

# **North Shore Table Tennis Club Respect, Harassment and Bullying Policy**

The North Shore Table Tennis Club (the Club) is committed to providing an inclusive and healthy environment where everyone is treated with dignity and respect.

Workplace bullying and harassment are issues of growing concern everywhere. It can take many forms, including verbal aggression, personal attacks, and other intimidating or humiliating behaviors. If workplace bullying and harassment is not addressed, it can lead to lost productivity and anxiety..

Bullying and harassment is not acceptable or tolerated at the Club.

## **Purpose of Policy**

The purposes of the Clubs Respect Policy are:

1. To maintain a respectful facility that is free from bullying and harassment (sexual or other) including verbal inappropriate comments or hints
2. To ensure that all participants, coaches, staff, and volunteers understand the types of behaviors that are considered inappropriate.
3. To set procedures and mechanisms for reporting and dealing with inappropriate behaviour.

## **Coverage**

This policy applies to all participants, members, coaches, staff, and volunteers while engaged in any activity at the club or related to club activities, whether at the club or elsewhere while representing the club. Everyone will be treated in a fair and respectful manner.

## **Inappropriate Behaviours Defined**

1. Includes any inappropriate conduct or comment by a person towards another, that the person knew or reasonably ought to have known, would cause that other person to feel uncomfortable, hurt or offended.
2. Includes verbal aggression or insults, calling someone derogatory names, or disrespecting them.
3. Includes failure to abide by club policy or directions from Coaches or staff.
4. This policy also applies towards racism and homophobia.

## **Club Responsibility**

The Club is responsible for dealing with any inappropriate behaviour complaints or observations as fairly and discretely as possible. In administering this policy, except in extreme cases, the Club will respond with warnings for first instances. In the event of repeat or extreme cases the Club may suspend or ban offenders at its sole discretion.

## **Reporting contact**

Report any incidents or complaints to Administrator at [info@nsttc.ca](mailto:info@nsttc.ca)  
Incidents or complaints must be reported as soon as possible after experiencing or witnessing an incident. This allows for prompt incident investigation and action.