



Clayton Melrose
General Manager
314-807-3324
cmelrose@theboxleague.com

Box Lacrosse League
www.boxlacrosseleague.com

ANTI-HARASSMENT & DISCRIMINATION POLICY

Purpose: The BLL is committed to providing a safe environment for all its employees free from discrimination on any ground and from harassment. The BLL will not tolerate acts of harassment, discrimination, and bullying. Harassment, discrimination or bullying means any gestures, any written, verbal or physical act, or any electronic communication, whether a single incident or a series of incidents that:

1. Are reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, ethnicity, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability.
2. Takes place in relation to any program function or team; and that a reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a player or damaging the player's property, or placing a player in reasonable fear of physical or emotional harm to his/her person or damage to his/her property.
3. Has the effect of insulting or demeaning any player or group of players or creates a hostile environment for the player by interfering with a player's participation or by severely or pervasively causing physical or emotional harm to the player. (N.J.S.L 18A:37-14)

The Corrective Action Plan is a multi-step system designed to forgive a mistake but also protect student-athletes, provide education and firmly address chronic misbehavior. Any participant, parent, or volunteer may file a grievance when necessary. All grievances should be written and directed through the following sequence of authorities:

CORRECTIVE ACTION PLAN FOR LEAGUE PARTICIPANTS

If a coach, parent or official is notified of participant misconduct, they should report the allegation in writing within 24 hours of the incident to the league's board of directors or leadership. Complaints may also be made in person during a game or event but should also be documented in writing after the initial complaint has been made. If a coach or official does not report an infraction to the board or league leadership within 24 hours of receiving a complaint, they are subject to disciplinary action which may include suspension or expulsion.

- The board or league leadership will gather all pertinent information in a fair, respectful and confidential manner regarding the alleged harassment, discrimination or bullying and review with both the accuser and the accused within five days of notification. If the accused party is from another program or league, the board or league leadership will contact the accused participant's program to share the accusations and request resolution for both parties.
- After an investigation is conducted, the board or league leadership will evaluate all findings and bring a final resolution to all board members for a vote. Participants who are found guilty of violating the anti-harassment and discrimination policy will be subject to disciplinary action. All participants that are found guilty of major infractions (violence, racist, homophobic or sexist slurs, etc.) will be expelled immediately at the first infraction with no consideration for review.
- If no resolution is found, an additional ethics complaint may be filed with the USA Lacrosse Ethics Advisory Subcommittee here. The USA Lacrosse Ethics Advisory Subcommittee seeks to develop resources and standards for the national lacrosse community, as well as investigate and manage ethical issues that arise within the organization. NOTE: All prior steps must be taken before submitting an ethics complaint with USA Lacrosse. Complaints that do not adhere to this process will not be considered.

For minor or repeat violations of the Anti-Harassment and Discrimination Policy or expectations, these steps will be followed:

STEP 1 – VERBAL WARNING.

Coach and/or board members will discuss undesirable conduct with player and parents and stress that this behavior will not be tolerated.

STEP 2 – GAME SUSPENSION.

The board or league leadership will suspend the offending player for a pre- determined number of games depending on the severity of the incident. The player and supervising parent/adult must attend a meeting with the coach and at least one board member to discuss appropriate behavior and next steps before the player can resume playing. The player will be warned that the next offense will result in his/her expulsion from the program*.

Participants 14 years and older will be required to complete USA Lacrosse's Cultural Competency training prior to return.

STEP 3 – EXPULSION.

The participant on the 3rd offense will be expelled from the league or pro- gram and no refund will be given. The board or league leadership will also document this disciplinary action in writing and forward the incident to the team coach or administrator within 24 hours of the decision.

*These guidelines are not absolute in dealing with behavioral problems. Severe situations could merit harsher sanctions against participants and could result in immediate game suspension or expulsion. All participants that are found guilty of major infractions (violence, racist, homophobic or sexist slurs etc.) will be expelled immediately at the first infraction with no consideration for review.

