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To / Destinataires : Directors  
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Date: September 13, 2017

File / Dossier:

From / Expéditeur: Jerrett DeFazio, Manager Membership Services

SUBJECT / OBJET: **IMPORTANT MESSAGE REGARDING HAZING**

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As we move into the 2017-2018 hockey season Hockey Canada would like to take this opportunity to emphasize the current regulation that exists with respect to hazing. Hockey Canada takes hazing very seriously and urges all team staff and those involved with teams across Canada to implement strict policies against hazing regardless as to the level of hockey you are involved with.

The Hockey Canada policy currently defines hazing as ***“an initiation practice that may humiliate, demean, degrade, or disgrace a person regardless of location or consent of the participant(s)”***. Regulation O4 reads as follows:

A player, team official, executive member, team, club or association, or any other Hockey Canada registered participant found, by an investigative process, to have condoned, initiated or, to the detriment of another, participated in hazing actions or behaviours shall be subject to discipline up to and including expulsion from Hockey Canada registered programs.

Discipline must relate to the degree of severity of the incident(s).

- a) Any party failing to cooperate with the fact finding process may be subject to suspension as determined by the Branch.
- b) All discipline decisions related to hazing must be approved by the Branch.
- c) All hazing matters involving Hockey Canada High Performance programs will be dealt with by the Hockey Canada Board of Directors.

Hockey Canada urges all those involved to educate and create awareness around the negative consequences of hazing and to help create a positive environment for all Hockey Canada members in the 2017-2018 season.

Sincerely,

Jerrett DeFazio  
Manager, Membership Services  
Hockey Canada