

(2) the name, position or title and telephone number of the person in charge of the plan;

(3) job classes identified for the purposes of the plan, the number and proportion of women in each job class and, if applicable, the list of positions that are grouped together;

(4) the criteria used to identify predominantly female job classes or predominantly male job classes;

(5) a description of the method and tools selected to determine the value of job classes, the job evaluation plan or system, the factors applied and, if applicable, the subfactors, as well as the weighting applied to each of these factors and subfactors;

(6) a description of the value determination procedure, including the various steps and methods for collecting the information on positions and evaluating them;

(7) a description of the method selected for valuating differences in compensation, including the elements of remuneration which were taken into account, the identification of the predominantly female job classes that were compared, indicating, for each of the classes, the predominantly male job classes to which they were compared, and the differences in compensation;

(8) the measures taken by the employer to ensure that no element of the plan discriminates on the basis of gender and that all elements are applied on a gender neutral basis.

**2.** The report shall give the date on which the plan was established and, if applicable, the date of its completion and whether the compensation adjustments were made in whole or in part, and the dates of the payments.

**3.** The report shall indicate the date on which it was posted and, if applicable, the name of the certified association representing employees in the enterprise and the date on which the report was forwarded to the association.

It shall also indicate that an employee or certified association of the enterprise may, within 90 days of the posting, send observations or comments on the report to the Commission de l'équité salariale.

**4.** A report on a plan in progress on 21 November 1996 shall also indicate whether on that date, the plan is completed in respect of at least 50 % of the predominantly female job classes concerned or whether the determination of the value of job classes has begun, with the degree of completion of the plan.

**5.** The employer may also include any additional information respecting the pay equity or relativity plan that he deems relevant to ensure that the plan meets the conditions prescribed in section 119 of the Act.

## DIVISION II FORM OF THE REPORT

**6.** The report shall be typed or printed only on one side of the sheet.

Each subject dealt with shall have a separate heading.

**7.** A joint report may be forwarded by employers, referred to in section 120 of the Act, who have established a common pay equity or relativity plan in their enterprise.

The information that differs from one employer to another shall be provided in a separate schedule. Each schedule is deemed an integral part of the employer's report covered by that schedule and shall be posted with the report.

**8.** This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

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Gouvernement du Québec

### O.C. 686-98, 20 May 1998

An Act respecting safety in sports  
(R.S.Q., c. S-3.1)

#### Combat sports — Amendments

Regulation modifying the Regulation respecting combat sports

WHEREAS under the Act to amend the Act respecting safety in sports and other legislative provisions (1997, c. 79), the Régie des alcools, des courses et des jeux governs, since 1 April 1998, professional combat sports events, keeps the good reputation of those sports and ensures the safety and integrity of the participants and spectators;

WHEREAS subparagraphs 7 to 11 and 13 of section 55.3 of the Act to amend the Act respecting safety in sports and other legislative provisions, enacted by section 35 of Chapter 79 of the Statutes of 1997, provide

that the board may make regulations respecting the matters mentioned therein;

WHEREAS the Government approved the Regulation respecting combat sports by Order in Council 662-95 dated 17 May 1995;

WHEREAS at a plenary sitting held on 15 May 1998, the board made the Regulation modifying the Regulation respecting combat sports in order to establish standards according to which a sports event of a new combat sport called “mixed boxing” may take place;

WHEREAS under section 55.3 of the Act, a regulation made by the board shall be submitted to the Government for approval;

WHEREAS under section 12 of the Regulations Act (R.S.Q., c. R-18.1), a proposed regulation may be made without having been published if the authority making it is of the opinion that the urgency of the situation requires it;

WHEREAS under section 18 of that Act, a regulation may come into force on the date of its publication in the *Gazette officielle du Québec* where the authority that has made it is of the opinion that the urgency of the situation requires it;

WHEREAS the Government is of the opinion that the urgency due to the following circumstances justifies the absence of prior publication and such coming into force:

— the conclusion of an agreement in principle with an aboriginal community to the effect that combat sports events such as mixed boxing may soon take place on the reserve where the community lives;

— the intention to allow such sports events to take place on all the territory of Québec and the necessity for the sports events to take place in compliance with rules designed to ensure the safety and integrity of the participants and spectators as of the holding of the first sports event of mixed boxing;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Public Security:

THAT the Regulation modifying the Regulation respecting combat sports, attached to this Order in Council, be approved.

