



# Harassment Policy

## 1. Purpose

The purpose of this policy is to define harassment and provide guidelines and procedures that apply to the Steinbach Skimmers Swim Club (SSSC).

## 2. Policy Statement

- a. SSSC, in exercising its responsibility as a non-profit sporting organization, endeavors at all times to provide an environment that is supportive of productivity, personal goals, dignity and self-esteem of every member. SSSC is committed to a healthy harassment-free environment. To this extent, SSSC has developed this policy with the intention of preventing harassment of its members and to deal quickly and effectively with any incident involving harassment.
- b. The policy of this Club is that harassment will not be tolerated. Members who harass other individuals during SSSC events and related activities will be disciplined.

## 3. What Constitutes Harassment

- a. "Harassment" means any objectionable conduct, comment or display, directed at a member, made on the basis of race, creed, religion, colour, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of birth or origin, and creates a risk to the health of the member. Harassment is any behavior that degrades, demeans, humiliates, or embarrasses a person, and that a reasonable person should have known would be unwelcome. It includes actions (i.e. touching, pushing), comments (i.e. jokes, name calling), or displays (i.e. posters, cartoons)
- b. Harassment can take place at any Club sponsored or supported event or outside of these in a situation connected to SSSC, such as at off-site meetings or trips
- c. Harassment will not be tolerated in any activities associated with SSSC
- d. "Sexual harassment" includes offensive or humiliating behavior based on a person's sex; behavior of a sexual nature that creates an intimidating, hostile or poisoned environment; or behavior that could reasonably be thought to put sexual conditions on a person's place within the club.
- e. "Bullying" is a form of harassment that will also not be tolerated



#### **4. What does Not Constitute Harassment**

Consensual banter where the people involved consent to what is happening and being said is not harassment. Appropriate performance reviews, counseling, motivation and discipline or coaching by an appropriate coach or board member is not harassment.

#### **5. Procedures Applying to Complaints of Harassment**

- a. If you are being harassed, the first thing to do is tell the person harassing you to stop, if you feel comfortable doing that. This can be done verbally or in writing
- b. If you feel unable to deal with him/her directly, you can speak to a coach or board member of SSSC.
- c. The Harassment Sub-Committee is lead by the Vice-President of the club and they can be made aware of concerns at any point
- d. Where an investigation identifies that harassment has occurred, the SSSC Harassment Policy will be followed to determine disciplinary sanctions.

#### **6. Confidentiality**

- a. SSSC will not disclose a complainant's or alleged harasser's name, or any circumstances about a complaint, to anyone, except where necessary to investigate the complaint, take disciplinary action' or where required by law. Board members involved in a complaint are reminded to keep all information confidential, except in the above circumstances

#### **7. Retaliation**

- a. Anyone who retaliates in any way against a person who has complained of harassment, given evidence in a harassment investigation or been found guilty of harassment, will be considered to have committed harassment and be penalized accordingly.

#### **8. Education**

SSSC commits to continuing the education of all it's members and Board of Directors, about this policy and harassment in general.



## 9. Penalties

Penalties where individuals are found to have participated in harassment will be recommended by the Harassment sub-committee and will be in accordance with the severity of the breach of this policy. Penalties may include but are not limited to:

- Written warning against further harassment and harassing behavior
- Request for a written apology to the harassed individual
- Removal from Swim Practice for offending swimmers without reimbursement for swim fees. Length of removal time will be dependent on the severity of the harassment as will be decided by the harassment sub-committee and Board of Directors
- Removal of Membership with the Club and forfeit of any swim fees paid.
- Permanent banning from future membership or association with the Club

Sport Manitoba and The Steinbach Skimmers look to Respect In Sport as guiding principles where appropriate. More information can be found at [www.respectinsport.com](http://www.respectinsport.com)