



Skate Winnipeg

Bullying & Harassment Policy

Policy Statement

- a. Skate Winnipeg is committed to providing a skating environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in a respectful environment free from bullying, harassment and discrimination.

Discrimination

- b. Every Skate Winnipeg registrant is entitled to participate free from discrimination. Skate Winnipeg strictly prohibits unlawful discrimination, including discrimination on the basis of race, colour, national place of origin, ancestry, sex (including pregnancy), religious beliefs, age, physical or mental disability, sexual orientation, gender identity or expression, family or marital status, or any other ground or characteristic protected under applicable provincial human rights legislation ("Protected Characteristics").
- c. This policy addresses discrimination as contemplated by the applicable provincial human rights legislation. Under this policy, "discrimination" is differential treatment on the basis of Protected Characteristics. Discrimination may also be found where a requirement, qualification or factor exists that is not discriminatory on its face but results in the exclusion, restriction or preference of a group of persons who are identified by a prohibited ground of discrimination and cannot be demonstrated to be reasonable and justified in the circumstances.

Bullying and Harassment

- d. Harassment may relate to a form of discrimination set out in human rights legislation, but it does not have to. Discriminatory harassment includes harassment related to race, sex, religious creed, colour, national origin, ancestry, disability or medical condition or age.
- e. Bullying and harassment are any behaviour that demeans, embarrasses, humiliates, or verbally abuses a person and that is known or would be expected to be known to be unwelcome. Prohibited conduct includes but is not limited to the following behaviours:
 - (a) written or verbal abuse or threats, including swearing;
 - (b) intimidating conduct or gestures;
 - (c) unwelcome remarks, jokes, taunts;
 - (d) unwelcome physical contact;
 - (e) physical or sexual assault;
 - (f) vandalism of personal property;
 - (g) abuse of authority which undermines performance or threatens an individual's career;
 - (h) racial, religious or ethnic slurs;
 - (i) practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - (j) unwelcome sexual flirtations, advances, requests for sexual favours, or invitations, whether indirect or explicit;
 - (k) unwelcome comments, innuendo, taunting, or questions about a person's looks, body, attire, age, race, religion, sex, sexual orientation, or sex life;
 - (l) displays of pornographic, racist or other offensive or derogatory material;
 - (m) leering, whistling, or other suggestive or obscene gestures;
 - (n) condescending, paternalistic or patronizing behaviour which undermines self-esteem, diminishes performance, or adversely affects the skating environment.
- f. Sexual harassment may be directed at registrants of the same sex or the opposite sex.
- g. This repetitive improper behaviour is insulting, intimidating, humiliating, malicious, degrading, or embarrassing. The improper behaviour does not have to be made with the intent to harass or discriminate, to be in violation of this policy.

Application of this Policy

- h. This policy applies to all registrants of Skate Winnipeg, including officials, coaches, athletes, volunteers, and the Skate Winnipeg Board of Directors. Skate Winnipeg encourages the reporting of all incidents of harassment, regardless of who the offender may be.
- i. This policy applies to discrimination, bullying and harassment which may occur at or during the course of any Skate Winnipeg business or skating activity or event (including business or skating activities or events of registrant organizations). It also applies to prohibited conduct occurring outside of those situations, when the harassment or bullying is occurring between persons covered by this policy, and the conduct adversely affects the Skate Winnipeg skating environment.
- j. Every registrant of Skate Winnipeg has a responsibility to play a part in ensuring that Skate Winnipeg's skating environment is respectful and free from discrimination, bullying and harassment. This means not engaging in, allowing, condoning, or ignoring behaviour which is contrary to this policy. In addition, any registrant of Skate Winnipeg who believes that a fellow registrant of Skate Winnipeg has experienced or is experiencing harassment is encouraged to notify Skate Winnipeg.

Complaints

- k. An individual who believes he or she has been harassed has the right:
 - (a) to file a complaint under Skate Canada's Membership Complaints Policy, without fear of embarrassment or retaliation; and
 - (b) to contact the appropriate provincial human rights commission directly, if desired.
 - (c) to report the incident to the appropriate Skate Winnipeg authority. This could include:
 - Main Coach
 - Alternate Coach
 - Head Coach
 - Vice President
 - President

Confidentiality

- I. Skate Winnipeg understands that it can be extremely difficult to come forward with a complaint of discrimination, bullying or harassment, and that it can be devastating to be wrongly accused of such conduct. Skate Winnipeg recognizes the interests of both the complainant and the respondent in maintaining confidentiality.
- m. Skate Winnipeg shall maintain all records in a confidential manner, except to the extent that disclosure of any of this information is necessary for the purposes of investigating the complaint or taking disciplinary and corrective action in relation to the complaint or is required by law.

Procedure, Responses, and Remedies

- It is the position of Skate Winnipeg that harassment and bullying cannot and should not be tolerated in any environment, including figure skating. Both harassment and bullying are unacceptable and harmful. Skate Winnipeg recognizes the serious negative impact of all types of harassment and bullying on personal dignity, individual and group development and performance, enjoyment of the sport, and in some cases, personal safety.
- At the same time, Skate Winnipeg recognizes that not all incidents of harassment and bullying are equally serious in their consequences. Both harassment and bullying cover a wide spectrum of behaviours, and the response to both must be equally broad in range, appropriate to the behaviour in question and capable of providing a constructive remedy. There must be no summary justice or hasty punishment. The process of investigation and settlement of any complaint of harassment or bullying must be fair to all parties, allowing adequate opportunity for the presentation of a response to the allegations.
- Minor incidents of harassment or bullying should be corrected promptly and informally, taking a constructive approach and with the goal of bringing about a change in negative attitudes and behaviour. This policy does not prevent an appropriate person having authority from taking immediate, informal, corrective action in response to behaviour that, in their view, constitutes a minor incident of harassment or bullying.

- Skate Winnipeg coaches, officials, and board members all have an expectation and responsibility to stop bullying and/or harassing behaviour immediately when witnessed.
- A person who experiences harassment or bullying is encouraged to make it known to the alleged harasser or bully that the behaviour is unwelcome, offensive and contrary to the policies of Skate Winnipeg.
- If confronting the alleged harasser or the bully is not possible, or if after confronting the alleged harasser or bully the harassment or bullying continues, the Complainant should request a meeting with an Official of Skate Winnipeg. For the purposes of this policy, an Official can be a coach, the Head Coach, a member of the Executive Board.
- Once contacted by a Complainant or a third party reporting on behalf of the complainant, the role of the Official is to serve in a neutral, unbiased capacity in receiving the complaint and, where appropriate, assist in the informal resolution of the situation. If the Official considers that he or she is unable to act in this capacity, the Complainant will be referred to another suitable Skate Winnipeg Official.
- The Official or their delegate will proceed to meet with the person said to have experienced harassment or bullying and proceed to gather information and facts regarding the situation.
- The Official or their delegate will proceed to gather facts and information from any other party involved.
- In consultation with another appropriate party (ie. Coach, Head Coach, Executive Member) a course of corrective action will be determined, and expectations and resolutions communicated to the parties in writing.
- Copies of letters will be kept on file.
- Serious incidents should be dealt with according to the relevant section or national policy guidelines. Complaints should be handled in a timely, sensitive, responsible and confidential manner. There should be no tolerance of reprisals taken against any party to a complaint. The names of parties and the circumstances of the complaint should be kept confidential except where disclosure is necessary for the purposes of investigation or taking disciplinary measures.

- Anyone making a complaint which is found to be clearly unfounded, false, malicious or frivolous may be subject to discipline.