Barrie Minor Baseball Association
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HARASSMENT POLICY

Preamble

The Barrie Minor Baseball Association, like their parent organization Baseball Ontario, is committed to providing a sport and educational environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in an environment which promises equal opportunities and prohibits discriminatory practices.

Fundamental Principles

a) All procedures followed under this Policy shall be guided by the paramount need to ensure that complainants, respondents and witnesses are treated fairly according to the rules of natural justice.

b) Wherever possible, complaints of harassment will be resolved informally or by mediation. Formal hearings under this policy will be initiated only after an informal resolution or mediation of the complaint has been attempted and has failed or has been explored.

c) All procedures followed under this policy shall be maintained strict confidentiality, taking into account the procedures stipulated in this document.

d) Remedies provided under this policy are intended:

i) to resolve complaints fairly and acceptably to complainants

ii) to impose appropriate disciplinary measures upon individuals who have committed acts of harassment

Definitions

Abuse; if someone in authority uses their power or position to harm another, either emotionally, physically or sexually — this is abuse.

Harassment; if a person is threatened, intimidated, humiliated, taunted or subjected to racial, homophobic or sexist slurs — this is harassment.

Sexual harassment; refers to any sexual advances, requests, suggestions or activity of a sexual nature that is unwelcomed by the recipient.

Emotional Abuse is name calling, threatening, ridiculing, intimidating, isolating, hazing or ignoring a players needs.

Physical Abuse is the purposeful physical attack on a player such as slapping, kicking, hair pulling, shaking, shoving, grabbing, etc.

The Harassment Committee

An harassment committee shall be appointed by the President at the first meeting of the new executive each year following the Annual General Meeting. This committee is to consist of no less than 5 persons. The breakdown must be as follows; president, vice president in charge of the area from which the complaint came, 3 executive member. 2 of the members of the committee must be female if the executive in any year has the numbers to support this.

Initiating the Complaint

a) A member of the Barrie Minor Baseball community with a complaint about behaviour by an individual which the complainant(s) consider(s) to be harassment is encouraged to request the individual(s) to cease the offending behaviour.

b) In the absence of exceptional circumstance which shall be determined by the Harassment Committee, a complaint of harassment must be made to the president within two weeks of the alleged harassment occurring. The Harassment Committee shall thereupon consult the complainant with regard to the circumstances of the complaint.

c) Following the consultation with the Harassment Committee, the complainant shall indicate immediately whether he/she elects to:

i) take no further action

ii) proceed with an attempt to resolve the complaint informally or by mediation

iii) proceed with formal resolution

d) If the complainant elects to proceed to resolve the complaint informally or by mediation, the complainant shall make a written statement of the circumstances of the alleged harassment and provide written authorization for the Harassment Committee to proceed with an informal resolution or arrange for mediation of the complaint.