

Harassment Information Sheet

Harassment is repeated or severe conduct that does at least one of the following:

- **Causes fear, humiliation, or annoyance:** such as threatening to harm someone or repeatedly ridiculing them
- **Offends or degrades:** such as repeatedly using slurs or making offensive jokes to or about someone
- **Creates a hostile environment:** such as repeated or severe actions that affect someone in a way that limits their ability to participate in programs or activities
- **Attempts to establish dominance, superiority, or power because of discriminatory bias** against a person or group's age, race, ethnicity, culture, religion, national origin, or disability: such as saying someone will fail because of one of these characteristics
- **Is described as harassment under federal or state law**

Note: Harassment based on a person's gender, gender identity, or sexual orientation is classified as a type of Sexual Misconduct in the SafeSport Code.

Harassment does not include:

- Rude or mean behaviors that may be hurtful (by accident or on purpose) but are *not* part of an ongoing pattern
- A conflict in which people disagree
- Techniques and behaviors that are professionally accepted in tennis

Tennis providers should still address any inappropriate behaviors, even if they are not considered Harassment, to promote a positive team environment and prevent problem behaviors from escalating.

What are examples of Harassment?

- An athlete routinely humiliates and threatens a teammate until the teammate stops coming to practice
- A JTT Captain sends messages to the team group chat that single out an athlete as fat, as well as pictures of them with certain body parts circled and criticized

Respect: A healthier way to respond

- Being harassed can make people feel bad about themselves and cause them to leave tennis
- Sometimes people choose to harass others because of differences in age, race, ethnicity, culture, religion, national origin, or disability
- Being treated with respect can help people feel supported
- Respecting and valuing people's differences can make tennis, and sport, safer and more inclusive

Scenarios

Noor, who is new to the team, wears a hijab.

- **Harassment:** A JTT team captain repeatedly mocks Noor's hijab, calling it "stupid," and tries to pull it off every time she makes a bad play, causing Noor to no longer want to participate in JTT
- **Respect:** The JTT team captain organizes a team dinner to welcome Noor and her family

Sarah, an autistic tennis player, needs to wear headphones to reduce noise stimulation before competing in a tournament.

- **Harassment:** Someone who Sarah sees regularly at junior tournaments regularly tells Sarah that autistic players shouldn't be allowed to compete and hides her headphones so she can't participate
- **Respect:** Other players in the tournament cheer Sarah on when she is playing a match