

## **VBDS Harassment Policy**

### **Approved March 10, 2021**

#### **INTRODUCTION:**

The Board of the Victoria Ballroom Dance Society (VBDS) is committed to ensuring a positive and respectful environment for all participants in social and formal ballroom dance opportunities provided by VBDS, including but not limited to:

- Classes and workshops;
- Dances and outreach events;
- Practices and competitions;
- Board, committee, special or general meetings;
- Registration for membership, classes, events, etc.

This policy applies to all interactions and communication between members of the society as well as non members participating in VBDS ballroom dance activities, but it is not intended to constrain social interactions between individuals.

#### **DEFINITION OF HARASSMENT:**

Harassment is defined as conduct, comment, or display, by a person which is insulting, intimidating, humiliating, offensive or physically harmful. Types of behaviour which constitute harassment include, but are not limited to:

- unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
- condescending, patronizing, threatening or punishing actions which undermine self-esteem or diminish participation;
- inappropriate actions which cause awkwardness or embarrassment, negatively affect participation, or endanger a person's safety;
- unwanted or unnecessary physical contact including touching, patting or pinching;
- unwelcome repeated flirtation, sexual advances, requests or invitations which have been previously rebuked;
- any form of physical assault;
- any sexual offence including sexual assault;
- unwanted or threatening communications, including but not limited to verbal, written, email, or text.

#### **CONFIDENTIALITY:**

Every reasonable effort will be made by VBDS to keep all matters relating to a complaint confidential and to respect the rights of those involved in a complaint such that the names of the individuals involved will not be made public.

#### **ROLES & RESPONSIBILITIES:**

The President (or delegate) is responsible for overseeing this policy. In the event that an allegation involves the President, the Vice President will assume responsibility.