

POLICY FOR DEALING WITH HARRASSMENT & DISCRIMINATION

Policy Statement

The Pipers' and Pipe Band Society of Ontario (the "Society") is committed to promoting and environment which is equitable and non-discriminatory, and an atmosphere in which all individuals are treated with respect and dignity.

Application/Scope

This policy applies to all members of the Society, as well as to all individuals engaged in activities with or employed by the Society, including, but not limited to competitors, judges, Society workers, officers and executive members, while engaged in PPBSO administered activities to the extent covered by the most recent version of the PPBSO Rule Book.

Initial Resolution

In an attempt to resolve the issue(s) directly, a member who experiences harassment is encouraged to make it known to the respondent(s) that the behaviour is unwelcome, offensive and contrary to this policy.

If confronting the respondent(s) is not possible, or if after confronting the respondent(s) the harassment continues, the complainant should request a meeting with a member in authority of the respective parties involved, or Society Branch to attempt to resolve the complaint at as low a level as possible. Only if the situation remains unsolvable should the following procedures be used.

Formal Resolution

After exhausting all other avenues of complaint resolution, a member may formally submit a written complaint to the Society President.

The written complaint shall provide details of the incident(s), including dates, times, locations, description of occurrence(s), account of dialogue, the name of the respondent(s), names of other individuals who may have also been harassed, and names of any witnesses.

On receipt of the written complaint, the President shall ensure that an investigation is initiated as soon as possible. The investigation may either be conducted by the President or by an appointed Disciplinary Panel.

Upon the conclusion of the investigation, it is the responsibility of the President to impose whatever disciplinary sanctions are considered to be warranted under the circumstances (up to and including suspension or dismissal from the Society).

Confidentiality

The Society understands that it can be extremely difficult to come forward with a complaint of harassment and that it can be devastating to be wrongly accused of harassment. The Society recognizes the interests of both the complainant and the respondent in keeping the matter confidential except where such disclosures are required by law.

Other Options for Proceeding with a Complaint

Members who experience harassment are encouraged to use the complaint procedures established by this Policy. However, there are other options which may include:

- a. complaint to the Provincial Human Rights Commission;
- b. complaint to the Canadian Human Rights Commission;
- c. complaint under the Criminal Code of Canada; and
- d. civil litigation (members who retain the services of a lawyer are responsible for their legal expenses).