



## **Richmond Youth Soccer Association**

### **Discrimination and Harassment Policy**

#### *General Policy Statement*

**Richmond Youth Soccer Association (RYSA)** is committed to providing a soccer environment in which, all individuals will be treated with respect and dignity. Each individual has the right to participate in a soccer environment, which promotes equal opportunities and prohibits discriminatory practices.

**Richmond Youth Soccer Association** is committed to providing an environment free of discrimination providing opportunities without regard to race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation or age.

**Richmond Youth Soccer Association** is also committed to providing individuals with an environment free from unlawful harassment. Individuals who engage in conduct in violation of this policy will be subject to discipline.

This policy applies to all directors, officers, volunteers, coaches, administrators, members or registered players of the RYSA.

#### *Definition of Discrimination*

For the purpose of this policy, discrimination is defined as:

- any unwelcome conduct, including comments and gestures which refer to an individual's race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation or age.

#### *Definition of Harassment*

For the purpose of this policy, harassment is defined as:

- any unwelcome conduct, including comments and gestures
- respecting the grounds of discrimination set out above in the general policy statement, and
- behaviour that detrimentally affects the sporting environment or leads to adverse related consequences for the victim of the harassment.

Harassment can include behaviour that occurs at the soccer field or occurs away from the soccer field.

Harassment may occur in a variety of ways and may in some circumstances, be unintentional. Whether something is harassment depends on the affect it has on the victim, rather than the intent of the harasser. It can include behaviour such as:

- unwelcome remarks or jokes about subjects like race, religion, disability or age
- the display of sexist, racist or other offensive pictures or posters
- consistent subjection of an individual to practical jokes or ridicule where the circumstances indicate that this treatment is motivated by a characteristic protected under human rights law
- verbal threats, intimidation or abuse based on one of the protected characteristics.

Sexual Harassment is a form of discriminatory harassment. Examples of sexual harassment include, but are not limited to:

- unwelcome sexual advances, requests for sexual favours
- unnecessary touching, patting or massage
- suggestive remarks, dirty jokes, leering, displaying of pornographic or offensive pictures, sexual graffiti, sexual assault
- any other verbal or physical conduct of a sexual nature directed at an individual(s) by a person(s) who knows, or ought reasonably to know, that such attention is unwanted.

### *Complaint Procedure*

If you believe you have been subjected to discrimination or harassment you should:

1. Inform the individual his/her behaviour is unwelcome and ask the individual to stop.
2. Keep a record of incidents (dates, times, locations, possible witnesses, what happened, your response). You do not have to have a record of events in order to make a complaint, but a record can assist your memory.
3. If after asking the individual to stop his/her behaviour, the harassment continues, report the problem to the Harassment Officer for the RYSA, (*Hyperlink to website and Harassment Officer*) whose name can be obtained from the RYSA web site, no later than six (6) months after the incident. This report may be verbal or written, but a written and signed statement of the complaint must be submitted by you within fourteen -(14) calendar days of the initial report before an investigation can proceed. Failure to file a written complaint within fourteen -(14) calendar days of the verbal report will be considered a withdrawal of that report.

4. Upon receipt of the written complaint, the Harassment Officer, or his/her designate, will contact the person who allegedly engaged in the harassment, and inform that person of the basis of the complaint and give that person the opportunity to respond to the complaint. The investigation will be carried out by the Harassment Officer, or his/her designate, and a designated representative, who after conducting a thorough investigation, including interviews with the complainant and respondent and other witnesses involved, will determine whether harassment has occurred. In the case of sexual harassment, a representative from the opposite sex may be appropriate or applicable when a member of the opposite sex is involved. Both parties will be notified of the decision in writing.
  
6. If it is determined that harassment has occurred, appropriate disciplinary action will be taken. The severity of the discipline will be determined by the severity and frequency of the offence, or other circumstances surrounding the incident. The discipline may range from a written apology up to, and including, a lifetime suspension from all soccer activities.

*Appeal Procedure:*

Appeals may be presented to the Appeal Committee, which is comprised of the RYSA Vice-Chair and two –(2) members of the Executive Committee. Where the RYSA Vice-Chair, is the complainant or the alleged harasser, the RYSA Chair will designate the members of the Appeal Committee.

The Appellant must present appeals presented to the Appeal Committee in writing within fourteen -(14) calendar days of the date of the appeal. The appeal must set out in detail the parts of the report that are the subject of the appeal and the reasons for the appeal of each part. The Investigators must provide, in writing to the Appeal Committee, justification of their decision. The Appeal Committee will give the person appealing, the person defending and the Investigators the opportunity to make submissions orally or in writing before the Appeal Committee. The Appeal Committee will provide the parties with its decision in writing within thirty -(30) calendar days, or upon an agreed extension by both parties after hearing the appeal.

In the event that the RYSA Discrimination and Harassment policy conflicts with the British Columbia Soccer Association Harassment policy then the latter will prevail.