

POLICY NAME ANTI-HARRASMENT - PATRONS

POLICY NUMBER 3.1.9

CATEGORIES

DATE PROPOSED: 4/15/2019

DATE OF VOTE: 4/17/2019

ACCEPT (Y/N): Y

It is the goal of the Ice Sports Center (ISC) to provide a pleasant environment for athletic training and recreation free from all forms of harassment. The ISC does not tolerate harassment of patrons or others based on, or related to, race, creed, color, national origin, sex, sexual orientation, gender identity, political or religious affiliation, or any other protected class. This policy applies to the actions of all participants, officials, coaches, spectators, volunteers, employees and independent contractors, as well as any other individuals on facility grounds.

Harassment includes any pattern of physical and/or non-physical behaviors that are intended to:

- cause fear, humiliation or annoyance;
- offend or degrade;
- create a hostile environment; and/or
- reflect discriminatory bias

in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability.

Examples of harassment prohibited by this policy include such non-physical offenses as:

- use of derogatory terms or descriptions of an individual or group of individuals based on race, color, religion, national origin, age, or disability;
- stating stereotypical classifications concerning the race, color, religion, national origin, age, or disability, of any individual or group of individuals;
- display of signs, pictures, cartoons, written statements or other material that denigrates or discriminates against any person based on one's race, color, religion, national origin, age, or disability;
- withholding or reducing practice or playing time to a participant based on his/her sexual orientation, gender expression (not to include prohibitions on participation when eligibility is based on gender), disability, race, religion, skin color, ethnic traits or any other legally protected grounds; and/or
- general harassment, pushing, shoving, or other intentional acts perpetrated in whole, or in part, because of an individual's race, color, religion, national origin, age, or disability

Any ISC patron, participant, coach, volunteer, parent or spectator who engages in any act of harassing behavior will be subject to appropriate disciplinary action, including, but not limited to, suspension, permanent suspension and/or referral to law enforcement authorities. The severity and pattern, if any, of the harassing behavior and/or result will be taken into consideration when disciplinary decisions are made. (See also Policy 3.1.6 – Patron Disciplinary Actions).

COMMENTS: