

LAWN BOWLS NOVA SCOTIA

HARASSMENT POLICY

POLICY STATEMENT

- 1) LAWN BOWLS NOVA SCOTIA (LBNS) is committed to creating and maintaining a sport environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in an environment that promotes equal opportunities and prohibits discriminatory practices.
- 2) LBNS is committed to providing an environment free from harassment on the basis of race, nationality or ethnic origin, religion, age, sex, sexual orientation, marital status, family status, or disability. Harassment on the basis of any of these grounds is a form of discrimination that is prohibited by the Nova Scotia Human Rights Act. In its most extreme forms, harassment can be an offence under Canada's Criminal Code.
- 3) LBNS does not tolerate harassment. All persons in positions of authority with LBNS are expected to take appropriate action when harassment occurs. Individuals whose conduct is found to constitute harassment as defined in this policy will face disciplinary action.

APPLICATION OF THIS POLICY

- 1) This Policy applies to all directors, officers, volunteers, coaches, athletes, officials, members and participants who are under the jurisdiction of LBNS. It applies to harassment that may occur during the course of all LBNS activities and events.
- 2) Harassment occurring within the club activities or events will be dealt with using the procedures of such club (this pertains to activities or events that are run by individual clubs and not Provincial Events governed by LBNS). Member clubs are encouraged to adopt harassment policies and procedures that are consistent with this Policy. Any member club that cannot resolve a Harassment issue can request the assistance of the LBNS Council of Appeal.
- 3) Notwithstanding the procedures in this Policy, Umpires and Executive Members (club or LBNS) are encouraged to take immediate corrective action in response to behaviour that constitutes a **minor** incidence of harassment. Any such action should be recorded and in turn reported to LBNS regardless of the nature or severity.

DEFINITIONS

- 1) Harassment is a form of conduct that is cruel, intimidating, humiliating, offensive or physically harmful. Types of behaviour that constitute harassment include, but **are not limited** to:
 - a) hostile verbal and non-verbal communications;
 - b) condescending, patronizing, threatening or punishing actions that undermine self-esteem or diminish performance;

- c) unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
 - d) practical jokes that cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - e) any form of hazing;
 - f) any form of physical assault;
 - g) sexual harassment, as defined below in this policy;
 - h) behaviours such as those described above that are not directed towards individuals or groups but that have the effect of creating a negative or hostile environment; or
 - i) retaliation or threats of retaliation against an individual who reports harassment
- 1) Sexual harassment is defined as any unwelcome sexual remark or advance, request for sexual favours or other verbal or physical conduct of a sexual nature when:
- a) Submitting to or rejecting this conduct is used as the basis for making decisions that affect the individual; or
 - b) Such conduct has the purpose or effect of interfering with an individual's performance; or
 - c) Such conduct creates an intimidating, hostile or offensive environment.

COUNCIL OF APPEAL

LBNS Executive shall decide any further actions which may include letters of warning or reprimand, fines, payments of any cost, suspension or expulsion from LBNS. Any member of LBNS whose conduct is in question shall have the opportunity to defend their actions and respond to a Council of Appeal.

The Council of Appeal shall consist of:

- a) LBNS Executive **and**
- b) One member from each active LBNS Club, to be appointed by the Club Presidents for each occurrence requiring a Council decision.

This Policy will be in effect at any and all Tournaments and Events under the governance of Lawn Bowls Nova Scotia.