



## BC Baseball Umpires Association

# Harassment & Sexual Harassment Policy

### **(1.0) Introduction**

The BCBUA believes in fostering a safe, welcoming, and inclusive environment for participants. Harassment of any form, including sexual harassment, will not be tolerated. This policy seeks to define harassment and sexual harassment and identify a reporting process to manage complaints.

### **(2.0) Definition of Harassment**

Harassment is defined as improper conduct by an individual, that is directed at and offensive to another individual in the workplace, including at any event or any location related to work, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s) or display(s) that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat.

More specifically, harassment is normally a series of incidents but can be one severe incident which has a significant or lasting impact on the individual.

### **(3.0) Definition of Sexual Harassment**

Sexual harassment is a form of discrimination and is defined as any unwelcome comment or conduct of a sexual nature that may detrimentally affect the work environment or lead to adverse job-related consequences for the victim of the harassment.

### **(4.0) Reporting Harassment and Sexual Harassment**

Persons who wish to file a harassment or sexual harassment complaint should contact the President of the BCBUA at [President@BCBUA.ca](mailto:President@BCBUA.ca).

### **(5.0) Educational Resources**

BCBUA employees will receive training on harassment and sexual harassment and resources will be provided in the employee handbook.



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Further information, including specific examples of harassment and sexual harassment can be found at the links provided below.

<https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/harassment-conflict-resolution/harassment-tool-employees.html#c2>.

<https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/working-with-others/address-issue/address-sexual-harassment#examples-sexual-harassment>