

Harassment Policy

Purpose:

Canadian Minifootball Federation is committed to maintain the highest standard in terms of human rights, safety and a harassment-free environment for its Members. This policy shall apply to all Executives, Directors, Officers, Coaches, Referees, Convenors, Managers, Players, Members or Registrants, Volunteers and such like persons.

Policy:

Harassment is defined as below. *

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

Canadian Minifootball Federation shall:

- Adhere to the Harassment Policy.
- Regularly review the Federation policy to ensure it meets human rights obligations.
- Identify a Federation Harassment Lead.
- Maintain confidentiality of complainants.
- Recognize the right of any person who experiences harassment to seek assistance from the provincial human rights commission.

In keeping with this policy, Canadian Minifootball Federation encourages the reporting of all incidents of harassment to the Federation Harassment Lead at Canadian Minifootball Federation, which is the General Secretary.

Reports should be in writing and will be addressed according to the Federation's Harassment policy.

Harassment *

Harassment is defined as conduct, gestures or comments which are reasonably considered insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions. Any of the different forms of harassment must reasonably be considered to be based on the grounds prohibited in human rights legislation, such as race, ethnicity, color, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation. Harassment may occur among anyone over the age of 12, between peers (i.e. player to player of the same age group, parent to official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (i.e. coach to player, sports administrator to employee). Harassing behaviors among children less than 12 years of age may be defined as Bullying**.

Bullying **

Bullying involves a person expressing their power through the humiliation of another person. Bullying describes behaviors that are similar to harassment, but occur between children under the age of twelve, or behaviors between youth or between adults that are not addressed under human rights laws. Bullies are typically cruel, demeaning and hostile towards the targets of their bullying. The issue of bullying is not addressed by the law; however, bullying behavior is similar to harassment in that it is defined as hurtful interpersonal mistreatment of a person. Bullying can be broken down into four types; physical (hit or kick victims; take/damage personal property), verbal (name calling; insults; constant teasing), relational (try to cut off victims from social connection by convincing peers to exclude or reject a certain person), and reactive (engage in bullying as well as provoke bullies to attack by taunting them).