

ANTI-BULLYING POLICY

Purpose:

The Villains Football Club (the “Club”) is committed to ensuring a sport environment in which participants, spectators, volunteers, and staff, are treated with respect and dignity.

This policy establishes clear standards and expectations to prevent Harassment, sexual harassment, Violence, and Discrimination.

Scope:

This Policy applies to players, parents, volunteers, employees, and Board members associated with the Club (“Club Community Members”).

Prohibited Conduct

The Club strictly prohibits Harassment, Sexual Harassment, Violence and Discrimination.

1. “Harassment” (also referred to as bullying) means any single incident or repeated incidents of objectionable or unwelcome conduct, comment, bullying or action by a person that the person knows or ought reasonably to know will or would cause offence or humiliation to the individual or adversely impact the individual’s health and safety. Harassment includes discriminatory harassment, based on a prohibited ground (see definition of Discrimination below).
2. “Sexual Harassment” is a form of Harassment. Sexual Harassment may include, but is not limited to:
 - a. engaging in a course of vexatious comment or conduct on the basis of sex, sexual orientation, gender, gender identity or gender expression, where the course of comment or conduct is known to be or ought reasonably be known to be unwelcome;
 - b. making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a

- benefit or advancement and the person knows or ought reasonably to know that the solicitation or advance is unwelcome; and
- c. making unwelcome sexual flirtation, advances or propositions, or engaging in any other unwelcome verbal, visual or physical conduct of a sexual nature, including unnecessary touching, sexually-oriented comments or teasing, jokes about gender-specific traits, displaying sexually suggestive objects or pictures, sexually explicit or offensive jokes, stories, cartoons, nicknames or comments of a sexual nature.
3. “Violence” means the attempted, threatened or actual exercise of physical force by a person that causes or could reasonably cause physical injury.
 4. “Discrimination” means the treatment, consideration of, or distinction in favour of or against an individual based on their race, religious beliefs, colour, gender, gender identity, disability, age, ancestry, place of origin, marital status, family status, sexual orientation, or any other ground protected under the *Alberta Human Rights Act*.

Responsibilities

5. All Club Community Members are responsible to ensure a sport environment free from Harassment, Sexual Harassment, Violence and Discrimination.
6. Club Community Members must report all instances of Harassment, Sexual Harassment, Violence and Discrimination to the General Manager.

Complaints and Resolution

7. Complaints of a violation of this Policy will be resolved pursuant to the Dispute Resolution Procedure.

Consequences of a Breach

8. All Club Community Members are responsible to comply with this Policy. If an investigation reveals misconduct by a Club Community Member that is contrary to the requirements of this Policy, or if a Club Community Member does not cooperate in an investigation or provides false information, the Club Community Member may be subject to disciplinary action up to and including termination of employment, recommending termination of Board

membership, removal from the roster as an athlete or coach, or prohibition from attending Club facilities, as appropriate. The Club may also pursue other remedies for any damages or harm resulting from a breach.

Prohibition on Retaliation

9. Retaliation or reprisals are prohibited against any individual who has complained under the Respectful Workplace Policy or has provided information regarding a complaint in good faith.

False and vexatious complaints

10. A report or complaint found to be made in bad faith will be viewed as a violation of this Policy and may result in disciplinary action, up to and including termination of employment or Board membership, as applicable.

Associated Policies Procedures:

- *Dispute Resolution Procedure*
- *Accessibility & Inclusion Policy*

