Biathlon Alberta Harassment Policy

BIATHLON ALBERTA – HARASSMENT POLICY

1. Biathlon Alberta is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment free from harassment.

    a) Harassment is a form of discrimination. Harassment is prohibited by the Canadian Charter of Rights and Freedoms and by human rights legislation in every province and territory of Canada.
    b) Harassment is offensive, degrading, and threatening. In its most extreme forms, harassment can be an offense under Canada's Criminal Code.

    Whether the harasser is a director, supervisor, employee, coach, official, volunteer, parent or athlete, harassment is an attempt by one person to assert abusive, unwarranted power over another.

2. This policy applies to all employees as well as to all directors, officers, volunteers, coaches, athletes, officials, and members of Biathlon Alberta. Biathlon Alberta encourages the reporting of all incidents of harassment, regardless of who the offender might be.

3. This policy applies to harassment which may occur during the course of all Biathlon Alberta business, activities, and events. It also applies to harassment between individuals associated with Biathlon Alberta but outside Biathlon Alberta business, activities and events when such harassment adversely affects relationships within Biathlon Alberta's work and sport environment.

DEFINITIONS

4. **Harassment** takes many forms but can generally be defined as comments or conduct directed toward an individual or group of individuals that is offensive, degrading or threatening. Harassment can take many forms, whether physical, verbal, emotional or sexual and often, it combines several of these elements. **Sexual harassment** is one type of harassment and is defined as unwelcome conduct of a sexual nature that detrimentally affects the sport environment or leads to adverse consequences for those to whom the conduct is directed.

5. Types of behaviour constituting harassment include, but are not limited to:

   a) Written, including online formats and social media, and verbal abuse or threats;
   b) Display of visual material, including online formats and social media, which is offensive;
   c) Unwelcome remarks, jokes, comments, innuendo, or taunting of a person's looks, body, attire, age, race, religion, sex, or sexual orientation;
   d) Leering or other suggestive or obscene gestures;
   e) Condescending, paternalistic, or patronizing behaviour which undermines self-esteem, diminishes performance, or adversely affects working conditions;
   f) Practical jokes, which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
   g) Unwelcome sexual flirtations or advances, requests, or invitations;
   h) Physical or sexual assault.

6. For the purposes of this policy, retaliation against an individual for one or more of the following will be treated as harassment: Having filed a complaint under this policy; having participated in any procedure under this policy; or having been associated with a person who filed a complaint or participated in any procedure under this policy.

PROCESS

7. Complaints of harassment will be considered in accordance with Biathlon Alberta's Dispute Resolution Policy – General Grievance Procedure.
8.

RESPONSIBILITY

9. The General Manager, Vice President – Administration, and President of Biathlon Alberta are responsible for the execution of this policy and will serve as Association Harassment Officers. Any complaint of harassment must be directed to one or more Harassment Officer.

   Duties of the Harassment Officers are to:

   a) Refer any instance to law enforcement in which the victim of an assault, or any other possible criminal code violation, is a minor; or,
   b) Initiate adjudication of any complaint in accordance with the General Grievance Procedure detailed in Biathlon Alberta's Dispute Resolution Policy.

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Policy History	
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