
Harassment Prevention and Volunteer Screening

Newmarket Soccer Club
November 2006

1997 Canada Games Survey

Question: “have you ever experienced the following types of harassment in your sport?”

■ Racial	8.7%
■ Physical	11.0%
■ Sexual	12.6%
■ Sexual Orientation	12.8%
■ Verbal Abuse	25.1%
■ No harassment	52.1%

1997 Canada Games Survey

Question: Who initiated the harassment you experienced?

■ Coach	24.7%
■ Official	14.2%
■ Teammate	29.6%
■ Spectator	21.9%
■ Parent	13.6%
■ Other	16.4%

1997 Canada Games Survey

Question: Reasons why people are reluctant to report harassment?

■ Fear of being cut from the team	38.0%
■ Fear of not being believed	36.4%
■ Ashamed/embarrassed	51.0%
■ Loyalty to coach/team	28.9%
■ Don't know who to talk to	27.2%
■ No harassment	52.1%

How is Harassment Displayed

- Taunting
- Bullying
- Put-Downs
- Touching
- Exclusion/Isolation
- Threats
- Swearing/Language
- Performance-based comments

Myths and Facts

- **Harassment is harmless**
- **Sexual Harassment is a normal interaction between the sexes**
- **A firm “no” will discourage unwanted sexual attention**
- **Now that everyone is up in arms about sexual harassment, I have to change my entire behaviour. I can't even socialize with a co-worker or joke with my athletes**
- **People often make false charges of harassment**

Examples of Recent Cases

- Fondling (coach/player)
- Racial slurs (player/player)
- Isolation (coach/player)
- Uttering threat (coach/player)
- Choking (coach/player)
- Sexual touching (referee/player)
- Verbal/written abusive behaviour (Board/Board)
- Stalking (coach/player)

What you need to do

- Never be alone with player or young official
- Keep your hands to yourself
- Respect another's "personal space"
- Instruct, don't insult!
- Be smart about your choice of words!

RISK AREAS

- Change Rooms
- Away travel
- Transportation
- On field behaviours (personal space-boundaries)

Precautions

- Senior Teams – Youth players
- Tournament Volunteers –
Houseleague/Competitive/Rep

Screening – Why is it important?

- Historical Background

Legal Principles

- Duty of Care
- Vicarious Liability

- Supreme Court of Canada

Volunteer Screening Risk Ratings

- High Risk
- Medium Risk
- Low Risk

Screening Measures

High Risk

- Application
- Police Check
- Reference Check
- Interview
- Evaluation by Club

Medium Risk

- Application
- Police Check
- Reference Check (optional)

Low Risk

- Application
 - Reference Check (optional)
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Volunteer Screening

- Legal responsibility
- Ensures we entrust our children to the right people
- Reduces risk to all involved

Resources

District Harassment Officers

Ontario Soccer Provincial Harassment Officers

Chair, OSA Harassment/Volunteer Screening

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