MICHEL NOËL DE TILLY,  
*Acting Clerk of the Conseil exécutif*

## Regulation modifying the Regulation respecting combat sports

An Act respecting safety in sports  
(R.S.Q., c. S-3.1, a. 55.3, par. 7 to 11 and 13;  
1997, c. 79, a. 35)

**1.** The Regulation respecting combat sports<sup>1</sup> is modified by the insertion of the following chapters after section 195:

### “CHAPTER II.1 MIXED BOXING

#### DIVISION I GENERAL PROVISIONS

**195.1** For the purposes of this Chapter:

“Mixed Boxing” means a combat sport during which contestants of the same sex fight standing or on the mat; when they fight standing, the contestants use kickboxing techniques unless modified in this Chapter; when they fight on the mat, the only permitted techniques are those described in this Chapter.

**195.2** Subject to the provisions of this Chapter, the provisions of this regulation applicable to kickboxing apply *mutatis mutandis* to mixed boxing, except sections 30, 37, 39, 56, paragraphs 2 to 4 of section 59, of sections 72, 79, 81 to 83, 87, 94, 103, 105, 106, 108, 110 to 112, 113, 116, 118 to 121, 124 to 130, 132, 134, 135 to 137, 139, 150, 154, 155, to the second paragraph of section 165, of sections 179, 180, of paragraph 5 of section 181 and of sections 182 to 195.

#### DIVISION II THE RING

**195.3** The organizer shall set up around the ring a safety perimeter that is 1 m (3 feet) wide.

**195.4** The organizer shall provide the necessary equipment to set up the ring and shall ensure that the ring meets the specifications of one or the other of the following rings:

1. the square ring: it shall be no smaller than 6 m x 6 m (20 ft x 20 ft) inside the ropes and shall respect the provisions described in paragraphs 2 and 10 of section 55; the safety perimeter’s floor around the ring shall be covered with a protective mat of “ensolite” or an equivalent material at least 5 cm (2 in) thick;

<sup>1</sup> The Regulation respecting combat sports was approved by Order in Council 662-95 dated 17 May 1995 (1995, *G.O.* 2, 2237) and has not been modified since.

2. the octagonal ring: it shall respect the provisions of paragraph 4° and 8° of section 55 and meet the following specifications:

a) the distance between 2 facing corners is 7.5 m (24 ft);

b) 8 posts of 1.7 m (5.5 ft) high in each corner of the ring are joined by a metal frame; the posts and frame shall be padded and covered with protective material;

c) a plastified metallic fence around the frame between each post;

d) the ring floor shall be covered with a protective mat of "ensolite" or an equivalent material at least 2.5 cm (1 in) thick and with a clean, stretched canvas;

e) one of the segment surrounding the ring shall have a door permitting the entry of the participants; the said door shall have an outside lock.

### **DIVISION III BANDAGES**

**195.5** When wearing bandages, they shall respect the provisions of division VIII of Chapter I.

### **DIVISION IV CONTESTANT'S RING COSTUME**

**195.6** Wearing a kimono or a ghi is permitted.

### **DIVISION V WEIGHT**

**195.7** A bout cannot take place when the difference in weight between the two contestants at the official weigh-in is greater than 6.85 kg (15 lbs.).

However, the first paragraph does not apply when the contestants' weight is greater than 88.45 kg (195 lbs.).

### **DIVISION VI PRESENCE IN CORNERS**

**195.8** Persons authorised to be in the corner shall designate 1 of their number to be the only person authorized to request that the referee stop the bout.

