



POLICY ON THE PREVENTION OF HARASSMENT, BULLYING AND ABUSE



I. Introduction

The Calgary Axemen Lacrosse Club is fundamentally built upon our core values of **Growth, Respect, Integrity, and Teamwork**. We believe that upholding these values is essential to fostering an environment that embodies our mission:

"Together, we play with G.R.I.T, grow strong, and honor the true spirit of the game."

This document sets out the principles and practices necessary to ensure that our environment reflects our commitment to respect and integrity. By fostering a safe, welcoming, and inclusive culture, and prioritizing the physical and psychological well-being of all participants, we ensure every member feels valued and has an equal opportunity to participate.

We uphold this commitment by strictly prohibiting abusive behavior, harassment, and bullying towards all participants. By establishing a culture of mutual respect and ethical conduct, we reinforce our value of teamwork and promote growth through a fun, rewarding experience that celebrates effort and progress.

These principles are aligned with, and based on, similar safe sport policies adopted by our governing bodies: the [Calgary District Lacrosse Association](#), the [Alberta Lacrosse Association](#), and the [Canadian Lacrosse Association](#).

II. How the Two Policies Work Together

The Calgary Axemen Lacrosse Club **Recognition and Prevention of Abuse Policy** and the **Anti-Harassment/Anti-Bullying Policy** are designed to work as one comprehensive system to address the entire spectrum of inappropriate conduct.

- **Overlap in Behavior:** Certain actions that are defined as **abuse** (where a child's safety is at risk) can also fall under the definition of **harassment or bullying** (where human rights or conduct boundaries are breached).
- **Comprehensive Coverage:** Together, the two policies ensure that all abusive, bullying, and harassing behaviors—on or off the floor—are clearly defined and addressed by the Calgary Axemen Lacrosse Club.

III. Recognition and Prevention of Child Abuse Policy

A. Statement of Purpose and Policy

The Calgary Axemen Lacrosse Club is committed to keeping our youth safe and upholding the highest standards of care for all participants. We consider any form of abuse or neglect (emotional, physical, or sexual) to be unacceptable. The Calgary Axemen Lacrosse Club will actively work to prevent this behavior and ensure that it is not tolerated.



Our Policy: There shall be no abuse or neglect of any participant in any Calgary Axemen Lacrosse Club program. We expect every parent and volunteer to take all reasonable steps to safeguard participants and protect them from maltreatment. The Calgary Axemen Lacrosse Club will clearly communicate and promote awareness that this behavior is unacceptable.

B. Definitions of Abuse and Neglect

Child abuse is any physical, emotional, and/or sexual mistreatment or lack of care that causes injury or damage. It is fundamentally characterized by an abuse of power or breach of trust.

- **Emotional Abuse:** A chronic attack on a child's self-esteem or psychologically destructive behavior by a person in a position of power or trust (e.g., name-calling, threatening, ridiculing, isolating, hazing).
- **Physical Abuse:** Purposely injuring or threatening to injure a child or youth (e.g., slapping, hitting, shaking, excessive exercise as a form of punishment).
- **Neglect:** Chronic inattention to basic necessities of life (e.g., inadequate supervision, untreated injuries, unsafe or inadequate equipment, or failure to intervene when harassment occurs).
- **Sexual Abuse:** Using a young person for sexual stimulation or gratification. May be contact (e.g., unwanted touching, sexual fondling, sexual assault, sexually-oriented hazing) or non-contact (e.g., obscene remarks, showing pornography, forced posing).

C. Mandatory Duty to Report

Child abuse and neglect are serious community problems. Alberta has mandatory reporting laws for child abuse and neglect.

It is the policy of the Calgary Axemen Lacrosse Club that any parent or volunteer who has reasonable grounds to suspect that a participant is suffering from any form of abuse or neglect shall immediately report the suspicion and information to the:

1. Local child protection agency
2. Local police detachment

Failure to report an offense may render the adult legally liable under provincial child protection acts. (Additional resources are available on the Alberta Human Services website: <http://humanservices.alberta.ca/>)



IV. Anti-Bullying and Anti-Harassment Policy

A. Statement of Purpose and Policy

At the Calgary Axemen Lacrosse Club, our culture is defined by **Growth, Respect, Integrity, and Teamwork**. To uphold these values, we maintain a **ZERO-TOLERANCE** policy toward all forms of harassment and bullying.

