

## ***WORKPLACE BULLYING AND HARASSMENT***

1. All employees and members of Peace Arch Curling Club are to be treated with respect and dignity; bullying and harassment is not acceptable nor tolerated.
2. This policy shall form part of the Club's Policy Manual, be posted electronically, with all employees and members being made aware of it.
3. This policy applies to all workers and members and includes interpersonal and electronic communications. Individuals engaging in conduct contrary to this policy may be subject to disciplinary action; members may be asked to leave the club.
4. Bullying and Harassment may take many forms including, but not limited to, unwelcomed conduct or comment concerning race, religion, age, gender identity and sexual orientation, age, physical or mental disability and the spreading of malicious rumours. Sexual harassment includes any objectionable and unwelcomed sexual solicitations, physical touching, or advances.
5. Harassment does not include any reasonable action taken by the Club Manager or Directors relating to their normal managerial rights and responsibilities in directing operations, performance evaluations, and operations of the club.
6. Workers and members may not engage in bullying or harassment of other workers or members and shall report any such actions to the Club Manager or a Director if they are observed or experienced. All such reports will be considered seriously and investigated in an impartial manner.