



Ontario DanceSport

ONTARIO DANCESPORT HARASSMENT, BULLYING, and DISCRIMINATION POLICY

POLICY STATEMENT

Ontario DanceSport is committed to providing an environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in a respectful environment free from bullying, harassment and discrimination.

1. DISCRIMINATION

- a) Every Ontario DanceSport registrant is entitled to participate free from discrimination. Ontario DanceSport strictly prohibits unlawful discrimination, including discrimination on the basis of race, colour, national place of origin, ancestry, sex (including pregnancy), religious beliefs, age, physical or mental disability, sexual orientation, gender identity or expression, family or marital status, or any other ground or characteristic protected under applicable provincial human rights legislation ("Protected Characteristics").
- b) This policy addresses discrimination as contemplated by the applicable provincial human rights legislation. Under this policy, "discrimination" is differential treatment on the basis of Protected Characteristics. Discrimination may also be found where a requirement, qualification or factor exists that is not discriminatory on its face but results in the exclusion, restriction or preference of a group of persons who are identified by a prohibited ground of discrimination, and cannot be demonstrated to be reasonable and justified in the circumstances.

2. BULLYING AND HARASSMENT

- a) Harassment may relate to a form of discrimination set out in human rights legislation, but it does not have to. Discriminatory harassment includes harassment related to race, sex, religious creed, color, national origin, ancestry, disability or medical condition or age.
- b) Bullying and harassment are any behaviour that demeans, embarrasses, humiliates, or verbally abuses a person and that is known or would be expected to be known to be unwelcome. Prohibited conduct includes but is not limited to the following behaviours:
 - (i) written or verbal abuse or threats, including swearing;
 - (ii) intimidating conduct or gestures;
 - (iii) unwelcome remarks, jokes, taunts;
 - (iv) unwelcome physical contact;
 - (v) physical or sexual assault;
 - (vi) vandalism of personal property;
 - (vii) abuse of authority which undermines performance or threatens an individual's career;
 - (viii) racial, religious or ethnic slurs;



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- (ix) practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- (x) unwelcome sexual flirtations, advances, requests for sexual favours, or invitations, whether indirect or explicit;
- (xi) unwelcome comments, innuendo, taunting, or questions about a person's looks, body, attire, age, race, religion, sex, sexual orientation, or sex life;
- (xii) displays of pornographic, racist or other offensive or derogatory material;
- (xiii) leering, whistling, or other suggestive or obscene gestures;
- (xiv) condescending, paternalistic or patronizing behaviour which undermines self-esteem, diminishes performance, or adversely affects the DanceSport environment.

- c) Sexual harassment may be directed at registrants of the same sex or the opposite sex.
- d) This repetitive improper behaviour is insulting, intimidating, humiliating, malicious, degrading, or embarrassing. The improper behaviour does not have to be made with the intent to harass or discriminate, to be in violation of this policy.

3. APPLICATION OF THIS POLICY

- a) This policy applies to all registrants of Ontario DanceSport, including officials, coaches, athletes, volunteers, Regional Board of Directors, Associate and Division Board of Directors, and the Ontario DanceSport Board of Directors. Ontario DanceSport encourages the reporting of all incidents of harassment, regardless of who the offender may be.
- b) This policy applies to discrimination, bullying and harassment which may occur at or during the course of any Ontario DanceSport business or DanceSport activity or event (including business or DanceSport activities or events of registrant organizations). It also applies to prohibited conduct occurring outside of those situations, when the harassment or bullying is occurring between persons covered by this policy, and the conduct adversely affects the Ontario DanceSport environment.
- c) Every registrant of Ontario DanceSport has a responsibility to play a part in ensuring that Ontario DanceSport's DanceSport environment is respectful and free from discrimination, bullying and harassment. This means not engaging in, allowing, condoning, or ignoring behaviour which is contrary to this policy. In addition, any registrant of Ontario DanceSport who believes that a fellow registrant of Ontario DanceSport has experienced or is experiencing harassment is encouraged to notify Ontario DanceSport.

4. COMPLAINTS

- a) An individual who believes he or she has been harassed has the right:
 - (i) to file a complaint under Ontario DanceSport's Complaints Policy, without fear of embarrassment or retaliation; and
 - (ii) to contact the appropriate provincial human rights commission directly, if desired.



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5. **CONFIDENTIALITY**

- a. Ontario DanceSport understands that it can be extremely difficult to come forward with a complaint of discrimination, bullying or harassment, and that it can be devastating to be wrongly accused of such conduct. Ontario DanceSport recognizes the interests of both the complainant and the respondent in maintaining confidentiality.
- b. Ontario DanceSport shall maintain all records in a confidential manner, except to the extent that disclosure of any of this information is necessary for the purposes of investigating the complaint, or taking disciplinary and corrective action in relation to the complaint, or is required by law.