**Open Letter to Judo Quebec: Questions to Resolve**

1. **Discouragement of athletes by their respective clubs to train at their home clubs**
   * Clubs invest enormous energy and time in developing athletes. Athletes should be encouraged not discouraged to visit, train and mentor other athletes at their own clubs.
2. **Adjustment of Early Bloomer Rules**
   * **Approval Process for Early Bloomers**
     + Judo Quebec authorized Roman Semyrozum, son of the owner of Ippon, to fight as an U16 early bloomer in his first year of U14 while denying a similar request for Chloe Gill. Chloe Gill has participated in and won more tournaments than Roman Semyrozum by a substantial margin. This discrepancy raises concerns about potential discrimination against a female athlete or a political grudge against Judo Canada, unfairly penalizing an athlete. Transparency is essential in these decisions. Additionally, Roman Semyrozum was allowed to compete last year in U18 as a first-year U16. There is a need to clarify why these inconsistencies exist, the differences in the approval/denial process for each athlete, and what measures Judo Quebec is taking to ensure rules are enforced equally and equitably for all athletes.
   * **Standardization Across Provinces**
     + Athletes from other provinces must show they have undergone a rigorous approval process similar to Judo Quebec's to ensure alignment. Judo Quebec is under no obligation to recognize athletes from other provinces adhering to a lower standard. Maintaining a higher standard is necessary to avoid penalizing Quebec athletes. This inconsistency impacts Quebec athletes' ability to accumulate enough points to qualify for national championships, as out-of-province early bloomer athletes benefit from our development tournaments while our own athletes are denied the same opportunity.
3. **Transparency in Aleo Award Nominations**
   * What is the process for determining who Judo Quebec nominates for Aleo awards? The process should be transparent and public to all stakeholders.
4. **Favoritism Towards Certain Clubs**
   * There is a sentiment among the clubs that IPPON bullies Judo Quebec to their advantage. This is especially concerning as IPPON is effectively the landlord of Judo Quebec. A clear conflict of interest policy is needed to ensure a level playing field for all clubs.
   * On multiple occasions, we have witnessed IPPON skirt rules and requirements, giving them an unfair competitive advantage. Instead of focusing on a specific club like Ippon, we need to have a discussion on proper and equitable enforcement of the rules.
   * Here are some examples of the required transparency and rules enforcement:
     + If an exception is made for an under green belt and under-aged athlete to participate in a green-belt and up training communicate this to all clubs prior to the training along with an explanation or allow other clubs the same opportunity.
     + If it is required for an athlete or coach to register through Trackie for a in-person training and shows up onsite, deny them access. Make this clear.
     + Allow only certified coaches to coach at the chair in tournaments by implementing a wrist-band or ID Badge system.
     + Post which athletes have been granted early bloomer status with an explanation of the decision, the date they applied and the date they were accepted.
5. **Safety at Training Camps**
   * Judo Quebec has not been vigilant enough to ensure a safe environment for younger athletes. Some coaches aggressively coach their athletes, distracting their training partners from other clubs to gain a psychological advantage or to harm their training partners. Using foreign languages to distract training partners is also problematic. Aggressive coaches should be banned, and a strict code of conduct should be adopted and enforced.
   * Implement a system to identify athlete age groups when training in provincial camps. Athletes should be clearly identified as U12, U14, U16, etc. Early bloomers should be identifies as the higher age group they are qualified to participate in. It can be as simple as a band of tape on their belts.
6. **Abolishment of Mandatory Camps**
   * The camps are neither instructional nor beneficial for Quebec athletes and disrupt their routines. A complete overhaul and coaches' orientation are required to make these camps valuable for athletes.
7. **Parental Involvement**
   * Parents of minors should be allowed to ensure the safety of their children in a sport with inherent risks. The lack of supervision and control creates an unsafe environment for minors. Parents should be allowed to observe, with restrictions on interaction with athletes and adherence to a code of conduct.
8. **Clear Rules for Qualifications**
   * There is a lack of clear rules for qualifications for Jeux du Quebec, Canada Games, and other opportunities. Much of the documentation is contradictory, erroneous, or not clearly communicated to all stakeholders, allowing only a select group close to Judo Quebec to take advantage of these programs and opportunities.

I believe the vast majority of clubs would agree and support these measures.