



SSE 90 INC HARASSMENT POLICY

Policy 1.0 - GENERAL

1.1 SSE 90 INC is committed to providing an environment free of harassment on the basis of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status or disability.

1.2 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 and in its more extreme forms, harassment, in particular, sexual harassment, can be an offence under Canada's Criminal Code.

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

1.4 Registrants of SSE 90 INC against whom a complaint of harassment is substantiated may be severely disciplined under SSE 90 INC policy, up to and including termination of membership or registration, or a lifetime suspension from all soccer activities where the harassment is deemed serious enough to support such an action.

1.5 This policy applies to all directors, officers, volunteers, team officials, referees, administrators, athletes, and registrants of SSE 90 INC.

1.6 This policy applies to harassment which may occur during the course of all SSE 90 INC business, activities and events. It also applies to harassment between individuals associated with SSE 90 INC but outside SSE 90 INC business, activities and events when such harassment adversely affects relationships within SSE 90's work and sport environment.

1.7 In keeping with this policy, SSE 90 encourages the reporting of all incidents of harassment regardless of who the harasser may be and is committed to a process that is widely published in the soccer community, available to all participants and easy to follow and implement.

1.8 Notwithstanding this policy, any person who experiences harassment continues to have the right to seek assistance from the provincial human rights commission, even when steps are being taken under this policy.

Policy 2.0 - UNDERSTANDING HARASSMENT

2.1 Harassment is defined as a comment, conduct or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive. This policy will deal with harassment that fits the definition "to disturb persistently; torment, bother continually; persecute; to trouble by repeated attacks or hostilities".

2.2 Harassment is generally the result of an ongoing pattern of unwanted or unacceptable behaviour however it can also result from a single isolated act such as:

- physical assault
- sexual touching or sexual assault
- unwanted comments about a person's race religion or sexual orientation.

2.3 Harassment is defined as any unwelcome advances, for sexual favours, or other verbal or physical conduct when:

- submitting to or rejecting this conduct is used as the basis for making decisions which affect the individual, or
- Such conduct has the purpose or effect of interfering with an individual's performance, or
- Such conduct creates an intimidating, hostile or offensive environment, or it ought to be reasonably known to be unwelcome.

2.3 Sexual harassment most commonly occurs in the form of behaviour by males towards females; however, sexual harassment can also occur between males, between females, or as behaviour by females toward males.

2.4 For the purpose of this policy, retaliation against an individual

- For having filed a complaint under this policy; or
- For having participated in any procedure under this policy; or
- For having been associated with a person who filed a complaint or participated in any procedure under this policy; will be treated as harassment and will not be tolerated.

Policy 3.0 - COACH/ATHLETE SEXUAL RELATIONS

3.1 Coaches are often viewed by the Courts to be in a position of trust. Consequently relationships between coaches and athletes under 18 years of age should be avoided.

3.2 Should any registrant of SSE 90 INC become aware of a sexual relationship between a team official and an athlete under 18 years of age, the local police service or local child welfare agency shall be notified immediately. As well, the team official, staff or volunteer will be terminated immediately.

3.3 SSE 90 INC takes the view that intimate sexual relations between team officials and athletes over 18 years of age, while not against the law, can have harmful effects on the individual athlete involved, on other athletes and coaches and on SSE 90 INC's public image. SSE 90 INC, therefore, takes the position that such relationships are inadvisable.

3.4 Should a sexual relationship develop between an athlete over 18 years of age and a team official, SSE 90 INC will investigate and take action which could include reassignment, or if this is not feasible, a request for resignation or dismissal.

