

HARASSMENT

Statement of Commitment

- The SAA is committed to providing a sport and work environment where all individuals are treated with dignity and respect. Everyone has the right to participate and work in an environment that promotes equal opportunities and prohibits discriminatory practices.
- Every member of this organization has a responsibility to not engage in, condone, or ignore harassing behaviors. Any member who believes that another member is experiencing harassment is encouraged to notify the appropriate authorities as designated in this Policy.
- Harassment is a form of discrimination and it is against the law. Harassment is prohibited by the Canadian Charter of Rights and Freedoms, The Saskatchewan Human Rights Code and The Saskatchewan Occupational Health and Safety Act.
- The SAA is committed to providing a sport environment free of harassment on the basis of race, nationality, ethnicity, colour, religion, creed, age, gender, sexual orientation, marital status, disability, being in receipt of public assistance, or a pardoned conviction.

Definition of Harassment

- Harassment is a form of discrimination, and refers to conduct based on a prohibited ground, that creates an insulting, intimidating or humiliating environment which the perpetrator knew or ought reasonably to have known would be unwelcome.

Harassment can take many forms. It may be verbal, physical, visual or psychological. It can include but is not limited to:

- written or verbal abuse or threats;
- the display of racist, sexist or other offensive material;
- unwelcome remarks, jokes, comments, innuendo, or taunting about a person's looks, body, attire, age, intellectual ability, race, religion, gender, or sexual orientation;
- leering or other suggestive, obscene gestures;
- condescending, paternalistic, or patronizing behaviors which undermine self-esteem, diminishes performance, or adversely affects working conditions;
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- unwanted physical contact, including touching, petting, pinching, or kissing;
- unwelcome sexual flirtations, advances, requests, or invitations; or
- physical or sexual assault (sexual or physical assault are criminal offenses and the appropriate police authorities should be contacted)

Application

- This Policy applies to all employees, directors, officers, volunteers, coaches, athletes, officials, and members of the SAA. The SAA encourages the reporting of all incidents of harassment, regardless of who may be the offender.
- This Policy prohibits harassment that occurs during the course of all SAA business, activities, and events, such as tournaments, clinics, competitions, practices and social events, etc.

Complaint Procedure

- Saskatchewan Archery Association Inc. will follow the "Dispute Resolution Policy" as outlined in Appendix II for all harassment concerns.

REFERENCES:

Archery Canada Anti-Abuse & Anti-Harassment Policy

Archery Canada Code of Conduct

To view all Archery Canada policies <https://archerycanada.ca/about-us/policies/>

