

## **The Water Rat Sailing Club**

### **Club Harassment Policy**

The Water Rat Sailing Club is committed to providing a club environment in which all members, stakeholders, visitors, guests and volunteers are treated with respect and dignity. Harassment will not be tolerated from any person in the club. This policy and the expectation to contribute to an environment where any form of harassment is unacceptable applies to all members, stakeholders, visitors, guests and volunteers of The Water Rat Sailing Club. This policy applies to all The Water Rat Sailing Club programs and organization functions including social events.

Harassment means engaging in a course of vexatious comment or conduct against a member that is known or ought reasonably to be known to be unwelcome or sexual harassment. Sexual harassment means:

1. engaging in a course of vexatious comment or conduct against a member in the club because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or
2. making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the member or volunteer and the person knows or ought reasonably to know that the solicitation or advance is unwelcome;

Reasonable action taken by the Board relating to the management and direction of the club or the club environment is not harassment.

Members, volunteers, stakeholders, guests, visitors and volunteers are encouraged to formally report any incidents of harassment to the Commodore. Should these individuals be inappropriate given the nature of the complaint any member of the Board of Directors is prepared to assist with formal reports of incidents of harassment. No one is to be penalized or disciplined for reporting an incident or for participating in an investigation involving harassment.

All complaints or incidents of harassment will be investigated and dealt with in a fair, respectful and timely manner. Information provided about an incident or about a complaint will not be disclosed except as necessary to protect members, volunteers, stakeholders, guests, visitors and volunteers, to investigate the complaint or incident, to take corrective action or as otherwise required by law. Detailed information on the process of filing formal complaints and the investigation process are in the attached Harassment Program.

Members, volunteers, stakeholders, guests, visitors and volunteers are expected to adhere to this policy and will be held responsible by The Water Rat Sailing Club for not following it.

If members, volunteers, stakeholders, guests, visitors and volunteers need further assistance, he or she may always file their complaint with the Commodore of The Water Rat Sailing Club or file an application with the Human Rights Tribunal of Ontario.

This policy will be review and revised as needed by the Board of Directors.

Approved by the Board of Directors Date: Tuesday, March 24, 2020