

including selection, carding, discipline, negotiation of athletes' contracts, anti-doping measures, etc. The whole sports community agrees that athletes subject to the rules governing sport must also have their own rights recognized and respected.

From this perspective, the Task Force states that actions and decisions affecting athletes should be conducted in accordance with accepted standards of due process and natural justice. The Dubin Report further recommends the establishment of a grievance process for all sport-governing bodies because there are a number of areas for potential disagreement between athletes and sport organizations. The Dubin Commission believes that such a procedure, adjusted to the specific rules of the association and federation, would allow each athlete to receive a fair hearing from the NSO itself. There should also be a mechanism for an independent arbitration acceptable to both parties.

It is the view of the Sub-Committee that athletes, as well as coaches and others who work and participate in sport activities funded by the federal government, are entitled to fair treatment in their working relations, as recommended by the Task Force and the Dubin Commission. The Sub-Committee recommends:

- 10. That sports organizations and other federally funded bodies be required to see that athletes and others are fully informed of their rights and are not prejudiced in any way by exercising those rights.**

The Sub-Committee also endorses the Task Force's view with regard to athletes' rights and therefore recommends:

- 11. That the government require all bodies receiving federal funds to establish fair procedures in actions and decisions affecting athletes and others.**
- 12. That such procedures include a mechanism for the arbitration of disputes by an arbitrator who is independent of the parties to the dispute.**

The Sub-Committee recognizes that most NSOs have already established grievance procedures which give athletes a right of appeal within that jurisdiction. These procedures, however, do not generally provide for the independent arbitration of disputes as called for by the Task Force and the Dubin Commission. While the number of athletes with potential grievances may be minimal compared with the total number of athletes involved in the whole system, each athlete and participant in the system is entitled to the fundamental rights afforded all Canadians under federal jurisdiction, including the public servants who administer the funds.