Policy 4.0 - RESPONSIBILITY FOR HARASSMENT POLICY

4.1 The Executive Committee of SSE 90 INC and the Chief Executive Officer are responsible for the implementation of this policy. In addition, they are responsible for:

- Discouraging and preventing harassment within SSE 90 INC;
- Investigating formal complaints of harassment in a sensitive, responsible and timely manner;
- Imposing appropriate disciplinary or corrective measures when a complaint of harassment has been substantiated, regardless of the position or authority of the offender;
- Providing advice to persons who experience harassment;
- Doing all in their power to support and assist any employee or registrant of SSE 90 INC who experiences harassment by someone who is not an employee or registrant of SSE 90 INC;
- Informing both complainants and respondents of the procedures contained in this policy and of their rights under the law;
- Regularly reviewing the terms of this policy to ensure that they adequately meet the organization's legal obligations and public policy objectives;

- Appointing unbiased case review panels and appeal bodies and providing the resources and support they need to fulfill their responsibilities under this policy.

4.2 Every member organization and registrant of SSE 90 INC has a responsibility to play a part in ensuring that the SSE 90 INC sport environment is free from harassment. This means not engaging in, allowing, condoning or ignoring behaviour contrary to this policy. In addition, any member organization or registrant of SSE 90 INC who believes that a fellow registrant has experienced or is experiencing harassment is encouraged to notify a harassment officer appointed under this policy.

4.3 This policy shall be reviewed by the SSE 90 INC Executive Committee and the Chief Executive Officer on an annual basis.

Policy 5.0 - CONFIDENTIALITY

5.1 SSE 90 INC understands that it can be extremely difficult to come forward with a complaint of harassment and that it can be devastating to be wrongly accused or convicted of harassment. SSE 90 INC recognizes the interests of both the complainant and the respondent in keeping the matter confidential.

5.2 SSE 90 INC shall not disclose to outside parties the name of the complainant, the circumstances giving rise to a complaint, or the name of the respondent unless such disclosure is required by a disciplinary or other remedial process.

5.3 Once a complaint has been filed, and in order that an impartial investigation and assessment process be conducted, the complainant, the respondent, and all other parties involved must respect and adhere to the confidentiality of this policy. All correspondence or email communication must be restricted only to those directly involved in the complaint. Failure to do so can result in further action being taken by SSE 90 INC.

5.4 SSE 90 INC and its Harassment Officers and Harassment Prevention and Volunteer Screening Officers have a duty to report all incidents which may fall within the scope of the Child and Family Services Act to all appropriate authorities.

5.5 The SSE 90 INC Harassment Officer will collect and accept only the personal information needed for and relevant to the investigation of a complaint.

5.6 SSE 90 INC will take all reasonable steps to protect the confidentiality of the information.

Policy 6.0 SSE 90 INC HARASSMENT OFFICERS

6.1 Upon the recommendation of the Chair of the Harassment Prevention/Volunteer Screening Committee, the SSE 90 INC Executive Committee shall appoint Harassment Officers who will be responsible for the investigation of all harassment complaints. SSE 90 INC will take the necessary steps to ensure there is gender representation and that the number of Harassment Officers is sufficient to meet the needs of SSE 90 INC.

6.2 In addition, SSE 90 INC shall confirm the appointment of persons to the Harassment Prevention/Volunteer Screening Officers annually.

6.3 The role of the Harassment Prevention/Volunteer Screening Officers is to serve as the resource to educate and provide support on harassment issues/behaviours. In carrying out these duties, the officers will be provided bi-annual training workshops conducted by SSE 90 INC.

6.4 All harassment complaints shall be forwarded to the SSE 90 INC Provincial Harassment Officers to investigate.

7. BOUNDARIES/ LIMITATIONS:

- Shall never be alone with a player
- Shall not be responsible for transportation to/from practices/games/tournaments C)
Shall not be responsible for water or snacks
- Shall be a role model - no drugs/alcohol/smoking or abusive language at practices/games/tournaments
- Shall comply with the Dress Code as defined by the Club/Academy
- Shall ADHERE to SSE 90 INC and Club/Academy policies
- Shall embrace Club/Academy values, principles, and policy as per Club/Academy Constitution
- Shall demonstrate the ability to set and maintain standards for players (i.e. respect, self-discipline, fair play)

SSE 90 follows and adheres to the following policy as well:

https://commit2kids.ca/pdfs/C2K_SportEdition_ChildPro_CodeOfCon_eng.pdf