



EK Power Inc. Harassment Policy

1. Purpose

EK Power Inc. is committed to fostering a sport and work environment where all individuals are treated with respect and dignity. This policy aims to prevent harassment and abuse, outline unacceptable behaviours, and establish procedures for reporting and addressing incidents.

2. Scope

- a. This policy applies to all participants, parents/guardians, and coaches.

3. Definitions

- a. Harassment: Any unwelcome comment, gesture, or conduct that is insulting, intimidating, humiliating, degrading, or offensive. Examples include:
 - i. Written or verbal abuse or threats
 - ii. Physical assault
 - iii. Unwelcome remarks, jokes, or taunts about a person's identity
 - iv. Display of offensive material (e.g., sexually explicit, racist, or derogatory content)
 - v. Hazing, initiation rites, or intimidation
 - vi. Sexual harassment, including unwelcome advances, requests for sexual favours, or sexually suggestive conduct
 - vii. Retaliation against individuals for reporting harassment
 - viii. Neglect and abuse of children, including failure to provide safety and supervision

4. Policy

- a. **Objectives:**
 - i. Prevent discrimination and harassment based on race, ancestry, place of origin, ethnicity, citizenship, sex, sexual orientation, age, marital status, family status, ability, or religion.
 - ii. Establish clear expectations for acceptable behaviour.
 - iii. Provide a reporting mechanism for complaints and a process for resolution.
 - iv. Ensure all members are aware of their rights and responsibilities.

- b. **Confidentiality & Investigation:**

All complaints will be handled with strict confidentiality, except where disclosure is required for disciplinary or legal reasons. Investigations will be conducted promptly, fairly, and with due regard for the rights and dignity of all parties involved.



c. **Duty to Report:**

All individuals working with children and youth must report any suspicion of abuse or neglect to the appropriate child protection authorities and/or local police.

d. **Enforcement:**

Members found in violation of this policy will face disciplinary action, including suspension or removal from EK Power and Edge programs.

By enforcing this policy, EK Power and Edge aims to create a safe, inclusive, and respectful environment for all participants.

Failing to adhere to these guidelines may result in removal from the session or program.