



## **“Grand Falls Windsor Minor Hockey Safe Space Policy”**

**This policy sets out the principles and practices of the Grand Falls Windsor Minor Hockey Association with regards to abusive/unacceptable behaviour towards players, parents, coaching staffs, game officials, executive members, association volunteers as well as spectators.**

**Every person surrounding minor hockey has responsibilities when attending any function or communicating to a person/player in a minor hockey space. Our association has chose to adopt the HNL/Hockey Canada approach to create a safe place for all persons partaking, volunteering, spectating, and/or officiating minor hockey activities.**

**Failure to comply with the associations policy will result in suspensions which will be determined by the Executive. There will be progressive suspensions if the behaviour(s) continue and may result in a suspension up to and including indefinitely.**

**Volunteers/ Players/Coaches/Parents/Spectators should be able to attend minor hockey events without fear of being subjected to bullying, harassment, discrimination or misconduct. All parties are expected to communicate in a respectful manner.**

**Any form of bullying, harassment, or abuse - whether physical, emotional or sexual - of any participant in any GFWMHA program is unacceptable.**

**The expectations for all parties is defined below. All players/parents/coaches/volunteers must read the expectations. Failure to comply with these expectations will be referred to the executive and Disciplinary Chair.**

**The GFWMHA Facebook page was created for the purpose of sharing information. All commenting will be turned off on a go forward basis to prevent combative/inappropriate discussions. Any questions or concerns may be communicated directly through email: [GFWMHA2021@gmail.com](mailto:GFWMHA2021@gmail.com) .**

**Attached is the GFWMHA Complaint Form. If you experience any of the above please fill out the form and forward to your director or an executive member.**

## **1.02 ABUSIVE FAN PROTOCOL**

All teams and Hockey NL recognize that hockey is a game of emotion and during games fans, players and team staff are all engaged in the event emotionally to different degrees. No one has an issue with excited, emotional, loud or boisterous fans cheering for their team. However, steps must be followed for the fan that crosses over the line, either physically or over the top verbally with team officials, on ice officials, players, or other fans. Actions by anyone deemed to be unacceptable after careful investigation must be dealt with to the full extent of the law or by home teams and the management of their home rink. The following protocols will be followed by all teams and their facilities in regards to abusive fans.

- Any fan/person who contacts a player, official or other fan person by pushing, hitting or making contact in any way will be immediately ejected from the facility the game is being played in.
- Any fan/person making contact physically in this manner will be reported immediately to the police and all facility staff and team officials will supply all information they can to police to support the complaint for possible criminal charges of assault.
- All staff at team facilities will supply any and all information to the police to assist in any type of investigation that they witness.
- No team official, on ice official or player will engage with any person/fan who assaults them either physically or verbally.
- All personnel will immediately go to facility security and verbally report what happened.
- It is the responsibility of the facility management/security to report any criminal offence such as assault to the police and contact them to attend the rink for the necessary action
- All complaints, no matter the nature, must be dealt with by the facility management/security.
- All facility staff will, as quickly as possible, document all names and possible witnesses for the police, including the identity of the persons responsible. •
- All information of this nature, including a summary of the incident, will be forwarded to police to support the complaint.
- If charges are laid it will be the responsibility of Hockey NL to assign a representative to track the progress through the courts.
- Hockey NL will request from the judge in the matter that any person convicted based on any incident in any team facility will receive a court order banning them from all hockey events, in any facility.
- All team facility's and team management will receive notification of this ban and its length.
- All teams and facilities will be responsible for enforcing this ban on any person who is under such a court order. Any breaches will be forwarded immediately to the police for follow up.

