



Cross Country Ontario is committed to the achievement of equal opportunity including the establishment of a sport environment in which all members have the opportunity to contribute to skiing to their maximum potential.

In keeping with the spirit of this commitment, Cross Country Ontario does not tolerate any form of harassment and undertakes to protect all members regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, disability, age, marital status, family status or record of offence, from harassment by other members, officers of the association, officials, organizers, coaches, clubmates, and any other member of Cross Country Ontario with whom they may have contact.

This policy is directed towards the protection of members from harassment which may occur:  
during the course of Cross Country Ontario business and events, or within a club affiliated with Cross Country Ontario, or its divisions or:  
outside of such events or clubs where there may be repercussions in the work or club environment adversely affecting members' skiing relationships.

#### Definition of Harassment

Harassment takes many forms but can generally be defined as behavior including comments and/or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or groups of individuals or which creates an uncomfortable environment. While this applies to all members of Cross Country Ontario and any form of harassment, the Ontario Human Rights Code specifically prohibits harassment on the following grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed (religion), sex, sexual orientation, disability, age, marital/family status or record of offence.

Harassment may include:

- written or verbal abuse or threats; sexually oriented comments;
- racial or ethnic slurs;
- unwelcomed remarks, jokes, innuendoes, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion, etc;
- displaying of sexually explicit, racist or other offensive or derogatory material;
- sexual, racial, ethnic, or religious graffiti;
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performances;
- unwelcome sexual remarks, invitations or requests whether indirect or explicit, or intimidation;
- leering (suggestive staring), or other obscene or offensive gestures;
- physical conduct such as touching, kissing, patting, pinching etc.;
- vandalism; physical assault.

#### Reprisal

As part of their right to freedom from harassment, Cross Country Ontario members are protected from reprisal or the threat of reprisal.

Reprisal may include situations in which a member is:

1. denied or threatened with denial of office or executive position, training, or other related opportunities or benefits (e.g., team selection, or presentation at national or international events or meetings);
2. disciplined or threatened with disciplinary action;

On the sole basis of:

rejecting the sexual advances of a person in authority who could or who could be perceived to have influence over skiing-related decisions affecting the member;  
having made a complaint of harassment.

Reprisal may also include situations involving co-member(s) who, because the member has made a complaint of harassment, continue or escalate the harassment; ostracize or isolate the member; and/or engage in any behavior with the intent to intimidate, threaten, humiliate, hurt or adversely affect the performance or working conditions of the member .

#### Procedure

The CCO is committed to creating and maintaining a supportive sport environment free of all forms of harassment.

Board/committee members, affiliated club executives, staff, coaches and managers of CCO are responsible for preventing and discouraging harassment by;

understanding and upholding the principles of this policy;  
not engaging in behavior contrary to this policy and ensuring that all members are treated fairly and equitably;  
communicating the Board objective to create and maintain a harassment free sport;  
not allowing or condoning behavior contrary to this policy;  
taking all complaints of harassment seriously by investigating complaints in a thorough and sensitive manner and taking prompt action to resolve the situation in accordance with procedures outlined in the following sections.

Any person who has authority to prevent or discourage harassment will be held responsible for failing to exercise this authority. All members of Cross Country Ontario have a responsibility not to harass any other member. Members who experience harassment are encouraged to make it known to the harasser that the behaviour is offensive and/or to report the incident(s) in accordance with the following complaint procedures. Members who witness harassment or who become aware that a member is being harassed are encouraged to report the incident in accordance with the complaint procedure which follows.

#### Complaint Procedure

Members who experience harassment are encourage to make it known to the harasser that the behaviour is offensive and contrary to the Cross Country Ontario policy. If confronting the harasser is not possible or if after confronting the harasser the harassment continues, report the incident to the Executive Director or chairperson of CCO.

If this avenue is either unavailable or inappropriate, complaints may be made directly to:

any chair of any Cross Country Ontario Division  
any member of the Cross Country Ontario's Board of Directors  
any executive member of a club affiliated with Cross Country Ontario.

Members are encouraged to report incidents of harassment. Members who bring the incident(s) to the attention of CCO will receive the full support of the Association. Complaints will be addressed in a sensitive, responsible and timely manner.

Members who experience harassment because of their sex, race, religion, ethnicity, place of origin, disability, age, sexual orientation or family status are specifically protected under the Ontario Human Rights Code and have the right to file their complaint with the Ontario Human Rights Commission.

### Complaint Investigation and Resolution

The above complaints procedure sets out a number of avenues for reporting incidents of harassment. Once a complaint is reported immediate action must be taken as follows:

the complaint must be documented and immediately forwarded to the Chair of CCO and/or Chairperson of the Division, who must inform the CCO Board of the complaint as quickly as possible;

the CCO Board must immediately appoint a tribunal to investigate the incident(s);

the complaint must be documented and immediately forwarded to the chair of the tribunal;

the Chairperson of CCO must ensure that an investigation is initiated.

All complaints of harassment must be investigated by the appointed tribunal to determine the nature and circumstances of the incident(s) and to determine appropriate resolution.