



Etobicoke Youth Soccer Club

Harassment Policy

DEFINITION:

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 is defined as Bullying and is subject to the EYSC Anti-Bullying Policy.

PURPOSE:

The Etobicoke Youth Soccer Club is committed to maintaining 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, athletes, Members, volunteers and any other such like persons.

POLICY:

This policy applies to harassment, 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.

The Etobicoke Youth Soccer Club shall:

- Adhere to the Harassment policy as laid down by the OSA.
- Regularly review the Club policy to ensure it meets human rights obligations.
- Identify a Club Harassment Lead.
- 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, EYSC encourages the reporting of all incidents of harassment to the Business Manager. Reports should be in writing and will be addressed according to the OSA's Harassment policy. EYSC adopts the OSA's Harassment policy, which can be found here:

<http://www.ontariosoccer.net/governing-documents-screening-harassment>