

Gloucester and Area Adult Ringette League (GAARA)

OPERATIONAL PROCEDURES

Respect of On-Ice Officials Policy

GAARA is committed to providing an environment in which all individuals are treated with respect. All participants are bound by the Ringette Ontario Code of Conduct for their respective role.

The purpose of this Policy is to ensure a safe, positive, and respectful environment for our on-ice officials, at all times.

The policy applies to participants relating to conduct that may arise during the course of GAARA's business, activities, and events.

GAARA reserves the right to apply this policy to incidents that occur when a participant is attending a sanctioned event outside of league play, as a member/registrant of GAARA.

Within this policy, the terms on-ice official and referee are interchangeable.

1.0 Definitions

Participant: player, bench staff member, minor officials, GAARA Board member, or spectator.

Harassment: comment or conduct (through any medium) directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious.

Types of behavior that constitute harassment include, but are not limited to:

- Written or verbal abuse, threats or outbursts;
- The display of visual material which is offensive or which one ought to know is offensive;
- Unwelcome remarks, jokes, comments, innuendos or taunts about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
- Leering or other suggestive or obscene gestures;
- Condescending or patronizing behavior, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- Practical jokes that cause awkwardness or embarrassment, endangers a person's safety or negatively affect performance;
- Any form of hazing or bullying;
- Unwanted physical contact including touching, petting, pinching or kissing;
- Unwelcome sexual flirtations, advances, requests or invitations;
- Physical or sexual assault;
- Threats of retaliation against an individual who reports harassment.

Bullying: a person expressing their power through the humiliation of another person.

Types of behaviour that constitute bullying include, but are not limited to:

- Unwarranted yelling and screaming directed at the target;
- Continually criticizing the target's abilities;
- Blaming the target for mistakes;
- Making unreasonable demands related to performance;
- Repeated insults or put downs of the target;
- Repeated threats to remove or restrict opportunities or privileges;
- Denying or discounting the target's accomplishment;
- Threats of physical violence;

- Actual physical violence.

2.0 Requirements and Sanctions

- 2.1 Referees will enter and exit the arena and ice surface free from harassment.
 - 2.1.1 The GAARA Referee-in-Chief shall be informed by the officials of any harassment/threats withing 24 hours of the situation.
 - 2.1.2 In the event of harassment pre- and post-game, the offending player or bench staff shall receive an automatic 1-game suspension.
 - 2.1.3 Teams are responsible for the conduct of their spectators.
 - 2.1.4 Home team is responsible for the conduct of the minor officials assigned to the game.
 - 2.1.5 If the guilty party is a spectator, minor official, or a player (when specific player cannot be identified), the team will be assessed an unsportsmanlike conduct penalty which shall be included in the numbers when applying team sanctions under 3.2 below.
- 2.2 Referees will only respond to questions from non-playing bench staff and the designated Captains or Alternate Captains (maximum of three designated players). The designated players must have a clear “C” or “A” on their jerseys (top left). The designation must be listed in the RAMP gamesheet app prior to the start of the game.
 - 2.2.1 Bench staff who are players will need to be a captain, or alternate captain, to be permitted to speak to officials.
 - 2.2.2 Referees will only respond to questions that have been asked in a respectful manner. Comments, critiques, complaints, etc. will not be entertained.
 - 2.2.3 An unsportsmanlike or misconduct penalty will be assessed if disrespectful tone or abusive behaviour is shown.
- 2.3 Any occurrences of harassment or threats before or after a game where a specific individual cannot be determined or the guilty party is not a player or coach, will also be assessed as an Incident against the offending team, and will be included when determining team sanctions.

3.0 Excessive Penalties

- 3.1 Penalties assessed to players and bench staff will be monitored by the Stats sub-committee. Once an individual is assessed three fully served penalties (this includes unsportsmanlike, misconduct, all majors or match penalties) shall be assessed additional sanctions as per 13.3 of the GAARA League Rules and Regulations.
- 3.2 If during a single game a team is assessed three or more fully served penalties (this includes unsportsmanlike, misconduct, all majors or match penalties) the team shall be assessed the following additional sanctions:
 - 3.2.1 First Incident: A written warning from the Referee-in-Chief and President.
 - 3.2.2 Second Incident: Forfeiture of the game in which it occurred in.
 - 3.2.3 Third Incident: Forfeiture of the game in which it occurred plus a \$500 fine.
 - 3.2.4 Fourth Incident: Forfeiture of all remaining games, \$500 fine, plus the team (all players and bench staff) shall be deemed in “Bad Standings” for the balance of the season.