



New Brunswick Equestrian Association Harassment Policy

This policy follows that of Equestrian Canada Harassment Policy

Statement on Harassment:

The New Brunswick Equestrian Association is committed to promoting an environment in sport in which the terms and conditions of participation are equitable and non-discriminatory. Each participant has the right to be treated with dignity and respect and to work in a milieu conducive to productivity, self-development and performance based on individual ability. It is the NBEA's intention to 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.

Summary:

Harassment is destructive. It is a barrier to equal opportunity. It not only affects individuals, it affects organized sport as a whole.

Harassment is against the law. Creating and maintaining a harassment-free sport environment is a responsibility shared by all members.

The NBEA Board of Directors, Committees, coaches, team leaders, athletes, competition organizers, officials should lead through example and action, protecting individuals from harassment at all times while engaged in activities on behalf of the New Brunswick Equestrian Association.

The Board of the NBEA, Committees, coaches, team leaders, athletes, competition organizers, officials must:

- Know what harassment is and be able to recognize inappropriate behaviour.
- Act as a role model by treating all members fairly and equitably.
- Not engage in, allow, condone or ignore inappropriate behaviour

- Communicate the NBEA's commitment to a harassment-free sport environment
- Respond appropriately to complaints of harassment

Harassment means any inappropriate behaviour or communication by a person while that person is engaged in the performance of any capacity on behalf of the NBEA, that is offensive to any other person or group of persons and which the first person knew or ought reasonably to have known would be unwelcome. This applies to any location, environment or communication where the first person is identifiable as associated with EC.

Harassment can take many forms but generally involves conduct, comment or display which is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading or otherwise causes offense discomfort, or personal humiliation or embarrassment to a person or group of persons.

Harassing behaviour that causes embarrassment, awkwardness, endangers safety or negatively affects performance causes a poisoned sport environment. A poisoned sport environment constitutes harassment, whether or not individuals complain.

However, it must be recognized that disciplined training is an indispensable part of high-performance sport. Such discipline requires that performance standards, selection criteria, rules and regulations are communicated to all participants while being fair and consistent in taking corrective action and in applying discipline.

Complaint Handling:

Prior to proceeding to a formal complaint procedure, an attempt will be made to solve the problem through discussion or other means that is appropriate under the circumstances.

If a complaint has been received by the President of the NBEA and the President or designate is satisfied that this policy applies, the President shall implement the process of response to a complaint as found in the policy of Equestrian Canada.