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Ethical Standards & Policies

The following standards and policies on **Equity & Inclusion, Harassment, Abuse, Bullying & Violence** apply to all members of the Board, employees of the Club, contractors, coaches, team managers, players, parents/guardians and all other volunteers and individuals associated with the BSC.

The BSC is committed to being a safe place to work for employees, members and volunteers, and has therefore included in this document the policies related to Workplace Harassment and Workplace Violence.

Equity & Inclusion

The Board of the Barrie Soccer Club (BSC) is responsible for setting standards and values to apply throughout the Club at every level. We support the Ontario Soccer philosophy that *“Soccer belongs to, and should be enjoyed by, anyone who wants to participate in it.”* And their commitment is our commitment that, *“(we are) committed to promoting equality by treating people fairly and with respect, by recognizing that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community.”*

The BSC, in all its activities will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. We are committed to ensuring that everyone is treated fairly and with respect and that the BSC’s programming is equally accessible to all.

This policy is fully supported by the Club Staff and Board of Directors who are responsible for the implementation of this policy and ensuring that coaches at all levels are informed of this policy and put it into practice. This policy will be shared annually at coach/management meetings to ensure adherence to the requirements of the Declaration of Expectations for Fairness in Sport (the London Declaration) 2001, Canadian Human Rights Act 1985 and Employment Equity Act 1995 as well as any amendments to these acts and any new legislation.

Harassment, Abuse, Bullying & Violence

The BSC will not tolerate harassment, abuse, bullying, violent behaviour or victimization of an individual.

In terms of Harassment, Abuse and Violence, the BSC follows Ontario Soccer’s Policies approved by the Ontario Soccer Board of Directors and last updated on December 18, 2020. Specifically, harassment, abuse and violence are defined and addressed in Appendix B1: Code of Conduct and Ethics.

Furthermore, the BSC has adopted an Anti-Bullying Policy. The aim of the BSC’s anti-bullying policy is to ensure that all members/players learn in a supportive, caring and safe environment without fear of being bullied. Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying is any hurtful interpersonal mistreatment of an individual which can take place in five ways:

1. Physical: hitting, kicking, striking or damage to personal property, etc.

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2. Emotional/Verbal: name calling, teasing, insulting etc.
3. Cyber: when people use computers, cellphones or other devices to embarrass, humiliate, torment, threaten or harass someone else, etc.
4. Relational: attempt to cut off victims from social connection by convincing others to exclude or reject a specific individual, etc.
5. Reactive: taking part in provoking with taunts, etc.

Enforcement

Every BSC employee, Board member, coach/team manager, other volunteer, player, parent/guardian has a responsibility to play a part in ensuring that the BSC sport environment is free from harassment, abuse, violence and bullying. This means not engaging in, allowing, condoning or ignoring behaviour contrary to this policy. It is everyone's duty to report to the Board with reasonable grounds when an individual is suspected or confirmed to be suffering from harassment, abuse, violence or bullying. The Board must prioritize and investigate the matter immediately either through its Complaint Policy procedures or through the notification of Child and Family Services or the local police department, depending on the situation.

Any person who experiences harassment, abuse, violence or bullying is encouraged to seek the advice of the Board of Directors.

The Barrie Soccer club also has specific policies related to use of Social Media, Zero Tolerance, and Codes of Conduct for Players, Parents/Guardians, Coaches, Team Managers and Officials that associate to the BSC Ethical Standards & Policies.

WORKPLACE HARASSMENT POLICY

OBJECTIVE:

- 1.0 To provide a working environment in which all employees/members of the BSC are treated with respect and dignity.

POLICY:

- 2.0 The BSC is committed to the prevention of workplace harassment.
- 3.0 The Board of Directors of BSC is ultimately responsible for employee health and safety and will take all reasonable steps to protect employees/members from workplace harassment.

