



JULY 26, 2018

RINGETTE ONTARIO HARASSMENT & BULLYING POLICY

1. **STATEMENT**

- 1.1 RINGETTE ONTARIO IS COMMITTED TO PROVIDING AN ENVIRONMENT IN WHICH ALL INDIVIDUALS ARE TREATED WITH RESPECT.
- 1.2 FURTHER, RINGETTE ONTARIO SUPPORTS EQUAL OPPORTUNITY AND PROHIBITS DISCRIMINATORY PRACTICES. PARTICIPANTS OF RINGETTE ONTARIO, PARENTS/GUARDIANS OF RINGETTE ONTARIO, AND SPECTATORS AT RINGETTE ONTARIO'S EVENTS ARE EXPECTED TO CONDUCT THEMSELVES AT ALL TIMES IN A MANNER CONSISTENT WITH THE VALUES OF RINGETTE ONTARIO.
- 1.3 CONDUCT THAT VIOLATES THIS CODE OF CONDUCT AND ETHICS MAY BE SUBJECT TO SANCTIONS PURSUANT TO RINGETTE ONTARIO'S POLICIES RELATED TO DISCIPLINE AND COMPLAINTS.

2. **PURPOSE**

- 2.1 EVERYONE HAS A DUTY TO REPORT INFRACTIONS. THIS IS DONE BY FILING A WRITTEN COMPLAINT TO YOUR ASSOCIATION, REGION OR THE RINGETTE ONTARIO OFFICE.
- 2.2 THE PURPOSE OF THIS CODE OF CONDUCT IS TO ENSURE A SAFE AND POSITIVE ENVIRONMENT WITHIN RINGETTE ONTARIO PROGRAMS, ACTIVITIES AND EVENTS, BY MAKING ALL INDIVIDUALS AWARE THAT THERE IS AN EXPECTATION OF APPROPRIATE BEHAVIOR, CONSISTENT WITH THE VALUES OF RINGETTE ONTARIO, ALWAYS.

3. **DEFINITIONS**

- 3.1 THE FOLLOWING TERMS HAVE THESE MEANINGS IN THIS POLICY:
 - 3.1.1 **BULLYING** - INVOLVES A PERSON EXPRESSING THEIR POWER THROUGH THE HUMILIATION OF ANOTHER PERSON.
 - 3.1.2 **HARASSMENT** - A COMMENT OR CONDUCT (THROUGH ANY MEDIUM) DIRECTED TOWARDS AN INDIVIDUAL OR GROUP, WHICH IS OFFENSIVE, ABUSIVE, RACIST, SEXIST, DEGRADING OR MALICIOUS.
 - 3.1.3 **HAZING** - ANY ACTIVITY EXPECTED OF SOMEONE JOINING A GROUP (OR TO MAINTAIN FULL STATUS IN A GROUP) THAT HUMILIATES, DEGRADES OR RISKS EMOTIONAL AND/OR PHYSICAL HARM, REGARDLESS OF THE PERSON'S WILLINGNESS TO PARTICIPATE.
 - 3.1.4 **INDIVIDUALS** - RINGETTE ONTARIO PARTICIPANTS, PARENTS/GUARDIANS OF RINGETTE ONTARIO PARTICIPANTS, SPECTATORS AT RINGETTE ONTARIO EVENTS AND RINGETTE ONTARIO PROFESSIONAL STAFF.
 - 3.1.5 **SANCTIONS** - DISCIPLINE FOR COMMITTING AN INFRACTION WILL BE CARRIED OUT PER THE RINGETTE ONTARIO DISCIPLINE AND COMPLAINTS POLICY.



4. APPLICATION OF THIS POLICY

- 4.1 THIS POLICY APPLIES TO INDIVIDUALS RELATING TO CONDUCT THAT MAY ARISE DURING RINGETTE ONTARIO'S BUSINESS, ACTIVITIES AND EVENTS, INCLUDING BUT NOT LIMITED TO, OFFICE ENVIRONMENT, COMPETITIONS, PRACTICES, TRAINING CAMPS, TRAVEL, AND ANY MEETINGS OF STAFF, COMMITTEES OR THE BOARD OF DIRECTORS.
- 4.2 THIS POLICY APPLIES TO CONDUCT THAT MAY OCCUR OUTSIDE OF RINGETTE ONTARIO'S BUSINESS, 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 RINGETTE ONTARIO.
- 4.3 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.

