



# **Harassment and Bullying Policy**

Metcalfe and District Ringette Association

Adopted June 2025

## **HARASSMENT & BULLYING POLICY**

Metcalfe District Ringette Association (MDRA) is committed to providing a caring, friendly and safe environment in which all individuals, including players, parents/guardians, spectators and volunteers, are able to participate in a respectful manner. Harassment and/or bullying behaviour of any kind is unacceptable within the association and will not be tolerated. Examples of minor and major infractions can be found in Appendix A. This policy should be followed in conjunction with Ringette Ontario's [Code of Conduct and Ethics Policy](#).

Further, MDRA supports equal opportunity and prohibits discriminatory practices. MDRA members, including players, parents/guardians, and spectators at MDRA events (games, practices and other), are expected to conduct themselves, at all times, in a manner consistent with Ringette Ontario's [Code of Conduct and Ethics Policy](#), that are respectful, inclusive and free of harm.

Conduct that violates the policy for harassment and bullying, may be subject to disciplinary sanctions pursuant to Ringette Ontario's [Discipline and Complaints Policy](#) which can include a verbal/written warning up to and including permanent ineligibility to under the auspices of RO support the implementation of the [Harassment and Bullying policy, player, parent, coach and spectator Codes of Conduct](#) have been established.

Effective June 2025, it is mandatory for all players and parents to read the MDRA Player and Parent Codes of Conduct and sign the form acknowledging they will adhere to respectful practices and behaviours. It is recommended that the head coach and/or team manager go through the player code of conduct and general good practices, with all players and parents, at the beginning of the season, within the first two-weeks after team formation.

### **PURPOSE**

The purpose of this Code of Conduct is to ensure a safe and positive environment within MDRA and Ringette Ontario programs, activities and events, by making all individuals aware that there is an expectation of appropriate behaviour, consistent with the values of Ringette Ontario, at all times.

It should be noted that everyone has a duty to report infractions. This is done by filing a written complaint to MDRA, National Capital Ringette League and/or the Ringette Ontario office where appropriate. Further, designated [convenors](#) for each division within MDRA are available to support players, parents/guardians coaches and volunteers in instances where harassment and bullying behaviour has been identified.

### **APPLICATION OF THIS POLICY**

This policy applies to all members of MDRA (players, parents/guardians, coaches, MDRA volunteers and spectators) and is further supported by player, parent and coach Codes of

Conduct. The policy applies to conduct that may arise during the course of MDRA's regular program, including activities and events, however is not limited to, competitions/tournaments, practices, travel, and any meetings of staff and/or volunteers, committees and/or the MDRA Board of Directors.

This policy also applies to conduct that may occur outside of MDRA's regular program that impacts activities and events when such conduct adversely affects relationships within Ringette Ontario's work and sport environment and is detrimental to the image and reputation of the Ringette Ontario.

Conduct arising within the business, activities and events of clubs or other organizations affiliated with Ringette Ontario will be dealt with using the policies and mechanisms of such organizations.

## **RESPONSIBILITIES**

Everyone has a role to play in enhancing the dignity and self-esteem of all Ringette Ontario members by creating an environment that is inclusive and free from any negative behaviours, including harassment and bullying. **Coaches** will ensure that the policy is enforced and provide a safe environment. **Parents** will support the policy and encourage respectful behaviour, in addition to addressing player behavioural issues and concerns that have been brought forward. **Players** will adhere to the policy, providing a safe and inclusive environment for all players and volunteers.

## **HARRASSMENT**

Harassment is defined as unwanted behaviour directed towards an individual or group, which is offensive, demeans, humiliates, intimidates, that is abusive, racist, sexist, degrading or malicious. This can be based on race, gender, sexual orientation, disability, or other personal characteristics. Harassment may occur between peers (eg: player to player, player to official/coach, parent to official/coach, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (eg: coach to player, sports administrator to employee). Types of behaviour that constitute harassment include, but are not limited to:

- Written or verbal abuse, threats or outbursts;
- The display of visual material which is offensive or which one ought to know is offensive;
- Unwelcome remarks, jokes, comments, innuendos or taunts about a person's looks, body, attire, age, race, religion, gender or sexual orientation;
- Leering or other suggestive or obscene gestures;
- Condescending or patronizing behaviour, which is intended to undermine self-esteem, diminish performance or adversely affect a player in any capacity;
- Practical jokes that cause awkwardness or embarrassment, endangers a person's safety or negatively affect performance;
- Any form of hazing or bullying;
- Unwanted physical contact including touching, petting, pinching or kissing;

- Unwelcome sexual flirtations, advances, requests or invitations;
- Physical or sexual assault;
- Threats of retaliation against an individual who reports harassment.

