



## **BIATHLON ONTARIO POLICY ON DEALING WITH HARASSMENT**

### **I. POLICY STATEMENT**

1. Biathlon Ontario 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.
  - a) 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.
  - b) Harassment is offensive, degrading, and threatening. In its most extreme forms, harassment can be an offence under Canada's Criminal Code.
  - c) 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.
  - d) Biathlon Ontario 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 directors, officers, volunteers, coaches, Athletes, officials, members, as well as to all employees of Biathlon Ontario. Biathlon Ontario 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 Biathlon Ontario business, activities, and events. It also applies to harassment between individuals associated with Biathlon Ontario but outside Biathlon Ontario business, activities, and events when such harassment adversely affects relationships within Biathlon Ontario's work and sport environment.
4. Notwithstanding this policy, every person who experiences harassment continues to have the right to seek assistance from their provincial or territorial human rights commission, even when steps are being taken under this policy.

### **II. DEFINITION**

1. 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.
2. 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:
  - a) Submitting to or rejecting this conduct is used as the basis for making decisions which affect the individual; or
  - b) Such conduct has the purpose or effect of interfering with an individual's performance; or

- c) Such conduct creates an intimidating, hostile, or offensive environment.

3. Types of behavior which constitute harassment include, but are not limited to:

- a) Written or verbal abuse or threats;
  - b) The display of visual material which is offensive or which one ought to know is offensive;
  - c) Unwelcome remarks, jokes, comments, innuendo, or taunting about a person's looks, body, attire, age, race, religion, sex, or sexual orientation;
  - d) Leering or other suggestive or obscene gestures;
  - e) Condescending, paternalistic, or patronizing behavior which undermines self-esteem,
  - f) Behavior which diminishes performance, or adversely affects working conditions;
  - g) Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
  - h) Unwanted physical contact including touching, petting, pinching, or kissing;
  - i) Unwelcome sexual flirtations, advances, requests, or invitations; or
  - j) Physical or sexual assault.
3. 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.

4. For the purposes of this policy, retaliation against an individual,

- a) For having filed a complaint under this policy; or
- b) For having participated in any procedure under this policy; or
- c) For having been associated with a person who filed a complaint or participated in any procedure under this policy;

will be treated as harassment, and will not be tolerated.

### **III. RESPONSIBILITY**

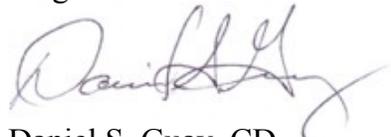
1. The President and the Vice President (Administration) of Biathlon Ontario are responsible for the implementation of this policy. In addition, the President and the Vice President (Administration) of Biathlon Ontario are responsible for:
  - a) Discouraging and preventing harassment within Biathlon Ontario;
  - b) Investigating formal complaints of harassment in a sensitive, responsible, and timely manner;
  - c) Ensuring notification of custodial parent(s)/guardians of any directly affected athlete under the age of 18 years;

- d) Imposing appropriate disciplinary or corrective measures when a complaint of harassment has been substantiated, regardless of the position or authority of the offender;
  - e) Providing advice to persons who experience harassment;
  - f) Doing all in their power to support and assist any employee or member of Biathlon Ontario who experiences harassment by someone who is not an employee or member of Biathlon Ontario;
  - g) Making all members and employees of Biathlon Ontario aware of the problem of harassment, and in particular, sexual harassment, and of the procedures contained in this policy;
  - h) Informing both complainants and respondents of the procedures contained in this policy and of their rights under the law;
  - i) Regularly reviewing the terms of this policy to ensure that they adequately meet the organization's legal obligations and public policy objectives;
  - j) Appointing officers and providing the training and resources they need to fulfill their responsibilities under this policy; and
  - k) Appointing unbiased case review panels and appeal bodies and providing the resources and support they need to fulfill their responsibilities under this policy.
2. Every member of Biathlon Ontario has a responsibility to play a part in ensuring that the Biathlon Ontario sport environment is free from harassment. This means not engaging in, allowing, condoning, or ignoring behavior contrary to this policy. In addition, any member of Biathlon Ontario who believes that a fellow member has experienced or is experiencing harassment is encouraged to notify a harassment officer appointed under this policy.
3. In the event that either the Vice President (Administration) or the President is involved in a complaint which is made under this policy, the Board of Directors of Biathlon Ontario shall appoint a suitable alternate for the purposes of dealing with the complaint while ensuring that one member is of the same gender as the complainant.

#### **IV. Policy Review and Amendments**

This policy has been reviewed and approved by Biathlon Ontario Board of Directors on:

Original: 11 Jun 2017.



Daniel S. Guay, CD  
Director-at-Large  
Biathlon Ontario