- Any incident that is not of a criminal nature but is abusive in nature will be reported immediately to the team facility security and management.
- Facility security will deal with the fan and if they determine it is abusive in nature, they will immediately eject that fan from the game.
- A written submission will be submitted to the facility manager and the team management by the player, official, on ice official, or any other staff affected outlining what took place.
- It will be the responsibility of the facility management and home team management to submit to Hockey NL a report of any incident at the game, with points about action taken and recommendations for length of time person will be banned.
- Hockey NL and League Chairs will keep a log of all incidents reported to them by individual teams and facilities and ensure all teams are notified about complaints and action taken.
- No person will be allowed back in any facility unless team facility management submits in writing to Hockey NL that the ban has been lifted.
- Each situation and person will be dealt with on an individual basis and any reports to Hockey NL lifting the ban will include written reasons from the facility why the ban was lifted.
- If there is a repeat offence for a person for any type of abuse in any rink whether the abuse took place in the original rink or not, Hockey NL will inform all facilities that a lifetime ban would be in effect.
- In the case of a first ban from a particular rink/facility Hockey NL will ensure that all teams are aware of the ban and ensure that any person banned from one of the rinks/games is suspended from all facilities for the length of his/her ban.
- It will be the responsibility of all facilities to enforce this ban.
- In all cases if the person banned wishes to appeal the suspension, they will submit their reason and request to Hockey NL, not the team facility. Any decision on appeal will be forwarded to all teams and facilities upon completion.

Any team or facility that does not enforce a ban of abusive fans or fans who commit criminal offences will be identified in writing to Hockey NL for follow up action.

#### **1.05 CODE OF CONDUCT**

Hockey NL is committed to providing a sport environment in which all individuals are treated with respect.

During the course of all Hockey NL activities, athletes, coaches, parents, directors, volunteers, staff, chaperones and others within each Division of Hockey NL shall:

- a) conduct themselves, at all times, in a fair and responsible manner and refrain from comments or behaviours that are disrespectful, offensive, abusive, racist, or sexist. In particular, Hockey NL will not tolerate behaviour that constitutes harassment, abuse or bullying;

- b) avoid behaviour which brings Hockey NL and/or the sport of hockey in disrepute, including, but not limited to, the abusive use of alcohol and/or non-medical use of drugs;
- c) not use unlawful performance enhancing drugs or methods, nor shall they engage in activity or behaviour that endangers the safety of others;
- d) at all times, serve and adhere to Hockey Canada and Hockey NL operational policies, procedures and any rules governing any competition in which they participate on behalf of Hockey NL;
- e) have a duty to report and participate co-operatively in disciplinary proceedings when required.

**Failure to comply with this Code of Conduct may result in disciplinary action, including, but not limited to, the loss or suspension of certain or all privileges connected with Hockey NL including the opportunity to participate in Hockey NL activities. Such discipline may include the removal or ban from any arena, games, practices, and other team activities.**

#### **1.05.1 VOLUNTEER CODE OF CONDUCT**

Volunteers play a critical role in the operation of sport organizations and their activities. Through their responsibilities the volunteer receives rewards such as personal development, recognition, feedback, a tie to family and community, and the personal satisfaction of helping others. In return, the volunteer must be expected to conduct their efforts in a manner that will allow the values and goals of the sport organization to be achieved. Thus, how a participant regards their sport is often dependent on the leadership of the volunteer. The following Code of Conduct has been developed to assist volunteers in achieving a level of behaviour which will allow sport participants to become well-rounded, self-confident and productive human beings.

##### **Volunteers Have A Responsibility To:**

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
2. Direct comments or criticism at the performance rather than the individual.
3. Consistently display high personal standards and project a favourable image of their sport and volunteering.
  - (a) refrain from public criticism of fellow volunteers, athletes, coaches and officials;
  - (b) abstain from the use of tobacco products while in the presence of children and discourage their use by participants and fellow volunteers;
  - (c) abstain from drinking alcoholic beverages when performing your volunteer duties;
  - (d) discourage the use of alcohol in conjunction with athletic events or other activities at the playing site;

(e) refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of your duties.

4. Through proper risk management practices, ensure that the activity being undertaken by both volunteers and participants is suitable for the age, experience, ability and fitness level of the individual and educate them as to their responsibilities in contributing to a safe environment.
5. Take the personal initiative to learn, respect, communicate and adhere to the rules and regulations established for the sport.
6. Regularly seek ways of increasing professional development and self-awareness.
7. Treat members of other sport organizations with respect, both in victory and defeat and encourage all participants to act accordingly. Actively encourage all participants to uphold the rules of their sport and the spirit of such rules.
8. Attend to your volunteer duties, as directed, in a timely manner.
9. In the case of minors, communicate and cooperate with the parents or legal guardians, involving them in management decisions pertaining to their child's development.
10. Be aware of the role sport plays in everyone's lives and respect the pressures that may be placed on all participants including volunteers as they strive to balance the physical, mental, emotional and spiritual aspects of their lives.