CORRECTIVE ACTION POLICY FOR PARENTS AND ADULTS

Family involvement is vital to the development of young athletes. Whether sitting in the stands, or helping as a volunteer, we want families to set a positive example. Parents and adults who do not follow the Anti- Harassment and Discrimination Policy will be subject to a Corrective Action Plan. Any parent or adult may file a grievance when necessary. All grievances should be written and directed through the following sequence of authorities:

- If a parent, coach, staff member, volunteer, official or fan is the victim of harassment, discrimination or bullying, the victim must report the allegation in writing within 24 hours to the board of directors or league leadership. Complaints may also be made in person during a game or event but should be documented in writing after the initial complaint has been made. If a coach or official does not report an infraction to the board or league leadership within 24 hours of receiving a complaint, they are subject to disciplinary action which may include suspension or expulsion.
- If a coach or official is notified of misconduct, they are obligated to report the allegation in writing within 24 hours to the board of directors or league leadership.
- The board or league leadership will gather all pertinent information in a fair, respectful and confidential manner regarding the alleged harassment, discrimination or bullying and review with both the accuser and the accused within five days of notification.
- After an investigation is conducted, the board or league leadership will evaluate all findings and bring a final resolution to all administrators for a vote. All who are found guilty of violating the Anti-Harassment and Discrimination Policy will be subject to disciplinary action. All parties found guilty of major infractions (violence, racist, homophobic or sexist slurs etc.) will be expelled immediately at the first infraction with no consideration for review.

For any violations of the Anti-Harassment and Discrimination Policy, the following steps will be taken:

STEP 1 - VERBAL WARNING AND GAME SUSPENSION.

A board or league administrator will discuss undesirable conduct with the accused and stress that this behavior

will not be tolerated. A board member or league administrator will meet with the team coach and/or program administrator and the accused to discuss proper behavior. The board or league leadership may also choose to suspend the accused for a certain number of games depending on the severity of the incident. Furthermore, there will be a formal letter of reprimand given to the accused stating that the next offense will result in banishment from all program or league events*

The accused will also be required to complete USA Lacrosse's online Cultural Competency training prior to returning.

STEP 2- SEASON EXPULSION.

The accused will be banned from attending all contests after a 2nd offense. The accused will then have to make a formal request to be reinstated into the league or program prior to the start of the following season.

*Severe situations could merit harsher sanctions and could result in immediate game suspension or expulsion. All parties found guilty of major infractions (violence, racist, homophobic or sexist slurs, etc.) will be expelled immediately at the first infraction with no consideration for review. If warranted, a police report may be required or strongly recommended.

SEXUAL HARASSMENT

The BLL will operate a zero-tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment. Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal from the league.

- All complaints of sexual harassment will be taken seriously and treated with respect and in confidence.
- No one will be victimized for making such a complaint.

Definition of sexual harassment:

Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated. It includes situations where a person is asked to engage in sexual activity as a condition of that person's employment, as well as situations which create an environment which is hostile, intimidating or humiliating for the recipient. Sexual harassment can involve one or more incidents and actions constituting harassment may be physical, verbal and non-verbal. Examples of conduct or behavior which constitute sexual harassment include, but are not limited to:

1) Physical conduct

- a. Unwelcome physical contact including patting, pinching, stroking, kissing, hugging, fondling, or inappropriate touching
- b. Physical violence, including sexual assault
- c. Physical contact, e.g. touching, pinching
- d. The use of job-related threats or rewards to solicit sexual favors Verbal conduct
- e. Comments on a worker's appearance, age, private life, etc.
- f. Sexual comments, stories and jokes
- g. Sexual advances
- h. Repeated and unwanted social invitations for dates or physical intimacy
- i. Insults based on the sex of the worker
- j. Condescending or paternalistic remarks
- k. Sending sexually explicit messages (by phone or by email)

2) Non-verbal conduct

- a. Display of sexually explicit or suggestive material
- b. Sexually suggestive gestures
- c. Whistling
- d. Leering

Anyone can be a victim of sexual harassment, regardless of their sex and of the sex of the harasser. The BLL recognizes that sexual harassment may also occur between people of the same sex. What matters is that sexual conduct is unwanted and unwelcome by the person against whom the conduct is directed.

The BLL recognizes that sexual harassment is a manifestation of power relationships and often occurs within unequal relationships in the workplace, for example between coach and a player.
within unequal relationships in the workplace, for example between coach and a player.

