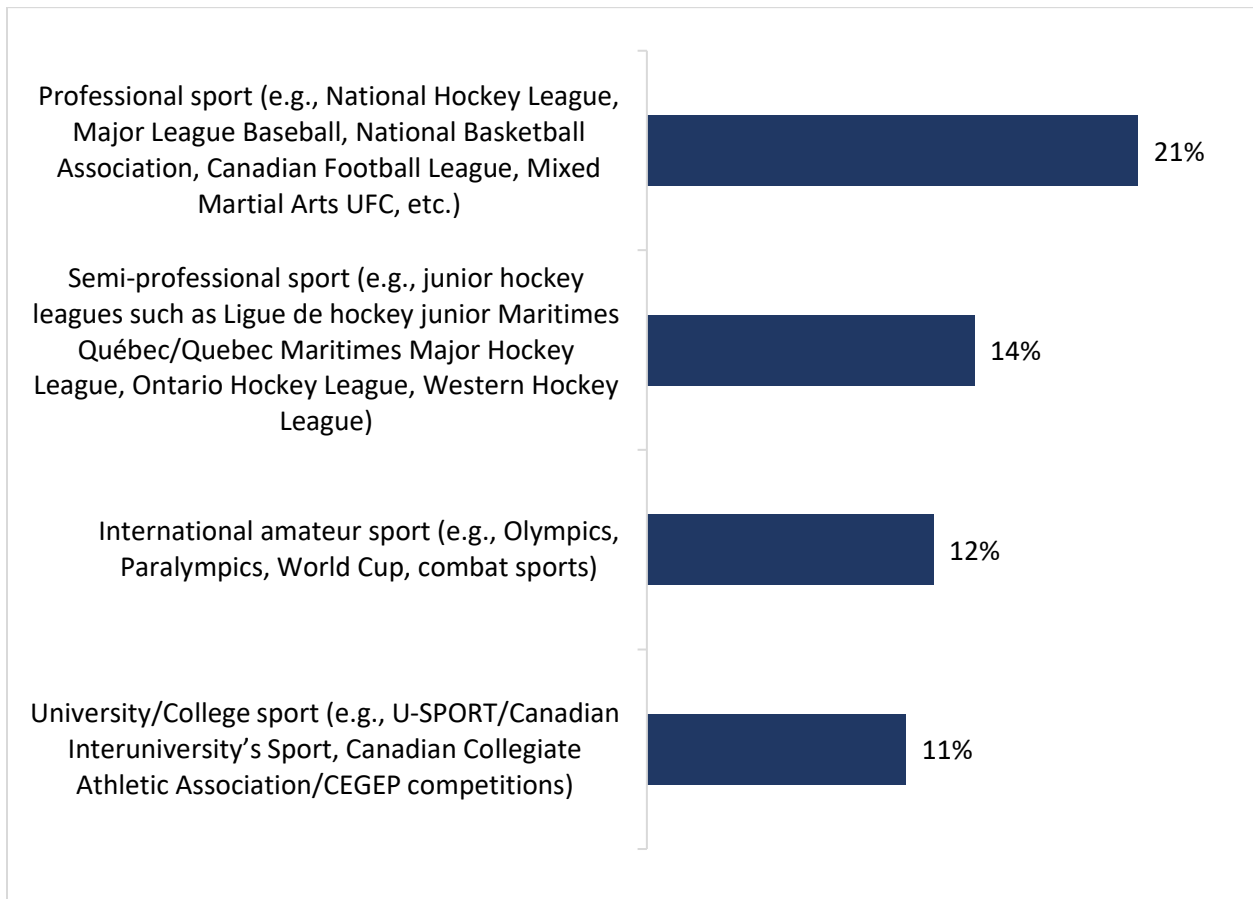


Q21: I understand my roles and responsibilities regarding doping in my sport. Base: All Respondents (n=170).

Perceptions of Match Manipulation Across Canadian Sports

A little less than a quarter of respondents (21%) think that there is match manipulation in professional sport. Over one out of ten respondents think that there is match manipulation in semi-professional sport (14%), in international amateur sport (12%) and in university/college sport (11%).

Figure C22: Perceptions of match Manipulation across Canadian sports



Q22: Do you think there is match Manipulation in Canadian sport at the following levels?

Manipulation of sports competitions means an intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a sports competition with a view to obtaining an undue advantage for oneself or for others.

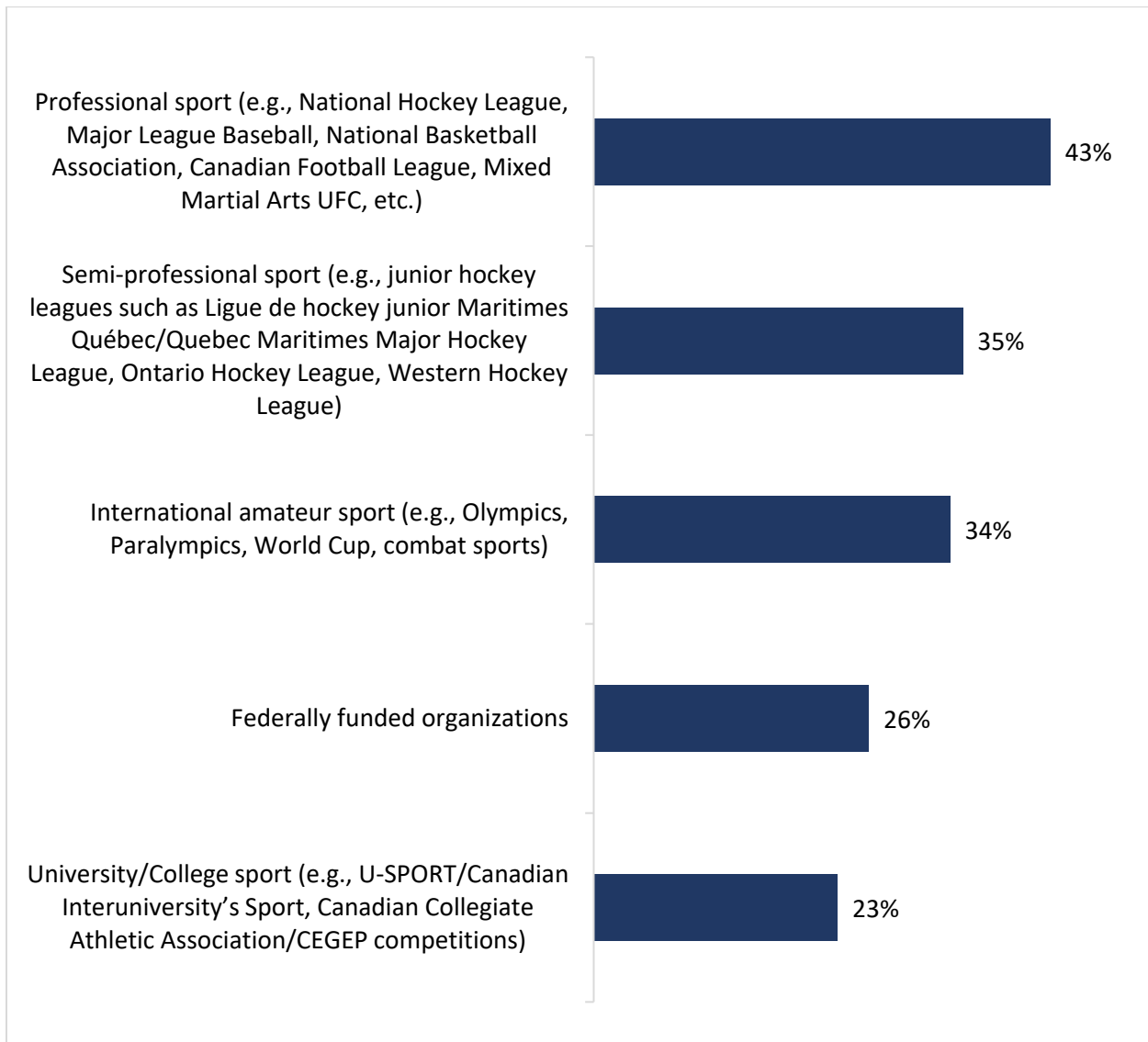
Base: All Respondents (n= 170).

*Total YES presented

Assessing Corruption within Canadian Sports Organizations

A little over two out of five respondents (43%) think that there is corruption within professional sport. A little over one out of three respondents think that there is corruption within semi-professional sport (35%) and within international amateur sport (34%). A little over one quarter of respondents (26%) think that there is corruption within federally funded organizations. A little under one quarter (23%) think that there is corruption within university/college sport.

Figure C23: Assessing corruption within Canadian sports organizations.



Q23: Do you think there is corruption within Canadian sports organizations (e.g. national sporting organizations, clubs, etc.) at the following levels?

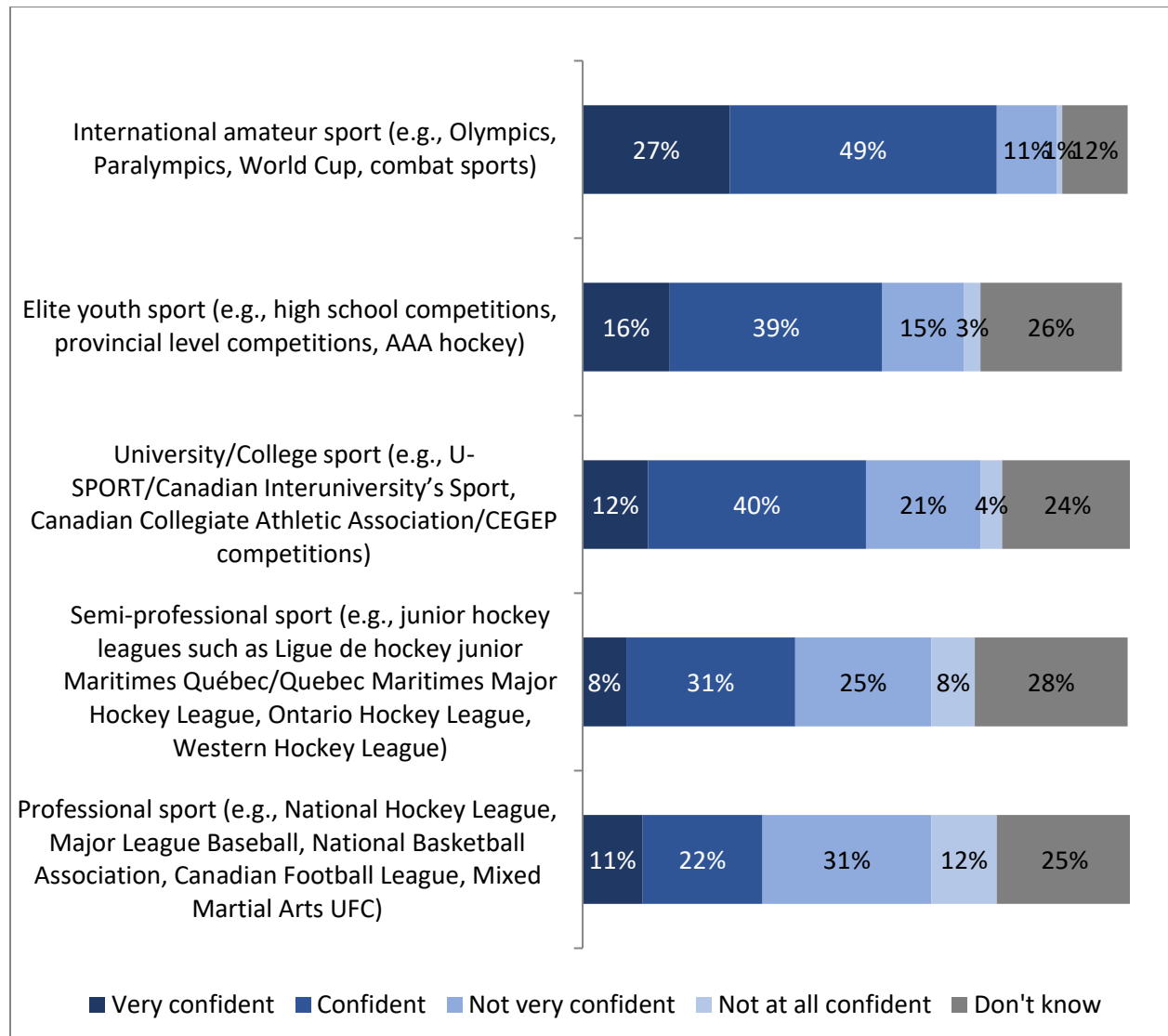
Corruption: Any illegal, immoral or unethical activity for the material gain of one or more parties involved in that activity. Base: All respondents (n= 170).

