

Pointe-Claire Canoe Kayak Club Anti-Bullying Policy

The City of Pointe-Claire recognizes that a club should be a place that is physically and emotionally safe and secure. To protect the rights of all members and groups for a safe and secure environment, the canoe club prohibits acts of bullying, harassment, and other forms of aggression and violence.

Bullying is any gesture, written, verbal, graphic, or physical act that is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress. It may also be motivated either by bias or prejudice based upon any actual or perceived characteristic, such as race, colour, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression. Bullying and harassment also includes forms of retaliation against individuals who report or cooperate in an investigation under this policy. Such behaviours are considered to be bullying or harassment whether they take place on or off the canoe club property.

Bullying is conduct that meets all of the following criteria:

- is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress;
- is directed at one or more members;
- is conveyed through physical, verbal, technological or emotional means;
- substantially interferes with educational opportunities, benefits, or programs of one or more members;
- adversely affects the ability of a member to participate in or benefit from the programs or activities by placing the member in reasonable fear of physical harm or by causing emotional distress;
- is based on a member's actual or perceived distinguishing characteristic (see above), or is based on an association with another person who has or is perceived to have any of these characteristics.

The Pointe-Claire Canoe Kayak Club will intervene in any cases of bullying. Avoiding the bully may be helpful, but it is not an adequate solution. Resolution is possible only by working through the situation with everyone involved. We take bullying seriously and will investigate each situation as thoroughly as necessary.

First Responders are those staff involved in the initial intervention.

The staff member must...

1. Intervene to stop the incident
2. Calmly separate the parties involved
3. Escort both members to speak the second responder
4. Complete the appropriate tracking sheet to be submitted to the management

Resolution:

Our response to bullying includes four main goals:

1. Encourage communication
2. Develop empathy
3. Promote accountability
4. Enhance pro-social behaviour



Action that the Pointe-Claire Canoe Kayak Club will take:

1. Meeting with members involved
2. Communication with parents (if needed)
3. Apply the 3-strike rule.