

Anti-Bullying & Harassment Policy

Protohaven is committed to providing an environment that is free from harassment and bullying, and where everyone is treated, and treats others, with dignity and respect. Protohaven will not permit or condone bullying or harassment of any kind and applies to staff, volunteers, instructors, members, visitors, and partnering organizations.

Harassment

Harassment is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.

It is important to note that harassment occurs even if the harasser perceives his/her behavior as being harmless and without malice, or 'just a bit of fun'. What matters is how the behavior makes the recipient feel, and not what the perpetrator's intentions were. Also, a person may be harassed even if they were not the intended 'target' of the behavior.

Bullying

Bullying is a sustained form of psychological abuse. It is defined as offensive, intimidating, malicious or insulting behavior, involving the abuse or misuse of power, which has the purpose or effect of belittling, humiliating or threatening the recipient.

This policy covers verbal, nonverbal, physical, coercion, isolation, and intrusion as forms of bullying and harassment.

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