WHAT IS WORKPLACE HARASSMENT:

- 4.0 Workplace harassment means engaging in a course of vexatious comment or conduct against an employee that is known or ought reasonably to be known to be unwelcome. Harassment may include, but is not limited to, the following:
 - (a) verbal or written abuse or threats;
 - (b) humiliating an employee in front to others;
 - (c) patronizing or condescending behaviour;
 - (d) unwelcome remarks, slurs, taunts or suggestions about a person's body, clothing, race, colour, religion, age, sex, marital status, disability, sexual orientation or other personal characteristics;

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- (e) leering or unwelcome physical contact;
- (f) bullying

PROHIBITED CONDUCT:

- 5.0 No employee/member or any other individual using BSC facilities shall subject an employee/member to workplace harassment.
- 5.1 Anyone who harasses a BSC employee/member shall be asked to leave the premises immediately and may lose the privilege of attending BSC facilities. Employees/members who harass others may be subject to disciplinary action.

MANAGEMENT RESPONSIBILITIES:

- 6.0 The BSC Board is responsible for ensuring this policy and the supporting program are implemented and maintained including the following:
 - (a) ensuring all employees/members have the appropriate information and training regarding harassment in the workplace;
 - (b) ensuring that all reports of workplace violence and harassment of any kind are investigated and dealt with in a fair and timely manner respecting the privacy of all concerned as much as possible;
 - (c) providing an opportunity for the alleged harasser to provide a defense;
 - (d) providing documentation to those involved of the outcome of the investigation and the remedial action (if required) to the parties.

EMPLOYEE RESPONSIBILITIES:

- 7.0 Employees/members are responsible for the following:
 - (a) acting respectfully towards other individuals while at work;
 - (b) reporting incidents of workplace harassment to their immediate supervisor or to the Board of the BSC;
 - (c) recording incidents of harassment including date, location, type of harassment and any witnesses thereof and providing this information to their supervisor or the Board of the BSC.

Where this policy is mute on any point the Club shall be governed by all applicable Federal and Provincial Laws included but not limited to the Human Rights Act (Canada), the Human Rights Code (Ontario) and the Occupational Health & Safety Act (Ontario) and any rules and regulations of Sport Canada, the Canadian Soccer (CS), Ontario Soccer (OS) and the Huronia District Soccer Association (HDSA).

WORKPLACE VIOLENCE POLICY

OBJECTIVE:

- 1.0 To provide a working environment that is free of violence and the threat of violence for employees/members of the BSC and individuals using BSC facilities.

POLICY:

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- 2.0 The BSC is committed to the prevention of workplace violence.
- 3.0 The Board of Directors of the BSC is ultimately responsible for employee health and safety and will take all reasonable steps to protect our employees/members from workplace violence or threats of violence.

WHAT IS WORKPLACE VIOLENCE:

- 4.0 Workplace violence includes, but is not limited to, the following:
 - (a) threatening behaviour, shaking fists, destroying property or throwing objects, etc.;
 - (b) verbal or written threats that express an intention to inflict harm;
 - (c) physical attacks of any kind; and
 - (d) any other act that would arouse fear in a reasonable person in the circumstances.

PROHIBITED CONDUCT:

- 5.0 No employee/member or any other individual using BSC facilities shall subject an BSC employee/member to workplace violence or the threat of workplace violence.
- 5.1 Anyone who subjects an BSC employee/member to violence or the threat of violence while using BSC facilities shall be asked to leave the premises immediately and may lose the privilege of attending at BSC facilities. Employees/members who subject another to workplace violence may be subject to disciplinary action.

MANAGEMENT RESPONSIBILITIES:

- 6.0 The Board of the BSC is responsible for ensuring this policy and the supporting program are implemented and maintained including the following:
 - (a) ensuring all employees/members have the appropriate information and training to protect themselves from violence in the workplace;
 - (b) undertaking a risk assessment of workplace violence in conjunction with the Employee Health & Safety Representative;
 - (c) developing a program to eliminate or control the risks of workplace violence that were identified through the risk assessment;
 - (d) ensuring that all reports of workplace violence are investigated and dealt with in a fair and timely manner respecting the privacy of all concerned as much as possible.

EMPLOYEE RESPONSIBILITIES:

- 7.0 Employees/members are responsible for the following:
 - (a) acting respectfully towards other individuals while at work;
 - (b) ensuring their own immediate safety in the event of workplace violence;
 - (c) raising any concerns about the risk of workplace violence they may have; and
 - (d) reporting incidents workplace violence or threats of workplace violence to their immediate supervisor or to the Board of the BSC.