



Eliminating Discrimination and Harassment Policy

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	Pages: 2

1. GOAL

- 1.1. The purpose of this policy is to express Cycling Canada's stance against discrimination and harassment and to reference the policies that outline the process for managing related issues.

2. PRINCIPLES

- 2.1. Participants and Staff of Cycling Canada have the right to participate and work in an environment that promotes equal opportunities and prohibits discriminatory practices.
- 2.2. Any individual who participates in CC business, activities or events will adhere to the CC Code of Conduct and will use that policy as a guide to what constitutes Discrimination or Harassment.

3. FIELD OF APPLICATION

- 3.1. This policy shall apply to all Participants, Staff, and other recognized individuals involved in Cycling Canada activities or those of its Members.

4. DEFINITIONS

- 4.1. Participants: A Participant is any individual, in good standing with a Member, who participates in any one of the cycling sports, or who acts as a coach, official, volunteer, support personnel, or committee member with the Corporation or with a Member.
- 4.2. Staff: An individual recognized by CC operating in a full-time, part-time, term, contract, or volunteer capacity.
- 4.3. Harassment: comment, conduct, or gesture directed towards an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading or offensive.
- 4.4. Discrimination: an action or a decision that treats a person or a group negatively for reasons such as their race, age, disability, sexual orientation, gender or other grounds enumerated in human rights legislation.

5. POLICY STATEMENT

- 5.1. Cycling Canada is committed to providing a sport and work environment that is safe, welcoming, inclusive and respectful. Cycling Canada has a zero tolerance stance on Discrimination and Harassment.

6. PROVISIONS

6.1. Complaints

6.1.1. Allegations of Harassment or Discrimination arising during competition may be dealt with immediately by a Cycling Canada official, team manager, or coordinator. In such instances, disciplinary sanctions will be for the duration of the event only. Further sanctions may be applied but only after a review of the matter in accordance with the procedures in this policy.

6.1.2. Any person may report an incident or make a complaint according to the Cycling Canada Complaint & Discipline Policy or the Whistleblower Policy as posted on the [Governance](#) Section of the Cycling Canada website.

7. REVIEW AND APPROVAL

7.1. Original policy development lead: Bill Kinash, Greg Mathieu.

7.2. Current policy development lead: Bill Kinash, Mark Gilligan, Mathieu Boucher