

N . Z . F . R . S HARASSMENT POLICY

POLICY STATEMENT

The New Zealand Federation of Roller Sports Inc is committed to providing a harassment-free environment where all people involved in Roller Sports are treated with respect and dignity and can contribute and participate to their full potential.

This benefits athletes/players, the coaches and officials, the New Zealand Federation of Roller Sports Inc and Roller Sports.

We will do our best to prevent harassment by :

- Ensuring that this policy is drawn to the attention of all employees, coaches, officials, parents and athletes/players;
- Responding promptly, appropriately and fairly to any complains that are brought to our attention;
- Appointing and training appropriate Harassment Contact People who can be approached for information and advice; and
- Regularly reviewing our policy, procedures and practices.

WHO THE POLICY AND PROCEDURES COVER :

The Policy and Procedures cover all :

- Skaters and Members;
- Administrators and officials;
- Coaches; and
- Anyone who represents the NZ Federation of Roller Sports Inc., whether paid or unpaid.

WHAT THE POLICY AND PROCEDURES COVER :

The Policy and Procedures cover all situations connected with Roller Sports including:

- Coaching and training;
- Competition;
- Travel;
- Social events; Meetings; Workshops

DEFINITIONS

1. Harassment is any unwelcome comment, conduct or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive, and is either repeated or of such a significant nature, that it adversely affects someone's performance, contribution or sports environment.
2. Harassment may be focused on an individual's or group's race, colour, gender, physical characteristics, sexual orientation, disability or any other distinguishing characteristic.
3. Sexual harassment is any unwelcome behaviour of a sexual nature.
4. In most cases, harassment (including sexual harassment) is an attempt by one person to inappropriately exert power over another person. Harassment ranges from mild conduct such as gestures or comments to conduct which may be physical, forceful and violent.

The above behaviours are described in more detail in the Harassment Resource.

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RESPONSIBILITIES :

The New Zealand Federation of Roller Sports Inc. is responsible for taking all reasonable steps to prevent harassment in our organisation and for ensuring our policy and procedures are well known throughout the organisation. This means we will take all reasonable steps to ensure that everyone in the organisation understands:

- What harassment means
- That it is against the law
- That it will not be tolerated
- How to deal with harassment
- That complaints will be dealt with through identified procedures. These will provide both formal and informal mechanisms.

Further information is detailed in the Harassment Resource.

PROCEDURES :

- 1.1 The New Zealand Federation of Roller Sports (Inc) will provide :
- information and advice on the issue of harassment and this policy;
 - support for people who have been harassed or are involved in a harassment investigation; and
 - assistance for people in resolving complaints at an informal level.
- 1.2 The New Zealand Federation of Roller Sports (Inc) will
- receive formal complaints;
 - ensure that these complaints are investigated promptly, appropriately and fairly;
 - convene a disciplinary committee when a complaint warrants it;
 - monitor the overall incidence of complaints and advise the organisation accordingly.

Detailed procedures for managing complaints and the outcomes are covered in the Harassment Resource. This includes:

- Appointment of an investigator to meet with the complainant and listen to the issue
- Both the complainant and the respondent are entitled to have a support person or advisor with them during this process.
- The investigator will then prepare a factual report including:
 - the basis of the complaint;
 - the response of the respondent to the allegation(s);
 - a summary of any information provided by witnesses;
 - any reasons why one person's evidence is preferred over another's; and
 - the details of the investigation;
 - any recommendations of resolution of the complaint; and
 - when appropriate, any recommendations to the organisation about how to prevent this type of thing happening again.
- Decision making and disciplinary committee process
- Possible outcomes and sanctions
- Support for the parties involved, and confidentiality

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