



## WORLD SOCCER ACADEMY HARASSMENT POLICY

January, 2014

### POLICY STATEMENT

The **World Soccer Academy (WSA)** is committed to creating a sport environment in which all individuals participate without fear of harassment of any kind, and are treated with respect, dignity and within the same rules and regulations.

Conduct that violates this **Harassment Policy** may be subject sanctions by WSA up to and including dismissal from all WSA programs, well as possible sanctions pursuant to the MSA's Discipline and Complaints Policies.

### Definitions

*"Individuals"* All individuals engaged in activities with the WSA, including but not limited to, teams, athletes, coaches, instructors, officials, volunteers, managers, administrators, directors and officers of WSA, spectators of WSA events and parents of WSA members.

This Policy applies to conduct that may arise during the course of WSA business, activities, and events, including but not limited to: its administrative environment, competitions, practices, training camps, tryouts, travel, and any meetings of the WSA.

### Responsibilities

1. All Individuals have a responsibility to:

a) Maintain and enhance the dignity and self-esteem of WSA members and other Individuals by:

i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status;

ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members

iii. Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct:

iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;

v. Consistently treating individuals fairly and reasonably; and



vi. Ensuring adherence to the rules of soccer and the spirit of those rules.

b) Refraining from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behavior that constitute harassment include, but are not limited to:

- i. Written or verbal abuse, threats or outbursts;
- ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances;
- iii. Unwelcome remarks, jokes, comments, innuendo or taunts;
- iv. Leering or other suggestive or obscene gestures;
- v. Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- vii. Any form of hazing where hazing is defined as *"Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior team-mate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any team-mate based on class, number of years on the team, or athletic ability."*;
- viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
- ix. Unwelcome sexual flirtations, advances, requests, or invitations;
- x. Physical or sexual assault;
- xi. Behaviors such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment; and
- xii. Retaliation or threats of retaliation against an individual who reports harassment.

c) Refraining from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:

- i. Sexist jokes;
- ii. Display of sexually offensive material;
- iii. Sexually degrading words used to describe a person;
- iv. Inquiries or comments about a person's sex life;
- v. Unwelcome sexual flirtations, advances or propositions; and
- vi. Persistent unwanted contact.

d) Refraining from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;

e) Respecting the property of others and not willfully cause damage;



- f) Promoting soccer in the most constructive and positive manner possible;
- g) Adhering to all federal, provincial, municipal and host country laws; and
- h) Complying at all times with the bylaws, policies, procedures, rules and regulations of the MSA, including the **MSA Code of Conduct**, as adopted and amended from time to time.

**WORLD SOCCER ACADEMY**

January, 2014

Yours in Soccer

**Eduardo Badescu**

