

SECTION 3 – EXPECTATIONS OF CONDUCT

Policy Name: MALTREATMENT & DISCRIMINATION POLICY		Date of Approval:	Activation Date:
Approved By: LGF Board of Directors	Version: Version 1.0		
Review Cycle: Reviewed biennially by the LGF Policy Committee with any recommended amendments to be approved by the LGF Board of Directors.			

1.0 PURPOSE OF THIS POLICY

LGF is committed to promoting a sporting environment in which all Members/Athletes and LGF Representatives are able to participate in LGF Activities in a safe and inclusive environment, free from any form of abuse, Maltreatment, harassment, racism or discrimination, regardless of the level or capacity in which the Member/Athlete is participating.

LGF expects that its Members/Athletes and LGF Representatives within the scope of this Policy, conduct themselves in a prudent and reasonable manner, free from any form of abuse, Maltreatment, harassment, racism or discrimination. The purpose of this Policy is to define the behaviours which LGF considers to be forms of abuse, Maltreatment, harassment, racism or discrimination. LGF requires that all Individuals within the scope of this Policy refrain from engaging in, allowing, condoning or ignoring any behaviour that constitutes abuse, Maltreatment, harassment, racism or discrimination.

2.0 APPLICATION OF THIS POLICY

This Policy applies broadly, and includes the following persons while in attendance at or participating in any LGF Activities:

- 2.1 All Members/Athletes of LGF and LGF Representatives, which includes but is not limited to coaches and athletes;
- 2.2 All LGF Personnel;
- 2.3 All team managers, team support, judges, technical observers and other officials;
- 2.4 All other volunteers at LGF Activities; and
- 2.5 Parents, guardians, designated representatives and spectators.

MALTREATMENT AND DISCRIMINATION POLICY:

3.0 ZERO TOLERANCE STATEMENT

No Abuse, Maltreatment, Harassment or Discrimination: LGF has “zero tolerance” for any type of abuse, Maltreatment, harassment, racism or discrimination and supports the creation and maintenance of a Safe Sport Environment where all Members/Athletes can participate safely and free from any type of abuse, Maltreatment, harassment, racism or discrimination. LGF Representatives and Members/Athletes are required to report instances or suspected instances of any of the foregoing, where the perpetrator or target of such conduct is a Member/Athletes of LGF, or where such conduct takes place at a LGF Activity.

“Zero tolerance” is not meant to imply automatic expulsion from LGF, and describes LGF’s commitment that any incident involving abuse, Maltreatment, harassment, bullying, racism or discrimination shall be investigated and addressed pursuant to LGF’s Policies and procedures, in a timely manner. Any disciplinary sanctions shall be determined in accordance with the ***Complaints, Hearings and Discipline Policy & Procedure*** and may or may not include suspension or expulsion from LGF.

4.0 MALTREATMENT

Maltreatment is prohibited under this Policy and shall be understood as any volitional act by an Individual that results in harm or the potential for physical or psychological harm to another Individual and includes any of the behaviours or conduct described in this section.

- 4.1 **Psychological Maltreatment** is any pattern or single serious incident of deliberate conduct that has the potential to be harmful to the psychological Well-Being of an Individual. Psychological Maltreatment is determined by the objective behaviour, and not whether harm is intended or results from the behaviour. It includes:
 - 4.1.1 **Verbal Acts:** verbally assaulting or attacking an Individual, including but not limited to unwarranted personal criticisms; body shaming; derogatory comments related to an Individual’s identity (e.g. race, gender identity or expression, ethnicity, Indigenous status, ability/disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about an Individual to diminish their reputation; using confidential sport and non-sport information inappropriately. Verbal Maltreatment may also occur in online platforms.
 - 4.1.2 **Non-assaultive Physical Acts (no physical contact):** physically aggressive behaviours, including but not limited to throwing objects at or in the presence of others without striking another; hitting, striking or punching objects in the presence of others.
 - 4.1.3 **Acts that Deny Attention or Support:** acts that deny attention, lack of support or isolation including but not limited to ignoring psychological needs or socially isolating an Individual repeatedly or for an extended period of time; abandonment of an athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same.
- 4.2 **Physical Maltreatment** is any pattern or single serious incident of deliberate conduct that has the potential to be harmful to the physical Well-Being of an Individual. Physical Maltreatment is determined by the objective behaviour, and not whether harm is intended or results from the behaviour. It includes, without limitation:
 - 4.2.1 **Contact behaviours:** including but not limited to deliberately punching, kicking, beating, biting, striking, strangling or slapping another; and deliberately hitting another with objects;
 - 4.2.2 **Non-contact behaviours:** including but not limited to isolating an Individual in a confined space; forcing an Individual to assume a painful stance or position for no athletic purpose (e.g., requiring an Athlete to kneel on a hard surface); the use of exercise for the purposes of punishment; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; denying access to a toilet; providing alcohol to an Individual under the legal drinking age; providing illegal drugs or non-prescribed medications to an Individual; encouraging or knowingly permitting an Athlete to return to training prematurely following any injury or after a concussion and without the clearance of a medical professional; encouraging an Athlete to perform a skill for which they are known to not be developmentally ready.