Anyone, including but not limited to employees of the BLL, players, coaches, team staff, trainers, or officials who sexually harasses another will be reprimanded in accordance with this internal policy. All sexual harassment is prohibited within the BLL, including but not limited to practices, games, tournaments, social events, travel, training sessions, and conferences sponsored by or in relation to the BLL.

Complaints Procedures

Anyone who is subject to sexual harassment should, if possible, inform the alleged harasser that the conduct is unwanted and unwelcome. The BLL recognizes that sexual harassment may occur in unequal relationships so if a victim cannot directly approach an alleged harasser, he/she can approach one of the designated staff members responsible for receiving complaints of sexual harassment. This person could be a team's General Manager, teams coach, directly to member of the league ownership, etc.

When a designated person receives a complaint of sexual harassment, he/she will:

- Immediately record the dates, times and facts of the incident(s)
- Ascertain the views of the victim as to what outcome he/she wants
- Ensure that the victim understands the leagues' procedures for dealing with the complaint
- Discuss and agree to the next steps: either informal or formal complaint, on the understanding that choosing to resolve the matter informally does not preclude the victim from pursuing a formal complaint if he/she is not satisfied with the outcome.
- Keep a confidential record of all discussions
- Respect the choice of the victim
- Ensure that the victim knows that they can lodge the complaint outside of the league through the relevant country/legal framework

Informal Complaints Procedures

If the victim wishes to deal with the matter informally, the designated person will:

- Give an opportunity to the alleged harasser to respond to the complaint
- Ensure that the alleged harasser understands the complaints mechanism
- Facilitate discussion between both parties to achieve an informal resolution which is acceptable to the complainant, or refer the matter to a designated mediator within the BLL to resolve the matter
- Ensure that a confidential record is kept of what happens
- Follow up after the outcome of the complaints mechanism to ensure that the behavior has stopped
- Ensure that the above is done speedily and within days of the complaint being made

Formal complaints Procedures

If the victim wants to make a formal complaint or if the informal complaint mechanism has not led to a satisfactory outcome for the victim, the formal complaint mechanism should be used to resolve the matter. The designated person who initially received the complaint will refer the matter to an external investigator.

The person carrying out the investigation will:

- Interview the victim and the alleged harasser separately
- Interview other relevant third parties separately
- Decide whether or not the incident(s) of sexual harassment took place
- Produce a report detailing the investigations, findings and any recommendations

- If the harassment took place, decide what the appropriate remedy for the victim is, in consultation with the victim (i.e. an apology, a change to working arrangements, training for the harasser, discipline, suspension, dismissal)
- Follow up to ensure that the recommendations are implemented, that the behavior has stopped and that the victim is satisfied with the outcome
- If it cannot determine that the harassment took place, he/she may still make recommendations to ensure proper functioning of the workplace
- Keep a record of all actions taken
- Ensure that all records concerning the matter are kept confidential
- Ensure that the process is done as quickly as possible and in any event within days of the complaint being made

Outside Complaints Procedures

A non-member person who has been subject to or witnessed sexual harassment can also make a complaint to the BLL.

Sanctions and disciplinary measures

Anyone who has been found to have sexually harassed another person under the terms of this policy is liable to but limited to any of the following sanctions imposed by the BLL:

- Verbal or written warning
- Fines
- Suspension
- Dismissal

The nature of the sanctions will depend on the gravity and extent of the harassment. Suitable deterrent sanctions will be applied to ensure that incidents of sexual harassment are not treated as trivial. Certain serious cases, including physical violence, will result in the immediate dismissal of the offending harasser.

Conduct Infraction Limits (Per Occurrence):

- Fines of \$50.00 up to \$1,000.00
- Suspensions of 1-game up to expulsion from the league

Monitoring and Evaluation

The BLL recognizes the importance of monitoring this sexual harassment policy and will ensure that it anonymously collects statistics and data as to how it is used and whether or not it is effective.

The BLL and those responsible for dealing with sexual harassment cases will report on compliance with this policy, including the number of incidents, how they were dealt with, and any recommendations made. This will be done on a yearly basis. As a result of this report, the company will evaluate the effectiveness of this policy and make any changes needed.

Should you have any questions or concerns with our league protocol, please do not hesitate to contact us.