

HARASSMENT AND ABUSE

Little League Ontario District #1 and each of its member leagues, collectively known as Little League District #1 are committed to providing an environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in an environment which promotes equal opportunities and prohibits discriminatory practices. Little League District #1 will not tolerate harassment among its members or participants.

Harassment takes many forms, but can generally be defined as comment, conduct or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive. Sexual harassment refers to any sexual advances, requests, suggestions or activity of a sexual nature that is unwelcome by the recipient. Harassment is discriminatory, degrading and threatening. In its most extreme forms, harassment can be an offence under Canada's Criminal Code.

Little League Ontario District #1 strives to provide the safest possible environment for all of our participants. We encourage all of our member associations to do whatever is required in their circumstances to eliminate and protect against all forms of harassment. The objective is to make baseball a sport in which players, coaches, managers, umpires, and league personnel can feel safe participating and in which parents can feel safe having their children play.

Little League Ontario District #1 strongly encourages all of its members to learn to recognize and understand what constitutes harassment. A person, who perceives any activity as a form of harassment, is to be encouraged to tell the offending party that the activity is not appropriate. If the offending behaviour continues, that person should be encouraged and supported in notifying the appropriate authorities, including the President or members of the executive of the relevant league. The authorities should act promptly and with integrity, while at the same time, respecting the rights of all those involved.

If a person in authority uses his or her power or position to harm another, whether emotionally, physically or sexually, this is abuse. If a person is threatened, intimidated, taunted or subjected to racial, homophobic or sexist slurs, this is harassment. Emotional and physical abuses are attacks on a child's self-esteem and can be psychologically damaging. Name calling, threatening, ridiculing, intimidating, isolating, hazing or ignoring a player's needs are examples of emotional abuse and should not be tolerated at any level. Any purposeful attack on a player, coach, manager, umpire or league personnel such as slapping, kicking, hair pulling, shaking, shoving, grabbing, etc. can be physical abuse and is both offensive and unacceptable.

Little League Ontario District #1 encourages all of its members to report situations that are deemed to be harassment or abuse immediately to the local League which is responsible for the team. The local League executive is encouraged to have in place measures to deal with such a situation in an expedient and fair manner.

Little League Ontario District #1 recognizes the independence and integrity of the Affiliated and local Leagues and commits to supplying the measure of support required to ensure that all members are aware of their rights and obligations.