



WOODSTOCK SOCCER CLUB

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Harassment Policy

Policy Statement:

The Woodstock Soccer Club (W.S.C), provides residents with opportunities to participate in soccer and other recreational activities in a safe and positive environment. The W.S.C will ensure the most supportive climate possible for children and adults, so that they can enjoy their physical activity, and learn about competition, teamwork, sportsmanship and fair play.

WSC is managed and operated by volunteers. These community-minded citizens contribute in many ways to the success of soccer in Woodstock. It is the W.S.C responsibility that they, too, have the ability to work in a safe and positive environment. It is critical, then, for the W.S.C to do all things necessary to ensure that deterrents are in place to ensure that incidents of violent and/or unacceptable behavior does not occur at any location used for W.S.C soccer related activities.

The purpose of this Code is to ensure a safe and positive environment (within Organization programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behavior. Organization supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

This Code applies to Individuals' conduct during Organization business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with Organization activities, Board of Director meetings and any other Organization meetings, at any and all related locations.

An Individual who violates this Code may be subject to sanctions. In addition to facing possible sanction, an Individual who violates this Code during a competition may be ejected from the competition and the Individual may be subject to additional discipline.

Responsibilities

Individuals have a responsibility to:

a) Refrain from any behavior that constitutes **harassment**, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behavior that constitute harassment include, but are not limited to:

- i. Written or verbal abuse, threats, or outbursts

- ii. The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances
- iii. Unwelcome remarks, jokes, comments, innuendo, or taunts
- iv. Leering or other suggestive or obscene gestures
- v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
- vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- vii. Any form of hazing
- viii. Retaliation or threats of retaliation against an individual who reports harassment to the Organization
- ix. Bullying
- x. Offensive or intimidating phone calls or emails
- xi. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form
- xii. Psychological abuse
- xiii. Discrimination
- xiv. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating
- xv. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment

b) Refrain from any behaviour that constitutes **sexual harassment**, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:

- i. Sexist jokes
- ii. Sexual violence
- iii. Display of sexually offensive material
- iv. Sexually degrading words used to describe a person
- v. Inquiries or comments about a person's sex life
- vi. Unwelcome sexual flirtations, advances, or propositions
- vii. Inappropriate sexual touching, advances, suggestions or requests
- viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- ix. Unwelcome sexual flirtations, advances, requests, or invitations
- x. Physical or sexual assault

"HARASSMENT - For the full policy regarding complaints and general harassment, including definitions and procedures, please refer to the Woodstock Soccer Club - Code of Conduct and Ethics"