

## **OR3.01 - HARASSMENT**

**OR3.01(a)** The OLA is committed to promoting a sport environment in which the terms and conditions of participation are equitable and non-discriminatory. Every participant has the right to be treated with dignity and respect and to work, train and compete in a environment conducive to productivity, self-development and performance advancement based upon individual interest and ability. The OLA will foster a sport environment free of harassment on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, sex, sexual orientation, disability, age, marital/family status or an offence for which a pardon has been granted.

**OR3.01(b)** Harassment means any behaviour by a person engaged in any paid or volunteer role or function with the OLA that is offensive to any person, group of people, and is a violation of the issues covered in Article OR3.01(a) of OLA Rules and Regulations.

**OR3.01(c)** It is the overall objective of the OLA Policy on Harassment to create and maintain a work and sport environment free from harassment. Individuals who experience harassment are encouraged to take the appropriate actions to put an end to the harassment and seek adequate redress. Harassment which is unintentional may be stopped by informing the harasser(s) that the behavior is offensive. If the behavior continues, the individual should file a complaint in the manner described in the OLA Discipline Policy.

**OR3.01(d)** If an individual feels uncomfortable or threatened about confronting the harasser(s) on their own, a complaint should be filed directly in accordance with the OLA Code of Conduct. The OLA takes any complaint seriously, and will investigate and respond in a sensitive, effective and timely manner.

**OR3.01(e)** The OLA believes that harassment is a serious offence. It is also a serious offence to falsely accuse someone of harassment. If the results of the investigation find that there has been harassment or that there has been an intentional false accusation of harassment, appropriate disciplinary action will be taken in accordance with the OLA Discipline Policy.