

Document Title: <b><i>Cricket Canada Harassment Policy</i></b>		
Approved by: AGM, 2007	Last reviewed Date: November 2017	Document # CC-POL-009

## **1. Preamble**

1.1: Cricket Canada (CC) strives to provide a safe environment for its members. CC will not tolerate or condone any form of harassment between or among any of its members, including coaches, officials, directors, staff, volunteers, athletes, and employees, during the participation in or preparation for an activity or event conducted under the auspices of CC.

1.2: CC recognizes that harassment is a form of discrimination that negatively affects victims and the organization as a whole. Harassment is prohibited by Canadian human rights legislation and depending on the severity may be an offence under Canada's Criminal Code.

## **2. DEFINITIONS**

2.1: Harassment takes many forms but can generally be defined as comment, conduct, or gesture directed toward an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading, or offensive.

2.2: Under this policy, behaviours which constitute harassment include, but are not limited to:

- written or verbal abuse or threats;
- the display of visual material which is offensive or which one ought to know is offensive;
- unwelcome remarks, jokes, comments, innuendo, or taunting about a person's looks, body, attire, age, race, religion, sex, or sexual orientation;
- leering or other suggestive or obscene gestures;
- condescending, paternalistic, or patronizing behaviour which undermines self esteem, diminishes performance, or adversely affects working conditions;
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;

- unwanted physical contact including touching, petting, pinching, or kissing; o unwelcome sexual flirtations, advances, requests, or invitations;
- any form of hazing;
- sexual harassment
- physical or sexual assault.

### **3. CONFIDENTIALITY**

3.1: CC recognizes that it is in the interest of both the complainant and respondent to keep the matter of harassment confidential. CC will not disclose the names of those involved or the circumstances surrounding the complaint to other parties except as required for disciplinary actions.

### **4. CONDONATION**

4.1: If a person in authority knows or should reasonably have known that harassment or abuse may have occurred and fails to report it or take appropriate action as set out in this policy statement, that person may be subject to disciplinary action.

### **5. RETALIATION**

5.1: Any form of reprisal or threat against an individual participating or helping in the investigation of a harassment complaint may itself be treated as a case of harassment.

### **6. APPLICATION**

6.1: Any person experiencing or witnessing harassment is encouraged to make the harasser aware of the problem and that it is contrary to CC policy on appropriate behavior. If this is not possible the incident should be reported to a CC official who should attempt to resolve the matter in an unbiased manner. If the resolution is not satisfactory to the complainant or the harassment continues or it is of a serious nature, the person experiencing or witnessing the harassment may make a format written complaint to the CC President.

6.2: When faced with a harassment complaint the President shall act to inform the alleged harasser (respondent) and as soon as possible, appoint a

panel of three members to document and investigate the complaint. The panel will report its findings and recommendations to the CC Board within 30 days of its appointment. The Board shall consider the recommendations and decide whether to apply sanctions against the respondent.

## **7. DISCIPLINE**

7.1; When determining appropriate disciplinary sanction, the harassment investigation panel shall consider factors such as:

- the nature and severity of the harassment;
- whether the harassment involved any physical contact;
- whether the harassment was an isolated incident or part of an ongoing pattern;
- the nature of the relationship between the complainant and harasser;
- the age of the complainant;
- whether the harasser had been involved in previous harassment incidents;
- whether the harasser admitted responsibility and expressed a willingness to change;
- whether the harasser retaliated against the complainant.

7.2: In recommending disciplinary sanctions, the panel may consider the following options, singly or in combination, depending on the nature and severity of the harassment:

- verbal or written apology;
- a letter of reprimand from the CC;
- payment of a fine;
- referral to counseling;
- removal of certain privileges of membership or employment;
- suspension from certain the CC events which may include suspension from  
a current competition or from future teams or competitions;
- suspension from certain CC activities (competing, coaching or officiating)  
for a designated period of time;
- temporary suspension from employment with or without pay; or  
termination of employment or contract;
- expulsion from membership;
- publication of the decision;

- other sanctions as may be considered appropriate for the offense.

7.3: Failure to comply with a sanction as determined by the Board shall result in automatic suspension of membership in the CC until such time as the sanction is fulfilled.

## **8. APPEALS**

8.1: Under this policy, both the complainant and respondent shall have the right to appeal the decision and sanctions of the Board under the appeals process as laid out in the Appeal Policy.

Adopted: Adopted at the 2007 AGM of Canadian Cricket Association

## **Revision History**

<b>Revision #</b>	<b>Revision Date</b>	<b>Approved By</b>	<b>Major Changes or Reason for Changes</b>
1	2007	AGM	
2	2017	Board	Reformatting only