



**British Columbia  
Table Tennis Association**  
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## Harassment and Abuse Policy

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Approved by: Board of Directors

### **Policy Statement**

BCTTA does not tolerate harassment in the sport environment related to Team BC and the Games, the BC Junior Team in pre-training or competition environments, or the sport environment. This policy is designed to address harassment issues in an efficient and effective manner. All members of BCTTA are bound by this harassment policy. BCTTA believes that creating a safe environment is a collective effort and requires the awareness and action of all coaches, athletes, parents, officials, staff, administrators, volunteers, and all participants. BCTTA will take seriously any infractions of the Harassment Policy. If a participant or someone else is in an uncomfortable situation and unsure about what to do, please report this to the Board of the Executive Director by email: [bctta.ad2025@gmail.com](mailto:bctta.ad2025@gmail.com).

### **Harassment And Abuse**

1. Personal Harassment: behavior including comments, conduct, or gestures which:
  - Is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals and
  - Would be considered by a reasonable person to create an intimidating, humiliating, or uncomfortable work, volunteer, or sport environment
2. Sexual Harassment: behavior involving unwelcome sexual advances, requests for sexual favors, or other verbal or written conduct of a sexual nature when:
  - Such conduct might cause embarrassment, insecurity, discomfort, offence, or humiliation to another person or group; or
  - Submission to such conduct is made either implicitly or explicitly a condition of employment, volunteerism or participation in a sport-related activity; or
  - Submission to, or rejection of, such conduct is used as a basis for any employment, volunteerism or sport-related decision; or
  - Such conduct has the purpose or the effect of interfering with a person's work or volunteer performance or of creating an intimidating, hostile, or offensive work, volunteer, or sport environment
3. Retaliation against someone for filing a complaint of harassment

### **How to Recognize and End the Situation**

As an athlete, coach, manager, staff, official, administrator, director, or member, you should be aware of the environment in which you participate by:

- Knowing how to voice your own concerns
- Asking for assistance in voicing your concerns if you are unable to do so alone
- Acting on your suspicions
- Helping others address situations that concern them
- Looking at your own actions and words and observing how they are being received by others
- Trying to resolve problems before approaching other services; and
- Having the situation corrected, and if necessary, removing the victim from the environment