

Speed Skate PEI Inc. Anti-Harrasment Policy

Speed Skate PEI (“SSPEI” or “Association”) 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, Speed Skate PEI does not tolerate any form of harassment and undertakes to protect all members regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, disability, age, marital status, family status or record of offence, from harassment by other members, officers of the Association, staff, officials, organizers, coaches, club mates, and any other member (collectively, “Members”) of Speed Skate PEI.

This policy is directed towards the protection of Members from harassment, which may occur: during the course of Speed Skate PEI business and events, or within a club affiliated with Speed Skate PEI; OR outside of such events or clubs where there may be repercussions in the work or club environment adversely affecting Members' speed skating relationships.

DEFINITION

Harassment takes many forms but can generally be defined as behaviour including comments and/or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or groups of individuals or which creates an uncomfortable environment.

While this applies to all Members of Speed Skate PEI and any form of harassment, harassment on the following grounds is specifically prohibited: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed (religion), sex, sexual orientation, disability, age, marital/family status.

Harassment may include:

- written or verbal abuse, threats or bullying (physical, emotional or cyber);
- sexually oriented comments;
- unwelcome sexual flirtations, advances or propositions;
- racial or ethnic slurs;
- unwelcome remarks, jokes, innuendoes, or taunting about a person's body, attire, abilities, age, marital status, ethnic or racial origin, religion, etc.;

- electronic or hard copy displaying of sexually explicit, racist or other offensive or derogatory material; sexual, racial, ethnic or religious graffiti or derogatory graffiti related to any other ground of discrimination;
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- hazing;
- imitation of a person's accent or mannerisms;
- unwelcome sexual remarks, invitations or requests whether indirect or explicit, or intimidation;
- leering (suggestive staring), or other obscene or offensive gestures;
- persistent unwanted contact or attention after the end of a consensual relationship;
- condescension, paternalism or patronizing behaviour which undermines self-respect or adversely affects performance or working conditions;
- physical conduct such as touching, kissing, patting, pinching, etc.;
- vandalism;
- physical assault;
- bullying.

REPRISALS

As part of their right to freedom from harassment, Speed Skate PEI members are protected from reprisal or the threat of reprisal such as:

- denied or threatened with denial of promotion, advancement, training, or other related opportunities or benefits (i.e., team selection, etc.);
- discipline or threaten of disciplinary action;
- dismissal or threat of dismissal on the sole basis of:
 - rejecting the sexual advances of a person in authority who has or who could be perceived to have influence over speed skating related decisions affecting the member;
 - having made a complaint of harassment.

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

RESPONSIBILITY

Speed Skate PEI is committed to creating and maintaining a supportive sport environment free of all forms of harassment. Board/committee members, affiliated club executives, staff, coaches and managers of Speed Skate PEI are responsible for preventing and discouraging harassment by:

- understanding and upholding the principles of this policy;
- not engaging in behaviour contrary to this policy and ensuring that all members are treated fairly and equitably;
- communicating the Association's objective to create and maintain a harassment-free sport;
- not allowing or condoning behaviour contrary to this policy;
- taking all complaints of 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.

All members of Speed Skate PEI have a responsibility not to harass any other member. Members who experience harassment are encouraged to make it known to the harasser that the behaviour is offensive and/or to report the incident(s) in accordance with the following complaint procedures. Members who witness harassment or who become aware that a member is being harassed are encouraged to report the incident in accordance with the complaint procedure, which follows.

RIGHT TO COMPLAIN

Members who experience harassment are encouraged to make it known to the harasser that the behaviour is offensive and contrary to Speed Skate PEI's policy. If confronting the harasser is not possible or if after confronting the harasser the harassment continues, report the incident to the President, Vice President or Secretary of Speed Skate PEI.

If this avenue is either unavailable or inappropriate, complaints may be made directly to:

- any member of Speed Skate PEI's Board of Directors;
- any SSPEI coach, manager or staff member;
- any executive member of a club affiliated with Speed Skate PEI.

Members are encouraged to report incidents of harassment. Members who bring the incident(s) to the attention of Speed Skate PEI will receive the full support of the Association. Complaints will be addressed in a sensitive, responsible and timely manner. Confidentiality will be kept to the extent allowed by law. Disclosure will occur only on a "need to know" basis, i.e., to allow for appropriate investigation or in order to effect appropriate remedy. Any violation of confidentiality beyond these circumstances will not be tolerated.

COMPLAINT INVESTIGATION AND RESOLUTION

The above complaints procedure sets out a number of avenues for reporting incidents of harassment. Once a complaint is reported immediate action must be taken as follows:

- the complaint must be documented and the Executive Committee (“Executive”) of the Board must be informed of the complaint as quickly as possible;
- the Executive Committee must immediately appoint a tribunal to investigate the incident(s);
- documentation of the complaint must be immediately forwarded to the Chair of the tribunal, once he/she has been named;
- the Executive must ensure that an investigation is undertaken and that any necessary remedial actions are implemented at the conclusion of the investigation.

All complaints of harassment must be investigated by the appointed tribunal to determine the nature and circumstances of the incident(s) and to determine appropriate resolution.