

## HARASSMENT & BULLYING POLICY

Kingston Ringette Association is committed to providing an environment in which all individuals are treated with respect. Further, Kingston Ringette Association supports equal opportunity and prohibits discriminatory practices. Participants of Kingston Ringette Association, parents/guardians of Kingston Ringette Association participants, and spectators at Kingston Ringette Association's events are expected to conduct themselves at all times in a manner consistent with the values of Kingston Ringette Association. Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to Kingston Ringette Association's policies related to discipline and complaints.

### PURPOSE

Everyone has a duty to report infractions. This is done by filing a written complaint to your Association, Region or the Ringette Ontario Office.

The purpose of this Code of Conduct is to ensure a safe and positive environment within Kingston Ringette Association programs, activities and events, by making all individuals aware that there is an expectation of appropriate behavior, consistent with the values of Kingston Ringette Association, at all times.

### DEFINITIONS

The following terms have these meanings in this Policy:

*"Individuals"* - Kingston Ringette Association Participants, parents/guardians of Kingston Ringette Association Participants, spectators at Kingston Ringette Association events and Kingston Ringette Association professional staff.

### APPLICATION OF THIS POLICY

This policy applies to Individuals relating to conduct that that may arise during the course of Kingston Ringette Association's business, activities and events, including but not limited to, office environment, competitions, practices, training camps, travel, and any meetings of staff, committees or the Board of Directors.

This policy applies to conduct that may occur outside of Kingston Ringette Association's business, activities and events when such conduct adversely affects relationships within Kingston Ringette Association's work and sport environment and is detrimental to the image and reputation of the Kingston Ringette Association.

Conduct arising within the business, activities and events of clubs or other organizations affiliated with Kingston Ringette Association will be dealt with using the policies and mechanisms of such organizations.

### RESPONSIBILITIES

Maintain and enhance the dignity and self-esteem of Kingston Ringette Association Members and other Individuals by adhering to the following:

#### HARRASSMENT:

Harassment is defined as comment or conduct (through any medium) directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious.

Harassment may occur between peers (eg: player to player in the same age group, parent to official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (eg: coach to player, sports administrator to employee).

Types of behavior that constitute harassment include, but are not limited to:

- Written or verbal abuse, threats or outbursts;
- The display of visual material which is offensive or which one ought to know is offensive;
- Unwelcome remarks, jokes, comments, innuendos or taunts about a person's looks, body, attire, age, race, religion, sex or sexual orientation;

- Leering or other suggestive or obscene gestures;
- Condescending or patronizing behavior, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- Practical jokes that cause awkwardness or embarrassment, endangers a person's safety or negatively affect performance;
- Any form of hazing or bullying;
- Unwanted physical contact including touching, petting, pinching or kissing;
- Unwelcome sexual flirtations, advances, requests or invitations;
- Physical or sexual assault;
- Threats of retaliation against an individual who reports harassment.

### **SANCTIONS:**

Any complaints of harassment deemed not to be frivolous or vexatious by the Kingston Ringette Association President or delegate will be considered a Major Infraction complaint and would be subject to the applicable sanctions (as per Sports Administration – Discipline and Complaints Policy).

### **BULLYING:**

Bullying involves a person expressing their power through the humiliation of another person.

Bullying occurs between people at any age. It is inappropriate behaviour that is typically cruel, demeaning and hostile toward the bullying target.

The actual issue of bullying is not addressed by the law, except when the behaviour does become a criminal issue – e.g. extortion, physical assault etc.

Bullying can be broken down into four types:

1. **Physical** – ex. hit or kick victims; take/damage personal property
2. **Verbal** – ex. name calling; insults; constant teasing
3. **Social** - ex. try to cut off victims from social connection by convincing peers to exclude or reject a certain person
4. **Cyber** – ex. use electronic sources including, but not limited to: Facebook, twitter, texting, etc. to accomplish the bully's aims

Types of behaviour that constitute bullying include, but are not limited to:

- Unwarranted yelling and screaming directed at the target;
- Continually criticizing the target's abilities;
- Blaming the target for mistakes;
- Making unreasonable demands related to performance;
- Repeated insults or put downs of the target;
- Repeated threats to remove or restrict opportunities or privileges;
- Denying or discounting the target's accomplishment;
- Threats of physical violence;
- Actual physical violence.

### **SANCTIONS:**

Any complaints of bullying deemed not to be frivolous or vexatious by the Kingston Ringette Association President or delegate will be considered a Major Infraction complaint and would be subject to the applicable sanctions (as per Sports Administration – Discipline and Complaints Policy).

**HAZING:**

Hazing refers to any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate.

Hazing is a broad term encompassing any action or activity which does not contribute to the positive development of a person; which inflicts or intends to cause physical or mental harm or anxieties; which may demean, degrade or disgrace any person regardless of location, intent, or consent of participants; any action or situation which intentionally or unintentionally endangers an athlete for admission into or affiliation with any team.

Any instance where an athlete is pressured by his or her teammates to participate in an activity with which the athlete is uncomfortable is considered to be an incidence of hazing.

**Three Categories of Hazing:**

1. **Subtle** – Actions that are against accepted and organization standards of conduct, behavior and good taste. An activity or attitude directed toward an athlete or an act which ridicules, humiliates, and/or embarrasses.  
Ex. Deception, assigning demerits, implied threats, deprivation of privileges
2. **Harassment** - Anything that causes anguish or physical discomfort to an athlete, any activity directed toward an athlete which confuses, frustrates or causes undue stress.  
Ex. Verbal abuse, threats, wearing embarrassing attire, sleep deprivation, sexual simulations
3. **Violent** – Any form of action that may cause physical punishment or any action that may cause bodily harm and/or touching in private places and/or de-clothing of an athlete.  
Ex. Forced alcohol/drug consumption, beating/paddling or assault, branding, burning, public nudity, and/or bondage

**SANCTIONS:**

Any complaints of hazing deemed not to be frivolous or vexatious by the Kingston Ringette Association President or delegate will be considered a Major Infraction complaint and would be subject to the applicable sanctions (as per Sports Administration – Discipline and Complaints Policy).