

## **ABA HARASSMENT POLICY**

The ABA is committed to providing a sport and work environment that promotes equal opportunities and prohibits discriminatory practices.

It is the policy of the Alberta Bicycle Association that there shall be no harassment, abuse, bullying or neglect, whether physical, emotional or sexual of any participant in any of its programs.

Alberta Bicycle expects every parent, volunteer, and staff member to take all reasonable steps to safeguard the welfare of its participants and protect them from any form of maltreatment

This policy applies to all employees as well as to all directors, officers, volunteers, coaches, athletes, officials and members of the ABA. It applies to harassment that may occur during all ABA business, activities and events.

Harassment can take many forms but generally involves conduct, comment or display, which is insulting, intimidating, humiliating, hurtful demeaning, belittling, malicious, degrading or otherwise causes offense, discomfort, or personal humiliation or embarrassment to a person or group of persons.

### **HARASSMENT**

Harassment may include, but are not limited to:

- written or verbal abuse or threats racial or ethnic slurs.
- unwelcome remarks, jokes, innuendo, or taunting about a person's body, attire, age, marital status, ethnic or racial origin and religion.
- 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 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 and pinching
- vandalism
- physical assault
- in the case of minors, abuse and neglect as defined in Provincial/Territorial child protection legislation

Without in any way limiting the foregoing, harassment includes harassment based on race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, sex, sexual orientation, disability, age, marital or family status, or an offence for which a pardon has been granted.

## **BULLYING**

Bullying involves a person expressing their power through the humiliation of another person. Bullying occurs between people at any age and is not addressed under human rights legislation. It is inappropriate behaviours that are typically cruel, demeaning and hostile toward the bullying targets. (most commonly occurs between children under the age of twelve but may also constitute behaviours between youth or between adults. Bullying is similar to harassment, but the behaviours are not addressed under human rights laws. Bullies are typically cruel, demeaning and hostile towards the targets of their bullying.) The actual issue of bullying is not addressed by the law, except when the behaviour does become a criminal issue – e.g. extortion, physical assault etc. 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 cyber bullying. The following is a non-exhaustive list of tactics used by bullies to control their targets:

- Unwarranted yelling and screaming directed at the target
- Continually criticizing the target's abilities
- Blaming the target of the bullying for mistakes
- Making unreasonable demands related to performance
- Repeated insults or put downs of the target
- Repeated threats to remove or restrict opportunities or privileges
- Denying or discounting the targets accomplishment
- Threats of and actual physical violence

## **SEXUAL HARASSMENT**

There are generally three types of sexual harassment.

### **1. Unwelcome Sexual Behaviour**

This is the most prevalent form of sexual harassment. It includes:

- inappropriate sexual comments about a person's body or appearance.
- use of inappropriate or derogatory sexual terms.
- inquiries or comments about an individual's sex life, sexual preferences etc.
- sexual/sexist graffiti or any displaying of sexually offensive material or pictures.
- spreading rumours about an individual's sex life, sexual preferences, etc.
- unwanted touching, patting or leering.

### **2. Sexual Advance**

This occurs when any person in a position of authority makes unwanted sexual advances or requests for sexual relations.

### 3.Reprisal

This occurs when any person in a position of authority threatens to use or uses that authority to retaliate against an individual who has rejected his or her sexual advance or unwelcome sexual behaviour This would include dropping an individual from a team because that individual refused a "proposition".

### **RACIAL HARASSMENT**

Racial slurs, jokes or name-calling based on race, ancestry, place of origin, colour, ethnic origin and creed (or religion) are the most common form of racial harassment. Examples include:

- use of terminology, which reinforces stereotypes.
- racial, ethnic or religious jokes.
- use of racially derogatory nicknames.
- making "fun" of individuals or discounting their abilities because of their racial or ethnic origin.
- racist, ethnic or religious graffiti or the display of racist material.

Racial harassment also includes racially motivated behaviour. For example: Individuals may be subjected to practical jokes because of their racial or ethnic background although the jokes themselves do not include a reference to race or ethnicity; as well individuals may be told to "go back where they came from" or that they are "not welcome in Canada". Such behaviour constitutes racial harassment.

Racial harassment can be both direct and indirect. The behaviour, including comments and/or conduct, can be acted out in the presence of the individual against whom it is targeted. Racial harassment can also occur when the targeted individual or individuals are not present.

Racial slurs, jokes and name calling are inappropriate and illegal. Racial harassment can and does create stress, endangering an individual's health, morale and performance, arousing anger and frustration, creating an atmosphere which gives rise to other forms of discrimination, and undermines relations between individuals.

### **POISONED SPORT ENVIRONMENT**

The presence of annoying and distressing elements in the sport environment can also constitute harassment.

A poisoned sport environment includes:

- Work or sport sites where material that denigrates a person or group by race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, sex, sexual orientation, disability, age, marital or family status or an offence for which a pardon has been granted is openly displayed. (Sexually explicit posters and racial/racist cartoons for example).
- Work or sport groups where name-calling that denigrates a person/group is part of the normal course of activities.
- Harassing behaviour that causes embarrassment, awkwardness, endangers a person's safety or negatively affects performance.

A poisoned sport environment constitutes harassment whether or not individuals complain.

#### Abuse of Authority

Harassment also includes abuse of authority which means a person's improper use of power and authority inherent in a position be it paid or volunteer, to endanger or undermine another's job, position, or membership or participation on or within a Team, or in any way interfere with or influence the performance or advancement of any person engaged in any such function. This type of harassment includes such acts or misuses of power as intimidation, threats, blackmail or coercion.

### **RESPONSE AND REMEDIES**

It is the position of the Alberta Bicycle Association that harassment and bullying cannot and should not be tolerated in any environment, including cycling. Both harassment and bullying are unacceptable and harmful. Alberta Bicycle recognizes the serious negative impact of all types of harassment and bullying on personal dignity, individual and group development and performance, enjoyment of the game and in some cases, personal safety.

Alberta Bicycle recognizes that not all incidents of harassment and bullying are equally serious in their consequences. Both harassment and bullying cover a wide spectrum of behaviours, and the response to both must be equally broad in range, appropriate to the behaviour in question and capable of providing a constructive remedy. There must be no summary justice or hasty punishment. The process of investigation and settlement of any complaint of harassment or bullying must be fair to all parties, allowing adequate opportunity for the presentation of a response to the allegations.

Minor incidents of harassment or bullying should be corrected promptly and informally, taking a constructive approach and with the goal of bringing about a change in negative attitudes and behaviour.

More serious incidents should be dealt with according to the relevant association or club policy guidelines. Complaints should be handled in a timely, sensitive, responsible and confidential manner. There should be no tolerance of reprisals taken against any party to a complaint. The names of parties and the circumstances of the complaint should be kept confidential except where disclosure is necessary for the purposes of investigation or taking disciplinary measures.

All complaints made directly to the Alberta Bicycle Association will be dealt with according to the Resolution and Dispute Policy.

Anyone making a complaint which is found to be clearly unfounded, false, malicious or frivolous may be subject to discipline.

If you need to speak to someone regarding a breach of this harassment policy please either contact your club or the ABA (<mailto:info@albertabicycle.ab.ca>).