

NORTHERN ONTARIO HOCKEY ASSOCIATION

HARASSMENT, ABUSE, BULLYING AND MISCONDUCT POLICY

PROMOTING POSITIVE BEHAVIOUR IN HOCKEY



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NOHA HARASSMENT, ABUSE, BULLYING AND MISCONDUCT POLICY

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Introduction

This document includes Policies and Procedures that enhance the Hockey Canada and Ontario Hockey Federation Speak Out Policies and Procedures. All NOHA Member Associations/Single Entry Teams are obligated to adhere to these Policies and Procedures as stated.

The following policies have been approved by the NOHA Board of Directors. It shall be the obligation of all NOHA Member Associations to adhere to these policies.

Please refer to the following for more information:

- 1- Hockey Canada Policy on Harassment and Abuse – www.hockeycanada.ca
- 2- OHF Harassment and Abuse Policies – www.ohf.on.ca
- 3- NOHA Code of Conduct – www.noha.on.ca
- 4- OHF Code of Conduct – www.ohf.on.ca
- 5- Hockey Canada Fair Play means Safety for All Booklet- www.hockeycanada.ca
- 6- NOHA Full Speak Out Policies and Procedures and Appendices – www.noha.on.ca

1. POLICY STATEMENTS

- 1.1** The Northern Ontario Hockey Association (NOHA) is committed to provide an environment that is safe and respectful. The OHF supports the right of all its members and staff to participate and work in an environment that prohibits discriminatory practices of all kinds and promotes equitable opportunities.
- 1.2** It is the policy of the NOHA that there be no harassment, abuse or bullying of any participant in any of its programs.
- 1.3** The NOHA expects every athlete, coach, assistant coach, trainer, manager, official, parent, director, officer, volunteer, employee and chaperone within the NOHA and each of the NOHA Member Associations to take reasonable steps to safeguard the participants against harassment, abuse, bullying or misconduct.
- 1.4** The NOHA will make all reasonable efforts to promote awareness of the problems or harassment, abuse, bullying and misconduct among all its members.

2. EFFECTIVE DATE

- 2.1** June 27, 1998
- 2.2** Revised February 28, 2006
- 2.3** Revised June 1, 2011
- 2.4** Revised June, 2014

3. NOHA MEMBER ASSOCIATION REQUIREMENTS

3.1 NOHA Member Associations are responsible for adopting and implementing a policy similar to, and consistent with this policy.

4. DEFINITIONS

4.1. Legislation

[1] Child Protection Legislation – Ontario Child and Family Services Act (CFSA)

<http://www.canlii.org/en/on/laws/stat/rso-1990-c-c11/latest/rso-1990-c-c11.html>

<http://www.children.gov.on.ca/htdocs/English/topics/childrensaidd/reportingabuse/index.aspx>

[2] Human Rights Legislation – the Canadian Human Rights Act or the Ontario Human Rights Code

<http://laws-lois.justice.gc.ca/eng/acts/h-6/>

<http://www.ohrc.on.ca/en/ontario-human-rights-code>

4.2. Child

In the Province of Ontario Child means a person between the age of 0 and 18 years.

4.3. Adult

Adult means a person who has reached the age of maturity. In the Province of Ontario this age is 18 years.

4.4. Bullying

Bullying describes behaviours that are similar to harassment, but occur between children that are not addressed under human rights laws. Bullying can be broken down into six categories:

4.4.1. Physical Bullying:

Hitting, shaking, shoving, kicking, spitting on, grabbing, beating others up, damaging or stealing another person's property; used most often by boys.

4.4.2. Verbal Bullying:

Name calling, hurtful teasing, humiliating or threatening someone, degrading behaviors; may happen over the phone, through text messaging or chat rooms, through social media sites, in notes or in person.

4.4.3. Relational Bullying:

Trying to cut off victims from social connection by convincing peers to exclude or reject a certain person, spreading rumours or giving the "silent treatment; used most often by girls. This may happen in person, over the phone, through the computer.

4.4.4. Discriminatory Bullying:

Discriminatory bullying targets people because of their sexual orientation, ethnicity, gender identity, skin colour, religion, weight, appearance, disability, nationality or other things that are perceived to make them “different”.

4.4.5. Reactive Bullying:

Engaging in bullying as well as provoking bullies to attack by taunting them.

