



PO BOX 40081 Dupont PO, Toronto, ON M5R 0A2

## **APPROVALS**

May 2014

July 17, 2019

June 12, 2023

## **FREESTYLE SKIING ONTARIO ANTI- HARASSMENT POLICY**

### **DEFINITIONS:**

**- DISCRIMINATION:** Means any form of unequal treatment based on a the below stated grounds, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but disadvantage certain groups of people. Discrimination may take obvious forms, or it may happen in very subtle ways. Even if there are many factors affecting a decision or action, if discrimination is one factor, that is a violation of this policy.

**- HARASSMENT:** Means a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome, based on a ground of discrimination identified by this policy. Harassment can occur based on any of the grounds of discrimination

**- PURPOSE:** This policy prohibits discrimination or harassment based on the following grounds, and any combination of these grounds:

- Age
- Creed (religion)
- Sex (including pregnancy and breastfeeding)
- Sexual orientation
- Gender identity
- Gender expression
- Family status (such as being in a parent-child relationship)
- Marital status (including married, single, widowed, divorced, separated or living in a conjugal relationship outside of marriage, whether in a same-sex or opposite-sex relationship)
- Disability (including mental, physical, developmental or learning disabilities)
- Race
- Ancestry
- Place of origin
- Ethnic origin
- Citizenship
- Colour
- Record of offences (criminal conviction for a provincial offence, or for an offence



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for which a pardon has been received)

- Association or relationship with a person identified by one of the above grounds
- Perception that one of the above grounds applies.

## **1.0 PHILOSOPHY**

Everyone who comes to Freestyle Ontario (“FO”) has the right to feel safe and free from discrimination and harassment.

Discrimination and harassment are not allowed at FO. Staff, Board Members, volunteers and participants will always work to make sure it does not happen and if it does, action will be taken as quickly as possible.

**STAFF, VOLUNTEERS, BOARD MEMBERS AND PARTICIPANTS WILL MAKE SURE THAT PEOPLE FEEL SAFE AT FSO AND THAT EVERYONE IS TREATED FAIRLY. THIS IS ALSO EXPECTED FROM PEOPLE WHO USE THE PROGRAMS.**

1.1 These rules are for everyone, including staff, volunteers, board members and people using the programs.

1.2 Any person feeling harassed or discriminated against or who has witnessed harassment or discrimination has the right to make a complaint. It is important that people report any harassment or discrimination as soon as possible.

## **2.0 STEPS TO MAKING A COMPLAINT**

*Note: all the people involved, whether it is the person being harassed, friends, support people or staff, are expected to keep everything confidential. This procedure does not affect an individual's right to file a complaint with the Ontario Human Rights Commission.*

3.1 Request that the person who is perpetrating the action to stop, be specific, and explain how it makes you feel. Refer the perpetrator to FO's Anti-Discrimination Policy.

3.2 If you witness someone else being the victim of harassment or discrimination, talk to a staff person.

3.3 If they are still making you feel uncomfortable, then you should file a complaint with the Executive Director. Keep a written record of the events.

3.4 Once the Executive Director reviews a complaint, he/she will meet with the Board



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and begin an inquiry. The Board will meet with those involved and try to figure out a reasonable resolution.

3.5 If the Harassment/discrimination involves a staff member of FSO, please talk to the Executive Director as soon as possible. If the incident involves the Executive Director, please talk to the Board.