

HARASSMENT POLICY



BC SOCCER

GLOBAL GAME. **UNIVERSAL PASSION.**

Our Mission:

*Developing the game by inspiring British Columbians to
lifelong active, inclusive and team play*

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INTRODUCTION

The British Columbia Soccer Association (BC Soccer), in an effort to provide a safe and harassment free environment within its activities and those of its members (individuals, clubs, districts, leagues and associations), has set out the following policy on harassment in order to clearly indicate its position on harassment of all types and initiatives to inform and educate its members. The policy provides for an informal, confidential and non threatening alternative to a formal registering of complaints as well as a formal process involving individuals designated by BC Soccer and possessing the training and appropriate background to investigate complaints.

Harassment of any kind will not be tolerated by BC Soccer.

SECTION 1 – GENERAL

- a) Members, employees and volunteers of BC Soccer are jointly responsible to free their sport/working environment of harassment by:
 - i) Providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment which promotes equal opportunities, prohibits discriminatory practices and is free from abuse and harassment.
 - ii) Providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment, which promotes equal opportunities and prohibits discriminatory practices.
 - iii) Providing an environment free of harassment on the basis of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status or disability.
 - iv) Providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment which promotes equal opportunities, prohibits discriminatory practices and is free from abuse and harassment
 - v) Taking assertive action should they feel that they are being subjected to harassment
 - vi) Fostering an environment free of harassment by attempting to stop incidents of harassment whether there is a complaint or not. Failure to take appropriate corrective action may be interpreted as condoning the prohibited behavior.

- b) BC Soccer is committed to:
 - i) The education of all of its members in the area of harassment and to providing information to the parents/guardians of its youth members on the policies, procedures and education initiatives on harassment.
 - ii) Encouraging the reporting of all incidents of harassment regardless of who the harasser may be and is committed to a process that is widely published in the soccer community, available to all participants and easy to follow and implement.
 - iii) Ensuring that all members are aware of the policy to a reasonable extent. This includes clear information on the steps which are taken when cases are reported.

- c) BC Soccer is legally responsible to:
 - i) Act in the best interests of its members
 - ii) Intervene if they know of matters within its operation which are contrary to the country's laws and the organizations constitution, by-laws, rules, policies and codes.
 - (1) This is an extended responsibility which is subject to a legal test of reasonable conduct, meaning that the responsibility exists not just when the organization knows, but also ought reasonably to have known, of matters requiring action.
 - (2) Specifically with regard to matters of abuse and harassment, BC Soccer is aware that there are circumstances when cases are completely outside the Association's jurisdiction and within the purview of the justice system. These are cases which involve persons who are not of the age of legal majority, or any other age specified by law. Even when the persons are of the specified age, when the notion of consent is often an issue, we must all be aware that the concept of informed consent is a legal one which BC Soccer realizes is defined by Canadian Law.
- d) Application
 - i) This policy applies to all employees, directors, officers, volunteers, coaches, managers, associates, officials, and players of BC Soccer. BC Soccer encourages the prompt reporting of all incidents of harassment, regardless of who the offender may be.
 - ii) This policy applies to harassment, which may occur during the course of all BC Soccer business, activities and events. It also applies to harassment between individuals associated with the BC Soccer but outside BC Soccer business, activities and events when such harassment adversely affects relationships within BC Soccer's work and sport environment.
 - (1) For the purposes of this policy, soccer and/or workplace harassment can occur in the following places:
 - (a) At on field soccer events (competitions, training sessions/practices, league matches, exhibitions matches, tournaments etc...)
 - (b) At off field soccer functions, such as meetings, conferences, training sessions, and workshops;
 - (c) At the office;
 - (d) At soccer related social functions;
 - (e) During soccer/work-related travel;
 - (f) Through any form of communication device/system including but not limited to telephone, email, fax, postal service, SMS, Social Media (Twitter, Facebook, MSN etc...);
 - (g) Elsewhere if the person harassed is there as a result of soccer/work-related responsibilities or a soccer/work-related relationship.
- e) Pertinent Laws
 - i) Harassment is a form of discrimination. Harassment is prohibited by the Canadian Charter of Rights and Freedoms and by human rights legislation in every province and territory of Canada.

- ii) Harassment is offensive, degrading and threatening. In its more extreme forms, harassment, in particular, sexual harassment can be an offence under Canada's Criminal Code.

