

SECTION II: COMPLIANCE, ETHICS AND MEMBER CONDUCT

Policy Number and Name:

II-03: ABUSE, MALTREATMENT & DISCRIMINATION POLICY

Date of Approval:

March 31, 2022

Activation Date:

April 1, 2022

1. Definitions

Capitalized terms have the following meanings in this Policy:

- 1.1 **“AGF Activities”** means all events that are sanctioned, sponsored or otherwise supported by AGF, including but not limited to those ordinarily arising in the course of AGF’s business and incident thereto (whether in person, over the phone or online), such as: competitions, practices, training camps, travel associated with AGF activities, and meetings. For the purposes of this Policy, “AGF Activities” also includes other non-AGF events and circumstances outside of the foregoing, when such conduct adversely affects relationships within AGF (and its work and sport environment) and/or among its Members or is detrimental to the image and reputation of AGF. Such applicability will be determined by AGF, in its sole discretion.
- 1.2 **“AGF Personnel”** means all employees, consultants and contractors to AGF, members of AGF’s board of directors, and any person serving on an AGF committee who is not also a director;
- 1.3 **“Bullying”** has the meaning described in Section 6;
- 1.4 **“Bylaws”** means the bylaws of AGF, as the same may be amended from time to time;
- 1.5 **“Discrimination”** has the meaning described in Section 8;
- 1.6 **“Harassment”** has the meaning described in Section 6;
- 1.7 **“Hazing”** has the meaning described in Section 6;
- 1.8 **“Members”** has the meaning set forth in the Bylaws (which for clarity includes individuals and organizations, as the context requires), and includes but is not limited to registered participants such as coaches, athletes, parents and/or guardians of athletes and officials.
- 1.9 **“Other Individuals”** means any other person employed by or engaged in activities with AGF, including but not limited to: directors, officers, committee members and staff of AGF; judges and other officials; volunteers; team managers; and administrators.
- 1.10 **“Position of Trust”** means a job or position in which one individual may exercise power or authority over another individual, such as a team manager or coach
- 1.11 **“Vulnerable Individual”** means a person under the age of 18 years old and/or a person who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed.

2. Purpose of this Policy

AGF is committed to promoting a sporting environment in which all Members are able to participate in AGF Activities in a safe and inclusive training and competitive environment, free from any form of abuse, maltreatment, harassment or discrimination, regardless of the level or capacity in which the Member is participating.

AGF expects that its Members and Other Individuals within the scope of this Policy, conduct themselves in a prudent and reasonable manner, free from any form of abuse, maltreatment, harassment or discrimination. The purpose of this Policy is to define the behaviours which AGF considers to be forms of abuse, maltreatment, harassment or discrimination. AGF requires that all individuals within the scope of this Policy refrain from engaging in, allowing, condoning or ignoring any behavior that constitutes abuse, maltreatment, harassment or discrimination.

3. Scope of Policy

This Policy applies broadly, and includes the following persons while in attendance at or participating in any AGF Activities:

- 3.1 All AGF Members, which includes but is not limited to coaches and athletes;
- 3.2 All AGF Personnel;
- 3.3 All team managers, team support, judges, technical observers and other officials;
- 3.4 All other volunteers at AGF Activities; and
- 3.5 Parents, guardians and spectators.

4. Zero Tolerance Statement

- 4.1 **No Abuse, Maltreatment, Harassment or Discrimination:** AGF has zero tolerance for any type of abuse, maltreatment, harassment or discrimination and supports the creation and maintenance of safe sport environments where all Members can participate safely and free from any type of abuse, maltreatment, harassment or discrimination. Members are required to report instances or suspected instances of any of the foregoing, where the perpetrator or target of such conduct is a Member of AGF, or where such conduct takes place at an AGF Activity. AGF shall address such conduct pursuant to its policies and procedures, in a timely manner.

5. Abuse and Maltreatment

Abuse and maltreatment tend to be characterized based on the nature of the relationship in which the behaviour occurs. Specifically, physical abuse, emotional abuse, sexual abuse and neglect tend to occur by a person in a Position of Trust and against a Vulnerable Individual. Examples of these relationships include but are not limited to parent-athlete or coach-athlete relationships. The descriptions below provide broad definitional parameters of the various types of abuse and maltreatment that may occur in the sport environment. The subsequent examples are used to help differentiate behaviours but should not be taken as an exhaustive list:

