



HARASSMENT AND ABUSE POLICY

Basketball BC
#210 – 7888 200th Street
Langley, BC V2Y 3J4

POLICY STATEMENT

1. BBC does not tolerate harassment in the sport environment related to Team BC and the Games, in pre-Games training or competition environments or sport environment. The policy is designed to address harassment issues in an efficient and effective manner. All members of Basketball BC are bound by this harassment policy.
2. Basketball BC will appoint a Harassment Advisor.
3. Basketball BC believes that creating a safe environment is a collective effort and requires the awareness and action of all coaches, volunteers, athletes, mission staff, sport and recreation organizations, local clubs and associations, schools, all levels of government and the participants. BBC will take seriously any infractions of the Harassment Policy. If a BBC participant or someone else is in an uncomfortable situation and unsure about what to do, please report this to the BBC Executive Director or President.

HARASSMENT AND ABUSE

4. Harassment is any behavior that satisfies one or more of the following definitions of harassment:
 1. Personal Harassment: behavior including comments, conduct or gestures which:
 - a. is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals; and
 - b. would be considered by a reasonable person to create an intimidating, humiliating or uncomfortable work, volunteer, or sport environment.
 2. Sexual Harassment: behavior involving unwelcome sexual advances, request for sexual favors, or other verbal or written conduct of a sexual nature when:
 - a. such conduct might cause embarrassment, insecurity, discomfort, offence, or humiliation to another person or group; or
 - b. submission to such conduct is made either implicitly or explicitly a condition of employment, volunteerism or participation in a sport-related activity; or
 - c. submission to, or rejection of, such conduct is used as a basis for any employment, volunteerism or sport-related decision; or
 - d. such conduct has the purpose or the effect of interfering with a person's work or volunteer performance or of creating an intimidating, hostile, or offensive work, volunteer or sport environment.
 3. Retaliation: retaliation against someone for filing a complaint of harassment.
5. If you are unsure about any details of this policy or require more information, please contact the Basketball BC office.

HOW TO RECOGNIZE AND END SITUATIONS

6. As an athlete, coach, manager or staff member, you should be aware of the environment in which you participate by:
 1. knowing how to voice your own concerns;
 2. asking for assistance in voicing your concerns if you are unable to do so alone;
 3. acting on your suspicions;
 4. helping others address situations that concern them;
 5. looking at your own actions and words and observe how they are being received by others – don't be the cause of someone else's uncomfortable situation;
 6. being respectful of others when you are asked to stop saying or doing things that cause another person to feel uncomfortable;
 7. trying to resolve problems before approaching other services; and
 8. having the situation corrected, and, if necessary, removing the victim from the environment.