SECTION 2 - DEFINITION OF HARASSMENT

- a) Harassment is defined as a written or verbal comment, conduct, or gesture directed by any person towards another, which a person knows or ought to know would be improper behaviour and unwelcome. This behavior includes comments, conduct or gestures which are insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals or which creates an uncomfortable environment, or which might reasonably be expected to cause embarrassment, insecurity, discomfort, offense, or humiliation to another person or group.
- b) Harassment is an attempt by one person to assert abusive, unwarranted power over another.
- c) Types of behaviour which constitute harassment include but are not limited to:
 - i) Written or verbal abuse or threats;
 - ii) Physical assault;
 - iii) Unwelcome remarks, jokes, comments, innuendoes, or taunting about a person's looks, body, sex, or sexual orientation, attire, age, marital status, ethnic or racial origin, religion, etc.;
 - iv) Displaying of sexually explicit, racist or other offensive or derogatory material, sexual, racial, ethnic or religious graffiti;
 - v) Practical jokes which cause awkwardness or embarrassment, endangering a person's safety or negatively affecting performance;
 - vi) Hazing or initiation rites;
 - vii) Leering or other suggestive or obscene gestures;
 - viii) Intimidation;
 - ix) Condescension, paternalism, or patronizing behavior which undermines self-respect, self-esteem or adversely affects performance or working conditions
 - x) Conduct, comments, gestures or contact of a sexual nature that is likely to cause offense or humiliation or that might, on reasonable grounds, be perceived as placing a condition of a sexual nature on employment or any opportunity for selection, training or advancement;
 - xi) False accusations of harassment motivated by malice or mischief, and meant to cause other harm, is considered harassment;
 - xii) Sexual harassment, as further described in section 3.0
- c) For the purposes of this policy, harassment does not include types of misconduct identified in the Discipline Policies and Procedures section of BC Soccer published Rules and Regulations.
- d) For the purpose of this policy, retaliation is defined as written or verbal threats, abuse or physical assault by one person against another:
 - i) For having filed a complaint under this policy; or
 - ii) For having participated in any procedure under this policy; or

- iii) For having been associated with a person, who filed a complaint or participated in any procedure under this policy, will be treated as harassment and will not be tolerated.

SECTION 3 - DEFINITION OF SEXUAL HARASSMENT

- a) Sexual Harassment is defined as unwelcome sexual advances, written or verbal requests for sexual favours, or other verbal or physical conduct of a sexual nature when it ought to be reasonably known to be improper and unwelcome.
- b) Sexual Harassment is further defined as one or a series of incidents involving unwelcome sexual advances, requests for sexual favours, or other verbal conduct of a sexual nature, and:
 - i) When such conduct might reasonably be expected to cause embarrassment, insecurity, discomfort, offense, or humiliation to another person or group;
 - ii) When submission to such conduct is made either implicitly or explicitly a condition of employment/sport related activity;
 - iii) When submission to or rejection of such conduct is used as a basis for any employment/sport decision (including, but not limited to, matters of promotion, raise in salary, job security, benefits affecting the employee, team selection and sport playing time);
 - iv) When such conduct has the purpose or the effect of interfering with a person's work/sport performance or creating an intimidating, hostile or offensive work/sport environment.
- c) Sexual harassment may occur in the form of such conduct by males towards females, between males, between females, or by females towards males.
- d) Some examples of types of behaviour which are defined as sexual harassment include:
 - i) Sexually degrading words used to describe a person;
 - ii) Criminal conduct such as stalking, and physical or sexual assault or abuse;
 - iii) Promises or threat contingent on the performance of sexual favours;
 - iv) The displaying of visual material which is offensive or which one ought to know is offensive, for example pornographic pictures, sexual/sexist graffiti or any display of sexually explicit material or pictures;
 - v) Leering or other suggestive or obscene gestures;
 - vi) Unwanted physical contact including touching, petting, pinching, or kissing or unwanted sexual attention by a person who knows or ought reasonably to know that such attention is unwanted;
 - vii) Unwelcome sexual flirtations, sexual remarks, advances, requests or invitations whether indirect or explicit; or;
 - viii) Unwanted inquiries or comments about an individual's sex life, or sexual preferences;
 - ix) Threats of, or acts of retaliation to punish an individual who has rejected sexual advance.
- e) For the purpose of this policy, retaliation is defined as written or verbal threats, abuse or physical assault by one person against another:
 - i) For having invoked this policy (whether on behalf of oneself or another);

- ii) For having participated in any investigation under this policy; or;
- iii) For having been associated with a person who has invoked this policy or participated in these procedures Will be considered a form of sexual harassment

SECTION 4 - COACH/-PLAYER SEXUAL RELATIONS

- a) BC Soccer takes the view that intimate sexual relations between coaches and adult players, while not against the law, can have harmful effects on the individual player involved, on other players and coaches and on BC Soccer's public image.
- b) BC Soccer, therefore, takes the position that such relationships are unacceptable for coaches coaching or assisting in any way with a British Columbia provincial team or provincial team program.
- c) Should a sexual relationship develop between a player and a coach, BC Soccer will investigate and take action which could include reassignment, or if this is not feasible, a request for resignation or dismissal from employment.

