

SECTION 5.5 HARASSMENT POLICY:

5.5.1 The Waterloo Minor Soccer Club 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.

This environment should be free of harassment on the basis of race, national or ethnic origin, colour, religion, sex, sexual orientation, marital status, family status or disability

Harassment is a form of discrimination. Harassment is prohibited by the Canadian Charter of Rights and Freedoms and by Human Rights legislation in every province and territory in Canada.

This Policy applies to all directors, officers, employees, volunteers, coaches, officials, athletes and members of the Waterloo Minor Soccer Club.

Waterloo Minor Soccer Club encourages the reporting of all incidents of harassment, regardless of who the offender may be.

Notwithstanding this policy, every person who experiences harassment continues to have the right to seek assistance from their provincial Human Rights Commission even when steps are being taken under this policy.

38.2 Definitions

a) Harassment. Such behavior may be verbal, physical, deliberate, unsolicited, or unwelcome. It may be one incident or a series of incidents, it may include:

- behavior which is intimidating, hostile, abusive and/or abuse of power and authority
- verbal abuse or threats
- unwelcome remarks, jokes, innuendos, or taunting about a person's body, attire, age marital status, ethnic or national origin, religion, etc,
- the display of pornographic racist or other offensive or derogatory pictures..
- practical jokes which can cause awkwardness or embarrassment
- unwelcome invitations or requests, whether indirect or explicit or intimidating
- leering or other gestures
- condescension or patronization which undermines self respect
- unnecessary physical contact such as touching, patting, pinching punching
- physical assault.

b) Sexual Harassment The definition includes

Unwanted sexual attention of a persistent or abrasive nature made by a person who knows or ought reasonably to know, that such attention is unwanted and/or inappropriate

A sexual solicitation or advance made by a person who is in a position to confer any benefit on, or deny any benefit to, the recipient of the sexual advances.

A course of abusive and unwelcome conduct or comment made on the basis of sex, or sexual orientation when it has the purpose or effect of creating an intimidating, hostile, or offensive environment in which the person works

c) Child Abuse (Under 18) It includes:

- Neglect which endangers a child's welfare by failing to provide for physical, emotional or medical needs.
- Physical abuse which causes any intentional non accidental injury of a child.
- Emotional abuse which is damaging by whatever means of a child's self image by an adult responsible for the child's nurturing or learning. It results in a decrease in the child's feeling of personal worth and thus his or her ability to love, trust and feel at one with the human race.
- Sexual abuse which includes any manual, oral or genital, sexual contact or the use of any object for sexual touching or penetration or to any other explicitly sexual behavior that an adult imposes on a child by exploiting the child's vulnerability and powerlessness

NOTE: Any allegation or suspicion of sexual abuse must be reported to the appropriate Child and Family Services and/or agencies and the police.

38.3 Responsibility

The President and the Board of Directors of the Waterloo Minor Soccer Club are responsible for ensuring the implementation of this policy.

The policy of the Club includes:

- discouraging and preventing harassment within the Waterloo Minor Soccer Club and ensuring formal complaints of harassment are investigated in a sensitive responsible and timely manner
- imposing appropriate disciplinary or corrective measures when a complaint of harassment has been substantiated, regardless of the position or authority of the offender.
- providing advice to person's who experience harassment
- doing all in the Club's power to support and assist any employee or member of the Club who experience harassment by someone who is not an employee or member of the Club.
- making all members and employees of the Club aware of the problem of harassment and of the procedures contained in this policy.
- informing both complainants and respondents of the procedures contained in this policy and their rights under the law.
- regularly reviewing the terms of this policy to ensure that they adequately meet the legal obligations and public policy objectives of the Waterloo Minor Soccer Club.
- appointing harassment officers and providing the training and resources they need to fulfill their responsibilities under this policy and,
- appointing unbiased case review panels and appeal bodies and providing the resources and support they need to fulfill their responsibilities under this policy

Every member of the Waterloo Minor Soccer Club has a responsibility to play a part in ensuring that the soccer sport environment is free from harassment. This means not engaging in, allowing, condoning, or ignoring behavior contrary to this policy. In addition any member of Waterloo Minor Soccer Club who believes that a fellow member has experienced or is experiencing harassment is encouraged to notify a harassment officer appointed under this policy.

In the event that either the President or the Vice-President are involved in a complaint which is made under this policy, the Board shall appoint a suitable alternate for the purpose of dealing with the complaint.

ZERO TOLERANCE POLICY

The Waterloo Minor Soccer Club is a strong supporter of making sport safe for our youth. Over the last couple of years, verbal abuse directed towards referees has been a particular problem. Accordingly, the Waterloo Minor Soccer Club has set the following program to help ensure the safety and enjoyment of all.

POLICY

Any coach, parent, grandparent or guardian judged by the WMSC Discipline Board to be guilty of abusive conduct towards a game official during a WMSC House League game will be reprimanded in writing. A second conviction, during the same season will result in the member being restricted from all services rendered by the Club including attendance at all soccer activities within the Club. In extreme cases, as determined by the Discipline Board, a member may be reinstated subject to a review hearing.

POLICY PROCEDURES

When a game official feels that they are being abused, as per the scope of this policy, by either a coach or fan, the official will be allowed to suspend the playing of the game. If the abuse is physical, the game official is advised to inform the coaches that the game has been abandoned and then proceed with step 1.1.

The official will then verbally advise both coaches that the game has been stopped due to the abuse and inform both coaches as to the source of the abuse. If the source is one of the coaches, the official will advise the coach that the next occurrence of a similar nature will result in an abandonment of the game and that a report to the WMSC Discipline Board will be sent in for review. If the source is a fan, the appropriate coach will provide the official with the name of the fan and the coach must advise the fan that the next occurrence of a similar nature will result in abandonment of the game. Further, a report to the WMSC Discipline Board will be sent in for review. If the fan is not associated with either team, both coaches are asked to speak to the fan and ask the individual to leave.

Once the prescribed action in step 2 has been completed, the game will restart with a dropped ball between the two teams at the location where the play was stopped.

If the abuse continues, the officials will be allowed to stop any further playing of the game and advise the coaches that the game has been abandoned and that a special incidence report will be forwarded to the WMSC Discipline Board. The official must clearly indicate on the game sheet that the game was abandoned due to abuse.

- 1.1 The game official must contact either their Referee Coordinator or a member of the Executive to verbally report the incident within 24 hours.
- 1.2 A Special Incident report, with the assistance of the Referee Coordinator or a member of the Executive, if required, must then be forwarded to the WMSC within 72 hours.
- 1.3 The WMSC Discipline Board will then review and deal with the report as per their guidelines.
- 1.4 If the game was abandoned due to the conduct of a fan not associated with either team, the Executive will determine the status of the game.

If the game continues without any further incident, the game official is advised to inform their Referee Coordinator that the game was temporarily suspended due to abuse towards a game official.

Further, a note should be made on the game sheet.