Confidence in Anti-Doping Compliance Among Canadian Athletes

The majority of respondents (76%, where 27% are very confident and 49% confident) are confident that international amateur sport athletes are not doping, while over half of respondents (55%, where 16% are very confident and 39% confident) are confident that elite youth sport athletes are not doping, and a little

over half of respondents (52%, where 12% are very confident and 40% confident) are confident that university/college athletes are not doping. In addition to that more than two thirds of respondents (39%, where 8% are very confident and 31% confident) are confident that semi-professional athletes are not doping, and a third (33%, where 11% are very confident and 22% are confident) are confident that professional sport athletes are not doping.

Figure C24: Confidence in the integrity of Canadian athletes regarding doping



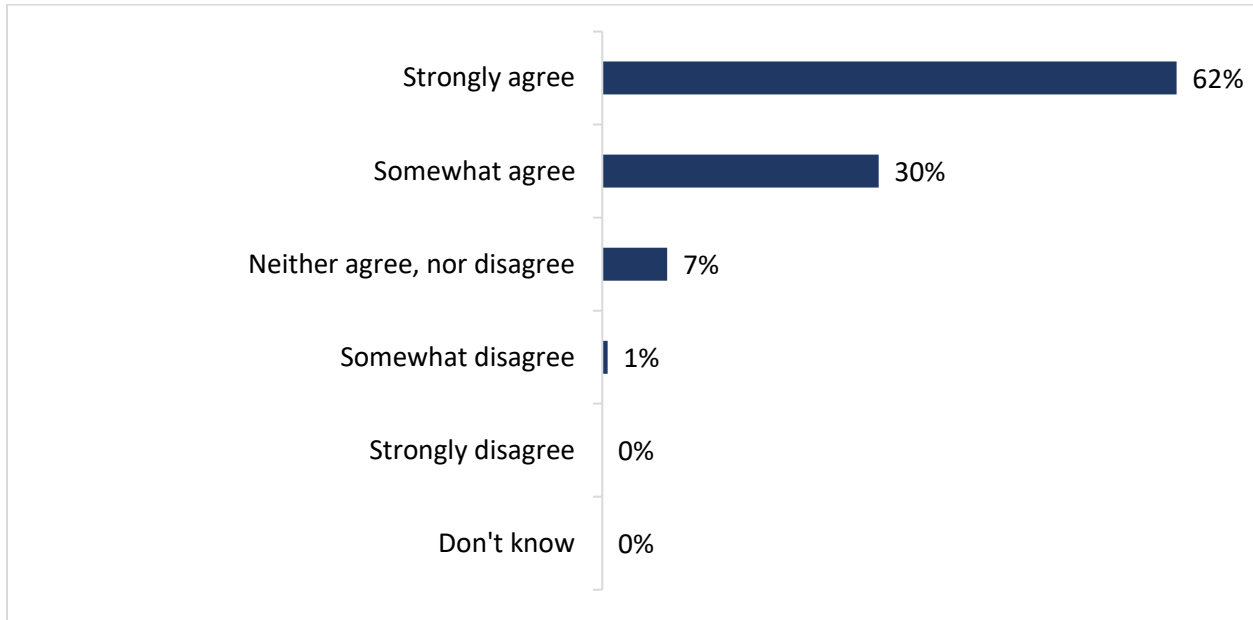
Q24: How confident are you that Canadian athletes competing at the following levels are not doping?
 Base: All respondents (n= 170)

Confidence in Athletes' Awareness of Supplement Risks

The majority of respondents agree that they are confident (92%, where 62% strongly agree and 30% somewhat agree) that Canadian athletes are well informed on the risks of supplement use. A little less

than one out of ten (7%) neither agree, nor disagree that Canadian athletes are well informed on the risks of supplement use.

Figure C25: Confidence in athletes' awareness of supplement risks



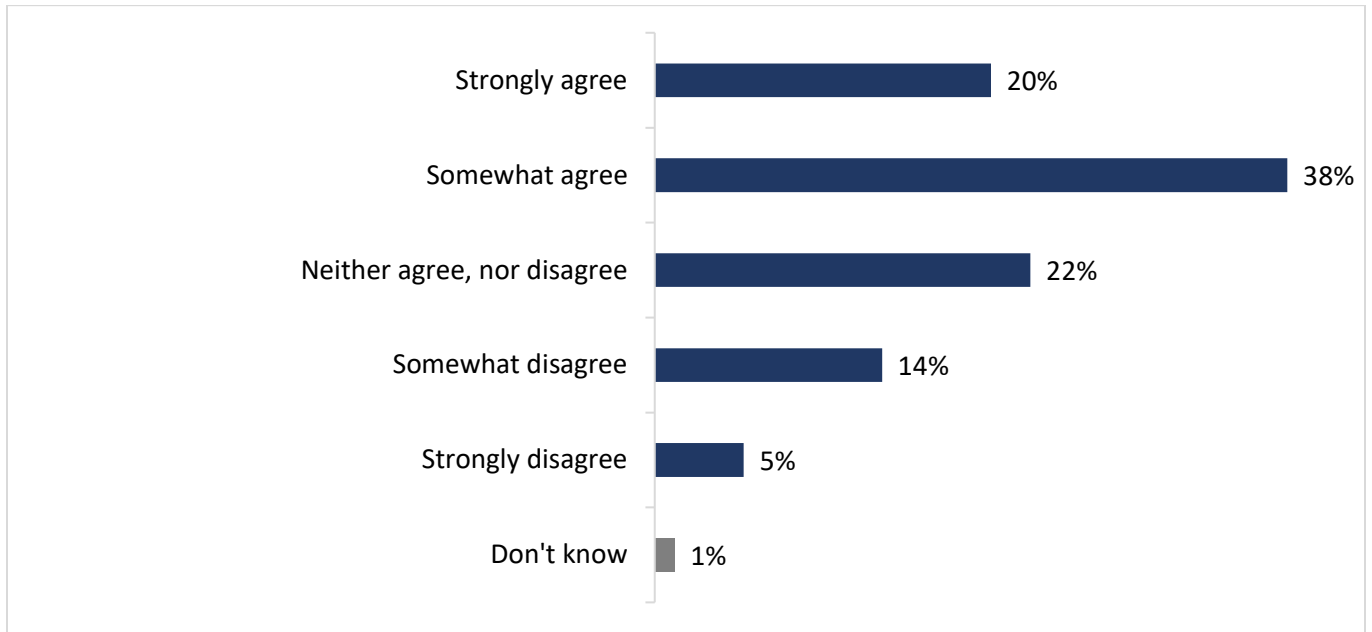
Q25: Please indicate your level of agreement or disagreement with the following statement.

I feel confident that Canadian athletes are well informed on the risks of supplement use. Base: All respondents (n= 170).

Perception of Governance in Canadian Sport

More than half of the respondents (58%, where 20% strongly agree and 38% somewhat agree) agree that sport in Canada is well governed. A little over one out of five respondents (22%) neither agree, nor disagree with this statement. A little under one out of five respondents (19%, where 14% somewhat agree and 5% strongly disagree) disagree that sport in Canada is well governed.

Figure C26: Governance of Canadian sports



Q26: Please indicate your level of agreement or disagreement with the following statement.

Generally, I believe that sport in Canada is well governed. Base: All respondents (n= 170).

Level of Satisfaction in Participating in Sport

More than a third of respondents (34% with a level of satisfaction of 9 or 10) are very satisfied with participating in their sport. A little over half of respondents are satisfied (51% with a level of satisfaction of 7 or 8) with participating in sport. Under one out of five (16%) indicated a satisfaction level of 6 or lower, meaning they are not satisfied with participating in their sport.

Figure C28: Level of satisfaction in participating in sport

10 (Very satisfied)	17%
9	16%
8	31%
7	19%
6	4%
5	5%
4	4%
3	1%
2	1%

1	0%
0 (Very dissatisfied)	1%

Q28: Please indicate your level of satisfaction or dissatisfaction with participating in sport.

Base: All respondents (n= 170).

5. Conclusions

The survey across different segments of the Canadian sports ecosystem reveals insightful trends:

General Population Survey

In the general population survey, nearly half (49%) of Canadians reported engaging in sports activities in the past three years, with almost a quarter (24%) of all the respondents specifically involved in organized sports. Among sports participants, satisfaction levels were notably high, with 38% rating their satisfaction between 9 to 10 out of 10, a significant increase compared to the 21% satisfaction rate of the overall population. Despite the positive outlook, around 40% of respondents reported experiencing or witnessing at least one incident. Main incidents related to mental health challenges (16%), concussions (15%), and harassment (14%), with minority groups such as homosexuals, bisexuals, and Indigenous people reporting even higher incidence rates. The survey reveals a gap in knowledge concerning maltreatment in sports, with 60% of respondents unaware of what constitutes maltreatment and over half (53%) feeling unprepared to deal with such incidents. Key issues perceived in organized sports include concussions, sexism, and harassment, with lack of confidence that personnel are properly trained to handle different issues especially in mental health.

National Sports Organizations (NSOs) Survey:

Feedback from the NSOs survey indicates that more than half (54%) of respondents believe that these organizations possess the necessary resources to ensure a safe sporting environment, with an even higher percentage (69%) viewing these environments as welcoming. NSOs perceive some issues in Canada organized sport, particularly regarding mental health (69%), sexism (64%), and concussions (64%), with less emphasis on racism (38%) and doping (21%). The survey highlights a discrepancy in confidence levels regarding the training provided to sports personnel, with a greater trust placed in administrators over volunteers. Challenges were also noted in implementing the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), with 59% of respondents acknowledging challenges in adoption and 36% pointing out gaps in its content. There is a positive trend in concussion management and a proactive stance on gender equity and anti-doping efforts, and 62% agree overall that sport in Canada is well governed.

High-Performance Athletes Survey:

Among high-performance athletes, there's a pronounced satisfaction with life and sports participation, with 80% content with their life and 85% satisfied with their sport involvement. A majority (86%) reported

having faced barriers to high-performance sports, predominantly financial (72%), followed by issues related to transportation and anxiety (26%). Mental health stands out as a significant challenge within this group, recognized by 56% of respondents, alongside concerns regarding sexism (34%) and concussions (32%). Among athletes, there's a high level of awareness about concussion symptoms (89%) and a robust confidence in dealing with them (74%). The level of confidence that the personnel is trained varies depending on the personnel role. The surveyed athletes are generally more confident that coaches have been trained properly, and less confident that volunteers were. However, there's a general concern over the adequacy of training provided to sports personnel, particularly in mental health. Efforts towards gender equity and doping prevention are acknowledged, and 58% agree that Canadian sports are well governed.

