



## Harassment Policy

London – St. Thomas Croatia Soccer Club is committed to adhering to the OSA’s published Harassment Policy.

### **Section 1.0 – GENERAL of the OSA policy is as follows:**

The Ontario Soccer Association (OSA) is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment that promotes equal opportunities and prohibits discriminatory practices.

Harassment is a form of discrimination. Harassment is prohibited by the Canadian Charter of Rights and Freedoms and by Human Rights Legislation in every province and territory of Canada.

Harassment is offensive, degrading and threatening. In its more extreme forms, harassment, in particular sexual harassment can be an offence under Canada’s Criminal Code.

Whether the harasser is a director, supervisor, employee, coach, volunteer, parent or athlete, harassment is an attempt by one person to assert abusive, unwarranted power over another.

The OSA is committed to providing an environment free of harassment on the basis of race, national or ethnic origin, color, religion, age, sex, sexual orientation, marital status, family status or disability.

This policy applies to all employees as well as to all directors, officers, volunteers, coaches, referees, administrators, athletes and members or registrants of the OSA>

This policy applies to harassment that may occur during the course of all OSA business, activities and events. It also applies to harassment between individuals associated with the OSA but outside OSA business, activities and events when such harassment adversely affects relationships within the OSA’s work and sport environment.

In keeping with this policy, the OSA encourages the reporting of all incidents of harassment regardless of who the harasser may be and is committed to a process that is widely published in the soccer community, available to all participants and easy to follow and implement.

Notwithstanding this policy, any person who experiences harassment continues to have the right to seek assistance from the Provincial Human Rights Commission, even when steps are being taken under this policy. Note: The full Harassment Policy is available on request.



# LONDON - ST. THOMAS CROATIA SOCCER CLUB

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Every member and registrant of the OSA has a responsibility to play a part in ensuring that the OSA sport environment is free from harassment. This means not engaging in, allowing, condoning or ignoring behavior contrary to this policy. In addition, any member or registrant of the OSA who believes that a fellow member or registrant has experienced or is experiencing harassment is encouraged to notify a Harassment Officer appointed under this policy.

A person who experiences harassment is encouraged to seek the advice of a Harassment Officer.