



<b>Policy Name:</b>	<b>SNRC Harassment Policy</b>
<b>Policy Owner:</b>	<b>Vice President Rowing</b>
<b>Date:</b> <b>Policy Version Number:</b>	<b>October, 2017</b> <b>1.0</b>

## Policy Description

# Harassment Policy

1. SNRC is committed to providing a positive sport and work environment where all individuals are treated with respect and dignity. An atmosphere free of bullying, harassment or discrimination promotes equality and the freedom to contribute to our growing club.
2. Harassment can be defined as any unwanted physical or verbal behaviour that offends or humiliates a person; it is considered by the Ontario Human Rights Code as a form of discrimination. This can occur when someone makes remarks that are known or ought reasonably to be known to be unwelcome including but not limited to your race, religion, age or disability.
3. Harassment also encompasses any comments or conduct that is known or ought reasonably to be known to be unwelcomed because of sex, sexual orientation, gender identity or gender expression.
4. Harassment includes any behaviour that constitutes hazing or initiation rites to ensure inclusion in a group or activity within the SNRC organization.
5. This policy applies to all organizers, coaches, umpires, athletes, team managers, volunteers, medical and paramedical personnel, employees and other members of SNRC when involved in a SNRC activity. It applies to any harassment that may occur during the course of all SNRC business, activities and events.

## Complaint Procedures

6. A person who experiences harassment (complainant) is encouraged to make it known to the harasser that the behaviour is unwelcome, offensive and contrary to the policies of SNRC. Sometimes the harassment is unintentional and can be stopped when the harasser is informed that the behaviour is offensive.
7. If confronting the harasser is not possible, or if after confronting the harasser the harassment continues, the complainant should request a meeting with the club president of SNRC. Once contacted by a complainant the role of the club president is to serve in a neutral, unbiased capacity in receiving the complaint and assisting in its informal resolution.
8. Where a person believes that a director, organizer, coach, umpire, athlete, team manager, volunteer, medical or paramedical personnel, employee or other member of SNRC has experienced or is experiencing harassment and reports this belief to the club president, the club president will meet with the person said to have experienced harassment and proceed in accordance with the following steps.
9. There are four possible outcomes to a meeting of a complainant and the club president:
  - 9.1. It may be determined that the conduct does not constitute harassment as defined in this policy, in which case the matter will be closed



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9.2. The complainant may decide to pursue an informal resolution of the complaint, in which case a mediator as agreed to by both the complainant and the harasser will assist the two parties to negotiate or mediate an acceptable resolution of the complaint

9.3. The complainant may decide to lay a formal, written complaint in which case the club president will receive the written complaint and inform the board of SNRC, which will appoint an Investigator to conduct an investigation of the complaint

9.4. The complainant does not wish to proceed with a formal complaint but the club president decides that the complaint is serious enough that there should be an investigation

10. If an investigation is warranted, then an investigator will be appointed as per the SNRC Discipline Policy, and at the conclusion of the investigation a written report will be submitted to the board, which will include a recommendation that:

10.1. No further action be taken because the complaint is unfounded or the conduct cannot reasonably be said to fall within the definition of harassment; or

10.2. The complaint has merit and should proceed to a Discipline Panel and follow the procedure as per the SNRC Discipline Policy

10.3. If the harasser is a co-worker, the decision of the report will be shared with the individual as well as the complainant

## Reference Documents

1. SNRC Club Rules
2. SNRC Discipline Policy
3. SNRC Athletes Code of Conduct
4. SNRC Code of Conduct - Coaches

**Approved By:**

K. Fuller