



ULLR INC. Safe Student Policy

The following guidelines describe the activities and expectations around student safety for both Ullr staff and customers.

1) **DEFINITIONS** –

a) **Bullying and Intimidation**

Harassment is intentional and aggressive behavior that is repetitive and thrives on an imbalance in power or status between the harasser and the harassed.

Who are the harassers?

- Harassers are confident young people who seek power over others.
- They blame targets for the harassment and show little empathy toward those affected by their behavior.
- Harassment by boys involves more physical intimidation.
- Harassment by girls is characterized by social exclusion.

What is the impact?

- Being targeted by harassment and intimidation is associated with increased isolation, decreased self-esteem, depression and missing classes or school days.
- 85% of harassment and intimidation incidents occur in the presence of other peers.
- A majority of both harassers and bystanders feel that targets bring the mistreatment on themselves.
- Nearly one quarter of those who witness harassing incidents actively participate in the mistreatment of others out of fear of becoming a target or doing the wrong thing.
(FACTS_harassment_intimidation.pdf, 2005 King County Sexual Assault Resource Center)

b) **Sexual Harassment**

(Note: for the purposes of this section, please read “employee” to also mean “student”)

Sexual harassment occurs when one employee makes continued, unwelcome **sexual** advances, requests for **sexual** favors, and other verbal or physical conduct of a **sexual** nature, to another employee, against his or her wishes.

According to the [U.S. Equal Employment Opportunity Commission \(EEOC\)](#), **sexual harassment** occurs, "when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment."

Examples of **Sexual Harassment**

Sexual harassment can occur in a variety of situations. These are examples of **sexual harassment**, not intended to be all inclusive.

- Unwanted jokes, gestures, offensive words on clothing, and unwelcome comments and repartee.
- Touching and any other bodily contact such as scratching or patting a coworker's back, grabbing an employee around the waist, or interfering with an employee's ability to move.
- Repeated requests for dates that are turned down or unwanted flirting.
- Transmitting or posting emails or pictures of a **sexual** or other **harassment**-related nature.
- Displaying sexually suggestive objects, pictures, or posters.
- Playing sexually suggestive music.

c) Physical Contact With Students

The instruction of snow sports does not specifically require physical contact between the instructor and the student. If the instructor determines that contact, no matter how casual, is required, it is important that the extent of this contact be explained up front. Communication between the various parties concerned is very important.

In general, physical contact with our students is not allowed unless the following guidelines are followed:

- 1) Physical contact with players/participants should be limited to:
 - a) Developing sport skills
 - b) Preventing or responding to a safety incident
- 2) All physical contact should meet the following criteria:
 - a) Physical contact should be appropriate for the development of a sport skill
 - b) Permission from the student should be sought FIRST
- 3) Culturally sensitive boundaries will govern any physical contact with students.

- a) Physical contact between instructor and student should be rare except that which would be considered usual social contact such as the shaking of a hand or a "high five".
 - b) Gestures which can be well meaning, or even considered by some to be acceptable, may be unacceptable to others. Sometimes physical contact can be misinterpreted as sexual harassment or even molestation.
 - c) Particular care needs to be taken in teaching children.
- 4) Respect the rights, dignity and worth of every person.
- a) Regardless of their gender, ability, cultural background, or religion, all persons are entitled to equal treatment and respect.
 - b) Avoid any remarks that could be construed as offensive or discriminatory. Sometimes even a joke may give offence.
 - c) If a person refers to themselves with a particular label, it should not be taken as an invitation for you to do so. Using discretion is imperative and it is better to err on the side of caution.

2) **FORMS TO BE COMPLETED** –

- a) Student Liability Release

3) **STATE REGULATIONS** –

- a) All Ullr staff and customers will follow the Washington State mandatory reporting law for suspected child abuse (RCW.26.44.030).