



WINDSOR CENTRAL LITTLE LEAGUE

WINDSOR CENTRAL LITTLE LEAGUE HARASSMENT AND ABUSE POLICY

The WCLL is a youth orientated baseball program dedicated to providing an organized environment to the residents of Windsor Central's boundaries.

The WCLL must Endeavour to provide a sports environment free from all forms of harassment and abuse. Our members will be treated with respect and dignity. Each individual has the right to participate in a program that promotes equal opportunities and prohibits discrimination.

By providing a harassment free environment, we will promote the growth of volunteerism and the development of our players. We are committed to the education of all our members so that they can understand the harm, both physical and emotional, that can take place in an environment where harassment is allowed.

Each member of WCLL will be aware of their responsibilities in eliminating harassment and abuse from our association. There will be zero tolerance for all forms of harassment.

When it does occur, it will be dealt with swiftly and fairly, taking the utmost care to protect the privacy of everyone involved in the incident. Together, we can make this possible, our members deserve no less.

PLAYERS

The players are our most important members. From their earliest involvement to the time they leave us, their growth as ball players and young adults depends on our commitment to provide them with a harassment free environment in which to develop these skills. Their wellbeing must be protected not only on the ball diamonds but whenever they are involved in any WCLL activity. We are legally and morally bound to protect them from all forms of harassment. Sports are meant to be a time to develop not only baseball skills, but also life skills.

VOLUNTEERS

Volunteers by definition are the backbone of our association. We depend on their dedication and unique skills and talents to fill the different positions needed to provide a baseball program. Volunteers run WCLL. Their willingness to spend long hours away from their own families, providing opportunities for the sons and

daughters of our members are at times under appreciated. All members of WCLL owe these people a vote of confidence, our respect and our thanks. For these reasons and many others, we must provide rules, guidelines and a risk free environment allowing them to continue providing the leadership that makes WCLL successful.

PARENTS

Parents are also stakeholders in the Harassment and Abuse Policy. They must feel comfortable with our efforts to provide their sons and daughters with a safe and harassment free environment to play baseball. They must know we are doing everything possible to protect their children.

Parents must know our policy and their part in making the policy successful. The safety of their children should be their primary concern, wins and losses must take second place to safety.

CHILD ABUSE DEFINED

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care, which caused physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust.

EMOTIONAL ABUSE

Emotional abuse is a chronic attack on a child's self esteem; it is psychologically destructive behavior by a person in a position of power, authority or trust. It can take the form of name calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child's needs.

PHYSICAL ABUSE

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling the hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

SEXUAL ABUSE

Sexual abuse is when a young person is used by an older child, adolescent or adult for his or her own sexual stimulation or gratification. There are two categories:

1) Contact

- Touched or fondled in sexual areas
- Forced to touch another's sexual areas
- Kissed or held in a sexual manner
- Vaginal or anal intercourse
- Forced to perform oral sex
- Vaginal or anal penetration with a finger or object
- Sexual hazing

2) Non-contact

- Obscene phone calls
- Flashing
- Shown pornography
- Forced to watch sex acts
- Intrusive questions and comments
- Indecent exposure
- Forced to pose for sexual videos or photographs

NEGLECT

This may occur in baseball when injuries are not adequately treated or players are made to play with injuries, equipment is inadequate or unsafe, no one intervenes when team members are persistently harassing another player, or road trips are not properly supervised.

HARASSMENT

Behavior including comments, conduct or gestures which is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals or behavior which creates an uncomfortable environment, or which might reasonably be expected to cause embarrassment, insecurity, discomfort, offense or humiliation to another person or group, including but not limited to:

- Written or verbal abuse or threats
- Physical assault
- Unwelcome remarks, jokes, innuendos, or taunting about a person's body, sexual orientation, attire, age, marital status, ethnic or racial origin, religion, etc.
- Displaying of sexually explicit, racist or other offensive or derogatory material, sexual, racial, ethnic or religious graffiti
- Practical jokes which cause awkwardness or embarrassment, endangering a person's safety or negatively affecting performance
- Hazing or initiation rites
- Leering or there suggestive or obscene gestures
- Intimidation
- Condescension, paternalism, or patronizing behavior which undermines self respect or adversely affects performance
- Comment, conduct gestures or contract of a sexual nature that is likely to cause offense or humiliation or that might be perceived as placing a condition of a sexual nature on selective or advancement
- False accusations or harassment motivated by malice or mischief and meant to cause harm, are considered to be harassment
- Acts of retaliation towards an individual making a harassment complaint