4.4.6. Cyber Bullying:

Involves the use of information and communication technologies such as email, cell phones and text messaging, camera phones, instant messaging, social networking sites such as Facebook, Twitter, Instagram, Tumblr, Flickr, Myspace etc., defamatory personal websites (such as Network 54), or other forms of electronic information transfer to support deliberate, repeated and hostile behaviour by an individual or group that is intended to harm others, threaten, harass, embarrass, socially exclude or damage reputations and friendships.

Bullying is not...

- Conflict between friends
- An argument between people of equal power
- Accidental
- Normal relational development challenges
- A “one-time” event (usually)
- Friendly teasing that all parties are enjoying
- Something people grow out of

Bullying is...

- Hurting behaviours based on oppression and “meanness”
- Based on power differentials
- Intentionally harmful
- Intense and long in duration
- Repeated over time (generally)
- Oppressive – isolates victims
- Caused by many factors and behavioural challenges

4.5. Harassment

Harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions. Any of the different forms of harassment must be based on a prohibited ground of discrimination in the Ontario Human Rights Legislation, including race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation.

Types of behaviour which constitute harassment include, but are not limited to:

- Unwelcomed jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, nationality, sex or sexual orientation.
- Condescending, patronizing, threatening or punishing actions, **based on a ground of discrimination**, which undermine self-esteem or diminish performance.
- Practical jokes **based on a ground of discrimination**, which cause awkwardness or embarrassment, endanger a person's safety or negatively affects performance.
- Unwanted or unnecessary physical contact including touching, patting or pinching (in the case of minors, this is defined as abuse under the Child and Family Services Act).
- Unwelcome flirtation, sexual advances, requests or invitations (if minor involved, covered under Child Protection Legislation).
- Behaviours such as those described above which are not directed towards individuals or groups but which have the effect of creating a negative or hostile environment.

What is criminal harassment?

Criminal harassment—often known as stalking—involves following another person; monitoring them or someone close to them, or their home; contacting them repeatedly against their wishes or threatening them. For a charge of criminal harassment to be laid, the victim must have reason to fear for his/her safety (or the safety of someone else) and the perpetrator must know – or could reasonably be expected to know – that the victim is fearful (Family Violence in Canada, A Statistical Profile, 2001).

Criminal charges may also be laid in harassment cases if a person has been physically or sexually assaulted.

4.6 Abuse

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care, which causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust.

4.6.1 Emotional Abuse

Emotional abuse is a chronic attack on a child's self-esteem; it is psychologically destructive behaviour by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child's needs but it is not simply benching a player for disciplinary reasons, cutting a player from a team after tryouts, refusing to transfer a player, limiting ice time and yelling instructions from the bench.

4.6.2 Physical Abuse

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

4.6.3 Neglect

A general definition of neglect is the chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good

hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air.

Some examples of neglect occurring in a sport environment are:

- Inadequate Shelter/Unsafe Environments: Failure to maintain equipment or facility; forcing athletes to participate without proper protective equipment.
- Inadequate Clothing: Preventing athletes from dressing adequately for weather conditions or making them stay in wet clothes as punishment following a game.
- Inadequate Supervision: Leaving young athletes unsupervised in a facility or on a team trip (OHF Two Deep Policy).
- Lack of Medical/Dental Care: Ignoring or minimizing injuries; ignoring medical advice; not seeking medical or dental attention when warranted.
- Inadequate Education: Encouraging athletes to not do homework, to not attend school, or to drop out.
- Inadequate Rest: Overdoing or increasing workouts as punishment; prohibiting adequate sleeping or resting time.
- Inadequate Moral Guidance & Discipline: Not providing adequate supervision during team functions; hiring strippers or prostitutes; offering pornography to young athletes.

4.6.4 Sexual Abuse

Sexual abuse is when a child is used by a child with more power or an adult for his or her own sexual stimulation or gratification. There are two categories of sexual abuse: contact and non-contact.

