

Athletics Yukon Harassment Policy and Procedures

POLICY STATEMENT

1. Athletics Yukon is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment, which promotes equal opportunities and prohibits discriminatory practices.
 - Harassment is a form of discrimination. Harassment is prohibited by the Canadian Charter of Rights and Freedoms and by human rights legislation in every province and territory of Canada.
 - Harassment is offensive, degrading, and threatening. In its most extreme forms, harassment can be an offence under Canada's Criminal Code.
 - Whether the harasser is a director, supervisor, employee, coach, official, volunteer, parent or athlete, harassment is an attempt by one person to assert abusive, unwarranted power over another.
 - Athletics Yukon is committed to providing a sport environment free of harassment on the basis of race, national or ethnic origin, color, religion, age, sex, sexual orientation, marital status, family status, disability, or pardoned conviction.
2. This policy applies to all employees as well as to all directors, officers, volunteers, coaches, athletes, officials, and members of Athletics Yukon. Athletics Yukon encourages the reporting of all incidents of harassment, regardless of who the offender may be.
3. This policy applies to harassment, which may occur during the course of all Athletics Yukon business, activities, and events. It also applies to harassment between individuals associated with Athletics Yukon but outside Athletics Yukon business, activities, and events when such harassment adversely affects relationships within the Athletics Yukon's work and sport environment.
4. Notwithstanding this policy, every person who experiences harassment continues to have the right to seek assistance from the territorial Human Rights Commission, even when steps are being taken under this policy

DEFINITIONS

5. Harassment takes many forms but can generally be defined as comment, conduct, or gesture directed toward an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading, or offensive.

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6. 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:
 - submitting to or rejecting this conduct is used as the basis for making decisions which affect the individual; or
 - such conduct has the purpose or effect of interfering with an individual's performance; or
 - such conduct creates an intimidating, hostile, or offensive environment.

7. Types of behavior which constitute harassment include but are not limited to:
 - written or verbal abuse or threats;
 - the display of visual material which is offensive or which one ought to know is offensive;
 - unwelcome remarks, jokes, comments, innuendo, or taunting about a person's looks, body, attire, age, race, religion, sex, or sexual orientation;
 - leering or other suggestive or obscene gestures;
 - condescending, paternalistic, or patronizing behavior, which undermines self-esteem, diminishes performance, or adversely affects working conditions;
 - practical jokes, which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - unwanted physical contact including touching, petting, pinching, or kissing;
 - unwelcome sexual flirtations, advances, requests, or invitations; or
 - physical or sexual assault.

8. Sexual harassment most commonly occurs in the form of behavior by males toward females; however, sexual harassment can also occur between males, between females, or as behavior by females toward males.

9. This policy uses the term "complainant" to refer to the person who experiences harassment, even though not all persons who experience harassment will make a formal complaint. The term "respondent" refers to the person against whom a complaint is made.

RESPONSIBILITY

10. The board of Athletics Yukon and coaches are responsible for the implementation of this policy. They shall take steps to:
 - discourage and prevent harassment within Athletics Yukon;

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- do all in their power to support and assist any employee or member of Athletics Yukon who experiences harassment by someone who is not an employee or member of Athletics Yukon; and
 - make all members and employees of Athletics Yukon aware of the problem of harassment, and in particular, sexual harassment, and of the procedures contained in this policy.
11. Every member of Athletics Yukon has a responsibility to play a part in ensuring that the Athletics Yukon sport environment is free from harassment. This means not engaging in, allowing, condoning, or ignoring behavior contrary to this policy.

CONFIDENTIALITY

12. Athletics Yukon understands that it can be extremely difficult to come forward with a complaint of harassment and that it can be devastating to be wrongly convicted of harassment. Athletics Yukon recognizes the interests of both the complainant and the respondent in keeping the matter confidential.

COURSE OF ACTION

13. A person who experiences harassment is encouraged to make it known to the harasser that the behavior is unwelcome, offensive, and contrary to this policy.
14. If confronting the harasser is not possible, or if after confronting the harasser the harassment continues, the complainant may explore the following options: speaking to a coach, an AY board member, Sport Yukon, and/or calling the Canadian Sport Helpline (1-888-837-7678).

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