

Woodcrest Community Pool

Harassment Policy

Policy Statement:

Woodcrest Community Pool is committed to providing a work and leisure environment that prohibits discriminatory practices. Harassment is unacceptable and will not be tolerated.

Purpose:

Harassment is a form of discrimination and is prohibited by human rights legislation in each province of Canada. Harassment is offensive, degrading and threatening, and in its most extreme forms, harassment can be an offence under Canada's Criminal Code. The Harassment Policy and Harassment Complaint Procedures are in place to protect all categories of members from a hostile sport and working environment by creating a process by which individuals can report incidents of harassment and these incidents can be resolved appropriately

Application:

This policy applies to all categories of members and employees of Woodcrest Community Pool, as well as to all individuals engaged in activities with or employed by Woodcrest Community Pool, including, but not limited to, members, members guest, lifeguards, administrators and any other employees. This policy applies to harassment which may occur during the course of all pool activities and events, including but not limited to: swim lessons, camps, open swim, meetings and any other events associated with Woodcrest Community Pool.

Definitions:

1. Harassment can generally be defined as comment or conduct, directed toward an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading or offensive.
2. Workplace harassment is defined as improper conduct by an individual, that is directed at and offensive to another individual in the workplace, including at any event or any location related to work, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s) or display(s) that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat.
3. Types of behaviour which constitute harassment include, but are not limited to:
 - a) written or verbal abuse or threats
 - b) the display of visual material which is offensive or which one ought to know is offensive
 - c) unwelcome remarks, jokes, comments, innuendo or taunting
 - d) leering or other suggestive or obscene gestures

e) condescending, paternalistic or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions

f) unwanted physical contact

Consequences:

Woodcrest Community Pool will have zero tolerance for any and all types of Harassment going forward. Any and all complaints from Members, Guest or Staff will be investigated by the Board and addressed accordingly.

Any substantiated claims will result in a termination of membership or employment.

Notes:

This policy has been created and will be implemented for the safety and protection of all who utilize the pool.

The Board Members look forward to a safe and welcoming 2021 season.

Review and Approval by: WCCP Board

Approved: October, 2020