



Policy Name: Harassment Policy	Date of approval: February 26, 2026	Date of activation:
Approved by: Board of Directors	Linking to: Board of Director Policies Applicable manuals	Replacing previous version: May 2019

Review Cycle: Reviewed yearly by the Board of Directors

Harassment Policy

Peaks Gymnastics Society is committed to promoting a sporting environment in which all members are able to participate in sport in a safe and inclusive training and competition environment, free from any form of abuse, maltreatment, harassment or discrimination, regardless of the level or capacity in which the member is participating. Peaks Gymnastics Society expects that its members and representatives within the scope of this policy, conduct themselves in a prudent and reasonable manner, free from any form of abuse, maltreatment, harassment or discrimination.

- Harassment is a form of discrimination. Harassment is prohibited by the Canadian Charter of Rights and Freedoms by human rights legislation in every province and territory in Canada and the BC Human Right Commission. Harassment can be an offence under Canada’s Criminal Code.
- Peaks Gymnastics is committed to providing a sport environment free of harassment on the basis of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status or disability.
- Zero Tolerance: No Abuse, Maltreatment, Harassment or Discrimination: Peaks Gymnastics and GymBC has zero tolerance for any type of abuse, maltreatment, harassment or discrimination and supports the creation and maintenance of safe sport environments where all Members can participate safely and free from any type of abuse, maltreatment, harassment or discrimination. Members are required to report instances or suspected instances of any of the foregoing, where the perpetrator or target of such

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conduct is a member of Peaks Gymnastics of GymBC, or where such conduct takes place at Peaks Gymnastics. Peaks Gymnastics Society shall address such conduct pursuant to its policies and procedures, in a timely manner.

This policy applies to all members and representatives of Peaks Gymnastics Society. Peaks Gymnastics Society has adopted the Safe Sport Policy, Harassment and Discrimination Policy and Procedure written by GymBC. The document can be found at:

<https://www.gymbc.org/media/aoacg3zc/complaint-management-handbook.pdf>

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