We are committed to fostering a safe, inclusive, and positive environment where every player, coach, parent, and volunteer can thrive. Our commitment to these values is reflected in how we handle ourselves on and off the floor:

- **Growth:** We strive to learn and improve not just as athletes, but as people. Eliminating toxic behavior is essential to creating a space where everyone feels safe to take risks, learn, and grow.
- **Respect:** We treat every individual with dignity. Humiliating, intimidating, or discriminatory behavior has no place in our club. Respecting one another is the foundation of a healthy community.
- **Integrity:** We hold ourselves to the highest standards of character. This means doing the right thing even when no one is watching and ensuring our actions align with our words.
- **Teamwork:** A strong team protects its members. We believe in collective responsibility—looking out for one another and ensuring that the "Enjoyment & Fun" of lacrosse is accessible to everyone

Harassment and bullying will **NOT BE TOLERATED** during any Calgary Axemen activity, program, or event.

Every member is personally responsible for upholding this standard. This involves refraining from harmful behavior, acting as an active bystander to safely intervene when witnessing inappropriate conduct, and promptly reporting incidents. Together, we ensure that the Calgary Axemen remain a leader in sport excellence and community spirit.

B. Definitions

1. Definition of Harassment

Harassment is insulting, intimidating, humiliating, or offensive conduct, gestures, or comments that create a hostile environment or negatively affect a person's participation.



Harassment is typically based on grounds prohibited by human rights legislation, such as race, age, sex, disability, or sexual orientation.

- Examples of Harassment (Non-exhaustive List):
 - Unwelcome jokes, teasing, or innuendo about a person's protected characteristics (e.g., race, sexual orientation).
 - Actions that undermine self-esteem (e.g., condescending, threatening, or punishing behavior).
 - Degrading or inappropriate hazing rituals.
 - Unwanted physical contact (e.g., touching, patting, pinching).
 - Unwanted conduct, comments, or invitations of a sexual nature.
 - Sexual assault or physical assault.

Note: Behaviors such as unwanted physical contact, sexual conduct, or assault directed toward a child or youth also constitute abuse under child protection legislation. In such cases, the mandatory duty to report to police/child protection agencies applies (See Section III).

2. Definition of Bullying

Bullying involves a person expressing their power through the humiliation of another person. It is inappropriate, cruel, demeaning, and hostile behavior toward targets. Unlike harassment, bullying is typically not addressed under human rights legislation unless it becomes a criminal issue (e.g., assault).

- Types of Bullying: Physical, Verbal (name-calling, insults), Relational (social exclusion), and Cyber bullying.
- Tactics used by bullies (Non-exhaustive list): Unwarranted yelling; continually criticizing abilities; blaming targets for mistakes; repeated insults; threats of physical violence.

C. Social Media, Integrity, and Community

Harassment and bullying are equally unacceptable when they occur via social media or other online platforms. This policy applies to all communications (public or private) by all members (players, family, coaches, officials, etc.).

- Accountability: All members are accountable for their online comments and conduct, which reflects directly on their Integrity and the Community we represent.
- Violations (Non-exhaustive list):
 - Statements critical of Calgary Axemen Lacrosse Club personnel, officials, players, or sponsors.
 - Divulging confidential information (e.g., medical history, game plans, or contact details).
 - Sharing photos, videos, or comments that promote illegal or harmful behavior (e.g., drug use, sexual exploitation).
 - Inappropriate, derogatory, racist, or sexist comments.



D. Response and Remedies

Harassment and bullying have a serious negative impact on personal dignity and the enjoyment & fun of our sport. The Calgary Axemen Lacrosse Club is dedicated to making every reasonable effort to respond quickly and effectively to all complaints.

- Fairness: The process of investigation must be fair to all parties.
- Timeliness: Complaints will be handled in a timely, sensitive, and confidential manner as part of our Commitment.
- Action: Minor incidents should be corrected promptly and informally. More serious incidents will be dealt with formally. Procedures are detailed in the Axemen Code of Conduct & Discipline Policy.
- No Reprisals: There will be zero tolerance of reprisals taken against any party to a complaint.
- False Complaints: Anyone making a complaint that is clearly unfounded, malicious, or frivolous may also be subject to discipline.

The Calgary Axemen Lacrosse Club strictly prohibits and will take immediate disciplinary action against any member who engages in retaliation, reprisal, or threats against an individual who has filed a complaint or participated in an investigation.