Appendix

A.1 Quantitative Methodology

A.1.1 SURVEY 1: SURVEY OF GENERAL POPULATION

Quantitative research was conducted through online and telephone surveys. The online survey used Computer Aided Web Interviewing (CAWI) technology. The telephone survey used a computer-assisted telephone interviewing system (CATI) technology.

As a Canadian Research Insights Council (CRIC) Member, Leger adheres to the most stringent guidelines for quantitative research. The survey was conducted in accordance with the Government of Canada requirements for quantitative research, including the Standards of the Conduct of Government of Canada Public Opinion Research—Series D—Quantitative Research. Respondents were assured of the voluntary, confidential, and anonymous nature of this research. As with all research conducted by Leger, all information that could allow for the identification of respondents was removed from the data in accordance with the *Privacy Act*. The questionnaire is available in Appendix A2.

A.1.2 Sampling Procedure

Computer Aided Web Interviewing (CAWI)

Leger conducted a panel-based Internet survey with a sample of Canadians aged 16 and older. A total of 10,076 respondents participated in the survey, including a sample large enough to ensure a good representation of Indigenous respondents (n=435). The exact distribution is presented in the following section. Participant selection was done randomly from *Leo's* online panel.

Leger owns and operates an Internet panel of more than 400,000 Canadians from coast to coast to coast. An Internet panel is made up of Web users profiled on different sociodemographic variables. The majority of Leger's panel members, accounting for 61%, were randomly selected via telephone over the last ten years, ensuring a highly representative sample of the Canadian population across various demographic traits.

Since an Internet sample is non-probabilistic in nature, the margin of error does not apply.

Computer Assisted Telephone Interviewing system (CATI technology)

The quantitative research also consisted of telephone interviews, which were conducted using a computer-assisted telephone interviewing system (CATI technology). A total of 300 Canadians aged 16 and older and living in the Northwest Territories, Nunavut and Yukon participated in this survey. The exact distribution is presented in the following section.

Research interviews were conducted from the Montreal and Winnipeg virtual call centres. Montreal call centre has three separate divisions of interviewers: one made up exclusively of English-speaking interviewers, another exclusively of French-speaking interviewers, and the last of bilingual interviewers.

These divisions ensure that all telephone surveys can easily be conducted in either official language. Interviews in English were also conducted from the Winnipeg call centre.

A.1.3 Data Collection

Fieldwork for the online survey was conducted from February 13th, 2024, to March 5th, 2024. The participation rate was 14,06%. A pretest of 26 interviews was completed between February 13 and February 14, 2024.

To achieve data reliability in all subgroups, a total sample of 10,076 Canadians who are eligible voters were surveyed, in all regions of the country.

Since a sample drawn from an Internet panel is not probabilistic in nature, the margin of error cannot be calculated for this survey. Respondents for this survey were selected from among those who have volunteered to participate/registered to participate in online surveys. The results of such surveys cannot be described as statistically projectable to the target population. The data have been weighted to reflect the demographic composition of the target population. Because the sample is based on those who initially self-selected for participation, no estimates of sampling error can be calculated.

Based on data from Statistics Canada’s 2021 national census, Leger weighted the results of this survey by age, gender, language, and by Indigenous status each region of the country.

Table A.1 details the regional distribution of respondents. The baseline sample attempted to replicate as closely as possible the actual distribution of the Canadian population.

Fieldwork for the telephone survey was conducted from February 12th, 2024, to February 26th, 2024. The participation rate was 10.37%. A pretest of 39 interviews was completed between February 18 and February 23, 2024.

Table A.1 Regional Distribution of Respondents

Region	Number of respondents
NFLD & Labrador	141
PEI	51
NS	260
NB	215
QC	2,301
ON	3,871
MB	364
SK	320
AB	1,178

BC	1335
Territories	39+300
TOTAL	10,376 (10,076 + 300 oversample)

- A.1.4 Answer Rate

The overall answer rate for the online survey is 14,06%.

Below is the calculation of the online survey's answer rate. The answer rate is calculated using the following formula: Response rate = $R \div (U + IS + R)$. The table below provides details of the calculation.

Table A.2 Response Rate Calculation

Invalid cases	
Invitations mistakenly sent to people who did not qualify for the study	0
Incomplete or missing email addresses	295
Unresolved (U)	59,909
Email invitations that bounced back	688
Email invitations unanswered	59,221
In-scope non-responding units (IS)	1,658
Non-response from eligible respondents	0
Respondent refusals	622
Language problem	-
Selected respondent not available (illness; leave of absence; vacation; other)	-
Early break-offs	1,036
Responding units (R)	10,076
Completed surveys disqualified – quota filled	0
Completed surveys disqualified for other reasons	0
Completed interviews	10,076
POTENTIALLY ELIGIBLE (U+IS+R)	71,643
Participation rate R/(U+IS+R)	14.06%

The overall answer rate for the telephone survey is 10.37%.

Below is the calculation of the telephone survey's answer rate. The overall response rate for this study is 10.37%. The answer rate is calculated using the following formula: Response rate = $R \div (U + IS + R)$. The table below provides details of the calculation.

Table A.3 Response Rate Calculation

Invalid number	
No service	3874
Non-residential	88
Fax / modem	57
Unresolved (U)	7,979
No answer	2,437
Answering machine	5,337
Line busy	205
In-scope non-responding units (IS)	3,490
Refusal	3,300
Language Barrier	190
Responding units (R)	1,328
Quota attained	0
Unqualified	219
Incomplete	94
Appointment	715
COMPLETED INTERVIEWS	300
POTENTIALLY ELIGIBLE (U+IS+R)	12,797
Response rate = $R/(U + IS + R)$	10.37%

- A.1.5 Unweighted and Weighted Samples

A basic comparison of the unweighted and weighted sample sizes was conducted to identify any potential non-response bias that could be introduced by lower response rates among specific demographic subgroups (see tables below).

The table below presents the geographic distribution of respondents, before and after weighting. As shown, the distribution before weighting is almost optimal and weighting has only corrected for small gaps in the distribution.

Table A.4 Unweighted and Weighted Sample Distribution by Province

Region	Unweighted	Weighted
NFLD & Labrador	141	148
PEI	51	44
NS	260	279
NB	215	223
QC	2,302	2,383
ON	3,871	4,009
MB	364	364
SK	320	304
AB	1,178	1,154
BC	1,335	1,437
Territories	339	30
TOTAL	10,376	10,376

The following tables present the demographic distribution of respondents, according to gender and age. The adjustments made by weighting are minor, and in no way can we believe that the small differences observed in the effective samples could have introduced a non-response bias for either of these two sample subgroups.

Table A.5 Unweighted and Weighted Sample Distribution by Gender

Gender	Unweighted	Weighted
Man	4,991	4,995
Woman	5,319	5,309
Total	10,376	10,376

* The complement corresponds to "other" and "refusal".

Regarding age distribution, the weighting process has corrected some minor discrepancies. The actual distribution of the sample generally follows the distribution of age groups in the actual population. The weighting mainly inflated the weight of owners aged 35 to 54 and reduced the weight of owners aged 55

and over. In this case, it is unlikely that the observed distributions introduce a non-response bias for a particular age group.

Table A.6 Unweighted and Weighted Sample Distribution by Age Group

Age	Unweighted	Weighted
Between 16 and 34	2,943	2,969
Between 35 and 54	3,148	3,252
55 and over	4,285	4,154
Total	10,376	10,376

Regarding language distribution, the weighting process has corrected some minor discrepancies. The actual distribution of the sample generally follows the distribution of language groups in the actual population. The weighting primarily increased the weight of English-speaking respondents and those whose mother tongue is another language, while also reducing the weight of French-speaking respondents. In this case, it is unlikely that the observed distributions introduce a non-response bias for a particular language group.

Table A.7 Unweighted and Weighted Sample Distribution by Language

Language	Unweighted	Weighted
English	7,026	7,182
French	2,288	2,038
An indigenous language	29	32
Other	904	985
Total	10,376	10,376

The table below presents the indigenous status distribution of respondents, before and after weighting. As shown, the distribution before weighting is almost optimal.

Table A.8 Unweighted and Weighted Sample Distribution by Indigenous Status

Indigenous status	Unweighted	Weighted
Yes	480	498
No	9,530	9,530
Total	10,376	10,376

Table A.9 Weight Factors by Profile

Age x Gender x Region	Weight
16-17 - BC Male	0.17
18-24 - BC Male	0.67
25-34 - BC Male	1.14
35-44 - BC Male	1.08
45-54 - BC Male	1.01
55-64 - BC Male	1.12
65+ - BC Male	1.55
16-17 - BC Female	0.16
18-24 - BC Female	0.63
25-34 - BC Female	1.13
35-44 - BC Female	1.12
45-54 - BC Female	1.08
55-64 - BC Female	1.21
65+ - BC Female	1.78
16-17 - AB Male	0.17
18-24 - AB Male	0.58
25-34 - AB Male	0.98
35-44 - AB Male	1.05
45-54 - AB Male	0.89
55-64 - AB Male	0.87
65+ - AB Male	0.97
16-17 - AB Female	0.16
18-24 - AB Female	0.55
25-34 - AB Female	0.98
35-44 - AB Female	1.06
45-54 - AB Female	0.88
55-64 - AB Female	0.89
65+ - AB Female	1.09

16-17 - MB/SK Male	0.10
18-24 - MB/SK Male	0.37
25-34 - MB/SK Male	0.54
35-44 - MB/SK Male	0.53
45-54 - MB/SK Male	0.47
55-64 - MB/SK Male	0.52
65+ - MB/SK Male	0.64
16-17 - MB/SK Female	0.10
18-24 - MB/SK Female	0.34
25-34 - MB/SK Female	0.54
35-44 - MB/SK Female	0.54
45-54 - MB/SK Female	0.47
55-64 - MB/SK Female	0.53
65+ - MB/SK Female	0.76
16-17 - ON Male	0.54
18-24 - ON Male	2.07
25-34 - ON Male	3.22
35-44 - ON Male	2.91
45-54 - ON Male	2.90
55-64 - ON Male	3.19
65+ - ON Male	3.92
16-17 - ON Female	0.51
18-24 - ON Female	1.92
25-34 - ON Female	3.18
35-44 - ON Female	3.10
45-54 - ON Female	3.11
55-64 - ON Female	3.37
65+ - ON Female	4.71
16-17 - QC Male	0.29

18-24 - QC Male	1.05
25-34 - QC Male	1.75
35-44 - QC Male	1.83
45-54 - QC Male	1.71
55-64 - QC Male	2.01
65+ - QC Male	2.62
16-17 - QC Female	0.27
18-24 - QC Female	1.01
25-34 - QC Female	1.73
35-44 - QC Female	1.84
45-54 - QC Female	1.69
55-64 - QC Female	2.05
65+ - QC Female	3.11
16-17 - ATL Male	0.08
18-24 - ATL Male	0.31
25-34 - ATL Male	0.45
35-44 - ATL Male	0.45
45-54 - ATL Male	0.50
55-64 - ATL Male	0.61
65+ - ATL Male	0.83
16-17 - ATL Female	0.08
18-24 - ATL Female	0.29
25-34 - ATL Female	0.45
35-44 - ATL Female	0.48
45-54 - ATL Female	0.53
55-64 - ATL Female	0.65
65+ - ATL Female	0.96
16-17 - TERRI Male	0.01
18-24 - TERRI Male	0.02

25-34 - TERRI Male	0.03
35-44 - TERRI Male	0.03
45-54 - TERRI Male	0.02
55-64 - TERRI Male	0.02
65+ - TERRI Male	0.02
16-17 - TERRI Female	0.01
18-24 - TERRI Female	0.02
25-34 - TERRI Female	0.03
35-44 - TERRI Female	0.03
45-54 - TERRI Female	0.02
55-64 - TERRI Female	0.02
65+ - TERRI Female	0.02
Province	Weight
BC	13.85
AB	11.13
SK	2.93
MB	3.51
ON	38.64
QC	22.97
NF	1.43
NB	2.15
NS	2.69
PE	0.42
YU	0.11
NU	0.08
NT	0.10
Language x Province	Weight

FR ROC.	2.45
FR QC	17.19
NFR ROC	74.58
NFR QC	5.78
Indigenous Status	Weight
Yes	4.80
No	91.67

A.2.1 SURVEY 2: SURVEY OF NSO ADMINISTRATORS

Quantitative research was conducted through an online survey. The online survey used Computer Aided Web Interviewing (CAWI) technology.

