

Home of the Windsor Wildcats, LaSalle Sabrecats, Tecumseh Tigercats & Southwest Wildcats



3205 Forest Glade Drive, Windsor, ON, N8R1W7
SPFHAhockey.com

Sun Parlour Female Hockey Association Harassment, Abuse, Bullying and Misconduct Policy

Harassment, Abuse, Bullying and Misconduct Policy, as per OWHA:

The Ontario Women's Hockey Association (OWHA) is committed to provide an environment that is safe and respectful. The OWHA supports the right of all its members and staff to participate and work in an environment that prohibits discriminatory practices of all kinds and promotes equitable opportunities. It is the policy of the OWHA that there be no harassment, abuse, bullying or misconduct of any participant in any of its programs.

The OWHA expects every athlete, coach, assistant coach, trainer, manager, official, parent, guardian, family member, director, officer, volunteer, employee and chaperone within the OWHA to take reasonable steps to safeguard the participants against harassment, abuse, bullying or misconduct.

Harassment is defined as ANY conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals which create a hostile or intimidating environment. Any of the different forms of harassment must be based on a prohibited ground of discrimination in the Ontario Human Rights Legislation, including race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation.

Bullying involves a person expressing their power through the humiliation of another person. Bullying occurs between people at any age and is not addressed under human rights legislation. It is inappropriate behaviours that are typically cruel, demeaning and hostile toward the bullying targets and include but are not limited to physical bullying, verbal bullying, relational bullying and cyber bullying

Abuse (child abuse) is any form of physical, emotional, sexual mistreatment, lack of care, an abuse of power or authority and/or breach of trust against children and youth, which causes physical injury or emotional damage to a child.

Misconduct refers to the behaviour or a pattern of behaviour that is found, by a formal (for example an independent investigation) or informal process (i.e. for example an internal fact finding), to be contrary to the OWHA Code of Conduct and that is not harassment, abuse or bullying.

Inappropriate Harassment, Abuse, Bullying and Misconduct behaviour will not be tolerated and may result in disciplinary action being taken by SPFHA/OWHA.