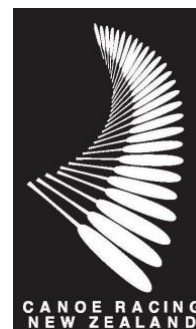


UPDATED NOTICE OF SPECIAL GENERAL MEETING

29 November 2021

Attn: CRNZ Member Clubs and Life Members



CRNZ SPECIAL GENERAL MEETING 22 DECEMBER 2021

This notice updates the notice issued on 22 November 2021, advising CRNZ member clubs that the CRNZ Board has requested a Special General Meeting (“**SGM**”) to be held on **22 December 2021** at 7pm.

The purpose of the SGM is to vote on the expulsion of Alan Thompson from the CRNZ membership.

Logistical Details

Date 22 December 2021

Time 7pm

Format Zoom videoconference

Online link: <https://us02web.zoom.us/j/86554007034>

Proposed Motions

Motion 1 (Special Resolution): That Motion 2 regarding the proposed expulsion of Mr Thompson be considered in this meeting, despite the fact that the motion was amended following notice of the SGM. This would be in accordance with rule 16.10 of the CRNZ constitution. In moving this motion it is recognised that the Chairperson has determined that it is still appropriate for this meeting to proceed despite this initial omission.

Motion 2 (Special Resolution): That Alan Thompson be expelled as a member of Canoe Racing New Zealand Incorporated on the basis that:

- (a) he has acted in a manner unbecoming of a Member or prejudicial to the objects or interests of CRNZ (or the sport of canoe racing in New Zealand), and/or brought the sport of canoe racing into disrepute by making inappropriate sexualised remarks to female athletes while acting in a capacity as a CRNZ Selector and Manager; and
- (b) he has brought CRNZ and/or the sport of canoe racing into disrepute by indecently exposing himself to a NZ representative female athlete while on tour in Europe in a capacity as the athlete’s coach.

Agenda

Item	Time
1. Welcome	5 Minutes
2. Motion 1 (Special Resolution)	5 Minutes
2. Motion 2 – expulsion of member (Special Resolution) <ul style="list-style-type: none">• Explanation of circumstances leading to Board resolution to seek expulsion• Opportunity for member to be heard	60 Minutes
3. Close	

Delegates

Clubs must please advise the CEO of their delegates by 21 December 2021 by emailing the **attached** form to Stacey.plowman@canoeracing.org.nz.

Background

In October 2020, CRNZ received three complaints regarding the conduct of a CRNZ member, Alan Thompson, towards female athletes.

Complaints Received

Two women alleged that Mr Thompson had made inappropriate sexualised remarks towards them. One of these incidents occurred in 1998, and the other in 2014. One of the incidents occurred overseas on a CRNZ tour, and the other at a competition in NZ. CRNZ will not disclose further details of these incidents at this time out of consideration for the privacy of these two complainants.

Around the same time, CRNZ received a complaint from a former athlete, Peggy Lockyer, that Mr Thompson had deliberately exposed himself to her whilst on tour in Europe in 1991. Mr Thompson was on tour with the team as coach of the NZ kayaking team. Ms Lockyer informed CRNZ that she had lodged a formal complaint at the time, but to her knowledge the complaint was not addressed or resolved.

Independent Investigation

On receipt of the complaints, CRNZ appointed Ms Victoria Casey QC as independent investigator via the SportNZ Independent Complaints Mechanism. The CRNZ Board suspended Mr Thompson's CRNZ membership pending resolution of the independent investigations. Mr Thompson denied (and continues to deny) that these incidents occurred.

The investigations regarding the inappropriate sexual remarks concluded in October 2021. Ms Casey QC found that the alleged conduct occurred, and that the conduct was unbecoming of a CRNZ member, and contrary to CRNZ's goals. The CRNZ Board accepts Ms Casey QC's findings.

The investigation into Mr Thompson exposing his genitalia to Ms Lockyer concluded on 24 November 2021. Ms Casey QC found that the incident occurred. Ms Casey QC also found that, although Ms Lockyer made a formal complaint upon her return from the tour, the process followed to address the complaint was inadequate and the complaint was left unresolved. Ms Casey QC noted the impact of the conduct on Ms Lockyer, and that the harm was aggravated and perpetuated by the fact that her complaint was not addressed at the time. The CRNZ Board accepts Ms Casey's QC's findings.

Based on Ms Casey QC's determinations, the CRNZ Board has resolved to seek Mr Thompson's expulsion from the CRNZ membership. In making this decision, the Board especially considered the following factors:

- The nature of the conduct, including the intent, the context and those present.
- The impact of the conduct on the female athletes.
- Mr Thompson's continued denial of the conduct and lack of remorse.
- Ensuring a safe environment for all athletes who participate in canoe racing and CRNZ activities, both in NZ and in CRNZ's care when on tour overseas.
- CRNZ does not condone or accept demeaning and/or sexually aggressive behaviour, particularly from those in positions of authority and/or power.

The CRNZ Constitution sets out that a member may be expelled only by Special Resolution of Members at General Meeting. As such, the Board has requested the CEO to call a SGM for 22 December 2021.

More information, including meeting procedure and voting will be provided to clubs closer to the time of the SGM. CRNZ anticipates that we will present further information to delegates at the SGM, and that delegates will have the opportunity to ask questions. As required by the CRNZ Constitution, Mr Thompson will have the right to be heard at the SGM.

CRNZ is committed to supporting the complainants through this process. To that end, we ask that members are mindful of this, and do not speculate or comment in the media about the identities of the two complainants who have chosen not to be named.

Complaints in Sport

The SportNZ Independent Complaints Mechanism has now been superseded by the [Sports and Recreation Complaints and Mediation Service](#) ("SRCMS"). The SRCMS is a safe and independent way for anyone engaged in sport and active recreation to lodge a complaint, issue or dispute and have it resolved in a timely manner. The service is free and is open to anyone involved in community sport and recreation as well as elite sport.

Questions or Media Enquiries

If members have questions regarding this notice or the SGM, please contact Tom Ashley (CEO) or Jan Shearer (Chair) – tom.ashley@canoeracing.org.nz. We request that any media enquiries are also directed to CRNZ, attn Tom Ashley.

**CANOE RACING NEW ZEALAND
2021 SPECIAL GENERAL MEETING DELEGATE FORM**

Club	
Club Contact Person	
Club Delegate	
Delegate Address	
Delegate Phone Number	
Delegate Mobile Number	
Delegate Email Address	
Signature of Club Officer	
Signature of Delegate (as acceptance to be Delegate)	

A form is to be completed for each delegate who wishes to attend.
Only one vote per Member Club. Therefore only one Club delegate can vote.

Notification of delegate forms should be emailed to stacey.plowman@canoeracing.org.nz

Delegate forms must be received by **5pm 21 December 2021**