The name of the person thus designated shall be given to the referee before the bout begins.

### **DIVISION VII REFEREE AND OFFICIALS**

**195.9** Where a contestant has been knocked down, the referee shall instruct the opponent to retire to the farthest corner, which the referee shall indicate by pointing. He shall then pick up the timekeeper's count of knock down.

If the opponent does not remain in the designated corner, the referee shall stop the count until the opponent returns there and shall then resume the count from the point at which it was interrupted.

**195.10** Where a contestant falls to the ring mat as the result of a legal blow and the referee considers it to be a knock-down, the latter shall clearly indicate the count by marking off each second with a motion of his arm. If the contestant is still down when the count of 10 is reached or if the contestant is on his feet but is unable to continue the bout, the referee shall indicate a knock-out by crossing his arms above his head.

**195.11** Notwithstanding section 178, section 109 applies to a bout that takes place in a square ring.

**195.12** Where a contestant who has fallen to the ring mat as the result of a knock-down gets up before the count of 10 and falls again without receiving a blow, the referee shall resume the count from the point at which it was interrupted.

**195.13** Where a contestant receives a blow to the genitals or to the knee, the referee may interrupt the bout and allow up to 5 minutes for recovery.

If the contestant does not continue the bout after this delay, the referee shall:

1. following a blow to the genitals, indicate that the contestant has lost by abandonment;
2. following a blow to the knee, disqualify his opponent.

However, sweep with the sole of the foot or the upper part of the foot against his opponent's leg is permitted.

### **DIVISION VIII TIMINGKEEPING**

**195.14** An inspector shall time the duration of bouts and the counts at knock-downs.

**195.15** The timekeeper shall begin to count the seconds as soon as a contestant goes down.

He shall while referring to his timing device, indicate the seconds visibly and audibly until the referee picks up the count.

**195.16** The timekeeper shall notify the referee when the contestants are immobilized on the mat for more than 2 minutes.

**195.17** When a bout ends, the timekeeper shall inform the chief official of the exact duration of the bout.

## **DIVISION IX JUDGES**

**195.18** The judge shall base their decision on the effectiveness of the contestants, taking into account the following factors:

- (1) striking a blow to any vulnerable part of the body;
- (2) aggressiveness, as demonstrated by the contestant's forcing the fight during the round by making the greater number of attacks;
- (3) conspicuous ring generalship, that is, skill in swiftly taking advantage of all opportunities offered and the ability to cope with all situations as they arise, to foresee and neutralize the opponent's attacks and to adopt a style with the opponent is not particularly comfortable; and
- (4) defense by skillful evasions and parries;
- (5) the ability for a contestant to take down an opponent on the mat.

**195.19** Following the overtime period, up to 3 judges designated by the board, determine the winner of the bout.

## **DIVISION X DECISIONS**

**195.20** Where a contestant is cut as the result of an intentional blow, the offending contestant shall be disqualified.

**195.21** Where a contestant is cut as the result of an unintentional blow and the bout cannot go on by reason of the seriousness of the cut, the referee shall make a technical decision in favour of the contestant who is leading according to the judge.

Where the bout can go on, the referee may formally warn the offending contestant, depending on the seriousness of the blow. The referee shall inform the judge and the chief official that the cut has been caused by an

unintentional blow and that if the cut worsens as a result of a legal blow and causes the bout to be stopped, the decision must be rendered by the judge.

If the cut worsens as a result of an unintentional blow and causes the bout to be stopped, the referee shall make a technical decision favorable for the contestant who is leading according to the judge.

If the cut worsens as a result of an illegal blow and causes the bout to be stopped, the offending contestant shall lose by disqualification.

**195.22** Notwithstanding section 195.21, where circumstances described in that section occur within the first five minutes of the bout, the decision shall be a "technical draw".

