

**Revised 2007-2008**

# **Safety Requires Teamwork**

An information guide to Hockey Canada's  
Risk Management and National Insurance Programs

# **Safety For All**

A Guide to Understanding Bullying, Harassment and  
Abuse For Parents and Guardians

**HOCKEY**



**CANADA**

## HOCKEY CANADA & BRANCH ADDRESSES



**BC HOCKEY**  
6671 Oldfield Road  
Saanichton, BC V8M 2A1  
Tel: (250) 652-2978  
Fax: (250) 652-4536  
www.bchockey.org



**ONTARIO HOCKEY FEDERATION**  
1185 Eglinton Avenue E. Suite 202  
North York, ON M3C 3C6  
Tel: (416) 426-7249  
Fax: (416) 426-7347  
www.ohf.on.ca



**HOCKEY NOVA SCOTIA**  
6300 Lady Hammond Road,  
Suite 200  
Halifax, NS B3K 2R6  
Tel/Tél. : (902) 454-9400  
Fax/Télé. : (902) 454-3883  
www.hockeynovascotia.ca



**HOCKEY ALBERTA**  
Suite 1, 7875 48th Ave  
Red Deer, AB T4P 2K1  
Tel/Tél. : (403) 342-6777  
Fax/Télé. : (403) 346-4277  
www.hockey-alberta.ca



**HOCKEY QUEBEC**  
C.P. 1000, Succursale M  
4545 ave Pierre-de Coubertin  
Montréal, QC H1V 3R2  
Tel/Tél. : (514) 252-3079  
Fax/Télé. : (514) 252-3158  
www.hockey.qc.ca



**HOCKEY NEW BRUNSWICK**  
165 Regent Street, Suite 4  
P.O. Box 456  
Fredericton, NB E3B 4Z9  
Tel: (506) 453-0089  
Fax: (506) 453-0868  
www.hnb.ca



**SASKATCHEWAN  
HOCKEY ASSOCIATION**  
#2-575 Park Street  
Regina, SK S4N 5B2  
Tel: (306) 789-5101  
Fax: (306) 789-6112  
www.sha.sk.ca



**OTTAWA DISTRICT HOCKEY**  
1247 Kilbom Place, Suite D300  
Ottawa, ON K1H 6K9  
Tel: (613) 224-7686  
Fax: (613) 224-6079  
www.odha.com



**HOCKEY PRINCE EDWARD ISLAND**  
P.O. Box 302  
40 Enman Crescent  
Charlottetown, PE C1A 4L1  
Tel: (902) 368-4334  
Fax: (902) 368-4337  
www.hockeypei.com



**HOCKEY MANITOBA**  
200 Main Street  
Winnipeg, MB R3C 4M2  
Tel: (204) 925-5755  
Fax: (204) 925-5761  
www.hockeymanitoba.mb.ca



**HOCKEY NORTH**  
47 Pine Crescent  
Hay River, NT X0E 0R5  
Tel: (867) 874-6903  
Fax: (867) 874-4603



**HOCKEY NEWFOUNDLAND  
& LABRADOR**  
13B High Street P.O. Box 176  
Grand Falls-Windsor, NL A2A 2J4  
Tel: (709) 489-5512  
Fax: (709) 489-2273  
www.hockeynl.ca



**HOCKEY NORTHWESTERN ONTARIO**  
Mail: P.O. Box 27085  
600 E. Victoria Avenue  
Thunder Bay, ON P7C 5Y7  
Office: 516 E. Victoria Avenue  
Thunder Bay, ON P7C 1A7  
Tel: (807) 623-1542  
Fax: (807) 623-0037  
www.hockeyhno.com



**CHL**  
305 Milner Avenue Suite 201  
Scarborough, ON M1B 3V4  
Tel (416) 332-9711  
Fax (416) 332-1477  
www.chl.ca



**HOCKEY CANADA**  
801 King Edward Ave., Suite N204  
Ottawa, ON K1N 6N5  
Tel (613) 562-5677  
Fax (613) 562-5676  
www.hockeycanada.ca



HOCKEY CANADA

# **FAIR PLAY MEANS SAFETY FOR ALL**

*A Parents' & Guardians' Guide To Understanding  
Bullying, Harassment & Abuse*

## **What does safety for my child mean?**

We all want our children to be safe - keeping them safe means putting the **child's best interests first**. In sports this means ensuring that the young player is treated with respect and integrity - emotionally, socially, intellectually, physically, culturally, and spiritually.

