

# Caltaf Anti-Harassment Policy

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## Policy Statement

1. Caltaf is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. We are committed to providing opportunities to individuals in the sport of athletes to reach their potential in fitness and excellence. Each individual has the right to participate and work in an environment, which promotes equal opportunities and prohibits discriminatory practices.
2. Harassment is a form of discrimination and is prohibited by the *Canadian Charter of Rights and Freedom* and by the *Human Rights Legislation* in every province and territory in Canada.
3. Harassment is offensive, degrading and threatening. IN the extreme forms, harassment can be an offence under Canada's *Criminal Code*. However, it is equally as serious in less extreme forms because constant intimidation and humiliation are threatening and create a hostile environment for individuals who experience them.
4. Caltaf is committed to providing a sport and work environment free of harassment on the basis of race, national or ethnic origins, colour, religion, age, sexual orientation, marital status, family status, disability or pardoned convictions.
5. Caltaf supports the Anti-Harassment Policy as presented by Athletics Alberta. The policy can be downloaded from [www.athleticsalberta.com](http://www.athleticsalberta.com). Caltaf requires their membership to agree to this policy when joining Caltaf.