SECTION 5 - RESPONSIBILITY FOR HARASSMENT POLICY

- a) The BC Soccer Board of Directors and the Executive Director are responsible for the implementation of this policy. In addition, they are responsible for:
 - i) Discouraging and preventing harassment within BC Soccer;
 - ii) Investigating formal complaints submitted to BC Soccer of harassment in a sensitive, responsible and timely manner;
 - iii) Imposing appropriate disciplinary or corrective measures when a complaint of harassment has been substantiated, regardless of the position or authority of the offender;
 - iv) Providing advice to persons who experience harassment;
 - v) Making all members and employees of BC Soccer aware of the problem of harassment, and in particular, sexual harassment, and of the procedures contained in this policy;
 - vi) Informing both complainants and respondents of the procedures contained in this policy and of their rights under the law;
 - vii) Regularly reviewing the terms of this policy to ensure that they adequately meet the organization's legal obligations and public policy objectives;
 - viii) Appointing a Harassment Officer, and providing the training and resources he/she need to fulfill their responsibilities under this policy; and
 - ix) Appointing unbiased case review panels and appeal bodies and providing the resources and support they need to fulfill their responsibilities under this policy.
- b) Every member and registrant of BC Soccer has a responsibility to play a part in ensuring that BC Soccer sport environment is free from harassment. This means not engaging in, allowing, condoning or ignoring behaviour contrary to this policy. In addition, any member or registrant of BC Soccer who believes that a fellow member or registrant has experienced or is experiencing harassment is encouraged to notify the harassment officer appointed under this policy.

SECTION 6 - DISCIPLINARY ACTION

Employees, members or registrants of BC Soccer against whom a complaint of harassment is substantiated may be severely disciplined, up to and including employment dismissal, termination of membership or registration, or a lifetime suspension from all soccer activities where the harassment takes the form of assault, sexual assault or a related sexual offence.

SECTION 7 – CONFIDENTIALITY

- a) BC Soccer understands that it can be extremely difficult to come forward with a complaint of harassment and that it can be devastating to be wrongly accused or convicted of harassment. BC Soccer recognizes the interests of both the complainant and the respondent in keeping the matter confidential.
- b) BC Soccer shall not disclose to outside parties the name of the complainant, the circumstances giving rise to a complaint, or the name of the respondent unless a disciplinary or other remedial process requires such disclosure.

SECTION 8 - HARASSMENT OFFICER

- a) BC Soccer shall appoint a Provincial Harassment Officer and the Provincial Harassment Officer may at his/her discretion designate an organization or person(s) to investigate and document harassment complaints on their behalf. The Provincial Harassment Officer will be responsible for reviewing, assessing and processing all harassment complaints coming to BC Soccer.
- b) Member Associations shall appoint at least two persons, one male and one female, as Member Organization Harassment Officers. Where appropriate, two or more Member Organizations may be combined for this purpose but not if the result is that the appointed officers are too remote from any of the Member Organizations such that the reporting of incidents of harassment would be discouraged.
- c) A Member Organization may, at its own expense and with the permission of BC Soccer, contract with a company to provide the same professional services as appointed Harassment Officer would provide.
- d) The role of Harassment Officer is to serve in a neutral, unbiased capacity and to receive complaints, assist in informal resolution of complaints and investigate formal written complaints. In carrying out her/his duties under this policy, officers shall be directly responsible to BC Soccer Board of Directors.
- e) The Harassment Officer will be required to undertake a Criminal Record Check to ensure that a finding of guilty in offences concerning children has not compromised their suitability for this role.
- f) BC Soccer shall ensure that the Harassment Officer receives appropriate training and support for carrying out her/his responsibilities under this policy.

