

Thompson Okanagan Ringette League
Policy: Harassment

Definition:

1. Personal harassment is any improper behaviour directed at another person and that the other person finds offensive. It is also behaviour that the person knew or ought reasonably to have known would be unwelcome. Harassment can be a remark or a gesture – made once or many times - that demeans, belittles, causes personal humiliation, or embarrassment. It can come from a teammate, a coach, a parent or a referee. It is a disruptive element that can undermine the well being or the performance of any member of the organization.

2. Sexual harassment is unwanted and sometimes repeated advances usually by a person who has power or authority over another. The harassment can take many forms – from touching, fondling and lewd comments, to coercive sexual intercourse. What is common in every case is fear that confrontation or denial of the request can mean loss of employment, failing grades, less playing time or poor work performance. Because victims of sexual harassment often feel that they precipitated the advances, confrontation is difficult.

Policy:

Thompson Okanagan Ringette League will not tolerate any forms of harassment for the protection and safety of all its members. Strict protocol and procedures shall be enforced.

Procedure:

- (a) Before proceeding to the formal complaint mechanism, a member who believes she/he has a complaint of harassment or discrimination may approach the appointed harassment officer to discuss potential means of resolving a complaint and to request assistance in resolving the matter. If the matter is resolved to the complainant's satisfaction the matter is deemed resolved.

- (b) A member (complainant) who wishes to pursue a concern arising from an alleged harassment may submit a complaint in writing to the President of the Board within six (6) months of latest alleged occurrence. Complaints of this nature shall be treated in strict confidence.

- (c) An alleged harasser (respondent) shall be given notice of the substance of such a complaint and shall be entitled to attend, participate in and be represented at any hearing pursuant to (h) below.

- (d) The President's designate shall investigate the complaint and shall submit her/his report to the President within fifteen (15) days of receipt of the complaint. The President shall within ten (10) days of receipt of the reports give such orders as may be necessary to resolve the issue. The complainant and the respondent shall be apprised of the President's resolution.

- (e) If the complainant is a minor child and the respondent is an adult, caution will be aired on the side of the minor child for their safety and pending determination of the complaint the

President may take interim measures to relieve and or restrict the adult (respondent) from his/her duties to protect the minor child.

- (f) In the case of alleged harassment by a member from another association, the member claiming to be harassed has the right to discontinue contact with the alleged offender without incurring any penalty, pending determination of the facts of the case.
- (g) It is recommended that our President speak on behalf of the complainant to any other organization or association and present Thompson Okanagan Ringette League policy and procedure on harassment and make the recommendation that the organization or association adhere to our policy for the protection and safety of the Complainant.
- (h) Where the complainant is determined to be of a frivolous, vindictive or vexatious nature, the President will take appropriate action, which may include discipline.
- (i) This Article does not preclude a member from filing a complaint under Section 13 of the BC Human Rights Code.
- (j) All Parties involved shall treat complaints under this Article in strict confidence.
- (k) Where the alleged harasser is the President, the complaint shall be filed in writing within six (6) months of the latest alleged occurrence to the Harassment officer who will conduct an investigation and submit a report on the facts to the Parties within twenty (20) days of being notified.