



Harassment and Equality Policy

Scope

This policy applies to harassment that may occur during all Cumberland-United Soccer Club (CUSC) sanctioned business, activities and events. It does not apply to workplace harassment within CUSC (employee to employee and/or employer to employee) situations.

Introduction

CUSC will ensure everyone is treated fairly and with respect and will provide equal access and opportunities for all members of the community to take part in, and enjoy, its activities. Everyone associated with the CUSC has a responsibility to play a part in ensuring a harassment free environment.

Policy

As a Member of the Ontario Soccer Association, the CUSC adheres to the OSAs published Harassment Policy which can be found in its entirety here: http://www.ntsoccer.com/files/file.php?fileid=fileHhqrmtJzPa&filename=file_13.0_Harassment_Policies.pdf

The CUSC will not tolerate harassment or discrimination or any actions or behaviours that may be perceived as harassment or discrimination. The CUSC will not allow anyone to be discriminated against or treated less favourably because their race, nationality, ethnic origin, colour, religion or belief, age, gender, sexual orientation, marital status, family status ability or disability.

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 and in its more extreme forms, harassment, in particular, sexual harassment, can be an offence under Canada's Criminal Code.

Harassment is defined as conduct, gestures or comments which are reasonably considered insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions.



This policy shall apply to all Executives, Directors, Officers, Coaches, Referees, Convenors, Managers, Administrators, Players, Members or Registrants of CUSC, Contractors, Volunteers and such like persons and is fully supported by the CUSC Board of Directors.

In the event someone in the CUSC wishes to file a harassment complaint, it should be submitted in writing to the CUSC Discipline Chair. All reported incidents will be taken seriously and will be investigated.

Notwithstanding this policy, any person who experiences harassment continues to have the right to seek assistance from the Provincial Human Rights Commission, even when steps are being taken under this policy.

Approved for EXTERNAL use
by the CUSC Board of Directors
May 12, 2015