- g) Provincial Harassment Officer shall deal with complaints affecting provincial teams and provincial team programs.
- h) Member Organization Harassment Officers shall deal with complaints arising from within their Organization(s). In the event of an absence of a duly appointed Member Organization Harassment Officer, the Provincial Harassment Officer may be appointed on a temporary basis to handle a complaint.

SECTION 9 - COMPLAINT PROCEDURE

- a) A person who experiences harassment is encouraged to make it known to the harasser that the behaviour is unwelcome, offensive and contrary to BC Soccer policy. If confronting the harasser is not possible, or if after confronting the harasser the harassment continues, the complainant should seek the advice of the Member Organization Harassment Officer.
- b) The Harassment Officer shall inform the complainant of:
 - i) The options for pursuing an informal resolution of his or her complaint;
 - ii) The right to lay a formal written complaint under this policy when an informal resolution is inappropriate or not feasible;
 - iii) The availability of a network of referrals and other support provided by BC Soccer;
 - iv) The confidentiality provisions of this policy;
 - v) The right to be represented by a person of choice (including legal counsel) at any stage in the complaint process;
 - vi) The external mediation/arbitration mechanisms that may be available;
 - vii) The right to withdraw from any further action in connection with the complaint at any stage (even though BC Soccer might continue to investigate the complaints); and
 - i) Other avenues of recourse, including the right to file a complaint with a human rights commission or, where appropriate, to contact the police to have them lay a formal charge under the Criminal Code.
- c) There are four possible outcomes to this initial meeting of complainant and the Harassment Officer.
 - i) The complainant and Officer agree that the conduct does not constitute harassment.
 - (1) If this occurs the Harassment Officer will take no further action and will make no written record other than reporting to Member Organization Board of Directors on a monthly basis the number of such incidents the officer dealt with.
 - ii) The complainant brings evidence of harassment and chooses to pursue an informal resolution of the complaint.
 - (1) If this occurs, the Harassment Officer will assist the two parties to negotiate a solution acceptable to the complainant. If desired by the parties and if appropriate, the Harassment Officer may also seek the assistance of a neutral mediator;

- (2) If informal resolution yields a result, which is acceptable to both parties, the Harassment Officer will make a written record that a complaint was made and was resolved informally to the satisfaction of both parties and will take no further action.
 - (3) If informal resolution fails to satisfy the complaint, the complainant will reserve the option of laying a formal written complaint.
- iii) The complainant brings evidence of harassment and decides to lay a formal written complaint.
- (1) If this occurs the Harassment Officer will assist the complainant in drafting a formal written complaint, to be signed by the complainant and a copy given to the respondent without delay.
 - (2) The written complaint should set out the details of the incident(s), names of any witnesses to the incident(s) and should be dated and signed.
 - (3) The respondent will be given an opportunity to provide a written response to the complaint. The Harassment Officer may assist the respondent in preparing this response.
- i) The complainant brings evidence of harassment but does not wish to lay a formal complaint.
- (1) If this occurs, the Harassment Officer must decide if the alleged harassment is serious enough to warrant laying a formal written complaint, even if it is against the wishes of the complainant.
 - (2) When the Harassment Officer decides that the evidence and surrounding circumstances require a formal written complaint, the Harassment Officer will issue a formal written complaint and, without delay, provide copies of the complaint to both the complainant and the respondent.

SECTION 10 - FORMAL COMPLAINT INVESTIGATION

- a) As soon as possible after receiving the written complaint, but within 21 days, the harassment officer shall submit a report to the senior paid staff representative* containing the documentation filed by both parties along with a recommendation that:
 - i) No further action be taken because the complaint is unfounded or the conduct cannot reasonably be said to fall within this policy's definition of harassment; or
 - ii) The complaint should be investigated further.

(*Where the Senior staff representative is involved in the complaint, or there is no Senior Paid staff representative, the report shall be submitted to the President/Chair of the Member Organization or any other Officer of the Organization not involved in the complaint)

- b) A copy of this report shall be provided without delay to both the complainant and the respondent.
- c) In the event that the Harassment Officer's recommendation is to proceed with an investigation, the Executive Director (or Officer of the Association to whom the report

