

Club Members Code of Conduct Policy Statement

The Bichon Frise Club of Canada (also referred to below as BFCC) is committed to providing an environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in a respectful environment free from bullying, harassment and discrimination.

Harassment may relate to a form of discrimination set out in human rights legislation, but it does not have to. Discriminatory harassment includes harassment related to race, sex, religious creed, color, national origin, ancestry, disability or medical condition or age.

Bullying and harassment is any behaviour that demeans, embarrasses, humiliates, or verbally abuses a person and that is known or would be expected to be known to be unwelcome. Prohibited conduct includes but is not limited to the following behaviours:

- (a) Written or verbal abuse or threats, including swearing;
- (b) Intimidating conduct or gestures;
- (c) Unwelcome remarks, jokes, taunts;
- (d) Unwelcome physical contact;
- (e) Physical or sexual assault;
- (f) Vandalism of personal property;
- (g) Abuse of authority which undermines performance or threatens a club member, or a breeder or a handlers profession;
- (h) Racial, religious or ethnic slurs;
- (i) Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- (j) Unwelcome comments, innuendo, taunting, or questions about a person's looks, body, attire, age, race, religion, sex, sexual orientation, or sex life;
- (k) Displays of offensive or derogatory material;
- (l) Condescending, paternalistic or patronizing behaviour which undermines self-esteem, diminishes performance, or adversely affects any member of the BFCC

Repetitive improper behaviour is insulting, intimidating, humiliating, malicious, or behaviour does not have to be made with the or discriminate, to be in violation of this policy.

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Application of this Policy

The application of this policy applies to personal contact and or social media applications that are used inappropriately to harass or bully any BFCC member.

This policy applies to all members of the Bichon Frise Club of Canada, including officials, volunteers, club Board of Directors, and encourages the reporting of all incidents of harassment, regardless of who the offender may be.

This policy applies to discrimination, bullying and harassment which may occur at or during the course of any BFCC business or any shows or event (including business of any dog activities or events.) It also applies to prohibited conduct occurring outside of those situations, when the harassment or bullying is occurring between persons covered by this policy, and the conduct adversely affects the Bichon Frise Club of Canada

Every member of the Bichon Frise Club of Canada has a responsibility to play a part in ensuring that BFCC environment is respectful and free from discrimination, bullying and harassment. This means not engaging in, allowing, condoning, or ignoring the behaviour, which is contrary to this policy. In addition, any registrant of BFCC who believes that a fellow registrant of BFCC has experienced or is experiencing harassment is encouraged to notify the BFCC.

Complaints

An individual who believes he or she has been harassed has the right to file a complaint as per the BFCC bylaws Complaints Policy, without fear of embarrassment or retaliation.

Complaints will be reviewed and enacted upon as per the BFCC bylaws