



Sports for All - Get Involved

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HARASSMENT FREE - ZERO TOLERANCE

POLICY

Purpose Statement

1. The Municipality of West Perth (hereinafter referred to as West Perth) is committed to ensuring the safety of service users, spectators and staff in its ice recreational facility, and fostering a harassment free environment where there is **respect** for others, **reasonable behaviour** at all times and **responsibility** for all actions. Mitchell arena will exercise a Harassment Free – Zero Tolerance program to any form of harassment, inappropriate behaviour, violence or vandalism in its ice recreational programs, facility or property.
2. The Mitchell arena recreational programs, facility and property are a place that promotes learning, development and leisure. Mitchell arena wants to ensure that all users, spectators and staff feel safe while attending a program or when present at a recreational ice game or event.
3. This procedure outlines the measures and enforcement steps to be taken by arena staff, referees and local authorities in order to address spectators that engage in harassment, inappropriate behaviour or violence before, during and after an ice recreational game or event in the Mitchell arena.
4. The goal of this procedure is to promote a positive, safe, harassment free, enjoyable and supportive environment for all users, spectators and staff before, during and after each Mitchell ice recreational game or event.
5. Physical or verbal abuse by spectators directed towards referees, coaching staff, players or other spectators before, during or after a Mitchell ice recreational game or event will not be tolerated. Offending person(s) may be asked to vacate the Mitchell arena facility. A further banning may result pending review by the Harassment Free-Zero Tolerance committee. (Hereinafter referred to as HFZT).

Scope

1. This procedure applies to all spectators of Mitchell arena programs, facility and property including but not limited to patrons, guests, spectators, fans, parents, volunteers and staff.
2. Harassment, inappropriate behaviour and violence by spectators for the purpose of this procedure includes, but is not limited to, the following behaviours:
 - a. Loud verbal assaults by spectators directed at participants, referees, member of the public or arena staff deemed to be aggressive or intimidating or having the potential of inciting violence;
 - b. Threats and/or attempts to intimidate;
 - c. Throwing of articles in a deliberate or aggressive manner;
 - d. Aggressive approaches to another individual (physical/verbal assault);
 - e. Physical striking of another individual
 - f. Attempts to goad or incite violence in others;
 - g. Racial, ethnic, religious, linguistic or sexual orientation slurs;

Education

1. The HFZT committee with its community partners, will undertake a promotional and educational campaign aimed at raising awareness among parents, participants, volunteers, referees, spectators and patrons of the importance of their role in creating a positive harassment free atmosphere in our Mitchell arena;
2. In addition, necessary and required ongoing training and education will be provided to staff and volunteers to support the implementation of this policy.

Duty to Report

1. The Mitchell arena's primary concern is the safety of the service users, and its staff. If at any time users, or arena staff feel personally threatened, they are to call the Police immediately. **It is NOT the expectation that staff or users put themselves at risk or jeopardize one's safety in dealing with any perceived or real situation;**
2. The Mitchell arena staff, referees, Mitchell Minor Sports Executives, HFZT committee, and local authorities are expected to complete a HFZT incident report form following acts of harassment, violence, or inappropriate behaviours related to ice recreational games or events. They then convey the report to the arena manager or designate who will review with the Harassment Free-Zero Tolerance committee;
3. Patrons of the Mitchell arena are to report acts of harassment, violence, or inappropriate behaviours to a Mitchell arena staff member and/or a designated person of the appropriate organization as soon as possible within 24 hours;
4. All incidents of violence and or threatening situations must be reported to the Police;
5. Organizations dealing directly with acts of harassment, violence, or inappropriate behaviour related to ice recreational games or events are required to inform the Mitchell arena staff member as soon as possible within 24 hours; a HFZT incident report form is to be completed and submitted to the arena manager or designate who will review with Harassment Free-Zero Tolerance committee next scheduled meeting.

Enforcement Options/Steps

Mitchell arena staff, Mitchell Minor Sports Executives, HFZT committee members and referees will take appropriate actions when incidents pertaining to this procedure occur in the Mitchell arena. **Mitchell arena staff, Mitchell Minor Sports Executives and referees** are authorized to act if spectators engage in any inappropriate behaviour, harassment or violence observed or reported in the following instances;

- a. Observation of inappropriate behaviour, verbal abuse, harassment;
- b. Observation (or potential) of any physical violence;
- c. Observation of potential threat;
- d. The request of a community group or individual who, as part of their operations, are threatened, intimidated, or persistently disrupted for the purpose of inciting negative activity.