- was submitted) shall review with the Board of Directors who shall within 14 days appoint three members or registrants of BC Soccer to serve as a case review panel.
- d) This panel shall consist of at least one woman and one man. To ensure freedom from bias, no member of the panel shall have a significant personal or professional relationship with either the complainant or the respondent. Also there should be no real or perceived conflict of interest – as per BC Soccer Conflict of Interest Policy.
 - e) Within 21 days of its appointment, the case review panel shall convene a hearing. The hearing shall be governed by such procedures as the panel may decide, provided that:
 - i) The complainant and respondent shall be given 14 days notice, in writing, of the day, time and place of the hearing.
 - ii) Members of the panel shall select a chairperson from among themselves.
 - iii) A quorum shall be all three panel members.
 - iv) Decisions shall be by majority vote. If a majority vote decision is not possible (i.e. one member of the panel abstains from voting), the decision of the chairperson will be the decision of the panel.
 - v) The hearing shall be held in camera.
 - vi) Both parties shall be present, together, at the hearing to give evidence and to answer questions of the other party and of the panel. If the complainant does not appear, the matter will be dismissed, (unless the complainant decided not to lay a formal complaint but the officer concluded that the evidence and surrounding circumstances were such as to require a formal written complaint). If the respondent does not appear, the hearing will proceed.
 - vii) The complainant and respondent may be accompanied by a representative or advisor and, where necessary, by a translator.
 - viii) The Harassment Officer may attend the hearing at the request of the panel.
 - f) Within 14 days of the hearing, the case review panel shall present its findings in a report to the Executive Director*, which shall contain:
 - i) A summary of the relevant facts;
 - ii) A determination as to whether the acts complained of constitute harassment as defined in this policy;
 - iii) Recommended disciplinary action against the respondent, if the acts constitute harassment; and
 - iv) Recommended measures to remedy or mitigate the harm of loss suffered by the complainant, if the acts constitute harassment.
 - g) If the panel determines that the allegations of harassment are false, vexatious, retaliatory or unfounded, their report shall recommend disciplinary action against the complainant. A copy of the report of the case review panel shall be provided, without delay, to both the complainant and the respondent.

SECTION 11 – HARASSMENT DISCIPLINARY SANCTIONS

- a) When recommending appropriate disciplinary action and corrective measures, the Case Review Panel shall consider factors such as:

- i) The nature of the harassment;
 - ii) Whether the harassment involved any physical contact;
 - iii) Whether the harassment was an isolated incident or part of an ongoing pattern;
 - iv) The nature of the relationship between complainant and harasser;
 - v) The age of the complainant;
 - vi) Whether the harasser had been involved in previous harassment incidents;
 - vii) Whether the harasser admitted responsibility and expressed a willingness to change; and
 - viii) Whether the harasser retaliated against the complainant.
- b) In recommending disciplinary sanctions, the panel may consider the following options, singly or in combination, depending on the severity of the harassment:
- i) A verbal apology;
 - ii) A written apology;
 - iii) A letter of reprimand from the Member Organization and when appropriate from BC Soccer;
 - iv) Removal of certain privileges of membership or employment;
 - v) Temporary suspension with or without pay;
 - vi) Termination of employment or contract;
 - vii) Expulsion from membership; or
 - viii) Any other remedy as may be appropriate.
- c) Where no appeal is made as provided for in the following section; then the recommendations of the case review panel will be implemented by the Member Organization and when appropriate by BC Soccer.
- d) Where the investigation does not result in a finding of harassment, a copy of the report of the case review panel shall be placed in the harassment officer's files. These files shall be kept confidential and access to them shall be restricted to the Board of Directors, the Executive Director and other harassment officers.
- e) Where the investigation results in a finding of harassment, a copy of the report of the case review panel shall be placed in the personnel or membership file of the respondent. Unless the findings of the panel are overturned upon appeal, this report shall be retained for a period of ten years unless new circumstances dictate that the report should be kept for a longer period of time.

SECTION 12 - APPEALS

- a) Both the complainant and respondent shall have the right to appeal the decision and recommendations of the case review panel. A written notice of intention to appeal, along with grounds for the appeal, must be provided to BC Soccer Board of Directors within ten (10) working days of the complainant or respondent receiving the panel's report.
- b) The Board of Directors may, at its own discretion, accept an appeal that was not lodged within the required ten (10) working days.
- c) Permissible grounds for an appeal are:

