

Upper Canada Swim Club – River Otters (UCRO)

Policy - Preventing Discrimination and Harassment

Approved: December 19, 2023

1. OVERVIEW:

- a. UCRO is committed to maintaining a workplace and an athlete environment that is free from discrimination and harassment. We believe in treating all individuals with dignity and respect, and we are dedicated to fostering a work environment and an athlete environment that is inclusive, diverse, and free from any form of discrimination or harassment. This policy applies to all employees, contractors, volunteers, athletes and anyone associated with UCRO.

2. PURPOSE:

- a. The purpose of this policy is to outline UCRO's commitment to preventing discrimination and harassment and to provide guidelines for reporting and addressing any incidents that may occur.

3. DEFINITIONS

- a. Discrimination:
 - i. Any unfair treatment of an individual or group based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other protected characteristics.
- b. Harassment:
 - i. Unwelcome conduct, whether verbal, physical, or visual, that is based on a protected characteristics and creates an intimidating, hostile, or offensive environment.

4. PROHIBITED CONDUCT: (includes but not limited to):

- a. Verbal Harassment:
 - i. Offensive jokes, slurs, name-calling, or any other verbal conduct that creates a hostile environment.
- b. Non-Verbal Harassment:
 - i. Offensive posters, cartoons, or other visual material that creates a hostile environment.
- c. Physical Harassment:
 - i. Unwanted physical contact, assault, or any other physical conduct that creates a hostile environment.
- d. Retaliation:
 - i. Any adverse action taken against an individual for reporting discrimination or harassment or participating in an investigation.

5. REPORTING – INVESTIGATION – RESOLUTION PROCEDURES:

- a. Any individual who believes they have experienced or witnessed discrimination or harassment is encouraged to report the incident promptly.

- b. Reports should be made to the UCRO Dispute Resolution Officer or another appropriate supervisor.
- c. Investigation and resolution will be according to “**UCRO Policy – Complaint, Discipline, Appeal**”.

6. NON-RETALIATION:

- a. UCRO prohibits retaliation against any individual who makes a good-faith report of discrimination or harassment.
- b. Retaliation is a serious violation of this policy and will result in disciplinary action, up to and including termination of UCRO association.

7. TRAINING AND EDUCATION:

- a. UCRO will provide regular training to employees, supervisors, and other relevant personnel on preventing discrimination and harassment in the workplace.

8. REVIEW AND REVISION:

- a. This policy will be reviewed periodically and revised as necessary to ensure its effectiveness and compliance with applicable laws.