

## 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 opportunity and prohibits discriminatory practices.

This policy applies to all employees, volunteers, club members, coaches, athletes, officials, and anyone else directly involved in the association's activities. The BCSSA encourages the prompt reporting of all allegations of harassment, regardless of who the offender may be.

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

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, offence, 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 behavior which undermines self-respect of adversely affects performance (or working conditions);
10. Conduct, comments, gestures or contacts of a sexual nature that are likely to cause offence or humiliation or hat 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. Retaliation: Retaliation or threats involving harassment or discrimination cases are not tolerated in B.C.S.S.A and will be treated as harassment.
13. Sexual harassment.

Sexual Harassment is:

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

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

Natural Justice is:

**All investigations stemming from a complaint shall follow the principles of natural justice, which state that:**

1. Everyone has a right to a fair hearing in the course of determining whether an infraction has been committed;
2. The issues should be clearly and concisely stated so that the accused is aware of the essentials of the complaint.
3. The complainant/respondent has the right to have a representative present for his/her case;
4. All information must be available to both the Complainant and the Respondent and/or their representatives.
5. The complainant/respondent has the right to call witnesses;
6. The complainant/respondent has the right to ask questions through the Chair in order to request clarification.
7. The complainant/respondent has the right to a written decision following the judgement;
8. The complainant /respondent has the right to appeal a decision (if there are grounds)
9. The decision-making body has a duty to listen fairly to both sides and to reach a decision untainted by bias.

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, etc., under the Human rights Code

Possible effects of harassment include:

1. Stress
2. Acting out behavior
3. Diminished self-respect
4. Poor health (physical or mental)
5. Emotional pain
6. Unsafe environment
7. Decrease in ability to perform
8. Loss of interest in sport- drop out
9. Decreased self-esteem

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

As a member, 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). Challenging offensive behavior when it occurs- let the person know that the behavior is unwelcome, offensive and unacceptable. If the behavior persists, document each occurrence, noting the specific behavior, date, time, location, witnesses, action taken to stop the behavior (e.g., who it was reported to).
2. Be aware of your own behavior. 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 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 BCSSA's harassment policy.
5. Educate. Athletes, parents, coaches, fellow members and all others involved in the sport. (e.g., post educating material at practices and meets) Intervene if you've seen someone engaged in harassment (e.g. "I feel uncomfortable when you... I believe that it may be harassment and I expect that you will not engage in this behavior again.")

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

**If the behavior persists, or you are not comfortable intervening on your behalf, contact the BCSSA office for assistance.**

Haney Neptunes suggested route of comment:

1. Talk with the individual to let them know that their behavior is not acceptable,
2. Talk with a coach or member of the Executive (preferably Past president or president) first.
3. At a swim meet or water polo tournament, talk with the Meets referee, Meet manager or a Deck official.
4. Write your concerns down and submit to the Executive of the Club.
5. Contact BCSSA for assistance

Most concerns can and are best worked out at the time of the concern. Emotions, both good and bad, can run high at events such as swim meets and tournaments. Please THINK before you speak or act. It can make the difference between having a BREAT time or a lousy time for all concerned.

\*\*\*\*All policies of the Haney Neptunes Aquatic Club are available for review. Contact the President for most recent revisions.