



**“Home to Wushu
in Ontario”**

WUSHUONTARIO

2370 Midland Ave, #B23-25, Scarborough, ON, M1S 5C6 416-801-5614 ontario@wushucanada.com www.WushuOntario.ca

WOP9- Harassment, Bullying and Discrimination
EFFECTIVE: May 1st, 2023

WushuOntario – Harassment, Bullying & Discrimination Policy

WushuOntario is committed to providing a sports environment free of harassment on the basis of race, national or ethnic origin, colour, religion and creed, age, gender, sexual orientation, marital status, family status, disability, being in receipt of public assistance, or pardoned conviction. This policy outlines the complaint procedures, including hearings, sanctions and appeals as needed.

POLICY STATEMENT

1. WushuOntario is committed to providing a sporting environment in which all individuals are treated with respect and dignity. Everyone has the right to participate in a respectful environment free from harassment, bullying and discrimination.

DISCRIMINATION

2. Every WushuOntario member is entitled to participate free from discrimination. WushuOntario strictly prohibits unlawful discrimination, including discrimination based on race, colour, national place of origin, ancestry, sex (including pregnancy), religious beliefs, age, physical or mental disability, sexual orientation, gender identity or expression, family or marital status, or any other ground or characteristic protected under applicable provincial human rights legislation (“Protected Characteristics”).

3. Every WushuOntario member is entitled to participate free from discrimination. WushuOntario strictly prohibits unlawful discrimination, including discrimination based on race, colour, national place of origin, ancestry, sex (including pregnancy), religious beliefs, age, physical or mental disability, sexual orientation, gender identity or expression, family or marital status, or any other ground or characteristic protected under applicable provincial human rights legislation (“Protected Characteristics”).

4. This policy addresses discrimination as contemplated by the applicable provincial human rights legislation. Under this policy, “discrimination” is differential treatment based on Protected Characteristics. Discrimination may also be found where a requirement, qualification or factor exists that is not discriminatory on its face but results in the exclusion, restriction, or preference of a group of persons who are identified by a prohibited ground of discrimination and cannot be demonstrated to be reasonable and justified in the circumstances.

HARASSMENT & BULLYING

5. Harassment may relate to a form of discrimination set out in human rights legislation, but it does not have to. Discriminatory harassment includes harassment related to race, sex, religious creed, color, national origin, ancestry, disability or medical condition or age.

6. Bullying and harassment are any behaviour that demeans, embarrasses, humiliates, or verbally abuses a person and that is known or would be expected to be known to be unwelcome. Prohibited conduct includes but is not limited to the following behaviours:



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- a. written or verbal abuse or threats, including swearing.
- b. intimidating conduct or gestures.
- c. unwelcome remarks, jokes, taunts.
- d. unwelcome physical contact.
- e. physical or sexual assault.
- f. vandalism of personal property.
- g. abuse of authority which undermines performance or threatens an individual's career.
- h. racial, religious, or ethnic slurs.
- i. practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance.
- j. unwelcome sexual flirtations, advances, requests for sexual favours, or invitations, whether indirect or explicit.
- k. unwelcome comments, innuendo, taunting, or questions about a person's looks, body, attire, age, race, religion, sex, sexual orientation, or sex life.
- l. displays of pornographic, racist, or other offensive or derogatory material; m. leering, whistling, or other suggestive or obscene gestures; n. condescending, paternalistic or patronizing behaviour which undermines self[1]esteem, diminishes performance, or adversely affects the skating environment.

7. Sexual harassment may be directed at registrants of the same sex or the opposite sex.

8. This repetitive improper behaviour is insulting, intimidating, humiliating, malicious, degrading, or embarrassing. The improper behaviour does not have to be made with the intent to harass or discriminate, to be in violation of this policy.

APPLICATION OF THIS POLICY

9. This policy applies to all members of WushuOntario, including officials, coaches, athletes, volunteers, section Board of Directors, club members (owners), and staff or contractors. WushuOntario encourages the reporting of all incidents of harassment, regardless of who the offender may be.

10. This policy applies to discrimination, bullying and harassment which may occur at or during the course of any WushuOntario business or general activity or event (including business or Wushu activities or events of member organizations). It also applies to prohibited conduct occurring outside of those situations, when the harassment or bullying is occurring between persons covered by this policy, and the conduct adversely affects the Wushu sporting environment.



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11. Every member of WushuOntario has a responsibility to play a part in ensuring that WushuOntario’s sporting environment is respectful and free from discrimination, bullying and harassment. This means not engaging in, allowing, condoning, or ignoring behaviour which is contrary to this policy. In addition, any registrant of WushuOntario who believes that a fellow registrant of WushuOntario has experienced or is experiencing harassment is encouraged to notify WushuOntario.

COMPLAINT PROCESS

12. An individual who believes he or she has been harassed has the right:

- a. to file a complaint under WushuOntario’s Membership Discipline Policy, without fear of embarrassment or retaliation; and
- b. to contact the appropriate provincial human rights commission directly, if desired.

CONFIDENTIALITY

13. WushuOntario understands that it can be extremely difficult to come forward with a complaint of discrimination, bullying or harassment, and that it can be devastating to be wrongly accused of such conduct. WushuOntario recognizes the interests of both the complainant and the respondent in maintaining confidentiality.

14. WushuOntario shall maintain all records in a confidential manner, except to the extent that disclosure of any of this information is necessary for the purposes of investigating the complaint or taking disciplinary and corrective action in relation to the complaint, or is required by law.