



LM Premier Coaching

Screening, Harassment, Discipline & Dispute Resolution (SHDDR)

LM Premier Coaching (LMPC) accepts its responsibility to children, young adults, parents, volunteers and staff involved in its programs and is committed to ensuring we provide a sound, safe, and healthy soccer experience in our community.

LMPC has developed policies and procedures that deal with a proactive approach to the screening of volunteers, and reactive policies that define how issues relating to harassment, discipline and dispute resolution will be handled.

LMPC have appointed a Director of Screening, Harassment, Discipline and Dispute Resolution, Vince Angaran and a three person SHDDR Committee, who will take responsibility for handling issues that may arise in this area.

All of these Policies are available upon request, or on the Academy website, along with contact information for vince Angaran, at www.lmpremier.com

Screening of Volunteers

Due to the positions of trust that are inherent in the provision of active, high quality sport activities, volunteers and employees shall be required to undergo a screening process based on the duties assigned by the LMPC. The LMPC Screening Policies have been adapted from the direction and guidelines provided by the Ontario Soccer. As part of the Volunteer Screening Program (separate document), the Academy has adopted the OS Policies on Harassment (Policies 1 to 9) as the Academies guiding principles on Screening and Harassment.

Harassment

Defining Harassment

LMPC has adopted the definition of Harassment as defined by the Ontario Soccer:

Harassment is defined as a comment, conduct or gesture directed toward an individual or group of individuals that is insulting, intimidating, humiliating, malicious, degrading or offensive. This policy will deal with harassment that fits the definition "to disturb persistently; torment, bother continually; persecute; to trouble by repeated attacks or hostilities".

Harassment is generally the result of an ongoing pattern of unwanted or unacceptable behaviour however it can also result from a single isolated act such as:

Physical assault

Sexual touching or sexual assault

Unwanted comments about a person's race religion or sexual orientation.



Harassment is defined as any unwelcome advances, for sexual favours, or other verbal or physical conduct when:

1. Submitting to or rejecting this conduct is used as the basis for making decisions that affect the individual, or
2. Such conduct has the purpose or effect of interfering with an individual's performance, or
3. Such conduct creates an intimidating, hostile or offensive environment, or
4. It ought to be reasonably known to be unwelcome.

Sexual harassment most commonly occurs in the form of behaviour by males towards females; however, sexual harassment can also occur between males, between females, or as behaviour by females toward males.

Dealing with Complaints about Harassment

1. Concerns may be raised initially through the Academies structure, as follows:
 - a. Raise concern with Team Manager, or Program Director.
 - b. Reach out to Director of Football Operations – Vince Angaran
 - c. Take concern directly to Academy Director.
2. Formal complaints must be made within 60 days of the incident(s), except for assault and sexual offences, to the Ontario Soccer Association, and issues will be investigated by Provincial Harassment Officers. - www.soccer.on.ca

Discipline and Dispute Resolution

Defining Discipline Issues

These are issues related to the **actions and behaviours** of players, parents, academy officials, etc., that are not dealt with by game officials and leagues, which deal with issues arising from game situations. Academy Discipline issues could relate to things such as player behaviour at a training session, parent actions at a game, etc. Verbal abuse of game officials will not be tolerated.

Defining Dispute Resolution Issues

These are issues relating to disagreements about Academy **policies and guidelines**, including what they are or are not, as well as concerns about how they are being implemented.

Dealing with Concerns about Discipline and Dispute Resolution

These procedures should be followed by any parties with concerns:

1. Allow a 24-hour cooling off period before taking any action.
2. First approach is to Club's program manager with direct responsibility for the program in which concern has arisen, i.e. Team Manager, Director of programs.
3. If manager has not satisfied concerns, concerns should be put in writing to the Academy Director of Football Operations – Vince Angaran
4. If concerns have not been appropriately, contact the Academy Technical Director – Screening, Harassment, Discipline and Dispute Resolution, who will prescribe the further/final actions that will be undertaken.