



# Policy – Harassment

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## PURPOSE

Gorge is committed to maintain the highest standard in terms of human rights, safety and a harassment-free environment for its Members. This policy shall apply to all Executives, Directors, Officers, Coaches, Referees, Convenors, Managers, Players, Members or Registrants, Volunteers and such like persons.

## POLICY

This policy applies to harassment (defined below), which may occur during the course of all Club business, activities and events and between individuals associated with the Club but outside business, activities and events when such harassment adversely affects relationships within the Club's work and sport environment.

### Gorge shall:

- adhere to the Harassment policy as laid down by the BC Soccer Association (BCSA)
- regularly review the Club policy to ensure it meets human rights obligations
- identify a Club Harassment Lead (typically Director, Conflict Resolution)
- maintain confidentiality of complainants
- recognize the right of any person who experiences harassment to seek assistance from the provincial human rights commission

In keeping with this policy, Gorge encourages the reporting of all incidents of harassment to the Director Conflict Resolution or Vice-President. Reports should be in writing and will be addressed according to the BCSA's Harassment policy. Gorge adopts the BCSA's Harassment policy, which can be found here:

[http://www.bcsoccer.net/files/MemberService/RiskManagement/HarassmentPolicy\\_Mar2010.pdf](http://www.bcsoccer.net/files/MemberService/RiskManagement/HarassmentPolicy_Mar2010.pdf)

### Harassment:

Harassment is defined as conduct, gestures or comments which are reasonably considered insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions. Any of the different forms of harassment must reasonably be considered to be based on the grounds prohibited in human rights legislation, such as race, ethnicity, colour, religion, age, sex, marital



status, family status, disability, pardoned conviction and sexual orientation. Harassment may occur among anyone over the age of 12, between peers (i.e. player to player of the same age group, parent to official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (i.e. coach to player, sports administrator to employee). Harassing behaviours among children less than 12 years of age may be defined as Bullying.

### **Bullying:**

Bullying involves a person expressing their power through the humiliation of another person. Bullying describes behaviours that are similar to harassment, but occur between children under the age of twelve, or behaviours between youth or between adults that are not addressed under human rights laws. Bullies are typically cruel, demeaning and hostile towards the targets of their bullying. The issue of bullying is not addressed by the law; however, bullying behaviour is similar to harassment in that it is defined as hurtful interpersonal mistreatment of a person. Bullying can be broken down into four types;

- **physical** (hit or kick victims; take/damage personal property),
- **verbal** (name calling; insults; constant teasing),
- **relational** (try to cut off victims from social connection by convincing peers to exclude or reject a certain person), and
- **reactive** (engage in bullying as well as provoke bullies to attack by taunting them).

Any questions regarding this policy can be directed to [policy@gorgesoccer.ca](mailto:policy@gorgesoccer.ca).



## DOCUMENT CONTROL

Date	Change	Who
2015/02/27	Initial Policy document	Brad Hlasny