



12.0 LSA HARASSMENT POLICY

(March 15, 2016)

The Leduc Soccer Association (LSA) does not tolerate or condone any degree of harassment by any Member of LSA. It is the responsibility of all LSA Members to promote and ensure a harassment free sport environment.

Members of LSA include (but not limited to) LSA Board of Directors, Staff, Coach's, Manger's, Parents, Relatives, Players (regardless of if they are on a team roster or not).

Members shall all be deemed spokesperson of the LSA league and their respective team. Regardless of the context, all LSA members must not do anything that could harm the reputation of the LSA or their respective team or otherwise bring the game into disrepute.

MISSION STATEMENT: LSA believes in the prevention of harassment and promotes a harassment-free soccer environment in which all people respect one another and work towards a common goal.

Harassment can take many forms but generally involves conduct, comment or displaying any form, including social media, that is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading or would otherwise cause offence, discomfort or personal humiliation or embarrassment to a person or group of person. This includes (not limited to) comments of a racial, sexist, sexual, homophobic, anti-religious or threatening nature. This includes (but not limited to) negative comments about officiating.

***SOCIAL MEDIA** refers to freely accessible online tools used to produce, post and interact using text, images, video, and audio to communicate, share, collaborate, or network. Social media includes blogs, social network, videos and photo file sharing, folksonomy (is a system of classification derived from the practise and method of collaboratively creating and managing tags to annotate and categorize content).

LSA recognizes and supports its Members rights to freedom of speech and expression including the use of Social Media. In this context, however, each Member must remember that playing and competing for LSA is a privilege, not a right. All Members are deemed to represent LSA and are expected to portray

themselves, their teams, the LSA league, BRSA, EMSA, ASA and the CSA in a positive manner at all times. Any online postings must therefore be consistent with the league guidelines.

LSA encourages Members to use the following GUIDELINES to ensure proper Social Media behaviour of all Members:

- Any online postings must be consistent with LSA Harassment Policy.
- League related social media content.
- The LSA logo cannot be used without the LSA board approval.
- All posted content is subject to review.
- The LSA encourages its' members to use social media but reminds members that at any time they are spokespersons for LSA.

***SEXUAL HARASSMENT** refers to unwelcome sexual advances, unwelcomed requests for sexual favors or other unwelcome verbal or physical content of a sexual nature. Sexual Harassment may occur in behaviours by males toward females or by females toward males, between males, or between females. The behaviour does not need to be intentional for it to be considered Sexual Harassment.

HARASSMENT POLICY VIOLATIONS/PROCEDURES

Any violation of the LSA Harassment Policy is subject to investigation and sanction by the LSA board. The LSA Discipline Committee reserves the right to determine appropriate sanctions for any violation of this Policy including but not limited to fines, removal of objectionable social media material, member suspension or member expulsion. A database of case precedents will be maintained by the LSA Board in order to ensure continuity and even-handed application of sanctions under this Policy. Anonymous complaints will not be accepted. An Incident Report must be completed and the Incident Policy Procedure will be followed.

Alleged violations under the LSA Harassment Policy shall be dealt with as follows:

All LSA Members have an obligation to promote and plain interpretations as well as the spirit of intent of ALL LSA POLICIES, RULES AND REGULATIONS. The primary contact for all alleged Harassment Policy complaints go to the Administrator who will then pass on to the discipline committee. (follow our incident policy). No absolute confidentiality may be made by LSA, particularly in circumstances where the matter warrants police or other regulatory or administrative body intervention.

Notwithstanding this policy, any person who experiences Harassment continues to have the right to seek assistance from the Alberta Human Rights Commission or to file a complaint with RCMP or such other body or organizations as they deem appropriate.

If the complainant or respondent do not accept the finding of the Committee, they are then encouraged to present the matter for consideration before the Battle River Soccer Association Board.