



Harassment Policy – Member & Coach Information

PURPOSE:

To define and document NLFA's policy on Harassment.

POLICY:

Every member/coach is entitled to an environment free of discrimination, intimidation, harassment, or any related inappropriate behavior they may encounter.

NLFA will not tolerate verbal or physical conduct by any member/coach that harasses, disrupts or interferes with another's performance or which creates an intimidating, offensive or hostile environment. Member/coaches who violate the policy will be appropriately disciplined up to and including expulsion from the association and/or legal action.

The environment should be at all times supportive of the dignity and self-esteem of individuals. Achieving this desired environment greatly depends upon mutual respect, co-operation, and understanding amongst members and coaches. Attitudes and behavior that undermine this goal are detrimental to all and will not be tolerated.

Every member/coach has the right to participate without fear of harassment. Each one of us has the responsibility to protect that right.

Definitions

Harassment:

Harassment is defined as any unwelcome action by any person whether verbal or physical, on a single or repeated basis, which humiliates, insults or degrades an individual. Victims of harassment can be both men and women.

The basis for harassment includes, but is not limited to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, or handicap.

Sexual Harassment:

The complexity of sexual harassment makes it necessary to be more definitive.

Sexual Harassment includes any unwelcome attention to action of sexual nature when:

- * The conduct creates an intimidating, hostile or offensive work environment, examples of this type of behavior are unwelcome sexual remarks.
- * There is unnecessary physical contact such as petting or pinching or sexual assault.
- * The conduct unreasonably interferes with a member/coach's performance.

Sexual Harassment is NOT:

- * The normal interaction between individuals that is socially and culturally acceptable.
- * Consensual sexual behavior between two people who are attracted to each other.
- * A hug between friends.
- * Flirting; a genuine expression of affection between consenting adults where no intimidation or exercise of power is intended or involved.

Sexual harassment is not about intentions; it's about effects. Defense statements such as: "it was only a joke" or "it wasn't meant to offend anyone" are not accepted as justification for the harassment. If you want to determine whether the intent of your behavior is the same as the impact of it, consider the following. The recipient decides whether a behavior is unwelcome. What one person might intend as humorous, may be viewed as offensive by another.

In all reported instances, a prompt, thorough, fair investigation will take place. All harassment problems will be handled with respect and sincerity, giving careful consideration to protect the rights and dignity of all people involved.

Retaliation against a member/coach for using or participating in the complaint process is strictly prohibited.

NLFA is committed to providing an environment free of harassment and will enforce this policy at all levels of the association.

ELIGIBILITY:

All member/coaches of NLFA.

EFFECTIVE DATE: September 20, 2006

PROCEDURE:**Complaint Resolution Process:**

A member/coach who believes there has been a violation of this policy, or who has a concern or a question about the application of this policy, is encouraged either verbally or in writing to raise the matter with his or her coach or executive member. All matters will be promptly and confidentially investigated.

If you are a victim of Harassment:

1. You should deal with it immediately, advising the person that you believe the behavior is inappropriate. Ask the harasser to stop in the presence of a witness.

2. If you prefer not to discuss the matter with the person, or the person fails to respect your request, you should report the incident to a coach or executive member. Be specific. Bring a witness or witnesses with you if available. Ask for a solution to the problem.

RESPONSIBILITIES:

1. It is the responsibility of all member/coaches to prevent/stop harassment.
2. It is the responsibility of every member/coach to demonstrate respect and understanding for all individuals.