

IX. DECISION

The Complaint Panel rules that:

1. The Respondent violated section 7(a) of Equestrian Canada's *Abuse Policy (Individuals)* by giving rise to emotional maltreatment.
2. The Respondent violated section 1(c) of the *Equestrian Canada Equestre Code of Conduct and Ethics* by giving rise to harassment.
3. The Panel imposes the following sanctions:
 - i. Pursuant to section 44 of the *Policy*, the Panel sanctions the Respondent to submit a written apology to ██████████. This is to be a genuine apology acknowledging the poor conduct on or about February 2022.
 - ii. Pursuant to section 44(f) of the *Policy*, the Panel sanctions the Respondent to a suspension from all EC activities for 5 days. This suspension will commence December 19, 2022, and will be in effect until December 23, 2022. The Respondent will be permitted to resume EC activities as of December 24, 2022.
 - iii. Pursuant to section 44(k) of the *Policy*, the Panel requires that the Respondent complete a course dealing with respect in sport. This should be done to the satisfaction of EC.

[44] The Panel thanks the Parties for their submissions.

Dated: December 13, 2022



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Complaint Panel