1. All Members are responsible for refraining from behaviour that can be considered harassment, violence, and sexual harassment.
2. ***Harassment*** means any comment or conduct directed towards an individual or group – both face-to-face and electronically - which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:
   1. Written or verbal abuse or threats
   2. The display or circulation of material which is offensive or which one ought to know is offensive in the circumstances
   3. Offensive remarks, jokes, comments, innuendo, or taunts
   4. Leering or other suggestive or obscene gestures
   5. Psychological abuse including abuses of power and trust
   6. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect social conditions
   7. Practical jokes which cause awkwardness or embarrassment, endanger a person’s safety, or negatively affect performance
   8. Any form of bullying
   9. Any form of hazing where hazing is defined as potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior teammate, which does not contribute to either athlete’s positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete’s willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on seniority on the team
   10. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
   11. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
   12. Retaliation or threats of retaliation against an individual who reports violations of this Code or other applicable WPW policies to WPW
3. ***Violence*** means the exercise of physical force by one person against another that causes or could cause physical injury; an attempt to exercise physical force against an individual that could cause physical injury; or a statement or behaviour that is reasonable for a person to perceive as a threat to exercise physical force against them that could cause physical injury. Types of behaviour that constitute violence include, but are not limited to:
   1. Verbal threats to attack
   2. Sending threatening messages or emails
   3. Making threatening physical gestures
   4. Brandishing or wielding a weapon
   5. Hitting or other forms of intentional unwanted touching
   6. Throwing objects
   7. Any attempt to engage in the type of conduct outlined above
4. ***Sexual Harassment*** means unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature, either face-to-face or electronically. Types of behaviour that constitute sexual harassment include, but are not limited to:
   1. Sexist jokes or comments of a sexual nature
   2. Display or circulation of sexually offensive material
   3. Sexually degrading words used to describe a person
   4. Inquiries or comments about a person’s sex life
   5. Unwelcome sexual flirtations, advances, or propositions
   6. Unwanted physical contact of a sexual nature