4.6.4.1 Contact

- Touch and fondled in sexual areas
- Forced to touch another person's sexual areas
- Kissed or held in a sexual manner
- Forced to perform oral sex
- Vaginal or anal intercourse
- Vaginal or anal penetration with object or finger
- Sexually oriented hazing

4.6.4.2 Non-Contact

- Obscene calls/remarks on a computer, cell phone or in notes
- Voyeurism
- Shown pornography
- Forced to watch sexual acts
- Sexually intrusive questions or comments
- Indecent exposure
- Forced to pose for sexual photographs or videos
- Forced to self-masturbate
- Forced to watch others masturbate

Duty to Report

Abuse and neglect are community problems requiring urgent attention. The Ontario Hockey Federation (OHF) is committed to help reduce and prevent the abuse and neglect of participants. The OHF realizes that persons working closely with children

and youth have a special awareness of abusive situations. Therefore these people have a particular reporting responsibility to ensure the safety of Canada's young, by knowing their provincial protection legislation and following through as required.

The Province of Ontario has mandatory reporting laws regarding the abuse and neglect of children and youth, which are contained in Section 72 of the Child and Family Services Act (CFSA). Consequently, it is the policy of the OHF that any OHF personnel (part-time and full-time staff, volunteer, participant, team official, on ice official) or OHF partner (parent, guardian) who, has reasonable grounds to suspect that a participant is or may be suffering or may have suffered from emotional, physical abuse and neglect and/or sexual abuse shall immediately report the suspicion and the information on which it is based to the local child protection agency and/or the local police detachment. In Ontario a person is considered a child up to the age of eighteen.

Those involved with the OHF in providing hockey opportunities for participants understand and agree that abuse or neglect, as defined above, may be the subject of a criminal investigation and/or disciplinary procedures. Failure to report an offence and thereby, failure to provide safety for participants may render the adult who keeps silent legally liable for conviction under the CFSA.

4.7 Hazing

Hazing is an initiation practice that may humiliate, demean, degrade or disgrace a person regardless of location or consent of the participant(s).

4.8 Misconduct

Misconduct refers to the behaviour or a pattern of behaviour that is found, by a formal (for example an independent investigation) or informal process (i.e. for example an internal fact finding), to be contrary to the OHF Code of Conduct and that is not harassment, abuse or bullying.

4.9 Complaint

Any allegation, verbal or written, that involves bullying, harassment, abuse or misconduct within the jurisdiction of the OHF.

4.10 OHF Personnel

OHF personnel include OHF office employees, council and committee chairs and members, Directors and Officers and any other personnel that may be identified by the OHF President.

4.11 Billet

Any community volunteer who applies or is requested by an OHF Member Partner club, association team or league, to host a traveling player or players on his or her premises during periods when the player(s) will otherwise be unsupervised and outside of the care of parent(s), guardian(s), coach or other designated adult.

5. RECEIVING A COMPLAINT

5.1. Complaints must be submitted in writing and on the NOHA Complaint Intake Form (Appendix C)

5.2. NOHA Responsibility

5.2.1 The NOHA shall designate one person or committee to accept complaints originating from participants within their jurisdiction. This person or committee will be identified to the OHF Risk Management Committee at the beginning of each season.

5.2.2 Upon receipt of a complaint, the NOHA will submit the Complaint Intake Form and submit it to the OHF Executive Director or staff designate, who will notify the Hockey Canada Insurance Department in accordance with Hockey Canada guidelines. .

5.2.3 The NOHA will provide an annual report to the OHF pertaining to complaints that meet the merits of the Respect in Sport Activity Leader Program on or before June 1 each year that will include: (a) the number of complaints of harassment, abuse, bullying and misconduct received, (b) the number of complaints of harassment, abuse, bullying and misconduct found to be with merit and those without merit, and (c) the number of Speak Out training sessions held, number of certified participants and the number of Respect in Sport Activity Leader certified participants for the season.

5.2.4. If a Complaint is directed to the attention of the NOHA, all relevant information will be forwarded to the associated Member Association for follow up and/or investigation.

5.2.5. If a Complaint is addressed to the NOHA but relates to an action within a Member Association, the NOHA President will request the relevant Member Association to conduct an investigation within an agreed time frame. The Complaint will be referred to that Member Association to be dealt with in accordance with this policy and the Member Association policies.

5.2.6. It is the policy of the NOHA that any and all situations involving Harassment, Abuse, Bullying and/or Misconduct must be responded to the NOHA and subsequently to the OHF.

6. COMPLAINT ADMINISTRATION

6.1 Complaints of abuse, harassment, bullying or misconduct may be handled informally where possible, or formally, but within a reasonable time frame.

