

# S A S K A T C H E W A N D A R T S A S S O C I A T I O N

## H A R A S S M E N T P O L I C Y

The Saskatchewan Darts Association is committed to providing a safe, positive environment where everyone is treated with respect and dignity.

Harassment is unacceptable and against the law. It will not be tolerated in any form.

Harassment is any unwanted conduct that offends or humiliates.

Harassment is prohibited on the following grounds: race, creed, religion, colour, sex, marital status, sexual orientation, family status, mental and physical disability, physical size or weight, age, nationality, ancestry or place of origin, or the receipt of public assistance.

It may be verbal, physical, visual or psychological. It can include but is not limited to:

- jokes that cause awkwardness or embarrassment
- display of racist, sexist or other offensive material
- sexually suggestive or obscene comments or gestures
- offensive sexual advances and propositions
- unwanted physical contact such as touching, patting or pinching
- verbal abuse, threats or intimidation
- physical assault, including sexual assault

This association shall ensure that no member is subjected to harassment, whether it is from an executive, committee or regular member of the Saskatchewan Darts Association.

No member shall participate in or encourage the harassment of another member.

This policy covers all members at all levels. Players at all Saskatchewan Darts Association events are also covered.

Harassment will not be tolerated in any sport-related setting, such as sport-related conferences, seminars, travel and social events.

A member is encouraged to consider the following informal options:

- Raise the issue with the person whose behavior is a problem. This could be done verbally or in writing
- Inform an executive or committee member of the problem and ask him or her to informally discuss the situation with the alleged harasser

If informal options are inappropriate or unsuccessful, please refer to the Saskatchewan Darts Association Dispute Resolution Policy.

All issues will be taken seriously and dealt with the utmost confidentiality.