DISCIPLINE IN SPORT

Discipline is an indispensable part of baseball and should not be confused with discrimination or harassment. However, it is a vital importance that those in authority:

- Set and communicate performance and training standards to all participants
- Ensure that training involving touching or other physical contact occurs in an appropriate setting and only after informed consent has been sought and received
- Be consistent and non-harassing in taking a corrective or punitive action
- Use non-harassing terminology; address individuals by name and avoid the use of derogatory, slang or offensive terms.

POSSIBLE SIGNS OF HARASSMENT & ABUSE

Your child may not always tell you there is a problem. You know your child best so be aware of unexplained behavior changes such as

- suddenly becoming aggressive
- quitting the team or being reluctant to return to the sport activity.
- Sleep disorders
- Emotional disorders
- Sliding grades at school
- Changes in appetite
- Fear of washrooms, locker rooms, or closed doors
- Running away
- Sudden and disproportionate interest in sex for their age

It is important to note that sexualized behavior in children is the result of sexual abuse, not its cause

- reluctance to talk
- frequent vomiting

There may be obvious physical signs such as:

- bruises
- scratches
- inflammation
- lesions
- bleeding
- genital injuries
- sexually transmitted diseases
- pregnancy

Be vigilant and talk to your child if you see one or more of these signs, but bear in mind that these symptoms do not always indicate abuse.

DUTY TO REPORT

WCLL realizes that persons working closely with children and youth have a special awareness of abusive situations. Therefore, these people have a particular responsibility to ensure the safety of Canada's young, by knowing their provincial protection acts and following through as required.

Every province and territory in Canada, except the Yukon, has mandatory reporting laws regarding the abuse and neglect of children and youth. Consequently, it is the policy of WCLL and any WCLL volunteer or WCLL partner (parent or guardian) who has: Reasonable grounds to suspect that a participant is or may be suffering, or may have suffered from emotional, physical abuse and neglect and/or sexual abuse shall immediately report the suspicion and the information on which it is based to the local child protection agency and/or the local Police Service. In Ontario, a person is considered a child up to the age of 16 years.

Those involved with WCLL in providing baseball opportunities for participants understand and agree that abuse or neglect, as defined above, may be the subject of a criminal investigation and/or disciplinary procedures. Failure to report an offense and thereby, to provide safety for participants may render the adult who keeps silent legally liable for conviction under provincial legislation.

CODE OF CONDUCT

This Code of Conduct identifies the standard of behavior, which is expected of all WCLL members and participants, which for the purposes of this policy shall include all players, parents, managers, coaches, Empires, volunteers, directors, officers, committee members, involved in WCLL activities and events.

WCLL is committed to providing an environment in which all individuals are treated with respect. Members and participants of WCLL shall conduct themselves at all times in a manner consistent with the values of WCLL, which include fairness, integrity and mutual respect.

During the course of all WCLL activities and events, members shall avoid behavior which brings WCLL or the sport of baseball into disrepute, including and not limited to abusive use of alcohol, the use of non-medical drugs and the use of alcohol by minors.

WCLL members and participants shall at all times adhere to WCLL operational policies and procedures, to rules and regulations governing WCLL events and activities, and to the rules and regulations governing and competitions in which the member participants on behalf of WCLL.

Members of WCLL shall refrain from comments or behavior, which is disrespectful, offensive, abusive, racist or sexist. In particular, behavior which constitutes harassment or abuse, will not be tolerated, and will be dealt with under the WCLL Harassment and Abuse Policy.

Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the disciplinary policy of WCLL. Such action may result in a member losing the privileges which come with membership in WCLL, including the opportunity to participate in WCLL activities and events, both present and future.

GAME OFFICIALS

Empires and official score keepers are an integral part of the game of Baseball. They have an important role to play in ensure that play is safe, fair and enjoyable – that teams strive to win. Play is still conducted “In the spirit of the game”

The onus on Empires is to be fair to both teams in the enforcement of the rules. Empires must treat the players, managers, coaches and other game officials and spectators with respect, and in return, should be treated with respect before, during and after games. Empires must handle games and players in a manner that promotes fair play and good sportsmanship.

