



## HARASSMENT POLICY

### **Policy Purpose:**

Woolwich Youth Soccer Club (WYSC or the “Club”) is committed to providing a healthy and safe work environment for all employees and members. This policy details the Club requirements for the reporting and handling of all complaints of harassment.

### **Scope:**

This policy applies to all employees, Officers, Directors, coaches, game officials, players, and members of the Club and during the course of all Club business, activities and events. Per the Ontario Soccer Harassment Procedure, harassment is generally defined as a comment or conduct, directed towards an individual, group of individuals or the Club as a whole, which is insulting, intimidating, humiliating, malicious, degrading or offensive.

**Definitions:** Harassment: Any comment, conduct, or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive. It includes, but is not limited to:

- Sexual harassment (comments or actions based on sex, sexual orientation, gender identity or gender expression that are unwelcome or should be known to be unwelcome)
- Verbal or written harassment (the excessive use of language to undermine someone's dignity and security through insults or humiliation, in a sudden or repeated manner.)
- Discriminatory actions or words that create an intimidating or offensive environment (based on race, religion, national/ethnic origin, colour, age, gender, sexual orientation, marital and/or family status, disability, etc.)

- Retaliation (interference, coercion, restraint, or reprisal directed against any person opposing or complaining of harassment)
- Unlawful harassment (e.g. physical or sexual assault)
- Quid Pro Quo Harassment (giving or asking for something in exchange for something else)

**The Club is committed to:**

1. Providing a safe and respectful environment, free of physical violence and harassment.
2. Creating an environment where acts of harassment by or to employees, Officers, Directors, coaches, game officials, players and members of the Club are not tolerated.
3. Maintaining confidentiality for both the party alleging the infraction and the alleged infracting party in all complaints of harassment, except where disclosure is required by law or is in the best interest of the public.
4. Meeting all legal and regulatory requirements under the Occupational Health and Safety Act regarding workplace violence and harassment.

**Policy and Practice Requirements:**

- The Club formally adopts and adheres to the Ontario Soccer Harassment Procedure.
- All incidents of harassment to or by employees, Officers, Directors, coaches, game officials, players, and members of the Club are to be reported to the Club President.
- Reports of harassment should be in writing and will be addressed in accordance to the Ontario Soccer Harassment Procedure.

<b>Harassment Policy</b>			
<b>Effective Date</b>	<b>Last Revised Date</b>	<b>Review Cycle</b>	<b>Next Review Date</b>
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