6.2. The NOHA, and its Member Associations and Teams, are not required to deal with all complaints. The NOHA, and its Member Associations and Teams, may decide not to deal with the complaint if it is of the opinion that it:

6.2.1 could be more appropriate dealt with under another policy, rule or regulation;
6.2.2 is frivolous, vexatious or made in bad faith;

6.2.3 is not within the governing body's jurisdiction, or;

6.2.4 is based on occurrences that are more than six months old

6.3. The NOHA, and its Member Associations and Teams, will not deal with any complaint of abuse as defined in the Child Protection Legislation. Any investigation of a complaint of this nature will be left to the police or appropriate child protective agency.

6.3.1 During an investigation by the police or appropriate child protective agency the individual under investigation would be removed from participation.

6.3.2 If a complaint of abuse of a child results in a conviction, the NOHA, and its Associations and Teams, may discipline the individual convicted.

6.3.3 If a complaint of abuse of a child participant does not result in a conviction, the NOHA, and its Associations and Teams, may nevertheless discipline the individual subject to the complaint having merit.

6.3.4 Consideration of time served during the investigation will be taken into account in any further discipline applied.

6.4 Complaint of abuse, harassment, bullying or misconduct will not qualify a player for an automatic release. This is to ensure the safety of all players on the team, not just the one initiating the complaint. If a complaint is substantiated, the primary option is to address the behavior of the offending party which may include disciplinary action up to and including suspension or removal.

7. INVESTIGATION

7.1 In order to remain impartial for the purpose of hearing appeals, the NOHA will not engage in investigations except: (a) where it is inappropriate for the Member Association to do so, or (b) if the initial investigation was conducted incorrectly as determined by NOHA Regulation 15, or (c) if the complaint is of one Member Association from another Member Association.

7.2 All investigations of harassment, bullying or misconduct will be conducted in accordance with the NOHA Privacy Policy. Disclosure of any part of the final report will be provided at the discretion of the NOHA President and where third party confidentiality is required the report may not be provided. Upon the final determination, a summary report may be available to the relevant parties who may include, but are not limited to, the person(s) who initiated the complaint, the person(s) against whom the complaint was made, any person(s) against whom any adverse finding is made.

7.3 When the NOHA is conducting an investigation, the report resulting from there will be received by the NOHA Officers for review and determination.

- 7.4** The NOHA will use an Independent Fact Finder to conduct an NOHA initiated investigation.
- 7.5** Any decision for the NOHA to contact the police on the basis of the Investigation Report will be made by the NOHA President.

7.6 NOHA Member Association/Single Entry Team Responsibility:

- 7.6.1** NOHA Member Associations are required to oversee all investigations within their jurisdiction.
- 7.6.2** Once directed to do so, a NOHA Member Association may not cede its responsibility to:
- 7.6.2.1** complete the investigation and;
 - 7.6.2.2** render a decision within the specified timeframe.
- 7.6.3** The failure of an NOHA Member Association to complete an appropriate fact finding investigation and render a decision, once directed, may result in disciplinary action at the discretion of the President or Board of Directors.
- 7.6.4** NOHA Member Associations are encouraged to employ the services of a professional investigation firm or individual, be it that of the NOHA or another approved firm or individual.
- 7.6.5** NOHA Member Associations must file a copy of the investigation report with the NOHA Executive Director.

8. INVESTIGATION DECISIONS

- 8.1** The following decisions resulting from any investigation may be made:
- 8.1.1** the complaint is with merit;
 - 8.1.2** the complaint is without merit;
 - 8.1.3** there is insufficient information to enable a conclusive decision to be made;
 - 8.1.4** the complaint is outside of the jurisdiction of the investigating body.

9. DISCIPLINE

- 9.1.** Any athlete, coach, assistant coach, trainer, manager, official, parent, director, officer, volunteer, employee or chaperone within the NOHA and/or within any of the NOHA Member Associations or member thereof found in violation of the Hockey Canada Policy on Harassment, Abuse, Bullying and Misconduct or the OHF Speak Out Policy or the OHF Code of Conduct or the NOHA Code of Conduct or the NOHA Speak Out Policies and procedures may be disciplined up to and including dismissal and/or revocation of membership in accordance with the NOHA Constitution, By-Laws and Regulations.

9.2 Any athlete, coach, assistant coach, trainer, manager, official, parent, director, officer, volunteer, employee or chaperone within the NOHA and/or any of the NOHA Member Associations who knowingly brings a false complaint against an NOHA participant may be disciplined up to and including dismissal and/or revocation of membership in accordance with the NOHA Constitution, By-laws and Regulations.

