



Discrimination & Harassment Policy

PACE Soccer Inc.

PACE Soccer recognizes that everyone involved in soccer has the right to participate in safe and inclusive environments free of bullying, abuse, harassment, and discrimination. The purpose of this policy is to commit PACE to high standards that promote safe and inclusive soccer for its members.

The policy applies to all club personnel and associated individuals, including executives, Board of Directors, officers, coaches and managers, players, members, volunteers and parents, and constitutes an adoption of BC Soccer's Free from Harassment and Discrimination section of their Conduct and Ethics Policy (https://www.bcsoccer.net/files/AboutUs/BylawsRulesRegsPolicies/judicial_code_and_policies_of_bc_soccer_20200202.pdf).

General Policy Statement

PACE Soccer is committed to providing a soccer environment in which all individuals will be treated with respect and dignity. Each individual has the right to participate in a soccer environment that promotes equal opportunities and prohibits discriminatory practices.

PACE Soccer is committed to providing an environment free of discrimination and offers involvement without regard to race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation or age.

PACE Soccer is also committed to providing individuals with an environment free from unlawful harassment. Individuals who engage in conduct in violation of this policy will be subject to discipline.

Definition of Discrimination

For the purpose of this policy, discrimination is defined as: any unwelcome conduct, including comments and gestures which refer to an individual's race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation or age.

Definition of Harassment

For the purposes of this policy, harassment is defined as unwanted behaviour which one finds offensive or which makes one feel intimidated or humiliated. It can happen on its own or alongside other forms of discrimination.

PACE Soccer Responsibilities

All **PACE Soccer** personnel will ensure that all activities are free from harassment and have responsibility to:



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- a. Refrain from any behaviour that constitutes harassment, where harassment is defined as a form of discrimination that involves any unwanted physical or verbal behaviour that offends or humiliates. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment. Types of behaviour that constitute harassment include, but are not limited to:
- i. Written or verbal abuse, threats, or outbursts;
 - ii. The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances;
 - iii. Unwelcome remarks, jokes, comments, innuendo, or taunts;
 - iv. Leering or other suggestive or obscene gestures;
 - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect conditions of participation;
 - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - vii. Any form of hazing;
 - viii. Retaliation or threats of retaliation against an individual who reports harassment;
 - ix. Bullying;
 - x. Offensive or intimidating phone calls or emails;
 - xi. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
 - xii. Psychological abuse;
 - xiii. Discrimination;
 - xiv. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating;
 - xv. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment.
- b. Refrain from any behaviour that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behaviour that it



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is reasonable to interpret as a threat to exercise physical force. Types of behaviour that are applicable to this section include, but are not limited to:

- i. Verbal threats to attack;
 - ii. Sending or leaving threatening notes or emails;
 - iii. Making threatening physical gestures;
 - iv. Wielding a weapon;
 - v. Hitting, pinching or unwanted touching which is not accidental or deemed to be generally accepted as a part of sport participation;
 - vi. Throwing an object in the direction of someone;
 - vii. Blocking normal movement or physical interference, with or without the use of equipment;
 - viii. Any attempt to engage in the type of conduct outlined above.
- c. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes;
 - ii. Sexual violence;
 - iii. Display of sexually offensive material;
 - iv. Sexually degrading words used to describe a person;
 - v. Inquiries or comments about a person's sex life, gender or gender expression;
 - vi. Unwelcome sexual flirtations, advances, requests, invitations or propositions;
 - vii. Inappropriate sexual touching, advances, suggestions or requests;
 - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
 - ix. Physical or sexual assault.

Complaint Procedure

If you believe you have been subjected to discrimination or harassment you should:



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1. If appropriate, inform the individual their behaviour is unwelcome and ask the individual to stop.
2. Keep a record of incidents (dates, times, locations, possible witnesses, what happened, your response). You do not have to have a record of events in order to make a complaint, but a record can assist your memory.
3. If, after asking the individual to stop their behaviour, the discrimination/harassment continues, report the problem to the Director or Risk Management Officer. This report may be verbal or written, but a written and signed statement of the complaint must be submitted by you within fourteen (14) calendar days of the initial report before an investigation can proceed. Failure to file a written complaint within fourteen (14) calendar days of the verbal report will be considered a withdrawal of that report.
4. Upon receipt of the written complaint the Director or Risk Management Officer, or their designate, will contact the person who allegedly engaged in the discrimination/harassment and inform that person of the basis of the complaint and offer the person the opportunity to respond to the complaint. The investigation will be carried out by the Director and Risk Management Officer (or their designate), as well as a designated representative who, after conducting a thorough investigation, including interviews with the complainant and respondent and other witnesses involved, will determine whether discrimination/harassment has occurred. In the case of sexual harassment, a representative from the opposite sex may be appropriate or applicable when a member of the opposite sex is involved. Both parties will be notified of the decision in writing.
5. If it is determined that discrimination/harassment has occurred, appropriate disciplinary action will be taken. The severity of the discipline will be determined by the severity and frequency of the offence, or other circumstances surrounding the incident. The discipline may range from a written apology up to, and including, a lifetime suspension from all soccer activities with PACE.