- 5.1 **Physical abuse:** Refers to the exercise of physical force, or contact or non-contact behaviour, that has the potential to cause physical harm or inflict physical injury on someone. Examples of contact physical abuse include hitting, shaking, punching, pushing, blocking normal movement or physical interference with or without the use of equipment, and any other dangerous or harmful use of force or restraint. Examples of non-contact physical abuse include verbal or written threats of violence, threatening physical gestures, overstretching of an athlete, deliberately disregarding medical advice, forcing a premature return to activity following a serious injury, excessive repetition of a skill to the point of injury and throwing objects.
- 5.2 **Emotional abuse:** Refers to a pattern of deliberate non-contact behaviours that have the potential to cause harm. These behaviours may be verbal (e.g. shouting, belittling, humiliating, intimidating, name-calling, degrading) or non-verbal (e.g. denial of attention and support, hitting or throwing objects in frustration, social isolation, stalking). It also includes exposing an individual to violence. Emotional abuse is often at the foundation of other forms of maltreatment.
- 5.3 **Sexual abuse:** Refers to any sexual interaction perpetrated against the victim's will, and includes contact and non-contact behaviours. Examples of contact sexual abuse include fondling, intercourse, unwanted touching which is not accidental, and any kind of sexual violence. Examples of non-contact sexual abuse include indecent exposure, sexually oriented comments or jokes, voyeurism, intimidating sexual remarks, advances, suggestions or requests, and displaying or sharing obscene or pornographic images or materials. Note that sexual abuse includes making a sexual solicitation or advance where the person making the solicitation or advance is in a Position of Trust. Any reprisal or retaliation, or threat of reprisal or retaliation, for rejecting a sexual solicitation or advance is also prohibited.
- 5.4 **Neglect:** Refers to acts of omission in care and/or general deprivation of attention. Neglect occurs when an individual fails to protect and nurture the health and welfare of others in their care, including but not limited to denying adequate hydration, nutrition or medical attention, abandonment of an athlete following a poor training or competitive result, inadequate supervision, chronic rejection, prohibiting social relations within or outside sport, ignoring an injury, or failure to intervene when made aware of misconduct.

6. Harassment

"Harassment" (which for the purposes of this Policy also includes bullying and hazing, as described below) refers to a course of vexatious conduct or comments and unwanted or coerced behaviors that the person knew or ought reasonably to have known would be unwelcome, inappropriate or otherwise offensive to another person or group of people. Harassing behaviours include comments, conduct, actions or gestures directed towards an individual or group of individuals which are insulting, intimidating, humiliating, malicious or offensive. Harassment also includes psychological harassment and refers to a course of vexatious conduct or comments and unwanted or coerced behaviours that the person knew or reasonably ought to have known would be unwelcome and inappropriate or otherwise offensive to another person or group of people. Forms of harassment in sport may include, but are not limited to:

- 6.1 Physical harassment (e.g. pushing, shoving, hitting, pinching, grabbing);

- 6.2 Sexual harassment (e.g. vulgar, degrading or lewd comments, repeated propositions to engage in sexual conduct, sexist jokes, inquiries or comments about a person's sex life, unwelcome flirtations, advances or propositions, unwanted sexual contact);
- 6.3 Emotional harassment (e.g. offensive or hostile expressions or gestures, threats, written or verbal abuse or outbursts, put-down jokes, stalking, visual displays of offensive material, condescending or patronizing behaviour which is intended to undermine self-esteem or diminish performance);
- 6.4 Harassment based on gender, race, sexual orientation (e.g. referring to someone's gender, race, sexual orientation or other characteristic in negative, vulgar or derogatory terms or exclusion of an individual based on those grounds);
- 6.5 Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance.
- 6.6 Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment.
- 6.7 Retaliation or threats of retaliation against an individual who reports allegations of misconduct to AGF.

"Bullying" refers to physical, verbal or psychological attacks or intimidations that may cause fear, distress or potential harm to others. These behaviours often occur between peers and may be characterized as direct, overt attacks (such as physical attacks, threats or mocking) or indirect, relational attacks (such as gossip, spreading rumours, social exclusion).

"Hazing" refers to any potentially or actually humiliating, degrading, abusive, or dangerous activity expected of an athlete by a more senior individual, which does not contribute to any positive development, but is required to be accepted as part of a team, regardless of the athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability.

7. Discrimination

"Discrimination" is unfair or improper behaviour, whether intentional or not, that results in differential treatment of one or more individuals and that is related to one or more of any grounds of discrimination prohibited by any applicable human rights legislation, including but not limited to:

- 7.1 Race or perceived race;
- 7.2 Ancestry, citizenship, nationality or national origin, colour, ethnic background or origin;
- 7.3 Religion or religious beliefs;
- 7.4 Age;
- 7.5 Gender;
- 7.6 Sexual orientation, gender identity and gender expression;

- 7.7 Marital, civil or family status or association; and
- 7.8 Physical or mental disability.

8. Complaints

An individual who believes they have experienced abuse, maltreatment, harassment, bullying or hazing, or who has witnessed abuse, maltreatment, harassment, bullying or hazing where either the perpetrator or the victim of such conduct is a person described as being within the scope of this Policy, should file a complaint pursuant to the ***Complaints, Hearings and Discipline Policy & Procedure***.

If you have reasonable suspicion or believe that danger or violence are imminent or that a participant is in immediate danger or risk, and/or is a victim of any form of abuse or neglect, you should:

- 8.1 Do nothing to put yourself in further risk;
- 8.2 Help the participant withdraw from the situation, if possible;
- 8.3 Inform others nearby of the situation, if possible;
- 8.4 Call 9-1-1 immediately if the situation required immediate attention; and
- 8.5 Report the situation to the Independent Third Party pursuant to the ***Complaints, Hearings and Discipline Policy & Procedure***.

9. Prohibition Against Retaliation

Retaliation occurs when an individual experiences or is subject to negative consequences due to reporting or participating in an investigation or related process. AGF will not condone acts of retaliation by its Members or other individuals within the scope of this Policy. See also the ***Complaints, Hearings and Discipline Policy & Procedure***.

Any Member or other third party who believe that they or someone else as been subjected to retaliation should report such retaliation to AGF as soon as possible.