



### 2.3 RESPECT the GAME Incident Reports

- a) [Incident Report Forms](#) for reporting conduct that contravenes the RESPECT the GAME are available on the EFHL website.
- b) An Incident Report may be submitted by any spectator, parent, coach, manager, referee, league official, or rink attendant for any behaviour that falls outside on-ice infractions assessed by the on-ice officials during game play.
- c) An Incident Report must contain:
  - the name of the offending individual,
  - the team with which the individual is associated (if applicable),
  - the names of witnesses (if any), and
  - a clear statement of the conduct being reported.
- d) Incident Reports must be submitted to the EFHL League commissioner.

### 2.4 Minimum RESPECT the GAME Suspensions

“RESPECT the GAME Minimum Suspensions” are applicable to players, coaches, or bench staff whose conduct on or off the ice is deemed to be unbecoming or detrimental to the game and was not addressed on a game sheet and game incident report (by the referee because of an infraction of a Hockey Canada playing rule), including but not limited to anyone:

- in or on arena property who are there as a spectator, player, parent, team official, referee, etc. who are not or cannot be written up on the Game Sheet for EFHL League and Championship Games Only.
- a) The offender shall be suspended from all EFHL Hockey activities with all teams the offender is associated with during the period of their suspension.
  - b) In addition to the following suspensions, the offender may be required to take, and provide proof of, the online [Respect in Sport](#) program.

A table of “RESPECT THE GAME Minimum Suspensions” for typical unbecoming conduct follows.



### 2.4(c) RESPECT the GAME: Minimum Suspensions

Offence	Suspension
<b>Failure to Comply</b>	
with EFHL Bylaws or Operating Directives	Indefinite Suspension for Discipline Committee to assess
with direction given by an official	
refusal to cooperate with an official	the greater of six weeks or 6 games
<b>Unbecoming Conduct</b>	
Making inappropriate or unsuitable remarks	the greater of two weeks or 2 games
Discriminatory (race, ethnicity, religion, gender, sexual orientation, language)	the greater of four weeks or 4 games
<b>Abuse</b>	
Verbal abuse	the greater of four weeks or 4 games
Person who orders, implies or suggests to a player to deliberately attempt to injure	the greater of four weeks or 4 games
Threaten or attempt to strike	the greater of six weeks or 6 games
Intentional touches, striking, physical abuse or assault of an Official	Indefinite Suspension for a Discipline Committee to assess sanction up to lifetime ban
<b>Altercations (Pre and Post Game or at Sanctioned Events)</b>	
Verbal Threats	the greater of four weeks or 4 games
Intentional touches or holds	the greater of six weeks or 6 games
Spitting	the greater of eight weeks or 8 games
Throwing of objects	the greater of eight weeks or 8 games
Fighting	Indefinite Suspension Discipline Committee to review & assess sanction
<b>Unauthorized Entry (without expressed permission)</b>	
onto the ice surface (by head coach, assistant coach, bench staff, any spectator)	the greater of four weeks or 4 games
into the referee's dressing room (athlete, coach, manager, spectator, etc.)	Indefinite Suspension for a Discipline Committee to assess
<b>Defiance of suspensions</b>	
if need be, the player attached to the suspended individual will serve the suspension until the individual has agreed to do so (refer to Hockey Alberta 7.1.c).	
First Offence	Doubling of the suspension



<b>Offence</b>	<b>Suspension</b>
Second Offence	Doubling of the suspension and review by Discipline Committee
Third Offence	Indefinite Suspension for a Discipline Committee to assess



## 2.5 EFHL's Ability to Discipline

- a) The EFHL President in consultation with Discipline and Division Directors shall have the power to suspend summarily any player, coach, trainer, manager or official of any team under the auspices of EFHL for any conduct on or off the ice that is deemed to be unbecoming or detrimental to the game. Such suspension to be effective until dealt with by the EFHL Discipline Committee.
  - This authority may be delegated to EFHL officials.
- b) The EFHL President in consultation with Discipline and Division Directors can prevent any spectator from viewing any EFHL game or other activity or entering a facility to view such game or activity under the auspices of EFHL for any conduct that is deemed to be unbecoming or detrimental to the game.
  - This authority may be delegated to EFHL officials.
- c) This authority granted to the EFHL President and Discipline and Division Directors allows for effective and quick action against conduct unbecoming or detrimental to the game and its members of member organizations, as well as action against the team of the contravening spectator.
- d) The EFHL will establish a Discipline Committee which will serve the purpose of hearing complaints received through the "RESPECT THE GAME" program. The Chair of the Discipline Committee will be one of the EFHL Discipline Directors.

## 2.6 Child Abuse Policy

- a) It is the policy of the EFHL that there shall be no abuse and neglect, whether physical, emotional, or sexual of any individual in any of its programs. When necessary, EFHL will follow Hockey Canada's policy on [Bullying, Harassment, and Abuse](#).
- b) Child abuse is defined as any form of physical, emotional and/or sexual mistreatment or lack of care (neglect) which causes physical injury or emotional damage to a child.
  - In Alberta, a person is considered a child up to the age of 18 years.
  - A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust.
  - Personnel (part-time and full-time staff, volunteer, team official, on ice official) or Hockey Canada partner (parent, guardian) who, has reasonable grounds to suspect that an individual is or may be suffering or may have suffered from emotional abuse, physical abuse, 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.
  - Any person, who is found guilty of abuse or neglect, as defined above, may be the subject of a criminal investigation and/or disciplinary procedures.



- c) EFHL expects every parent, volunteer and staff member to take all reasonable steps to safeguard the welfare of its players and protect them from any form of maltreatment.
- d) EFHL considers any form of abuse or neglect to be unacceptable and will do all it can to prevent this intolerable social problem by promoting awareness of all forms of abuse and neglect by providing educational materials and programs for players, parents, volunteers and staff members.

## 2.7 Bullying & Harassment

- a) It is the policy of EFHL that harassment and bullying in all its forms will not be tolerated during the course of any Hockey Canada activity or program. When necessary, Hockey Edmonton will follow Hockey Canada's policy on [Bullying, Harassment, and Abuse](#).
- b) 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.
- c) Any of the different forms of harassment must be based on the grounds prohibited in human rights legislation, such as race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardoned conviction, and sexual orientation.
- d) All EFHL personnel (staff, volunteers, team or on-ice officials) and partners (parents, guardians) are responsible for making every reasonable effort to uphold this commitment.
  - This includes refraining from harassing or bullying behaviour, and responding appropriately to minor and serious incidents of harassment or bullying.
  - Minor incidents of harassment or bullying should be corrected promptly and informally, taking a constructive approach and with the goal of bringing about a change in negative attitudes and behaviour.
  - More serious incidents should be dealt with according to Hockey Edmonton and Hockey Canada policy.
  - Complaints should be handled in a timely, sensitive, responsible, and confidential manner.
  - There should be no tolerance of reprisals taken against any party to a complaint.
  - The names of parties and the circumstances of the complaint should be kept confidential except where disclosure is necessary for the purposes of investigation or taking disciplinary measures.
- e) Players and other members of member organizations are expected to refrain from harassing or bullying behaviour and are encouraged to report incidents of harassment or bullying.



- f) Harassment may occur among anyone 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).