



## HARASSMENT POLICY

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Big Country Soccer Association shall adhere to the Harassment Policy as published and approved by Alberta Soccer Association.

The Harassment Policy shall apply to all Big Country Soccer Association Board members, volunteers, team personnel, game officials, players, members, and registrants of the Association during the course of Association business and activities.

Harassment is defined according to the Canadian Human Rights Commission as a form of discrimination that involves any unwanted physical or verbal behavior that offends or humiliates. Types of behavior that constitute harassment are any comment, conduct, or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading, or offensive. It includes, but is not limited to, sexual harassment.

Big Country Soccer Association is committed to:

1. Providing a safe and respectful environment, free of harassment and physical violence.
2. Creating an environment where acts of harassment by or to Big Country Soccer Association Board, team personnel, game officials, players and members of the Association are not tolerated.
3. Maintaining confidentiality for both the party alleging the infraction and the alleged infracting party in all complaints of harassment, except where disclosure is required by law or is in the best interest of the public.

All incidents of harassment to or by Big Country Soccer Association Board, team personnel, game officials, players, and members of the Association are to be reported to the Association President and/ or Vice-President to initiate an investigation as per the Big Country Soccer Association Discipline Committee Requirements (*Ref: BCSA-GOV-006*).

This Harassment Policy shall always be posted on the Big Country Soccer Association website and communicated to members at the beginning of every season. It is the responsibility of the members to ensure that this policy is covered to their parents and volunteers at the start of each season. Ignorance of the Harassment Policy shall not be considered a valid defense against a complaint.