

# British Columbia Fencing Association

www.fencing.bc.ca

Email: president.bcfa@gmail.com

## BCFA HARRASSMENT POLICY

### POLICY STATEMENT

The British Columbia Fencing Federation (BCFA) is committed to providing an environment in which all individuals are treated with respect and dignity and which prohibits discriminatory practices. The BCFA is committed to providing a sport environment free of harassment on the basis of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, or pardoned conviction.

The BCFA will use the Canadian Fencing Federation policy (CFF HARRASSMENT POLICY) as a reference and resource document in the resolution of complaints. Where complaints are related to CFF business or events this policy supercedes any BCFA policy.

Harassment is a form of discrimination. Harassment is prohibited by the *Canadian Charter of Rights and Freedoms* and by human rights legislation in BC. Harassment is offensive, degrading, and threatening. In its most extreme forms, harassment can be an offence under Canada's *Criminal Code*.

Whether the harasser is a director, supervisor, employee, coach, official, volunteer, parent, or athlete, harassment is an attempt by one person to assert abusive, unwarranted power over another.

This policy applies to all directors, officers, employees, volunteers, coaches, athletes, officials, and members of the BCFA.

This policy applies to harassment which may occur during the course of all BCFA business, activities, and events. It also applies to harassment between individuals associated with the BCFA but outside BCFA business, activities, and events when such harassment adversely affects relationships within the BCFA's work and sport environment.

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## DEFINITIONS

Harassment takes many forms but can generally be defined as comment, conduct, or gesture directed toward an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading, or offensive.

For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favours, or other verbal or physical conduct of a sexual nature

Types of behaviour which constitute harassment include, but are not limited to:

- written or verbal abuse or threats;
- the display of visual material which is offensive or which one ought to know is offensive;
- unwelcome remarks, jokes, comments, innuendo, or taunting about a person's looks, body, attire, age, race, religion, sex, or sexual orientation;
- leering or other suggestive or obscene gestures;
- condescending, paternalist, or patronizing behaviour which undermines self-esteem, diminishes performance, or adversely affects working conditions;
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- unwanted physical contact, including touching, petting, pinching, or kissing;
- unwelcome sexual flirtations, advances, requests, or invitations; or physical or sexual assault.

## COACH/ATHLETE SEXUAL RELATIONS

The BCFA takes the view that intimate sexual relationships between coaches and adult athletes, while not against the law, can have harmful effects on the individual athlete involved, on other athletes and coaches and on the BCFA public image. The BCFA therefore takes the position that such relationships are unacceptable for coaches employed by the BCFA

Should a sexual relationship develop between an athlete and a coach employed by the BCFA will investigate and take action which could include reassignment, or if this is not feasible, a request for resignation or dismissal from employment.

## DISCIPLINARY ACTION

Employees, members of the C.F.F. against whom a complaint of harassment is substantiated may be severely disciplined, up to and including employment dismissal or termination of membership in cases where the harassment takes the form of assault, sexual assault, or a related sexual offence.

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## **CONFIDENTIALITY**

The BCFA 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 such disclosure is required by a disciplinary or other remedial process.

## **COMPLAINTS PROCEDURE**

The BCFA will encourage informal resolution of complaints where possible. Where not possible, the BCFA will encourage the formal written submission of complaints. The BCFA recognizes that it does not have the capacity to effectively and fairly manage complaints of harassment. As such, any formal written complaints received by the BCFA will be directed to an independent panel established by the Board of Directors of the BCFA. The panel will consist of at least two persons, who may or may not be members of the BCFA. Panel members will be selected such that they do not have a direct, perceived or potential relationship with either the complainant or the respondent. The BCFA will strive to ensure that any recommendations of such a panel are implemented, where such recommendations come under the direct remit of the BCFA and are permissible by law.

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