9.3 Any athlete, coach, assistant coach, trainer, manager, official, director, officer, volunteer, employee or chaperone within the NOHA who is the subject of a complaint of harassment, abuse, bullying or misconduct may be suspended from his or her position, or made subject to other precautions taken for the duration of an investigation. This action will be reviewed by the NOHA President or other designate on a case by case basis in accordance with the NOHA Constitution, By-laws and Regulations.

9.4 Any coach, assistant coach, trainer, manager, official, director, officer, volunteer, employee or chaperone within the NOHA who is discovered by means other than a criminal record check to have a conviction that may impact upon their position, may be disciplined up to and including dismissal and/or revocation of membership in accordance with the NOHA Constitution, By-Laws and Regulations.

10. SANCTIONS

10.1 When directing appropriate disciplinary sanctions, the NOHA and/or its Member Associations shall consider factors such as:

- 1 - The nature and security of the harassment and bullying information.
- 2 - Whether the harassment and bullying involved any physical contact.
- 3 - Whether the harassment and bullying was an isolated incident or part of an ongoing pattern.
- 4 - The nature of the relationship between the complainant and the respondent.
- 5 - The age of the Complainant.
- 6 - Whether the respondent has been involved in any previous harassment and bullying incidents.
- 7 - Whether the respondent admitted responsibility and expressed a willingness to change.
- 8 - Whether the respondent retaliated against the complainant.

10.2 In directing disciplinary sanctions, the NOHA and/or its Member Associations may consider the following options, singly or in combination, depending on the nature and severity of the harassment and bullying:

- 1 - Verbal apology
- 2 - Written apology
- 3 - Letter of reprimand from the NOHA
- 4 - A fine or Levy
- 5 - Referral to counselling
- 6 - Removal of certain privileges of membership or employment
- 7 - Temporary suspension with or without pay
- 8 - Termination of employment or contract
- 9 - Suspension of membership
- 10 - Expulsion from membership
- 11 - Publication of the details of the sanction

12 - Any other sanction which the NOHA and/or its Member Associations may deem appropriate

10.3. Failure to comply with a sanction as determined by the NOHA and/or its Member Associations shall result in automatic suspension of membership in the NOHA and/or its Member Associations affiliated with the NOHA, until such time as the sanction is fulfilled.

10.4. Notwithstanding the procedures set out in this policy, any individual participating in NOHA business, activities or events who is convicted of a criminal offense involving sexual exploitation, invitation to sexual touching, sexual interference, sexual assault, shall face automatic suspension from participating in any activities of the NOHA for a period of time corresponding to the length of the criminal sentence imposed by the Court, and may face further disciplinary action by the NOHA in accordance with this policy.

11. APPEALS

- 11.1** Except where otherwise provided, an appeal of any disciplinary matter will be regulated and heard in accordance with NOHA Regulation 15.
- 11.2** It is the policy of the NOHA that the qualifications of the NOHA Harassment and Abuse Appeal Members may include, but are not restricted to: Child psychology, Mediation, Education, Law, Medicine, Hockey and who has attended a Hockey Canada Speak Out clinic.

12. AMENDMENTS

- 12.1** Any amendments or changes in the Constitution, By-Laws, Regulations or Speak Out Policies and Procedures of Hockey Canada and/or the Ontario Hockey Federation shall automatically amend or change the Constitution, By-Laws, Regulations or Speak Out Policies and Procedures of the NOHA in accordance therewith.
- 12.2** NOHA Member Associations have the ability to enhance the NOHA Speak Out Policies and Procedures. A copy of the NOHA Member Associations Speak Out Policies and Procedures must be filed with the NOHA Executive Director.

