

CRSB Harassment Policy

CR Soccer BRYST FOOTBALL Club is committed to maintain the highest standard in terms of human rights, safety, and a harassment-free environment for its members. The policy shall apply to all Directors, staff, coaches, managers, convenors, referees, players, and volunteers.

The club will follow the Ontario Soccer policy, a copy of which is below.

The policy applies to harassment which may occur during all Club business, activities and events between individuals associated with the Club but outside business, activities and events when such harassment adversely affects relationships within the Club's work and sport environment.

CR Soccer BRYST FOOTBALL Club will:

- Adhere to the Harassment Policy of Ontario Soccer
- Regularly review the Club policy to ensure that it meets human rights obligations.
- Identify a Club Harassment lead.
- Maintain confidentiality of complaints and inquiries.
- Recognize the right of any person who experiences harassment to seek assistance from the Ontario Human Rights Commission.

Ontario Soccer 2020 Policy: Individual Responsibility and Harassment

Individuals have a responsibility to:

Maintain and enhance the dignity and self-esteem of Individuals and other persons by:

- Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, race or perceived race, nationality, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, class, marital status, family status, religion, political belief, physical or mental disability, economic status or source of income
- Focusing comments, criticism or disciplinary actions appropriately
- Demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
- Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory\\
- Treating individuals fairly and reasonably
- Adhering to Ontario Soccer and Affiliate Organization rules and policies and the spirit of those rules and policies

Refrain from any behaviour that constitutes **harassment**, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:

- Written or verbal abuse, threats, or outbursts
- The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances
- Racial harassment, which includes racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin
- Unwelcome remarks, jokes, comments, innuendo, or taunts
- Leering or other suggestive or obscene gestures
- Condescending or patronizing behaviour, which is intended to undermine self-esteem, diminish performance, or adversely affect working conditions
- Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- Hazing
- Retaliation or threats of retaliation against an individual who reports harassment to Ontario Soccer or an Affiliate Organization
- Bullying
- Offensive or intimidating communications, including social media
- Inappropriate use of social media
- Displaying or circulating offensive pictures, photographs, or materials in printed or electronic form
- Psychological abuse
- Discrimination
- Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning, or intimidating
- Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
- Retaliation or threats of retaliation against a person who reports harassment

Refrain from any behaviour that constitutes **violence**, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behaviour that it is reasonable to interpret as a threat to exercise physical force. Types of behaviour that are applicable to this section include, but are not limited to:

- Verbal threats to attack
- Sending to or leaving threatening notes or emails
- Making threatening physical gestures
- Wielding a weapon
- Hitting, pinching or unwanted touching which is not accidental
- Throwing an object
- Blocking normal movement or physical interference, with or without the use of equipment
- Any attempt to engage in the type of conduct outlined above

Refrain from any behaviour that constitutes **sexual harassment**, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:

- Sexist jokes
- Sexual violence
- Display of sexually offensive material
- Sexually degrading words used to describe a person
- Inquiries or comments about a person's sex life
- Unwelcome sexual flirtations, advances, requests, invitations or propositions
- Inappropriate sexual touching, advances, suggestions or requests
- Persistent unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- Physical or sexual assault

Abstain from the use of illegal drugs, or illegal or non-prescribed performance-enhancing drugs or methods.

Refrain from the use of power or authority to coerce another person to engage in inappropriate or unwanted activities

While acting in the capacity as either a coach or volunteer responsible for supervising activities and/or athletes, refrain from consuming recreational drugs, intoxicants or alcohol.

Respect the property of others and not willfully cause damage

Adhere to all federal, provincial, municipal and host country laws

Comply, always, with the Ontario Soccer and/or Affiliate Organization bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

Treat all other Individuals with respect

Report to Ontario Soccer or an Affiliate Organization any ongoing criminal investigation, conviction, or existing bail conditions involving yourself, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal substance