## **What is Hockey Canada's mission?**

The mission of Hockey Canada is to lead, develop, and promote positive hockey experiences.

The well being of its participants are of primary importance. This includes, among other things, a shared responsibility with parents and guardians to nurture the physical and emotional well-being of its participants.

## **RECOGNIZING BULLYING, HARASSMENT & ABUSE**

### **When is my child unsafe?**

Young people are unsafe when someone uses his or her power or position to harm them either emotionally, physically and/or sexually. These types of violence can be bullying, harassment or abuse. It can happen between peers, between younger and older youth or between adults and youth.

## **BULLYING**

### **What is bullying?**

Bullying is intentionally hurting someone in order to insult, humiliate, degrade or exclude him or her. Basically it is “mean” behaviour. It involves three groups of people: the bullies, the bullied and the bystanders. Hurtful actions may be:

**Physical** (used most often by boys)

- hitting
- shoving
- kicking
- spitting on
- grabbing
- beating others up
- damaging or stealing another person’s property

## **Verbal**

- name-calling
- humiliating
- degrading behaviours
- may happen over the phone
- hurtful teasing
- threatening someone
- in notes or in person
- through text messaging or chat rooms

## **Relational** (used most often by girls)

- making others look foolish
- excluding peers
- spreading gossip or rumours
- this may happen in person, over the phone, through text messaging, or over the computer

## **What is the role of bystanders?**

Bystanders play a key role in the bullying world. Their reaction or lack of reaction often influences the outcome of the interaction:

- A passive response gives the bullies a theatre to cause hurt and a sense of reinforcement as there is no opposition.
- A supportive response gives the bullies positive attention, alignment, power and social status. The bystanders may also increase their own social status.
- A negative response supports the person being bullied and may stop the bullying; it may also put the bystander at risk to become the next victim.

### **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

(Beyond the Hurt, Red Cross RespectED, 2002)

## **HARASSMENT**

### **What is harassment?**

Harassment is offensive behaviour – emotional, physical, and/or sexual - that involves discrimination against a person because of their race, national or ethnic origin, age, colour, religion, family status, sexual orientation, sex/gender, disability, marital status, or pardoned conviction. It is a HUMAN RIGHTS issue.

Harassment may be a single event or a pattern of mistreatment. It may be directed at an individual or group through the development of a “chilly” or “hostile” environment.

Harassment occurs when someone attempts to negatively control, influence or embarrass another person based on a prohibited ground of discrimination. Examples include displays of favouritism or dis-favouritism, subtle put downs or ostracism.

## **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.

## **What are the most common types of harassment?**

The most common types of harassment are harassment based on race, disability and sexual harassment.

## **What is racism?**

Racism is when people are treated differently because of their colour, racial or ethnic background. Examples include racist names, treating someone as inferior or second-rate, leaving someone out or blaming problems on them because of their religion, skin colour, or country of origin.

## **What is disability harassment?**

Disability harassment is when a person is treated differently because of a real or perceived disability, either physical, mental or learning. It may be verbal – such as name calling or threatening the person with physical harm, actually physically harming a person, hurtful written comments, or preventing an individual from fully participating in on-ice or team activities.

## **What is sexual harassment?**

Sexual harassment is unwelcome behaviour of a sexual or gender nature that negatively affects the person or the environment. Examples are questions about one's sex life, sexual staring, sexual comments, unwanted touching, insults about sexual orientation and sexual assault.

## **What determines if harassment has occurred?**

Dealing with harassment can sometimes be difficult as what is viewed as harassment by one person may be viewed as a “joke” by another person. But it is the **impact** of the behaviour on the victim that is the most critical issue, **not the intention** of the person who harasses.