APPENDIX A – NOHA CODE OF CONDUCT

1. The NOHA is committed to providing a sport environment in which all individuals are treated with respect.
2. During the course of all NOHA activities, athletes, coaches, parents, directors, volunteers, staff, chaperones and others within each of the NOHA Member Associations:
 - a) Shall 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, the NOHA will not tolerate behaviour that constitutes harassment or abuse or bullying, and;
 - b) Shall avoid behaviour which brings the NOHA and/or its Member Associations, or the sport of hockey into disrepute, including but not limited to the abusive use of alcohol and/or non-medical use of drugs, and;
 - c) Shall not use unlawful performance enhancing drugs or methods, nor shall they engage in any activity or behaviour that endangers the safety of others, and;
 - d) Shall at all times adhere to the Hockey Canada, OHF, NOHA Member Associations operational policies and procedures, to rules governing Hockey Canada, OHF, NOHA Member Associations events and activities and to rules governing any competition in which the member participates on behalf of the OHF, NOHA and NOHA Member Associations.
3. 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 the respective Member Association and/or NOHA including the opportunity to participate in NOHA and its Member Association activities. Such discipline may include the removal or ban from an arena, games, practices and other team activities.

Revised February 2006

APPENDIX B – NOHA EXECUTIVE CODE OF ETHICS

As a representative of hockey, I support the Values, Mission and Code of Conduct of the Northern Ontario Hockey Association. It is an honour to work with others who share the desire to contribute to the positive growth and development of hockey. I am pleased to support this document, thereby demonstrating my support for the high standards required by the volunteer role models for the players.

My commitment as a volunteer is to:

- recognize that positive communication is key to the success of the NOHA
- accept responsibility
- contribute to the best of my ability
- look at the big picture - supporting the advancement of hockey throughout the NOHA
- consider the “needs” and “desires” of every single player
- state my thoughts honestly and through proper channels
- refrain from participation on web site forums
- listen to other points of view with an open mind
- approach problems constructively, with a determined effort for a fair solution
- sincerely support majority decisions once they are made
- speak in a positive manner about the NOHA, its members, organizations and individuals involved
- deal with concerns internally and constructively
- speak positively about peers - if there are concerns, talk to the individual(s) concerned, not to others
- graciously share the credit when things go right
- remain humble
- share the blame and work towards a solution when things go wrong
- do my own job and support others who are doing their work
- always speak positively
- declare a conflict of interest in appropriate cases, stepping aside from decisions
- refrain from swearing
- avoid public confrontations
- wear neutral or NOHA clothing when representing the NOHA
- refrain from cheering for a team when at NOHA games
- agree to screening as per the NOHA/OHF/Hockey Canada Harassment and Abuse Policies and Procedures
- take time to enjoy the game, and, most importantly, the people in the game

Failure to comply with this Code of Ethics is considered to be a violation of the NOHA Code of Conduct.

Name: _____ Signature: _____

APPENDIX D – DEFINITIONS

The following abbreviated definitions will be used to determine the grounds on which the complaint is made and the process to address it. For the complete definitions please see Section 4 of the OHF Harassment, Abuse, Bullying and Misconduct Policy.

Misconduct

Misconduct refers to the behaviour or a pattern of behaviour that is found, by a formal (for example an independent investigation) or informal process (i.e. for example an internal fact finding), to be contrary to the OHF Code of Conduct and that is not harassment, abuse or bullying.

Bullying

Bullying describes behaviours that are similar to harassment, but occur between children that are not addressed under human rights laws. Bullying is intentionally hurting someone in order to insult, humiliate, degrade or exclude him or her. Bullying can be broken down into six categories: Physical, Verbal, Relational, Reactive, Discriminatory and Cyber.

Harassment

Harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions. Any of the different forms of harassment must be based on a prohibited ground of discrimination in Human Rights Legislation, including race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation..

Hazing

Hazing is an initiation practice that may humiliate, demean, degrade or disgrace a person regardless of location or consent of the participant(s).

Abuse

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care, which causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children is an abuse of power or authority and/or breach of trust. Abuse is an issue of child protection. Protection refers to provincial, territorial or Aboriginal band-appointed child protective services. A child may be need of protection from harm if abuse or neglect is suspected. Information about one's legal duty to report and circumstances under which reporting must occur according to child protection legislation is available at www.hockeycanada.ca.

Emotional Abuse

Emotional abuse is a chronic attack on a child's self-esteem; it is psychologically destructive behaviour by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child's needs.

Physical Abuse

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child. This may take the form of slapping, hitting, shaking,

kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

Neglect

A general definition of neglect is the chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. Neglect may apply in a hockey setting where there is a chronic inattention in the hockey context, for example when a player is made to play with injuries.

Sexual Abuse

Sexual abuse is when a child is used by a child or youth with more power or an adult for his or her own sexual stimulation or gratification. There are two categories of sexual abuse: contact and non-contact.

