

Prince Edward Island Powerlifting Association (PEIPLA)
Abuse and Harassment Policy

Prince Edward Island Powerlifting Association (PEIPLA) is committed to providing opportunities for every individual in the sport of powerlifting to reach his or her maximum potential in fitness and excellence.

In keeping with this spirit of commitment, PEIPLA does not tolerate any form of harassment and undertakes to protect all members regardless of their race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, disability, age, marital status, or record of offence from harassment by other members, officers of PEIPLA, officials, organizers, coaches and any other member of PEIPLA with whom they may have contact.

This policy is directed towards the protection of members from harassment which may occur:

During the course of business or events sanctioned PEIPLA. Member(s) includes lifters, registered with PEIPLA, coaches, officers, Board members, Executive committee, committee members and Technical Directors.

Definition of Harassment:

Harassment takes many forms but can generally be defined as behavior including comments and/or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual, or groups of individuals or which creates an uncomfortable environment. While this policy applies to all members of PEIPLA and to any form of harassment, specifically prohibited is harassment on the following grounds: race, ancestry, place of origin, color, ethnic origin, citizenship, creed (religion), sex, sexual orientation, disability, age, marital/family status or record of offence.

Harassment may include:

- written or verbal abuse or threats
- sexually oriented comments
- racial or ethnic slurs
- unwelcome remarks, jokes, innuendos, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion
- displaying of sexually explicit, racist or other offensive or derogatory material; casual, racial, ethnic or religious references
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance

- unwelcome sexual remarks, invitations or requests whether indirect or explicit or intimidating
- leering (suggestive staring), or obscene or offensive gestures
- condescension, paternalism or patronizing behavior which undermines self-respect or adversely affects performance or working conditions
- physical conduct such as touching, kissing, patting pinching
- vandalism
- physical assault

Reprisal:

As part of an individual's right to freedom from harassment, PEIPLA members are protected from reprisal or the threat of reprisal. Reprisal may include situations in which a member is:

- 1) Denied or threatened with denial of promotion, advancement, training, or other related opportunities or benefits (e.g. team selection);
- 2) Disciplined or threatened disciplinary action;
- 3) Dismissed or threatened with dismissal

On the sole basis of:

- rejecting the sexual advances of a person in authority who could, or who could be perceived to, have influence over powerlifting or decisions affecting the member
- having made a complaint of harassment.

Reprisal may also include situations involving co-member(s) who, because the member has made a complaint of harassment, continue to escalate the harassment, ostracize or isolate the member and/or engage in any behavior with the intent to intimidate, threaten, humiliate, hurt or adversely affect the performance or working conditions of the member.

Procedure:

PEIPLA is committed to creating and maintaining a supportive sport environment free of all forms of harassment.

Board /committee members, executive committee, and coaches are responsible for preventing and discouraging harassment by:

- understanding and upholding the principles of this policy
- not engaging in behavior contrary to this policy
- ensuring that all members are treating fairly and equitably
- communicating PEIPLA's object to create and maintain an harassment-free sport

- not allowing or condoning behavior contrary to this policy
- taking all complaints of harassment seriously by investigating complaints in a thorough and sensitive manner and taking prompt action to resolve the situation in accordance with procedures outline in the following sections.

Any person who has authority to prevent or discourage harassment will be held responsible for failing to exercise this authority.

All members of PEIPLA have a responsibility not to harass any other member. Members who experience harassment are encouraged to make it known to the harasser that the behavior is offensive and/or to report the incident(s) in accordance with the following complaint procedures which follow:

Complaint Procedures:

Members who experience harassment are encouraged to make it know to the harasser that the behavior is offensive and contrary to PEIPLA policy. If confronting the harasser is not possible or if after confronting the harasser, the harassment continues, the member should report the incident(s) to an individual at the appropriate level. It is expected that the matter in the first instance will be dealt with at the level the incident occurred. (for example: a Provincial level incident, but the Provincial section and a National level incident by the Canadian Powerlifter's Union).

If this avenue is either unavailable or inappropriate, complaints may be made directly to:

- PEIPLA President, any members of the PEIPLA Executive Committee, any member of PEIPLA Board of Directors, any chair of any PEIPLA committee, any PEIPLA coach.

Members are encouraged to report incidents of harassment. Members who bring the incident(s) to the attention of PEIPLA will receive full support of PEIPLA. Complaints will be addressed in a sensitive, responsible and timely manner.

Members who experience harassment because of their sex, race, religion, ethnicity, place of origin, disability, age, sexual orientation or family status in most if not in all Provinces are specifically protected under their respective Provincial Human Rights Code and have the right to file their complaint with their respective Provincial Human Rights Commission.

Complaint Investigation and Resolution:

The above complaints procedure sets out a number of avenues for reporting incidents of harassment. Once a complaint is reported, immediate action must be taken as follows.

- the complaint must be documented and immediately forwarded to the PEIPLA President who must inform the Executive Committee and Board of Directors

- where appropriate the PEIPLA Executive Committee must immediately appoint a tribunal to investigate the incident.
- the complaint must be documented and immediately forwarded to the chair of the tribunal
- the PEIPLA President must ensure that an investigation is initiated.

All complaints of harassment must be investigated by the appointed tribunal to determine the nature and circumstances of the incident(s) and to determine appropriate resolution

Resolution of a complaint of harassment, where there is a finding of harassment, may result in admonishment, reprimand, suspension for a period of time, temporary suspension from PEIPLA or life suspension from PEIPLA. There can be no fine or monetary penalty.