



BULLYING & HARASSMENT POLICY

“providing fun social connections, valued experiences & leadership development”

We have an obligation to have a harassment and bully free Association therefore we follow the guidance from Work Safe BC www.worksafebc.com/bullying/ and the BC Human Rights Code <https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/working-with-others/address-issue/define-discrimination-harassment> . If you need to report an incident please contact the president of the Association Max Bibby (Max.Bibby@vanouvelifeguards.com)

1. Conduct

Bullying and harassment is not acceptable or tolerated in this workplace. Anyone who works with the VLA whether as staff, volunteer or Board Member will be treated in a fair and respectful manner.

2. Bullying and harassment

- (a) includes any inappropriate conduct or comment by a person towards a person that the person knew or reasonably ought to have known would cause that person to be humiliated or intimidated, but
- (b) excludes any reasonable action taken by an employer or supervisor relating to the management and direction of people or the place of employment.

Examples of conduct or comments that might constitute bullying and harassment include verbal aggression or insults, calling someone derogatory names, harmful hazing or initiation practices, vandalizing personal belongings, and spreading malicious rumours.

3. People must:

- not engage in the bullying and harassment of other people
- report if bullying and harassment is observed or experienced
- apply and comply with the Vancouver Lifeguard Associations policies and procedures on bullying and harassment

4. Application

This policy statement applies to all people in the association including, including permanent, temporary, casual, contract, student workers, volunteers and minors involved in programs. It applies to interpersonal and electronic communications, such as email.

5. Annual review

This policy statement will be reviewed every year. All workers will be provided with a copy.

Originally Signed By

Effective: June 1, 2019

Max Bibby, President
Vancouver Lifeguard Association