

Berlin Football Academy

Harassment Policy

All members of Berlin Football Academy have a responsibility to do the following, as outlined by Canada Soccer, to create a positive learning environment and prevent harassment:

- Refrain from any behaviour that constitutes harassment, where harassment is defined according to the Canadian Human Rights Commission as a form of discrimination that involves any unwanted physical or verbal behaviour that offends or humiliates. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.
- Types of behaviour that constitute harassment include, but are not limited to:
 - Written or verbal abuse, threats, or outbursts;
 - The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances;
 - Unwelcome remarks, jokes, comments, innuendo, or taunts;
 - Leering or other suggestive or obscene gestures;
 - Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect conditions of participation;
 - Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - Any form of hazing;
 - Retaliation or threats of retaliation against an individual who reports harassment;
 - Bullying;
 - Offensive or intimidating phone calls, texts, voice mails or emails;
 - Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
 - Psychological abuse;
 - Discrimination;
 - Words, actions or an environment which is known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating; and
 - Behaviours such as described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment