



Kamloops Long Blades Association

POLICY A: Harassment

Approved; April 1, 2022

Revised; November 12, 2023

D-1 POLICY: Harassment

POLICY STATEMENT

1. The KLB is committed to providing opportunities for every individual within the speed skating community to reach their potential in skill and excellence. In keeping with the spirit of this statement, KLB is committed to providing a work and recreational environment in which all individuals are treated with respect and dignity, which promotes equal opportunities and prohibits discriminatory practices.
2. Harassment is a form of discrimination. Harassment is prohibited by human rights legislation in Canada.
3. Harassment is offensive, degrading and threatening. In most extreme forms, harassment can be an offence under Canada's Criminal code.
4. A participant who experiences harassment is encouraged to make it known to the harasser that the behaviour is unwelcome, offensive and contrary to this Policy.
5. If confronting the harasser is not possible or if after confronting the harasser the harassment continues, the Complaint should contact the Speed Skating Speak Up Line. The Speak Up Line will allow the Complaint to make a complaint confidentiality should they desire to do so.
6. Refer to the SSBC Complaints and Discipline Policy and SSBC Appeals Policy for further information.