- i) The panel did not follow the procedures laid out in this policy;
 - ii) Members of the panel were influenced by bias; or
 - iii) The panel reached a decision, which was grossly unfair or unreasonable.
- d) In the event that a written notice of appeal is filed, the Board of Directors shall appoint an appeal body consisting of a minimum of three persons of whom at least one shall be a woman and at least one shall be a man. These individuals must have no significant personal or professional involvement with either the complainant or respondent and no prior involvement in the dispute between them. Also there should be no real or perceived conflict of interest – as per BC Soccer Conflict of Interest Policy.
- e) The appeal body shall base its decision solely on a review of the documentation surrounding the complaint, including the complainant's and respondent's statements, the reports of the harassment officer and the case review panel, and the notice of appeal.
- f) Within ten days of its appointment, the appeal body shall present its findings in a report to BC Soccer Board of Directors. The appeal body shall have the authority to uphold the decision of the panel, to reverse the decision of the panel, and/or to modify any of the panel's recommendations for disciplinary action or remedial measures.
- g) The Board of Directors shall accept, reject or vary the recommendations of the appeal body and issue a report, which shall be the final decision of the Association.
- h) A copy of the Association's final report shall be provided, without delay, to the complainant and respondent.

SECTION 13 - DISCIPLINARY ACTION REVIEW

- a) On written request from an individual who has been subject to disciplinary action under this policy, and provided that at least one year has elapsed since receiving the Association's final decision, the Board of Directors may, at its own discretion, consider a review of the disciplinary measures imposed.
- b) The Board of Directors shall appoint a review body consisting of a minimum of three persons of whom at least one shall be a woman and at least one shall be a man. These individuals must have no significant personal or professional involvement with either the complainant or respondent and no prior involvement in the dispute between them. Also there should be no real or perceived conflict of interest – as per BC Soccer Conflict of Interest Policy.
- c) Within ten days of its appointment, the review body shall present its findings in a report to BC Soccer Board of Directors. The review body shall have the authority to recommend changes to lessen the disciplinary measures currently in place.
- d) The Board of Directors shall accept, reject or vary the recommendations of the review body and issue a report, which shall be the final decision of the Association.

- e) A copy of the Association's final report shall be provided, without delay, to the complainant and respondent.

SECTION 14 - REVIEW AND APPROVAL

BC Soccer Board of Directors and the Executive Director on an annual basis shall review this policy.

SECTION 15 - COMMUNICATION

- a) The General Harassment Policy as stated in Section 1 shall be posted in all BC Soccer, District Association, Club, and League offices along with the name and contact information of the Provincial Harassment Officer and the local Member Organization Harassment Officers and a notation that the full Harassment Policy is available on request.
- b) The General Harassment Policy as stated in Section 1 along with the name and contact information of the Provincial Harassment Officer and the local Member Organization Harassment Officers and a notation that the full Harassment Policy is available on request shall also be made available as a flyer for distribution at club meetings, registration dates, etc.
- c) The General Harassment Policy as stated in Section 1 along with the name and contact information of the Provincial Harassment Officer and the local Member Organization Harassment Officers and a notation that the full Harassment Policy is available on request and on the official BC Soccer website. District Associations are encouraged to download and/or link the Harassment Policy from the BC Soccer website to their website and to distribute the Harassment Policy accordingly. District Associations should place the BC Soccer Harassment Policy where it can be conveniently seen or accessed by their membership.

APPENDIX A - TIMEFRAME FOR RESOLVING HARASSMENT ISSUES

Step 1:

Meet with parties individually and together to try to resolve the issue of harassment.

Step 2:

If issue is not resolved via Step 1, then the Harassment Officer begins the investigation by collecting information from the complainant and the respondent, and from any witnesses. If the Harassment Officer decides the alleged harassment is serious enough to warrant laying a formal written complaint, then the following time frame will be followed:

Steps	Timeframe	Action
1	Immediate	Harassment Officer issues a formal written complaint and provides copies of the letter to the complainant and the respondent
2	21 days	Harassment Officer will submit a report to the senior paid staff representative and copies provided to the complainant and the respondent
3	14 days	The senior paid staff representative and the Board of Directors must appoint a three member committee to serve as a Case Review Panel
4	21 days	The Case Review Panel will convene a hearing
5	14 days	The notice in writing that the Case Review Panel will give the complainant and respondent of date, time and place of hearing.
6	14 days	The Case Review Panel presents a report of its findings from the hearing to the Senior Paid Staff person and copy sent to the complainant and the respondent.
7	14 days	On receipt of the report, the complainant and the respondent can submit a notice to appeal the decision of the panel
8	14 days	The senior paid staff representative shall appoint and appeal body to review all the documentation surrounding the complaint.
9	10 days	The appeal body must submit a report of its findings to the senior paid staff representative and copies provided to the complainant and the respondent
10	Immediate	The senior paid staff representative will accept, reject or vary the recommendations of the appeal body and issue a report, which will be the final decision of BC Soccer.