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Description automatically generated6107 84 Street NW. Calgary, AB. T3B 4X4 | 403-819-2333 I info@calgarycityfc.ca| [www.calgarycityfc.ca](http://www.calgarycityfc.ca)

Harassment and Anti-discrimination policy

Policy

This policy applies to all employees, contractors, directors, officers, volunteers, coaches, athletes, officials, administrators, members, and participants involved with the Calgary City Football Club. This policy applies to Harassment that may occur in the workplace or other activities or events where Calgary City FC employees or contractors may be involved on behalf of CCFC and during all activities and events of CCFC, and to all Harassment occurring outside those situations when the Harassment involves individuals covered by this policy.

Definition

**In this policy, Harassment means any behaviour that demeans, humiliates, or embarrasses a person and that a reasonable person should have known would be unwelcome.**

Harassment may be verbal or physical and may be in the form of a comment or display that is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading or otherwise cause offence, discomfort, or personal humiliation or embarrassment to a person or group of persons. Harassment may involve a person’s or a group of persons’ appearance, race, religious beliefs, skin colour, place of origin, gender, mental or physical disability, ancestry, marital status, family status, source of income or sexual orientation. Harassment may be a single incident or a series of incidents.

Examples of harassment

* verbal or physical abuse.
* hostile verbal or non-verbal communication, including yelling and screaming.
* use of terminology that reinforces stereotypes based on a person’s characteristics.
* any form of discrimination, including derogatory or demeaning comments, jokes, slurs, innuendos, taunts, or cartoons, etc., that cause awkwardness or embarrassment, endanger a person’s safety, or negatively affect a person’s performance.
* condescending, paternalistic, or patronizing behaviour linked to a person’s characteristics, which undermines self-esteem or diminishes or adversely affects performance or adversely affects working conditions.
* any form of hazing.
* Sexual Harassment (defined below).

In this policy, Sexual Harassment means unwelcome sexual advances, unwelcome requests for sexual favours or other unwelcome verbal or physical conduct of a sexual nature. Sexual Harassment may occur in behaviours by males toward females or by females toward males, between males, or between females.

Examples of types of behaviour which may be Sexual Harassment include:

* unwelcome attention or physical contact, including touching, pinching, patting, rubbing, or kissing.
* unwelcome sexual flirtations, advances, and propositions, including unwelcome invitations to socialize.
* leering, staring, and gestures of a sexual nature.
* sexually suggestive or obscene comments or gestures; sexist joke(s), comment(s), suggestion(s) or innuendo(s) causing embarrassment or offence.
* sexually degrading words used to describe a person.
* the display of visual material such as pictures, pornographic materials, graffiti, or sayings of a sexual nature which is offensive or which one ought to reasonably know is offensive.
* derogatory or degrading remarks about a person’s gender or sexual orientation.
* unwelcome inquiries or comments about an individual’s sex life or sexual preferences.
* persistent unwelcome contact or attention after the end of a consensual relationship or otherwise.
* promise or threats contingent on the performance of sexual favours; decision-making affecting an individual that is contingent on the performance of sexual favours.
* conduct that creates an intimidating, hostile or offensive environment.
* verbal abuse or threats of a sexual nature.
* sexual assault.
* stalking.

Complaints

If you are the subject of Harassment involving persons covered by this policy, you should:

1. Tell the harasser that his or her behaviour is unwelcome and ask him or her to stop.
2. Keep a record of the incidents (dates, times possible witnesses, what happened, your response). You do not have to keep a record of events to file a complaint; however, a record may help you remember the details over time.
3. Contact Calgary City FC through its President or Technical Director and register your complaint in writing in accordance with our rules and policies.

Once the President or Technical Director receives your written complaint, the Calgary City FC Board will appoint a committee of three Board Members for the purpose of reviewing and attempting to resolve the complaint (the “Committee”). The Committee may also be a standing committee of the Board. The Committee will open a secure file containing all the relevant information in respect of your complaint and undertake an investigation immediately. If the complaint involves a Board Member or Members or an employee of the Calgary City FC, those individuals will be precluded from partaking in the Committee and from reviewing the file while the matter is being investigated.

The Committee will interview you and the alleged harasser, along with all the individuals who may be able to provide relevant information. If the investigation reveals evidence to support the complaint of harassment, the harasser will be disciplined appropriately by this policy and the CMSA Rules. Subject to the discretion of the Committee, discipline may include a fine and/or suspension from involvement with the Calgary City FC and/or CMSA, or permanent expulsion from any further involvement with our club. If circumstances warrant, the Committee may refer these matters to the City of Calgary Police Service, the Alberta Human Rights Commission or such other body or organization as they deem appropriate.

For this policy, threats of retaliation and retaliation by one person against another:

* designed to dissuade an individual from reporting discrimination or harassment.
* to punish an individual who has rejected sexual advances.
* for having invoked this policy (whether on behalf of oneself or another);
* for having participated in any investigation under this policy; or
* for having been associated with a person who has invoked this policy or participated in these procedures will be considered a form of Harassment.

Complaints found to be false, frivolous, or made in bad faith will not be tolerated and will be subject to appropriate disciplinary action.

In addition to any other findings or sanctions imposed by the Committee, a finding of Harassment will be considered conduct likely to bring the game into disrepute under the CMSA Rules. No absolute confidentiality may be made by the CCFC, particularly in circumstances where the matter warrants police or other regulatory or administrative body intervention.

If Calgary City FC does not deal with the complaint by the above-mentioned rules and policies. In that case, you may file a written complaint with the CMSA in the care of the Executive Director or director of the CMSA delegated responsibility by the CMSA Board to receive such complaints for further investigation.