

CANADIAN SKI PATROL SYSTEM

ONTARIO DIVISION

Harassment Policy

Acknowledgments

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The Canadian Ski Patrol Systems Harassment Policy

The Canadian Ski Patrol 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, neither the Canadian Ski Patrol System (Ontario Division) nor its member zones tolerate any form of harassment and undertakes to protect all members regardless of their race, ancestry, place of origin, colour, ethnic origin, language or dialect spoken, citizenship, creed (religion), sex, sexual orientation, disability, age, marital status, family status or record of offence, from harassment by other members of the Canadian Ski Patrol System with whom they may have contact.

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

- during the course of Canadian Ski Patrol System (Ontario Division) business and events, or within a Zone affiliated with the Canadian Ski Patrol System (Ontario Division); or
- outside of such events or clubs where there may be repercussions in the work or club environment adversely affecting members' patrolling 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 groups of individuals or which creates an uncomfortable environment. While this applies to all members of the Canadian Ski Patrol System (Ontario Division) 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.;
- displaying 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, Canadian Ski Patrol System (Ontario Division) members are protected from reprisal or the threat of reprisal.

Reprisal may include situations in which a member is:

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

in circumstances where the member has:

- rejected the sexual advances of a person in authority who could or who could be perceived to have influence over skiing-related decisions affecting the member;
- 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 Canadian Ski Patrol System (Ontario Division) is committed to creating and maintaining a supportive sport environment free of all forms of harassment.

Zone Presidents, Zone Executives, Instructors, Examiners of the Canadian Ski Patrol System (Ontario Division) 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 Division'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.

Any person who has authority to prevent or discourage harassment will be held responsible for failing to exercise this authority.

All members of the Canadian Ski Patrol System (Ontario Division) have a responsibility not to harass any other member. 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 procedures. 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 Canadian Ski Patrol System (Ontario Division) policy. If confronting the harasser is not possible or if after confronting the harasser the harassment continues, report the incident to the Vice President of Operations Canadian Ski Patrol System (Ontario Division).

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

- any Zone President of the Canadian Ski Patrol System (Ontario Division) .
- any Canadian Ski Patrol System (Ontario Division) Instructor or Examiner
- any executive member of a Zone affiliated with the Canadian Ski Patrol System (Ontario Division).

Members are encouraged to report incidents of harassment. Members who bring the incident(s) to the attention of the Canadian Ski Patrol System (Ontario Division) will receive the full support of the Division. 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 Vice President of Operations who must inform the Ontario Division Executive of the complaint as quickly as possible;
- The Ontario Division Executive must immediately appoint a person of competency to investigate the incident(s);
- The complaint must be documented and immediately forwarded to the person of competency;

- a person of competency is defined as an individual within the affected Zone who is in a position of trust, responsibility and authority. In the event of a conflict, it may be a member of the Ontario Division Executive or any other appointee..

- the Vice President of Operations must ensure that an investigation is initiated.

All complaints of harassment must be investigated by the appointed person of competency 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 Canadian Ski Patrol System's (Ontario Division) Harassment Policy Guidelines which are available from the Division President.