



## Harassment Policy

### Rationale

The OSGA (Ontario Senior Games Association) recognizes its role to protect any person involved in any aspect of the OSGA program from any form of harassment or accusation of harassment.

As well, where any person, organization or venue believes they have been subjected to any form of harassment, and have reported it to the OSGA, action(s) will be taken as set out in this policy.

### Policy Guidelines

1. This policy applies to all who have any connection with the OSGA including Board members, Member Districts, employees, participants, coaches, officials, and volunteers.
2. No person involved with the OSGA shall be harassed because of race, ancestry, place of origin, colour, ethnicity, citizenship, religion, sexual orientation, age, record of offences, marital status, family status, disability (physical or mental). Harassment may also include the refusal to accommodate a team member.
3. Any person has the right to make a complaint or enforce this policy without reprisal or threat of reprisal.
4. Where any person believes he/she is being subjected to harassment, the following actions are set out to resolve the complaint:
  - a. The concern will be expressed to the immediate official who will first determine that the concern does involve harassment and if so, issue a verbal warning to cease and desist or face further actions as set out in this policy.
  - b. Should the harassment be adjudged to be of a more severe nature, or be repeated and on-going, the complainants will be advised to prepare a formal written complaint. Copies of such will be sent to the OSGA office. (see appendix A)
  - c. Upon receiving a written complaint, it will be the responsibility of the President of the OSGA to set up a panel. Members of this panel will judge this issue on the content of the written complaint form, the written or verbal response of the accused, with the intent to resolve such issues as amicably as possible.
  - d. The panel, upon reviewing the material submitted will determine action(s) to be taken. This may include but not limited to: a verbal warning that the behaviour in question is offensive and against this policy, a recommendation for removal from the premises, or suspension from a position.
  - e. The panel may also rule that the complaint is without merit. If not satisfied with the ruling of the panel, the complainant may file a complaint with the Ontario Human Rights Commission.
5. The administration of this policy will be in accordance with the Municipal Freedom of Information and Protection of Privacy Act RSO 1990. This being the case all proceedings of the panel will be recorded and filed in confidence with the OSGA offices.