As a Canadian Research Insights Council (CRIC) Member, Leger adheres to the most stringent guidelines for quantitative research. The survey was conducted in accordance with the Government of Canada requirements for quantitative research, including the Standards of the Conduct of Government of Canada Public Opinion Research—Series D—Quantitative Research. Respondents were assured of the voluntary, confidential and anonymous nature of this research. As with all research conducted by Leger, all information that could allow for the identification of respondents was removed from the data in accordance with the *Privacy Act*. The questionnaire is available in Appendix A2.

A.2.2 Sampling Procedure

Computer Aided Web Interviewing (CAWI)

Leger conducted a web-based survey with National Sport Organization (NSO) members. A total of 39 respondents participated in the survey. Canadian Heritage provided a list of 67 contacts with valid email addresses to Leger. We invited all contacts on this list to participate in this consultation. Three reminders were made to maximize the participation rate.

The target population for this whole research project is comprised of NSO’s members:

- Executive directors
- Administration staff
- Technical staff
- Coaches

A.2.3 Data Collection

The quantitative research component was conducted through online surveys, using Computer Aided Web Interviewing (CAWI) technology. The online survey was conducted from February 06th, 2024 to

March 5th, 2024. The participation rate for the survey was 58,20%. Calculation of the Web survey’s participation rate is presented below. A pre-test of the survey questions was carried out by conducting 7 interviews between February 6th, 2024, and February 7th, 2024. All the contacts on the list received a bilingual invitation to participate in the study.

A total sample of 39 NSO members were surveyed.

Having proceeded by logic of census for this project, the results can be considered valid and representative of NSO. However, it is important to note that due to the voluntary nature of the sample, the survey results may be subject to non-response bias, and thus, may not accurately reflect the broader population. The margin of error of this survey is of +/- 10.1%, 19 times out of 20 (confidence interval of 95%).

Given the nature of the database and the information available for each contact, no weighting was done for this project.

A.2.4 Answer Rate

The overall answer rate for the online survey is 58.20%.

Below is the calculation of the online survey’s answer rate. The answer rate is calculated using the following formula: Response rate = $R \div (U + IS + R)$. The table below provides details of the calculation.

Table A.10 Response Rate Calculation

Invalid cases	
Invitations mistakenly sent to people who did not qualify for the study	-
Incomplete or missing email addresses	-
Unresolved (U)	18
Email invitations that bounced back	0
Email invitations unanswered	18
In-scope non-responding units (IS)	10
Non-response from eligible respondents	0
Respondent refusals	0
Language problem	-
Selected respondent not available (illness; leave of absence; vacation; other)	-
Early break-offs	10
Responding units (R)	39
Completed surveys disqualified – quota filled	0

Completed surveys disqualified for other reasons	0
Completed interviews	39
POTENTIALLY ELIGIBLE (U+IS+R)	67
Participation rate	58.20%

A.3.1 SURVEY 3: SURVEY OF HIGH-PERFORMANCE ATHLETES

Quantitative research was conducted through an online survey. The online survey used Computer Aided Web Interviewing (CAWI) technology.

As a Canadian Research Insights Council (CRIC) Member, Leger adheres to the most stringent guidelines for quantitative research. The survey was conducted in accordance with the Government of Canada requirements for quantitative research, including the Standards of the Conduct of Government of Canada Public Opinion Research—Series D—Quantitative Research. Respondents were assured of the voluntary, confidential and anonymous nature of this research. As with all research conducted by Leger, all information that could allow for the identification of respondents was removed from the data in accordance with the *Privacy Act*. The questionnaire is available in Appendix A2.

A.3.2 Sampling Procedure

Computer Aided Web Interviewing (CAWI)

Leger conducted a web-based survey with high-performance athletes. A total of 170 respondents participated in the survey. Canadian Heritage provided a list of 1,688 contacts with valid email addresses to Leger. We invited all contacts on this list to participate in this consultation. Three reminders were made to maximize the participation rate.

- A.3.3 Data Collection

The quantitative research component was conducted through online surveys, using Computer Aided Web Interviewing (CAWI) technology. The online survey was conducted from February 8th, 2024 to March 5th, 2024. The participation rate for the survey was 9,84%. Calculation of the Web survey's participation rate is presented below. A pre-test of the survey questions was carried out by conducting 14 interviews between February 8th, 2024, and February 9th, 2024. All the contacts on the list received a bilingual invitation to participate in the study.

A total sample of 170 athletes were surveyed.

Having proceeded by logic of census for this project, the results can be considered valid and representative of high-performance athletes in Canada. The margin of error of this survey is of +/- 7,1%, 19 times out of 20 (confidence interval of 95). However, it is important to note that due to the voluntary nature of the sample, the survey results may be subject to non-response bias, and thus, may not accurately reflect the broader population.

Given the nature of the database and the information available for each contact, no weighting was done for this project.

- A.3.4 Answer Rate

The overall answer rate for the online survey is 9.84%.

Below is the calculation of the online survey's answer rate. The overall response rate for this study is 9.84%. The answer rate is calculated using the following formula: Response rate = $R \div (U + IS + R)$. The table below provides details of the calculation.

Table A.11 Response Rate Calculation

Invalid cases	
Invitations mistakenly sent to people who did not qualify for the study	0
Incomplete or missing email addresses	2
Unresolved (U)	1,423
Email invitations that bounced back	3
Email invitations unanswered	1,420
In-scope non-responding units (IS)	134
Non-response from eligible respondents	0
Respondent refusals	37
Language problem	-
Selected respondent not available (illness; leave of absence; vacation; other)	-
Early break-offs	97
Responding units (R)	170
Completed surveys disqualified – quota filled	0
Completed surveys disqualified for other reasons	0
Completed interviews	170
POTENTIALLY ELIGIBLE (U+IS+R)	1,727
Participation rate	9.84%

A.2 Survey Questionnaires

A.2.1 General population 16+ questionnaire

Section Screeners and Community

INTRO WEB

The Government of Canada is conducting this research survey **to gauge awareness, perceptions and understanding of key issues related to ethics, equity and safety in sport in Canada**. Léger has been hired to administer the survey. [Si vous préférez répondre au sondage en français, veuillez cliquer sur français.](#)

The survey takes about 10 minutes to complete, and your participation is voluntary and confidential. Your answers will remain anonymous and the information you provide will be administered according to the requirements of the *Privacy Act*, the *Access to Information Act*, and any other pertinent legislation.

Your responses will be identified by a subject number and the researchers will not know your identity or your personal information. Review Leger's privacy policy : <https://leger360.com/privacy-policy/>

If you get interrupted while doing the survey, you **can click on the same link** to pick up right where you left off.

INTROTEL

INTRODUCTION

“Hello / Bonjour (pause), the Government of Canada is conducting a research survey to gauge awareness, perceptions and understanding of key issues related to ethics, equity and safety in sport in Canada. Would you prefer that I continue in English or French? Préférez-vous continuer en français ou en anglais?”

IF FRENCH : « Je vous remercie. Quelqu’un vous rappellera bientôt pour mener le sondage en français. »

“My name is XXXXXX of Léger, the company hired to do the survey. The survey takes about 15 minutes to complete. Should you have any questions about the survey, I can give you a contact person within the Government of Canada. Your participation is voluntary and confidential. Your answers will remain anonymous, and the information you provide will be administered according to the requirements of the Privacy Act, the Access to Information Act, and any other pertinent legislation.

***NOTE TO INTERVIEWER: READ ONLY IF REQUESTED BY RESPONDENT:**

Contact name

Phone number
email address

Is this a safe and convenient time for you? May I continue?"

TEL

S1. RDD1. Have I reached you on a cellular phone? (DO NOT READ LIST)

- Yes [IF RDD1 = YES, ASK, CELL1]
- No [IF RDD1 = NO, ASK, CELL2]

TEL

S2. CELL1. Are you in a safe place to talk on the telephone? (DO NOT READ LIST)

- Yes
- No

TEL

S3. [IF CELL1=NO, READ:] We would like to conduct this interview with you when it is safe and convenient to do. Thank you for your time, we will call back when it is more convenient.

TEL

S4. CELL2. Is this a good time to call? (DO NOT READ LIST)

- Yes [CONTINUE]
- No [RESCHEDULE CALLBACK]

DO NOT READ - ONLY IF REQUESTED BY THE RESPONDENT: *If the respondent requests to complete the survey via another mode, ask if they prefer to complete the survey on paper or via the Internet. Record the respondent's name, phone number, email address so that we can conduct the interview with the respondent.*

Before we begin the interview, I am required to inform you that for quality control reasons, this interview may be recorded. May we begin?

- Yes
- No, refusal – **THANK AND TERMINATE**

SECTION DEMOS

ASK ALL - SINGLE ANSWER

YOUNG1. Is there a young person in your household aged between 16 and 17 who is available now to complete a survey?

If the young person aged between 16 and 17 is not available now, you can close the window. When the person is available, simply click on the survey link again to complete it. Thank you for your cooperation.

1. Yes, there is a young person aged between 16 and 17 in my household and they can participate immediately.
2. No, there are no young person aged between 16 and 17 in my household or they will never participate in the survey

SHOW IF YOUNG= 1

YOUNG2. Please ask the young person to complete the rest of the survey.

SHOW IF YOUNG= 1

YOUNG3. The Government of Canada is conducting this research survey to **gauge awareness, perceptions and understanding of key issues related to ethics, equity and safety in sport in Canada.** Léger has been hired to administer the survey.

The survey takes about 10 minutes to complete, and your participation is voluntary and confidential. Your answers will remain anonymous and the information you provide will be administered according to the requirements of the *Privacy Act*, the *Access to Information Act*, and any other pertinent legislation.

Your responses will be identified by a subject number and the researchers will not know your identity or your personal information. Review Leger's privacy policy: <https://leger360.com/privacy-policy/>

ASK ALL - SINGLE ANSWER

INTRO1. Thank you for deciding to participate in this study. First, please provide us with some information about yourself.

WEB: SHOW IF YOUNG1= 1

YOUNG4. Please note that from this point until the end of the survey, the respondent must be 16 or 17 years old. If the young person aged between 16 and 17 is not available now, you can close the window.

ASK ALL - SINGLE ANSWER

AGE. Please indicate which of the following age categories you belong to.

- ₁ Under 16 **TERMINATE**
- ₂ 16-17

- 3 18-24
- 4 25-34
- 5 35-44
- 6 45-54
- 7 55-64
- 8 65 and older
- 9 Prefer not to answer **TERMINATE**

ASK ALL - SINGLE ANSWER

PROV. Which province or territory do you live in?