**Volunteers Must:**

1. Ensure the safety of the people with whom they work.
2. Abide by the sexual abuse policy of your sport.
3. Respect the dignity of others; verbal or physical behaviours that constitute harassment or abuse are unacceptable.
4. Never advocate or condone the use of drugs or other banned performance enhancing substances. Never provide underage participants with alcohol.

**1.05.2 ATHLETE CODE OF CONDUCT**

In personal development, as well as athletic development, the athlete himself/herself plays a critical role. They must understand and respect their relationship and the commitment that is required as a member of a team. The athlete must also recognize that to achieve complete success, they should understand both the values and goals of Hockey NL. Thus, how an athlete regards his/her sport is often dependent upon their level of behaviour and ability to fit into team concepts. The following Code of Conduct has been developed to aid the athlete to achieve a level of behaviour which will allow the athlete to become a well-rounded, self-confident and productive human being.

**Athletes Have A Responsibility To:**

1. **Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.**
2. **Direct comments or criticism at the performance rather than the individual.**
3. **Consistently display high personal standards and project a favorable image of their sport.**
  - a) **refrain from public criticism of athletes, coaches or officials;**
  - b) **abstain from the use of tobacco products and discourage their use by other athletes;**
  - c) **abstain from drinking alcoholic beverages, using performance enhancing or mind altering drugs;**
  - d) **refrain from the use of profane, insulting, harassing or otherwise offensive language.**
4. **Follow the annual training, competitive programs, and rules of conduct as mutually agreed upon by the Coaches and Athletes, recognizing the responsibilities of the Athletes to adhere to and complete.**
5. **Participate in all team testing and satisfy all team program testing objectives.**
6. **Provide the Coaches with results of their strength and dry land training to enable the Coaches to monitor and assess improvement in their performance.**
7. **Communicate and cooperate with registered medical practitioners in the diagnoses, treatment and management of medical problems. Respect the concerns these medical people have when they are considering the athletes' future health and well-being and when they are making decisions regarding the athletes' ability to continue to play or train.**
8. **Regularly seek ways of increasing your athletic development and self-awareness.**
9. **Uphold the rules of the sport, the spirit of such rules and encourage other athletes to do the same.**
10. **Treat opponents and officials with due respect both in victory and defeat. Encourage other athletes to act accordingly.**
11. **Be aware of the role sport plays in all athletes' lives and respect the pressures that may be placed on yourself and other athletes as you strive to balance physical, mental, emotional and spiritual elements of yours lives.**

**Athletes Must:**

1. **At no time allow individuals who may request sexual favours or use threats of reprisal for rejection to go unreported.**
2. **Participate in a manner that ensures the safety of athletes, coaches and officials also participating in the game.**
3. **Respect other athlete's dignity; verbal or physical behaviours that constitute harassment or abuse are totally unacceptable.**
4. **Never advocate or condone the use of drugs or other banned performance enhancing substances.**
5. **Never use or condone the use of alcohol.**

**1.05.3 PARENT CODE OF CONDUCT**

Sport provides many great moments that parents and children can share and enjoy. It should be part of the educational process for children and, therefore, should be operated as an educational experience so that all children have the right to learn and participate in an enjoyable, positive, and stress-free environment. Many children dream of playing like their favourite sports star. It's up to parents to nurture those dreams and to help their child's sport experience be fun, safe and valuable. You want your child to be able to look back on the youth sport experience with fondness. You, as parents, have a part to play in those moments.

