



## Prime FC Harassment Policy

Prime FC is committed to fostering a harassment-free environment where all individuals are treated with respect and dignity.

Harassment is a form of discrimination, and refers to conduct, comment or display that is known, or ought reasonably to be known, to be unwelcome and where the wrongful conduct may be linked to things like the person's race, colour, religion, sexual orientation, disability, age or body type. Harassment includes bullying and can take many forms but often involves conduct, comment or display that is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading, or otherwise causes offence, discomfort, or personal humiliation or embarrassment to a person or group of persons. One incident could be enough to constitute harassment.

Harassment does not include:

- Interpersonal conflict or disagreement; or
- The proper exercise of performance evaluation, appropriate managerial direction, delegation, performance management or attendance management.

Specific categories of Harassment include personal harassment, bullying and sexual harassment.

### Personal Harassment

Personal harassment is wrongful conduct directed toward an individual that the perpetrator knew, or ought reasonably to have known, would be unwelcome. This behaviour is not necessarily linked to the prohibited grounds of discrimination.

Examples of personal harassment include:

- Belittling jokes, insults, name-calling, inappropriate teasing, taunting or condescension that undermines self-esteem, diminishes performance or creates a hostile sport or work environment;
- Written or verbal abuse, threats or outbursts;
- Practical jokes that cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
- Ignoring someone for extended periods of time or routinely or arbitrarily excluding them from practice;
- Any form of hazing; and
- The display or distribution of visual or audio material that is offensive, or that one ought to know is offensive in the circumstances.

## **Bullying**

Bullying is unwanted verbal, physical or social behaviour directed to harming, intimidating, humiliating or controlling inappropriately another person. Bullying usually involves repeated incidents or a pattern of behaviour and a real or perceived power imbalance.

Examples of bullying include:

- Name-calling, inappropriate teasing, or spreading rumours, gossip or innuendo;
- Excluding or isolating someone socially, or embarrassing someone in public;
- Intimidating a person or physically abusing or threatening abuse;
- Withholding necessary information or purposefully giving the wrong information;
- Damaging, destroying or stealing personal belongings; and
- Using the internet, social media or text messaging to intimidate, put-down, spread rumours or make fun of someone.

## **Sexual Harassment**

Sexual harassment is engaging in comments or behaviour of a sexual nature such as unwelcome sexual invitations or requests, unwanted physical contact such as touching or kissing, or innuendo or taunting about a person's body type, physical appearance or sexual orientation, gender identity or gender expression. Sexual harassment is also making sexual invitations or requests where the person making the invitation or request is in a position to confer, grant or deny a benefit or advancement and the person knows or ought reasonably to know that the invitation or request is unwelcome.

## **Violence**

Violence is any actual, attempted or threatened conduct of a person that causes or is likely to cause physical or psychological harm, injury or illness or that gives a person reason to believe that he or she or another person is at risk of physical or psychological harm, injury or illness.

Prime FC is committed to the prevention of violence and to providing a safe and respectful work and sport environment.

Prime FC will not tolerate any type of violent behaviour within Prime FC Fields, buildings or during any Prime FC activities.

## **Responsibilities and Expectations**

**Prime FC has put the following process in place in order to:**

- Provide all players a harassment-free environment to develop.
- Providing a platform and process for reporting any form of harassment to the appropriate managers and Prime FC executive and ownership.

**Prime FC is responsible for:**

- Ensuring that this policy is applied in a timely, consistent and confidential manner;
- Determining whether or not allegations of harassment are substantiated;
- Determining what corrective action is appropriate where a harassment complaint has been substantiated;
- The administration of this policy;
- Reviewing this policy annually, or as required
- Making necessary adjustments to ensure that this policy meets the needs of the organization.