



Board Policy

Policy Section: Board
Policy Subsection: Human Resources
Policy Title: Harassment

Policy Statement

Swimming Canada is committed to providing opportunities for every individual in the sport of swimming to reach his or her potential in fitness and excellence. In keeping with the spirit of this statement, Swimming Canada is committed to providing a sport and work environment that prohibits discriminatory practices. Harassment is unacceptable and will not be tolerated.

Purpose

Harassment is a form of discrimination and is prohibited by human rights legislation in each province of Canada. Harassment is offensive, degrading and threatening, and in its most extreme forms, harassment can be an offence under Canada's Criminal Code. Maltreatments that may be considered harassment and Discrimination are defined in the [Universal Code of Conduct to Prevent and Address Maltreatment in Sport \(UCCMS\)](#). Some but not all forms of harassment may constitute Maltreatments as defined under the UCCMS, In such case if a behavior falls within the definition of Maltreatment or Discrimination as defined in the UCCMS, the Code of Conduct and Ethics and the Discipline and Complaints policy and the UCCMS shall take precedence.

The Harassment Policy is in place to protect all categories of members from a hostile sport and working environment by creating a process by which individuals can report incidents of harassment and these incidents can be resolved appropriately.

Application

This policy applies to all categories of members in Swimming Canada, as well as to all individuals engaged in activities with or employed by Swimming Canada, including, but not limited to, athletes, coaches, officials, volunteers, directors, officers, team managers, team captains, medical and paramedical personnel, administrators and employees.

This policy applies to harassment which may occur during the course of all Swimming Canada business, activities and events, including but not limited to: swim meets, training camps, exhibitions, meetings and travel associated with these activities. It also applies to harassment between individuals associated with Swimming Canada but outside of Swimming Canada's business and events when such harassment adversely affects relationships within Swimming Canada's work and sport environment.

Harassment arising within the business, activities and events of clubs and provincial/ territorial associations, clubs, or affiliated organizations of Swimming Canada shall be dealt with using the policies and mechanisms of such organizations.



Filing a harassment complaint

A complaint alleging a breach of this Policy shall be filed in accordance with the [Discipline and Complaint Policy](#). A complaint of harassment defined as Maltreatment of Discrimination under the UCCMS shall be filed in accordance with the Discipline and Complaint Policy and with the Office of the Sport Integrity Commissioner (OSIC) if the complaint involves a designated UCCMS Participant.

Responsibilities

Body	Action
Human Resources Committee	<ol style="list-style-type: none">1. Ensure that all revisions to the Human Rights Legislation policy, definitions, penalties and procedures on harassment are reflected in the Swimming Canada policy
Board	<ol style="list-style-type: none">1. Play a positive role in raising the awareness and understanding of harassment among Provincial Sections and all member categories, and make it clear that harassment will not be tolerated
CEO	<ol style="list-style-type: none">1. Make sure every employee understands the policy and procedures for dealing with harassment;2. Inform athletes, coaches, administrators, officials, volunteers and staff of their responsibility to provide a harassment-free sporting and work environment;3. Take appropriate disciplinary action against an athlete, coaches, administrator, volunteers or employee found to have harassed someone.

Limitations

None apparent

References

Canadian Human Rights Commission, Harassment Policy, provincial legislation & commissions, Harassment Procedure

Review and Approval

Approved:	April 7, 2008
Review and approval:	April 21, 2017
Review and approval:	December 6, 2022