#### **Parents Have A Responsibility To:**

1. **Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.**
2. **Encourage your child to play sports, but don't pressure. Let your child choose to play, and to quit, if he/she wants.**
3. **Understand what your child wants from sports and provide a supportive atmosphere for achieving these goals.**
4. **Teach cooperation, teamwork, and how to follow rules.**
5. **Attend games.**
6. **Emphasize fun and enjoyment.**
7. **Keep winning in perspective, and help your child do the same.**
8. **Help your child meet responsibilities to the team and the coach.**
9. **Teach your child to recognize sexual, physical, and verbal abuses.**
10. **Trust the care of the player to the coaches at practices and games – respect the coaches' decision, direction and philosophy.**
11. **Speak out when you perceive something is wrong.**
12. **Supply the coach with information regarding any allergies or medical conditions your child has. Make sure your child takes any necessary medications to the games and practices.**
13. **Respect and show appreciation for the volunteers who give their time to provide a safe and enjoyable experience to your child.**

#### **Parents Must:**

1. **Never verbally or physically abuse a child after a game for poor performance.**
2. **Never come to the ice rink intoxicated or under the influence of drugs.**
3. **Never use bad language, nor harass athletes, coaches, officials or other spectators.**
4. **Never yell or criticize any child's performance from the stands.**
5. **Never get caught up in the heat of the moment.**

#### **1.05.4 COACHES CODE OF CONDUCT**

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personnel as well as athletic development of their athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it.

Coaches must also recognize that they are conduits through which the values and goals of a sport organization are channeled. Thus, how an athlete regards his/her sport is often dependent on the behaviour of the coach. The following Code of Conduct has been developed to aid coaches in achieving a level of behaviour which will allow their athletes in becoming wellrounded, self-confident and productive human beings. Although this Code is directed towards coaching conduct, it equally applies to other members of the “Team Leadership Staff” i.e., managers, trainers, equipment personnel, etc. It is assumed that these people act in cooperation with one another to construct a suitable environment for the athlete.

**Coaches Have A Responsibility To:**

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
2. Direct comments or criticism at the performance rather than the athlete, official or volunteer.
3. Consistently display high personal standards and project a favourable image of their sport and coaching.
  - a) refrain from public criticism of fellow coaches, athletes, officials and volunteers, especially when speaking to the media or recruiting athletes;
  - b) abstain from the use of tobacco products while in the presence of his/her athletes and discourage their use by athletes;
  - c) abstain from drinking alcoholic beverages when working with athletes;
  - d) discourage the use of alcohol in conjunction with athletic events or victory celebrations at the playing site;
  - e) refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.
4. Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment.
5. Communicate and cooperate with registered medical practitioners in the diagnoses, treatment and management of their athletes’ medical and psychological problems. Consider the athletes’ future health and well-being as foremost when making decisions regarding an injured athletes’ ability to continue playing or training.
6. Recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes’ goals to take precedence over their own.
7. Regularly seek ways of increasing professional development and self-awareness.
8. Treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules.
9. In the case of minors, communicate and cooperate with the athletes’ parents or legal guardians, involving them in management decisions pertaining to their child’s development.



10. Be aware of the many pressures placed on athletes as they strive to balance the physical, mental, emotional and spiritual aspects of their lives and conduct practices and games in a manner so as to allow optimum success.

**Coaches Must:**

1. Ensure the safety of the athletes with whom they work.
2. At no time become intimately and/or sexually involved with their athletes. This includes requests for sexual favours or threat of reprisal for the rejection of such requests.
3. Respect athletes' dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable.
4. Never advocate or condone the use of drugs and other banned performance enhancing substances.
5. Never provide underage athletes with alcohol; never encourage its use.

**1.05.5 OFFICIATING CODE OF CONDUCT**

The officiating program plays an integral role in the sport of hockey. Officials must recognize their impact on the game, its participants and their fellow officials. Program leaders must recognize the need for instilling the highest values and the impact they have on aspiring officials. The following Officiating Code of Conduct has been developed to aid the officiating program in achieving a level of behaviour which will allow all officials to become self-confident and productive human beings.

