

## Harassment, Abuse and Anti-Bullying

AOA is working with Orienteering Canada to update the current Harassment Policy.

AOA is committed to providing opportunities for every individual involved in the sport of orienteering to enjoy the benefits of participation – be they related to recreation, social interaction, physical fitness, competition, volunteerism or employment. AOA is committed to providing an environment in which every individual is treated with respect and dignity.

## Harassment Policy

Harassment may be one incident or a series of incidents and may be intentional or unintentional. Harassment is a form of discrimination and a violation of the law when it is on the basis of a prohibited ground of discrimination as protected by Human Rights legislation (i.e.: race, national or ethnic origin, color, religion, family status, sex (including pregnancy), sexual orientation, age, marital status, physical or mental disability, pardoned conviction). Some examples are:

- Placing a condition of a sexual nature on maintaining employment, team position or opportunity for advancement;
- Unwelcome remarks or innuendo about a person's age, national or ethnic origin, religion or sexual orientation.

Harassment may also include inappropriate behavior that is not related to a protected ground under Human Rights legislation, such as:

- Conduct that creates an intimidating, hostile or offensive competition, training or work environment;
- Condescending or patronizing comments that have the effect of undermining respect in the playing field or workplace.

If a member, volunteer or employee (individual) believes that they are being harassed, the following action should be taken:

- **Tell the alleged harasser to stop, even if the person holds a position of authority in AOA or at the event. The individual should immediately state that the behavior is offensive, unwelcome and that it must stop.**

If the alleged harassment continues, or if the individual doesn't feel comfortable telling the alleged harasser to stop, the individual should immediately report the alleged harassment to one of the following:



- His/her immediate supervising orienteering member, meet director, or program director,
- Member of the AOA board responsible for the program,
- AOA President
- Contact the Canadian Sport Helpline

## Reporting & Investigation

The reporting, investigation process for concerns of abuse, harassment, bullying and discrimination is outlined in the [Harassment Policy](#).

### **Independent investigations of major issues contact:**

Canadian Sport Helpline: 1-888-83-SPORT (77678), [info@abuse-free-sport.ca](mailto:info@abuse-free-sport.ca), <http://abuse-free-sport.ca/en/>

**Medium and minor issue investigations** and outcome decisions will be led by (an) individual(s) appointed by AOA as outlined in the Harassment policy.

### **Educational Resources:**

What is harassment and abuse in sport? <https://www.youtube.com/watch?v=ZW1D9SVTOJE>

[Harassment in Sport - Blog Series](#) – CCES Blog

[Bullying has no place in sport](#) – CCES Blog

[Harassment in Sport Blog Series \(Coach Resources\)](#) – Coaching Association of Canada

[Respect in Sport](#) – Respect Group

[Canadian Centre for Child Protection](#) – Resources and Education

[Abuse and Bullying](#)

Prevention resources and help for victims of bullying, family violence, sexual abuse and exploitation and child and elder abuse.

[Family violence prevention - Resources](#)

Get information in many languages to help identify, prevent and deal with abuse and family violence.

[Fact Sheet - Sexual Harassment in Sport and Recreation](#)