



Deer Lake Minor Hockey Association
8 Crescent Street
Deer Lake, NL A8A 1E9

HARASSMENT POLICY

1.0 DESCRIPTION

Harassment is a serious issue for everyone in sport. The Deer Lake Minor Hockey Association (DLMHA) believes strongly that individuals involved within our association should be able to participate in an environment that is safe and free from harassment.

The Association will implement the policies and procedures described herein so that every participant is provided a safe environment in which to participate.

Harassment is behaviour, which is insulting, humiliating, malicious, degrading or otherwise. Harassment can be a pattern of behaviour, like constant bullying or a single event, like verbal abuse. Harassment could include, but not limited to:

- Written or verbal abuse
- Bullying
- Cyberbullying
- Threats
- Physical threats
- Unwelcome remarks (jokes, innuendos, taunting, ethnic/racial origin, religion, etc.)
- Displaying sexually explicit, racist or other offensive or derogatory material
- Practical jokes that cause awkwardness or embarrassment
- Hazing or initiation rites
- Intimidation
- Conduct, comments, gestures or contact of sexual nature that is likely to cause offence or humiliation or that might be perceived as placing a condition of sexual nature or any opportunity for selection or advancement
- Sexual Harassment

“There will be ZERO tolerance of harassment within the Deer Lake Minor Hockey Association”

2.0 HARASSMENT COMPLAINT PROCEDURE

1. Immediately inform the harassing individual that his/her behaviour is unwelcomed.
2. A concerned person may seek confidential advice from any member of the DLMHA executive at any time.
3. ***** RECOMMENDED*****
 - a. Avail of services provided by our Discipline Committee (DC) to address all issues regarding unwanted harassment towards themselves or family members. Please refer to the "Disciplinary Committee Guidelines" for information relating to this committee and how to file a complaint.

3.0 DISCIPLINARY ACTION

- Any individual found responsible for unwarranted behaviour as stated within clause 1.0 of this policy shall be subjected to disciplinary action
- Disciplinary action shall be determined by DLMHA's Disciplinary Committee
- **No stakeholder within DLMHA shall be exempt from this policy**

4.0 SAVING CLAUSE

Notwithstanding any of the forgoing sections, procedures and guidelines set forth in this policy, the executive reserves the right to act in contravention to any part should the circumstances of a specific situation warrant.