

## NOTICE OF SPECIAL GENERAL MEETING

22 November 2021

Attn: CRNZ Member Clubs and Life Members



### CRNZ SPECIAL GENERAL MEETING 22 DECEMBER 2021

This notice advises 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 Alan Thompson be expelled as a member of Canoe Racing New Zealand Incorporated on the basis that 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.

#### Agenda

Item	Time
1. Welcome	5 Minutes
2. Motion to expel member (Special Resolution) <ul style="list-style-type: none"><li>• Explanation of circumstances leading to Board resolution to seek expulsion</li><li>• Opportunity for member to be heard</li></ul>	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](mailto:Stacey.plowman@canoeracing.org.nz).

#### Background

In October 2020, CRNZ received complaints alleging that a CRNZ member, Alan Thompson, had made inappropriate sexualised remarks to female athletes. One incident was alleged to have 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 the conduct at this time out of consideration for the privacy of the complainants.

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 either incident occurred.

Both investigations 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.

Based on Ms Casey QC's determinations, the CRNZ Board 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 remarks, including their 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 with supporting the complainants through this process. To that end, we ask that members do not speculate or comment in the media about the complainants' identity or details of the investigations.

## **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](mailto: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**

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

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](mailto:stacey.plowman@canoeracing.org.nz)

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