

Osseo-Maple Grove Athletic Association

DISCRIMINATORY HARASSEMENT POLICY

(OMGAA Policy 2015.02)

Section 1 – Purpose:

The purpose of this policy is to establish prohibition of harassment, whether of, or by, any individual OMGAA Athlete, Member, Coach, Program Coordinator or Board Director with regards to, or on the basis of; race, color, sex or sexual orientation, religious belief, political affiliation, physical and/or cognitive disability, or age; and to establish procedures for the reporting, remedies for (including disciplinary action) and relief there from.

Section 2 – Authority:

The authority to establish this policy is provided by **General Duties and Responsibilities of the Board of Directors** as outlined in the **Osseo-Maple Grove Athletic Association - By Laws**.

Section 3 – Harassment Policy:

In accordance with Title VII of the Civil Right Act of 1964, it is the policy of the OMGAA that its directors, coordinators, coaches, athletes and members, as representatives of our Association and our communities, promote within the OMGAA and all of its programs and activities, a place free from harassment of any nature. Each individual has a right to participate in an atmosphere that promotes equal opportunities and prohibits discriminatory practices or harassment whether verbal, physical or environmental.

Harassment is herein defined as unwelcome conduct of a physical, emotional, sexual or discriminatory nature that is sufficiently persistent or offensive to reasonably cause concerns for an individual's safety or fairness in treatment. For the intentions of this policy, harassment shall also include, but not be limited to, bullying, ridicule, public embarrassment, physical punishment and improper sexual actions.

In compliance with this policy, all OMGAA Directors, Coordinators, Coaches, Athletes and Members while performing their official duties or when in attendance at OMGAA endorsed events, shall at all times:

- 1) **Hold** paramount the safety, health and welfare of the public in the performance of Association duties and in the participation in Association sponsored programs; and shall act at all times in such a manner as to uphold and enhance the honor, integrity and dignity of themselves and the Association.
- 2) **Treat** all persons, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age or national origin with consideration and respect.

- 3) **Collaborate with** and support other Association members in carrying out the Associations mission and build personal reputations on the merit of service while refraining from competing unfairly with others; and shall acknowledge at all times their role in serving the best interests of the Association as a whole with no preference for any individual program to the detriment of any other.
- 4) **Respect** the structure and responsibilities of the board of directors; and when called upon, provide them with facts and advice as a basis for their decision making, and implement and uphold policies adopted by the board of directors.
- 5) **Demonstrate** the highest standards of personal integrity, truthfulness, and honesty in all activities, avoid any interest or activity that is in conflict with the conduct of their official duties, and respect and protect any privileged information to which they have access in the course of their official duties.

The terms of this policy extend to actions and interactions in print and digital social media.

Section 4 – Responding to and Reporting Harassment:

The OMGAA shall address allegations and suspected instances of discrimination or harassment while providing an environment where all members, athletes, coaches, program coordinators and Board Directors shall feel safe from repercussions when reporting acts of harassment, and in turn feel safe from unnecessary or false charges. OMGAA will investigate non-anonymous claims which are specific in nature and include information regarding the nature; date, time and location of the harassment and names of willing corroborators.

If any individual believes that he or she has been the subject of harassment may address the alleged harasser directly, if possible. If the inappropriate conduct does not cease, or if the individual is unable to or uncomfortable with addressing the alleged harasser directly, he or she should report the incident to the OMGAA President, Vice-President, Secretary and League or Program Director simultaneously through direct e-mail as provide on the OMGAA website. A printed copy of any such e-mails maybe required and should be kept by the claimant.

Directors must address allegations fairly and quickly whether or not there has been a written or formal complaint, no matter how minor or who is involved. Directors must also take appropriate action to prevent retaliation or prohibit conduct from recurring during and after investigation of complaints.

Section 5 – Penalties for Violation:

Where such acts are observed, reported or found to occur and as may be verified, the OMGAA Board shall authorize disciplinary action, including possible prohibition from all future OMGAA Program participation.

Where personal conduct of any director, coordinator, coach, athletes or member, while acting as a representative of the Association is shown to be in violation of this policy, the OMGAA Board of Directors shall relieve the offending person of all Association duties, responsibilities, privileges and compensation for a period of not less than one full season beyond the season in

which the offensive conduct occurred, and may impose additional or extended participation restrictions when deemed appropriate. Such participation restrictions are to be honored by future Boards unless rescinded by motion and a two thirds majority vote of the Directors.

Directors, Program Coordinators and coaches who knowingly allow or tolerate harassment or retaliation, including the failure to immediately report such misconduct, shall be held in violation of this policy and shall be immediately removed from their position

Adopted by the OMGAA Board of Directors

March 17, 2015

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