

Saskatchewan Athletics

Abuse & Harassment - Policies and Procedures

Purpose - Scope - Application:

Saskatchewan Athletics is committed to providing a sport and work environment, which promotes equal opportunities and prohibits discriminatory practices.

Harassment is a form of discrimination, which is prohibited by human rights legislation in Canada. In its most extreme forms, harassment can be an offence under Canada's Criminal Code.

This policy applies to, but not solely limited to, all employees as well as to all directors, officers, volunteers, coaches, athletes, officials and members of Saskatchewan Athletics. It applies to harassment, which may occur during the course of all Saskatchewan Athletics business, activities and events.

This policy shall not prevent a person in authority from taking immediate, informal, corrective, disciplinary action in response to behaviour that, in their view, constitutes a minor incident of harassment.

1. Standard of Behaviour:

Harassment is defined as conduct, which is insulting, intimidating, humiliating, offensive or physically harmful. Types of behaviour which constitute harassment and abuse include, but are not limited to:

- 1.1 unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex or sexual orientation.
- 1.2 condescending, patronising, threatening or punishing actions, which undermine self-esteem or diminish performance or endanger safety.
- 1.3 practical jokes, which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance.
- 1.4 unwanted or unnecessary physical contact including touching, patting or pinching.
- 1.5 unwelcome flirtation, sexual advances, requests or invitations.
- 1.6 any form of hazing.
- 1.7 any form of physical assault.
- 1.8 any sexual offence including sexual assault.

1.9 behaviours such as those described above which are not directed towards individuals or groups but which have the effect of creating a negative or hostile environment.

1.10 In the case of minors, abuse and neglect are defined in Saskatchewan's Child Protection legislation.

2. Abuse and Neglect of Minors:

2.1 When any member has a reasonable belief that a minor is being abused or neglected, he/she shall report this belief to authorities, pursuant to the provisions of the Act and shall advise the Executive.

2.2 Saskatchewan Athletics shall take no further action until such time as child protection authorities and/or police have concluded their investigation.

2.3 The matter shall then be dealt with as a disciplinary matter pursuant to this policy and the report of the investigation carried out by authorities may be used as evidence in these proceedings.

3. A Complaint:

3.1 A person who experiences harassment, any person who witnesses harassment, or any person who believes that harassment has occurred is encouraged to make it known to the harasser immediately that the behaviour is unwelcome, offensive and contrary to this policy.

3.2 If confronting the harasser is not possible, or if after confronting the harasser the behaviour continues, the person who has experienced the harassment, who has witnessed the harassment, or the person who believes that the harassment occurred should report the matter to an official of Saskatchewan Athletics immediately. For the purposes of this policy, an official is any person in a responsible staff or volunteer position with the Association (President, Vice President, Executive Director).

3.3 Once an incident has been reported, the role of the official is to serve in a neutral, unbiased capacity in receiving the report of the incident, advising the parents or guardians of the incident (if the person who has experienced the harassment is a minor), and assisting in an informal resolution of the complaint, where this is appropriate.

3.4 If the official considers that he/she is unable to act in this capacity, the complaint shall be referred to another official who is able and willing to assist.

4. Fact-Finding:

4.1 If informal resolution of the complaint is not appropriate or possible, and if the person who has experienced or witnessed the harassment, or who believes that harassment has occurred decides to pursue a formal complaint, the official shall receive this complaint and shall provide a copy to the Executive of Saskatchewan Athletics.

4.2 Once the complaint has been reported to the Executive of Saskatchewan Athletics, the Executive Director or an Investigative Committee appointed by the Executive shall then gather facts surrounding the incident by speaking directly with the complainant and the person against whom the complaint (the “respondent”) is made, and any witnesses who in the opinion of the official, might have relevant facts or observations about the incident.

5. **Further Procedures in resolving the dispute:**

Refer to Saskatchewan Athletics Dispute Resolution Policy, which outlines procedures in resolving disputes, whether arising from allegations of harassment or other misconduct.

Note:

1. ***Saskatchewan Athletics recognises the sensitive and serious nature of harassment and abuse and will strive to keep all matters relating to a complaint confidential. However, if required by law to disclose information, Saskatchewan Athletics will do so.***
2. ***Harassment is not to be confused with normal social interaction between two consenting adults.***