



## Harassment Policy

The Marmora and Area Curling Club (the Club) is committed to providing an environment in which all individuals are treated with respect and dignity. Harassment will not be tolerated from any person in the Club. The Directors, Members and visitors to the Club are expected to uphold this policy, and will be held accountable should such an event occur.

### **Definition, per the Ontario Human Rights Code:**

“Harassment” means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

### **Guidelines:**

- Any person who is of the view that a person has acted or behaved inappropriately may bring the matter to the attention of the Chair of the Membership Committee.
- The Membership Committee will review and apply any disciplinary measures that may be applicable according to the Discipline Policy.