



Canadian Fencing Federation Policy on Discrimination and Harassment

Preamble

The Canadian Fencing Federation (hereafter referred to as the CFF) is committed to creating and maintaining a sport environment which is free from discrimination and harassment on prohibited grounds, including race, ancestry, place of origin, colour, ethnic origin, citizenship, political opinion, creed, sex, sexual orientation, disability, age, marital/family status, language and any other discrimination or harassment prohibited by applicable law.

Scope and Applicability

1. This Policy on Discrimination and Harassment applies to all CFF Participants, which include all persons engaged in any paid or volunteer capacity with the CFF or otherwise under the jurisdiction of the CFF.
2. This Policy on Discrimination and Harassment supersedes any previous policy or policies on discrimination and harassment of the CFF effective the date of approval of the policy by the Board of Directors.
3. The CFF's Policy on Discrimination and Harassment applies to CFF Participants at all times, during the course of their work in sport and also during other activities where their conduct may affect the sport environment.

Definitions

4. The following definitions are presented in the context of the CFF Policy on Discrimination and Harassment:
 - a. CFF Participants: Without limiting the reach of the policy, CFF participants for the purpose of this policy are defined as:

- i. All individual athletes, or those eligible for nomination to, or forming part of, any team participating in sport competitions over which the CFF has jurisdiction;
 - ii. All persons working with those teams or athletes, including coaches, medical and paramedical personnel, and other support persons;
 - iii. CFF employees and persons under contract with the CFF;
 - iv. All fencing coaches certified and/or recognised by the CFF;
 - v. All fencing officials and referees certified and/or recognised by the CFF;
 - vi. All CFF license-holders (and their parents, grandparents and/or guardians if minor); and
 - vii. Members of the CFF Board of Directors, officers of the CFF, staff members of the CFF, committee members and volunteers working for or serving with or on behalf of or appointed by the CFF.
- b. Person in Authority: Any CFF participant holding a position of authority over, or trusted by, a person who may be experiencing discrimination or harassment, and can include such persons as team leaders, coaches, trainers, medical or paramedical personnel, parents or other volunteers and supervisors.
 - c. Discrimination: A distinction, whether intentional or not but based on prohibited grounds, which has the effect of imposing burdens, obligations or disadvantages on an individual that are not imposed on others, or which withholds or limits access to opportunities, benefits and advantages available to other.
 - d. CFF Official: The person responsible, on behalf of the CFF, for processing a complaint based on an alleged discriminatory act.
 - e. CFF Activities: Activities over which the CFF has jurisdiction, both in Canada and abroad.

Prohibited Grounds of Discrimination

5. The prohibited grounds of discrimination under the CFF Policy on Discrimination and Harassment are as follows:

- a. Age (*other than being a criterion of entry into an event*).
- b. Ancestry.
- c. Citizenship (*other than being a criterion for representing Canada in an event*).
- d. Colour.

- e. Creed.
- f. Disability.
- g. Ethnic origin.
- h. Language (*but not where a language is a qualification for employment or office*).
- i. Marital/family status (*defined to include common-law relationships and to not preclude anti-nepotism policies*).
- j. Place of origin.
- k. Political opinion.
- l. Race.
- m. Religion.
- n. Sex (other than being a criterion of entry into an event).
- o. Sexual orientation.

6. The CFF's Policy also applies to any other type of discrimination as prohibited by applicable law, including harassment, abuse of authority, sexual harassment, reprisal, or an act of condoning discrimination.

Harassment

7. Harassment is a form of discrimination, and refers to conduct associated with a prohibited ground that affects the sport environment or leads to adverse consequences within that environment for the person(s) experiencing the harassment, which the perpetrator knew or ought reasonably to have known would be unwelcome.

8. Harassment can take many forms but generally involves conduct, comment or display that is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading or otherwise causes offence, discomfort, or personal humiliation or embarrassment to a person or group of persons. Examples of harassment include:

- a. Unwelcome remarks, jokes, nicknames, innuendo, or taunting linked to a prohibited ground, such as a person's age, sexual orientation, race, ancestry, political opinions, etc.
- b. Written or verbal abuse or threats linked to a prohibited ground.
- c. Racial or ethnic slurs.
- d. Displays which may cause offence and are related to prohibited grounds, such as sexual, racial, ethnic or religious posters or graffiti.

