

OS Policy 1.0 – GENERAL

1.1 *The OS is committed to providing an environment free of harassment on the basis of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status or disability.*

1.2 *Harassment is a form of discrimination. Harassment is prohibited by the Canadian Charter of Rights and Freedoms and by human rights legislation in every province and territory of Canada and in its more extreme forms, harassment, in particular, sexual harassment, can be an offence under Canada's Criminal Code.*

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

1.4 *Registrants of the OS against whom a complaint of harassment is substantiated may be severely disciplined, up to and including termination of membership or registration, or a lifetime suspension from all soccer activities where the harassment is deemed serious enough to support such an action.*

1.5 *This policy applies to all directors, officers, volunteers, team officials, referees, administrators, athletes, and registrants of the OS.*

This policy does not apply to workplace harassment (employee to employee and/or employer to employee) situations. It does not apply to those who are in the employ of a Club, District, League or OS corporate office. It does not apply to those who receive remuneration as defined by the Income Tax Act.

The OS can provide guidance to Clubs, Districts, and Leagues in matters regarding Workplace Harassment issues, but Clubs, Districts, and Leagues are responsible for the Employment Standards Act legislation, as well as the Ontario Human Rights Commission regulations with respect to a harassment free environment for their respective employees. Organizations that have employees must have their own Workplace Harassment Policy and Procedure.