

# TNC-pol-04

## Harassment Policy

### Purpose

To state the Telemark Nordic policy on harassment and describe how it will be implemented at the provincial level.

### Preamble

Telemark 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

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.

### Definitions

**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 are offensive;
- 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.

**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**

Telemark Nordic will not tolerate or condone any form of harassment, including reprisal/retaliation.

Telemark Nordic is committed to encouraging a supportive sport environment and respectful workplace. 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 training provided to all persons occupying positions of authority within the Club.