

## Ontario Weightlifting Association Hazing Policy

Hazing refers to any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate.

Hazing is a broad term encompassing any action or activity which does not contribute to the positive development of a person; which inflicts or intends to cause physical or mental harm or anxieties; which may demean, degrade or disgrace any person regardless of location, intent, or consent of participants; any action or situation which intentionally or unintentionally endangers an athlete for admission into or affiliation with any team.

Any instance where an athlete is pressured by his or her teammates to participate in an activity with which the athlete is uncomfortable is considered to be an incidence of hazing.

Hazing can be broken down into three categories:

**Subtle:** Actions that are against accepted and organizational standards of conduct, behavior and good taste. An activity or attitude directed toward an athlete or an act which ridicules, humiliates, and/or embarrasses.  
(Examples: deception, assigning demerits, implied threats, deprivation of privileges)

**Harassment:** Anything that causes anguish or physical discomfort to an athlete, any activity directed toward an athlete that confuses, frustrates or causes undue stress.  
(Examples: verbal abuse, threats, wearing embarrassing attire, sleep deprivation, sexual simulations)

**Violent:** Any form of action that may cause physical punishment or any action that may cause bodily harm and/or touching in private places and/or de-clothing of an athlete.  
(Examples: forced alcohol/drug consumption, beating/paddling or assault, branding, burning, public nudity, and/or bondage)

Any hazing complaints, subsequent discipline sanctions and appeals are subject to the applicable OWA policies, including but not limited to OWA *Discipline and Complaints Policy and Appeals Policy*.