



## HARASSMENT POLICY

### Policy Statement

1. The KW Sertoma Speed Skating Club (KWSSSC) is committed to providing a sport environment which promotes equal opportunities and prohibits discriminatory practices.
2. Harassment is a form of discrimination. Harassment is prohibited by human rights legislation. Harassment is offensive, degrading and threatening. In its most extreme forms, harassment can be an offense under Canada's Criminal Code.

### Application

3. This policy applies to all KWSSSC directors, officers, volunteers, coaches, officials, athletes, and members of KWSSSC. It applies to harassment which may occur during the course of all KWSSSC business, competitions, activities and events.

### Definitions

4. The following terms have these meanings in this Policy:
  - a. Complainant refers to the person, who experiences harassment,
  - b. Respondent refers to the person against whom a complaint is made.
5. Harassment can generally be defined as comment or conduct, directed toward an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading or offensive.
6. Types of behaviour that constitute harassment include, but are not limited to:
  - a. written, physical or verbal abuse, threats, or outbursts
  - b. the display of visual material which is offensive or which one ought to know is offensive in the circumstances
  - c. unwelcome remarks, jokes, comments, innuendo, or taunts
  - d. leering or other suggestive or obscene gestures
  - e. condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
  - f. practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
  - g. any form of hazing where hazing is defined as "*Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior teammate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's*

*willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability.”*

- h. unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
  - i. unwelcome sexual flirtations, advances, requests, or invitations
  - j. physical or sexual assault
  - k. behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
  - l. retaliation or threats of retaliation against an individual who reports harassment to the KWSSSC
7. For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favours or other verbal or physical conduct of a sexual nature when:
- a. submitting to or rejecting this conduct is used as the basis for making decisions which affect the individual; or
  - b. such conduct has the purpose or effect of interfering with an individual's performance; or
  - c. such conduct creates an intimidating, hostile or offensive environment.
8. Types of behaviour that constitute sexual harassment include, but are not limited to:
- a. Sexist jokes
  - b. Display of sexually offensive material
  - c. Sexually degrading words used to describe a person
  - d. Inquiries or comments about a person's sex life
  - e. Unwelcome sexual flirtations, advances, or propositions
  - f. Persistent unwanted contact

### **Confidentiality**

9. KWSSSC recognizes that it can be extremely difficult to come forward with a complaint of harassment and that it can be devastating to be wrongly convicted of harassment. KWSSSC recognizes the interests of both the complainant and the respondent in keeping the matter confidential, except where such disclosure is required by law.

### **Complaint Procedure**

10. A person who experiences harassment is encouraged to make it known to the harasser that the behaviour is unwelcome, offensive and contrary to this policy.
11. If confronting the harasser is not possible, or if after confronting the harasser the harassment continues, the complainant should put his/her complaint in writing addressed to the President of KWSSSC.
12. Once the President has received the written complaint, it is his/her role to serve in a neutral, unbiased capacity in receiving the complaint and assisting in its resolution. If the President considers that s/he is unable to act in this capacity, the complainant shall be referred to another KWSSSC official.
13. If the President/official are unable to resolve the complaint, the complaint shall be referred to the Ontario Speed Skating Association for resolution under its Harassment Policy.

### **Approval**

14. This policy was approved by the KWSSSC Board of Directors on February 12, 2019.