

Harassment Policy

The Oshawa Kicks Soccer Club Harassment Policy is aimed to ensure that everyone is treated fairly and with respect. Oshawa Kicks Soccer club is responsible for setting standards and values to apply throughout the Club at every level.

Procedure:

Harassment can generally be defined as a comment or conduct, directed towards an individual, group of individuals or Ontario Soccer organization as a whole, which is insulting, intimidating, humiliating, malicious, degrading or offensive.

Types of behavior which constitute harassment include, but are not limited to:

- a) Written or verbal abuse or threats;
- b) A display or the display of visual material which is offensive or which one ought to know is offensive;
- c) Unwelcome remarks, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion, ability, gender or sexual orientation;
- d) Leering or other suggestive or obscene gestures;
- e) Condescending, paternalistic or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- f) Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
- g) Any form of hazing;
- h) Unwanted physical contact including touching, petting, pinching or kissing;
- i) Unwelcome sexual flirtations, advances, requests or invitations;
- j) Physical or sexual assault;
- k) Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment;
- l) Retaliation or threats of retaliation against an individual who reports harassment; or
- m) Retaliation or threats against an individual based on difference of opinion.

Harassment Complaint Procedure:

Any individual who feels they may have been Harassed, based on the "Types of behavior" listed above, must formalize their complaint by sending a letter or email to the Case Manager at The Oshawa Kicks Soccer Club.

By email: discipline@oshawakicks.com

Subject line: Harassment Complaint

By mail:

The Oshawa Kicks Soccer Club, Re: Harassment Complaint, 1401 Phillip Murray Ave, Oshawa, ON L1J 8C4

Following the formal submission, The Oshawa Kicks Soccer Club case manager will evaluate the information provided. If the complaint is deemed to have merit and fits the "types of behavior" listed above it will be forwarded to Ontario Soccer's Case Manager.

Once The Oshawa Kicks Soccer Club has provided the complaint to Ontario Soccer the complainant will deal directly with Ontario Soccer. The Oshawa Kicks Soccer Club will provide the complainant with a follow up email outlining the process.

The Oshawa Kicks Soccer Club follows the Harassment guidelines outlined by Ontario Soccer's Screening and Harassment

<https://www.ontariosoccer.net/governing-documents-screening-harassment>