

# Fort Nelson Fitness and Athletics

## Bullying and harassment policy statement

There is zero tolerance for bullying and harassment at Fort Nelson Fitness and Athletics, in our facility or at any of our programming. All members and workers will be treated in a fair and respectful manner.

### Bullying and harassment

- (a) includes any inappropriate conduct or comment by a person towards a member and/or worker that the person knew or reasonably ought to have known would cause that member and/or worker to be humiliated or intimidated, but
- (b) excludes any reasonable action taken by Fort Nelson Fitness and Athletics relating to the management and direction of members, workers or the facility.

Examples of conduct or comments that might constitute bullying and harassment include verbal aggression or insults, calling someone derogatory names, harmful hazing or initiation practices, vandalizing personal belongings, and spreading malicious rumours.

Intent does not determine whether the behavior is bullying or harassment. A person cannot excuse his or her behavior by saying they did not intend it to be humiliating or intimidating.

### Workers and members must:

- not engage in the bullying and harassment of other workers and members
- report verbally or in writing if bullying and harassment is observed or experienced
- apply and comply with Fort Nelson Fitness and Athletics policies and procedures on bullying and harassment

### Application

This policy statement applies to all members, workers, including permanent, temporary, casual, contract, and student workers. It applies to interpersonal and electronic communications, such as email.

### Disciplinary Action

Disciplinary action ranges from temporary suspensions without refund, restrictions on memberships or employment and permanent ban of membership/employment.

### Annual review

This policy statement will be reviewed every year. All members and/or workers can view a copy of the policy at the front desk.