TEL : DO NOT READ

- 1 Alberta
- 2 British Columbia
- 3 Manitoba
- 4 New Brunswick
- 5 Newfoundland and Labrador
- 6 Northwest Territories
- 7 Nova Scotia
- 8 Nunavut
- 9 Ontario
- 10 Prince Edward Island
- 11 Quebec
- 12 Saskatchewan
- 13 Yukon

IF TEL AND NOT NORTHWEST TERRITORIES OR NUNAVUT OR YUKON END INTERVIEW

ASK ALL - SINGLE ANSWER

GENDER. What is your gender?

- ₁ Woman
- ₂ Man
- ₄ Other (e.g., transgender, non-binary)

Prefer not to answer

SECTION ON PARTICIPATION IN SPORT AND LEVEL OF SATISFACTION

ASK ALL – SINGLE ANSWER - FLIP ROTATION

Q1A. Using a scale from 0 to 10 where 0 means very dissatisfied and 10 means very satisfied, how do you feel about your life as a whole right now?

TEL : DO NOT READ

Very dissatisfied								Very satisfied			
<input type="radio"/> ₀	<input type="radio"/> ₁	<input type="radio"/> ₂	<input type="radio"/> ₃	<input type="radio"/> ₄	<input type="radio"/> ₅	<input type="radio"/> ₆	<input type="radio"/> ₇	<input type="radio"/> ₈	<input type="radio"/> ₉	<input type="radio"/> ₁₀	

ASK ALL – SINGLE ANSWER

Q1. Have you participated in any sport in Canada at all in the last **three years**?

Participation in sport could range from riding a bicycle on a regular basis to playing elite hockey. This could be as a participant, coach, parent of a participant, volunteer, administrator, instructor, or officials.

TEL : DO NOT READ

- ₁ Yes
- ₂ No

IF Q1=1 (YES) – SINGLE ANSWER

Q2. Have you been involved in an **organized sport** in Canada as a participant, coach, instructor, parent, volunteer, administrator or official in the last 3 years?

Organized sport is generally officiated, has a regular schedule, and is governed by rules. A few examples are a community soccer program, swim team or athletics club.

TEL : DO NOT READ

- 1 Yes
- 2 No

IF Q1=1 (YES) – MULTIPLE ANSWERS

Q3. Please indicate in which capacity you have participated in sport in Canada over the past three years.

Select all that apply

- 1 Participant
- 2 Coach
- 3 Instructor
- 4 Parent of a participant
- 5 Volunteer
- 6 Administrator
- 7 Official
- 8 Other, please specify _____

IF Q1=1 (YES) – MULTIPLE ANSWERS

Q4. Thinking only of your experiences participating in sport in Canada, please indicate your overall level of satisfaction using a scale from 0 to 10 where 0 means very dissatisfied and 10 means very satisfied.

TEL : DO NOT READ

Very dissatisfied					Very satisfied					
<input type="radio"/> 0	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8	<input type="radio"/> 9	<input type="radio"/> 10

IF Q1=1 (YES) – MULTIPLE ANSWERS - ROTATE STATEMENTS

Q6. Please indicate your level of agreement or disagreement with each of the following statements.

I experienced organized sport in Canada in a...

- A. **Safe environment.** A safe environment is one protected from danger or risk.
- B. **Welcoming environment.** A welcoming environment is one that receives or admits people into a group or space in a way that promotes a sense of comfort and belonging.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

IF Q6A (SAFE ENVIRONMENT) =4 OR 5 (DISAGREES) – OPEN

Q7a. Please explain why your experience with organized sport in Canada did not take place in a safe environment.

Please do not enter personally identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q6B (WELCOMING ENVIRONMENT) = 4 OR 5 (DISAGREES) – OPEN

Q7b. Please explain why your experience with organized sport in Canada did not take place in a welcoming environment.

Please do not enter personally identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

ASK ALL – SINGLE ANSWER

Q8. Thinking only of your experiences, did you end your participation in an organized sport in Canada because or partly because you didn't feel safe and/or welcome?

TEL : DO NOT READ

- ₁ Yes
- ₂ No
- Don't know

SECTION ON PREVALENCE OF ISSUES (HARASSMENT, ABUSE/MALTREATMENT, CONCUSSIONS, DOPING, CORRUPTION, MATCH-MANIPULATION, MENTAL HEALTH)

IF Q1=1 (YES) – SINGLE ANSWER - ROTATE STATEMENTS

Q9. Did you experience or witness any of the following related to your organized sport experience?

- A. Harassment (Persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.)
- B. Abuse or maltreatment (including psychological, physical, and sexual maltreatment, neglect, grooming, and boundary transgressions)
- C. Diagnosed concussion
- D. Non-diagnosed concussion
- E. Doping (use of substances or methods to enhance athletic performance) or use of prohibited performance enhancing drugs
- F. Any form of corruption (such as match manipulation, fraud, bribery, etc.)
- G. Mental health challenges
- H. Racism (Prejudice or discrimination directed against a person on the basis of their membership in a particular racial group.)
- I. Homophobia (Prejudice or discrimination against a person on the basis of their real or perceived sexual orientation.)

J. Sexism (Prejudice or discrimination on the basis of sex.)

- 1 Yes
- 2 No
- Don't know

IF Q9A (HARRASSMENT) = 1 (YES) – OPEN

Q10a. Thinking only of your time in organized sport, please describe your experience(s) with harassment.

Please do not enter personally-identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q9H (RACISM) = 1 (YES) – OPEN

Q10b. Thinking only of your time in organized sport, please describe your experience(s) with racism.

Please do not enter personally-identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q9I (HOMOPHOBIA) = 1 (YES) – OPEN

Q10c. Thinking only of your time in organized sport in Canada, please describe your experience(s) with homophobia.

Please do not enter personally-identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q9J (SEXISM) = 1 (YES) – OPEN

Q10d. Thinking only of your time in organized sport in Canada, please describe your experience(s) with sexism.

Please do not enter personally identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q9B (Maltreatment/abuse) = 1 (YES) – OPEN

Q10E. Thinking only of your time in organized sport in Canada, please describe your experience(s) with maltreatment/abuse.

Please do not enter personally identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q9E (Doping) = 1 (YES) – OPEN

Q10F. Thinking only of your time in organized sport in Canada, please describe your experience(s) with doping.

Please do not enter personally identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q9F (Corruption) = 1 (YES) – OPEN

Q10G. Thinking only of your time in organized sport in Canada, please describe your experience(s) with corruption.

Please do not enter personally identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q9G (Mental health) = 1 (YES) – OPEN

Q10H. Thinking only of your time in organized sport in Canada, please describe your experience(s) with mental health challenges.

Please do not enter personally identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

ASK ALL – SINGLE ANSWER – ROTATE STATEMENTS.

Q11. Based on what you have seen, heard, or experienced, please indicate your level agreement or disagreement with each of the following statements.

A.	Harassment (persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult) is an overall problem in Canadian organized sport.
B.	Maltreatment is an overall problem in Canadian organized sport.
C.	Racism (prejudice or discrimination directed against a person on the basis of their membership in a particular racial group) is an overall problem in Canadian organized sport.
D.	Homophobia (prejudice or discrimination against a person on the basis of their real or perceived sexual orientation) is an overall problem in Canadian organized sport.
E.	Sexism (prejudice or discrimination on the basis of sex) is an overall problem in Canadian organized sport.
F.	Ageism (discrimination or prejudice based on a person's age) is a problem in Canadian organized sport.
G.	Concussion is a problem in Canadian organized sport.
H.	Doping (use of substances or methods to enhance athletic performance) is a problem in Canadian organized sport..
I.	Corruption (any form of corruption such as match manipulation, fraud, bribery, etc.) is a problem in Canadian organized sport.
J.	Poor mental health is a problem in Canadian organized sport.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

SECTION ON TRAINING

ASK ALL – SINGLE ANSWER – ROTATE STATEMENTS.

Q11A. How confident are you that coaches, volunteers, administrators, instructors, and officials in Canadian organized sport have been properly trained to help prevent the following in sport:

Concussions

Doping

Corruption including match manipulation

Mental health challenges

Harassment

Abuse and maltreatment

Racism

Homophobia

Sexism

Ageism

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

SECTION ON CONCUSSIONS

ASK ALL – SINGLE ANSWER.

Q12. How would you rate your understanding of the symptoms of a concussion?

- 1 Very knowledgeable
- 2 Knowledgeable
- 3 Not very knowledgeable
- 4 Not at all knowledgeable
- 5 Don't know

ASK ALL – SINGLE ANSWER

Q13. If you suspected that you or another person sustained a concussion, how confident are you that you would know what to do?

- ₁ Very confident
- ₂ Confident
- ₃ Not very confident
- ₄ Not at all confident
- ₅ Don't know

ASK ALL – SINGLE ANSWER

Q14. Are you aware of tools and resources available to detect and manage concussions, such as the Canadian Guideline on Concussions in Sport?

- ₁ Yes
- ₂ No

ASK ALL – SINGLE ANSWER

Q15. Would you know where to go in your area to diagnose and manage concussions?

Yes

No

IF Q1=1 – SINGLE ANSWER

Q16. Would you agree to share your medical history of concussions with sports administrators and government bodies via a document (e.g., a health passport) to ensure measures are in place to protect your health?

- ₁ Yes
 - ₂ No
- Don't know

ASK ALL – SINGLE ANSWER

Q18. Please indicate your level of agreement or disagreement with the following statement:

I trust sports organizers in Canada have policies in place to know what to do if they suspect a participant sustained a concussion in a sport.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

SECTION ON MENTAL HEALTH

ASK ALL – SINGLE ANSWER – STATEMENTS IN ORDER

Q19. Do you think athletes suffer from mental health challenges within Canadian sport at the following levels?

- A. Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC)
- B. Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec Maritimes Major Hockey League, Ontario Hockey League, Western Hockey League)
- C. International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)
- D. University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)
- E. Elite youth sport (e.g., high school competitions, provincial level competitions, AAA hockey)

- 1. Greatly
- 2. Moderately
- 3. Slightly
- 4. Not at all
- 5. Don't know

ASK ALL – SINGLE ANSWER – ROTATE STATEMENTS

Q20. Would you know where to go and how to react if you faced the following issues in sports?

- A. Mental health challenges in sports (burnout, depression, anxiety, etc.)

- B. Corruption, including match manipulation (rigging of games for financial gain)
- C. Doping (use of banned substances or methods by athletes to enhance their performance)
- D. Maltreatment

Yes

No

Don't know

SECTION ON CORRUPTION AND MATCH-MANIPULATION

ASK ALL – SINGLE ANSWER –STATEMENTS IN ORDER

Q23. Do you think there is match manipulation in sports in Canada at the following levels?

For telephone survey only: Don't read this to respondents : You do not have to read the brackets each time, but make sure to say it the options after reading the question.

- A. Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Major League Soccer, Mixed Martial Arts UFC)
- B. Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec Maritimes Major Hockey League, Ontario Hockey League, Western Hockey League)
- C. International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)
- D. University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)

- ₁ Yes
- ₂ No
- ₃ Don't know

ASK ALL – SINGLE ANSWER –STATEMENTS IN ORDER

Q24. Do you think there is fraud or bribery within Canadian sports organizations at the following levels?

- A. Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC)
- B. Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec Maritimes Major Hockey League, Ontario Hockey League, Western Hockey League)
- C. International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)

D. University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)

- ₁ Yes
- ₂ No
- ₃ Don't know

ASK ALL – SINGLE ANSWER

Q25. Do you think that sport betting (both legal and illegal) is a threat to organized sports?

