



Bowls Alberta



Harassment and Abuse Policy

Policy Statement

Bowls Alberta (BA) 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. BA 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, language or of an offence for which a pardon has been granted. This policy aligns with and is in addition to the *Code of Conduct and Ethics Policy*.

Definitions

Harassment - any behavior by a person engaged in any paid or volunteer capacity, role, or function with BA that is offensive to any person or group of people and which the individual knew or ought to have known would be unwelcome. 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 offence, discomfort, or personal humiliation or embarrassment to a person or group of people.

Sexual Harassment - unwelcomed sexual behavior such as inappropriate sexual comments about a person's body or appearance, use of derogatory sexual terms, enquiries 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 unwelcomed sexual behavior.

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

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. Forms of abuse of authority include intimidation, threats, blackmail or coercion.

Application of the Policy

- a. BA is committed to creating and maintaining an environment free from any type of harassment and abuse.
- b. Individuals who feel they are experiencing harassment are encouraged to take the appropriate actions to put an end to the harassment and seek adequate redress as follows:

- Harassment which is unintentional may be stopped by informing the harasser(s) that the behavior is offensive.
 - If the behaviors continue, the individual should file a complaint in the manner described in the *BA Discipline and Complaints Policy*.
 - 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 *BA Discipline and Complaints Policy*.
- c. BA takes any complaint seriously and will make all efforts to investigate and respond in a sensitive, effective and timely manner.
 - d. If BA concludes that the harassment is a serious offence and/or endangers an individual it will be reported to the appropriate authorities.
 - e. BA recognizes that it is also a serious offence to falsely accuse someone of harassment.
 - f. If BA concludes 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 *BA Discipline and Complaints Policy*.