RECOGNITION & PREVENTION OF ABUSE POLICY

The Golf Association of Ontario, operating as Golf Ontario ("Golf Ontario"), is part of the sporting community in our country that is committed to seeking better ways to keep our youth safe. Protecting participants from all forms of abuse and neglect, whether emotional, physical or sexual, is an important element of safety. Golf Ontario considers any form of abuse or neglect to be unacceptable and will do all it can to prevent this intolerable social problem. Golf Ontario is committed to the highest possible standards of care for its participants. Some behaviours, which are defined as abuse when directed towards a child or youth, may constitute harassment or violence when directed towards a peer or when perpetrated between adults. The Golf Ontario Recognition and Prevention of Discrimination, Harassment and Violence Policy covers such behaviours. Together, the two policies address the entire spectrum of abusive and harassing/violent behaviours.

PURPOSE AND SCOPE:

It is the policy of Golf Ontario that there shall be no physical, emotional or sexual abuse and no physical or emotional neglect of any participant in any of its programs. Golf Ontario expects every parent, volunteer, director, partner and staff member to take all reasonable steps to safeguard the welfare of its participants and protect them from any form of maltreatment.

DEFINITIONS AND CLARIFICATIONS:

Abuse:

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care, which may cause physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust. In Ontario, a person is considered a child up to the age of 18 years, per legislation.

Emotional abuse is an attack on a child's self-esteem; it is psychologically destructive behaviour by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child's needs.

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

Neglect is chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. This may occur in golf when injuries are not adequately treated or players are made to play with injuries, equipment is inadequate or unsafe; no one intervenes when team members are persistently harassing another player, or road trips are not properly supervised.

Sexual abuse is when a young person is used by an older child, adolescent or adult for his or her own sexual stimulation or gratification. There are two categories, contact and non- contact.

Harassment and Abuse – Differences and Similarities:

	Abuse	Harassment
Types	Emotional, physical, sexual, lack of care	Emotional, physical, sexual; may be motivated by racial or other forms of prejudice
Victim	Any person under age of majority as determined by Provincial and Territorial Child Protection Acts; may be male or female	Person of any age; may be male or female
Offender	Any person who has power or authority over victim and/or breaches trust; may be male or female	May be peer or person with power or authority over adult victim; may be male or female
Investigation	External to organization; referred to child welfare or police	Most often internal unless referred to police in cases of suspected physical or sexual assault or criminal harassment (stalking)
Follow-up actions	Determined by Provincial Child Protection Acts and Criminal Code; civil suits may also occur	Determined by organization's harassment policies, Criminal Code, labour tribunals, civil action and/or Provincial Human Rights Tribunals; may be used concurrently or alone
Philosophy	The victim is not to blame; offenders are responsible for their behaviour	The victim is not to blame; offenders are responsible for their behaviour

RESPONSIBILITY AND PROCEDURE:

Abuse and neglect are community problems requiring urgent attention. Golf Ontario is committed to prevent the abuse and neglect of participants. Golf Ontario realizes that persons working closely with children and youth have a special awareness of abusive situations. Therefore, these people have a particular reporting responsibility to ensure the safety of Canada's young, by knowing their provincial protection acts and following through as required.

Every province and territory in Canada, has mandatory reporting laws regarding the abuse and neglect of children and youth. Golf Ontario personnel (part-time, full-time, Golf Ontario partners, parents, guardians, and volunteers) who, have reasonable grounds to suspect that a participant is or may be suffering or may have suffered from emotional, physical abuse and neglect and/or sexual abuse shall immediately report the suspicion

and the information on which it is based to the local child protection agency and/or the local police detachment. In Ontario, a person is considered a child up to the age of 18 years, per legislation.

FAILURE TO COMPLY:

Those involved with Golf Ontario in providing golf opportunities for participants understand and agree that abuse or neglect, as defined above, may be the subject of a criminal investigation and/or disciplinary procedures. Failure to report an offence and thereby, failure to provide safety for participants may render the adult who keeps silent legally liable.

RECOGNITION AND PREVENTION OF ABUSE POLICY
SIGNATURE PAGE

My signature acknowledges that I have read the Abuse Policy in its entirety. I acknowledge my understanding of the policies and procedures. I agree to abide by the policies and procedures while representing the Golf Ontario's affairs.

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Signature

_____

Name (printed)

_____

Date

Please return signed copy to Human Resources.