

Kereluk Road Recreation Society

Bullying and Harassment Policy

POLICY STATEMENT

- 1) KRRS is committed to creating an environment in which all individuals are treated with respect and dignity. Bullying or Harassment is not acceptable and will not be tolerated.
- 2) Respectful conduct incorporates courtesy, civility and consideration for others. It respects others and avoids behaviours which would unnecessarily have a negative impact on them. It involves taking responsibility for one's communication and behavior.
- 3) All KRRS members and their visitors who attend KRRS's property at Kawkawa Lake are required to abide by this policy.

DEFINITIONS

Bullying and Harassment means any inappropriate behaviour (conduct or comment) by a person towards another person utilizing the property at Kawkawa Lake, which the person reasonably should have known would cause that person to be humiliated or intimidated. Bullying and Harassment can include:

- (a) Verbal aggression, threats, assault or violence;
- (b) Outbursts of anger or yelling;
- (c) Spreading malicious or rumors or gossip;
- (d) Use of derogatory names;
- (e) Vandalizing personal belongings;
- (f) Personal attacks based on someone's private life or personal traits;
- (g) Profane, disrespectful, intimidating, insulting, or demeaning written or verbal communication including posts on social media; and/or
- (h) Engaging in unwanted practical jokes or ridicule.

"KRRS" for the purposes of this policy means Kereluk Road Recreational Society.

POLICY

Intent does not determine whether a behaviour is Bullying or Harassment. A person cannot excuse their behaviour by claiming that they did not intend to bully or harass.

This policy is not intended to limit or constrain the reasonable exercise of KRRS Directors' functions within the society. As such, bullying and harassment does not include reasonable action taken by the KRRS Society relating to the management and maintaining of KRRS property or policies.

RESPONSIBILITIES

KRRS Directors have the overall responsibility to ensure that KRRS property is a safe and respectful place in compliance with this policy.

Every KRRS member, family member or guest must take reasonable steps to maintain a respectful experience while attending KRRS property and ensure that they are complying with this policy and must not engage in the bullying and harassment of other KRRS Members, Associate Members and non-members, along with their family members and guests.

Apply and comply with all of the Society's policies and procedures on bullying and harassment.

Report to the Board, in writing, if bullying and harassment is observed or experienced.

RETALIATION

Anyone involved in matters under this policy should not be subject to any retaliation or reprisal.

APPLICATION

This policy applies to all KRRS members, Associate members, family members or guests.

This policy applies to the KRRS common property (the beach and dock) or any written, verbal or electronic communication that was for the purpose of managing said property.

Anyone found to be in breach of this policy may be subject to discipline from KRRS.

ANNUAL REVIEW

This policy statement will be reviewed every year. All KRRS Members and Associate Members will be provided with a copy.

Date Approved June 28, 2024	Annual Review Date June 28, 2025
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