



GCU Soccer Club Anti-Harassment Policy

1. Purpose The GCU Soccer Club is committed to providing a safe, inclusive, and respectful environment for all members, including players, coaches, referees, volunteers, staff, board members, and families. Harassment, discrimination, or abuse in any form will not be tolerated.

2. Scope

This policy applies to all individuals affiliated with the club in any capacity and extends to all club-related activities, including practices, games, meetings, events, and digital communications.

3. Definitions of Harassment

Harassment includes, but is not limited to:

- **Verbal Harassment:** Offensive language, slurs, or inappropriate jokes related to race, gender, sexual orientation, religion, age, disability, or other personal characteristics.
- **Physical Harassment:** Unwelcome physical contact, such as touching, pushing, or any form of physical intimidation.
- **Sexual Harassment:** Unwanted advances, inappropriate touching, sexually suggestive comments, or any conduct of a sexual nature that is unwelcome.
- **Emotional Harassment:** Intimidation, threats, bullying, social exclusion, or the spreading of rumors intended to harm another individual's dignity or well-being.

4. Reporting Procedures

Anyone who experiences or witnesses harassment is encouraged to report the incident promptly. Reports may be made to a designated club official, such as the Club President, Vice President, or a Board Member. Reports should include details of the incident, individuals involved, and any witnesses.

5. Confidentiality

All reports will be handled with confidentiality to the fullest extent possible. Information will only be disclosed as necessary for investigation and resolution.

6. Investigation and Resolution

The club will take all reports seriously and conduct a prompt and thorough investigation. If harassment is found to have occurred, appropriate actions may include:

- Verbal or written warnings
- Suspension from club activities
- Expulsion from the club
- Reporting to relevant legal authorities if necessary

7. Non-Retaliation

Retaliation against individuals who report harassment in good faith or participate in an investigation will not be tolerated. Disciplinary action will be taken against any person engaging in retaliation.

8. Responsibilities

All members of the club are responsible for:

- Conducting themselves in a manner that upholds the club's values of respect, fairness, and inclusion.
- Reporting any harassment or misconduct they witness.
- Cooperating with investigations into alleged harassment.

9. Policy Review and Compliance

This policy will be reviewed annually by the Club Board to ensure it remains effective and up to date. Compliance is mandatory, and all members must acknowledge their understanding of this policy upon joining the club.

By enforcing this policy, we aim to create a positive and supportive environment where all individuals can enjoy the sport of soccer free from harassment and discrimination.

For any questions or to report an incident, please contact Jeff Myers (jmyers@modg.ca).