



Harassment/Abuse Policy 080312

Harassment Prevention Committee - There are different kinds of harassment - all provide serious setbacks to a participant's enjoyment of sport.

Harassment is behaviour including comments, conduct or gestures which is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals or which creates an uncomfortable environment, or which might reasonably be expected to cause embarrassment, insecurity, discomfort, offence, or humiliation to another person or group, including, but not limited to:

- Written or verbal abuse or threats;
- physical assault;
- unwelcome remarks, jokes, innuendoes, or taunting about a person's body, sexual orientation, attire, age, marital status, ethnic or racial origin, religion, etc.;
- displaying of sexually explicit, racist or other offensive or derogatory material, sexual, racial, ethnic or religious graffiti;
- practical jokes which cause awkwardness or embarrassment, endangering a person's safety or negatively affecting performance;
- hazing or initiation rites;
- leering or other suggestive or obscene gestures;
- intimidation;
- condescension, paternalism, or patronizing behavior which undermines self-respect or adversely affects performance or working conditions;
- conduct, comments, gestures, or conduct of sexual nature that are likely to cause offense or humiliation or that might, on reasonable grounds, be perceived as placing a condition of sexual nature on any opportunity for selection, training or advancement

Abuse

- **Physical-** where a person is intentionally injured or made to do exercises as punishment
- **Sexual-** where a person is exposed to, or invited to participate in, sexual contact, activity or behavior;
- **Emotional/Verbal** where a person is made fun of, criticized, discriminated against, or put under an unrealistic pressure to perform;
- **Neglect:** An example for Youth teams would be where a child is not provided an appropriate level of care and supervision.

Harassment and abuse may occur in relationships where power is a factor. The following are examples:

- coach to athlete
- board member to coach
- athlete to athlete
- coach to coach
- parent to coach
- parent to parent
- parent to athlete
- coach to official



If abuse of a physical or sexual nature is suspected, it must be reported to the police and / or local Ministry for Children and Families. These professionals will ensure any investigations are handled confidentially, sensitively and ensuring the proper procedure is carried out.

Peninsula has a member on the Board as a Harassment Advisor who has had some training in this area. Concerns, questions or complaints on any harassment or abuse matter connected with Peninsula Soccer should be directed to the Director. All matters will be dealt with sensitively and in confidence.