

BADMINTON ONTARIO
Policy to Address Harassment and Discrimination
(March 2017)

Policy Statement

1. Badminton Ontario is committed to providing a sport and work environment that is safe, welcoming, inclusive and respectful. Such an environment does not include or condone discrimination or harassment. Badminton Ontario recognizes that harassment is a form of discrimination and is prohibited by human rights legislation in Canada. In its extreme forms, harassment can also be an offence under Canada's Criminal Code.

Application

2. This policy applies to all employees as well as to all directors, officers, coaches, athletes, team personnel, officials and members of Badminton Ontario. It applies to discrimination and harassment that may occur during the course of all Badminton Ontario business, activities and events.
3. Harassment and discrimination arising within the business, activities and events of clubs, provincial/territorial associations, affiliates or partners of Badminton Ontario will be dealt with using the policies and mechanisms of such other organizations.

Definitions

4. Prohibited forms of discrimination include distinctions based on grounds relating to personal characteristics of an individual or group which, whether intended or not, has the effect of imposing disadvantages on that individual or group not imposed on others, or withholding or limiting access to advantages available to others.
5. Harassment is a form of discrimination and takes many forms, but can generally be defined as comment, conduct, or gesture directed toward an individual or group of individuals that is known, or ought to be known, to be unwelcome.
6. Behaviours that constitute harassment include, but are not limited to:
 - Written or verbal abuse or threats;
 - The display of audio or visual material which is offensive, or which one ought to know is offensive;
 - Unwelcome remarks, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion, sex or sexual orientation, or abilities;
 - Leering or other suggestive or vulgar gestures;
 - Condescending, paternalistic or patronizing behaviour that undermines self-esteem, diminishes performance, or adversely affects working conditions;

- Practical jokes that cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - Unwanted physical contact including touching, petting, pinching or kissing;
 - Unwelcome sexual flirtations, advances, requests, invitations, questions or discussions;
 - Use of homophobic or other derogatory sexual terms;
 - Any form of hazing;
 - Behaviours such as those described above that are not directed towards individuals or groups but that have the effect of creating a negative, hostile or poisoned environment;
 - Criminal conduct such as stalking and physical or sexual assault or abuse;
 - Retaliation or threats of retaliation against an individual who reports harassment.
7. For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favours, or other verbal or physical conduct of a sexual nature when:
- Submitting to or rejecting this conduct is used as the basis for making decisions which affect the individual;
 - Such conduct has the purpose or effect of interfering with an individual's performance;
 - Such conduct creates an intimidating, hostile or poisoned environment.

Complaints

8. Any person may make a complaint under this policy to an Official of Badminton Ontario. For the purposes of this policy, an "Official" is any person in a responsible staff or volunteer position with Badminton Ontario. Complaints to an Official must be timely (within 14 days of the incident giving rise to the complaint) and must be in writing, signed by the complainant.
9. Once a complaint is made, the role of the Official is to inform the President of Badminton Ontario of the complaint; should the complaint itself be against the President of Badminton Ontario, the Official must act in a responsible manner to inform a member of the Badminton Ontario Board of Directors of the matter.
10. Upon receipt of the complaint, the Badminton Ontario President (or Board as noted in Section 9) will implement the procedures as outlined in the BON Complaints/Discipline/Dispute Resolution Policy.

Criminal Matters

11. Notwithstanding the procedures set out in this or other Badminton Ontario policies, any person to whom this policy applies who is convicted of an offence under Section 5 of the Criminal Code of Canada (Sexual Offences, Public Morals and Disorderly Conduct), or is convicted of a similar offence of a sexual nature, will face automatic suspension from Badminton Ontario for a period of time corresponding to the length of their criminal sentence, and may face further disciplinary action by Badminton Ontario in accordance with this policy.

Confidentiality

12. Badminton Ontario recognizes the sensitive nature of discrimination, harassment and member discipline and will strive to keep all matters relating to a complaint confidential. However, if required by law to disclose information, Badminton Ontario will do so.

Appeal

13. An individual who is sanctioned under this policy may appeal, in accordance with Badminton Ontario's Appeal Policy.
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