

Anti-Racism & Discrimination Policy for Recreational Facilities

Policy statement:

This facility is committed to providing a safe and respectful environment that facilitates fun in both competition and recreation; for all of those involved. This includes individuals directly participating, as well as, those attending in any other capacity. This policy enforces zero tolerance for any forms of racism and/or discrimination, regardless of intention. Should there be any incident perceived as racism, or discrimination, it will be dealt with immediately, according to protocol.

Full Policy:

The Anti-Racism and Discrimination Policy for Recreational Facilities prohibits any acts perceived as racism and/or discrimination, regardless of intention.

There is to be zero tolerance for any acts perceived as racism and/or discrimination; any individual(s) responsible for these acts will be required to vacate the facility property.

All individuals present, regardless of their capacity, are responsible to report any incidents of racism and/or discrimination to facility staff, or those in charge of the facility renting group.

Those responsible for receiving a report of incident are to act immediately, by following the Policy Protocol, found in Appendix A.

Signage is to be posted informing individuals of this policy, and how to report an incident.

1. Purpose

- 1.1 This policy intends to facilitate a safe and inclusive environment for all those in attendance, free of any acts reflective of racism and/or discrimination.
- 1.2 To designate responsibility in putting a stop to racism and discrimination within this facility, and providing a protocol in dealing with it properly.
- 1.3 To support fair play and the right for individuals to participate in sport and recreation with equal opportunities.
- 1.4 To foster a positive and encouraging environment that facilitates the personal development of individuals.

2. Human Rights

2.1 In accordance with the Human Rights Act of Nova Scotia, this policy protects individuals on the account of their age; race; colour; religion; creed; sex; sexual orientation; gender identity; gender expression; physical/mental disability; an irrational fear of contracting an illness or disease; ethnic, national, or aboriginal origin; family status; marital status; source of income; political belief, affiliation, or activity; that individual's association with another individual or class of individuals having characteristics referred to in clauses listed above.

4. Applicability

4.1 This policy is applicable to all individuals that enter the property of the facility.

4.2 This policy is not only limited to players, team staff, and officials; but also includes facility staff, volunteers, spectators and/or supporters of any kind.

5. Rights and Responsibilities

Rights:

5.1.1 All individuals have the right to treatment with respect, regardless of their role while present at the facility.

5.1.2 All individuals have the right to non-judgment, should they feel they have experienced racism and/or discrimination.

5.1.3 Any person committing the act of racism and/or discrimination has the right to an explanation as to the issue within their actions.

Responsibilities:

5.2.1 Managers/Supervisors of the facility are required to distribute and explain this policy to all facility staff; including direct employees and any other contracted employees, such as security from outside groups.

5.2.2 All persons employed within this facility are to ensure that they know, understand, and agree, as to what is expected of them under this policy.

5.2.3 Facility staff is responsible for ensuring that this policy has been explained to the person(s) renting any space within the facility property, and that they agree to their responsibilities.

5.2.4 Facility staff, security, and person(s) renting the facility, have the responsibility to stop the act(s) of racism and/or discrimination as soon as they become aware of it.

5.2.5 Should an incident of racism and/or discrimination be witnessed or reported, it is the responsibility of facility staff, security and/or the facility renter to ensure that the policy protocol (Appendix A) is put into effect immediately.

5.2.6 All individuals that enter the facility property undertake the responsibility of reporting any incidents of racism and/or discrimination (Appendix B).

6. Definitions

Discrimination	Whether intentional or not, the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.
Racism	Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.
Zero tolerance	The refusal to accept antisocial behavior (in the case of this policy – racism and/or discrimination), typically by strict and uncompromising application of the law.
Perceived incident	How an incident is perceived by others, regardless of the actor's intent.
Facility renter	The lead person responsible for securing (booking and/or renting) the facility space on behalf of themselves, or a group; or the lead person on site, on behalf of the renting group.

7. Reporting & Record Keeping

Reporting

7.1.1 Incidents should be reported to a facility staff, security; or facility renter.

7.1.2 Incidents can be reported by any individual witness to the incident, or on behalf of the person perceiving the incident as racist and/or discriminatory.

Record Keeping

7.2.1 A written report of the incident (Appendix B), including names of those involved, a summary of the incident, and also the action taken, is to be completed by the individual dealing with the incident.

7.2.2 A record of reports should be kept by the facility supervisor/manager.

8. Discipline

8.1 There is to be zero tolerance for acts of racism and/or discrimination.

8.2 Any individual(s) responsible for acts of racism and/or discrimination are required to cooperate with the decided discipline; which may include vacating the facility property.

8.3 Facility manager/supervisor can utilize their discretion in the banning of any individuals based on the severity of the incident.

9. Review and Report

9.1 This policy is to be reviewed six months after initial implementation, and thereafter annually.

Appendix A – Policy Protocol

Action Plan following an Incident

Note:

**Should a facility supervisor be available, they should be the one to deal with the incident.*

**Should a facility supervisor NOT be available, next in charge would be a facility staff person, or security.*

**In the event that no facility staff are present, the individual acting as the Facility Renter will become the individual to follow the Policy Protocol.*

Following a reported incident:

1. Recognize the act that is being perceived as racism and/or discrimination, and put a stop to it immediately.
2. Consider: Is the incident a legal matter (ie. Physical abuse, vandalism, etc.) or ethical matter?
 - 2.a. If the incident is considered a legal matter, the relevant law enforcement should be contacted to deal with the incident.
 - 2.b. If the incident is considered solely an ethical matter, facility staff can attend to the situation, and must complete the protocol action plan.
3. Collect the facts of the incident, and information from those involved.
 - Include the names of the individuals involved and their role in the incident.
 - Include a summary of the incident, and the resultant decision following the completion of the protocol.
4. Based on the information gathered, determine if the reported act occurred.
 - 4.a. If the act was found to have occurred, explain the concern within the action(s) to the individual in question, followed by the zero tolerance policy that requires immediate disciplinary action, which will depend on the severity of the action.
These actions can be discussed with facility staff and/or manager/supervisor. They may range from a simple apology; the separation of the individuals involved; or to require the individual causing the act in question to vacate the facility property.
 - 4.b. If the act was not found to have occurred, the individual in question will not face disciplinary actions.
5. Submit completed report form (Appendix B) to Facility Manager/Supervisor.

Appendix B – Incident Report Form

Date: _____ **Facility Name:** _____

Name of Report Writer: _____

Contact Information: _____

Name of Complainant: _____

Contact Information: _____

Name of Accused: _____

Contact Information: _____

Summary of Incident:

Action Taken:

Signature: _____ **Manager Signature:** _____