

Country Pride Dance Club Harassment Policy

Harassment & Violence

Country Pride Dance Club believes in the prevention of violence and harassment and promotes an abuse-free environment in which all people respect one another and work together to achieve common goals. Any act of violence or harassment committed by or against any member of the dance club or public is unacceptable conduct and will not be tolerated.

This policy extends to the following individuals:

- * instructors / workshop leaders and students;
- * members of the Board of Directors and related committees;
- * volunteers, performers;
- * public at large;
- * All other members of Country Pride Dance Club

Sexual Harassment

Sexual harassment is a form of discrimination based on sex. It is offensive, degrading and threatening and is prohibited in Alberta's Human Rights, Citizenship and Multiculturalism Act and under every other human rights legislation in Canada. Some types of behavior could also be offences under the Criminal Code.

Sexual harassment can include such things as

- * pinching, patting, rubbing or leering;
- * dirty jokes, pictures or pornographic materials;
- * comments, suggestions, innuendoes, requests or demands of a sexual nature;
- * Persistent expression of sexual interest after being informed that such interest is unwelcome;
- * bragging about sexual prowess or questions or discussions about sexual activities

The behavior need not be intentional in order to be considered sexual harassment. It is offensive and in many cases intimidates others.

Personal Harassment

“Personal” harassment differs from “sexual” harassment. Although the following list is not exhaustive, the Canadian Human Rights Commission considers personal harassment to include:

- Verbal abuse or threats
- Unwelcome remarks, jokes or innuendoes or taunting about a person’s body, attire, age, marital status, ethnic or national origin, religion, etc.
- Displaying pornographic, racist or other offensive or derogatory pictures
- Practical jokes, which cause awkwardness or embarrassment
- Unwelcome invitations or requests, whether indirect or explicit or intimidation leering or other gestures
- Condescension or paternalism which undermines self-respect
- Unnecessary physical contact such as touching, patting or pinching, or punching
- Physical assault.

Bullying

Bullying is a repeated pattern of behavior intended to intimidate, offend, degrade or humiliate a particular person or group – the bully’s target. Although it can include physical abuse or the threat of abuse, bullying usually causes psychological rather than physical harm. Because workplace bullying is often psychological, it can be hard to recognize. The most harmful forms of bullying are usually subtle rather than direct and verbal rather than physical. Bullying and other kinds of harassment differ in several ways.

Bullying:

- *Are usually psychological
- *Focuses on the target’s competence
- *Is a pattern of behavior repeated over a period of time
- *Targets those who appear to be a personal threat

Other kinds of harassment:

- * Are usually physical by nature
- *Focus on specific characteristics such as race, gender, disability and so on
- * Maybe one incident or several

Prevention

Country Pride Dance Club members and dance participants will strive to prevent opportunities for potential sexual harassment to arise. In part, this requires that participants become aware of their real or perceived power or status in a situation, and respond appropriately.

Recognition of Power Positions

Participants in dance should maintain an awareness of power differentials that exist in some situations. Here are some examples of real or perceived power differentials:

- *Instructor and student
- *Experienced dancer and inexperienced dancer
- *Board member and director
- *Older member and younger member
- *Heterosexual male member and heterosexual female member

The person in the perceived or real power position in a situation needs to be aware of the potential misinterpretation that might arise from actions or verbal or other communication initiated by them. Care needs to be taken with what's done, said and implied.

Artistic Relationships or Situations

Recognition of the Potential Misunderstanding of Touch

Similar to recognizing power differentials, real or perceived, participants in dance should maintain an awareness of the power of physical contact, and specifically touching. It is extremely easy for one person to misunderstand the touch of another.

Rights

Everyone has the right to:

- *an environment that is free from harassment
- *file a complaint when the environment is not free from harassment
- *be informed of complaints made against them
- *obtain an investigation of the complaint without fear of embarrassment or reprisal
- *have a fair hearing
- *be kept informed throughout the process and of remedial action taken
- *a fair appeal process for both the respondent and the complainant
- *confidentiality to the degree possible under the circumstances
- *representation by a third party

Complaints

In order to make an official complaint, a complainant should advise a Country Pride Dance Club Board of Executive or Director member. Any individual who receives any complaint must bring that complaint to the attention of the Board of Executives.

Obligations

We are committed to:

- * Investigating reported incidents of violence and harassment in a timely manner;
- * Taking necessary action;
- * Following the process without bias
- * Documenting all information from the first disclosure to the final resolution
- * Recording only relevant facts- no feelings
- * Signing and dating all documents
- * Using common sense
- * Providing appropriate support for victims.

No action shall be taken against an individual for making a complaint unless the complaint is made maliciously or without reasonable and probable grounds. No member or any other individual affiliated with Country Pride Dance Club shall subject any other person to violence or harassment.

Action

Action may include:

- * verbal or written apologies
- * a letter of reprimand
- * a referral to counselling
- * sensitivity training
- * demotion
- * termination of membership or volunteer activity
- * referral to policy or other legal authorities
- * other sanctions

Confidentiality

Complaints of harassment will be received and investigated in a confidential manner in accordance with the procedures, including prescribing corrective action. Information that must be shared will be disclosed on a need-to-basis.

Created April 22nd 2019