APPENDIX E – NOHA SOCIAL NETWORKING POLICY

The policy below shall encompass public communications through such internet mediums and websites as Twitter, Facebook, MySpace, LinkedIn, Foursquare, Instagram, and any other social media network that allows users to communicate online.

The Northern Ontario Hockey Association understands the importance of social media and social networking, however, social media also allows for inappropriate unsupervised conduct which may be detrimental to the welfare of the NOHA, and the future of NOHA players.

The purpose of this policy is to educate the membership of the Northern Ontario Hockey Association on the risks of social media and to ensure that all members are aware that conduct deemed to be inappropriate may be subject to disciplinary action.

Social Media Guidelines

- The NOHA holds the entire NOHA community, including Executive Members, Managers, Coaches, Trainers, Players, Scouts, Support Staff, on/off-ice Officials, and others who participate in SOCIAL MEDIA and SOCIAL NETWORKING to the same standards as it would with all forms of media, including television, radio and print.
- Comments or remarks of an inappropriate nature which are detrimental to a Team, Association, League, the NOHA, or an individual will not be tolerated and will be subject to disciplinary action.
- It is important to remember that social media comments are on the record and are instantly published and available to the public and media. NOHA members should conduct themselves in an appropriate and professional manner at all times.
- Use your best judgment at all times – pause before posting. Use the “24 hour rule” if necessary. You are solely responsible for your comments once they are published.
- If requested to participate in an online network, as a direct result of your affiliation with or participation in the NOHA, it is recommended that you request approval from your Team or Minor Hockey Association.

Social Media Violations

The following are examples of conduct through social media that are considered to be violations of the social media and networking policy and may be subject to disciplinary action by the Team, Minor Hockey Association, League, and/or the NOHA.

- Any statement deemed to be publicly critical of association officials or detrimental to the welfare of a member of a team, association, league, or individual or the NOHA.
- Commenting on or publishing information that is confidential or in any way sensitive to a team, association, league, individual or the NOHA.
- Negative or derogatory comments about any team, association, league, NOHA staff, volunteers, programs, stakeholder, player or any NOHA member.
- Any form of bullying, harassment or threats against players or officials.

- Photographs, video or comments promoting negative influences or criminal behaviour, including but not limited to:
 - Drug use
 - Alcohol abuse
 - Public intoxication
 - Hazing
 - Sexual exploitation
- Online activity that contradicts the current policies of Hockey Canada, the Ontario Hockey Federation (OHF), the NOHA, or any of its member associations.
- Inappropriate derogatory, racist, or sexist comments of any kind, in keeping with NOHA policies and regulations on these matters.
- Online activity that is meant to alarm other individuals or to misrepresent fact or truth.

Discipline

The team, association, league and/or NOHA will investigate reported violation(s) of this policy. If the investigation determines that a violation has occurred, the team, association, and/or NOHA will impose an appropriate suspension.

APPENDIX F – NOHA VIDEO RECORDER – CELL PHONES

The NOHA has banned the use of video recorders, including cell phones and other electronic devices with video capabilities (still and motion) from the bench area and dressing rooms at all NOHA sanctioned events.

June 2014

APPENDIX G – ASSOCIATION HARASSEMENT/ABUSE MONITORING FORM

**Northern Ontario Hockey Association
Local Association Harassment / Abuse Monitoring Form**

NOHA Policy 6.7: It shall be the policy of the NOHA that all Member Associations must provide documentation of their Harassment / Abuse implementation efforts to the NOHA on an annual basis. This documentation will be provided on a check off form and signed by the Member Association President. Copies of these reports will be forwarded to the OHF at the conclusion of each season.

Please indicate the status of each of the 10 Steps of Screening for the prevention of Harassment / Abuse in your Association.

| | Implemented | Working Towards |
|-------------------------------|--------------------|------------------------|
| Job Designs | _____ | _____ |
| Job Applications | _____ | _____ |
| Application Forms and Process | _____ | _____ |
| Recruitment | _____ | _____ |
| Interviews | _____ | _____ |
| Reference Checks | _____ | _____ |
| Police Record Checks | _____ | _____ |
| Orientation and Training | _____ | _____ |
| Supervision / Evaluation | _____ | _____ |
| Participant Follow Up | _____ | _____ |

Comments / Explanations: _____

Local Association Name: _____

Local Association President: _____

Date: _____

June, 2014