



Harassment Policy – Revised March 2023

The Point Edward Minor Athletic Association is a child and youth centered hockey/soccer program dedicated to providing an organized environment to the residents of the Point Edward and surrounding area.

The PEMAA must endeavour to provide a sports environment free from all forms of harassment and abuse. Our members will be treated with respect and dignity. Each individual has the right to participate in a program that promotes equal opportunities, respect, inclusivity and prohibits discrimination.

By providing a harassment free environment, we will promote the growth of volunteerism and the development of our players. We are committed to the education of each of our members so they can understand the harm, both physical and emotional, that can take place in an environment where harassment is left unaddressed.

Each member of the PEMAA will be aware of their responsibilities in eliminating harassment and abuse from our association. Creating a positive environment is a collective, collaborative effort. There will be zero tolerance for any form of harassment.

When harassment does occur, it will be dealt with swiftly and fairly, taking the utmost care to protect the privacy of everyone involved in the incident. Together, we can make this possible, our members deserve no less.

PLAYERS

Our players are our most important members. From their earliest involvement to the time they leave us, their growth as hockey players and young adults depends on our commitment to provide them with a harassment free environment in which to develop these skills. Their wellbeing must be protected not only in the arenas but whenever they are involved in PEMAA sanctioned activities. We are legally and morally bound to protect them from all forms of harassment. Sports are meant to be a time to develop not only hockey skills, but also life skills.

VOLUNTEERS

Volunteers by definition are the backbone of our association. We depend on their dedication and unique skills and talents to fill the different roles and positions needed to provide a hockey/soccer program. Volunteers run the PEMAA. Their willingness to spend long hours away from their own families, providing opportunities for the children of our members are at times under appreciated. All members of the PEMAA owe our volunteers, a vote of confidence, our respect and our thanks. For these reasons and many others, we must provide rules, guidelines and a risk-free environment allowing them to continue providing the leadership that makes the PEMAA successful.

PARENTS CHILD ABUSE DEFINED

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care, which causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust.

EMOTIONAL ABUSE

Emotional abuse is a chronic attack on a child's self-esteem; it is psychologically destructive behaviour by a person in a position of power, authority, or trust. It can take the form of name calling, threatening, ridiculing, berating, intimidating, isolating, hazing, or ignoring the child's needs.

PHYSICAL ABUSE

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling the hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

SEXUAL ABUSE

Sexual abuse is when a young person is used by an older child, adolescent or adult for his or her own sexual stimulation or gratification. There are two categories:

1) Contact

- Touched or fondled in sexual areas
- Forced to touch another's sexual areas
- Kissed or held in a sexual manner
- Vaginal or anal intercourse
- Forced to perform oral sex
- Vaginal or anal penetration with a finger or object
- Sexual hazing

2) Non-contact

- Obscene phone calls
- Flashing
- Shared pornography
- Forced to watch sex acts
- Intrusive questions and comments
- Indecent exposure
- Forced to pose for sexual videos or photographs

NEGLECT

This may occur in hockey/soccer when injuries are not adequately treated or players are made to play with injuries, equipment is inadequate or unsafe, no one intervenes when team members are persistently harassing another player, or road trips are not properly supervised.

HARASSMENT

Behaviour including comments, conduct or gestures which is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals or behaviour which creates an uncomfortable environment, or which might reasonably be expected to cause embarrassment, insecurity, discomfort, offence or humiliation to another person or group, including but not limited to:

- Written or verbal abuse or threats
- Physical assault
- Unwelcome remarks, jokes, innuendoes, or taunting about a person's body, sexual orientation, attire, age, marital status, ethnic or racial origin, religion, etc.
- Displaying of sexually explicit, racist or other offensive or derogatory material, sexual, racial, ethnic or religious graffiti
- Practical jokes which cause awkwardness or embarrassment, endangering a person's safety or negatively affecting performance
- Hazing or initiation rites
- Leering or other suggestive or obscene gestures
- Intimidation
- Condescension, paternalism, or patronizing behaviour which undermines self- respect or adversely affects performance
- Comments, conduct gestures or contact of a sexual nature that is likely to cause offence or humiliation or that might be perceived as placing a condition of a sexual nature on selection or advancement
- False accusations or harassment motivated by malice or mischief and meant to cause harm, are considered to be harassment
- Acts of retaliation towards an individual making a harassment complaint

PARENTS BEHAVIOUR

It is natural for parents to be invested in and concerned about how their child is being coached and the methods utilized. If you have concerns, we advise you bring the issue to the attention of the Team Manager or Coaching Staff to arrange a meeting with the Coach. By discussing your concerns calmly and rationally, you should be able to resolve the problem. If you are unable to reach an understanding, please contact the appropriate Convenor and or, organize your concerns in writing and address the Board of Directors of PEMAA by sending a letter or email to registration@pointminor.ca

Parent/Guardian Grievance Procedure

Following the twenty-four hour waiting period, the Team Manager may arrange a meeting between the parent/guardian and Coach/Coaching Staff. If the issue is not resolved to the satisfaction of all parties, it may be referred to a PEMAA Convenor and or the PEMAA Board of Directors for further resolution.

It should be noted that concerns forwarded anonymously and or gossip or hear say will not be addressed. Concerns raised regarding incidents that are 30 days past current may not be addressed by the Convenor or Board of Directors once 30 days have elapsed. This policy of course does not apply to sexual/physical abuse.

