

For Publication

A hearing was held before an Independent Arbitrator on March 28, 2021.

The Arbitrator found that Mr. Charles Mather of Calgary, Alberta, from on or about January 2020 to August 2020, entered into a romantic relationship with an athlete, and was guilty of breaching Sections 5.7 and 6.3 (a), (b), (k) and (l) of the CWFHC Conduct Policy which states:

Section 5.7 of the CWFHC Conduct Policy reads:

The CWFHC Participants must not engage in an inappropriate, intimate or sexual relationship with an individual when in a position of power, trust or authority over the individual, even if all parties are consenting adults.

Section 6.3 of the CWFHC Conduct Policy reads, in part:

Coaches and Team Leaders engaged in CWFHC Activity shall:

- (a) demonstrate responsible leadership and adhere to the NCCP Code of Ethics;
- (b) act in the best interest of the athlete's development as a whole person...
- (k) maintain dignity in all circumstances, exercise self-control, and always comport themselves in a professional manner...
- (l) maintain professional boundaries with athletes and refrain from interacting with minor athletes on social media other than through a distinct professional account..."

After careful consideration of Mr. Mather's early admissions to the breach of the policy and self-removal from all coaching since November 2020, the following sanctions were ordered by the Arbitrator, including the publication of this summary.

1. That Mr. Mather is guilty of breaching Sections 5.7 and 6.3 (a), (b), (k) and (l) of the Conduct Policy.
2. That the following sanctions be imposed:
 - (a) Mr. Mather be banned from all coaching retroactive from November 2020 to September 2021;
 - (b) Mr. Mather be banned from coaching any weightlifting athlete under the age of 25 without the supervision of another coach or person approved by the Fédération until November 2025. Mr. Mather will be allowed to return to coaching if it is in the opinion of both a regulated health professional and the Fédération that he is able to safely do so;
 - (c) Mr. Mather cannot participate in any capacity in any weightlifting competitions sanctioned by the CWFHC retroactive from November 2020 to November 2021;
 - (d) Mr. Mather may never serve as a head coach in any capacity or team leader for Team Canada;
 - (e) Mr. Mather shall not have any contact with the athlete.

Weightlifting Canada Halterophilie notes that the athlete was not a minor when the admitted violation of the Conduct Policy took place.