5. RESPONSIBILITIES

- 5.1 MAINTAIN AND ENHANCE THE DIGNITY AND SELF-ESTEEM OF RINGETTE ONTARIO MEMBERS AND OTHER INDIVIDUALS BY ADHERING TO THIS POLICY.

6. HARRASSMENT:

- 6.1 HARASSMENT MAY OCCUR BETWEEN PEERS (EG: PLAYER TO PLAYER IN THE SAME AGE GROUP, PARENT TO OFFICIAL, 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).
- 6.2 TYPES OF BEHAVIOR THAT CONSTITUTE HARASSMENT INCLUDE, BUT ARE NOT LIMITED TO:
 - 6.2.1 WRITTEN OR VERBAL ABUSE, THREATS OR OUTBURSTS;
 - 6.2.2 THE DISPLAY OF VISUAL MATERIAL WHICH IS OFFENSIVE OR WHICH ONE OUGHT TO KNOW IS OFFENSIVE;
 - 6.2.3 UNWELCOME REMARKS, JOKES, COMMENTS, INNUENDOS OR TAUNTS ABOUT A PERSON'S LOOKS, BODY, ATTIRE, AGE, RACE, RELIGION, SEX OR SEXUAL ORIENTATION;
 - 6.2.4 LEERING OR OTHER SUGGESTIVE OR OBSCENE GESTURES;
 - 6.2.5 CONDESCENDING OR PATRONIZING BEHAVIOR, WHICH IS INTENDED TO UNDERMINE SELF-ESTEEM, DIMINISH PERFORMANCE OR ADVERSELY AFFECT WORKING CONDITIONS;
 - 6.2.6 PRACTICAL JOKES THAT CAUSE AWKWARDNESS OR EMBARRASSMENT, ENDANGERS A PERSON'S SAFETY OR NEGATIVELY AFFECT PERFORMANCE;
 - 6.2.7 ANY FORM OF HAZING OR BULLYING;
 - 6.2.8 UNWANTED PHYSICAL CONTACT INCLUDING TOUCHING, PETTING, PINCHING OR KISSING;
 - 6.2.9 UNWELCOME SEXUAL FLIRTATIONS, ADVANCES, REQUESTS OR INVITATIONS;
 - 6.2.10 PHYSICAL OR SEXUAL ASSAULT;



6.2.11 THREATS OF RETALIATION AGAINST AN INDIVIDUAL WHO REPORTS HARASSMENT.

7. BULLYING:

- 7.1 BULLYING OCCURS BETWEEN PEOPLE OF ANY AGE. IT IS INAPPROPRIATE BEHAVIOUR THAT IS TYPICALLY CRUEL, DEMEANING AND HOSTILE TOWARD THE BULLYING TARGET.
- 7.2 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.
- 7.3 BULLYING CAN BE BROKEN DOWN INTO FOUR TYPES:
 - 7.3.1 **PHYSICAL** – EX. HIT OR KICK VICTIMS; TAKE/DAMAGE PERSONAL PROPERTY
 - 7.3.2 **VERBAL** – EX. NAME CALLING; INSULTS; CONSTANT TEASING
 - 7.3.3 **SOCIAL** - EX. TRY TO CUT OFF VICTIMS FROM SOCIAL CONNECTION BY CONVINCING PEERS TO EXCLUDE OR REJECT A CERTAIN PERSON
 - 7.3.4 **CYBER** – EX. USES ELECTRONIC SOURCES INCLUDING, BUT NOT LIMITED TO: FACEBOOK, TWITTER, TEXTING, ETC. TO ACCOMPLISH THE BULLY’S AIMS
- 7.4 TYPES OF BEHAVIOUR THAT CONSTITUTE BULLYING INCLUDE, BUT ARE NOT LIMITED TO:
 - 7.4.1 UNWARRANTED YELLING AND SCREAMING DIRECTED AT THE TARGET;
 - 7.4.2 CONTINUALLY CRITICIZING THE TARGET’S ABILITIES;
 - 7.4.3 BLAMING THE TARGET FOR MISTAKES;
 - 7.4.4 MAKING UNREASONABLE DEMANDS RELATED TO PERFORMANCE;
 - 7.4.5 REPEATED INSULTS OR PUT DOWNS OF THE TARGET;
 - 7.4.6 REPEATED THREATS TO REMOVE OR RESTRICT OPPORTUNITIES OR PRIVILEGES;
 - 7.4.7 DENYING OR DISCOUNTING THE TARGET’S ACCOMPLISHMENT;
 - 7.4.8 THREATS OF PHYSICAL VIOLENCE;
 - 7.4.9 ACTUAL PHYSICAL VIOLENCE.

