

Crabbe Mountain Racing Club Inc.

Abuse and Harassment Policy (October 2005)

Crabbe Mountain Race Club Inc. ("CMRC") does not tolerate abuse or harassment from any of its members, athletes, parents or coaches.

Types of behavior which constitute abuse or harassment include but are not limited to:

- written or verbal abuse or threats
- displays of visual material which is offensive
- unwelcome remarks, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion, gender or sexual orientation
- leering or suggestive or obscene gestures
- condescending, paternalistic or patronizing behavior which undermines self esteem, diminishes performance or adversely affects work or performance
- practical jokes which cause embarrassment, endanger safety or have a negative effect on performance
- unwanted physical contact
- any course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome
- any action that is intrusive, demeaning or threatening, thereby creating a hostile environment for the participant(s)
- unwelcome sexual flirtation, advances, requests, demands
- physical or sexual assault

Accountability Framework:

CRMC is mindful of and accepts its obligation to be proactive in addressing this sensitive issue by:

- investigating complaints
- resolving any situation expeditiously and fairly

- recognizing that excellence in sporting achievement is not possible within an environment marked by harassment
- educating through policy and program initiatives
- acknowledging that the coach-athlete relationship is a most privileged one, dependent on trust and respect
- ensuring that no person should have to choose between participation in sport with abuse or quitting sport to remove the abuse

Implementation:

- Upon receiving a complaint, the CMRC Executive shall designate a member of its Executive to investigate the complaint. The appointed Executive member may have another Executive member assist in the investigation. Together, or separately, they shall be responsible to report their findings to the Executive.
- CMRC shall maintain the confidentiality of all parties in the interests of fairness to any complainant and respondent. The CMRC shall not provide disclosure unless required by legal or disciplinary processes.
- CMRC shall implement appropriate disciplinary action whenever a complaint of harassment is substantiated, such action to be undertaken consistent with CMRC approved policy. Equally, disciplinary action will be taken against those who bring false or frivolous complaints.
- CMRC parents and coaches shall work with athletes to ensure the continued development of strategies that are respectful of athletes, coaches, CMRC Executive Members and all parent and guardian members of CMRC. As such the CMRC Code of Conduct will be reviewed and must be signed as a requirement for membership into CMRC.
- The CMRC shall communicate this policy to all of its members.
- This policy shall apply to all Executive members, staff, athletes, coaches, officials and volunteers of or associated with the CMRC.
- Disciplinary action for a violation of this policy may include, but is not limited to, written or oral apologies, sensitivity training, or suspension from the CMRC for a fixed or indefinite period of time.