## ABUSE

### What is abuse?

Abuse is when a young person (age defined by Provincial/ Territorial Child Protection Acts) needs protection from a person they trust and/or are dependent upon. This is a PROTECTION issue. The person in power may be hurting them in a number of ways:

- Emotional abuse: a **chronic** attack on a child's self esteem that is psychologically damaging by a person in a position of power, authority or trust. It can take many forms such as terrorizing, degrading and rejecting 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
- Yelling instructions from the bench

*These are not protection issues*

- 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, striking, shoving, grabbing, hazing or excessive exercise as a form of punishment.

- Neglect is the **chronic** inattention to the basic necessities of life such as clothing, shelter, nutritious diet, 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, players are made to play with injuries, equipment is inadequate or unsafe, or road trips are not properly supervised.
- 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 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

### **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

## HAZING

### What is hazing?

Hazing is a humiliating and degrading initiation rite in which a player is forced to participate in order to be accepted. Hockey Canada takes a strong stand as it relates to initiations and hazing of players. Hazing is against Hockey Canada's regulation R4.



## **RECOGNIZING VULNERABLE SITUATIONS**

### **How do I know when my child is being bullied, harassed or abused?**

- Listen to them
- Believe them
- Observe them
- Watch their interactions with others
- Be aware of sudden changes in their behaviour and/or anger in them
- Question unexplained bruises, marks on their faces, back, thighs, upper arms, heads, buttocks, genital areas

### **Who would hurt my child?**

Unfortunately, it is usually someone both you and your child know and who misuses his/her power over your child. This may be a peer, a young person, or an adult.

### **Who are sexual offenders?**

Sexual offenders are/can be:

- Most often male but may be female
- Heterosexual, homosexual or bisexual
- An older child, adolescent or adult
- Found in all levels of society and in all cultures
- Either infrequent offenders or pedophiles who are fixated on children as sexual objects
- Prone to rationalize and minimize their abusive behaviour

## **Where is my child most at risk of being bullied, harassed or abused?**

Basically your child is most vulnerable when:

- He/she is alone with another person - this could be in the arena, dressing room, car, bus, home, office, outside - anywhere!!
- In a group setting where there is inadequate supervision.

## **RECOGNIZING COPING MECHANISMS**

### **How do children and youth cope with the trauma of bullying, harassment and abuse?**

- Some pretend it never happened.
- Others convince themselves that it wasn't so terrible.
- Many find excuses as to why it happened.
- Some blame themselves.
- Some develop physiological defenses - headaches, body pains and illnesses.
- Others escape through drugs, alcohol, food or sex.
- A few try to hide from their pain by being perfect.
- Some try suicide.



## **Why do kids not tell?**

They may:

- Be frightened.
- Believe they are responsible.
- Not want to get the perpetrator into trouble.
- Be embarrassed and ashamed.
- Think no-one will believe them.
- Worry that they will not be allowed to play hockey.

## **IDENTIFYING PARENTS' & GUARDIANS' ROLE**

### **What do I do if a child or youth tells me he/she is being harmed?**

Follow "HEARD"

**H** – Hear what they are saying and not saying

- Listen to your child's fears about the situation.

**E** – Empathize with them

**A** – Affirm

- Identify vulnerable situations and be there to protect your child.

**R** – Report/Refer

- If it is mild bullying or harassment, try to resolve the situation informally.
- If it is moderate or serious bullying or harassment, refer the complaint as specified in your organization's policy.
- If it is Criminal Harassment, the police must be informed.
- If it is abuse refer immediately to your Provincial/Territorial Child Protection Agency or Police.
- Keep it confidential; do not get caught in the "rumour mill".

**D** – Document the situation and your response; determine the support your child needs

## **What do I do if I suspect my child is being harmed?**

Follow “DARE”

### **D** - Document your observations

- Record behaviors, dates, times and people involved.

### **A** – Affirm the child’s situation

- Identify vulnerable situations and be there to observe and protect your child.
- Seek advice or information from a knowledgeable person.
- Tell your child your concerns.
- Listen to your child’s fears about the situation.

