



# Leaside Baseball Association

## Discrimination Policy

### Policy Statement

The Leaside Baseball Association (LBA) is committed to a respectful and equitable service delivery and employment practices. The goal of this Policy is to recognize the dignity and worth of every person (whether service recipient, paid or unpaid employee) and to create a climate of understanding and mutual respect.

The LBA will not tolerate, ignore, or condone discrimination or harassment and is committed to promoting respectful conduct, tolerance and inclusion as, under the [Ontario Human Rights Code](#), every person has a right to equal treatment in the provision of services and facilities, occupation of accommodation, contracts and in employment.

Discrimination is any practice or behaviour, whether intentional or not, which has a negative impact on an individual or group protected in the *Ontario Human Rights Code* by excluding, denying benefits or imposing burdens upon them. It may arise as a result of differential or non-differential treatment, but will withhold or limit full, equal and meaningful access to goods, services, facilities, employment, or contracts available to other members of society.

Harassment is a vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome based on one or more of the prohibited grounds that a person knows or ought to know would be unwelcome, offensive, embarrassing or hurtful.

### Application

This policy applies to all paid and unpaid employees of the LBA.

### Roles and Responsibilities

Any questions or complaints related to the Discrimination Policy are to be directed to the Leadership and Discipline Committee Chair, Jesse Harrison, at [jesse.w.harrison@gmail.com](mailto:jesse.w.harrison@gmail.com).