

April 2014

Harassment Policy

worldwheelchair.rugby

World Wheelchair Rugby Harassment Policy

GENERAL PROVISIONS

1. WWR 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 and work in an environment which promotes equal opportunities and prohibits discriminatory practices.
2. WWR is committed to providing a sport environment free of harassment on the basis of race, national or ethnic origin, religion, age, gender or gender identity, sexual orientation, marital status, family status, disability, or pardoned conviction.
3. Harassment is a violation of human rights, regardless of cultural setting. Whether the harasser is an athlete, coach, volunteer, staff member, technical official, committee member, or Board member, harassment is an attempt by one person to assert abusive, unwarranted power over another. Every member of the global wheelchair rugby family shares the responsibility to identify and prevent harassment, and to develop a culture of dignity, respect and safety.
4. This policy is intended to supplement the WWR Code of Conduct and is applicable to all persons governed by the Code. WWR encourages the reporting of all incidents of harassment, regardless of who the offender may be.
5. This policy applies to harassment which may occur during the course of all WWR business, activities, and events. It also applies to harassment between individuals associated with WWR but outside WWR business, activities, and events when such harassment adversely affects relationships within the WWR's work and sport environment.
6. Notwithstanding this policy, every person who experiences harassment has the right to seek assistance from their own government authorities, even when steps are being taken under this policy.

DEFINITIONS

7. Harassment takes many forms but can generally be defined as comment, conduct, or gesture directed toward an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading, or offensive. Types of behavior which constitute harassment include but are not limited to:
 - a. Written or verbal abuse or threats;
 - b. Display of visual material which is offensive or which one ought to know is offensive;
 - c. Unwelcome remarks, jokes, comments, innuendo, or taunting about a person's looks, body, attire, race, national or ethnic origin, religion, age, gender or gender identity, sexual orientation, marital status, family status, disability, or pardoned conviction;
 - d. Condescending, paternalistic, or patronizing behavior which undermines self-esteem, diminishes performance, or adversely affects working conditions;
 - e. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - f. Physical assault.
8. Sexual harassment is defined as any unwelcome sexual advance, request for sexual favors, or any other form of unsolicited or unwelcome sexual conduct. Regardless of any innocent intent, the following examples, which may also be criminal offences, constitute sexual harassment when they are offensive:

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- a. Public display of pornographic material;
 - b. Intimidating sexual remarks, invitations or familiarity;
 - c. Ongoing use of humor based on sexual insinuations;
 - d. Intrusive inquiries into a person's private life, or reference to their gender, gender identity, sexual orientation, or physical appearance;
 - e. Persistent requests for social contact despite repeated rebuttal;
 - f. Persistent staring at parts of the body;
 - g. Sexually offensive phone calls or other communication;
 - h. Sex-related vandalism and sexual or homophobic graffiti;
 - i. Bullying on the basis of gender, gender identity, sexual orientation, or physical appearance;
 - j. Physical contact, fondling, pinching or kissing.
9. Sexual abuse often occurs after carefully grooming of the target until he or she believes that sexual involvement with the abuser is acceptable, unavoidable or a normal part of the training or every day behavior. Regardless of any innocent intent, the following examples, which may also be criminal offences, constitute sexual abuse when they are offensive:
- a. Exchange of rewards, privileges or preferential treatment in exchange for sexual favours;
 - b. Indecent exposure;
 - c. Sexual violence, such as sexual assault and forced attempts at sexual intercourse;
 - d. Incest and rape.
10. For the purposes of this policy, retaliation against an individual for having filed a complaint under this policy; for having participated in any procedure under this policy; or for having been associated with a person who filed a complaint or participated in any procedure under this policy will be treated as harassment, and will not be tolerated.

RESPONDING TO HARASSMENT

11. Responding to harassment and abuse can include the following options:
- a. Victims should clearly communicate to the harasser that the behavior is unwelcome, unacceptable, and offensive. This must be as direct as possible, particularly when the alleged harasser may have reason to believe that the behavior may be welcome or appropriate.
 - b. Victims can confidentially inform and seek support from a coach, official, staff member, or other senior person they have confidence in.
 - c. Victims can take personal action by filing a formal or informal complaint to the appropriate legal authority.
12. Witnesses should report harassment towards a third party to the appropriate authorities.

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13. Coaches and technical officials should use discretion and avoid being alone with an athlete. They should document any behavior directed towards them which is sexual in nature. This should include witnesses, how the situation was dealt with, and who was informed. WWR should be informed immediately about any accusation of harassment made against a coach or technical official involved in wheelchair rugby.
14. In addition to advising civil authorities where appropriate, victims and witnesses of harassment should report it to WWR in accordance with the procedures detailed in the WWR Discipline Policy. All allegations of harassment will be dealt with confidentially, sensitively, promptly and impartially. If the alleged harasser is a member of WWR senior management or the WWR Board, a complaint can be made instead to the Legal and Ethics Committee of the International Paralympic Committee.

DISCIPLINARY ACTION

15. Disciplinary action regarding harassment reported to WWR shall be taken in accordance with the procedures detailed in the WWR Discipline Policy.