



Harassment Policy

FC Capital United Soccer Club will abide by the Harassment Policy of The OSA.

General Policy

1.1 FC Capital United Soccer Club is committed to providing an environment free of harassment on the basis of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status or disability.

1.2 Harassment is a form of discrimination. Harassment is prohibited by the Canadian Charter of Rights and Freedoms and by human rights legislation in every province and territory of Canada and in its more extreme forms, harassment, in particular, sexual harassment, can be an offence under Canada's Criminal Code.

1.3 Whether the harasser is a director, supervisor, employee, coach, volunteer, parent or athlete, harassment is an attempt by one person to assert abusive, unwarranted power over another.

1.4 This policy applies to all directors, officers, volunteers, team officials, referees, administrators, athletes, and registrants of the OSA.

Definition

2.1 Harassment is defined as a comment, conduct or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive. This policy will deal with harassment that fits the definition "to disturb persistently; torment, bother continually; persecute; to trouble by repeated attacks or hostilities".

Procedure

In the event someone in the Club wishes to lodge a harassment complaint, it shall be submitted in writing to the District's Harassment Officer(s).

Full details on the Harassment policy is available through the Club or through the following weblink: [OSA Harassment Policy](#)

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