

FREEDOM FROM BULLYING AND HARASSMENT

Updated: September 24, 2020

PURPOSE

Freestyle BC is committed to the achievement of equal opportunity including the establishment of a sport environment in which all members have the opportunity to contribute to the sport to their maximum potential.

In keeping with the spirit of this commitment, Freestyle BC does not tolerate any form of bullying or harassment and undertakes to protect all members regardless of their race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, disability, age, marital status, family status, or record of offence, from bullying or harassment by other members, officers of the association, officials, organizers, coaches, clubmates, and any other member of the Association with whom they may have contact.

DEFINITIONS

1. These terms will have these meanings in this policy:
 - a. **“Bullying and Harassment”** take many forms but can generally be defined as any unwelcome action by any person, whether verbal or physical, on a single or repeated basis, which is insulting, intimidating, humiliating, degrading, hurtful, malicious, or otherwise offensive to an individual or group of individuals or which creates an uncomfortable environment.
 - b. **“Unwelcome,”** for the purposes of this policy, refers to any action which the harasser knows or ought to reasonably know is not desired by the victim of the bullying and harassment

SCOPE

2. This Policy applies to all members of Freestyle BC and any form of bullying and harassment. However, Freestyle BC, in accordance with the British Columbia Human Rights Code and Safe Sport, specifically prohibits harassment on the following grounds: race, ancestry, place of origin, color, ethnic origin, citizenship, creed (religion), sex, sexual orientation, disability, age, marital/family status, or record of offence.
3. This policy is directed toward the protection of members from bullying and harassment which may occur:

- a. during the course of Freestyle BC business and events, or within a club affiliated with Freestyle BC; or
- b. outside of such events or clubs where there may be repercussions in the work or club environment adversely affecting members' Freestyle relationships.

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4. Bullying and Harassment may also include:
 - c. written or verbal abuse or threats;
 - d. sexually oriented comments;
 - e. racial or ethnic slurs;
 - f. unwelcome remarks, jokes, innuendos, or taunting about a person's body, attire, age, marital status, ethnic, or racial origin, religion, etc.;
 - g. display of sexually explicit, racist, or other offensive or derogatory material;
 - h. sexual, racial, ethnic, or religious graffiti;
 - i. practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - j. unwelcome sexual remarks, invitations or requests whether indirect or explicit, or intimidation;
 - k. leering (suggestive staring), or other obscene or offensive gestures;
 - l. condescension, paternalism, or patronizing behavior which undermines self-respect or adversely affects performance or working conditions;
 - m. physical conduct such as touching, kissing, patting, pinching, etc.;
 - n. vandalism;
 - o. physical assault.

REPRISAL

5. As part of their right to freedom from bullying and harassment, Freestyle BC members are protected from reprisal or the threat of reprisal.
 - a. Reprisal may include situations in which a member is:
 - i. denied or threatened with denial of promotional, advancement, training, or other related opportunities or benefits (e.g., team selection, etc.);
 - ii. disciplined or threatened with disciplinary action;
 - iii. dismissed or threatened with dismissal.
 - b. On the sole basis of:
 - i. rejecting the sexual advances of a person in authority who could or who could be perceived to have influence over Freestyle-related decisions affecting the member; or
 - ii. having made a complaint of harassment.

6. Reprisal may also include situations involving co-member(s) who, because the member has made a complaint of bullying or harassment, continue or escalate the bullying or harassment; ostracize or isolate the member; and/or engage in any behavior with the intent to intimidate, threaten, humiliate, hurt, or adversely affect the performance or working conditions of the member.

PROCEDURE

7. Freestyle BC is committed to creating and maintaining a supportive sport environment free of all forms of bullying and harassment. Board/committee members, affiliated club executives, staff, coaches, and managers of Freestyle BC are responsible for preventing and discouraging bullying and harassment by:
 - a. Understanding and upholding the principles of this policy;
 - b. Not engaging in behavior contrary to this policy and ensuring that all members are treated fairly and equitably;
 - c. Communicating the Association's objective to create & maintain a harassment-free sport;
 - d. Not allowing or condoning behavior contrary to this policy;
 - e. Taking all complaints of bullying and harassment seriously by investigating complaints in a thorough and sensitive manner and taking prompt action to resolve the situation in accordance with procedures outlined in the following sections.
8. All members of Freestyle BC have a responsibility not to bully or harass any other members. Members who experience bullying and harassment are encouraged to make it known to the harasser that the behaviour is offensive and/or to report the incidents(s) in accordance with the following complaint procedure. Members who witness bullying and harassment or who become aware that a member is being bullied and harassed are encouraged to report the incident in accordance with the complaint procedure which follows.

COMPLAINT PROCEDURE

9. Members who experience bullying and harassment are encouraged to make it known to the harasser that the behavior is offensive and contrary to association policy. If confronting the harasser is not possible or if after confronting the harasser the harassment continues, report the incident to the Executive Director of Freestyle BC.
10. If the avenue outlined above is either unavailable or inappropriate, complaints may be made directly to:
 - a. the President of Freestyle BC;

- b. the chair of any Freestyle BC committee;
 - c. any member of Freestyle BC Board of Directors;
 - d. Freestyle BC coach, manager, or staff member.
11. Members are encouraged to report incidents of bullying and harassment. Members who bring incident(s) to the attention of Freestyle BC will receive the full support of the Association. Complaints will be addressed in a sensitive, responsible, and timely manner.
12. Members who experience bullying and harassment because of their sex, race, religion, ethnicity, place of origin, disability, age, sexual orientation, or family status are specifically protected under the British Columbia Human Rights Code and have the right to file their complaint with the British Columbia Human Rights Commission.

COMPLAINT INVESTIGATION AND RESOLUTION

13. The above complaints procedure sets out a number of avenues for reporting incidents of bullying and harassment. Once a complaint is reported immediate action must be taken as follows:
 - a. the complaint must be documented and immediately forwarded to the Executive Director, who must inform the Board of Directors of the complaint as quickly as possible. If this avenue is either unavailable or inappropriate, the complaint may be forwarded to the President of the Association.
 - b. the Board of Directors must immediately appoint a tribunal to investigate the incident(s);
 - c. the complaint must be documented and immediately forwarded to the chair of the tribunal;
 - d. the President and Executive Director must ensure that an investigation is initiated.
14. All complaints of bullying and harassment must be investigated by the appointed tribunal to determine the nature and circumstances of the incident(s) and to determine appropriate resolution.
15. All complaints alleging criminal behaviour including but not limited to maltreatment, harassment, and physical and sexual abuse shall be reported to the Canada Sport Help Line (Call: 1-888-83SPORT (77678)) or appropriate law enforcement or child welfare authorities.