



## HARASSMENT POLICY

### **Preamble**

1. Telemar Nordic is committed to providing opportunities for every individual involved in the sport of cross-country skiing to enjoy the benefits of this involvement – be they related to recreation, social interaction, physical fitness, competition, volunteerism or employment. Harassment, in its various forms, can interfere with the achievement of this objective
2. Harassment is a type of discrimination. It is prohibited by the Canadian Charter of Rights and Freedoms and by human rights legislation in every province and territory of Canada. In its most extreme forms, harassment can be an offence under Canada's Criminal Code.

### **Aim**

3. The aim of this document is to state the Telemar Nordic policy on harassment and describe how it will be implemented at the provincial level.

### **Definitions**

4. **Harassment.** Harassment takes many forms, but can generally be defined as behaviour – including comments and/or actions – which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or to groups of individuals, or which creates an uncomfortable or hostile environment. Harassment pertains in particular to behaviour that discriminates on the grounds of race, ancestry, place or ethnicity of origin, colour, citizenship, creed (religion), gender, sexual orientation, gender identity, gender expression disability, age, marital/family status or record of offence. The existence of harassment is determined by the reasonable perception or reaction of the person or persons who feel harassed, rather than on the intent of the perpetrator. Harassment may include, but is not limited to:
  - a. written or verbal abuse or threats;
  - b. racial or ethnic slurs;
  - c. unwelcome remarks, jokes, innuendoes or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion, gender identity, or gender expression, or sexual orientation;
  - d. displaying of sexually explicit, racist or other derogatory material which is offensive or which one ought to know is offensive;

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- e. unwelcome flirtations, advances, sexual comments or invitations, whether indirect or explicit;
- f. unwanted physical contact such as touching, kissing, patting or pinching;
- g. leering (offensive staring), or other obscene or suggestive gestures; and
- h. practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance.

Note: It is recognized that there may be a certain amount of physical contact inherent in coaching athletes. Such contact may be related to teaching a new skill, spotting or other safety issues. This type of physical contact is not considered to be harassment, providing that it is welcomed by the athlete. If the athlete indicates that the touching is unwelcome, it must stop. Otherwise it will be considered harassment.

- 5. **Reprisal/Retaliation.** Reprisal/retaliation is defined as action or behaviour directed towards an individual who has complained of being harassed, who has reported witnessing harassment or who has otherwise been involved in a harassment complaint or investigation. Reprisal/retaliation is generally initiated with the intent to intimidate, threaten, humiliate, exact revenge or adversely affect the performance or working conditions of an individual. Reprisal/retaliation may include, but is not limited to, situations in which an individual involved in a harassment proceeding is:

- a. improperly denied or threatened with the withholding of promotion, advancement, training or other related opportunities or benefits (e.g. team selection); or
- b. improperly disciplined or threatened with disciplinary action, or dismissed or threatened with dismissal.

### **General Policy Regarding Harassment**

- 6. Telemark Nordic will not tolerate or condone any form of harassment, including reprisal/retaliation.
  - 7. Telemark Nordic is committed to encouraging a supportive sport environment and respectful work place. Proactive measures will be taken to prevent or discourage harassment within the Club.
- a. communicating, publicizing and emphasizing the principles contained in this policy;
  - b. incorporating harassment awareness into the orientation (or, in the case of coaches, training) provided to all persons occupying positions of authority within the Club.

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c. Developing and implementing a formal harassment complaint and investigation procedure

8. Individual members of Telemark Nordic who perceive that they have been harassed will be provided with assistance and have the right to seek redress within the Club without fear of reprisal/retaliation. Members who perceive that they have been harassed retain the right to seek assistance externally, including recourse to the provincial human rights tribunal, even when action has been initiated within the Club.
9. Complaints will be addressed in a sensitive, responsible and timely fashion, with due regard to confidentiality.

### **Confidentiality**

Telemark Nordic recognizes that it can be extremely difficult to come forward with a complaint of harassment, and that it can be devastating to be wrongly accused of harassment. Therefore, in the interests of both the complainant and respondent, harassment complaint proceedings conducted by Telemark will be treated as confidential to the greatest extent possible, consistent with each party's right to a procedurally fair process.

### **Reporting Harassment**

Members who believe they are being harassed should seek the advice the Club president or another trusted person in a position of authority. Alternatively, there are four possible courses of action:

- a. they may confront their alleged harasser and inform him/her that the behavior in question is offensive and contrary to the policy of Telemark Nordic; if this option is exercised and the behaviour ceases, they may elect to take no further action;
  - b. in addition to confronting the person whose behaviour is offensive, they may immediately report the behaviour to the President or another member of authority.
  - c. if they are uncomfortable with confronting the person whose behaviour is offensive, they may report the behaviour directly to the President or another person of authority.
10. Members who witness behaviour that may constitute harassment affecting another Club member, or who otherwise become aware that harassment caused by a member may be taking place, are encouraged to report the behaviour to the President or another person of authority.

The CCBC policy can be found at: [www.crosscountrybc.ca/sites/default/files/documents/Harassment Policy 03.pdf](http://www.crosscountrybc.ca/sites/default/files/documents/Harassment%20Policy%2003.pdf)