

UCL Men's Football: Sexual Harassment Policy

1.0 **Sexual Harassment.** UCL Men's Football Club strictly prohibits any member from engaging in any form of sexual harassment that affects other members of the club or other clubs and societies.

1.1 **Definition.** Sexual harassment is unwanted and often persistent sexual attention and any other behaviour with sexual overtones that creates a hostile work or training environment. Verbal harassment may be directed toward an individual or be comments about an individual that are intended to be or actually are overheard. Specifically, sexual harassment may include written or verbal abuse or threats with sexual overtones, physical contact, sexually graphic literature, sexual advances, demands for sexual favours, sexually oriented comments, jokes, lewd comments or sexual innuendoes, taunts about body, dress, marital status or sexuality, singling out members of one sex or those with a particular sexual orientation for ridicule or devaluing athletic performance or self-respect, sexual or homophobic graffiti, practical jokes based on sex, intimidating sexual remarks, invitations or familiarity, dismissing the contributions of members of one sex or sexual orientation in meetings or training sessions, or other condescending or patronizing behaviour, physical contact such as fondling, pinching or kissing, sex-related vandalism, offensive phone calls or photos, and/or bullying on the basis of sex. Sexual harassment also includes all forms of sexual violence such as sexual assault, sexual battery, rape and sexual coercion, which will be referred to authorities as criminal matters.

(a) **Zero Tolerance.** Sexual harassment by any individual involved in Club activities shall not be tolerated. If observed, the senior committee members shall immediately act to ask the person to stop such behaviour and report such behaviour to the authority of the Student's Union or the Club president. Individuals engaging in sexual harassment shall be subject to immediate termination of association with the Club.

(b) **Confidentiality.** All sexual harassment complaints remain confidential unless such confidentiality affects the ability of the Club to maintain a safe environment. No punitive or retaliatory action will be taken against anyone who submits a sexual harassment or other complaint.

(c) **Suspension.** In cases of allegations, the club reserves the right to suspend members from club activities (training sessions, matches, socials) and will work to ensure the protection of the alleged victim pending an investigation by the club or the Student's Union.

The club pledges to an annual commitment to review the policy in detail with both populations accompanied by an encouragement to report violations, information on how violations should be reported, an assurance of "whistle-blower protection" and in the case of athletes, an assurance that a trusted advocate from the club or the Student's Union will be there for a confidential conversation and to act on behalf of the athlete.