



# ABUSE AND HARASSMENT POLICY

**Effective:** February, 2019 updated 2021

**PURPOSE:** To protect Mississauga Dolphins Cricket Association's management, members, its volunteers and the community from abuse and harassment of any form including bullying, discrimination and neglect, whether physical, verbal, emotional or sexual.

**APPLIED TO:** All levels and ages of the organization including the volunteers and referees.

## **RULES:**

- Abuse, harassment, bullying, discrimination or neglect in any form will not be tolerated and dealt with immediately by staff.
- This includes either direct or indirect interaction that causes harm to individuals.
- This applies to all members of the organization's community within all Mississauga Dolphins Cricket Association's programs and events.
- The MDCA recognizes and supports all aspects of the abuse and harassment policy. Definitions and duty to report as set out by International Cricket Council:

**<https://www.icc-cricket.com/about/integrity/code-of-ethics>**

- The organization expects that all the volunteers, coaches, managers, trainers, parents, officials and employees to be responsible, actively following this policy and to report any misconduct immediately.
- Failure to follow this policy will result in disciplinary action up to and including suspension of the offending player, volunteer, board member, or any other member of the community.

Please contact the organization's president at **[info@mississaugadolphinscricket.com](mailto:info@mississaugadolphinscricket.com)** with any questions or concerns regarding this policy.

