

Ottawa River Canoe Club Harassment Policy

- 1.1.1. Harassment includes conduct, gestures or comments which are insulting, hurtful, intimidating, humiliating, malicious, degrading or otherwise offensive to an individual. The Canadian Human Rights Act prohibits harassment based on race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation.
- 1.1.2. Harassment creates a hostile or intimidating environment which negatively affects performance. Harassment may occur between peers or between someone in a position of authority and someone in a subordinate position.
- 1.1.3. Some examples of harassment include:
 - a) Unwelcome jokes, innuendo or teasing about a person's body, looks, race, or sexual orientation
 - b) Unsportsmanlike conduct such as angry outbursts or arguing
 - c) Condescending, patronizing, threatening or punishing actions which undermine self-esteem
 - d) Practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
 - e) Degrading or inappropriate hazing rituals
 - f) Unwanted or unnecessary physical contact including touching, patting, pinching.
 - g) Unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation. (This would also constitute abuse.)
 - h) Sexual assault or physical assault. (This would also constitute abuse.)

1.2. Bullying

- 1.2.1. Bullying is a form of repeated, persistent, and aggressive behaviour directed at an individual or individuals that is intended to cause (or should be known to cause) fear, distress, feeling of isolation, and/or harm to another person's body, feelings, self-esteem, or reputation. Bullying occurs in a context where there is a real or perceived power imbalance.
- 1.2.2. Bullying can occur between people at any age and can be:
 - a) Physical (i.e. shoving, hitting, kicking, stealing)
 - b) Verbal (i.e. name calling, insults, threats)
 - c) Social (i.e. gossiping or rumours)
 - d) Cyber bullying (i.e. email, Facebook, Twitter)
- 1.2.3. Some examples of bullying behaviour includes:
 - a) Unwarranted yelling and screaming directed at target

- b) Continually criticizing the target's abilities
- c) Blaming the target of the bullying for mistakes
- d) Making unreasonable demands related to performance
- e) Repeated insults or put downs of the target
- f) Denying or discounting the targets accomplishment
- g) Threats of and actual physical violence