



ETOBICOKE FOOTBALL CLUB

HARASSMENT POLICY

1. The Club is committed to providing an environment free of harassment, which is a form of discrimination, on the basis of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status or disability. The Club shall cause to be established and maintained, a set of operating procedures, consistent with the Canadian Charter of Rights and Freedoms and Ontario's human rights legislation.
2. Operating procedures developed under this policy shall apply to persons in leadership positions, officers, directors, team officials, game officials, administrators, volunteers, athletes and registrants of the Club, but shall not apply in workplace harassment situations between employer-employee and employee-employee where provincial statutes govern. District Associations, Clubs and Leagues who have employees must have their own workplace harassment policy and operational procedures.
3. A person who experiences harassment shall continue to have the right to seek assistance from the provincial human rights commission, even when steps are being taken under this policy.
4. Workplace Harassment Policy:
 - a. The Club's Board of Directors is committed to providing a work environment in which all individuals are treated with respect and dignity. Workplace harassment will not be tolerated from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace harassment. Club officers, volunteers, administrators and staff are expected to uphold this policy, and will be held accountable by the employer.
 - b. Workplace harassment means engaging in a course of vexatious comment or conduct against a staff member, in a workplace, that is known or ought reasonably to be known to be unwelcome. Harassment may also relate to a form of discrimination as set out in the Ontario Human Rights Code, but it does not have to.
 - c. This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace.
 - d. Staff are encouraged to report any incidents of workplace harassment. The Board will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a timely and fair manner while respecting workers' privacy, to the extent possible.
 - e. Nothing in this policy prevents or discourages a worker from filing an application with the Ontario Human Rights Tribunal on a matter related to the Ontario Human Rights Code within one year of the last alleged incident. A worker also retains the right to exercise any other legal avenues available.



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5. Zero Tolerance Policy:

- a. **Purpose:** Etobicoke FC is a strong supporter of making sport safe for its youth. This policy is to help ensure the safety and enjoyment of soccer for all, by condemning all forms of abuse - verbal, physical, emotional and sexual – while attempting to protect individuals from abuse.
- b. **Scope:** This Policy applies to all members or potential members and their parents/guardians/caregivers, volunteers, administrators, staff, contractors and officers.
- c. **Definitions:**
 - i. 'Verbal Abuse' shall mean statements that are threatening, rude, degrading, demeaning or insulting to another person. Verbal abuse includes racial and ethnic slurs.
 - ii. 'Physical Abuse' shall mean unwanted physical contact with another individual, such as punching, pushing, slapping, grabbing, holding, kicking, spitting or pinching.
 - iii. 'Emotional Abuse' shall mean behaviours that result in psychological or emotional trauma in another person. Often associated with situations of power imbalance, emotionally abusive behaviors include verbal aggression (e.g. constant criticism, threats, insults, belittling), dominant behaviours (e.g. intimidation, bullying, manipulation, ostracism, forced isolation) and jealous behaviours (blaming, shaming, ignoring, withholding emotional responsiveness). The emotional trauma includes anxiety, depression, and diminished self-worth.
 - iv. 'Sexual Abuse' shall mean undesired, non-consensual, sexual relations, sexual behaviour or sexual remarks, or physical contact of a sexual nature, by one person towards, or upon, another person. It also refers to any behavior by an adult or older adolescent towards a child to stimulate any of the parties involved sexually.
 - v. 'Abuse' shall mean any or all of the above. This policy applies to both genders; personal pronouns referring to any one gender can be exchanged with those referring to the other gender without a change in meaning.

Jurisdiction: All matters pertaining to the discipline of members or potential members and their parents/guardians/caregivers, volunteers, administrators, staff, contractor or officers under this policy fall under the jurisdiction of the Club.

Policy Statement: The Club shall not tolerate Abuse. Instances of Abuse are subject to the provisions of the Club's discipline policy and procedures.



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6. Process:

- a. Complaints of Abuse shall be initiated in accordance with the procedures outlined in the Club's Operating Procedures related to Discipline.
- b. Matters related to the discipline of members or potential members and their parents/guardians/caregivers, volunteers, administrators, staff, contractors or officers will follow the procedures outlined in the Club's Operating Procedures related to Discipline.
- c. The Club's Registrar shall maintain a record of any and all notations that may be applied as a result of a Discipline Review to a member(s) or potential member(s) and their parents/guardians/caregivers, volunteers, administrators, staff, contractors or officers.

7. Who Should Read this Policy:

- a. All members of the Club.

8. Communication:

- a. This Zero Tolerance Policy shall be posted on the Club's website, and communicated to players and parents at the beginning of every program.