



Waterloo Minor Soccer Club  
**Harassment Policy**

**May 2020**

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 that 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.

**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 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:**

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.



Waterloo Minor Soccer Club

## **Harassment Policy**

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):**

- Neglect which endangers a child's welfare by failing to provide for physical, emotional or medical needs'
- Physical abuse which causes any intentional nonaccidental injury of a child;
- Emotional abuse 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 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.

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

### **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 a 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;



Waterloo Minor Soccer Club

## **Harassment Policy**

- 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 sports environment is free from harassment. This means not engaging in, allowing, condoning, or ignoring behavior contrary to this policy. In addition, any member of the 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 that is made under this policy, the Board shall appoint a suitable alternate for the purpose of dealing with the complaint.