- e. Use of terminology that reinforces stereotypes based on prohibited grounds.
- f. Vandalism or physical assaults motivated by prohibited grounds.
- g. Condescension, paternalism, or patronising behaviour linked to prohibited grounds which undermines self-respect or adversely affects performance or working conditions.

Abuse of Authority

9. Abuse of authority may be considered a form of harassment where the bounds of discipline are overstepped. While discipline in training is an indispensable part of high performance sport and should not be confused with discrimination or harassment, it is nevertheless of vital importance that those in authority:

- a. Set and communicate non-discriminatory performance standards, selection criteria, rules and regulations to all participants.
- b. Ensure that training involving touching or other physical contact occurs in an appropriate setting, and only after informed consent has been sought and received.
- c. Be consistent in taking any corrective or punitive action without discrimination or harassment based on prohibited grounds.
- d. Use non-discriminatory terminology; address individuals by name and avoid the use of derogatory slang or offensive terms.

Sexual Harassment

10. Sexual harassment constitutes unwelcome sexual advances, requests for sexual favours, or other verbal or physical conduct of a sexual nature or related to a person's sex when:

- a. Submitting to or rejecting this conduct can affect decisions about the individual.
- b. The conduct has the purpose or effect of interfering with the individual's performance. or
- c. The conduct detrimentally affects the sport environment.

11. Specific examples of sexual harassment can include:

- a. Criminal conduct such as stalking, and physical or sexual assault or abuse.
- b. Inappropriate comments about a person's body or appearance.
- c. Unwelcome inquiries or comments about an individual's sex life, sexual preferences, etc.
- d. Leering or other obscene or suggestive gestures.
- e. Promises or threats contingent on the performance of sexual favours.

- f. Sexual/sexist graffiti or any displaying of sexually explicit material or pictures.
- g. Unwanted physical contact including touching, kissing, patting and pinching.
- h. Unwelcome flirtation, sexual remarks, invitations or requests whether indirect or explicit.
- i. Use of inappropriate or derogatory sexual terms.

Reprisal

12. Reprisals or threats of reprisal are an aggravating factor in any situation involving discrimination or harassment, particularly where the reprisal or threat of reprisal is by a person in authority. Examples of reprisal include:

- a. Acts of retaliation designed to punish an individual who has reported discrimination or harassment.
- b. Threats of retaliation designed to dissuade an individual from reporting discrimination or harassment.

13. In sexual harassment situations, reprisals can also include:

- a. Acts of retaliation to punish an individual who has rejected sexual advances.
- b. Threats of retaliation if sexual advances are rejected

14. For the purpose of this policy, the making of a groundless complaint shall also be deemed a reprisal.

Condoning of Discriminatory Practices

15. If a person in authority knows, or should reasonably have known, that discrimination or harassment may have occurred and fails to take appropriate action, the person in authority has condoned the discrimination or harassment and may be subject to sanctions under this policy.

Prevention and intervention

16. Prevention and intervention are key to achieving a sport environment free of discrimination and harassment. The CFF must present a positive role model and therefore CFF participants should:

- a. Communicate the CFF's objective of creating and maintaining a sport environment free of harassment and discrimination.
- b. Exercise good judgment and initiate appropriate action in consultation with a CFF resource person, if they become aware that discrimination or harassment may have occurred.

- c. Follow-up in consultation with a resource person if discrimination or harassment is suspected or rumoured, appreciating that individuals who experience discrimination or harassment are often reluctant to report it.

Complaint Procedures

17. The complaint procedures are defined in the CFF Dispute Resolution Policy which should be referred to by all parties to a complaint. This policy is to be approved by the Board of Directors of the CFF and shall be reviewed every two years or upon change of the President of the CFF.

18. Any dispute involving civil or criminal actions will not be considered. If during an investigation of a dispute there are reasonable grounds to suspect legal or criminal activity, the case will be immediately suspended and referred to the appropriate authorities.

Review and Approval

19. This policy is to be approved by the Board of Directors of the CFF and shall be reviewed on a regular basis, as and when required.

Recommended for Approval:



May 23, 2018

Brad Goldie
President, Canadian Fencing Federation

Date

Approved by the Board of Directors, 23 May 2018