



HARASSMENT AND BULLYING

The Clarence Rockland Ringette Association (CRRA) is dedicated to creating an environment where all individuals are treated with respect. The CRRA promotes equal opportunity and strictly prohibits discriminatory practices. All members of the CRRA, as well as their spectators, are expected to conduct themselves in a manner that aligns with the values of the association at all times.

Conduct that violates this Code of Conduct and Ethics may be subject to disciplinary action according to CRRA's policies regarding complaints.

Any and all complaints will be fully investigated by the CRRA.

PURPOSE

Everyone has a responsibility to report violations. This can be done by submitting a written complaint to the CRRA. The purpose of this Code of Conduct is to create a safe and positive environment within CRRA programs, activities, and events.

DEFINITIONS

In this Policy, "Individuals" include all CRRA participants, their parents or guardians, spectators at events, and CRRA staff/volunteers.

APPLICATION OF THIS POLICY

This policy applies to individuals during CRRA's activities and events, including competitions, practices, training camps, travel, and meetings involving staff, committees, or the Board of Directors. It also covers conduct outside of these activities if it negatively impacts relationships within CRRA or harms its image and reputation.

RESPONSIBILITIES

Maintain the dignity and self-esteem of the Clarence Rockland Ringette Association and its members by following these guidelines:

HARASSMENT: Harassment is any offensive or malicious comments or conduct directed at individuals or groups. It can occur between peers (e.g., player-to-player) or between individuals in different power dynamics (e.g., coach-to-player). Behaviours that constitute harassment include:

- Verbal abuse, threats, or outbursts
- Displaying offensive visual material
- Unwelcome remarks, jokes, or comments about a person's appearance, race, religion, sex, or orientation
- Suggestive gestures or leering
- Patronizing behaviour that undermines self-esteem or performance
- Practical jokes causing embarrassment or safety concerns
- Hazing or bullying
- Unwanted physical contact
- Unwelcome sexual advances or invitations
- Physical or sexual assault

BULLYING: Bullying is the misuse of power to humiliate others and can occur at any age. It involves cruel, demeaning, and hostile behaviour toward a target. While the law doesn't specifically address bullying, it does intervene in cases that involve criminal behaviour, such as physical assault or extortion. There are four main types of bullying:

1. Physical – Hitting, kicking, or damaging someone's property.
2. Verbal – Name-calling, insults, and teasing.
3. Social – Excluding victims by influencing peers
4. Cyberbullying – Using electronic platforms, like social media or texting, to bully.

Bullying behaviours include, but are not limited to:

- Unwarranted yelling;
- Continual criticism;
- Blaming for mistakes;
- Unreasonable performance demands;
- Repeated insults;
- Threats to remove privileges;
- Discounting accomplishments;
- Threats of physical violence;
- Actual physical violence.

HAZING: Hazing refers to any activity required of someone joining a group that humiliates, degrades, or risks emotional or physical harm, regardless of consent. It includes actions that do not promote positive personal development and may cause mental or physical distress, degrade individuals, or put participants at risk.

Any situation where an athlete feels pressured to engage in an uncomfortable activity by their teammates is considered hazing.

Three Categories of Hazing:

1. Subtle Hazing: Actions aimed at ridiculing or humiliating an athlete, such as deception, demerits, or depriving privileges.
2. Harassment: Actions causing emotional distress or physical discomfort, including verbal abuse, threats, sleep deprivation, and forced embarrassing attire.
3. Violent Hazing: Actions that result in physical punishment or bodily harm, including forced substance consumption, beating, branding, public nudity, and unwanted touching.

SANCTIONS: Any allegations of harassment, bullying, or hazing that are considered non-frivolous or non-vexatious by the CRRA President, Vice-President, or its Board will be subject to disciplinary measures in accordance with the Discipline and Complaints policy.