Procedure

1. Upon witnessing or suspecting physical violence; contact the Police immediately;

- a. Arena staff member, a Mitchell Minor Sports Executive or HFZT committee member (only) advise identified party, **(without jeopardizing one's safety and keeping a safe distance)**, to stop the activity or behaviour immediately. Inform the party the police have been called. **Do not engage in argument or physical confrontation** but wait for the Police to arrive;
- b. Police and arena staff are to remove the party from the facility and record the person(s) personal information for further contact;
- c. Arena staff and Mitchell Minor Sports Executive member(s) involved are to prepare a HFZT incident report form and submit to arena manager or designate as soon as possible within 24 hours to be reviewed by HFZT committee at next scheduled meeting.

2. Upon witnessing continued inappropriate behaviour, harassment or verbal abuse:

- a. Arena staff member, Mitchell Minor Sports Executive or a HFZT committee member (only) advise identified party, **(without jeopardizing one's safety and keeping a safe distance)**, to stop the activity or behaviour immediately or the police will be called and they will be asked to leave the facility;
- b. If inappropriate behaviour, harassment or verbal abuse continues, **do not engage in argument or physical confrontation** call police and wait for them to arrive;
- c. (Referee only) center out the person(s) by pointing to them and then to the HFZT sign as a friendly reminder to change their behaviour;
- d. (Referee only) if, inappropriate behaviour, harassment or verbal abuse continues, referees are to inform home team bench to call the police and have the party removed;
- e. During special events i.e. tournament , the home team bench is responsible to get the Tournament Convenor or designate to speak with the Referee immediately;
- f. The arena staff member is required to keep an eye on the offending party at a safe distance while waiting for police
- g. Police and arena staff will remove the offending party. The arena staff member will issue a minimum 24 hour suspension from the facility;
- h. The HFZT incident report form is to be prepared and submitted to the arena manager or designate as soon as possible within 24 hours. The HFZT incident report form is to be reviewed by the HFZT committee at the next scheduled meeting;
- i. All parties involved shall cooperate and support the Police during any investigation and prosecution process resulting from any charges laid;
- j. All arena staff, Mitchell Minor Sports Executives, HFZT committee members and referees are to be trained and sign off on this procedure before **dealing with any perceived or real situation.**

Harassment Free – Zero Tolerance (HFZT) Committee

The Harassment Free-Zero Tolerance committee is a sub-committee of the Mitchell Minor Sports board. It is our goal that the board will be comprised of the following members;

- A member of Mitchell Minor Sports
- A local referee (official)
- The Manager of the Mitchell Arena
- A member of West Perth Council
- A member of our local authority (Police)
- A member of the Mitchell Minor Sports Hockey Executive
- A member of the Mitchell Minor Sports Ringette Executive
- A Secretary

Refer to the Mitchell Minor Sports website for a list of current members.

The purpose of this committee is to create and implement a HFZT program.

Our goal is to eliminate or at least reduce the amount of incidences of physical or verbal abuse and harassment by spectators directed towards referees, coaching staff, players or other spectators before, during or after a sports function at Mitchell arena.

The HFZT committee will also undertake a promotional and educational campaign to inform parents, participants, volunteers, referees, spectators and patrons of the HFZT program policy and procedure.

The HFZT committee will review all HFZT incident report forms for the purpose of making future beneficial decisions to our program and procedure to help us meet our goal. HFZT committee, in conjunction with the arena manager or designate will be responsible for assessing the suspensions. A suspension policy guideline has been created to reflect consequences of the offender's action.

This committee will meet the last Wednesday of each month for two hours prior to the Mitchell Minor Sport meeting or additional meetings as deemed necessary. Excluding June, July, August and December.

Harassment (defined as “engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome);

Consequences of Non-Compliance

1. Individuals who engage in a harassment or unacceptable behaviour, as defined in this procedure, and have been removed by police from the Mitchell arena will be suspended immediately from the premises by arena staff or designate for a minimum of 24 hours. Further suspension may apply depending upon severity of the incidents and/or number of repeat offences.
2. The HFZT committee will review all HFZT incident report forms for the purpose of making future beneficial decisions to our program and procedure to help us meet our goal. HFZT committee, in conjunction with the arena manager or designate will be responsible for assessing the suspensions. A suspension policy guideline has been created to reflect consequences of the offender's action.
3. The arena manager or designate has the right to notify all affiliated Mitchell Sports Associations involved with Mitchell Arena of individuals who are suspended or individuals who received a letter of trespass from the Mitchell arena facility.

Appeal Process

Individual(s) wishing to appeal any disciplinary measure may present their case in writing to the arena manager or designate.

Appendices

Appendix A – Incident Report Form