- Yes
- No
- Don't know

ASK ALL – SINGLE ANSWER

Q26. Do you think that sport betting (both legal and illegal) is a threat to Canadians?

- Yes
- No
- Don't know

SECTION ON DOPING

ASK ALL – SINGLE ANSWER –STATEMENTS IN ORDER

Q27. How confident are you that Canadian athletes competing at the following levels are **NOT** doping or taking prohibited performance enhancing substances?

- A. Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC)
- B. Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec Maritimes Major Hockey League, Ontario Hockey League, Western Hockey League)
- C. International amateur sport (e.g. Olympics, Paralympics, World Cup, combat sports)
- D. University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)
- E. Elite youth sport (e.g., high school competitions, provincial level competitions, AAA hockey)

- ₁ Very confident

- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL – SINGLE ANSWER

Q28. Please indicate your level of agreement or disagreement with the following statement.

I feel confident that Canadian athletes are well informed on the risks of supplement use.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

SECTION ON GOVERNANCE

ASK ALL – SINGLE ANSWER

Q29. Please indicate your level of agreement or disagreement with the following statement

Generally, I believe that sport in Canada is well governed.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

SECTION ON MALTREATMENT

ASK ALL – SINGLE ANSWER

Q30. How would you rate your understanding of what constitutes maltreatment in sport?

- 1 Very knowledgeable
- 2 Knowledgeable
- 3 Not very knowledgeable
- 4 Not at all knowledgeable
- 5 Don't know

ASK ALL – SINGLE ANSWER

Q31. Maltreatment in sports refers to any form of mistreatment, abuse, or harm that a person may experience within the sporting environment such as physical or emotional abuse, bullying, etc.

If you suspected that you or another person experienced maltreatment in sports, how confident are you that you would know what to do?

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL – SINGLE ANSWER

Q32. Please indicate your level of agreement or disagreement with the following statement:

I trust sports organizers in Canada have policies in place to prevent and address maltreatment in sports.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

Section Demographics

SHOW ALL

MESS. The following questions will be used to better understand how Canada's various population groups view and participate in sports.

While some of the categories below may be limited, please select the options that best describes you.

ASK ALL - SINGLE ANSWER

INCOME. What is your annual household income before taxes?

- 1 Less than \$20,000
- 2 \$20,000 to less than \$40,000
- 3 \$40,000 to less than \$60,000
- 4 \$60,000 to less than \$80,000
- 5 \$80,000 to less than \$100,000
- 6 \$100,000 to less than \$150,000
- 7 \$150,000 or more
- 8 Prefer not to answer

ASK ALL - SINGLE ANSWER

IND. Are you an Indigenous person?

- 1 Not Indigenous
- 2 First Nations
- 3 Métis
- 4 Inuk (Inuit)
- 5 Other
- 8 Prefer not to answer

ASK IF IND I= 1 - 9 (PREFER NOT TO ANSWER), DON'T ASK ETHN IF IND = 2-3-4 - MULTIPLE ANSWER

ETHN. Which of the following best describes your ethnicity?

(Select all that apply.)

- ₁ White
- ₂ South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)
- ₃ East Asian (e.g., Chinese, Korean, Japanese, etc.)
- ₄ Southeast Asian (e.g., Filipino, Vietnamese, Cambodian, etc.)
- ₅ Middle Eastern, West and Central Asian (e.g., Iranian, Lebanese, Afghan, etc.)
- ₆ Asian, other
- ₇ North African (e.g. Egyptian, Moroccan, Algerian, etc.)
- ₈ Black Caribbean (e.g., Jamaican, Haitian, Trinidadian/Tobagonian, etc.)
- ₉ Black African (e.g., Nigerian, Ethiopian, Congolese, etc.)
- ₁₀ Black, other
- ₁₁ Latin American (e.g., Colombian, Salvadorian, Peruvian, etc.)
- ₁₂ Other racialized person (specify):

- ₋₈ Prefer not to answer

ASK ALL - SINGLE ANSWER

POST6. What is your postal code?

Please note that your information will be kept confidential and won't be used to identify you. It will be shared with the Government of Canada to understand how people in different areas view and engage in sports.

- Prefer not to answer

ASK ALL - SINGLE ANSWER

POST3. May I have the first three digits of your postal code?

Prefer not to answer

ASK ALL - SINGLE ANSWER

SPORT. Do you participate in physical activity and/or play sports at a moderate or higher intensity (that is, activities which make you breathe a little harder) for at least 150 minutes per week (for example, brisk walks, recreation swimming, dancing, tennis, golf, jogging, aerobics)?

- ₁ Yes
- ₂ No
- ₃ Don't know
- ₋₈ Prefer not to answer

ASK ALL - SINGLE ANSWER

DIS. Are you a person living with a disability?

A person with a disability is a person who has a long-term or recurring impairment such as vision, hearing, mobility, flexibility, dexterity, pain, learning, developmental, memory or mental health-related impairments which limits their daily activities inside or outside the home such as at school, work, or in the community in general.

- ₁ Yes
- ₀ No
- ₋₈ Prefer not to answer

IF Q38=1 - SINGLE ANSWER

DIS2. What type of disability?

Select all that apply.

- ₁ Physical
- ₂ Mental
- ₃ Intellectual
- ₄ Cognitive
- ₅ Learning
- ₆ Communication
- ₇ Sensory

- 8 Other, please specify _____
- 8 Prefer not to answer

ASK ALL - SINGLE ANSWER

LANGUAGE. What is the language that you first learned at home in childhood and still understand?

If you no longer understand the first language learned, indicate the second language learned.

- 1 English
- 2 French
- 3 An Indigenous language
- 4 Other, please specify _____
- Prefer not to answer

ASK ALL - SINGLE ANSWER

ORIE. What is your sexual orientation?

- Heterosexual (straight)
- Homosexual (lesbian or gay)
- Bisexual
- Other [Specify]
- Prefer not to answer

~~**ASK ALL - SINGLE ANSWER**~~

~~**IDEN.** Do you describe yourself as transgender, queer, Two Spirit, or non-binary?~~

- ~~1 Yes~~
- ~~2 I use different terms and concepts to refer to my gender identity and expression~~
- ~~3 No~~
- ~~4 Prefer not to answer~~

We thank you very much for taking the time to answer this survey, it is greatly appreciated. Please click on "Next" to save your answers.

A.2.2 NSO Administrators questionnaire

Languages: English, French

Please select your language.

Veillez sélectionner votre langue.

The Government of Canada is conducting this research survey **to gauge awareness, perceptions and understanding of key issues related to ethics, equity and safety in sport in Canada**. Léger has been hired to administer the survey.

The survey takes about 10 minutes to complete, and your participation is voluntary and confidential. Your answers will remain anonymous and the information you provide will be administered according to the requirements of the *Privacy Act*, the *Access to Information Act*, and any other pertinent legislation.

If you wish to verify the authenticity of this survey, please copy this link on your browser:

<https://www.canadianresearchinsightscouncil.ca/rvs/home/?lang=en>

The CRIC Research Verification Service project code is: 20240129-LE787

Your responses will be identified by a subject number and the researchers will not know your identity or your personal information. Review Leger's privacy policy : <https://leger360.com/privacy-policy/>

If you get interrupted while doing the survey, you **can click on the same link** to pick up right where you left off.

ASK ALL- MULTIPLE ANSWER

Q1. Please indicate your role in the National Sport Organizations (NSO) (select all that apply).

1 Executive Director

- ₂ Administration staff
- ₃ Technical staff
- ₄ Coach
- ₅ Other, please specify _____

ASK ALL- SINGLE ANSWER

Q2. Please indicate your level of agreement or disagreement with each of the following statements.

My NSO has the necessary resources to provide sport in a safe environment.

- ₁ Strongly agree
- ₂ Somewhat agree
- ₃ Neither agree, nor disagree
- ₄ Somewhat disagree
- ₅ Strongly disagree
- ₆ Don't know

ASK ALL- SINGLE ANSWER

Q3. My NSO has the necessary resources to provide sport in a welcoming environment.

- ₁ Strongly agree
- ₂ Somewhat agree
- ₃ Neither agree, nor disagree
- ₄ Somewhat disagree
- ₅ Strongly disagree
- ₆ Don't know

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q4. In thinking about the sport system as a whole, please indicate your level of agreement or disagreement with each of the following statements.

	Harassment (persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.) is an overall problem in Canadian organized sport .
	Maltreatment is an overall problem in Canadian organized sport .
	Racism (prejudice or discrimination directed against a person on the basis of their membership in a particular racial group) is an overall problem in Canadian organized sport .
	Homophobia (prejudice or discrimination against a person on the basis of their real or perceived sexual orientation) is an overall problem in Canadian organized sport .
	Sexism (prejudice or discrimination on the basis of sex) is an overall problem in Canadian organized sport .
	Ageism (discrimination or prejudice based on a person's age) is a problem in Canadian organized sport .
	Concussion is a problem in Canadian organized sport .
	Doping (use of substances or methods to enhance athletic performance) is a problem in in Canadian organized sport .
	Corruption (any form of corruption such as match Manipulation, fraud, bribery, etc.) is a problem in Canadian organized sport .
	Poor mental health is problem in Canadian organized sport .
	Fair competition is prioritized in Canadian organized sport , creating an environment where equal opportunities for success are provided to all athletes.
	There is a sense of community and camaraderie in Canadian organized sport .
	Sportsmanship ethical behaviour are strongly emphasized and upheld in Canadian organized sport .
	Inclusivity is actively promoted in Canadian organized sport , ensuring that individuals from diverse backgrounds feel welcome and valued.
	Well-being and health of athletes are prioritized in Canadian organized sport .

- 1 Strongly agree
- 2 Somewhat agree

- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q5. In thinking about your particular sport, please indicate your level of agreement or disagreement with each of the following statements.

	Harassment (persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.) is an overall problem in my particular sport .
	Maltreatment is an overall problem in my particular sport .
	Racism (prejudice or discrimination directed against a person on the basis of their membership in a particular racial group) is an overall problem in my particular sport .
	Homophobia (prejudice or discrimination against a person on the basis of their real or perceived sexual orientation) is an overall problem in my particular sport .
	Sexism (prejudice or discrimination on the basis of sex) is an overall problem in my particular sport .
	Ageism (discrimination or prejudice based on a person's age) is a problem in my particular sport .
	Concussion is a problem in Canadian organized sport in my particular sport .
	Doping (use of substances or methods to enhance athletic performance) is a problem in my particular sport .
	Corruption (any form of corruption such as match Manipulation, fraud, bribery, etc.) is a problem in my particular sport .
	Poor mental health is a problem in my particular sport .

	Fair competition is prioritized in my particular sport , creating an environment where equal opportunities for success are provided to all athletes.
	There is a sense of community and camaraderie in my particular sport .
	Sportsmanship ethical behaviour are strongly emphasized and upheld in my particular sport .
	Inclusivity is actively promoted in my particular sport , ensuring that individuals from diverse backgrounds feel welcome and valued.
	Well-being and health of athletes are prioritized in my particular sport .

