



## Bullying, Harassment, and Discrimination Policy

First Touch Futbol is committed to providing an environment free of bullying, harassment, and discrimination on the basis of race, national or ethnic origin, color, religion, age, sex, sexual orientation, marital status, family status or disability. Academy recognizes it has an obligation to take all reasonable measures to care for and protect its participants, including players and officials, from harm. First Touch Futbol fully supports and abides by the OSA Harassment Policy, (available at the OSA web site at [www.soccer.on.ca/](http://www.soccer.on.ca/)), which includes the risk assessment and screening of officials.

Bullying, harassment, and discriminating are related to any comment, conduct or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive. It includes but is not limited to, sexual harassment. 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.

- Refer to Respect in soccer training program and Handout for definitions, legislation, identification and prevention

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

This policy applies to all directors, officers, volunteers, team officials, referees, administrators, athletes and registrants of First Touch Futbol

Registrants of First Touch Futbol against whom a complaint of harassment, bullying or discrimination is substantiated may be severely disciplined, up to and including termination of membership or registration, or suspension from all team activities where the harassment is deemed serious enough to support such an action.

This policy applies to bullying, harassment, and discrimination, which may occur during the course all academy, activities and events. It also applies to bullying, harassment, and discrimination between individuals associated with First Touch Futbol or athletes outside of academy activities or events but has bring to the attention of any member of the academy

In keeping with First Touch policy, we encourage the reporting of all incidents regardless of who the perpetrator may be and is committed to a process that is widely published in the soccer community, available to all participants and easy to follow and implement.

In the event that any minor, member feels that he or she has suffered discrimination, harassment or bullying in any way, or that the Club's Policies, Rules, or Code of Conduct have been violated, they should follow the procedures below:

1. Determine the safety and integrity of the Victim
2. Report the matter to a superior



3. Put the complaint in writing using Academy Incident Form.
4. The Academy official will review the complaint and sit for any clarification or investigation process before making a decision.
5. If the safety of a minor is of immediate concern, call the police Call 9-1-1
6. Be willing and ready to cooperate with any investigation or question following the incident

### **CONFIRMATION OF UNDERSTANDING**

I have read the First Touch Futbol Academy Policy above and I agree to abide by the program rules and boundaries

I UNDERSTAND VIOLATIONS OF ACADEMY POLICY MAY RESULT IN DISCIPLINARY ACTION UP TO AND INCLUDING DISMISSAL (SEPARATION OF EMPLOYMENT). I ACKNOWLEDGE I AM AWARE OF MY RESPONSIBILITIES AND I HAVE RECEIVED A COPY OF THIS POLICY.

**Print Name** \_\_\_\_\_ **Date** \_\_\_\_\_

**Signature** \_\_\_\_\_