Empires should not have to tolerate harassment from spectators, parents, players, Manager or Coaches. They have the full support of WCLL. Those who are responsible for subjecting Empires to harassment may be removed from the park and subject to further disciplinary measures as determined by the Board of WCLL.

RATE YOUR RESPECT OF THE GAME

How much do you respect the game of baseball and all its participants? Take this simple test to see how you rate. Check off the statements that apply to you:

- The safety of the participants in the game is more important than the final score.
- I value the contribution of the Manager/Coach in developing the player's talents, even though I may not always agree with his or her methods.
- I understand that Empires do not make the rules, they only apply them.
- I understand that children learn from adults, and my behavior reflects what I want children to learn.
- I understand that Empires are responsible for ensuring that the game is played in a safe and fair manner for all participants.
- I understand that players, Coaches, managers and Empires are learning the game, and mistakes will be made in the learning process.
- I may not cheer for the opposition team, but I will also not cheer against or verbally abuse them.
- I understand that the bigger reason for players and Empires quitting the game is abuse.

POLICE RECORD CHECK CRITERIA

Who should get a police record check?

Police record checks are an essential part of this association's ongoing management of volunteers. Police checks will be required every year. Record checks will be required for the following individuals:

- WCLL Board Members
- WCLL Team Managers & Coaches
- All other volunteers who: come in direct contact with players on a consistent basis, and those who are responsible for handling funds either for a team, or other association related functions

CRITERIA FOR ACCEPTANCE AS A VOLUNTEER WITH WCLL

Those individuals whose police check show conviction or pending charges for Physical or Sexual assault, and indictable criminal offenses for child abuse, during any point in their lifetime are not acceptable candidates for a volunteer position with WCLL. These applicants will not be permitted to participate in any way, or in any capacity with this association.

Those individuals with outstanding Criminal code convictions (other than physical or sexual assault, and child abuse) 5 years old or more recent, or have charges pending for certain offenses will not be accepted for a direct service position with this association. These offenses include but are not limited to:

- Current prohibitions or probation orders forbidding the individual to have contact with children under the age of 14
- Outstanding convictions or charges pending for any violent offense, whether or not it involved weapons
- Outstanding convictions or charges pending for criminal driving offenses, including but not limited to impaired driving.
- Individuals with outstanding convictions (5 years older or more recent), for provincial offenses related to a bona fide occupational requirement or qualification, may be excluded from a position of trust, depending on the circumstances
- Applicants may be rejected as a result of other information gained during the police records check process or thorough the screening process as a whole, or as a consequence of other factors. The applicant has the right to know why he or she is being refused, and may appeal to the Board of Directors in writing.

It should be noted that every volunteer, once accepted, is obligated to inform the appropriate association executive if he or she is charged, tried or convicted of any offense under the criminal code or under other provincial or federal statutes. That is if the offense is relative to a position of trust held by the individual. If charges are pending while volunteering for WCLL, that individual will be suspended pending resolution, or that individual can resign and return when their situation has been resolved. (In accordance with WCLL Police check policy).

PARENTS BEHAVIOUR

It's natural for parents to be concerned about how their child is being coached and the methods utilized, if you have serious concerns, bring the issue to the

attention of the VP of your division to arrange a meeting with the coach. By discussing your concerns calmly and rationally, you should be able to resolve the problem.

Confrontations between Managers/Coaches and parents that are driven by emotion usually end with a bad result. These confrontations have on occasion escalated from verbal to physical exchanges and there have been cases where coaches have been seriously injured.

PARENT/GUARDIAN GRIEVANCE PROCEDURE

If a parent or guardian has a concern and would like to speak to the coach, he or she must first contact the V.P. of the division.

After a twenty-four hour waiting period, the VP will arrange a meeting between the parent/guardian, manager & coach. If the issue is not resolved to the satisfaction of all parties, it may be referred to the President of WCLL via the WCLL Incident Report Form.

It should be noted that incident forms will not be accepted once 30 days have passed after the incident. This does not apply to sexual/physical abuse.