



## **T AFC Academy Policy that Supports Physical & Emotional Safety and is free of Bullying, Harassment & Discrimination.**

The T AFC Academy regards every child and adolescents safeguard and well being to be of paramount concern. T AFC Academy members, coaches and volunteers must be aware and sensitive to the environments and people set around minors.

T AFC coaches and members must treat any potential threat to a minor's safeguard and well being with full consideration. This includes and is not limited to bullying, Harassment or discrimination.

### **Bullying:**

T AFC has a zero tolerance for bullying. Bullying will not be tolerated at any T AC Sports program. In general, a "three strikes" policy is followed. After the first incident, a coach will address the situation with both the aggressor and victim. During a private meeting with the aggressor, the coach will explain the consequences of bullying. The parents of both parties will be notified. An incident report will be drafted and sent to head office. This procedure is followed should a second incident occur. In addition, the aggressor may be separated from the group or put into a different sport/activity (additional fees for specialized programs will apply). If a third incident should occur, the aggressor will be expelled from camp, not only for the duration of the program but from any other T AC Sports program in the future. Cases of extreme bullying are not subject to the three-strike rule. If it is proven that there was intent to seriously harm another child through physical or verbal means the aggressor will face expulsion from camp. His or her parents will be called for immediate pickup.

### **Harassment**

Harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions. Any of the different forms of harassment must be based on the grounds prohibited in human rights legislation, such as race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation.

Harassment may occur among anyone between peers(e.g.: player to player of the same age group, parent to official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (e.g.: coach to player, sports administrator to employee). The following is a non-exhaustive list of examples of harassment:

1. Unwelcome jokes, innuendo or teasing about a person's body, looks, race, sexual orientation etc.
2. Condescending, patronizing, threatening or punishing actions which undermine self-esteem
3. Practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
4. Degrading or inappropriate hazing rituals
5. Unwanted or unnecessary physical contact including touching, patting, pinching
6. Unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation, or which might on reasonable grounds be perceived as placing a condition of a sexual nature on employment or on any opportunity for training or advancement
7. Sexual assault or physical assault

It is important to note that the behaviours described in items 5 to 7, when directed towards a child or youth, constitute abuse under child protection legislation. This may also be true of other behaviours, for example, certain hazing practices. In such cases, the duty to report provisions of the Recognition and Prevention of Abuse Policy are applicable.