

HARASSMENT POLICY

The club and all its officials shall avoid all forms of harassment, as defined by the [CANADIAN HUMAN RIGHTS COMMISSION](#).

Harassment defined: Harassment is a form of discrimination. It includes any unwanted physical or verbal behaviour that offends or humiliates you. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.

All parties of FC Tigers have a responsibility to:

A. Refrain from any behaviour that constitutes harassment, where harassment is defined according to the Canadian Human Rights Commission as a form of discrimination that involves any unwanted physical or verbal behaviour that offends or humiliates. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.

B. Types of behaviour that constitute harassment include, but are not limited to:

1. Written or verbal abuse, threats, or outbursts;
2. The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances;
3. Unwelcome remarks, jokes, comments, innuendo, or taunts;
4. Leering or other suggestive or obscene gestures;
5. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect conditions of participation;
6. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
7. Any form of hazing;
8. Retaliation or threats of retaliation against an individual who reports harassment;
9. Bullying;
10. Offensive or intimidating phone calls, texts, voice mails or emails;
11. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
12. Psychological abuse;

13. Discrimination;
14. Words, actions or an environment which is known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating; and
15. Behaviours such as described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment.

C. 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:

1. Verbal threats to attack;
2. Sending or leaving threatening notes, texts, voice mail or emails;
3. Making threatening physical gestures;
4. Wielding a weapon;
5. Hitting, pinching or unwanted touching which is not accidental or deemed to be generally accepted as a part of sport participation;
6. Throwing an object in the direction of someone;
7. Blocking normal movement or physical interference, with or without the use of equipment; and
8. Any attempt to engage in the type of conduct outlined above.

D. 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:

1. Sexist jokes;
2. Sexual violence;
3. Display of sexually offensive material;
4. Sexually degrading words used to describe a person;
5. Inquiries or comments about a person's sex life;
6. Unwelcome sexual flirtations, advances, requests, invitations or propositions;
7. Inappropriate sexual touching, advances, suggestions or requests;

8. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing; and
9. Physical or sexual assault.