

	<b>TITLE</b>	<b>HARASSMENT POLICY</b>		
	<b>DESCRIPTION</b>	The Burlington Soccer Club (the “Club”) believes that all Individuals have a right to work and participate in Club activities in an environment that is free from Harassment.		
	<b>DATE ISSUED</b>	July 17, 2021	<b>POLICY NUMBER</b>	BSC-012
	<b>DATE EFFECTIVE</b>	July 17, 2021	<b>VERSION NUMBER</b>	2.0

**SECTION 1 - POLICY**

<b>PURPOSE</b>	<p>The Club shall adhere to the OSA Code of Conduct and Ethics Policy (the “Policy”) with respect to harassment, as published and approved by OSA from time to time.</p> <p>The Club shall make available to any Individual(s) a copy of the Policy when requested.</p>
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**SECTION 2 – DEFINITIONS**

<b>DEFINITIONS</b>	<p><b>Harassment</b> – comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious.</p> <p><b>Sexual Harassment</b> – unwelcome sexual comments, sexual advances, requests for sexual favours and/or conduct of a sexual nature.</p> <p><b>Individual(s)</b> – means all categories defined in the Organizations’ By-laws, as well as all individuals employed by, or engaged in activities with the Organization including, but not limited to, Administrators, Coaches, Directors, Employees, Players, Registered Teams, Registrants, Team Officials, volunteers, spectators, parents/guardians or Representatives.</p> <p><b>Organization</b> – Ontario Soccer and the Club.</p>
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**SECTION 3 – POLICY LINK**

	The OSA Code of Conduct and Ethics Policy can be found in Appendix B1 of the <a href="#">Ontario Soccer Policies</a> :
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**SECTION 4 – STANDARDS AND VALUES**

<b>STANDARDS AND VALUES</b>	The Club is committed to cultivating and maintaining an environment that is free from Harassment and Sexual Harassment and to taking the appropriate steps to ensure that harassment, be it behaviour or action, verbal or non-verbal, sexual or non-sexual will not be tolerated.
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**SECTION 4 - APPROVALS**

VERSION NUMBER	EXECUTIVE DIRECTOR APPROVAL		BOARD APPROVAL		PUBLISH DATE
	Initial	Date	Initial	Date	