

J. HARASSMENT POLICY

- ◆ BCPFA is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment that promotes equal opportunities and prohibits discriminatory practices.
- ◆ Harassment is a form of discrimination. Harassment is prohibited by the *Canadian Charter of Rights and Freedoms* and by human rights legislation in the province of British Columbia
- ◆ Harassment is offensive, degrading, and threatening. In its most extreme forms, harassment can be an offence under the *Canadian Criminal Code*.
- ◆ Whether the harasser is a director, supervisor, employee, coach, official, volunteer, parent, or athlete, harassment is an attempt by one person to assert abusive, unwarranted power over another.
- ◆ BCPFA is committed to providing a sport environment free of harassment on the basis of race, national or ethnic origin, colour, religion and creed, age, gender, sexual orientation, marital status, family status, disability, being in receipt of public assistance, or pardoned conviction.
- ◆ In addition, *the Occupational Health and Safety Act* covers harassment in employment situations. It includes all of the areas dealt with by *The Human Rights Code of British Columbia*.
- ◆ This policy applies to all employees, directors, officers, volunteers, coaches, athletes, officials and members of BCPFA. BCPFA encourages the reporting of all incidents of harassment, regardless of who may be the offender.
- ◆ This policy applies to harassment that may occur during the course of all BCPFA business, activities and events. It also applies to harassment between individuals associated with BCPFA but outside BCPFA business, activities and events when such harassment adversely affects relationships within BCPFA work and sport environment.