



Smoky Lake Minor Hockey

Smoky Lake Minor Hockey Association- Bullying Policy

The purpose of this policy is to outline the process used by Smoky Lake Minor Hockey Association (SLMHA) to deal with bullying, harassment, or abuse. Each case will be reviewed separately by the SLMHA board, where a decision will be made and delivered to the individual committing the offence.

BULLYING

Smoky Lake Minor Hockey Association will not tolerate bullying, harassment, or abuse to any of the players, coaches, or officials.

Bullying is defined as: seek to harm, intimidate, or coerce (someone perceived as vulnerable).

Examples of bullying are:

- continually criticizing the target's abilities
- blaming the target of the bullying for mistakes
- repeated insults or put downs of the target
- denying or discounting the targets accomplishment
- threats of and actual physical violence toward the target

Reports of bullying will be investigated, and offenders will be brought forward and dealt with by the SLMHA Board. Each case will be reviewed separately by the SLMHA board, where a decision will be made and delivered to the individual committing the offence. Where the unacceptable conduct involves abuse, neglect or harassment of any type, and SLMHA has a reasonable belief such unacceptable conduct has occurred, the matter may be turned over to the RCMP or other appropriate external authorities.

SLMHA has the right to gather information from sources linked to all bullying incidents.

Consequences for players of incidents which are found to be legitimate are as follows:

Level 1: Communication and meeting between the parents/child and SLMHA Board, retake of the Respect in Sport for the parent/guardian.

Level 2: Two (2) game suspension.

Level 3: Suspension for remainder of year. No refund of fees is permitted at any time of the season.



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Level 4: Complete expulsion from SLMHA. No refund of fees is permitted at any time of the season.

The SLMHA is committed to providing a sport, work, and volunteer environment in which all individuals are treated with respect and dignity. Everyone has the right to participate in an environment which promotes equal opportunities and prohibits discriminatory practices. The SLMHA will not tolerate acts of harassment, abuse, bullying, hazing, or other such behaviours.

