

## **Anti-Harassment and Anti-Discrimination Policy**

### **Rationale**

Adrenaline Gymnastics supports and promotes equity, diversity and inclusion at every level within the organization. Adrenaline Gymnastics is committed to adhering to the Ontario Human Rights Code and City of Vaughan Human Rights and Anti-Harassment Policy & Procedures and Hate Activity Policy & Procedures and going beyond it to ensure that it operates in an inclusive way in serving the members of the Deaf community in Ontario and beyond.

Adrenaline Gymnastics is committed to a comprehensive strategy to address harassment and discrimination, including:

- providing training and education to make sure everyone knows their rights and responsibilities
- regularly monitoring organizational systems for barriers relating to Code grounds
- providing an effective and fair complaints procedure
- promoting appropriate standards of conduct at all times.

### **Purpose**

Adrenaline Gymnastics affirms its strong commitment to principles of equity, diversity and inclusion and will not discriminate in any of its practices. This policy applies to all Adrenaline Gymnastics activities, including but not limited to program delivery, hiring practices, volunteer and consultants recruitment, purchasing, and extends to its community partnerships.

### **Protected Ground**

Adrenaline Gymnastics prohibits actions that discriminate against people based on the following grounds in the Ontario Human Rights Code:

- age
- family status
- ancestry
- marital status
- colour
- gender identity
- race
- gender expression
- citizenship
- personal characteristics
- ethnic origin
- sexual orientation
- place of origin
- receipt of public assistance
- religion/creed
- record of offences
- disability
- political affiliation
- membership in union/association
- level of literacy
- record of offences
- culture

Adrenaline Gymnastics deems as discriminatory any actions, including but not limited to, direct actions, organization materials, website, speeches, publications that promote or communicate discriminatory treatment on any grounds listed above.

## Why is it Important to Respond to Discrimination?

Nobody deserves to be a victim of discrimination; everybody has the right to be treated with respect. As a club, we take discrimination seriously.

### Objectives of this Policy:

- ❖ All officials, coaching and non-coaching staff, volunteers, committee members, children and parents should understand what discrimination is.
- ❖ All officials, coaching and non-coaching staff, volunteers and committee members should know what the club policy is on discrimination and follow it when discrimination is reported.
- ❖ All children and parents should know what the club policy is on discrimination, and what they should do if discrimination arises.
- ❖ Discrimination will not be tolerated.

### Procedures:

1. Report discrimination incidents to the Club Officer(s).
2. Where the alleged discrimination is a child (children), if applicable, parents should be informed and will be asked to come to a meeting to discuss the problem.
3. The discriminatory behaviour or threats of discrimination must be investigated and stopped.
4. An attempt will be made to help the discriminator(s) change their behaviour through discussion about discrimination.
5. Discriminators may be asked to sign a behaviour contract.
6. If discrimination continues the offender will be asked to leave the Club.

### Penalties

Discrimination will not be tolerated, condoned, or ignored by Adrenaline Gymnastics. If a claim of discrimination is proven, disciplinary measures will be applied. For staff this includes suspension, suspension without pay, and termination; and for volunteers this includes suspension and termination. For program participating families, this includes warning, and/or dismissal from the club without a refund.

### Definitions

- ❖ **Discrimination:** Unfair or prejudicial treatment of individuals or groups on the basis of grounds listed in section 3.1. Discrimination, whether intentional or unintentional, has the effect of preventing or limiting access to opportunities, benefits, or advantages that are available to other members of society. It is not a discriminatory practice for a person to adopt or carry out a special program, plan or arrangement designed to prevent, eliminate or reduce disadvantages that are likely to be suffered by the members of the Deaf community when those disadvantages would be based on the prohibited grounds of discrimination.
- ❖ **Harassment:** a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome, based on a ground of

discrimination identified by this policy. Harassment can occur based on any of the grounds of discrimination.

Examples of harassment include:

- Epithets, remarks, jokes or innuendos related to a person's race, gender identity, gender expression, sex, disability, sexual orientation, creed, age, or any other ground
- Posting or circulating offensive pictures, graffiti or materials, whether in print form or via e-mail or other electronic means
- Singling out a person for humiliating or demeaning "teasing" or jokes because they are a member of a Code-protected group
- Comments ridiculing a person because of characteristics that are related to a ground of discrimination. For example, this could include comments about a person's dress, speech or other practices that may be related to their sex, race, gender identity or creed.
- If a person does not explicitly object to harassing behaviour, or appears to be going along with it, this does not mean that the behaviour is okay. The behaviour could still be considered harassment under the Code.

*Sexual and gender-based harassment:* sexual harassment is a form of harassment that can include:

- Gender-related comments about a person's physical characteristics or mannerisms
- Paternalism based on gender which a person feels undermines his or her self respect or position of responsibility
- Unwelcome physical contact
- Suggestive or offensive remarks or innuendoes about members of a specific gender
- Propositions of physical intimacy
- Gender-related verbal abuse, threats or taunting
- Leering or inappropriate staring
- Bragging about sexual prowess or questions or discussions about sexual activities
- Offensive jokes or comments of a sexual nature about an employee or client
- Rough and vulgar humour or language related to gender
- Display of sexually offensive pictures, graffiti or other materials including through electronic means
- Demands for dates or sexual favours.

*Poisoned environment:* a poisoned environment is created by comments or conduct (including comments or conduct that are condoned or allowed to continue when brought to the attention of management) that create a discriminatory work environment. The comments or conduct need not be directed at a specific person, and may be from any person, regardless of position or status. A single comment or action, if sufficiently serious, may create a poisoned environment.

- ❖ **Diversity:** The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry,

culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status.

- ❖ **Equity:** A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.
- ❖ **Family Status:** Spouse or spousal equivalent, children, parents or siblings.
- ❖ **Inclusion:** The situation in which individuals or communities (both physical and demographic) are fully involved in the society in which they reside, including the economic, social, cultural and political dimensions of that society.