



## Harassment and Discrimination Policy

---

Origin: Executive Committee

Approved: March 2021

Approval Process: Executive Committee

Revision Date(s):

---

### 1.0 Statement of Policy

WCSA is committed to providing a sport environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in an environment which promotes equal opportunities and prohibits unlawful discrimination and harassment.

Harassment and discrimination based on the following grounds is prohibited under this policy: race ancestry, ethnic origin, country or place of origin, citizenship, age, creed (religion), sex, sexual orientation, marital status, family status, disability and colour.

### 2.0 Definitions

"Discrimination" is differential adverse treatment of an individual or group that is not based on individual or group performance, but arises from a prohibited grounds listed under this policy.

"Harassment" is comment(s), conduct, or gesture(s) directed towards an individual or group, which is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive and which a reasonable person would know, or, ought reasonably to know to have this effect.

"Sexual harassment" is unwelcomed sexual solicitation or advances, a request for sexual favours, or other verbal or physical conduct of a sexual nature: a) when such conduct might

reasonably be expected to cause embarrassment, insecurity, discomfort, offense, or humiliation to another person or group; b) when submission to, or rejection of, such conduct is used as the basis for making a decision which affects the individual; or, c) when such conduct has the effect of interfering with a person's performance or creating an intimidating, hostile or offensive environment and where a reasonable person would know, or, ought reasonably to know, that such conduct would have this effect.

"Reprisals" include situations in which an employee, student-athlete, or volunteer is:

- denied or threatened with denial of a promotion, training, or other related benefits or opportunities (e.g. team selection, playing time etc.)
- disciplined or threatened with disciplinary action;
- dismissed or threatened with dismissal,

on the basis of, but not limited to:

- rejecting the sexual advances of a person in authority who makes or can influence decisions affecting that individual;
- having made a complaint of harassment or discrimination under this policy; or,
- having given evidence in a complaint or participated in any other way with the procedures afforded under this policy

### **3.0 Confidentiality**

WCSA shall not disclose to outside parties the name of the parties or the circumstances giving rise to a complaint unless such disclosure is required to conduct an investigation or is directed by the Executive Committee to give effect to any remedy or sanction imposed or is required by law.

### **4.0 Complaints**

Any person who believes he or she has been subjected to conduct which constitutes discrimination or harassment under this policy may contact the WCSA Executive Committee in order to make a complaint. The complaint will be handled by the Executive Committee following the process outlined in the Complaints, Investigation and Discipline Policy. If the Executive Committee determines that the Respondent has engaged in conduct constituting harassment, they shall order such remedy or sanction as is appropriate in the circumstances.