



## **WINNIPEG BOX LACROSSE COMMISSION HARASSMENT POLICY**

### **A. PURPOSE**

1. The Winnipeg Box Lacrosse Commission (WBLC) is committed to providing opportunities for all individuals in the sport of lacrosse to reach their potential in fitness and excellence. In keeping with the spirit of this statement, the WBLC is committed to providing a sport and work environment, which promotes equal opportunities and prohibits discriminatory practices.
2. Harassment is a form of discrimination. Harassment is prohibited by human rights legislation in Canada.
3. Harassment is offensive, degrading and threatening. In its most extreme forms, harassment can be an offense under Canada's Criminal Code.

**Note:** For convenience, this policy uses the term "Complainant" to refer to the person who experiences harassment, even though not all persons who experience harassment will make a formal complaint. The term "Respondent" refers to the person against whom a complaint is made.

### **B. APPLICATION**

1. This policy applies to all members of the Winnipeg Box Lacrosse Commission (WBLC), as well as to all individuals engaged in activities with or employed by the WBLC, including, but not limited to, athletes, coaches, officials, volunteers, directors, officers, team managers, team captains, medical personnel, executive, administrators and employees (including contract personnel).
2. This policy applies to harassment which may occur during the course of WBLC business, activities and events, including but not limited to lacrosse competitions, training sessions, exhibitions, meetings and travel associated with these activities. It also applies to harassment between individuals associated with WBLC but outside of the WBLC's business and events when such harassment adversely affects relationships within the WBLC's work and sport environment.
3. Harassment arising within the business, activities and events of member organizations in the WBLC shall be dealt with using the policies and mechanisms of such organizations.

### **C. DEFINITIONS**

1. Harassment can generally be defined as comment or conduct, directed toward an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading, offensive, or aggressive pressure.

2. For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favours or other verbal or physical conduct of a sexual nature when:
  - i. submitting to or rejecting this conduct is used as the basis for making decisions which affect the individual; or
  - ii. such conduct has the purpose or effect of interfering with an individual's performance; or
  - iii. Such conduct creates an intimidating, hostile or offensive environment.
3. Types of behaviour which constitute harassment include, but are not limited to:
  - i. written or verbal abuse or threats, any form of stalking
  - ii. the display of visual material which is offensive or which one ought to know is offensive
  - iii. unwelcome remarks, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion, sex or sexual orientation
  - iv. leering or other suggestive or obscene gestures
  - v. condescending, paternalistic or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
  - vi. practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance
  - vii. unwanted physical contact including touching, petting, pinching or kissing
  - viii. unwelcome sexual flirtations, advances, requests or invitations
  - ix. any form of hazing
  - x. physical or sexual assault.

#### **D. REPORTING PROCEDURE**

1. A person who experiences harassment is encouraged to make it known to the harasser that the behaviour is unwelcome, offensive and contrary to this policy.
2. Any member of the WBLC has the authority to initiate a report of harassment, including initiation of disciplinary action, if they have witnessed an infraction or have first hand knowledge, regardless if the person who experienced the harassment files a formal complaint.
3. If confronting the harasser is not possible, or if after confronting the harasser the harassment continues, the complainant should request a meeting with an official of the WBLC who is not party to the complaint (for the purposes of this policy, an "official" may be a member of the WBLC, or any member of the coaching staff including coach or assistant coach (if applicable)).
4. Once contacted by a complainant the role of the official is to serve in a neutral, unbiased capacity in receiving the complaint and assisting in its informal resolution. If the official considers that he/she is unable to act in this capacity, the complainant shall be referred to another WBLC official.

5. There are three (3) possible outcomes to this meeting of complainant and official:
  - i. It may be determined that the conduct does not constitute harassment as defined in this policy, in which case the matter will be closed;
  - ii. The complainant may decide to pursue an informal resolution of the complaint, in which case the official will assist the two parties to negotiate an acceptable resolution of the complaint; or
  - iii. The complainant may decide to make a formal written complaint to the WBLC, in which case the official shall advise the Commissioner of the WBLC, who may appoint an independent individual to conduct an investigation of the complaint.
6. Ideally, the Investigator should be a person experienced in harassment matters and investigation techniques, and may be an outside professional. They shall carry out the investigation in a timely matter and at the conclusion of the investigation shall submit a written report to the Commissioner.
7. Within 14 days of receiving the written report of the Investigator, or within 14 days of receipt of the formal complaint if no investigation is ordered, the Commissioner shall appoint three individuals to serve as a Disciplinary Committee.
8. Harassment complaints occurring within competitions may be dealt with immediately, if necessary, by a WBLC representative in a position of authority, provided the individual being disciplined is told the nature of the infraction and has an opportunity to provide information concerning the incident. In such situations, sanctions shall be for the duration of the competition only. Further sanctions may be applied but only after review of the matter in accordance with the procedures set out in this policy. This review does not replace the appeal provisions this policy.
9. This policy shall not prevent a person in authority taking immediate, informal corrective disciplinary action in response to behaviour that, in their view, constitutes a minor incidence of harassment.

Approved: January 28, 2026