



Harassment and Violence Policy

The Canadian Association of Rallysport (CARS) is committed to providing an environment in which all individuals are treated with respect and dignity. Harassment and Violence have no place in rallying in Canada and it is CARS promise to promote a safe and welcoming environment for everyone involved in our sport.

Harassment or Violence of any kind will not be tolerated from any person at any CARS sanctioned event. This applies to all CARS officials, event volunteers, Competitors and crew and any third party which may be associated with an event.

CARS is committed to eliminating or, if that is not reasonably practicable, controlling the hazard of harassment or violence. Everyone is obligated to uphold this policy and to work together to prevent harassment and violence in rally. Actions which take place outside of CARS sanctioned events which may present a risk to the organization or individuals acting on behalf of the organization in any capacity will also be dealt with by way of suspension or exclusion.

Harassment means any single incident or repeated incidents of objectionable or unwelcome conduct, comment, bullying or action by a person that the person knows or ought reasonably to know will or would cause offence or humiliation, or adversely affects the individual's health, safety or mental wellbeing, and includes conduct, comment, bullying or action because of race, religious beliefs, colour, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, gender, gender identity, gender expression and sexual orientation, and any sexual solicitation or advance.

Violence, is the threatened, attempted or actual conduct of a person that causes or is likely to cause physical or psychological injury or harm, and includes domestic or sexual violence.

In support of this policy, we have put in place harassment prevention procedures. It includes measures and procedures to protect individuals from the hazard of harassment and violence and a process for them to report incidents, or raise concerns.

CARS will ensure this policy and the supporting procedures are implemented and maintained.

CARS officials, appointed or elected will adhere to this policy and the supporting procedures. Event organizers are responsible for including this policy in their event supplemental regulations, in their worker packages, any third-party service provider, and their core committee to ensure that all individuals within the event are aware of the policy and are aware of how to direct reported incidents.

CARS will investigate and take appropriate corrective actions to address all incidents and complaints of harassment and violence in a fair, respectful and timely manner.

CARS pledges to respect the privacy of all concerned as much as possible. CARS will not disclose the circumstances related to an incident of harassment or violence or the names of the parties involved (including the complainant, the person alleged to have committed the violation, and any witnesses) except where necessary to investigate the incident, to take corrective action, to inform the parties involved in the incident of the results of the investigation and corrective action taken, or as required by law.

No individual associated with any CARS event can be penalized, reprimanded or in any way criticized when acting in good faith while following this policy and the supporting procedures for addressing situations involving harassment or violence.