



TZEACHTEN YOUTH SOCCER ASSOCIATION

Code of Conduct

Anti-Bullying & Harassment Policy

Tzeachten FC is dedicated to the spiritual, physical, mental, and social development of people.

We are committed to providing a friendly, respectful environment that does not tolerate abusive behaviour and reinforces socially responsible behaviour.

This means that employees, volunteers, program participants, and others using Tzeachten facilities are expected to treat others, including children and vulnerable adults, with courtesy and respect.

Discrimination or harassment on such grounds as age, race, ancestry, colour, place of origin, religion, sex, sexual orientation, physical or mental disability, family status, marital status, political belief, or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or intended employment of that person is against the law and is not acceptable in Tzeachten programs or on Tzeachten premises.

Bullying and Harassment means any inappropriate conduct or comment that would cause a person to be humiliated or intimidated, or unwelcome verbal or physical behaviour that would be expected to cause insecurity, discomfort, offence, or humiliation, and may include such conduct as:

- verbal abuse, including words, gestures or jokes, the natural consequence of which is to humiliate, ridicule, insult or degrade
- threats or intimidation
- hurtful or humiliating comments, jokes or taunting about a person's race, colour, anatomy, sexual attractiveness, attire, age, sex, marital status, sexual orientation, etc.
- intimidation, such as stalking or staring
- unnecessary and unwelcome physical contact or assault
- refusal to serve or work with an individual because of ethnic background, religion, etc.
- persistent rudeness, bullying, taunting, patronizing behaviour, or other conduct which adversely affects working conditions or work performance

Tzeachten FC employees and volunteers are expected to demonstrate appropriate, respectful behaviour themselves, and to stop or report any incidents of Bullying or Harassment of which they become aware.

Failure to comply with the policy may result in disciplinary action, possibly including dismissal.

Members, volunteers, program participants and others using Tzeachten facilities are expected to behave in a respectful, socially responsible manner towards others, including but not limited to children and vulnerable adults.

Failure to comply with the policy may result in being asked to leave the site or program, and possible suspension or expulsion from membership.

If you feel you have been bullied or harassed, you are encouraged to tell the individual that you find his/her conduct offensive and that it must cease. If this does not succeed, or if you do not feel comfortable dealing with it in this manner, as an employee or volunteer you may contact your Supervisor, Technical Director or senior staff person for assistance, or file a confidential complaint with the Director of Risk Management or Chair of the Board.

As a member or participant, you may contact the appropriate coach, team leader, Technical Director and you may escalate the complaint to the Director of Risk Management or Chair of the Board if unable to reach a satisfactory resolution.

Complaints will be investigated on a confidential basis and informally or formally resolved.

The full policy on Bullying, Harassment and Discrimination, including the procedures for filing and investigating complaints, is available at the Tzeachten FC office. Members and program participants are encouraged to review it, and employees are required to review it on an annual basis.

Related Policies:

- Bullying, Harassment and Discrimination
- Statements of Understanding