



HARASSMENT POLICY

STATEMENT OF PRINCIPLES

1. This Policy sets out the principles and practices of Alberta Amateur Wrestling regarding harassment. Alberta Amateur Wrestling has adopted this harassment policy to make clear that harassment will not be tolerated in our sport. Alberta Amateur Wrestling encourages reporting of all incidents of harassment, regardless of who the offender may be.
2. This policy is in addition to and not in substitution for such rights as an individual may have under the Alberta Human Rights, Citizenship and Multiculturalism Act, as amended.
3. Alberta Amateur Wrestling is committed to providing a sport and work environment which promotes equal opportunities and prohibits discriminatory practices. Harassment is a form of discrimination which is prohibited by human rights legislation in Canada. Alberta Amateur Wrestling supports the right of all its members, whether athletes, volunteers or staff, to participate in all Alberta Amateur Wrestling activities free from any form of harassment. Further, Alberta Amateur Wrestling emphasizes the importance of eliminating harassment in Wrestling as a key element in ensuring the safety of participants. A sports environment which actively discourages harassment and builds relationships based on trust and mutual respect and encourages the overall development of the individual.
4. In order to further these aims, Alberta Amateur Wrestling will make every reasonable effort to promote awareness of the problem of harassment among all its members, and to respond swiftly and effectively to complaints or disclosures of harassment.

PURPOSE

The purposes of this policy are:

1. to maintain an environment that is free from harassment;
2. to set out the types of behaviour that may be considered objectionable, abusive or offensive;
3. to establish a mechanism for receiving complaints of harassment and to provide a procedure by which Alberta Amateur Wrestling will deal with these complaints; and
4. to provide an example of the steps that can be taken towards maintaining an environment in which members treat each other with mutual respect.
5. This policy is not intended to constrain social interaction between people in Alberta Amateur Wrestling or to affect the ordinary and proper evaluation of the performance of a wrestler. The policy is intended to foster an environment in which members treat each other with mutual respect.

POLICY

It is the policy of Alberta Amateur Wrestling that harassment in all its forms will not be tolerated during the course of any Alberta Amateur Wrestling activity or program. Accordingly, all Alberta Amateur Wrestling members, staff and volunteers are responsible for making every reasonable effort to uphold this commitment. Specifically, this includes refraining from harassing behaviour, responding promptly and informally to minor incidents of harassment and following guidelines for reporting or responding to more serious complaints of harassment. Wrestling members are expected to refrain from harassing behaviour and are encouraged to report incidents of harassment.

DEFINITION OF HARASSMENT

Harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affects the individual or group. Any of the different forms of harassment may be based on the grounds prohibited in human rights legislation, such as race, ethnicity, sex, sexual orientation and religion. Harassment may occur between peers (eg: athlete to athlete, parent to official, coach to coach) or between someone in a position of power or authority and someone in a subordinate position (eg: coach to athlete).

The following is a non-exhaustive list of examples of harassment:

- unwelcome jokes, innuendo or teasing about a person's body, looks, race, sexual orientation etc.;
- condescending, patronizing, threatening or punishing actions which undermine self-esteem;
- practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety;
- any form of hazing;
- unwanted or unnecessary physical contact including touching, patting, pinching;
- unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation, or which might on reasonable grounds be perceived as placing a condition of a sexual nature; and
- sexual assault or physical assault

INCLUDED BEHAVIOUR AND LOCATIONS

For the purposes of this policy the types of behaviour which constitute harassment include, but are not limited to verbal abuse or threats, offensive comments and actions which demeans, belittles or humiliates an individual or group, and physical assault, and can occur:

- at the Wrestling gym
- at Wrestling-related social functions;

- at Wrestling-related conferences or training sessions;
- during Wrestling-related travel;
- over the telephone, social media or by e-mail; or
- elsewhere if the person harassed is there as a result of Wrestling-related responsibilities or a Wrestling-related relationship.