- 4.3 **Sexual Maltreatment** includes, but is not limited to, any act targeting an Individual's sexuality, gender identity or expression, that is committed, threatened or attempted against that person, and includes but is not limited to the Criminal Code Offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and non-consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature.

Examples of Sexual Maltreatment include, but are not limited to:

- 4.3.1 Any penetration of any part of a person's body, however slight, with any object or body part by a person upon another person.
- 4.3.2 Any intentional touching of a sexual nature of any part of a person's body, however slight, with any object or body part by a person upon another person.

It shall not be considered Maltreatment if a certified coach of LGF touches any of the listed body parts of a Member or Athlete during a LGF Activity in a bona fide, incidental manner within the context of spotting where the touching occurred in the interests of the Member or athlete's safety.

- 4.4 **Neglect** is any pattern or a single serious incident of lack of reasonable care, inattention to an Individual's needs, nurturing or Well-Being, or omissions in care. Neglect is determined by the objective behaviour, but the behaviour must be evaluated with consideration given to the Individual's needs and requirements, not whether harm is intended or results from the behaviour.

Neglect, or acts of omission, include without limitation, when an Individual fails to protect and nurture the health and welfare of those in their care, such as not providing an athlete recovery time and/or treatment for a sport injury; denying adequate hydration or nutrition; chronic rejection; not being aware of and not considering an Individual's physical or intellectual disability; not considering supervision of an athlete during travel, training or competition; not considering the welfare of the athlete when prescribing dieting or other weight control methods (e.g., caliper tests); disregarding the use of Prohibited Substances or Methods by an athlete; failure to ensure safety of equipment or environment; failure to intervene when made aware of misconduct; allowing an athlete to disregard sport rules, regulations, and standards, subjecting Individuals to the risk of Maltreatment.

- 4.5 **Grooming** includes, without limitation, deliberate conduct by an Individual to sexualize a relationship with a Minor, and which includes making inappropriate behaviour seem normal and gradually engaging in 'boundary transgressions' which have been professionally identified to Canadian standards.

Examples of Grooming include, but are not limited to:

- 4.5.1 a degrading remark, a sexual joke, or sexualized physical contact;
- 4.5.2 adult participants sharing rooms with a minor who is not an immediate family member;
- 4.5.3 providing a massage or other purported therapeutic interventions with no specific training or expertise;
- 4.5.4 private Social Media and text communications (*as per Section 4.4.3 of the LGF Code of Conduct, the "Rule of Two" should be applied virtually when communication is completed through text message, email or other messaging applications between persons in a Position of Authority and Vulnerable Individuals*); and
- 4.5.5 sharing personal photographs; shared use of locker rooms; private meetings; private travel, and providing private gifts.

- 4.6 **Boundary Transgressions** can occur in relationships that involve a power imbalance. It is important that in relationships that involve a power imbalance that personal boundaries are respected and maintained at all times. It may be the case that a particular act or communication does not meet the threshold of any of the areas of Maltreatment outlined in this policy, but some acts or communications nonetheless are viewed as inappropriate. Even if the act in question does not, on its own, objectively cause harm to another person, a boundary transgression is nonetheless an act that should be corrected to ensure the safety and security of all members involved in sport.

Boundary transgressions can be major or minor, and there may be a need to be flexible in the way in which such boundary transgressions are addressed. A Boundary Transgression may trigger a process whereby the circumstances are reviewed and potentially resolved informally or formally investigated. Consequences can include the activation of the ***Complaints, Hearings, and Discipline Policy & Procedure*** or simply recording, and retaining/filing the circumstances of the boundary transgression and resolutions that took place.

