

Regina Youth Dodgeball Bullying and Harassment Policy



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Approved by: Regina Youth Dodgeball Board of Directors	

BACKGROUND

Bullying and harassment are a form of discrimination and are prohibited by the Canadian Charter of Rights and Freedoms and by Human Rights legislation in every province and territory of Canada.

Bullying and Harassment are offensive, degrading and threatening.

Regina Youth Dodgeball 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 and prohibits discriminatory practices.

PURPOSE

Regina Youth Dodgeball (hereafter referred to as RYD) prohibits bullying or harassment and protects the right to be free from hate activity based on age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity, level of literacy, marital status, place of origin, membership in a union or staff association, political affiliation, race, receipt of public assistance, record of offences, sex, sexual orientation or any other personal characteristic by or within the organization.

For the purposes of this policy, equity-seeking groups include Aboriginal/First Nations people, women, people with disabilities, racial minorities, the socio-economically disadvantaged, lesbian, gay, bisexual, and transgendered persons.

APPLICATION AND SCOPE

1. This Policy on Bullying and Harassment applies to all RYD Participants, which include all persons engaged in any paid or volunteer capacity with RYD or otherwise under the jurisdiction of RYD.
2. RYD's Policy on Bullying and Harassment will apply to RYD Participants at all times during the course of their work in sport and also during other activities where their conduct may affect the sport environment.
3. This policy will also apply to but not limited to their conduct through online avenues and social media platforms.

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Prohibited Grounds of Discrimination The prohibited grounds of discrimination under the RYD Policy on Bullying and Harassment are as follows:

- a. Age (other than being a criterion of entry into an event).
- b. Ancestry.
- c. Citizenship (other than being a criterion for representing Canada in an event).
- d. Colour.
- e. Creed.
- f. Disability.
- g. Ethnic origin.
- h. Language (but not where a language is a qualification for employment or office).
- i. Marital/family status (defined to include common-law relationships and to not preclude anti nepotism policies).
- j. Place of origin.
- k. Political opinion.
- l. Race.
- m. Religion.
- n. Sex (other than being a criterion of entry into an event).
- o. Sexual orientation.

RYD's Policy also applies to any other type of discrimination as prohibited by applicable law, including harassment, abuse of authority, sexual harassment, reprisal, or an act of condoning discrimination.



REPORTING AN INFRACTION

- a) Any individual may report to a Board Member of RYD a complaint of an infraction. Such complaints must be in writing and must be made within 7 days of the alleged infraction.
- b) Upon receiving a complaint, the Board Member will provide it immediately to the Youth Director, or designate, if the Youth Director is not available or not able to act in this capacity.
- c) RYD may determine that an alleged infraction is of such seriousness as to warrant suspension or expulsion of the member pending investigation, a hearing and a disciplinary decision.
- d) Upon receiving a complaint of a major infraction, the Youth Director will review the complaint and may:
 - Dismiss the complaint if he or she considers it to be minor or trivial.
 - Determine that the complaint does not fall within the jurisdiction of this policy and refer it to the appropriate body having jurisdiction.
 - Direct that the infraction be dealt with informally as a minor infraction.
 - Refer the matter to the Regina Youth Dodgeball Board of Directors to deal with as a major infraction.

DISCIPLINARY PROCEDURES

- a) Depending on the circumstances of the complaint, the Regina Youth Dodgeball Board of Directors may authorize an investigation into the alleged infraction.
- b) The Regina Youth Dodgeball Board of Directors will determine the format of the disciplinary process, which may involve an oral hearing in person, an oral hearing by telephone, a hearing based on written submissions or a combination of these methods.
- c) The Member will be given reasonable notice of the format as well as day of the hearing; will receive a copy of the Investigation Report if an investigation was carried out; and will have the right to present evidence and argument before the Regina Youth Dodgeball Board of Directors.
- d) After hearing the matter, the Regina Youth Dodgeball Board of Directors will reach a decision as to whether an infraction has occurred and if it has, what the sanction should be. The Discipline Committee will issue a written decision, including reasons, for distribution to the Member, the complainant and the President.
- e) Where the conduct being reviewed by this policy is of a sensitive nature, the Regina Youth Dodgeball Board of Directors will keep all proceedings under the policy confidential, except where publication is ordered as part of the sanction, is required by law, or is in the best interests of the public.



DISCIPLINARY SANCTIONS

a) The following are examples of disciplinary sanctions that may be applied where it is found that an infraction has occurred:

- Verbal warning or written reprimand.
- Require a verbal or written apology.
- Removal of certain privileges of membership or employment.
- Suspension from certain events, which may include suspension from the current competition or from future teams or competitions.
- Suspension from certain Regina Youth Dodgeball activities such as competing, coaching or officiating for a designated period of time.
- Removal of Regina Youth Dodgeball funding and/or support.
- Suspension from all Regina Youth Dodgeball activities for a designated period of time.
- Expulsion from membership.

b) It is understood that the above are representative penalties only, that they may be modified to fit the circumstances of the infraction, and that they are presented generally in order of severity.