**195.23** A contestant shall be disqualified if, according to the referee, he has committed an intentional foul.

**195.24** A contestant who repeats the same unintentional foul after 2 formal warnings from the referee, shall be disqualified. A formal warning shall be indicated to the contestant and the chief official.

**195.25** The referee may, for the safety of the contestant, perform a standing 8 count.

**195.26** If the referee does not declare a winner after the overtime period, the winner shall be determined by the judge.

## **DIVISION XI CHIEF OFFICIAL**

**195.27** Before giving the signal to begin a bout, the referee shall see that the physician, the judge and at least 1 timekeeper are present at ringside.

## **DIVISION XII FOULS**

**195.28** When the opponents are fighting, each of the following acts constitutes a foul:

1. attacking an opponent while holding the ropes or by using the fence of the ring to attack; however, using the ropes or fence of the ring to escape from a defensive position is permitted;
2. biting an opponent;
3. hitting or butting with the head;
4. ignoring the referee's instructions;

5. attempting to strike the opponent immediately after the referee has ordered "Break!" and before stepping back;
6. attacking the referee or behaving aggressively towards him;
7. hitting an opponent in the genitals or in the knee;
8. while in an offensive position, hitting an opponent who is on the mat;
9. attacking an opponent's eyes with the fingers;
10. clawing, pinching or scratching an opponent;
11. hitting an opponent in the throat;
12. hitting an opponent with any part of the body other than the fists or the feet;
13. pulling the opponent's hair;
14. deliberately hitting an opponent in the back or kidney area or hitting the back of the head or neck; a blow to the head behind the ear or on the side of the neck when the opponent turns his head to avoid the blow does not constitute a foul;
15. rubbing the laces of a glove against an opponent's face;
16. using crude or inappropriate language in the ring;
17. indulging in any unsportsmanlike conduct which could injure an opponent or be detrimental to the good name of mixed boxing;
18. refusing to fight;
19. hitting an opponent's eye with the thumb;
20. grabbing the opponent by the throat.

**195.29** The following techniques used to initiate a take down of an opponent on the mat constitute fouls:

1. making an opponent fall head first onto the mat;
2. using any part of the body other than the hands, arms, feet or legs, to make an opponent fall.
3. Hitting with any part of the body other than the fists or the feet.

**195.30** Where opponents are fighting on the mat, only arm or leg holds as well as strangulation are permitted. However, to escape from a defensive position, hitting an opponent with the back of the hand is permitted.

**195.31** Where a contestant has immobilized his opponent on the mat for a period of 2 minutes, the referee may order him to release his hold and have the bout resume standing.

#### **DIVISION XIV** **DURATION OF BOUT**

**195.32** The duration of the bout is of 10, 15 or 20 minutes. If after this period the referee has not declared a winner, the bout shall be extended for an overtime period of 5 or 10 minutes, after a 1, 2 or 3 minute break. The organizer must advise the board of duration he has determined, at the official weigh-in.

#### **CHAPTER II.2** **NON APPLICABLE PROVISIONS**

**195.33** Sections 1,3,6 to 8, 11 to 16, 18 à 22, 24, 26, 27, 38, 44, 47, 49, 50, 53, 54, 61, 62, 156, 163 to 169, 171 to 176, do not apply to persons who act as an organizer, a contestant, a manager, a trainer, a corner attendant, an official or a printer in a combat sport event occurring on the territory of a reserve where a native community, who concluded an agreement with Quebec's Government, resides."

**2.** This regulation comes into force on the day of its publication in the *Gazette officielle du Québec*.

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**M.O., 1998**

**Order of the Minister of Justice dated 13 May 1998**

Civil Code of Québec  
(1991, c. 64)

#### **Civil Marriage**

Rules respecting the solemnization of civil marriages

THE MINISTER OF JUSTICE

CONSIDERING article 376 of the Civil Code of Québec (1991, c. 64) which empowers the Minister of Justice to prescribe rules respecting the solemnization of civil marriages;