8. HAZING:

- 8.1 HAZING IS A BROAD TERM ENCOMPASSING ANY ACTION OR ACTIVITY WHICH:
 - 8.1.1 DOES NOT CONTRIBUTE TO THE POSITIVE DEVELOPMENT OF A PERSON;
 - 8.1.2 INFLECTS OR INTENDS TO CAUSE PHYSICAL OR MENTAL HARM OR ANXIETIES;
 - 8.1.3 MAY Demean, DEGRADE OR DISGRACE ANY PERSON REGARDLESS OF LOCATION, INTENT, OR CONSENT OF PARTICIPANTS;
 - 8.1.4 ANY ACTION OR SITUATION WHICH INTENTIONALLY OR UNINTENTIONALLY ENDANGERS AN ATHLETE FOR ADMISSION INTO OR AFFILIATION WITH ANY TEAM.



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8.2 ANY INSTANCE WHERE AN ATHLETE IS PRESSURED BY HIS OR HER TEAMMATES TO PARTICIPATE IN AN ACTIVITY WITH WHICH THE ATHLETE IS UNCOMFORTABLE IS AN INCIDENT OF HAZING.

8.3 THREE CATEGORIES OF HAZING:

8.3.1 **SUBTLE** – ACTIONS THAT ARE AGAINST ACCEPTED AND ORGANIZATION STANDARDS OF CONDUCT, BEHAVIOR AND GOOD TASTE. AN ACTIVITY OR ATTITUDE DIRECTED TOWARD AN ATHLETE OR AN ACT WHICH RIDICULES, HUMILIATES, AND/OR EMBARRASSES.

a) EX. DECEPTION, ASSIGNING DEMERITS, IMPLIED THREATS, DEPRIVATION OF PRIVILEGES

8.3.2 **HARASSMENT** - ANYTHING THAT CAUSES ANGUISH OR PHYSICAL DISCOMFORT TO AN ATHLETE, ANY ACTIVITY DIRECTED TOWARD AN ATHLETE WHICH CONFUSES, FRUSTRATES OR CAUSES UNDUE STRESS.

a) EX. VERBAL ABUSE, THREATS, WEARING EMBARRASSING ATTIRE, SLEEP DEPRIVATION, SEXUAL SIMULATIONS

8.3.3 **VIOLENT** – ANY FORM OF ACTION THAT MAY CAUSE PHYSICAL PUNISHMENT OR ANY ACTION THAT MAY CAUSE BODILY HARM AND/OR TOUCHING IN PRIVATE PLACES AND/OR DE-CLOTHING OF AN ATHLETE.

a) EX. FORCED ALCOHOL/DRUG CONSUMPTION, BEATING/PADDLING OR ASSAULT, BRANDING, BURNING, PUBLIC NUDITY, AND/OR BONDAGE

9. **SANCTIONS:**

9.1 ANY COMPLAINTS OF HARASSMENT, BULLYING AND/OR HAZING DEEMED NOT TO BE FRIVOLOUS OR VEXATIOUS BY THE RINGETTE ONTARIO PRESIDENT OR DELEGATE WILL BE CONSIDERED A MAJOR INFRACTION COMPLAINT AND WOULD BE SUBJECT TO THE APPLICABLE SANCTIONS.