RESPONSE AND REMEDIES

1. It is the position of Alberta Amateur Wrestling that harassment will not be tolerated. Harassment is unacceptable and harmful. Alberta Amateur Wrestling recognizes the serious negative impact of all types of harassment on personal dignity, individual and group development and performance, enjoyment of the sport and in some cases, personal safety.
2. At the same time, Alberta Amateur Wrestling recognizes that not all incidents of harassment are equally serious in their consequences. Harassment covers a wide spectrum of behaviours, and the response to harassment must be equally broad in range, appropriate to the behaviour in question and capable of providing a constructive remedy. There must be no summary justice or hasty punishment. The process of investigation and settlement of any complaint of harassment must be fair to all parties, allowing adequate opportunity for the presentation of a defense to the charges.
3. Every member of Alberta Amateur Wrestling has a responsibility to play a part in ensuring that the environment is free from harassment. This responsibility can only be met if every member ensures that his or her conduct avoids even the suggestion that it might constitute harassment.
4. Minor incidents of harassment (eg: inappropriate jokes) should be corrected promptly and informally, taking a constructive approach and with the aim of bringing about a change in negative attitudes and behaviour.
5. More serious incidents (eg: a course of repeated taunting, any form of sexual or physical assault) should be dealt with according to the Alberta Amateur Wrestling Harassment Complaint Procedures.
Complaints should be handled in a timely, sensitive, responsible and confidential manner. There should be no tolerance of reprisals taken against any party to a complaint.
6. Anyone making a complaint which is found to be clearly unfounded, false, malicious or frivolous will be subject to discipline.
7. Procedures for the handling of complaints brought against all members, staff and volunteers of Alberta Amateur Wrestling are detailed below in the document entitled “Alberta Amateur Wrestling Harassment Complaint Procedures.”

ALBERTA AMATEUR WRESTLING HARASSMENT COMPLAINT PROCEDURES

Note: For convenience, this policy uses the term “Complainant” to refer to the person who experiences harassment, even though not all persons who experience harassment will make a formal complaint. The term “Respondent” refers to the person against whom a complaint is made.

APPLICATION

- This policy applies to all Alberta Amateur Wrestling staff, volunteers, and members. It applies to harassment that may occur during the course of all Alberta Amateur Wrestling business, activities and events.

MINOR INSTANCES OF HARASSMENT

- This policy does not prevent an appropriate person having authority from taking immediate, informal, corrective disciplinary action in response to behaviour that, in their view, constitutes a minor incident of harassment.

REPORTING HARASSMENT

1. A person who experiences harassment is encouraged to make it known to the harasser that the behaviour is unwelcome, offensive and contrary to the policies of Alberta Amateur Wrestling.
2. If confronting the harasser is not possible, or if after confronting the harasser the harassment continues, the Complainant may make a formal complaint with Alberta Amateur Wrestling as per the discipline policy.

COMPLAINT PROCEDURE

There are three possible outcomes to a harassment complaint

1. It may be determined that the conduct does not constitute harassment as defined in this policy, in which case the matter will be closed;
2. The Complainant may decide to pursue an informal resolution of the complaint in which case a mediator as agreed to by both the Complainant and the Respondent will assist the two parties to negotiate or mediate an acceptable resolution of the complaint;
3. The discipline committee will carry out the investigation in a timely manner and at the conclusion of the investigation will submit a written report to the President, or designate, which will include a recommendation that:

- . No further action be taken because the complaint is unfounded or the conduct cannot be reasonably be said to fall within Alberta Amateur Wrestling's definition of harassment; or
 - . The complaint has merit and should proceed to a hearing.
1. Within 10 business days of receiving the written report of the that recommends that there be a hearing, the matter will go to the Alberta Amateur Wrestling Disciplinary Committee and follow the procedures under the policies contained in Alberta Amateur Wrestling's Policy Manual.

DECISION

2. As soon as possible but in any event within 10 business days of the conclusion of the hearing, the Discipline Committee will provide its written decision to the President, or designate, with a copy provided to both the Complainant and Respondent. The decision will contain:
 - A summary of the relevant facts;
 - A determination as to whether the act complained of constitutes harassment as defined in this policy;
 - Disciplinary action against the Respondent, if the acts constitute harassment; □ Measures to remedy or mitigate the harm or loss suffered by the Complainant, if the acts constitute harassment; and
 - If the Complainant is not satisfied with the outcome of the investigation or disciplinary action, the Complainant will be reminded of the continuing right to file a complaint under the Alberta Human Rights, Citizenship and Multiculturalism Act, as amended.
3. If the Disciplinary Committee determines that the allegations of harassment are false, vexatious, retaliatory or frivolous, its report may direct that there be disciplinary sanctions against the Complainant.
4. Unless the Disciplinary Committee decides otherwise, any disciplinary sanctions applied shall take effect immediately.
5. The decision of the Disciplinary Committee will be final and binding upon the Complainant, the Respondent and Alberta Amateur Wrestling.

CONFIDENTIALITY

1. Alberta Amateur Wrestling recognizes the sensitive nature of harassment matters and in particular, the difficulties associated with coming forward with a complaint of harassment and with being accused of harassment. Alberta Amateur Wrestling recognizes the interests of both the

Complainant and Respondent in keeping any matter being dealt with under this policy confidential, except where disclosure is required by a disciplinary proceeding or by law.