



FRASER VALLEY WATER POLO CLUB

Type:	Governance	Policy Number:	5:0
Name:	Dispute Resolution	Date Approved:	APPROVED
Authority:	Board of Directors	Date Revised:	24 NOVEMBER 2021

5:0 DISPUTE RESOLUTION

General

- Fraser Valley Water Polo Club supports the principles of dispute resolution and is committed to the techniques of negotiation, facilitation, mediation and arbitration as effective ways to resolve disputes with and among members. No anonymous complaints will be investigated.
- In case of a conflict between Fraser Valley Water Polo Club members, the individuals involved in the dispute must make every effort to resolve the conflict amongst themselves.
- Where reasonable efforts to resolve the conflict fail, a request may be made to the Board of Directors of the Club for assistance to resolve the dispute.

Complaints Procedure

If a complaint involves allegations of misconduct described in the Bullying & Harassment Policy or the Discipline & Complaints Policy, the Club shall start a dispute resolution process.

A complaint must be referred to Water Polo Canada if it is of significance to Water Polo and is based on one or more of the following grounds:

1. that a member has committed an offence by engaging in conduct which has or could have a material adverse effect on the sport of Water Polo; or
2. the goodwill and/or reputation of Water Polo Canada;
3. that a member has committed a serious breach of the rules, regulations and policies of Water Polo Canada;
4. that a member has engaged in conduct which constitutes personal harassment or abuse of power in relation to another Water Polo Canada member. For these purposes:
 - 4.1. "personal harassment" is defined as: improper conduct (comment, conduct, or gestures), which is directed toward an individual, and which is offensive or harmful to that individual, and which the person making the comment, conduct, or gestures knows or ought to know is unwelcome or unwanted.
 - 4.2. "abuse of power" is defined as: conduct which involves the improper use of power, trust or authority inherent in a position held, which is directed toward an individual, and which endangers the job or performance of the individual, or undermines his or her job or performance, or in any way interferes with or influences the performance or career of that individual.



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- 4.3. the conduct includes verbal, psychological and physical forms of behaviour, is demeaning, belittling, or causes personal humiliation or embarrassment, and may be on a one-time or continuous basis;
- 4.4. the conduct does not have to be made with the intent to harass or to abuse power, as the case may be, to constitute personal harassment or abuse of power;
- 4.5. the conduct takes place:
 - 4.5.1. at or during the course of any Water Polo Canada business or Water Polo event (including business or Water Polo activities or events of member organizations); or,
 - 4.5.2. outside of those situations, when the conduct occurs between members of Water Polo Canada, and the conduct adversely affects Water Polo Canada.

Sexual harassment and discriminatory harassment must be dealt with under the procedures described in the Bullying & Harassment Policy.