



CANADIAN YOGA ASSOCIATION (CYA)

HARASSMENT & ABUSE POLICY

1. POLICY STATEMENT

Canadian Yoga Association (CYA) is committed to maintaining an environment free from harassment and abuse for all participants in yogasana sport across Canada. Every individual has the right to participate in activities without fear of harassment, abuse, or discrimination.

This Policy affirms CYA's zero-tolerance stance on harassment and abuse in any form.

2. PURPOSE

- (a) Define prohibited conduct, including harassment and abuse.
- (b) Establish clear reporting procedures.
- (c) Ensure prompt and fair investigation of complaints.
- (d) Provide protection and support for individuals who report concerns.
- (e) Outline consequences for violations.
- (f) Comply with all applicable laws and safe sport principles.

3. SCOPE AND APPLICATION

- Directors, officers, Board members
- Employees, contractors, volunteers
- Coaches, trainers, support staff
- Judges, officials, technical personnel
- Athletes and competitors
- Members of any category
- Parents, guardians, spectators
- Participants in CYA activities

This Policy applies to all CYA activities including competitions, training, meetings, travel, and online environments.

4. DEFINITIONS

Term	Definition
Harassment	Unwanted conduct that offends or intimidates

Sexual Harassment	Unwelcome sexual conduct
Physical Abuse	Intentional physical harm
Emotional Abuse	Verbal attacks or humiliation
Sexual Abuse	Non-consensual sexual activity
Financial Abuse	Misuse of financial resources
Discrimination	Unfair treatment based on protected grounds
Bullying	Repeated harmful behavior
Cyberbullying	Bullying through digital platforms
Retaliation	Punishment for reporting concerns
Minor	Individual under 18 years
Complainant	Person reporting
Respondent	Person accused

5. PROHIBITED CONDUCT

- Harassment, abuse, discrimination, bullying
- Inappropriate relationships
- Neglect and failure to report
- Retaliation

6. PREVENTION AND EDUCATION

- Mandatory training
- Screening and background checks
- Supervision standards
- Compliance with Code of Conduct

7. REPORTING PROCEDURES

Email: gc@yogaministryofcanada.ca

Reports may be written, verbal, or anonymous.

8. RESPONSE AND INVESTIGATION

- Acknowledgment within 5 days
- Fair investigation
- Confidentiality maintained

9. DECISION AND OUTCOME

- Written decision provided
- Disciplinary actions based on severity

10. APPEALS PROCESS

- Appeals within 30 days

- Independent review committee

11. PROTECTION FROM RETALIATION

Retaliation is strictly prohibited and subject to discipline.

12. FALSE ALLEGATIONS

False allegations may result in disciplinary action.

13. RECORD KEEPING

Records maintained confidentially for minimum 10 years.

14. SUPPORT

Support available via gc@yogaministryofcanada.ca

15. REVIEW AND AMENDMENTS

Policy reviewed annually.

Ms. Diana Aleksandrovna - President

Mr. Sanjeev Pal Singh - Vice President

Dr. Aman Sood Suryavanshi - Secretary General

Ms. Meena Sood - Treasurer