- 4.7 **Interference with or Manipulation of Process** occurs when an Individual or LGF Representative violates this Policy by directly or indirectly interfering with a process instituted pursuant to this Policy or any other Policy of LGF by:

- 4.7.1 falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;
- 4.7.2 destroying or concealing information;
- 4.7.3 attempting to discourage an Individual's proper participation in or use of a LGF Policy or process;
- 4.7.4 harassing or intimidating (verbally or physically) any person involved in LGF processes before, during, and/or following any proceedings;
- 4.7.5 publicly disclosing an Individual's identifying information, without the Individual's agreement;
- 4.7.6 failing to comply with any temporary or provisional measure or other final sanction;
- 4.7.7 distributing or otherwise publicizing materials an Individual or LGF Representative gains access to during any investigation or Hearing, except as required by law or as expressly permitted; and/or
- 4.7.8 influencing or attempting to influence another Individual, LGF Representative, or person to interfere with or manipulate the process.

- 4.8 **Retaliation** occurs when an Individual takes an adverse action against any other Individual for making a good faith report of possible Maltreatment or for participating in any process found in LGF Policies, including those found in this Policy. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in LGF processes. Retaliation after the conclusion of investigation and sanction processes is also prohibited. Retaliation may be present even where there is a finding that no Maltreatment occurred and does not include good-faith actions lawfully pursued in response to a report of possible Maltreatment.

- 4.9 **Aiding and Abetting** is any act taken with the purpose of facilitating, promoting, or encouraging the commission of Maltreatment by an Individual or LGF Representative. These acts are prohibited. Aiding and abetting also includes, without limitation, knowingly:

- 4.9.1 influencing or attempting to influence another Individual, LGF Representative, or person to carry out or assist in carrying out the political or personal agenda of another Individual;

- 4.9.2 allowing any person who has been suspended or is otherwise ineligible to be in any way associated with sport or to coach or instruct Individuals;
 - 4.9.3 providing any coaching-related advice or service to an athlete who has been suspended or is otherwise ineligible; and
 - 4.9.4 allowing any Individual to violate the terms of their suspension or any other sanctions imposed.
- 4.10 **Failure by an Individual, LGF Representative or adult Member to Report Actual or Suspected Maltreatment of a Minor.** This obligation is ongoing and is not satisfied by making an initial report; instead, this obligation includes reporting to LGF, on a timely basis, all relevant information that the Individual, LGF Representative or adult Member is or becomes aware of and requires making a direct report to LGF. Any report shall include the personally identifying information of the potential minor (to the extent known), and any such information learned at a later date.
- 4.11 **Failure to Report Inappropriate Conduct** is when any Individual or LGF Representative who suspects or becomes aware of another Individual's or LGF Representative's inappropriate conduct, even if it is not defined as Maltreatment, has a duty to report such inappropriate conduct to LGF. Persons in a Position of Authority who become aware of any inappropriate conduct have a responsibility for reporting such conduct to LGF, as appropriate.
- 4.12 **Intentionally Filing a False Allegation** occurs when an allegation is false if the events or conduct reported did not occur and the Individual, LGF Representative or person making the report knows that the events or conduct did not occur. An Individual or LGF Representative shall not be considered to have filed a false allegation in cases where the allegation cannot be substantiated by supporting evidence but was nevertheless filed in good faith. An Individual or LGF Representative who makes a false allegation shall be subject to disciplinary sanctions pursuant to the ***Complaints, Hearings and Discipline Policy & Procedure*** which sanctions may include suspension or expulsion from LGF or termination of employment in the case of LGF Representatives.
- 4.13 **Harassment** is prohibited under this Policy and includes, but is not limited to, psychological harassment and refers to a course of vexatious conduct or comments and unwanted or coerced behaviours that the person knew or ought reasonably to have known would be unwelcome and inappropriate or otherwise offensive to another person or group of people.
- 4.13.1 Harassing behaviours include comments, conduct, actions, or gestures directed toward an Individual or group of Individuals, which are insulting, intimidating, humiliating, malicious, or offensive. An Individual or group may experience harassment as a result of their race or perceived race, ancestry, nationality or national origin, citizenship, place of origin, colour, ethnic or linguistic background or origin, religion, political belief, age, sex, sexual orientation, gender identity or expression, marital status, family status, social condition or disadvantage, physical or mental disability or related characteristics, disfigurement, criminal record, source of income, or any other prohibited ground of discrimination in accordance with applicable human rights legislation.
 - 4.13.2 Forms of harassment in sport may include, but are not limited to, physical harassment (e.g., pushing, shoving, hitting, pinching, grabbing), sexual harassment (e.g., vulgar, degrading or lewd comments, repeated propositions to engage in sexual conduct), emotional harassment (e.g., offensive or hostile expressions or gestures, put-down jokes, stalking), gender harassment, racial harassment, and homophobia (e.g., referring to someone's gender, race, sexual orientation or expression in negative, vulgar, or derogatory terms or exclusion of an Individual based on those grounds). A single incidence of a behaviour as described that has a

