



WENTWORTH SKI RACING CLUB

RESPECTFUL WORKPLACE POLICY

Policy Statement:

Wentworth Ski Racing Club (WSRC) is committed to a healthy, safe and supportive workplace and is committed to providing a work environment that values diversity and where all persons are treated with respect and dignity. It is the right of all employees to work in an environment free from harassment, sexual harassment, and discrimination.

Harassment, sexual harassment, and discrimination (offensive behaviour) affect the workplace and the well-being of individuals and will not be tolerated. Whether the source of the offensive behaviour comes from within WSRC or outside, any allegation of offensive behaviour will be taken seriously and dealt with promptly. This policy promotes awareness, prevention, and prompt resolution of offensive behaviour.

It is the intent of this policy to promote employee involvement in resolving situations. Resolution through the informal process is encouraged, as is the use of mediation, at any stage.

The Nova Scotia *Human Rights Act* prohibits sexual harassment and discrimination on the basis of the protected characteristics set out in the Act. WSRC's policy goes beyond the parameters of this legislation by prohibiting other types of workplace harassment.

Definitions:

HARASSMENT is derogatory (e.g. condescending, insulting, belittling) or vexatious (e.g. aggressive, angry, antagonistic) conduct or comments that are known or ought reasonably to be known to be offensive or unwelcome and includes actions or comments that are directed at no person in particular but that create an intimidating, demeaning or offensive work environment. Bullying is a form of harassment.

DISCRIMINATION Means discrimination as defined under the Nova Scotia Human Rights Act.

OFFENSIVE BEHAVIOUR Means harassment, sexual harassment, or discrimination.

SEXUAL HARASSMENT i) Vexatious sexual conduct or a course of comment that is known or ought reasonably to be known as unwelcome, ii) A sexual solicitation or advance made to an individual where the other individual is in a position to confer a benefit on, or deny a benefit to, the individual to whom the solicitation or advance is made, where the individual who makes the solicitation or advance knows or ought reasonably to know that it is unwelcome, or iii) A reprisal or threat of reprisal against an individual for rejecting a sexual solicitation or advance iv) Comments, gestures or physical conduct of a sexual nature, or actions or comments with a sexual connotation or component that are directed at no person in particular but that create an intimidating, demeaning or offensive work environment, where an individual knows or ought to reasonably know that the behaviour is unwelcome.



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WORKPLACE Any place occupied by an employee as part of their employment which includes, but is not limited to, the WSRC Training Centre (Clubhouse and storage containers), Ski Wentworth lodge and hill, vehicle, training camps, WSRC-related travel, away races at other ski facilities, work-related social gatherings, or other location where an employee is engaged in activity associated with employment.

Policy Objectives

This policy seeks to:

- promote awareness for employees and create understanding as to what is considered offensive behaviour
- provide a work environment that is free from all forms of offensive behaviour
- provide a mechanism to have offensive behaviour addressed and eliminated from the workplace