



DISCRIMINATION and HARRASSMENT POLICY

Alpine Ski Nova Scotia is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in an environment that promotes equal opportunities and prohibits discriminatory practices.

Application

2. This policy applies equally to employees, directors, officers, coaches, athletes, team personnel and all other officials of Alpine Ski Nova Scotia . **Alpine Ski Nova Scotia encourages the reporting of all incidents of discrimination or harassment, regardless of the offender.**

3. This policy applies to discrimination and harassment that may occur during the Alpine Ski Nova Scotia business, activities and events, or when discrimination or harassment adversely affects relationships within the Alpine Canada work and sport environment. Harassment and discrimination otherwise arising within the business, activities and events of clubs will be dealt with using the policies and mechanisms of such the club involved .

Definitions

4. Discrimination is conduct which imposes disadvantages or withholds advantages based on personal characteristics such as race, religious beliefs, colour, place of origin, gender, disability, ancestry, marital or family status or sexual orientation, whether intended or not.

5. Harassment takes many forms but can generally be defined as comment, conduct, or gesture directed toward an individual or group of individuals that is known, or ought to be known, to be unwelcome.

6. Harassment includes, but is not limited to:

- written or verbal abuse or threats;
- the display of audio or visual material which is offensive, or which one ought to know is offensive;
- unwelcome remarks, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion, sex or sexual orientation, or abilities;

- leering or other suggestive or vulgar gestures;
- condescending, paternalistic or patronizing behaviour that undermines self-esteem, diminishes performance, or adversely affects working conditions;
- practical jokes that cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- unwanted physical contact including touching, petting, pinching or kissing;
- unwelcome sexual flirtations, advances, requests, invitations, questions or discussions;
- use of homophobic or other derogatory sexual terms;
- any form of hazing;
- behaviours such as those described above that are not directed towards individuals or groups but that have the effect of creating a negative, hostile or poisoned environment;
- criminal conduct such as stalking and physical or sexual assault or abuse;
- retaliation or threats of retaliation against an individual who reports harassment.

7. Sexual harassment is unwelcome sexual advances, requests for sexual favours, or other verbal or physical conduct of a sexual nature when:

- submitting to or rejecting this conduct is used as the basis for making decisions which affect the individual; or
- such conduct has the purpose or effect of interfering with an individual's performance; or
- such conduct creates an intimidating, hostile or poisoned environment.

Incidents of Discrimination or Harassment

8. Officials of Alpine Ski Nova Scotia must report incidents of discrimination or harassment of any type whether brought to their attention or observed. An 'Official' is a director, manager, coach or any staff or volunteer serving with Alpine Ski Nova Scotia .

9. Any person may make a complaint under this policy to an Official for Alpine Ski Nova Scotia . Once a complaint is made, the role of the Official is to serve in a neutral capacity in assisting in an informal resolution of the complaint, where this is appropriate. Under no circumstances should the complainant's legitimate concerns be dismissed or downplayed nor should the complainant be told to deal with it personally.

10. If the Official is unable to assist in an informal resolution of the complaint, or if informal resolution is not appropriate, the Official will report the complaint to the President of Alpine Ski Nova Scotia . The complainant may be required to prepare and sign a written statement if informal resolution is inappropriate.

Investigation

11. The President of Alpine Ski Nova Scotia will appoint an independent individual to conduct an investigation of the complaint. The Investigator will carry out an investigation in a timely manner and at the conclusion of the investigation will provide a written report. This report will make findings and where the complaint is substantiated, will set forth recommendations for conducting a hearing in order to resolve the complaint.

12. The President of Alpine Ski Nova Scotia may determine that the alleged conduct is of such seriousness as to warrant immediate suspension or removal of the individual pending an investigation, hearing and decision.

Hearing and Decision

13. Where the investigator recommends that a hearing take place, such hearing will occur in a timely manner, using fair procedures that afford all parties an opportunity to make representations to a panel of three impartial decision-makers appointed by Alpine Ski Nova Scotia . The format, timelines and procedures for the hearing will be at the discretion of the panel.

14. The panel will consider the evidence of the parties, relevant witnesses, and the investigator's findings in making its decision and will issue a written decision. Subject to the Appeal Policy and Procedure as set out in the Infraction Process, the decision of the panel will take effect immediately and will be final and binding on all parties.

15. Failure to comply with a sanction as determined by the panel will result in automatic suspension of membership in Alpine Ski Nova Scotia until such time as the sanction is fulfilled.

Criminal Matters

16. Notwithstanding the procedures set out in this policy, any person to whom this policy applies who is convicted of an offence under Part 5 of the Criminal Code of Canada (Sexual Offences, Public Morals and Disorderly Conduct), or is convicted of a similar offence of sexual nature, will face automatic suspension from Alpine Ski Nova Scotia for a period of time corresponding to the length of their criminal sentence, and may face further disciplinary action by Alpine Ski Nova Scotia in accordance with this policy.

Confidentiality

17. Alpine Canada recognizes the sensitive nature of discrimination and harassment and will strive to keep all matters relating to a complaint confidential. However, if required by law to disclose information, Alpine Ski Nova Scotia will do so. It is also the policy of Alpine Ski Nova Scotia to allow publication of the decision of the panel, where the panel directs publication as part of its decision.

January 25th 2009