

3.14 HARASSMENT POLICY

Ringette BC is committed to providing opportunities for every individual in Ringette to reach their potential. Ringette BC is therefore committed to providing an environment that prohibits discriminatory practices. Everyone engaged on behalf of Ringette BC is entitled to a harassment-free sport environment. Harassment is unacceptable and will not be tolerated. All incidents of Harassment under the jurisdiction of and reported to Ringette BC will be dealt with through the Discipline and Complaints Policy (Section 3.6).

Through the definition of harassment contained in the sections below, and the application of the Discipline and Complaints policy, Ringette BC intends to protect its athletes, volunteers, staff and those who act on behalf of Ringette BC from a hostile environment.

A. Application

- i. Ringette BC is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment, which promotes equal opportunities and prohibits discriminatory practices.
- ii. This policy applies to all individuals engaged in activities on behalf of Ringette BC or individuals employed by Ringette BC including but not limited to, Canada Winter Games team staff and athletes, Team staff and athletes who represent Ringette BC in competition, volunteers, Directors, Officials and administrators. There will be no tolerance of harassment by Ringette BC.
- iii. Ringette BC encourages the prompt reporting of all incidents of harassment, regardless of who the offender may be. Any reporting of an incident of harassment will be dealt with using the Discipline and Complaints Policy found in section 3.6 of this manual. Ringette BC will respond to allegations of harassment that have occurred during the course of authorized Ringette BC business, activities and events, including but not limited to competitions, training camps, identification camps, meetings and travel associated with these authorized activities.
- iv. Harassment allegations arising against persons participating at the League or club-Association level, but not within the jurisdiction of a sanctioned event or official Ringette BC event, shall be dealt with using the policies of the League and club-Association in whose jurisdiction the allegations take place (see Section 21).

B. Definition of Harassment

Harassment is behavior by a person that the person knew or reasonably ought to have known would cause another person to be humiliated or intimidated, and that persists after the harasser has been told to stop.

Harassment behavior may include comments, conduct or gestures which is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals or which creates an uncomfortable environment, or which might reasonably be expected to cause embarrassment, insecurity, discomfort, offense, or humiliation to another person or group, including, but not limited to:

- i. written or verbal abuse or threats;
- ii. physical assault;
- iii. unwelcome remarks, jokes, innuendoes, or taunting about a person's body, sexual orientation, attire, age, marital status, ethnic or racial origin, religion, etc.;
- iv. displaying of sexually explicit, racist or other offensive or derogatory material, sexual, racial, ethnic or religious graffiti;
- v. practical jokes, which cause awkwardness or embarrassment, endangering a person's safety or negatively affecting performance;
- vi. hazing or initiation rites;
- vii. leering or other suggestive or obscene gestures;
- viii. intimidation;
- ix. condescension or any other behavior which undermines self-respect or adversely affects performance or working conditions
- x. conduct, comments, gestures or contact of a sexual nature that is likely to cause offense or humiliation or that might, on reasonable grounds, be perceived as placing a condition of a sexual nature on employment or any opportunity for selection, training or advancement;
- xi. false accusations of harassment motivated by malice or mischief, and meant to cause other harm, is considered harassment;
- xii. sexual harassment, which is understood to be one or a series of incidents involving unwelcome sexual advances, requests for sexual favors, or other verbal conduct of a sexual nature:
 1. When such conduct might reasonably be expected to cause embarrassment, insecurity, discomfort, offense, or humiliation to another person or group;

2. When submission to such conduct is made either implicitly or explicitly a condition of employment;
 3. When submission to or rejection of such conduct is used as a basis for any employment decision (including, but not limited to, matters of promotion, raise in salary, job security, or benefits affecting the employee;
 4. When such conduct has the purpose or the effect of interfering with a person's work performance or creating an intimidating, hostile or offensive work environment.
- C. For the purposes of this policy, sport and/or workplace harassment can occur in the following places:
- i. At sporting events, competitions, and in training sessions;
 - ii. At the office;
 - iii. At ringette-related social functions;
 - iv. At the organization's business functions, such as meetings, conferences, training sessions, and workshops;
 - v. During work-related travel;
 - vi. Over the telephone; or
 - vii. Elsewhere if the person harassed is there as a result of sport or work-related responsibilities or a work-related relationship