



# North Bay Antoine Ski Racers

## Rules and Definitions

### Harassment

Harassment is defined as conduct, gestures or comment which are reasonably considered insulting, intimidating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sport activities, or which negatively affect performance or work conditions. Any of the different forms of harassment must be reasonably be considered to be based on the grounds prohibited in human rights legislation, such as race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardon conviction and sexual orientation. Harassment may occur between peers (i.e. athlete to athlete of the same age group, parent to coach, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (i.e. coach to athlete). Harassing behaviors among children less than 12 years of age may be defined as Bullying.

### Bullying

Bullying involves a person expressing their power through the humiliation of another person. Bullying describes behaviours that are similar to harassment, but occur between children under the age of twelve, between youth or between adults. Bullies are typically cruel, demeaning and hostile towards the targets of their bullying. Bullying can be broken down into four types; physical (hit or kick victims; take/damage personal property), verbal (name calling; insults; constant teasing), relational (trying to cut off victims from NBASR Inc. social connection by convincing peers to exclude or reject a certain person), and reactive (engage in bullying as well as provoke bullies to attack by taunting them).

### Discipline

The Coaching staff will be responsible for all disciplinary action. All disciplinary action will be documented by the Coach and forwarded to the NBASR Inc. Board of Directors for review.