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POLICY REGARDING FREEDOM FROM HARASSMENT

INTRODUCTION

The Canadian Freestyle Ski Association is committed to the achievement of equal opportunity including the establishment of a sport environment in which all members have the opportunity to contribute to the sport to their maximum potential.

In keeping with the spirit of this commitment, the CFSA does not tolerate any form of harassment and undertakes to protect all members regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, disability, age, marital status, family status, or record of offence, from harassment by other members, officers of the association, officials, organizers, coaches, clubmates, and any other member of the Association with whom they may have contact.

This policy is directed toward the protection of members from harassment which may occur:

- during the course of CFSA business and events, or within a club affiliated with the CFSA; or
- outside of such events or clubs where there may be repercussions in the work or club environment adversely affecting members' Freestyle relationships.

DEFINITION OF HARASSMENT

Harassment takes many forms but can generally be defined as behaviour including comments and/or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals or which creates an uncomfortable environment. While this applies to all members of the CFSA and any form of harassment, the Ontario Human Rights Code specifically prohibits harassment on the following grounds: race, ancestry, place of origin, colour, ethnic

origin, citizenship, creed (religion), sex, sexual orientation, disability, age, marital/family status, or record of offence.

Harassment may include:

- written or verbal abuse or threats;
- sexually oriented comments;
- racial or ethnic slurs;
- unwelcome remarks, jokes, innuendos, or taunting about a person's body, attire, age, marital status, ethnic, or racial origin, religion, etc.;
- display of sexually explicit, racist, or other offensive or derogatory material;
- sexual, racial, ethnic, or religious graffiti;
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- unwelcome sexual remarks, invitations or requests whether indirect or explicit, or intimidation;
- leering (suggestive staring), or other obscene or offensive gestures;
- condescension, paternalism, or patronizing behaviour which undermines self-respect or adversely affects performance or working conditions;
- physical conduct such as touching, kissing, patting, pinching, etc.;
- vandalism;
- physical assault.

REPRISAL

As part of their right to freedom from harassment, CFSA members are protected from reprisal or the threat of reprisal.

Reprisal may include situations in which a member is:

- denied or threatened with denial of promotional, advancement, training, or other related opportunities or benefits (e.g., team selection, etc.);
- disciplined or threatened with disciplinary action;
- dismissed or threatened with dismissal.

On the sole basis of:

- rejecting the sexual advances of a person in authority who could or who could be perceived to have influence over Freestyle-related decisions affecting the member; or
- having made a complaint of harassment.

Reprisal may also include situations involving co-member(s) who, because the member has made a complaint of harassment, continue or

escalate the harassment; ostracize or isolate the member; and/or engage in any behaviour with the intent to intimidate, threaten, humiliate, hurt, or adversely affect the performance or working conditions of the member.

PROCEDURE

The CFSA is committed to creating and maintaining a supportive sport environment free of all forms of harassments.

Board/committee members, affiliated club executives, staff, coaches, and managers of the CFSA are responsible for preventing and discouraging harassment by:

- understanding and upholding the principles of this policy;
- not engaging in behaviour contrary to this policy and ensuring that all members are treated fairly and equitably;
- communicating the Association's objective to create and maintain a harassment-free sport;
- not allowing or condoning behaviour contrary to this policy;
- taking all complaints of harassment seriously by investigating complaints in a thorough and sensitive manner and taking prompt action to resolve the situation in accordance with procedures outlined in the following sections.

All members of the CFSA have a responsibility not to harass any other members. Members who experience harassment are encouraged to make it known to the harasser that the behaviour is offensive and/or to report the incident(s) in accordance with the following complaint procedure. Members who witness harassment or who become aware that a member is being harassed are encouraged to report the incident in accordance with the complaint procedure which follows.

COMPLAINT PROCEDURE

Members who experience harassment are encouraged to make it known to the harasser that the behaviour is offensive and contrary to Association policy. If confronting the harasser is not possible or if after confronting the harasser the harassment continues, report the incident to the President & Chief Executive Officer of the CFSA.

If this avenue is either unavailable or inappropriate, complaints may be made directly to :

- the President & Chief Executive Officer of the CFSA;

- the chair of any CFSA committee;
- any member of the CFSA Board of Directors;
- any CFSA coach, manager, or staff member.

Members are encouraged to report incidents of harassment. Members who bring incident(s) to the attention of the CFSA will receive the full support of the Association. Complaints will be addressed in a sensitive, responsible, and timely manner.

Members who experience harassment because of their sex, race, religion, ethnicity, place of origin, disability, age, sexual orientation, or family status are specifically protected under the Ontario Human Rights Code and have the right to file their complaint with the Ontario Human Rights Commission.

COMPLAINT INVESTIGATION AND RESOLUTION

The above complaints procedure sets out a number of avenues for reporting incidents of harassment. Once a complaint is reported immediate action must be taken as follows:

- the complaint must be documented and immediately forwarded to the President & Chief Executive Officer, who must inform the Board of Directors of the complaint as quickly as possible. If this avenue is either unavailable or inappropriate, the complaint may be forwarded to the President of the Association.
- the Board of Directors must immediately appoint a tribunal to investigate the incident(s);
- the complaint must be documented and immediately forwarded to the chair of the tribunal;
- the President & Chief Executive Officer must ensure that an investigation is initiated.

All complaints of harassment must be investigated by the appointed tribunal to determine the nature and circumstances of the incident(s) and to determine appropriate resolution.

Investigations must be conducted in accordance with procedures set out in the CFSA's Freedom From Harassment Policy Guidelines, which are available from the President & Chief Executive Officer.

**WHAT TO DO IN A
SEXUAL HARASSMENT EMERGENCY**

- KNOW:** If something that is said or done to you makes you feel uncomfortable, know that respectful flirtation and compliments don't make you feel uncomfortable, but sexual harassment does.
- SAY:** Tell the person, "What you are doing makes me uncomfortable. Perhaps describe in words what is happening while it is happening - for example. "You have your hands on my shoulders" or "This is the third time today that you have brushed against my body when you walked by."
- FIND:** Obtain a definition of sexual harassment, circle the part that describes what the harasser is doing to you, and leave it in the harasser's mailbox; or, write a description of what the harasser is doing and deliver it to the harasser's office.
- TELL:** Your team mates and co workers should be told what is happening to you, because most harassers have more than one victim.
- REPORT:** Report the incident to the President & Chief Executive Officer, or to another responsible officer of the Association.