

Cole Harbour Bel Ayr Minor Hockey Association



Internal Policy For Abuse and Harassment

Purpose Statement

Cole Harbour Bel Ayr Minor Hockey is committed to providing an environment which is as positive as possible for all participants and is free from all forms of harassment and abuse. The association prohibits any form of abuse or harassment by coaches, players, officials, spectators and volunteers. Violations of this policy will result in disciplinary action, up to and including, being removed from all hockey related activities within the association.

Definitions:

Abuse:

Abuse is any form of physical, emotional, and or sexual mistreatment, or lack of care, which causes physical injury or emotional damage to a person. Common characteristics of all forms of abuse against persons are a misuse of power or authority, and/or a breach of trust.

Harassment:

Criminal harassment involves physical and or threats of physical assault, sexual assault, and stalking or any criminal activity.

Sexual Harassment:

Any comment or conduct that is directed at an individual or group, and is sexual in nature where an individual knows or ought to reasonably know, that it is unwelcome.

Non-Criminal Harassment:

Non-criminal harassment is any behavior not specifically noted previously, which is directed towards one person by another, which is insulting, intimidating, malicious, degrading or offensive creating uncomfortable feelings for a person or group, to which it is directed. Examples of harassment may include, but are not limited to:

- Unwelcome remarks, jokes, slurs, innuendoes or taunting
- Distribution or display of derogatory, offensive, racist or sexist pictures
- Threatening comments or conduct, and is made on the basis of race, color, creed, ethnic origin, religion, mental or physical disability, age, etc.

Harassment is considered to have taken place if a person knows, or ought to reasonably have known that their behavior is unwelcome.

Responsibilities of Members

It is the responsibility of each hockey participant to ensure that these prohibited activities do not occur.

Any member of the association, who witnesses harassment or becomes aware that an individual is being harassed, has a responsibility to report the incident to the executive.

Complaint Procedures

Any member of the association who believes that he or she is experiencing harassment with the association activities should:

- If appropriate under the circumstances, advise the harasser(s) that the behavior is offensive to them and unwelcome, and request the behavior to stop.
- Keep a detailed written record of date(s), time(s), conversations(s), unacceptable behavior, and the witnesses to the incident.
- Notify any member of the Cole Harbour Bel Ayr Minor Hockey executive of the complaint.

Investigation

The nature of the complaint will determine how it gets dealt with as noted below:

- Abuse: as defined in this policy, and by Hockey Nova Scotia, will be addressed by the association by forwarding the complaint directly to a child protection agency and the local police. Notice will also be sent to the Regional Director of Hockey Nova Scotia.
- Criminal Harassment: will be reported directly to the police. It is not the position of the association to involve itself in the criminal process.
- The association's executive will quickly investigate non-criminal harassment and, if warranted, the harasser will be dealt with, or spoken to by the executive in accordance with the association policy.

Investigation Policy:

The association will deal with all complaints in a timely manner as follows:

- Determine the exact nature of the complaint
- Receive copies of details of the complaint from both the harassed and the alleged harasser.
- Interview parties involved, including witnesses, to clarify the facts.
- Determine what, if any, corrective action will be taken.
- Communicate to both parties the conclusions reached and the corrective action taken.

Corrective Action

Substantiated complaints under this harassment policy may result in corrective action or discipline, up to and including removal from all hockey related activities related to the association.

Complaints made under false pretences are also subject to any corrective action imposed by the association.