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q6A. How confident are you that **coaches** at all levels of your sport have been properly trained to help prevent the following in sport:

- Very confident
- Confident
- Not very confident
- Not at all confident
- Don't know

Concussions
Doping
Corruption including match Manipulation
Mental health challenges

Harassment
Abuse and maltreatment
Racism
Homophobia
Sexism
Ageism

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q6B. How confident are you that **officials** at all levels of your sport have been properly trained to help prevent the following in sport:

Very confident

Confident

Not very confident

Not at all confident

Don't know

Concussions
Doping
Corruption including match Manipulation
Mental health challenges
Harassment
Abuse and maltreatment
Racism
Homophobia
Sexism
Ageism

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q6C. How confident are you that **volunteers** at all levels of your sport have been properly trained to help prevent the following in sport:

Very confident

Confident

Not very confident

Not at all confident

Don't know

Concussions
Doping
Corruption including match Manipulation
Mental health challenges
Harassment
Abuse and maltreatment
Racism
Homophobia
Sexism
Ageism

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q6D. How confident are you that **administrators** at all levels of your sport have been properly trained to help prevent the following in sport:

Very confident

Confident

Not very confident

Not at all confident

Don't know

Concussions
Doping
Corruption including match Manipulation
Mental health challenges
Harassment
Abuse and maltreatment
Racism
Homophobia
Sexism
Ageism

ASK

ALL-

SINGLE

ANSWER

Q7A. Have you identified any gaps in the content of The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) in your sport?

- ₁ Yes
- ₂ No
- ₃ Don't know

ASK IF Q7A=1- OPEN

Q7AA. Please specify the gaps that have been identified: _____

ASK ALL - SINGLE ANSWER

Q7B. Have you identified or anticipated any challenges or barriers in implementing or adopting the UCCMS in your sport?

- ₁ Yes
- ₂ No
- ₃ Don't know

ASK IF Q7B=1- OPEN

Q7BB Please specify the challenges or barriers that have been identified or anticipated: _____

ASK ALL- SINGLE ANSWER

Q8. How confident are you that registered members of your organization have increased knowledge of the Canadian Guidelines on Concussion in Sport over the last 3 years?

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q9. How confident are you that registered members of your organization are aware of available concussion tools or resources?

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q10. How confident are you that registered members of your organization can effectively use available concussion tools or resources?

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q11. How confident are you that your organization has made progress in prevention of concussion in the areas of rules of the game (e.g. addition, modification of rules)

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q12. How confident are you that your organization has made progress in prevention of concussion in the areas of training methods to reinforce respondents safety skills and environment?

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q13. How confident are you that your organization has made progress in prevention of concussion in the areas of safe and ethical behaviours to reduce the incidence of injuries to the head.

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q14. Is your organization doing data collection on concussions (e.g. occurrence of, history of individuals)?

- 1 Yes

- 2 No
- 3 No but a data collection process is in development

ASK ALL- SINGLE ANSWER

Q15. After taking Mandatory Harassment, Abuse and Discrimination (HAD) training, I have increased knowledge of behaviours that constitute HAD.

- 1 Yes
- 2 No
- 3 Did not take training

ASK ALL- SINGLE ANSWER

Q16. How confident are you that employees of your organization actively strive to create a workplace free of Harassment, Abuse and Discrimination (HAD)?

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q17. My organization is using consultation and data to better understand the needs of female athletes.

- 1 Yes
- 2 No
- 3 Don't know

ASK ALL- SINGLE ANSWER. ROTATE STATEMENTS

Q18. Please indicate your level of agreement or disagreement with the following statements related to gender equity of Females and girls.

Our organization allocates resources to understanding the diverse needs of female athletes.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

Our organization intentionally designs sport programming to meet the diverse needs of female athletes.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

Our organization takes proactive measures in communications and media relations to promote equitable coverage of female athletes participating in our sport.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

ASK ALL- SINGLE ANSWER

Q19. How confident are you that members of your organization have increased their knowledge of the risks associated with doping in sport in the last 3 years?

- 1 Very confident

- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q20. How satisfied is your organization with the delivery of the Canadian Anti-doping Program by CCES in your NSO and its impact on your understanding of your NSO's roles and responsibilities in antidoping.

- 1 Very satisfied
- 2 Satisfied
- 3 Not very satisfied
- 4 Not at all satisfied
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q21. Please indicate your level of agreement or disagreement with the following statement.

I feel confident that Canadian National Team athletes are well informed on the risks of supplement use.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

ASK ALL- SINGLE ANSWER

Q22. Do you think there is match Manipulation in Canadian sport at the following levels?

Manipulation of sport competitions means an intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a sport competition with a view to obtaining an undue advantage for oneself or for others.

Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC, etc.)

Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior maritimes du Quebec/Quebec Maritimes Junior Hockey League, Ontario Hockey League, Western Hockey League)

International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)

University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)

- ₁ Yes
- ₂ No
- ₃ Don't know

ASK ALL- SINGLE ANSWER

Q23. Do you think there is corruption within Canadian sport bodies (e.g. national sporting organizations, clubs, professional league/businesses, etc.) at the following levels?

Corruption: Any illegal, immoral or unethical activity for the material gain of one or more parties involved in that activity.

Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC)

Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior majeure du Quebec/Quebec Junior Major Hockey League, Ontario Hockey League, Western Hockey League)

International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)

University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)

Federally funded organizations

- ₁ Yes

- 2 No
- 3 Don't know

ASK ALL- SINGLE ANSWER

Q24. How confident are you that Canadian athletes competing at the following levels are not doping?

Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC)

Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior majeure du Quebec/Quebec Junior Major Hockey League, Ontario Hockey League, Western Hockey League)

International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)

University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)

Elite youth sport (e.g., high school competitions, provincial level competitions, AAA hockey)

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q25. Please indicate your level of agreement or disagreement with the following statement.

Generally, I believe that sport in Canada is well governed.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree

- 5 Strongly disagree
- 6 Don't know

ASK ALL- Single

Q26. How Many full-time positions does your NSO have?

- 1-10
- 11-30
- 31 or more

That concludes the survey.

We thank you very much for taking the time to answer this survey, it is greatly appreciated. Please click on "Next" to save your answers.

A.2.3 High-performance athletes' questionnaire

Languages: English, French

Please select your language.

Veillez sélectionner votre langue.

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Your responses will be identified by a subject number and the researchers will not know your identity or your personal information. Review Leger's privacy policy: <https://leger360.com/privacy-policy/>

If you get interrupted while doing the survey, you **can click on the same link** to pick up right where you left off.

ASK ALL- SINGLE ANSWER – FLIP ROTATION

Q1A. Using the scale below, how do you feel about your life as a whole right now?

Very dissatisfied					Very satisfied					
<input type="radio"/> 0	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8	<input type="radio"/> 9	<input type="radio"/> 10

ASK ALL- MULTIPLE ANSWER – ROTATE 1-11

Q1. Please indicate if any of the following were barriers to your involvement in high-performance sport in Canada (select all that apply).

- ₁ Concern for my physical safety
- ₂ Concern I'd feel unwelcome
- ₃ Concerns about being the target of racism (Prejudice or discrimination directed against a person on the basis of their membership in a particular racial group.)
- ₄ Concerns about being the target of homophobia (Prejudice or discrimination against a person on the basis of their real or perceived sexual orientation.)
- ₅ Concerns about being the target of sexism (Prejudice or discrimination on the basis of sex.)
- ₆ Concerns about being the target of harassment (Persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.)
- ₇ Cost
- ₈ Transportation
- ₉ Anxiety
- ₁₀ Fear of judgment
- ₁₁ Fear of injury
- ₁₂ Other (please specify) _____
- ₁₃ There was no barrier to my involvement in high-performance sport

ASK ALL- SINGLE GRID – ROTATE STATEMENTS

Q2. During the last three years, did you experience any of the following in your sport?

K. Harassment (Persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.)
L. Abuse or maltreatment (including psychological, physical, and sexual maltreatment, neglect, grooming, and boundary transgressions.)
M. Diagnosed concussion
N. Non-diagnosed concussion
O. Doping (use of substances or methods to enhance athletic performance) or use of prohibited performance enhancing drugs
P. Any form of corruption (such as match manipulation, fraud, bribery, etc.)
Q. Mental health issues

R. Racism (Prejudice or discrimination directed against a person on the basis of their membership in a particular racial group.)
S. Homophobia (Prejudice or discrimination against a person on the basis of their real or perceived sexual orientation.)
T. Sexism (Prejudice or discrimination against women on the basis of sex.)

- ₁ Yes
- ₂ No
- ₃ Don't know

ASK IF Q2A (HARRASSEMENT) = 1 (YES) – OPEN

Q3a. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with harassment.

Please do not enter personally-identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

- Prefer not to answer

ASK IF Q2H (RACISM) = 1 (YES) – OPEN

Q3b. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with racism.

Please do not enter personally-identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

- Prefer not to answer

IF Q2I (HOMOPHOBIA) = 1 (YES) – OPEN

Q3c. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with homophobia.

Please do not enter personally-identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q2J (SEXISM) = 1 (YES) – OPEN

Q3d. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with sexism.

Please do not enter personally-identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q2H (Maltreatment/abuse) = 1 (YES) – OPEN

Q3E. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with abuse or maltreatment.

Please do not enter personally-identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q2E (Doping) = 1 (YES) – OPEN

Q3F. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with doping.

Please do not enter personally-identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q2F (Corruption) = 1 (YES) – OPEN

Q3G. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with corruption.

Please do not enter personally-identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

IF Q2G (Mental health) = 1 (YES) – OPEN

Q3H. Thinking only of your time in high-performance sport in Canada, please describe your experience(s) with mental health issues.

Please do not enter personally-identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

Prefer not to answer

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q4. Based on what you have seen, heard, or experienced, please indicate your level of agreement or disagreement with each of the following statements.

A.	Harassment (persistent behaviour that targets another person for the purpose of humiliation, threat, abuse, or insult.) is an overall problem in Canadian organized sport .
B.	Maltreatment is an overall problem in Canadian organized sport .
C.	Racism (prejudice or discrimination directed against a person on the basis of their membership in a particular racial group) is an overall problem in Canadian organized sport .
D.	Homophobia (prejudice or discrimination against a person on the basis of their real or perceived sexual orientation) is an overall problem in Canadian organized sport .
E.	Sexism (prejudice or discrimination on the basis of sex) is an overall problem in Canadian organized sport .
F.	Ageism (discrimination or prejudice based on a person's age) is a problem in Canadian organized sport .
G.	Concussion is a problem in Canadian organized sport .
H.	Doping (use of substances or methods to enhance athletic performance) is a problem in Canadian organized sport .
I.	Corruption (Any form of corruption such as match manipulation, fraud, bribery, etc.) is a problem in Canadian organized sport .
J.	Poor mental health is a problem in Canadian organized sport .
K.	Fair competition is prioritized in Canadian organized sport , creating an environment where equal opportunities for success are provided to all athletes.
L.	There is a sense of community and camaraderie in Canadian organized sport .
M.	Sportsmanship and ethical behaviour are strongly emphasized and upheld in Canadian organized sport .
N.	Inclusivity is actively promoted in Canadian organized sport , ensuring that individuals from diverse backgrounds feel welcome and valued.
O.	Well-being and health of athletes are prioritized in Canadian organized sport .

1 Strongly agree

- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q5. In thinking about your particular sport, please indicate your level of agreement or disagreement with each of the following statements.

