



Workplace Bullying Policy **Approved June 2016**

PURPOSE

The Freestyle Canada (“**FC**”) is committed to building and preserving an environment free of bullying for all persons engaged in any paid (“**Employee**”) or volunteer capacity with the FC (“**Affiliate**”) or otherwise under the jurisdiction of the FC including without limitation (hereinafter collectively referred to as “**Employees and Affiliates**”):

- a) all athletes participating, or forming part of, any team participating in ski competitions over which FC has jurisdiction;
- b) all persons working with those teams or athletes, including coaches, medical and paramedical personnel, and other support persons;
- c) FC employees and persons under contract with the FC: and
- d) FC directors, members and volunteers;

FC is committed to providing a workplace free of bullying for all stakeholders in which bullying will not be tolerated. This policy applies in the “**Workplace**”, which for the purpose of this policy, is defined as any place where Employees and Affiliates are engaged in work for the employee’s employer or participating in sanctioned activities related to the FC.

The purpose of this policy is to ensure that:

- The FC and all Employees and Affiliates understand that everyone has a responsibility to report any factors that may contribute to bullying and that all incidents of bullying must be reported.
- The FC and all Employees and Affiliates understand that disciplinary action will be taken against those who engage in or contribute to bullying. This disciplinary action may include the termination of employment with cause and/or a permanent ban from the FC.
- Those who are subject to bullying understand there are procedures for recourse and that assistance and counselling are available within the organization.
- To ensure a safe and bullying-free environment for all employees and affiliates.

JURISDICTION

This policy applies to activities and workplace that are under the jurisdiction of the National Sport Organization (“**NSO**”) and excludes the activities and workplaces under the jurisdiction of the Provincial / Territorial Sport Organizations (“**PTSO**”) and affiliated clubs.



PTSOs and Clubs will be required to adopt and implement a policy similar to this FC policy that will cover the workplace and activities under the jurisdiction of the PTSOs and Clubs.

POLICY

The Freestyle Canada ("FC") has a zero tolerance policy on bullying throughout the course of all FC-related activities. Employees and affiliates will refrain from engaging in acts of bullying at all times when participating in work and/or sanctioned activities related to their involvement with the FC.

If an incident of bullying occurs, "employees and affiliates" should to attempt to resolve the issue at the lowest level possible:

1. Between the "employee or affiliate" and the "bully"
2. Involving a supervisor
3. Involving the CEO or the ethics commissioner, which is currently Sport Law and Strategy Group.

Bullying is usually seen as acts or verbal comments that could mentally hurt or isolate a person. Sometimes, bullying can involve negative and unwanted physical contact as well. Bullying usually involves repeated incidents or a pattern of behavior that is intended to intimidate, offend, degrade or humiliate a particular person or group of people.

Examples of bullying include:

- spreading malicious rumors, gossip, or innuendo that is not true
- excluding or isolating someone socially
- intimidating a person
- undermining or deliberately impeding a person's work
- physically abusing or threatening abuse
- withholding necessary information or purposefully giving the wrong information
- making jokes that are 'obviously offensive' by spoken word or e-mail
- assigning unreasonable duties or workload which are unfavorable to one person (in a way that creates unnecessary pressure)
- yelling or using profanity
- belittling a person's opinions
- unwarranted (or undeserved) punishment
- blocking applications for training, leave or promotion



ENFORCEMENT

Violation of any part of this policy may result in disciplinary action, up to and including the termination of employment with cause or a lifetime ban from the FC.

CONTACT

For further information please contact the CEO or the ethics commissioner:

- Bruce Robinson, CEO
- Phone: 778 237 3970
- Email: brucerobinson@freestyleski.com

- Sport Law and Strategy Group
- Phone: 647-348-3080
- Email: sji@sportlaw.ca

