

SECTION 4.3

HARASSMENT POLICY

NOVEMBER 1993

## C.A.W.A. Harassment Policy

### 1.1 Introduction

The Canadian Amateur Wrestling Association (C.A.W.A.) is committed to the achievement of equal opportunity including the establishment of a sport environment in which all members have the opportunity to contribute to the sport to their maximum potential.

In keeping with the spirit of this commitment, the C.A.W.A. does not tolerate any form of harassment and undertakes to protect all members regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, disability, age, marital status, family status or record of offence, from harassment by others members, officers of the association, officials, organizers, coaches, club mates, and any other member of the C.A.W.A. with whom they may have contact.

This policy is directed towards the protection of members from harassment which may occur:

- during the course of C.A.W.A. business and events, or within a club affiliated with the C.A.W.A.; or
- outside of such events or clubs where there may be repercussions in the work or club environment adversely affecting members' wrestling relationships.

### 1.2 Definition of Harassment

Harassment takes many forms but can generally be defined as behaviour including comments and/or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or groups of individuals. While this applies to all members of the C.A.W.A. and any form of harassment, the various provincial human rights codes and the Canadian Charter of Rights and Freedoms collectively prohibits harassment on the following grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed (religion), sex, sexual orientation, disability, age, marital/family status or record of offence.

Harassment may include but is not limited to:

- i. written or verbal abuse or threats,
- ii. sexually oriented comments,
- iii. racial or ethnic slurs,
- iv. unwelcome remarks, jokes, innuendos, or taunting about a person's body, attire, age, marital

- v. status, ethnic or racial origin, religion, etc., displaying of sexually explicit, racist or other offensive or derogatory material;
- vi. derogatory sexual, racial, ethnic or religious graffiti,
- vii. practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance,
- viii. unwelcome sexual remarks, invitations or requests whether indirect or explicit, or intimidation,
- ix. leering (suggestive staring), or other obscene or offensive gestures,
- x. condescension, paternalism or patronizing behaviour which undermines self-respect or adversely affects performance or working conditions,
- xi. unwelcome physical conduct such as touching, kissing, patting, pinching etc.,
- xii. vandalism,
- xiii. physical assault.

### 1.3 Reprisal

As part of their right to freedom from harassment, C.A.W.A. members are protected from reprisal or the threat of reprisal.

Reprisal may include situations in which a member is:

1. denied or threatened with denial of promotional, advancement, training, or other related opportunities or benefits (ie. team selection, etc.),
2. disciplined or threatened with disciplinary action,
3. dismissed or threatened with dismissal.

On the sole basis of:

- rejecting the sexual advances of a person in authority who could or who could be perceived to have influence over wrestling-related decisions affecting the member.
- having made a complaint of harassment.

Reprisal may also include situations involving another member(s) who, because the member has made a complaint of harassment, continues or escalates the harassment; ostracizes or isolates the member; and/or engages in any

behaviour with the intent to intimidate, threaten, humiliate, hurt or adversely affect the performance or working conditions of the member.

#### **1.4 Procedure/Responsibility**

The C.A.W.A. is committed to creating and maintaining a supportive sport environment free of all forms of harassment.

Board/committee members, affiliated club executives, staff, coaches, athletes, managers and officials of the C.A.W.A. are responsible for preventing and discouraging harassment by:

- understanding and upholding the principles of this policy,
- not engaging in behaviour contrary to this policy and ensuring that all members are treated fairly and equitably,
- communicating the Association's objective to create and maintain a harassment-free sport,
- not allowing or condoning behaviour contrary to this policy,
- taking all complaints of harassment seriously by investigating complaints in a thorough and sensitive manner and taking prompt action to resolve the situation in accordance with procedures outlined in the following sections.

Any person who has authority and/or ability to prevent or discourage harassment will be held responsible for failing to exercise this authority.

All members of the C.A.W.A. have a responsibility not to harass any other member. Members who experience harassment are encouraged to make it known to the harasser that the behaviour is offensive and/or to report the incident(s) in accordance with the following complaint procedure. Members who witness harassment or who become aware that a member is being harassed are encouraged to report the incident in accordance with the complaint procedure which follows.

#### **1.5 Complaint Procedure**

Members are encouraged to report incidents of harassment. Members who bring the incident(s) to the attention of the

C.A.W.A. will receive the full support of the Association. Complaints will be addressed in a sensitive, responsible and timely manner.

Members who experience harassment because of their sex, race, religion, ethnicity, place of origin, disability, age, sexual orientation or family status are specifically protected under the various provincial human rights codes and have the right to file their complaint with their Provincial Human Rights Commission.

Members who experience harassment are encouraged to make it known to the harasser that the behaviour is offensive and contrary to C.A.W.A. policy. If confronting the harasser is not possible or if after confronting the harasser the harassment continues, report the incident to the Executive Director and/or the President of the C.A.W.A..

If this avenue is either unavailable or inappropriate, complaints may be made directly to;

- i. any member of the C.A.W.A. Board of Directors
- ii. any chair of any C.A.W.A. committee
- iii. any C.A.W.A. coach, manager or staff member

#### **1.6 Complaint Investigation and Resolution**

The above complaints procedure sets out a number of avenues for reporting incidents of harassment. Once a complaint is reported, immediate action must be taken as follows:

It should be emphasized that the entire procedure will be confidential in nature.

- i. the complaint must be documented and immediately forwarded to the Executive Director and/or President, who must inform the Executive Committee of the C.A.W.A. regarding the complaint as quickly as possible,
- ii. the Executive Committee will immediately cause to be formed an appropriate tribunal to investigate the incidents(s),
- iii. the written complaint and any other pertinent documentation, will be immediately forwarded to the chair of the tribunal by the Executive Director and/or President,
- iv. the Executive Director and/or President must ensure that an investigation is initiated.
- v. the tribunal, via its chair, will report its findings to the C.A.W.A. Executive Committee.

All complaints of harassment must be investigated by the appointed tribunal to determine the nature and circumstances of the incident(s) and to recommend appropriate resolution.

The C.A.W.A. Discipline and Grievance procedures could be brought into play by any party involved in a harassment incident.