
Markham Soccer Club



Harassment Policy

Effective Date: July 7, 2025

Introduction

MSC is committed to an environment where everyone is treated with respect. Irresponsible behaviour by members, parents, volunteers, coaches, employees and/or officers harms our community and will be subject to sanction under this policy.

MSC fosters a respectful workplace. Harassment will not be tolerated from any individual.

Workplace Harassment Policy

1. The Club's Board of Directors is committed to providing a work environment in which all individuals are treated with respect and dignity. Workplace harassment will not be tolerated from any person in the workplace.

Everyone in the workplace must be dedicated to preventing workplace harassment. Club officers, volunteers, administrators and staff are expected to uphold this policy, and will be held accountable by the Board.

2. Workplace harassment means engaging in a course of vexatious comment or conduct against a staff member, in a workplace, that is known or ought reasonably to be known to be unwelcome. Harassment may also relate to a form of discrimination as set out in the Ontario Human Rights Code, but it does not have to.
3. This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace.
4. Staff are encouraged to report any incidents of workplace harassment. The Board will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a timely and fair manner while respecting workers' privacy, to the extent possible.
5. Nothing in this policy prevents or discourages a worker from filing an application with the Ontario Human Rights Tribunal on a matter related to the Ontario Human Rights Code within one year of the last alleged incident. A worker also retains the right to exercise any other legal avenues available.