A.	Harassment (persistent behaviour that targets another person for the purpose of humiliation, threat, abuse or insult.) is an overall problem in my particular sport .
B.	Maltreatment is an overall problem in my particular sport .
C.	Racism (prejudice or discrimination directed against a person on the basis of their membership in a particular racial group) is an overall problem in my particular sport .
D.	Homophobia (prejudice or discrimination against a person on the basis of their real or perceived sexual orientation) is an overall problem in my particular sport .
E.	Sexism (prejudice or discrimination on the basis of sex) is an overall problem in my particular sport .
F.	Ageism (discrimination or prejudice based on a person's age) is a problem in my particular sport .
G.	Concussion is a problem in my particular sport .
H.	Doping (use of substances or methods to enhance athletic performance) is a problem in my particular sport .
I.	Corruption (Any form of corruption such as match manipulation, fraud, bribery, etc.) is a problem in my particular sport .
J.	Poor mental health is a problem in my particular sport .
K.	Fair competition is prioritized in my particular sport , creating an environment where equal opportunities for success are provided to all athletes.
L.	There is a sense of community and camaraderie in my particular sport .
M.	Sportsmanship and ethical behaviour are strongly emphasized and upheld in my particular sport .
N.	Inclusivity is actively promoted in my particular sport , ensuring that individuals from diverse backgrounds feel welcome and valued.

O.	Well-being and health of athletes are prioritized in my particular sport .
----	---

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q5A. How confident are you that **coaches** at all levels of Canadian organized sport have been properly trained to help prevent the following in sport:

A.	Concussions
B.	Doping
C.	Corruption including match manipulation
D.	Mental health challenges
E.	Harassment
F.	Abuse and maltreatment
G.	Racism
H.	Homophobia
I.	Sexism
J.	Ageism

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q5B. How confident are you that **officials** at all levels of Canadian organized sport have been properly trained to help prevent the following in sport:

A.	Concussions
B.	Doping
C.	Corruption including match manipulation
D.	Mental health challenges
E.	Harassment
F.	Abuse and maltreatment
G.	Racism
H.	Homophobia
I.	Sexism
J.	Ageism

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q5C. How confident are you that **volunteers** at all levels of Canadian organized sport have been properly trained to help prevent the following in sport:

A.	Concussions
B.	Doping
C.	Corruption including match manipulation
D.	Mental health challenges
E.	Harassment
F.	Abuse and maltreatment

G.	Racism
H.	Homophobia
I.	Sexism
J.	Ageism

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER- ROTATE STATEMENTS

Q5D. How confident are you that **administrators** at all levels of Canadian organized sport have been properly trained to help prevent the following in sport:

A.	Concussions
B.	Doping
C.	Corruption including match manipulation
D.	Mental health challenges
E.	Harassment
F.	Abuse and maltreatment
G.	Racism
H.	Homophobia
I.	Sexism
J.	Ageism

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident

- 5 Don't know

ASK ALL- SINGLE ANSWER

Q6. How would you rate your understanding of the symptoms of a concussion?

- 1 Very knowledgeable
- 2 Knowledgeable
- 3 Not very knowledgeable
- 4 Not at all knowledgeable
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q7. If you suspected that you or another person sustained a concussion, how confident are you that you would know what to do?

- 1 Very confident
- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q8. Are you aware of tools and resources available to detect and manage concussions?

- 1 Yes
- 2 No

ASK ALL- SINGLE ANSWER

Q9. Have you increased your knowledge of the Canadian Guidelines on Concussion in Sport over the last 3 years?

- 1 Yes
- 2 No

ASK ALL- SINGLE ANSWER

Q10. Are you comfortable sharing your medical history of concussions (in full privacy and confidentiality) with coaches and sports organizations via a document (e.g. a health passport) to ensure measures are in place to protect your health?

- ₁ Yes
- ₂ No
- ₃ Don't know

ASK ALL- SINGLE ANSWER

Q11. Please indicate your level of agreement or disagreement with the following statement.

I trust Canadian athletes support personnel to know what to do if they suspect a participant sustained a concussion in sport.

- ₁ Strongly agree
- ₂ Somewhat agree
- ₃ Neither agree, nor disagree
- ₄ Somewhat disagree
- ₅ Strongly disagree
- ₆ Don't know

ASK ALL- SINGLE ANSWER

Q12. How confident are you that employees of your National Sport Organization (NSO) actively strive to create a training and competition environment free of Harassment, Abuse and Discrimination (HAD)?

- ₁ Very confident
- ₂ Confident
- ₃ Not very confident
- ₄ Not at all confident
- ₅ Don't know

ASK ALL- SINGLE ANSWER

Q13. How confident are you that you can identify Harassment, Abuse and Discrimination (HAD) behaviours in your training and competition environment or in your NSO?

- ₁ Very confident

- 2 Confident
- 3 Not very confident
- 4 Not at all confident
- 5 Don't know

ASK ALL- SINGLE ANSWER

Q14. Are you aware of your NSO's third-party mechanism to address allegations of harassment, discrimination and abuse?

- 1 Yes
- 2 No
- 3 Don't know

ASK ALL- SINGLE ANSWER

Q15. Do you have the information you need should you wish to lodge a complaint with your NSO's third party mechanism?

- 1 Yes
- 2 No
- 3 Don't know

ASK ALL- SINGLE ANSWER. ROTATE STATEMENTS A-C

Q16. Please indicate your level of agreement or disagreement with the following statements related to gender equity of girls and women in your sport.

A. My NSO makes a strong effort (consults and/or collects data) to understand the diverse needs of female athletes.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

B. My NSO intentionally designs sport programming to meet diverse needs of female athletes.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

C. My NSO takes proactive measures in communications and media relations to promote equitable coverage of female athletes participating in my sport.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

ASK ALL- SINGLE ANSWER

Q20. My knowledge of the risks associated with doping in sport has increased over the last 3 years.

- 1 Yes
- 2 No
- 3 Don't know

ASK ALL- SINGLE ANSWER

Q21. I understand my roles and responsibilities regarding doping in my sport.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree

- 6 Don't know

ASK ALL- SINGLE ANSWER

Q22. Do you think there is match manipulation in Canadian sport at the following levels?

Manipulation of sports competitions means an intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a sports competition with a view to obtaining an undue advantage for oneself or for others.

- A. Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC, etc.)
 - B. Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec Maritimes Major Hockey League, Ontario Hockey League, Western Hockey League)
 - C. International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)
 - D. University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)
- 1 Yes
- 2 No
- 3 Don't know

ASK ALL- SINGLE ANSWER

Q23. Do you think there is corruption within Canadian sports organizations (e.g. national sporting organizations, clubs, etc.) at the following levels?

Corruption: Any illegal, immoral or unethical activity for the material gain of one or more parties involved in that activity.

- A. Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC)
- B. Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec Maritimes Major Hockey League, Ontario Hockey League, Western Hockey League)
- C. International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)
- D. University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)

E. Federally funded organizations

- 1 Yes
- 2 No
- 3 Don't know

ASK ALL- SINGLE ANSWER

Q24. How confident are you that Canadian athletes competing at the following levels are not doping?

- A. Professional sport (e.g., National Hockey League, Major League Baseball, National Basketball Association, Canadian Football League, Mixed Martial Arts UFC)
 - B. Semi-professional sport (e.g., junior hockey leagues such as Ligue de hockey junior Maritimes Québec/Quebec Maritimes Major Hockey League, Ontario Hockey League, Western Hockey League)
 - C. International amateur sport (e.g., Olympics, Paralympics, World Cup, combat sports)
 - D. University/College sport (e.g., U-SPORT/Canadian Interuniversity's Sport, Canadian Collegiate Athletic Association/CEGEP competitions)
 - E. Elite youth sport (e.g., high school competitions, provincial level competitions, AAA hockey)
-
- 1 Very confident
 - 2 Confident
 - 3 Not very confident
 - 4 Not at all confident
 - 5 Don't know

ASK ALL- SINGLE ANSWER

Q25. Please indicate your level of agreement or disagreement with the following statement.

I feel confident that Canadian athletes are well informed on the risks of supplement use.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

ASK ALL- SINGLE ANSWER

Q26. Please indicate your level of agreement or disagreement with the following statement.

Generally, I believe that sport in Canada is well governed.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree, nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 6 Don't know

ASK ALL- SINGLE ANSWER – FLIP ROTATION

Q28. Please indicate your level of satisfaction or dissatisfaction with participating in sport.

Very dissatisfied						Very satisfied				
<input type="radio"/> 0	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8	<input type="radio"/> 9	<input type="radio"/> 10

Section Demographics

SHOW ALL

MESS. The following questions will be used to better understand how various athlete groups view and participate in sport.

While some of the categories below may be limited, please select the options that best describes you.

ASK ALL - SINGLE ANSWER

Q29. Please indicate which of the following age categories you belong to.

- 1 16-17
- 2 18-24
- 3 25-34
- 4 35-44
- 5 45-54
- 6 55-64
- 7 65 and older
- 8 Prefer not to answer

ASK ALL - SINGLE ANSWER

Q30. Which province or territory do you live in?

- 1 Alberta
- 2 British Columbia
- 3 Manitoba
- 4 New Brunswick
- 5 Newfoundland and Labrador
- 6 Northwest Territories
- 7 Nova Scotia
- 8 Nunavut
- 9 Ontario
- 10 Prince Edward Island
- 11 Quebec

₁₂ Saskatchewan

₁₃ Yukon

₁₄ Other (please specify) _____

ASK ALL - SINGLE ANSWER

Q31. What is your gender?

₁ Male

₂ Female

₃ Other (please specify) _____

Prefer not to answer

ASK ALL - SINGLE ANSWER

Q32. Are you an Indigenous person?

₁ Not Indigenous

₂ First Nations

₃ Métis

₄ Inuk (Inuit)

₅ Other

₋₆ Prefer not to answer

ASK ALL - MULTIPLE ANSWER

Q33. Which of the following best describes your ethnicity?

(Select all that apply.)

₁ White

₂ South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)

₃ East Asian (e.g., Chinese, Korean, Japanese, etc.)

₄ Southeast Asian (e.g., Filipino, Vietnamese, Cambodian, etc.)

₅ Middle Eastern, West and Central Asian (e.g., Iranian, Lebanese, Afghan, etc.)

- 6 Asian, other
- 7 North African (e.g. Egyptian, Moroccan, Algerian, etc.)
- 8 Black Caribbean (e.g., Jamaican, Haitian, Trinidadian/Tobagonian, etc.)
- 9 Black African (e.g., Nigerian, Ethiopian, Congolese, etc.)
- 10 Black, other
- 11 Latin American (e.g., Colombian, Salvadorian, Peruvian, etc.)
- 12 Other racialized person (specify):

- 8 Prefer not to answer

ASK ALL - SINGLE ANSWER

Q34. Are you a person living with a disability?

A person with a disability is a person who has a long-term or recurring impairment such as vision, hearing, mobility, flexibility, dexterity, pain, learning, developmental, memory or mental health-related impairments which limits their daily activities inside or outside the home such as at school, work, or in the community in general.

- 1 Yes
- 0 No
- 8 Prefer not to answer

IF Q38=1 - SINGLE ANSWER

Q35. Show if Q38 Yes disability

What type of disability?

Select all that apply.

- 1 Physical
- 2 Mental
- 3 Intellectual
- 4 Cognitive
- 5 Learning
- 6 Communication
- 7 Sensory

- 8 Other, please specify _____
- 8 Prefer not to answer

ASK ALL - SINGLE ANSWER

Q36. What is the language that you first learned at home in childhood and still understand?

If you no longer understand the first language learned, indicate the second language learned.

- 1 English
- 2 French
- 3 An Indigenous language
- 4 Other, please specify _____
- 8 Prefer not to answer

ASK ALL - SINGLE ANSWER

Q37. What is your sexual orientation?

- Heterosexual (straight)
- Homosexual (lesbian or gay)
- Bisexual
- Other [Specify]
- Prefer not to answer

That concludes the survey.

We thank you very much for taking the time to answer this survey, it is greatly appreciated. Please click on "Next" to save your answers.