

Player Well-Being: Harassment, Abuse, and Bullying Policy

Stella Rossa Football Club (SRFC) provides an environment that supports participants' physical and emotional safety both on and off the field. We are committed to creating an environment in which everyone is treated fairly and with respect. We adhere to player/coach ratios that are in line with Ontario Soccer guidelines and we ensure no player is ever left alone without proper supervision, whether it is before, during or after a session.

SRFC supports development in physical, mental and social/emotional as recognized in our Technical Development Plan in alignment with LTPD.

Harassment Policy

At SRFC there is a no harassment, abuse and bullying policy in all programs. This policy involves contact and non-contact of all participants. SRFC and its Directors, Managers, Staff, Volunteers and Members must take the appropriate steps to ensure we safeguard and protect the participants.

SRFC follows the OSA Harassment Policy:

- The OSA is committed to providing an environment free of harassment, which is a form of discrimination, on the basis of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status or disability. The OSA shall cause to be established and maintained, a set of operating procedures, consistent with the Canadian Charter of Rights and Freedoms and Ontario's human rights legislation.
- Operating procedures developed under this policy shall apply to persons in leadership positions, officers, directors, team officials, game officials, administrators, volunteers, athletes and registrants of the OSA, but shall not apply in workplace harassment situations between employer-employee and employee-employee.

A person who experiences harassment is encouraged to seek the advice of a Harassment Officer. A person who experiences harassment shall continue to have the right to seek assistance from the provincial human rights commission, even when steps are being taken under this policy.

What is Harassment, Abuse and Bullying?

Harassment, abuse and bullying is any behaviour or action, verbal, nonverbal or sexual that causes another individual or group to feel intimidated, offended, discriminated against, embarrassed and/or humiliated at any time. This is not acceptable towards any stakeholder at SRFC and includes players, coaches, staff, directors, volunteers, parents and referees.

Harassment Definitions:

The following terms have these meanings in this Policy:

- a) "Complainant" – The Party alleging an infraction
- b) "Respondent" – The alleged infracting Party
- c) "Days" – Days including weekend and holidays

Harassment can generally be defined as a comment or conduct, directed towards an individual, group of individuals or Ontario Soccer organization as a whole, which is insulting, intimidating, humiliating,

malicious, degrading or offensive. Types of behavior which constitute harassment include, but are not limited to:

- a) Written or verbal abuse or threats;
- b) A display or the display of visual material which is offensive or which one ought to know is offensive;
- c) Unwelcome remarks, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion, ability, gender or sexual orientation;
- d) Leering or other suggestive or obscene gestures;
- e) Condescending, paternalistic or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- f) Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
- g) Any form of hazing;
- h) Unwanted physical contact including touching, petting, pinching or kissing;
- i) Unwelcome sexual flirtations, advances, requests or invitations;
- j) Physical or sexual assault;
- k) Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment;
- l) Retaliation or threats of retaliation against an individual who reports harassment; or
- m) Retaliation or threats against an individual based on difference of opinion.

For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature when:

- a) Submitting to or rejecting this conduct is used as the basis for making decisions which affect the individual;
- b) Such conduct has the purpose or effect of interfering with an individual's performance; or
- c) Such conduct creates an intimidating, hostile or offensive environment.

The Harassment Procedures for filing a complaint, and the ensuing procedures for the hearing, decision, sanctions, timelines and appeals adhere to the Harassment Procedures for said stages in Section 16 of the OSA Harassment and Screening document (pages 167 – 169).

http://assets.ngin.com/attachments/document/0120/1643/16_Screening_Harrassment.pdf

Examples of Bullying

Bullying is hurtful interpersonal mistreatment of an individual and can take place in four types:

- Physical – hitting, kicking, striking or damage to personal property
- Verbal – name calling, teasing, insulting etc.
- Relational – attempt to cut off victims from social connection by convincing others to exclude or reject a specific individual
- Reactive – taking part in bullying or provoking a bully with taunts

Academy Member's Duty to Report

All SRFC Directors, Managers, Staff, Volunteers, Parents and Players with reasonable grounds to suspect an individual is or may be suffering from harassment, abuse or bullying must immediately report this

suspicion and the factual information on which it is base to the proper authorities. This authority could be Director, Manager, Coach, Parent, Child and Family Services or the local police department.