

# **Warrington Baseball**

Anti-Harassment Policy

## **Warrington Baseball – Anti- Harassment Policy**

It is the policy of the Warrington Baseball Organization (hereafter referred to within this document as the *Organization*) to provide an environment in which all individuals are treated with respect and dignity and each individual has the right to participate in an atmosphere that encourages teamwork, sportsmanship and fellowship and prohibits discrimination and harassment.

The term *individuals* within this document shall include players, parents/guardians, coaches and the Organization's Board Members.

Harassment or discrimination against any individual on any basis, including race, color, religion, gender, sexual orientation, age, disability, marital status or citizenship will not be tolerated. Harassment is defined as verbal or physical conduct that denigrates or shows hostility or aversion toward an individual for the purpose of creating an intimidating, hostile or offensive environment.

The Organization encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of the Organization to investigate such reports. Furthermore, the Organization prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.

The Organization encourages individuals who believe they are being subjected to such conduct to promptly advise the offender that his or her behavior is unwelcome and request that it be discontinued. This action alone will often resolve the problem. The Organization recognizes, however, that an individual may prefer to pursue the matter through the following formal complaint procedure.

If, for any reason, an individual does not wish to address the offender directly or if such action does not successfully end the offensive conduct, the individual should notify the Head Coach for that team. If the situation cannot be resolved by this process, the player, parent/guardian or Head Coach is to make the Organization President aware of what has transpired. The matter will then be addressed by the Organization President's scheduling of a meeting between the Organization's Review and Resolution Committee and the player, parents/guardians, and the team Head Coach. Upon the conclusion of their investigation, it is the responsibility of the Review and Resolution Committee to present their recommendation to the Board Membership on how to proceed. The Organization President will contact the players and/or parents/guardians with the Organization's response to their complaint.

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Any reported allegations of harassment, discrimination or retaliation will be investigated promptly. The investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge. Confidentiality will be maintained throughout the investigatory process to the extent consistent with adequate investigation and appropriate corrective action.

Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy and like harassment or discrimination itself, will be subject to disciplinary action. Acts of retaliation should be reported immediately and will be promptly investigated and addressed.

Misconduct constituting harassment, discrimination or retaliation will be dealt with appropriately. Responsive action, for example, may include a warning and/or disciplinary action such as temporary suspension or expulsion from the Warrington Baseball program, as the Organization believes appropriate under the circumstances.

The Organization has developed this policy to ensure that all of its individuals can participate in an environment free from harassment, discrimination and retaliation. The Organization will make every reasonable effort to ensure that all concerned are familiar with these policies and aware that any complaint in violation of such policies will be investigated and resolved appropriately.

## **Warrington Baseball – Board of Directors**

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