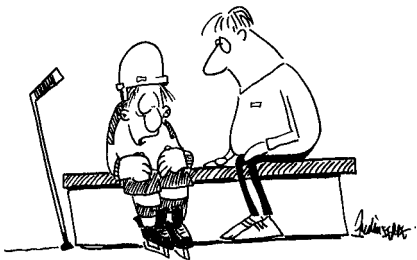
### **R** – Report/Refer if your suspicions are strong

- If it is mild bullying or harassment, try to resolve the situation informally.
- If it is moderate or serious bullying or harassment, refer the complaint as specified in your organization’s policy.
- If it is Criminal Harassment, the police must be informed.
- If it is abuse refer immediately to your Provincial/ Territorial Child Protection Agency or Police.
- Keep it confidential; do not get caught in the “rumour mill”.

### **E** – Establish support for your child

## **DON'T:**

- React with shock, horror or disbelief - even though you may feel like it.
- Promise to keep a secret - you are legally bound to report if it is a protection or criminal issue.
- Promise “everything will be fine” - there are many problems to resolve, it will take time.
- Assume the child or youth hates the person hurting them - there may be conflicting feelings.
- Put the responsibility of reporting on someone else - they may not do it.
- Press the child or youth for details - the matter may go to court, so it is important that evidence is not contaminated.





## **How do I protect my child or youth against hazing?**

- Talk with him/her about hazing; discuss peer pressure.
- Explain that he/she does not have to submit to hazing.
- Know Regulation R4 of the Hockey Canada Constitution.
- Report incidents.

## **RECOGNIZING RESPONSIBILITIES**

### **Recognizing my responsibility as a parent/guardian.**

**Your contribution is key to meeting this goal:**

- Ensure your own behaviour models respect and integrity towards coaches, officials, participants, and other parents.
- Understand the issues and become knowledgeable; read all the Speak Out materials.
- Know and support your Association's policies and procedures.
- Attend a Speak Out: It's More Than Just a Game workshop.
- Act when you see a bullying, harassing or abusive situation.
- Speak Out and promote safe environments.

## **What is my responsibility in responding to bullying and harassing behaviour?**

Hockey Canada is committed to providing safe environments for everyone involved with the game. This is particularly important for young participants. Safe environments need to be the goal of everyone. This means that harassment and bullying will be stopped immediately with the victims well-being given priority. Therefore it is everyone's responsibility to:

- Intervene with low-level mediation for mild bullying and harassment situations
- Report to hockey administration serious bullying and harassment situations
- Ensure that criminal harassment cases are reported to police
- Report criminal behavior such as assault to police

## **What is my legal responsibility in reporting abuse?**

As Canadians it is our legal responsibility to report the abuse and neglect of children and youth. Consequently, it is the policy of Hockey Canada that any Hockey Canada personnel (part-time and full-time staff, volunteer, participant, team official, on ice official) or Hockey Canada 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. Across Canada, a person is considered a child up to the age of 16 to 19 years depending on provincial and territorial legislation.

### **When I report abuse, what questions will be asked?**

- The child's name, address, age, sex and birthdate
- Parents'/guardians' names and addresses
- The name and address of alleged offender
- Details of the incident(s) that prompted your report
- Your name and address

### **What happens when a report of abuse is made?**

- A social worker or police officer will decide if an investigation is needed.
- If the child is "at risk" and needs protection an investigation is started as soon as possible.
- An experienced interviewer will conduct the interview.
- The primary concern is safety of the child.
- The social worker and/or police officer will decide what further action is required.

## **Why don't people report?**

They don't report because they:

- Are unaware of the reporting laws and policies.
- Believe that they can take care of the problem themselves - it's their own business!
- Are fearful of retaliation from the abuser - or are friends with the abuser.
- Find it hard to believe.
- Assume someone else will make a report.
- Don't want "to tell" on someone.
- Want to protect their child from questions and embarrassment.
- Are not sure where or how to make a report.
- Just want it "all to go away".
- Forget that the child's best interests is the priority.

