



Discrimination & Sexual Harassment Policy

New England Youth Tackle Football Inc. (NEYT) is committed to providing an inclusive and welcoming environment for all members of our community and to ensuring decisions is based on individuals' abilities and qualifications. NEYT also strives to provide a safe environment for its members and to protect the opportunity of its members to participate in our sports in an atmosphere that is free of harassment and abusive practices. Consistent with this principle and applicable laws, it is therefore the NEYT's policy not to discriminate its players, coaches, referees, employees or members on the basis of race, color, gender, national origin, age, religion, creed, disability, sexual orientation, gender identity or gender expression. Furthermore, NEYT will not tolerate or condone any form of harassment or abuse of any of its members including coaches, officials, directors, parents, athletes, or volunteers-or any other persons-while they are participating in or preparing for any NEYT activity or event conducted under the auspices of the NEYT. Such a policy ensures that only relevant factors are considered, and that equitable and consistent standards of conduct and performance are applied.

Harassment

Harassment is defined in various sources such as case law, state, legislation, sports organization and professional association codes of conduct and training manuals, corporation and workplace documents, and human rights commission materials. NEYT has not adopted any specific definition of harassment, choosing instead to defer to such general sources and definitions for reference and application, depending upon the circumstances. The following, however, presents a general overview:

- a. **Behavior:** Any improper or inappropriate comment, action, or gesture directed toward a person or group that is related to race, ethnicity, national origin, religion, age, gender, sexual orientation, disability, or other personal characteristics.
- b. **Environment:** Creation of an environment through behavior or course of conduct that is insulting, intimidating, humiliating, demeaning, or offensive.

Harassment usually occurs when one person engages in abusive behavior or asserts unwarranted power or authority over another, whether intended or not. It includes, for example, name-calling, taunts, threats, belittling, unwelcome advances and requests for sexual favors, as well as, undue pressure to perform or succeed. Harassment includes child abuse. Bullying would constitute harassment whether that was done in person and/or by any social media, texting, calling or other means.

Hazing, Touting & Bullying

Hazing is any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person's willingness to participate.

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Both kids who are bullied and who bully others may have serious, lasting problems.

Taunting is to intentionally annoy and upset someone by making unkind remarks to them, insulting them or laughing unkindly, etc.:

Violations of Harassment, Hazing, Touting & Bullying & Abuse Policy

Any person in violation of this policy statement will be subject to disciplinary action in accordance with the Zero Tolerance Policy and M.G.L. Chapter 269 – "Hazing". Any person convicted of child abuse in a court of law shall be permanently banned from running for or holding any position within the NEYT.

Retaliations or Threats of Reprisal

Retaliation or threats of reprisal against an individual for filing a complaint under this policy or for participating or assisting in any procedure under the policy will be considered harassment for the purpose of this policy.