

Baltimore Figure Skating Club  
**Promoting Safe Sport/Code of Conduct**

Policy Statement

The Baltimore Figure Skating Club (BFSC) is committed to providing a skating environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in a respectful environment free from bullying, harassment, and discrimination. Should any of the issues mentioned above occur, Baltimore Figure Skating Club has the right to ask the individual to leave the club.

Statement of Intent

BFSC will not tolerate harassment, bullying or discrimination by any of our members, parents or coaches. We are committed to raising awareness of this issue. We recognize that harassment, bullying and discrimination can have a serious adverse impact on personal dignity, self-esteem, confidence, personal safety, performance, enjoyment of skating and of like itself.

All BFSC members have the right to participate in a safe, supportive and caring environment free from any of the above issues, and they have the responsibility to contribute to the protection and maintenance of this environment.

Personal harassment can be physical or verbal. BFSC will not tolerate:

- Insulting or derogatory remarks or gestures
- Rude or vulgar language or gestures
- Shouting, yelling, swearing, name-calling
- Persistent unwarranted criticism
- Verbal, written or physical threats and intimidation
- Hitting, kicking, pushing or other types of forceful physical contact

Any of the above may occur in-person or through electronic means including email, texting and social media.

Application of Policy

This policy applies to all registrants of BFSC, including coaches, athletes, volunteers, parents, and Club Executive. BFSC strongly encourages the reporting of all incidents of harassment, regardless of who the offender may be. This policy applies to discrimination, bullying and harassment which may occur at or during the course of any BFSC business of skating activity or event.

What to Do if you are Bullied?

If a member has experienced bullying behaviour, or has witnessed another member being bullied, the member may submit a complaint to BFSC Executive Members at [bfscinformation@gmail.com](mailto:bfscinformation@gmail.com). If the matter is not addressed and resolved accordingly, a complaint may be submitted to the Complaint Review Officer at the Skate Canada National Office as per the process in the Skate Canada Membership Complaints, Hearing and Investigation Procedures Policy.

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By signing below, you have read, understood and accepted the terms of BFSC's Promoting Safe Sport/Code of Conduct:

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_