

Harassment Policy

1. Organization commitment

Perth Tay Tennis Club is committed to providing an environment free of discrimination and harassment, where all individuals are treated with respect and dignity.

Under the Ontario Human Rights Code, every person has the right to be free from harassment and discrimination. Harassment and discrimination will not be tolerated, condoned or ignored at Perth Tay Tennis Club. If a claim of harassment or discrimination is proven, disciplinary measures will be applied, up to and including termination of club membership without refund of fees.

Perth Tay Tennis Club is committed to a comprehensive strategy to address harassment and discrimination, including:

- discussing the policy regarding individual rights and responsibilities
- providing an effective and fair complaints hearing
- promoting appropriate standards of conduct at all times.

2. Policy objectives

The objectives of this Policy are to:

Make sure that members and guests of Perth Tay Tennis Club are aware that harassment and discrimination are unacceptable practices and are incompatible with the standards of this organization, as well as being a violation of the law
Set out the types of behaviour that may be considered offensive and are prohibited by this policy.

3. Applying the policy

The policy generally applies to any activities related to planning, organizing and playing tennis and maintaining the tennis facility at Conlon Farm Recreation Complex. It is unacceptable for members of Perth Tay Tennis Club to engage in harassment or discrimination of other members, guests, spectators, other tennis players on adjacent tennis courts, Town of Perth staff and contractors who may be involved in maintaining the facility, or with others they have professional dealings with.

This policy also applies to events that occur outside of the tennis facility such as club parties or club-sponsored visits to other tennis clubs.

4. List protected grounds

This policy prohibits discrimination or harassment based on the following grounds, and any combination of these grounds:

- Age
- Creed (religion)
- Sex (including pregnancy and breastfeeding)
- Sexual orientation
- Gender identity
- Gender expression
- Family status (such as being in a parent-child relationship)
- Marital status (including married, single, widowed, divorced, separated or living in a conjugal relationship outside of marriage, whether in a same-sex or opposite-sex relationship)
- Race
- Ancestry
- Place of origin
- Ethnic origin
- Citizenship
- Colour
- Association or relationship with a person identified by one of the above grounds
- Perception that one of the above grounds applies.

5. Key concepts

It is important to note that people experiencing harassment may not outwardly object to the harassing comments or conduct. People may feel unable to object. For example, they may be afraid of the consequences of speaking out. It doesn't matter if someone voices objections or not to the person making the unwelcome comments – they can still make a complaint and the behaviour can still be found to be harassment.

The following behaviour is prohibited:

Discrimination: means any form of unequal treatment based on a Code ground. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but disadvantage certain groups of people. Discrimination may take obvious forms, or it may happen in very subtle ways. Even if there are many factors affecting a decision or action, if discrimination is one factor, that is a violation of this policy.

Note that playing tennis is a sport that requires certain physical and mental skills and abilities. It shall not be considered discrimination when tennis teams and leagues are organized according to individuals abilities to enhance the play and enjoyment of all other participants.

Harassment: means 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, but are not limited to, the following:

- 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.

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
- 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 individual
- 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 the board of directors) that create a discriminatory environment. The comments or conduct need not be directed at a specific person, and may be from any person. A single comment or action, if sufficiently serious, may create a poisoned environment.

6. Roles and responsibilities

All persons in Perth Tay Tennis Club are expected to uphold and abide by this policy, by refraining from any form of harassment or discrimination, and by cooperating fully in any investigation of a harassment or discrimination complaint.

The Board of Directors have the additional responsibility to act immediately on observations or allegations of harassment or discrimination. The Board of Directors are responsible for creating and maintaining a harassment- and discrimination-free organization, and should address potential problems before they become serious.

Perth Tay Tennis Club
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