

Harassment Policy

Harassment: Improper behavior by any person towards another which a person knows or ought to know would be unwelcome. This behavior includes comments, conduct or gestures which is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals or which creates an uncomfortable environment, or which might reasonably be expected to cause embarrassment, insecurity, discomfort, offense, or humiliation to another person or group, including, but not limited to:

- Written or verbal abuse or threats;
- Physical assault;
- Unwelcome remarks, jokes, innuendoes, or taunting about a person's body, sexual orientation, attire, age, marital status, ethnic or racial origin, religion, etc.;
- Displaying of sexually explicit, racist or other offensive or derogatory material, sexual, racial, ethnic or religious graffiti;
- Practical jokes which cause awkwardness or embarrassment, endangering a person's safety or negatively affecting performance;
- Hazing or initiation rites;
- Leering or other suggestive or obscene gestures;
- Intimidation;
- Condescension, paternalism, or patronizing behavior which undermines self-respect or adversely affects performance or working conditions
- Conduct, comments, gestures or contact of a sexual nature that is likely to cause offense or humiliation or that might, on reasonable grounds, be perceived as placing a condition of a sexual nature on employment or any opportunity for selection, training or advancement;
- False accusations of harassment motivated by malice or mischief, and meant to cause other harm, is considered harassment;
- Sexual harassment.

Responsibilities of the TTRFU:

- To establish TTRFU as an organization in which all members, employees and volunteers may reasonably expect to participate free from harassment.
- To provide an environment when members, employees and volunteers contribute to the Union's goals in the knowledge that their personal aspirations and dignity will be respected.
- To create an awareness of the nature and types of harassment.
- To deal with any reports or allegations of harassment as set out in this Harassment Policy.

Statement of Policy:

- Harassment of any kind will not be tolerated by TTRFU Athletics.
- TTRFU 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 which promotes equal opportunities, prohibits discriminatory practices and is free from abuse and harassment.
- TTRFU is committed to the education of all of its members in the area of harassment and to providing information to the parents/guardians of its youth members on the policies, procedures and education initiatives on harassment.

Harassment Policy

- This policy applies to all employees, directors, officers, volunteers, coaches, associates, officials, and athlete members of TTRFU. TTRFU encourages the prompt reporting of all incidents of harassment, regardless of who the offender may be.
- For the purposes of this policy, sport and/or workplace harassment can occur in the following places:
 - a. At sporting events, competitions, and in training sessions;
 - b. At sport/office-related social functions;
 - c. At the organization's business functions, such as meetings, conferences, training sessions, and workshops;
 - d. During sport/work-related travel;
 - e. Through any form of communication device/system including but not limited to telephone, email, fax, postal service;
 - f. Elsewhere if the person harassed is there as a result of sport/work-related responsibilities or a sport/work-related relationship.
- Any person who experiences harassment has the right to seek redress through the Disciplinary Committee by submitting a report of the incident to the TTRFU Secretariat which will initiate the Disciplinary Committee hearing of the matter.