



SBLA/SLA HARASSMENT POLICY

The Saskatoon Box Lacrosse Association Inc. and the Saskatchewan Lacrosse Association will not tolerate harassment of any type. The following motion was passed at a February 12, 2005 SLA Board Meeting following a discussion on aboriginal development.

"The SBLA/SLA will educate & communicate to our coaches, officials, players, parents, and administrators that harassment will not be tolerated because this type of behavior is wrong. The SBLA/SLA education will include but not be limited to emphasizing this point through training at referee & coach courses"

We are asking referees to police harassment of any type during lacrosse games and assess the appropriately penalty as per Rule 28 (c) or Rule 48 – Gross Misconduct.

28 (c) A minor penalty for unsportsmanlike conduct shall be assessed to a player/goalkeeper who attempts to incite, through gestures or verbalization, an opponent into incurring a penalty or an additional penalty. A ten-minute misconduct penalty shall be assessed to a player/goalkeeper who continues the incitement after being assessed the minor penalty.

48 (a) The Referee shall assess a gross misconduct penalty to any player/goalkeeper or non-playing personnel who:

(i) Makes derogatory comments based upon race ethnic origin, religious background or gender.

14.01 Harassment Policy

14.01.1 The Saskatchewan Lacrosse Association is committed to promoting a sport environment in which the terms and conditions of participation are equitable and non-discriminatory. Every participant has the right to be treated with dignity and respect and to work, train and compete in a milieu conducive to productivity, self-development and performance advancement based upon individual interest and ability. The Saskatchewan Lacrosse Association will foster a sport environment free of harassment on the basis of

race, ancestry, place of origin, color, ethnic origin, citizenship, religion, sex, sexual orientation, disability, age, marital/family status or an offense for which a pardon has been granted.

14.01.2 Harassment means any behavior by a person engaged in any paid or volunteer capacity, role, or function with the Saskatchewan Lacrosse Association that is offensive to any person or group of people and which the individual knew or ought to have known would be unwelcome.

14.01.3 Harassment may be intentional or unintentional and can take many forms, but generally involves conduct, comment, or display which is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading, or otherwise causes offense, discomfort, or personal humiliation or embarrassment to a person or group of people.

14.01.4 The following types of harassment are intolerable, whether or not individuals complain:

(a) Sexual Harassment - unwelcome sexual behavior such as inappropriate sexual comments about a person's body or appearance, use of derogatory sexual terms, inquiries or comments about an individual's sex life or sexual preferences, unwanted touching, petting, or leering; sexual advances or requests for sexual relations by any person in a position of authority; or reprisal by any person in a position of authority against an individual who has rejected a sexual advance or unwelcome sexual behavior.

(b) Racial Harassment - racial slurs, jokes or name calling based upon race, ancestry, place or origin, color, ethnic origin, and creed (or religion), use of terminology which reinforces stereotypes, derogatory nicknames.

(c) Abuse of Authority - improper use of power and authority inherent in a position to endanger or undermine another's job, position, membership or participation on a team, or in any way interfere with or influence the performance or advancement of any person engaged in any such function; intimidation, threats, blackmail or coercion.

14.02 Objective

14.02.1 It is the overall objective of the Saskatchewan Lacrosse Association on Harassment to create and maintain a work and sport environment free from harassment. Individuals who experience harassment are encouraged to take the appropriate actions to put an end to the harassment and seek adequate redress.

14.02.2 Harassment, which is unintentional, may be stopped by informing the harasser(s) that the behavior is offensive. If the behavior continues, the individual should file a complaint in the manner described in the Saskatchewan Lacrosse Association Complaint Review Procedure.

14.02.3 If an individual feels uncomfortable or threatened about confronting the harasser(s) on their own, a complaint should be filed directly in accordance with the Saskatchewan Lacrosse Association Complaint Review Procedure.

14.02.4 The Saskatchewan Lacrosse Association takes any complaint seriously, and will investigate and respond in a sensitive, effective and timely manner.

14.02.5 The Saskatchewan Lacrosse Association believes that harassment is a serious offense. It is also a serious offense to falsely accuse someone of harassment.

14.02.6 If the results of the investigation find that there has been harassment or that there has been an intentional false accusation of harassment, appropriate disciplinary action will be taken in accordance with the Saskatchewan Lacrosse Association Code of Conduct Discipline Policy.