lasting harmful effect on a person or a group of people may constitute harassment.

- 4.14 **Bullying** is prohibited under this Policy and refers to physical, verbal, or psychological attacks or intimidations that may cause fear, distress, or potential harm to others. These behaviours often occur between peers and may be characterized as direct, overt attacks (e.g., pushing, hitting, threatening, mocking) or indirect, relational attacks, such as gossip, spreading rumours, threatening to end friendship as a way to control others' behaviour, and social exclusion. Bullying behaviours are typically repetitive in nature, however, a single instance of high intensity bullying may also qualify.
- 4.15 **Hazing** is prohibited under this Policy and refers to an abusive, often humiliating form of initiation expected of someone joining a group that degrades, or intentionally and recklessly endangers the mental and physical health of the person, regardless of the person's willingness to participate in the activity.
- 4.16 **Racism** is prohibited under this Policy and is a form of discrimination and prejudice against an Individual based on their race or ethnicity, and generally includes derogatory attitudes, negative or harmful emotional reactions, acceptance of racial stereotypes, or antagonism by an Individual against a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is a minority or marginalized.

5.0 DISCRIMINATION

Discrimination is prohibited under this Policy and refers to unfair or improper behaviour, whether intentional or not, that results in differential treatment of one or more Individuals and that is related to one or more of any grounds of discrimination prohibited by any applicable human rights legislation, including but not limited to:

- 5.1 Race or perceived race;
- 5.2 Ancestry, citizenship, nationality or national origin, colour, ethnic background or origin;
- 5.3 Religion or religious beliefs;
- 5.4 Age;
- 5.5 Sexual orientation, gender identity and gender expression;
- 5.6 Marital, civil or family status or association; and
- 5.7 Physical or mental disability.

6.0 COMPLAINTS

An Individual or LGF Representative who believes they have experienced abuse, Maltreatment, harassment, bullying, hazing, racism or discrimination, or who has witnessed abuse, Maltreatment, harassment, bullying, hazing, racism or discrimination where either the perpetrator or the victim of such conduct is a person described as being within the scope of this Policy, should file a Complaint to LGF pursuant to the ***Complaints, Hearings and Discipline Policy & Procedure***.

If you have reasonable suspicion or believe that danger or violence are imminent or that a participant is in immediate danger or risk, and/or is a victim of any form of abuse or neglect, you are required to:

- 6.1 Call 9-1-1 immediately and report the incident to law enforcement ;
- 6.2 Report the situation to LGF;

- 6.3 Help the participant withdraw from the situation, if possible; and
- 6.4 Inform others nearby of the situation, if possible.

7.0 RESPECT IN THE WORKPLACE

All LGF Personnel and LGF Representatives will be treated in a fair and respectful manner, and create a safe work environment free from the behaviours described above (4.0 Maltreatment). This also includes respectful communication within the workplace, free from humiliation, intimidation and any communication style that creates a hostile work environment.

8.0 PROHIBITION AGAINST RETALIATION

Retaliation occurs when an Individual or LGF Representative experiences or is subject to negative consequences due to reporting or participating in an investigation or related process. LGF will not condone acts of retaliation by its Members/Athletes or LGF Representatives within the scope of this Policy. See also the ***Complaints, Hearings and Discipline Policy & Procedure***.

Any Individual or LGF Representative protected under this Policy who believes that they or someone else has been subjected to retaliation should report such retaliation to LGF as soon as possible.