



### **BCSSA's Harassment Policy states:**

*There will be no tolerance of harassment within the BC Summer Swimming Association. The BC Summer Swimming Association 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.*

Under the policy, anyone with knowledge of abuse of a criminal nature or harassment is obligated to report it to the appropriate authorities.

Copies are available from either Club Presidents or the BCSSA office.

### **Harassment is defined as:**

Any comments, conduct or gestures which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals or which create an uncomfortable environment, or which might reasonably be expected to cause embarrassment, insecurity, discomfort, offense, or humiliation to another person or group, including, but not limited to:

1. Written or verbal abuse or threats;
2. Physical assault;
3. Unwelcome remarks, jokes, innuendoes, or taunting about a person's body, sexual orientation, attire, age, marital status, ethnic or racial origin, religion, etc.;
4. Displaying of sexually explicit, racist or other offensive or derogatory material, sexual, racial, ethnic or religious graffiti;
5. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
6. Hazing or initiation rites;
7. Leering or other suggestive or obscene gestures;
8. Intimidation;
9. Condescension, paternalism, or patronizing behaviour which undermines self-respect or adversely affects performance [or working conditions];
10. Conduct, comments, gestures or contacts of a sexual nature that are likely to cause offense or humiliation or that might, on reasonable grounds, be perceived as placing a condition of a sexual nature on employment or any opportunity for selection, training or advancement [or employment];
11. False accusations of harassment, motivated by malice or mischief, meant to cause other harm;
12. Sexual harassment.

## Sexual harassment is

One or a series of incidents involving unwelcome sexual advances, requests for sexual favours, or other verbal conduct of a sexual nature:

- ✘ When such conduct might reasonably be expected to cause embarrassment, insecurity, discomfort, offence or humiliation to another person or group;
- ✘ When submission to such conduct is made either implicitly or explicitly as a condition of advancement [or employment];
- ✘ When submission to or rejection of such conduct is used as a basis for any advancement decision; and
- ✘ When such conduct has the purpose or the effect of interfering with a person's [work] performance or creating an intimidating, hostile or offensive [work] environment.

## The Human Rights Act prohibits against discrimination based on:

- Race,
- Sex,
- Colour,
- Religion,
- Ancestry,
- Age,
- Place of origin,
- Political belief,
- Marital status,
- Family status,
- Sexual orientation,
- Physical or mental disability,
- Criminal or summary conviction unrelated to employment, or membership
- Because a person complains or is named in a complaint, etc., under the Human Rights Code.



**Harassment is degrading, embarrassing, humiliating and intimidating.**

**As an official, you can take these steps to stop harassment**

1. **Be vocal.** Don't tolerate harassment [e.g., sexually explicit pictures, racist, sexist, homophobic, or off colour jokes]. Challenge offensive behaviour when it occurs - let the person know that the behaviour is unwelcome, offensive and unacceptable. If the behaviour persists, document each occurrence, noting the specific behaviour, date, time, location, witnesses, action taken to stop the behaviour [e.g., who it was reported to].

2. **Be aware of your own behaviour** - Could a bystander observing you, or overhearing your jokes or comments, take offence?
3. **Get involved** as a volunteer - Be aware of your child's environment. Get to know the athletes, coaches, volunteers, and officials.
4. **Be familiar with the BCSSA's harassment policy and procedures.** Inform all members, coaches, volunteers, parents and officials about the organization's expectations regarding harassment. Know how to follow up on allegations of harassment. Get a copy of the BCSSA Harassment policy.
5. **Educate** athletes, parents, coaches, fellow officials and all others involved in the sport. [e.g., post educational material at practices and meets]. Intervene if you see someone engaged in harassment [e.g., 'I feel uncomfortable when you (describe behaviour) I believe that it may be harassment, and I expect that you will not engage in this behaviour again.'].]

**If you experience or observe harassment approach the individual to let them know that the behaviour is unacceptable and that you expect it to stop.**

**If the behaviour persists, or you are not comfortable intervening on your own behalf, **contact your club president for assistance.****