**Officials Have A Responsibility To:**

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
2. Direct comments or criticism at the performance rather than the individual if this is part of your role.
3. Consistently display high personal standards and project a favourable image of their sport and coaching.
  - a) refrain from public criticism of participants and fellow officials;
  - b) abstain from the use of tobacco products while in the presence of his/her officials and discourage their use by officials;
  - c) abstain from drinking alcoholic beverages when officiating and working with officials;
  - d) refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.
  - e) Educate and ensure high standards of risk management are maintained.
  - f) Treat all other hockey participants with due respect and encourage all officials to maintain a high standard of self-discipline.

**Officials Must:**

1. When in a leadership role ensure the safety of the officials with whom they work.

- 2. At no time become intimately and/or sexually involved with other officials. This includes requests for sexual favours or threat of reprisal for the rejection of such requests.**
- 3. Respect participants' dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable.**
- 4. Never advocate or condone the use of drugs or other banned substances.**
- 5. Never provide underage participants with alcohol; never encourage its use.**

## **1.06 CO-ED DRESSING ROOM POLICY**

In all cases where officials and members of a team include both male and female players, the following dress code will apply in the team dressing room:

- a) Male players will not undress to less than a minimum of shorts while females are present.
- b) Female players will not undress to less than a minimum of shorts and a tee-shirt while males are present.

When separate facilities exist for both male and female participants, males and females shall make use of these separate facilities in order to change to the point that they can adhere to the co-ed dress code noted above. (NOTE: Once dressed in accordance with the minimum requirements above, all players may return to the team [co-ed] dressing room).

When separate facilities do not exist for both male and female participants:

- a) Players shall dress, undress and shower in shifts while maintaining the minimum dress code noted above.
- b) Players of the under-represented gender shall be granted access to the shower facilities after the balance of the team.

It is the responsibility of the team management personnel, or in the case of officials, the local Referee-in-Chief or designate, to ensure that these guidelines are followed.

## **3.10 RESPECT IN SPORT**

Hockey NL has mandated that all coaches, assistant coaches, managers, trainers and all on bench officials be certified in the Hockey Canada “Speak Out” It’s more than just a game program. This program was created in partnership with the Canadian Red Cross and is an education program on the prevention of abuse and harassment in hockey for coaches. It is presented in a clinic format delivered by trained branch facilitators. The program is approximately 3 hours in length and a registration fee of \$10 per participant.

Beginning in the 2009-2010 season, Hockey NL is providing the membership with the option to become certified in the program through a national initiative to implement the Respect in Sport Education tool. Certification through Respect in Sport will be the equivalent to certification received when taking a Speak Out! Course. The registration fee for this course is \$30 and has a pay pal feature.

Respect in Sport is an on-line training course for coaches and sport leaders. It is designed as a tool to assist coaches in identifying and dealing with abuse, neglect, harassment and bullying in sport. The on-line course curriculum is broken into six (6), 30-minute modules hours to complete and includes audio/visual presentations, quizzes and printable handouts. Another beneficial feature of

the program is that it does not need to be done all at once; it can be completed at your leisure. However, Hockey NL requests that you complete the program within 30 days of your registration.

To access the Respect in Sport program online, please visit the following site:

<https://hnl.respectgroupinc.com>

### **3.10.1 RESPECT IN SPORT PARENT PROGRAM**

The Respect in Sport Parent Program is an effective and informative online training program for parents of active children. This unique certification program complements Respect in Sport for Coaches/Activity Leaders by reinforcing a parent's role in a child or youth's activities, encouraging positive sport behaviors, and providing insight into the various roles other individuals (such as coaches and officials) play. This program empowers parents to ensure the safety of their children, encourage positive and effective communication, and to enhance a child's fun and camaraderie of the activity.

**This program is mandatory.**

FAQ:

1. Do I have to write any quiz or test? No.
2. Will I receive confirmation of completion? Yes, a printable version is supplied.
3. Do I need to re-certify? No, it's a one-time program.
4. Is there any online support? Yes.
5. Why me, I am a good parent? Respect in Sport for Parents promotes key values in providing a positive, safe and respectful environment for all participants in sport. It offers tools to ensure your child is not involved in any way with abuse, neglect, bullying and harassment. It helps you develop a more pro-active involvement in your child's activities, and you become a deputy for your organization's values. For more information, please visit:

<http://hnlparent.respectgroupinc.com>