



ABUSE POLICY

PURPOSE:

CMHA promotes a safe, healthy and caring environment for players, members, and team and on-ice officials.

PROCESS:

1. Definition of Abuse - Abuse includes, but is not limited to:
 - a. disrespectful remarks or gestures of a sexual, religious, racial and/or ethnic nature;
 - b. disrespectful remarks referring to performance or physical appearance or performance;
 - c. slander;
 - d. libel;
 - e. intimidation of any individual who has made a complaint;
 - f. force intentionally applied, directly or indirectly, without the consent of the person,
 - g. attempts or threats, by an act or a gesture, to apply force to another person; or
 - h. harassment.
2. CMHA encourages victims of abuse to submit a written report to the Division Director or First Vice President.
3. Disciplinary Action - The Discipline Committee investigates all reports of abuse. The Discipline Committee may:
 - . Determine insufficient evidence to warrant action.
 - a. Issue a warning
 - b. Fine the member
 - c. Suspend the member
 - d. Recommend the Board expel the member.
 - e. Determine other action