

BASEBALL PEI POLICY

Harassment Policy

1.1 Policy Statement

- Baseball PEI is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment which promotes equal opportunities and prohibits discriminatory practices.
 - Harassment is a form of discrimination. Harassment is prohibited by the *Canadian Charter of Rights and Freedoms* and by human rights legislation in every province and territory of Canada.
 - Harassment is offensive, degrading and threatening. In its most extreme forms, harassment can be an offence under Canada's *Criminal Code*.
 - Whether the harasser is a director, supervisor, employee, coach, official, volunteer, parent or athlete, harassment is an attempt by one person of abusive, unwarranted power over another.
 - Baseball PEI is committed to providing a sports environment free of harassment on the basis of race, national or ethnic origin, religion, age, sex, sexual orientation, marital status, family status, disability or pardoned conviction.
- This policy applies to all directors, officers, volunteers, coaches, athletes, officials, and members of Baseball PEI and Baseball PEI encourages the reporting of all incidents of harassment, regardless of who the offender may be.
- This policy applies to harassment which may occur during the course of all Baseball PEI activities and/or minor baseball Associations'/Zones' activities and events which adversely affects relationships within the sports environment.
- Notwithstanding this policy, every person who experiences harassment continues to have the right to seek assistance from the provincial Human Rights Commission, even when steps are being taken under this policy.
- Only the person who has directly and allegedly suffered the harassment has standing under this policy.
- Baseball PEI has a zero-tolerance policy for harassment and abuse.
- We will utilize the current Sport PEI/Province of PEI Harassment Policy and Procedure.

