

Prince Albert Hockey Abuse Policy

1. DEFINITIONS OF 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. Across Canada a person is considered a child up to the age of 16 to 19 years depending on provincial legislation.

2. EMOTIONAL ABUSE

Emotional abuse is a chronic attack on a child's self-esteem; it is psychologically destructive behavior 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. This includes cyber bullying (facebook or otherwise).

3. PHYSICAL ABUSE

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

4. NEGLECT

Neglect is 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. This may occur in hockey when injuries are not adequately treated or players are made to play with injuries or when equipment is inadequate or unsafe; no-one intervenes when team members are persistently harassing another player, or road trips are not properly supervised.

5. SEXUAL ABUSE

Sexual abuse is when a young person is used by an older child, adolescent or adult for his or her own sexual stimulation or gratification. There are two categories:

Contact

- touched or 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 an object or finger
- sexually oriented hazing

others masturbate

Non-Contact

- obscene remarks on phone/computer or in notes
- voyeurism
- shown pornography
- forced to watch sexual acts
- sexual intrusive questions and comments
- forced to pose for sexual photographs or videos
- forced to self-masturbate or forced to watch

6. DEFINITIONS OF 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, and 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 the grounds prohibited in human rights legislation, such as race, ethnicity, color, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation. Harassment may occur among anyone over the age of 12, between peers (e.g.: player to player of the same age group, parent to official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (e.g.: coach to player, sports administrator to employee).

The following is a non-exhaustive list of examples of HARASSMENT:

1. unwelcome jokes, innuendo or teasing about a person's body, looks, race, sexual orientation etc.
2. condescending, patronizing, threatening or punishing actions which undermine self-esteem
3. practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
4. degrading or inappropriate hazing rituals
5. unwanted or unnecessary physical contact including touching, patting, pinching
6. unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation, or which might on reasonable grounds be perceived as placing a condition of a sexual nature on employment or on any opportunity for training or advancement
7. sexual assault or physical assault

It is important to note that the behaviors described in items 5 to 7, when directed towards a child or youth, constitutes abuse under child protection legislation. This may also be true of other behaviors, for example, certain hazing practices. In such cases, the duty to report provisions of the Recognition and Prevention of Abuse Policy are applicable.

7. DEFINITIONS OF BULLYING

Bullying involves a person expressing their power through the humiliation of another person. Bullying describes behaviors that are similar to harassment, but occur between children under the age of twelve, or behaviors between youth or between adults that are not addressed under human rights laws. Bullies are typically cruel, demeaning and hostile towards the targets of their bullying. The issue of bullying is not addressed by the law; however, bullying behavior is similar to harassment in that it is defined as hurtful interpersonal mistreatment of a person. Bullying can be broken down into four types; physical (hit or kick victims; take/damage personal property), verbal (name calling; insults; constant teasing), relational (try to cut off victims from social connection by convincing peers to exclude or reject a certain person), and reactive (engage in bullying as well as provoke bullies to attack by taunting them). The following is a non exhaustive list of tactics used by bullies to control their targets:

1. unwarranted yelling and screaming directed at the target
2. continually criticizing of target's abilities
3. blaming the target of the bullying for mistakes
4. making unreasonable demands related to performance
5. repeated insults or put downs of the target
6. repeated threats to remove or restrict opportunities or privileges
7. denying or discounting the targets accomplishments
8. threats of and actual physical violence

8. DUTY TO REPORT ABUSE, HARASSMENT, OR BULLYING

Any member having first hand knowledge of an incident of abuse, harassment, or bullying shall immediately report the suspected abuse, harassment, or bullying to the President or Vice President of PAH for review and to present to the Executive for judgment. As required, any allegation made verbally or by email by a member of PAH of abuse, harassment, or bullying by another member of PAH and/or independent team official will be required to be followed up in writing to the President of PAH.

In situations where there is a written complaint made to a Division Director or the Office of Prince Albert Hockey regarding hockey operations, a response will be provided from the executive of PAH.

The Technical Director along with the president of PAH will review and investigate and provide a written response to the PAH executive. The PAH Executive will make recommendations for further action if required. The PAH will convene a hearing to have the matter heard if there is enough evidence to do so, and to give both parties equal opportunity to provide evidence, witnesses and an opportunity to dispute any and all allegations.

Following the hearing the President of PAH will communicate in writing the decision and the appropriate disciplinary actions will be made and communicated to the parties.

PAH follows the Hockey Canada protocol for harassment/abuse situations. Upon receipt, written or verbal, of a harassment/abuse allegation, an individual/committee as designated by the President will review the situation and make recommendations for the follow-up. The individual/committee reserves the right to forward allegations to the appropriate Police Service or Child Protection Agency. All allegations regarding discrimination or racism will be coordinated with Sask Sport and will follow their protocol for investigation and discipline.

9. WILLFULL DAMAGE TO BOTH PUBLIC AND PERSONAL PROPERTY

Any intent to willfully damage or the destruction of rink property and personal property of anyone associated with Prince Albert Hockey. These measures will be viewed as abuse and follow under this jurisdiction.

10. DIRECT REFUSAL TO KEEP THE PEACE AND RESPECT OF ALL SUSPENSIONS

When an individual who is either under suspension or is involved in a hostile or confrontational situation refuses to leave the rink when requested by any Executive or Board member, the Technical Director along with the president will review and may/will impose further suspensions.

11. SUSPENSIONS

Players/Coaches/Referees

1 st Offense	A 30 day suspension from all arenas during Minor Hockey events.
2 nd Offense	A 1 Year suspension from all arenas during Minor Hockey events.
3 rd Offense	A 2 Year suspension from all arenas during Minor Hockey events.

Parents Suspensions

1 st Offense	A 30 day suspension from all arenas during Minor Hockey events
2 nd Offense	A 1 year suspension from all arenas during Minor Hockey events
3 rd Offense	A 2 Year suspension from all arenas during Minor Hockey events

Fans

1 st Offense	A 30 day suspension from all arenas during Minor Hockey events.
2 nd Offense	A 1 Year suspension from all arenas during Minor Hockey events.
3 rd Offense	A 2 Year suspension from all arenas during Minor Hockey events.

All suspensions run concurrent season to season. After the fourth incident suspension will be indefinite until dealt with by the PAH Executive

All Suspension will come with notification to all Coaches prior to Seasonal play through all Levels.

After suspension for 1st Offence has been served the suspended party will be on probation for one year from when the suspension is over.

*** NOTE: ALL SUSPENSIONS WILL COME WITH NOTIFICATION TO PRINCE ALBERT CITY POLICE THAT THERE WILL BE NO PRESENCE OF ANY EVENT ASSOCIATED WITH PAH.**