



TITLE **Bullying & Harassment Policy**

POLICY # **BC-**

POLICY STATEMENT

Boxing BC is committed to providing a sport and work environment that prohibits discriminatory practices. Harassment and bullying are unacceptable and will not be tolerated.

PURPOSE

Harassment and bullying are forms of discrimination that are prohibited by human right legislation in each Province of Canada. Harassment is offensive, degrading and threatening and in its most extreme form can be an offence under Canada's Criminal Code.

The Harassment Policy and Complaint Procedure are in place to protect all categories of members, employees, Executive and Board from a hostile sport and working environment by creating a confidential process by which individuals can report incidents of harassment and bullying so that these incidents can be resolved appropriately.

APPLICATION

This policy applies to all categories of members in Boxing BC as well as to all individuals engaged in activities with or employed by Boxing BC, including, but not limited to, athletes, coaches, officials, volunteers, directors, officers, team managers, medical and paramedical personal, administrators and employees.

This policy applies to harassment which may occur during the course of all Boxing BC business activities and events within and outside of the Province, including, but not limited to; club shows, tournaments, exhibitions, training camps, meetings and travel associated with these activities. It also applies to harassment between individuals associated with Boxing BC but outside of Boxing BC's business and events when such harassment adversely affects relationships within Boxing BC's work and sport environment.

DEFINITIONS

Harassment:

Harassment includes any inappropriate conduct or comment by a person towards another that the person knew or reasonably ought to have known would cause that person to be humiliated or intimidated.

Examples of conduct or comments that might constitute bullying and harassment include verbal aggression or insults, threats, intimidation, unwelcome physical contact calling someone derogatory names, harmful hazing or initiation practices, vandalizing personal belongings, spreading malicious rumours. Generally, harassment is a behaviour that persists over time.

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Revision Date(s):

Bullying:

Physical bullying: using physical force or aggression against another person (e.g., hitting, pushing)

Verbal bullying: using words to verbally attack someone (e.g., name-calling)

Social/relational bullying: trying to hurt someone through excluding them, spreading rumours or ignoring them (e.g., gossiping)

Cyberbullying: using electronic media to threaten, embarrass, intimidate or exclude someone, or to damage their reputation (e.g., sending threatening text messages).

The difference between bullying and harassment:

Bullying and harassment are similar, yet different:

Harassment is similar to bullying because someone hurts another person through cruel, offensive and insulting behaviours

Harassment is different from bullying in that it is a form of discrimination.

RESPONSIBILITIES

| Body | Action |
|---|---|
| <i>3rd Vice President (Secretary/Registrar)</i> | 1. Ensure that all revisions to the Human Rights Legislation policy definitions, penalties and procedures on harassment are reflected in the Boxing BC policy. |
| <i>Executive & Board</i> | 1. Play a positive role in raising the awareness and understanding of harassment and bullying among Provincial zones and members and make it clear that harassment and bullying will not be tolerated. |
| | 2. Take appropriate disciplinary action against any athlete, coach, administrator, director, volunteer or employee found guilty of harassment or bullying. |
| <i>President & Chief Official</i> | 1. Make sure every employee, director and the Issues Committee members understand the policy and the procedures for dealing with harassment and bullying. |
| | 2. Inform athletes, coaches, administrators, officials, volunteers and staff of their responsibility to provide a bullying and harassment free sporting and work environment. |
| <i>Issues Committee</i> | 1. Responsible for investigating any allegations of breach, by any member of the association, of the Constitution and By-laws or policies of the Association or Boxing Canada as they pertain to Boxing BC. |
| | 2. Identify, where necessary, Harassment Investigators. |

See Complaint Procedures

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