



Sovereign Lake Bullying and Harassment Policy

Operational Policy (Updated January 2023)

Harassment may relate to any form of discrimination set out in human rights legislation, but it does not have to. Discriminatory harassment includes harassment related to race, gender, religious creed, colour, national origin, ancestry, disability, medical condition, or age.

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. The improper behaviour does not have to be made with the intent to harass or discriminate, to be in violation of this policy.

Prohibited conduct includes, but is not limited to, the following behaviours:

1. Written or verbal abuse or threats, including any and all swearing;
2. Intimidating conduct or gestures;
3. Unwelcome remarks, jokes, taunts;
4. Unwelcome physical contact;
5. Vandalism or theft of personal property;
6. Abuse of authority which undermines performance or threatens an individual's career;
7. Racial, religious or ethnic slurs;
8. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
9. Verbal, physical or sexual assault;
10. Unwelcome sexual flirtations, advances, requests for sexual favours, or invitations, whether indirect or explicit;
11. Unwelcome comments, innuendo, taunting, or questions about a person's looks, body, attire, age, race, religion, gender, sexual orientation, or sex life;
12. Displays of pornographic, racist or other offensive or derogatory material;
13. Leering, whistling, or other suggestive or obscene gestures;
14. Condescending, paternalistic, or patronizing behaviour which undermines self-esteem, diminishes performance, or adversely affects the environment.
15. Sexual harassment may be directed at registrants of the same sex or the opposite sex.

RESPECT

There is an expectation that all parties treat staff, volunteers, members, guests and vendors with mutual respect. Those who do not follow this policy and who are treating others unjustly will be subject to the disciplinary actions stated above.

DISCIPLINARY ACTIONS

Disciplinary actions may be taken with individuals who do not comply with the Sovereign Lake Bullying and Harassment Policy, who are acting against the collective goals of the club. If the behaviour cannot be remedied through mutual communication and/or mediation, sanctions will be imposed by the SLNC Management/Board in the following order:

Step 1. Verbal warning, this will be documented however by the General Manager/Board in order to have an appropriate paper trail.

Step 2. Written warning + a possible facility suspension (depending on the severity of the incident) from all club facilities, and activities.

Step 3. Termination from all facilities and activities + possible termination of membership with Sovereign Lake Nordic Club, dependent on the type and severity of the violation.