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Membership Harassment, Bullying and Discrimination Policy

Details

Category: Policies

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Skaters **Coaches** **Parents** **Club/School Administrators** **Safe Sport**

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Terms used:

Board

The board of Directors of Skate Canada.

Club

A not-for-profit organization that is operating for the general purpose of providing Skate Canada skating programs and is managed by a volunteer board of directors.

Event

The name given to a group of skaters entered in a category. There may be one event per category or several events per category depending on the number of total entries. Each event is independent of the other events within the category.

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Membership

The state of being a Member. ()

Registrant

Includes (i) an individual who is registered by a Club or Skating School with Skate Canada and who is subject to all applicable rules, regulations and policies of Skate Canada but who is not a Member. (); and (ii) an individual who is engaged in any activity provided, sponsored, supported, sanctioned or recognized by Skate Canada and registered directly with Skate Canada but who is not a Member. ()

Section

As defined in Section 8.1 hereof [of the bylaws].

POLICY STATEMENT

- a. Skate Canada is committed to providing a skating environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in a respectful environment free from bullying, harassment and discrimination.

DISCRIMINATION

- b. Every Skate Canada registrant () is entitled to participate free from discrimination. Skate Canada strictly prohibits unlawful discrimination, including discrimination on the basis of race, colour, national place of origin, ancestry, sex (including pregnancy), religious beliefs, age, physical or mental disability, sexual orientation, gender identity or expression, family or marital status, or any other ground or characteristic protected under applicable provincial human rights legislation (“Protected Characteristics”).
- c. This policy addresses discrimination as contemplated by the applicable provincial human rights legislation. Under this policy, “discrimination” is differential treatment on the basis of Protected Characteristics. Discrimination may also be found where a requirement, qualification or factor exists that is not discriminatory on its face but results in the exclusion, restriction or preference of a group of persons who are identified by a prohibited ground of discrimination, and cannot be demonstrated to be reasonable and justified in the circumstances.

BULLYING AND HARASSMENT

- d. Harassment may relate to a form of discrimination set out in human rights legislation, but it does not have to. Discriminatory harassment includes harassment related to race, sex, religious creed, color, national origin, ancestry, disability or medical condition or age.
- e. Bullying and harassment are any behaviour that demeans, embarrasses, humiliates, or verbally abuses a person and that is known or would be expected to be known to be unwelcome. Prohibited conduct includes but is not limited to the following behaviours:
- (a) written or verbal abuse or threats, including swearing;
 - (b) intimidating conduct or gestures;
 - (c) unwelcome remarks, jokes, taunts;
 - (d) unwelcome physical contact;
 - (e) physical or sexual assault;
 - (f) vandalism of personal property;
 - (g) abuse of authority which undermines performance or threatens an individual's career;
 - (h) racial, religious or ethnic slurs;
 - (i) practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - (j) unwelcome sexual flirtations, advances, requests for sexual favours, or invitations, whether indirect or explicit;
 - (k) unwelcome comments, innuendo, taunting, or questions about a person's looks, body, attire, age, race, religion, sex, sexual orientation, or sex life;
 - (l) displays of pornographic, racist or other offensive or derogatory material;
 - (m) leering, whistling, or other suggestive or obscene gestures;

- (n) condescending, paternalistic or patronizing behaviour which undermines self-esteem, diminishes performance, or adversely affects the skating environment.
- f. Sexual harassment may be directed at registrants of the same sex or the opposite sex.
- g. This repetitive improper behaviour is insulting, intimidating, humiliating, malicious, degrading, or embarrassing. The improper behaviour does not have to be made with the intent to harass or discriminate, to be in violation of this policy.

APPLICATION OF THIS POLICY

- h. This policy applies to all registrants of Skate Canada, including officials, coaches, athletes, volunteers, section () Board () of Directors, club () Board () of Directors, and the Skate Canada Board () of Directors. Skate Canada encourages the reporting of all incidents of harassment, regardless of who the offender may be.
- i. This policy applies to discrimination, bullying and harassment which may occur at or during the course of any Skate Canada business or skating activity or event () (including business or skating activities or events () of registrant () organizations). It also applies to prohibited conduct occurring outside of those situations, when the harassment or bullying is occurring between persons covered by this policy, and the conduct adversely affects the Skate Canada skating environment.
- j. Every registrant () of Skate Canada has a responsibility to play a part in ensuring that Skate Canada's skating environment is respectful and free from discrimination, bullying and harassment. This means not engaging in, allowing, condoning, or ignoring behaviour which is contrary to this policy. In addition, any registrant () of Skate Canada who believes that a fellow registrant () of Skate Canada has experienced or is experiencing harassment is encouraged to notify Skate Canada.

COMPLAINTS

- k. An individual who believes he or she has been harassed has the right:
- (a) to file a complaint under Skate Canada's Membership () Complaints Policy, without fear of embarrassment or retaliation; and
 - (b) to contact the appropriate provincial human rights commission directly, if desired.

CONFIDENTIALITY

- l. Skate Canada understands that it can be extremely difficult to come forward with a complaint of discrimination, bullying or harassment, and that it can be devastating to be wrongly accused of such conduct. Skate Canada recognizes the interests of both the complainant and the respondent in maintaining confidentiality.
- m. Skate Canada shall maintain all records in a confidential manner, except to the extent that disclosure of any of this information is necessary for the purposes of investigating the complaint, or taking disciplinary and corrective action in relation to the complaint, or is required by law.