## **Do children ever make false allegations?**

Yes, sometimes it happens. Some of the research shows that about 8% of disclosures are false. Most of the false allegations by children are encouraged by adults - e.g. custody cases, others have been by adolescents who wanted "to get even". It is important to reinforce the truth - false allegations are devastating to the person accused.

## HOW DO I KEEP MY CHILD SAFE?

There are five essentials to keeping your child safe.

### 1. Communication

- Listen, talk, believe and reassure your child.
- Provide opportunities for conversations with your child.
- Be open to any questions; nothing is off limits.
- Be open to discussing difficult subjects such as sexuality.
- Develop frank and open communication with the coaches.
- If you have concerns, communicate them to the appropriate persons.
- If you see or hear bullying, harassing or abusive behaviour, **Speak Out!**

### 2. Knowledge

- Make your child aware of vulnerable situations in a matter-of-fact way.
- Review your club's bullying, harassment and abuse policy and procedures.
- Be aware of your club's screening and selection process for staff and volunteers.
- Get to know the adults who are interacting with your child.
- Discuss with the coaches their expectations and the setting of boundaries: physical, sexual and social.

### 3. Skills

- Teach your child specific ways to handle difficult situations.
- Help your child define their personal boundaries.
- Teach your child how to be assertive when their boundaries are crossed.

### 4. Build a safety plan

- Develop check-ins, contingency plans, family codes.
- Attend practices and games.
- Be wary of regular private closed practices.
- Be concerned of time spent alone with older youth and adults beyond training and game times.

### 5. Advocate

- You are your child's strongest supporter.
- Evaluate situations according to the **"best interest of your child"**.



## **HOCKEY CANADA ROLES & RESPONSIBILITIES**

### **What is Hockey Canada's role in promoting safety for my child?**

Protecting participants from all forms of bullying, harassment, and abuse whether emotional, physical or sexual, is an important element of safety. Hockey Canada considers any form of bullying, harassment, or abuse to be unacceptable and will do all it can to prevent this intolerable social problem. To this end, Hockey Canada will promote awareness of all forms of bullying, harassment, and abuse by providing educational materials and programs for participants, parents, volunteers and staff members.

### **What is Hockey Canada's policy on preventing bullying, harassment and abuse?**

It is the policy of Hockey Canada that there shall be no bullying, harassment, and abuse whether physical, emotional or sexual of any participant in any of its programs. Hockey Canada expects every parent, volunteer and staff member to take all reasonable steps to safeguard the welfare of its participants and protect them from any form of violence.

## **Prevention of Bullying, Harassment and Abuse Resources:**

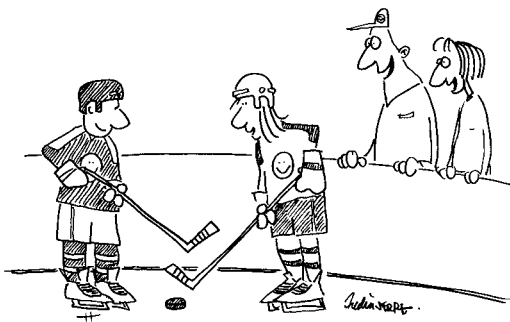
Since 1997, Hockey Canada has produced a number of resources for distribution through its member Branches to educate the membership and provide direction regarding the prevention of all forms of bullying, harassment and abuse.

### **The Speak Out campaign includes:**

- “Speak Out!” brochures for players.
- “Speak Out!” “bench” posters and “bullying” posters.
- “Speak Out!” video.
- “Speak Out! ... Act Now!” A Guide to Preventing and Responding to Abuse and Harassment for Clubs and Associations.
- “Fair Play Means Safety for All: A Guide to Understanding Bullying/Harassment and Abuse For Parents and Guardians”
- Recognition and Prevention of Abuse Policy/ Recognition and Prevention of Bullying/Harassment Policy.
- Forms for coach/volunteer application and police record checks.

**Contact your Branch or local association for these and other resources.**





*Hockey Canada would like to thank the following individuals for their generous assistance in producing this document:*

- **Judi Fairholm**, National Manager, *RespectED*
- **Pam Ferguson**, National Development Coordinator, *RespectED*







