



Brampton Curling Club Harassment Policy

Version 1.5b

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A. Policy

The Brampton Curling Club (BCC) is committed to providing a safe and healthy space free from discrimination and harassment. This policy is intended to:

- a. maintain a BCC environment that is free from all types of Harassment;
- b. protect and apply to all persons participating in BCC activities, including but not limited to members, directors, officers, volunteers, athletes, officials, employees and contractors of the BCC;
- c. establish a process for reporting, investigating and responding to complaints of Harassment in an effective and timely manner;
- d. promote awareness amongst all BCC members about the process for reporting and dealing with incidents of Harassment; and
- e. be consistent with the Ontario Human Rights Code, the Ontario Curling Association policy on Discrimination and Harassment, and the City of Brampton By-Laws, as modified from time to time.

B. Definitions

Board Member: An individual member of the Brampton Curling Club who sits on the Board of Directors.

Brampton Curling Club (BCC): The organization that runs league play and facilitates special curling events (such as bonspiels) at the Brampton Curling Facility

Brampton Curling Club Board of Directors (the Board): Comprises the President, Executives and others as established by the BCC By-Laws.

Brampton Curling Facility (BCF): The building at 46 McMurchy Ave South in which the Brampton Curling Club's activities take place

City of Brampton (CoB): Corporation of the City of Brampton

City of Brampton Representative (CoBR): Any person who is an employee of the Corporation of the City of Brampton.

Complainant: the person who has accused another person or persons of Harassment either towards them or another person.

Convenor: The person(s) in charge of overseeing league play, or one of the primary persons involved in the planning of a specific BCC event (such as bonspiels, open houses or fundraisers, golf tournaments, etc...)

Harassment: Conduct, comment or display that is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading or otherwise causes offence, discomfort, or personal humiliation or embarrassment to a person or group of persons, occurring at any time on Brampton Curling Facility (BCF) property, at BCC sponsored events, or during communications between Members (e.g., email/text, committee meetings not held in the BCF, golf tournaments, etc.). Harassment, including but not limited to sexual harassment, may take many forms. Some examples are as follows:



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- i. unwelcome remarks, jokes, nicknames, innuendo, gestures or taunting
- ii. unwelcome physical contact or requests for sexual favours;
- iii. persistent following (stalking) or suggestive looks implying a sexual interest;
- iv. consistent patterns of using truculent, insulting and abusive language.

Member: A member of the Brampton Curling club.

Other Party: the person or persons who have been accused of Harassment by the complainant.

C. Immediate Actions and Complaints Procedure

i. Immediate Actions:

- a. Any person who believes that they have been harassed are encouraged, where appropriate, to make a direct request to the Other Party to stop the offensive behavior. The person is encouraged to keep a record of that conversation.
- b. The person is encouraged to immediately report any inappropriate behaviour to a Convenor, any BCC Board Member, or any CoBR.
- c. If the person chooses to speak to the Other Party on their own, they may seek guidance from a Convenor and/or a BCC Board Member prior to approaching the Other Party.
- d. The person may ask for assistance from a Convenor or BCC Board Member in seeking an immediate, conciliatory, resolution to the matter.
- e. If required, a Convenor, BCC Board Member or CoBR may choose to call CoB security to assist in removing the offending individual(s) from the BCF (if the circumstances take place within the BCF).

ii. Formal Complaints Procedure:

If the matter is not wholly resolved through the Immediate Actions, then

- a. A person may initiate a complaint by providing a written description of events, which will include particulars such as dates, time(s), location(s), description of the Harassment, the name(s) of the Other Party(s) and any witnesses.
- b. The written complaint should be made as soon as possible after the alleged incident, ideally within 45 days, to aid the accuracy of the investigation. The complaint must be submitted to a Board Member, who shall inform the Club President and the rest of the Board.
- c. A Board Member, or a committee, shall be delegated to investigate the complaint and attempt to reach a resolution of the issue with the parties involved. A copy of the complaint shall be provided to the Other Party, who shall be asked to provide a written response within 10 days. If a response is not received, the complaint procedure may continue, without a



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response from the Other Party. The Board member, or committee, shall attempt to achieve conciliatory resolution within 45 days.

- d. If the delegated Board Member, or committee, is unable to satisfy either of the parties to a complaint he/she shall recommend to the Board that the matter be referred to a specially convened panel of three Members which will include at least one Board member. This panel will make a final, binding decision on the matter including any necessary corrective measures, disciplinary actions, or sanctions.

D. No Reprisal

No reprisal or threat of reprisal in any form will be made or taken against any person initiating or conducting a harassment investigation. Following the investigation, it is understood that if the Member's complaint is found to be vexatious and/or frivolous in nature, the Member may be subject to corrective measures, disciplinary actions, or sanctions.

E. Sanctions

The BCC values the health and safety of its members and expects that its events and activities will be free of harassment. Incidents of harassment perpetrated against or by any Member, employee, vendor, contractor or visitor will not be tolerated. Any member found to have engaged in harassment will be subject to discipline up to and including permanent ejection from the BCC and forfeiture of membership fees.

Persons that have engaged in harassing behavior towards a person at a BCC event or activity (member or not), the Convenor, Event Organizer, CoBR and/or Board will take action which may include (but is not limited to) contacting the Police and requesting the CoB to prohibit the individual from being on BCF property by serving a Trespass Notice, or other action deemed appropriate.

F. Confidentiality

The BCC takes all incidents of Harassment seriously. All incidents will be handled with respect for the individuals involved in a confidential manner (to the extent possible) and subject to the requirements of the law. Complete confidentiality is not possible in all circumstances and cannot be guaranteed.

G. Awareness



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This policy will be posted in a conspicuous location in the BCF and on the BCC website. In addition, Conveners and Board members will be briefed on this Policy on an annual basis.

H. Accountability

All members and employees of the BCC are accountable to adhere to this policy, and to cooperate with any investigation.