

Harassment and Discrimination Policy

Purpose

The Canadian Fitness and Lifestyle Research Institute (CFLRI) is committed to providing a safe, inclusive, and respectful environment for all individuals involved in our activities, including staff, volunteers, researchers, participants, and partners. This policy outlines our commitment to preventing and addressing harassment, discrimination, and other forms of harmful conduct, in alignment with Safe Sport principles and Canadian human rights standards. We recognize that harassment and discrimination have no place in sport, research, or the workplace, and we are dedicated to fostering a culture of respect, equity, diversity, and inclusion.

Scope

This policy applies to all:

- Employees and contractors
- Volunteers
- Researchers and interns
- Board members
- Participants, partners, and visitors
- Anyone engaged with CFLRI programs, events, or facilities

It covers conduct that occurs on-site, off-site, online, or during any organization-related activity.

Definitions

- **Harassment:** Any vexatious, offensive, or unwelcome conduct that demeans, humiliates, or intimidates an individual or group. This includes sexual harassment, bullying, verbal abuse, and any behaviour that creates a hostile environment.
- **Discrimination:** Unfair treatment based on protected grounds under the Canadian Human Rights Act, including race, ethnicity, gender, sexual orientation, age, disability, religion, or any other legally protected status.
- **Safe Sport:** An environment where participants can engage in sport, physical activity, recreation, or research activities free from abuse, maltreatment, and harassment.

Policy Statements

1. Respect and Inclusion:

CFLRI values diversity and is committed to ensuring that all individuals are treated with respect and dignity.

2. Zero Tolerance:

Harassment, discrimination, or any form of abuse will not be tolerated. Violations of this policy may result in disciplinary action, up to and including termination or removal from the organization.

3. Reporting:

Individuals who experience or witness harassment or discrimination are encouraged to report incidents promptly.

Reports can be made:

- To a direct supervisor or manager
- To the President of the CFLRI
- Through the confidential reporting system: Sport Integrity Canada reporting system that is anonymous
<https://sportintegrity.ca/report-safe-sport>

4. Confidentiality:

All complaints will be handled with the utmost confidentiality. Information will only be shared on a need-to-know basis to address the matter appropriately.

5. Investigation:

All reports will be investigated promptly, fairly, and impartially. The organization is committed to providing support and protection against retaliation for individuals who report in good faith.

6. Education and Awareness:

CFLRI will provide ongoing training for staff, volunteers, and researchers to promote a safe, inclusive, and respectful environment in line with Safe Sport principles.

Responsibilities

- **Employees, Volunteers, and Participants:** Treat everyone with respect, follow this policy, and report any observed misconduct.
- **Supervisors and Managers:** Promote a respectful workplace, respond promptly to complaints, and ensure a safe environment.
- **Board of Directors:** Support enforcement of the policy, ensure adequate resources for training and reporting, and monitor compliance.

Retaliation

Retaliation against anyone who reports harassment or discrimination, or participates in an investigation, is strictly prohibited. Individuals found engaging in retaliation will face disciplinary measures.

Resources

For support or guidance, individuals may also contact:

- **Canadian Human Rights Commission:** 1-888-214-1090
- **National Safe Sport Helpline:** Sport Integrity Canada 1-866-971-2777 (toll free)
- **Internal Harassment and Discrimination Officer:** President, CFLRI

Review and Updates

This policy will be reviewed every two years by the CFLRI Board of Directors, or sooner if required, to ensure consistent with changes in legislation, Safe Sport standards, and organizational practices.

Contact

For questions or to report an incident:

President, CFLRI or Chair, CFLRI Board of Directors

Research_recherche *at* cflri.ca

613-233-5528

Approved by the Board of Directors on: March 25, 2026