



Barrie Trojan Swim Club (BTSC)

Anti-Harassment Policy

Date Effective: Oct. 3, 2024
Date Last Reviewed: Sept. 23, 2024
Date Last Revised: February 23, 2023

SCOPE:

The BTSC is committed to providing a safe and respectful environment for swimmers, coaches, staff and members/parents. This policy supports the general expectations defined in the BTSC Code of Conduct policies. It applies to the Board of Directors, all volunteers, staff, officials, coaches, swimmers, parents/guardians and members associated with the BTSC. This policy applies to all club related events, including but not limited to meets, practices and other activities affiliated with BTSC. It also applies to participants of club related activities that are not directly affiliated with the BTSC.

POLICY STATEMENT:

The purpose of the Anti-Harassment Policy is to establish expectations and procedures for managing harassment and violence within the BTSC to foster a healthy and positive environment. Everyone to whom this policy applies is responsible for reporting any harassment or violence that threatens the well-being of the BTSC.

GUIDING PRINCIPLES:

Each swimmer, parent/guardian, staff, Board member and volunteer has the right to be treated fairly and respectfully and has the responsibility to treat others in a way that respects individual differences.

Acts or threats of harassment or violence will not be tolerated. All complaints of harassment or violence will be treated seriously and with respect and dignity.

DEFINITIONS:

Threat: The implication or expression of intent to inflict physical harm or actions that a reasonable person would interpret as a threat to physical safety.

Violence: The use, or attempted use, of physical force that could cause injury. Violence also includes a statement or behaviour that could be reasonably interpreted as a threat to use physical force that could cause injury.

Harassment: Behaviour through a course of written, verbal comments or conduct, by one person towards another, which is insulting, intimidating, humiliating, malicious, degrading or offensive and ought reasonably be known to be unwelcome. It creates negative and uncomfortable feelings for the person, or group of persons, to whom it is directed.

DEFINITION OF PROHIBITED BEHAVIOUR:

The following behaviour is prohibited under this Policy:

- Written verbal abuse or threats
- Abuse or threats via social media and/or online platforms
- Any form of hazing
- Condescending, patronizing, or threatening behaviour that undermines self-esteem and/or inhibits participation and impacts enjoyment
- Bullying or intimidation
- Unwelcome remarks, jokes, comments, taunts, or suggestions about a person's body, attire, age, race, ethnic origin, religion, gender identity, gender expression, sexual orientation, disability or mental ability
- Unwanted or unnecessary physical contact including touching, patting, or pinching
- Unwelcome flirtation, sexual advances, requests, or invitations
- The display of visual material which is offensive or which one ought to know is offensive
- Leering or other suggestive or obscene gestures
- Practical jokes which cause awkwardness or embarrassment and/or endanger a person's safety
- Physical or sexual assault
- Behaviours such as those described above that are not directed towards individuals or groups but have the effect of creating a negative or hostile environment
- Intentional disregard for the safety or well being of others
- Retaliation against anyone who has made a complaint or participated in an investigation of a complaint under this Policy
- Any other act which is considered to be in violation of this Policy whether or not specifically described above

Note that it is recognized that some acts of harassment or violence may be considered criminal or illegal. These will be referred to the appropriate authorities for investigation and resolution.

PROCEDURE:

Everyone has the responsibility to speak up if they or someone else is being harassed or threatened and to report it to the appropriate person. Everyone is responsible for protecting the confidentiality of anyone involved in a harassment or violence complaint.

REPORTING

Anyone who is subjected to, a witness of, or has knowledge of any incidents or threats of harassment and violence is required to immediately report the incident to their applicable Coach or a Board member or to Swim Ontario through their Complaints reporting page found [HERE](#). Anyone reporting an incident is also requested to do so in writing and include the following information:

- Your name and the name of the individual impacted, if not the same
- The name of the person who the complaint has been brought against
- Details of the incident, including the date, time and where the incident occurred
- Names of any witnesses, if applicable

Any Coach, Board member, staff, or volunteer who receives a complaint **MUST** report/forward the complaint to Swim Ontario. The BTSC will support the investigation of any incidents that have been referred to relevant authorities.

INVESTIGATION

An incident or complaint of harassment or violence will be reported through Swim Ontario's Complaints Management page for review using their Dispute Resolution Procedure. All applicable parties (complainant, accused, witness or other) are expected to cooperate in any investigation of reported incidents and efforts to resolve them.

DISCIPLINARY ACTION

The BTSC will abide by any decisions made by Swim Ontario with respect to disciplinary action.

CONFIDENTIALITY

The BTSC will not disclose the name of the individual impacted or the name of the person whom the complaint has been brought against any circumstances related to a complaint except as necessary to investigate the complaint or as required by law.

CROSS REFERENCES:

Swim Ontario Code of Conduct

Swim Ontario Dispute Resolution Procedure