



FIELD HOCKEY ONTARIO
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HARASSMENT POLICY

Purpose

1. To outline Field Hockey Ontario (FHO) policy and procedures with respect to harassment and discrimination within our sporting community.

Definition

2. Harassment is comment or conduct directed toward an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading or offensive and may be verbal, physical, sexual or psychological. It is behavior that a reasonable person would find unwelcome. Harassment is a form of discrimination and is prohibited by the Canadian Charter of Rights and Freedoms and by Human Rights legislation in every province and territory of Canada, and in its most extreme forms, harassment can be an offence under Canada's Criminal Code.

Applicability

3. Who - This policy applies to all members of FHO (directors, officers, coaches, officials, athletes, volunteers, etc.), parent(s)/ guardian(s) of athletes, and employees.
4. Where/When – FHO events, competitions, training sessions, social functions, business functions (meetings, conferences, workshops, etc.), travel for FHO business or competition – anywhere that harassment of a person or group of persons is as a result of their FHO involvement.
5. How – Harassment may occur during face-to face interactions or through any form of communication device/system including, but not limited to telephone, email, fax, social media, mail.

Policy

6. FHO recognizes and values the diversity amongst our stakeholders and is committed to providing an environment in which all individuals are treated with dignity and respect, and that is free from harassment.

Procedure

7. Harassment of any form is prohibited under the FHO Code of Conduct and the Code of Conduct provides a list, not exhaustive, of behaviours that constitute harassment.
8. Harassment may be reported by the person subjected to the harassment or by any other individual or group of individuals.
9. Complaints of harassment will be dealt with under the provisions and procedures of FHO Discipline and Complaints Policy, FHO Dispute Resolution Policy and FHO Appeal Policy.





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References

- FHO Code of Conduct
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