

HARASSMENT, RACE AND DISCRIMINATION POLICY



Preamble

Lacrosse is an exciting sport with a vibrant mix of people representing different cultures and heritages.

Because of the long history and traditions of our game it is an integral part of Canada and by act of parliament named Canada's National Summer Sport.

The Ontario Lacrosse Association takes this role very seriously. In response to the lacrosse communities needs the Ontario Lacrosse Association will work to develop and promote positive race and ethnic relations within our sports community. We are committed to providing an environment that recognizes and values racial and ethnic differences. We will not tolerate behaviour that denies individuals their dignity.

The Ontario Lacrosse Association will not tolerate any form of racial, cultural, sexual, religious discrimination or harassment in the game of lacrosse.

This is reflected in the Constitution of the Ontario Lacrosse Association where steps and possible penalties for dealing with discrimination/harassment are outlined.

Policy Statements

1. The Ontario Lacrosse Association is committed to the belief that all doctrines and practices of racial and/or ethnic superiority are morally reprehensible and socially destructive. Such practices are unacceptable to this Association.
2. The Ontario Lacrosse Association condemns and does not tolerate any expression of racial/sexual or cultural bias by its members.
3. The Ontario Lacrosse Association will take an active role in the elimination of all racial and cultural discrimination including those practices which, while not intentionally discriminatory, have a discriminatory effect.
4. The Ontario Lacrosse Association affirms its commitment to develop and promote racial harmony among its members and to provide recreation that is antiracist and multicultural.
5. The Ontario Lacrosse Association assigns high priority to the policy on race relations, ethnic relations and multiculturalism and commits itself to the implementation and ongoing evaluation of this policy.
6. The Ontario Lacrosse Association will attempt to provide that its programs enable members to acquire positive attitudes towards racial, culture and religious diversity.
7. The Ontario Lacrosse Association will attempt to ensure that its members in their various activities identify those policies and practices which

while not intentionally discriminatory have a discriminatory effect.

8. The Ontario Lacrosse Association condemns and refuses to tolerate all manifestations of discrimination on the basis of race, sex, ethnicity, culture, or religion by any of its members.
9. The Ontario Lacrosse Association is committed to the full and meaningful participation of their multiracial and multicultural community in its various programs.
10. The Ontario Lacrosse Association in co-operation with other groups, facilitates the development of mutual awareness, understanding, and appreciation among all racial, religious and cultural groups.
11. The Ontario Lacrosse Association provides encouragement for all members to develop their knowledge, sensitivity and skills in areas related to multiculturalism, race relations and antiracist education.



The Ontario Lacrosse Association

1185 Eglinton Avenue East,
North York, Ontario M3C 3C6

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