## **BULLYING**

Bullying involves a person expressing their power through the humiliation of another person. It is repeated, intentional behaviour that causes physical and/or emotional harm. It is inappropriate behaviour that is typically cruel, demeaning and hostile toward the bullying target, and occurs at any age. The actual issue of bullying is not addressed by the law, except when the behaviour does become a criminal issue – e.g. extortion, physical assault etc.

Bullying can be broken down into four types:

1. **Physical** – ex. hit or kick victims; take/damage personal property
2. **Verbal** – ex. name calling; insults; constant teasing
3. **Social** - ex. try to cut off victims from social connection by convincing peers to exclude or reject a certain person (RO Harassment & Bullying Policy July 26, 2018 3 )
4. **Cyber** – ex. use electronic sources including, but not limited to: social media (i.e., Facebook, twitter), texting, etc. to accomplish the bully's aims

Types of behaviour that constitute bullying include, but are not limited to:

- Unwarranted yelling and screaming directed at the target;
- Continually criticizing the target's abilities;
- Blaming the target for mistakes;
- Making unreasonable demands related to performance;
- Repeated insults or put downs of the target;
- Repeated threats to remove or restrict opportunities or privileges;
- Denying or discounting the target's accomplishment;
- Threats of physical violence;
- Actual physical violence.

## **HAZING**

Hazing refers to any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades, abuses or endangers them regardless of the person's willingness to participate.

Hazing is a broad term encompassing any action or activity which does not contribute to the positive development of a person; which inflicts or intends to cause physical or mental harm or anxieties; which may demean, degrade or disgrace any person regardless of location, intent, or consent of participants; any action or situation which intentionally or unintentionally endangers an athlete for admission into or affiliation with any team.

Any instance where an athlete is pressured by their teammates to participate in an activity with which the athlete is uncomfortable is considered to be an incidence of hazing.

## **APPENDIX A - INCIDENTS**

Examples of minor infractions:

- a) A single incident of disrespectful, offensive, abusive, racist or sexist comments or behaviour directed towards others, including but not limited to peers, opponents, athletes, coaches, officials, executive members or spectators.
- b) Unsportsmanlike conduct such as angry outbursts or arguing.
- c) A single incident of being late for or absent from MDRA events and activities at which attendance is expected or required.
- d) Non-compliance with the rules and regulations under which MDRA events are conducted, whether at the local, provincial, national or international level.

Examples of major infractions:

- a) Repeated incidents of disrespectful, offensive, abusive, racist, sexist, transphobic or homophobic comments or behaviour directed towards others, including but not limited to peers, opponents, athletes, coaches, officials, executive members or spectators.
- b) Using another player's identity, falsifying an affidavit or roster, or giving false information to tournament officials.
- c) Knowingly participating while ineligible.
- d) Knowingly competing with players who are ineligible to play.
- e) Repeated unsportsmanlike conduct such as angry outbursts and/or arguing, refusal to shake hands etc.
- f) Repeated incidents of being late for or absent from MDRA events and activities at which attendance is expected or required.
- g) Activities or behaviour which interferes with a competition or with any athlete's preparation for a competition.
- h) Pranks, jokes or other activities which endanger the safety of others.
- i) Deliberate disregard for the rules and regulations under which MDRA events are conducted, whether at the local, provincial, national or international level.
- j) Abusive use of alcohol and or drugs where abuse means a level of consumption which impairs the individual's ability to speak, walk or drive; causes the individual to behave in a disruptive manner; or interferes with the individual's ability to perform effectively and safely.
- k) Any use of alcohol or drugs (i.e., cannabis) by minors.
- l) Use of illicit drugs and narcotics.
- m) Use of banned performance enhancing drugs or methods

## **APPENDIX B – Link to supporting Codes of Conduct**

[Ringette Ontario Harassment and Bullying Policy](#)

[MDRA Player Code of Conduct](#)

[MDRA Parent Code of Conduct](#)

[Ringette Ontario Coaches Code of Conduct](#)

[MDRA Spectator Code of Conduct](#)