



FORT SASKATCHEWAN MINOR SPORTS ASSOCIATION

TITLE: Maltreatment, Harassment and Bullying

POLICY #: 7900

Created: September 21, 2025

Last updated: September 21, 2025

Approved: September 21, 2025

Ver no.	Effective Date	Significant Changes

1.0 Purpose

Fort Saskatchewan Minor Sports Association is committed to fostering a safe, inclusive, and respectful environment for all volunteers, staff, athletes, and stakeholders. Harassment and bullying will not be tolerated in any form. This policy outlines the expectations, procedures, and consequences for addressing harassment and bullying within the organization.

2.0 Scope

This policy applies to all volunteers, staff, coaches, athletes, board members, parents, and spectators in any organizational setting, including online interactions. This policy covers all organizational activities, including in-person, online, and social media interactions.

3.0 Terms

Maltreatment - Any action that causes physical or emotional harm.

Harassment - includes any unwelcome conduct, whether verbal, physical, sexual, written, or visual, that is known or should be known to create an intimidating, discriminatory, offensive, or hostile environment. Examples include but are not limited to:

- Inappropriate jokes, slurs, or comments
- Unwanted physical contact
- Threats or intimidation
- Displaying offensive images or messages

Bullying - is any repeated, intentional behavior—verbal, physical, written, social or digital—that is meant to harm, intimidate, humiliate, exclude or control another person. Examples could include but are not limited to:

- Verbal abuse, such as name-calling, threats or insults
- Social exclusion or spreading rumors
- Physical aggression
- Cyberbullying through emails, texts, or social media



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4.0 Policy

- 4.1 Everyone is responsible for upholding and promoting a positive, respectful and professional environment.
- 4.2 FSMSA members, coaches, staff, and volunteers must model appropriate behaviour and intervene and /or report if they witness maltreatment, harassment or bullying.
- 4.3 Reports of Maltreatment, Harassment or Bullying must be made to the FSMSA Board or Minor Sport Committee. All reports will be taken seriously and investigated promptly in accordance with the FSMSA Disciplinary Policy 4216.
- 4.4 Retaliation against individuals who report maltreatment, harassment or bullying in good faith is strictly prohibited. Any form of reprisal will be met with disciplinary action.
- 4.5 Each Minor Sport operating under the FSMSA is expected to follow its own Minor Sport Committee policies and procedures when addressing maltreatment, harassment or bullying incidents involving its members. If the matter cannot be resolved at the Minor Sport level or if additional support is required, the FSMSA Maltreatment, Harassment and Bullying Policy and Procedures will apply.