

ORLEANS LITTLE LEAGUE BASEBALL INCORPORATION
POLICY AND OPERATING PROCEDURE #03

DISCRIMINATION, HARASSMENT AND SEXUAL SOLICITATION

Version: 07 Feb 05

1.Orleans Little League Baseball Incorporated (OLLBI) has zero tolerance for discrimination, harassment or sexual solicitation of the members participating in OLLBI activities..

DEFINITIONS

2.Discrimination is defined as unfavorable or unfair treatment of a person or class of persons in comparison to others who are not members of the protected class. For the purpose of this policy, it is unacceptable to commit acts of discrimination based on race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, handicap or the receipt of public assistance.

3.Harassment is defined as a course of conduct directed at a specific person that causes substantial emotional distress in such a person and serves no legitimate purpose. For the purposes of this policy, it is unacceptable to commit acts of harassment based on race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, handicap or the receipt of public assistance.

4.Sexual solicitation for the purposes of this policy is:

a. a sexual solicitation or advance made by a member of OLLBI to another member of OLLBI where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome;

or

b. a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made or threatened to a member of OLLBI.

5.For the purpose of this policy, a member of OLLBI is a Director, Officer, Manager, Coach, Umpire, Player, Agent or Volunteer.

CHILD PROTECTION

6.Members of OLLBI will not discriminate, harass or sexually solicit the children and players in OLLBI.

7.Verified cases of discrimination, harassment or sexual solicitation will result in immediate termination of the person's voluntary service with OLLBI.

8.Every child, player, parent or guardian has a right to claim and enforce the child's rights under this Policy without reprisal or threat of reprisal for so doing.

COMPLAINT AND APPEAL PROTOCOL

9.The Safety Officer receives a complaint of discrimination, harassment, or sexual solicitation.

10.The Safety Officer immediately reviews the situation with the President to decide on the interim action to be taken pending full investigation of the matter.

11.The Safety Officer provides the individual and the President with a written report of the information from Step 1 within 48 hours of receipt of the information..

12.The individual has 48 hours to submit a written response to the Safety Officer.

13.Within 72 hours of the receipt of the response, the Safety Officer submits a written recommendation to the President regarding the action to be taken by the Board. A copy of the recommendation is submitted to the complainant and the respondent.

14.The President puts the item on the next agenda of the Board as the first item of business. The complainant and the respondent are given the opportunity to attend this part of the Board meeting to state their positions. The Board reviews the item and decide by majority vote the final and binding disposition of the matter. This part of the Board meeting is held in-camera.

15.The Board's decision is issued to the complainant and respondent in writing within 7 days of the Board meeting..

MISCELLANEOUS

16.The Safety Officer will maintain a confidential file of all incidents related to this Policy.

17.If the matter referred to in para 9 involves the Safety Officer, then the President will replace the Safety Officer in the Complaint and Appeal Process.

18.If the matter referred in para 9 involves the President, then the appropriate Division Convenor will replace the President in the Complaint and Appeal Process.