



Harassment and Bullying Policy

The North Bay Antoine Ski Racers (NBASR) does not tolerate bullying or harassment. All members are prohibited from bullying or harassing anyone. The NBASR commits to be supportive of the dignity and self-esteem of individuals based on mutual respect, honesty and trust, and that all individuals are to be treated with respect and fairness at all times.

Harassment

Harassment is defined as conduct, gestures or comments which are reasonably considered insulting, intimidating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sport activities, or which negatively affect performance or work conditions. Any of the different forms of harassment must be reasonably be considered to be based on the grounds prohibited in human rights legislation, such as race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardon conviction and sexual orientation.

Harassment may occur between peers (i.e. athlete to athlete of the same age group, parent to coach, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (i.e. coach to athlete). Harassing behaviors among children less than 12 years of age may be defined as Bullying.

Any incident of harassment that occurs on or off the hill in connection with the North Bay Antoine Ski Racers should be brought to the attention of the Board by emailing nbsrcboard@gmail.com (received by all board members).

Bullying

Bullying involves a person expressing their power through the humiliation of another person. Bullying describes behaviours that are similar to harassment, but occur between children under the age of twelve, between youth or between adults. Bullies are typically cruel, demeaning and hostile towards the targets of their bullying.

Bullying is conduct that is unwelcome by others, including other athletes, coaches, faculty and staff members. This includes conduct which a person knows, or ought reasonably to know, is unwelcome to the recipient. Unwanted physical contact, verbal abuse and threats, neglect, and unwelcome remarks including jokes, innuendo, or taunting (in verbal, written or digital form) about a person's body, race, gender identity, attire, sexual orientation, or religion are all forms of bullying.

Other examples of bullying may include but are not limited to:

- Personally picking on a person in front of others, or in private.

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- Non-constructive criticism addressed in such a way as to belittle another person's ability and achievements, intimidate, undermine confidence, or implies incompetence.
- Physical violence such as hitting, pushing, spitting or cruel practical jokes towards another person.
- Interfering with another person's property, such as by stealing, hiding or damaging it.
- Using abusive or foul language and/or intimidating behaviour including gestures and comments and use of offensive names when addressing another person.
- Making rude, derogatory or offensive remarks, teasing or spreading rumours about another person or his/her family.
- Writing offensive notes or graffiti about another person.
- Unreasonably excluding another person from a group activity.
- Ridiculing another person's appearance, way of speaking, or mannerisms.
- Any unwanted sexual remark or physical contact, including using technology to send messages of unwanted sexual remarks and/or photos/video of a sexual behaviour.
- Hazing: any practice that may humiliate, degrade, demean, and/or disgrace a person regardless of location or consent of participants.
- Repeated behaviour that has been previously objected to.

General Responsibilities

All individuals have a responsibility to maintain the dignity and self esteem of the Club's Members and other individuals by:

- Treating each other with the highest standards of respect and integrity.
- Focusing comments or criticism appropriately.
- Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct.
- Never engaging in harassing or bullying conduct or encouraging others to do so.
- Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory.
- Consistently treating individuals fairly and reasonably.

Specific Responsibilities

Coaching Staff

- Be alert to any signs of harassment/bullying and address it immediately.
- Listen to any athlete that claims to have been bullied/harassed, take what they say seriously and act to support and protect them.
- Deal with issues of harassment/bullying promptly, effectively and in accordance with NBASR policy and procedures.
- Report all instances of harassment/bullying that have required disciplinary action to the NBASR board.

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Discipline

The coaching staff will be responsible for immediate disciplinary action of athletes. Initial discipline can include a discussion, verbal warnings, and up-to separation of the individual from the group and/or suspension of training privileges for the day.

Further disciplinary action may be implemented due to either the seriousness of the incident or further offenses. This should be reported to the NBASR board and disciplinary committee of 3 board members and 1 coaching staff will be designated to review. Potential disciplinary actions can include:

- Short-term removal of certain privileges.
- Anti-bullying assignment issued with reflective activity.
- Parent/guardian conference.
- Suspension of all club activities for a designated period.
- Payment of the cost of repairs for any property damage.
- Membership review / expulsion from club.
- Referring the incident to law enforcement as necessary and required by law.

All disciplinary committee meetings are required to take minutes with key allegations, collaborating statements, responses from the accused and parent/guardians, agreed upon disciplinary action and plans for any future follow up meeting/actions planned.