**Message from GVMHA Risk Manager (2023-24 Season)**

Hello and welcome to another season of minor hockey in the Greater Vernon area! As we get back into on-ice and off-ice training, practices, and competition, it is important we reiterate some keys points surrounding player safety, injury management, maltreatment, and EDI (equity, diversity, and inclusion).

Everyone carries a burden of responsibility when it comes to proper risk management.

* Players – be honest and forthright about injuries or incidents. Report any pain and discomfort. There is absolutely NOTHING to be ashamed about when it comes to injuries or maltreatment.
* Coaches / Team Officials – be honest and forthright about injuries or incidents. Be supportive of your players, open and understanding. NEVER make a player feel any shame for being injured. Ensure all participants are valued and treated appropriately.
* Parents – be honest and forthright about injuries or incidents. Be supportive of your children and cooperative with your team officials. NEVER make your children feel any shame for being injured. Identify if your child may be showing signs of distress mentally or physically.
* GVMHA / Risk Manager – we will always support any player who has experienced an injury and work to accommodate them as best we can. We will investigate any incident reported and ensure the safety and well-being of all participants.

Below, we have provided information regarding player safety, injury management, maltreatment, and EDI. Please do your part by reviewing this information and ensuring that hockey in Greater Vernon is safe and enjoyable for all.

Have a great season!

-Nik Vischschraper, Risk Manager

**PLAYER SAFETY & INJURY MANAGEMENT**

**INJURIES:**

As we all know, our sport is a fast-paced, action-packed game that is both physically and emotionally demanding.  Injuries in hockey are inevitable and will occur.  The vast majority of injuries are unavoidable and are part of the game.

During the initial incident, it is often difficult for coaches / safety persons to know the severity of the player’s injury, or even if an injury has occurred. Sometimes, due to the adrenaline rush from the high-pressure game environment, some players may not experience an pain or present any sign of injury.

Most situations are apparent that a player is injured, and often it is clear-cut whether the player can continue playing or not.  However, sometimes it will fall into that dreaded grey zone.  Making a decision in these situations can be stressful and difficult due to multiple factors, including:  old school attitudes (“get up and play”), wanting to win the game, parent / coaching pressures, and players under-reporting their symptoms.  To muddy the situation even more, some injuries – especially, concussions – will have delayed symptoms.

Your team’s Safety Person / Coach will make decisions with player safety as their priority.  It is always recommended – and supported by GVMHA – that we err on the side of caution in these situations.  It is also important that parents are involved and supportive of these difficult decisions.

**INJURY REPORTING:**

Any injury that requires medical treatment or results in missed time must be reported. In situations where a player is forced to miss any participation time as a result of an injury, it is vital that the following procedures are followed. Missed time refers to any on-ice activity, including practice.

Open the Discussion:

* Verbally report the injury to team personnel.
* Do not delay treatment. Players should seek appropriate medical attention and assessments immediately.
* Communication between the coach / safety person and the parents is essential.

Reporting:

* Complete and submit the [**Hockey Canada Injury Report**](https://www.bchockey.net/AdminAppForms/Hockey%20Canada%20Injury%20Report%20Form%202012-05-17.pdf) within ten (10) days of the injury.
  + Player / Parent submits form to Head Coach / Safety Person.
  + Head Coach submits form to GVMHA Risk Management.
  + GVMHA keeps on file and forwards original copy to BC Hockey.

Return to Play:

* A player must present a “Return to Play” note prior to resuming all activity with their team. This report may outline a gradual return to physical activity, such as dryland workouts, then non-contact practice, then games.
  + Player / Parent submits return to play note to Head Coach.
  + Head Coach / Safety Person forwards note to GVMHA Risk Management.
  + GVMHA keeps on file and forwards original copy to BC Hockey.
* **This note must come from a medical doctor.**

Do not hesitate to contact GVMHA if there are any questions or concerns about this process.

* Executive Director of Hockey Operations, Kevin Bathurst ([edho@gvmha.com](mailto:edho@gvmha.com))
* Risk Manager, Nik Vischschraper ([riskmanager@gvmha.com](mailto:riskmanager@gvmha.com))

**PLAYER SAFETY:**

It is important to have an open discussion about player safety in general to ensure that injuries are avoided in the first place. While accidents will occur and injuries in a contact sport are inevitable, there is plenty that can be done to reduce the possibility of avoidable injuries.

Listed below are some key areas of player safety.

Respect the Game:

* Understand and respect the rules of the game. They exist to ensure fair play and participant safety.
* Respect all participants, including team personnel and on-ice officials (referees).
* Control your emotions – Maintain self-control at all times.

Equipment:

* Become knowledgeable about equipment and take the time to ensure that your player’s equipment is adequate.
* Ensure helmets fit correctly and are worn appropriately.
* Do not wear or use damaged or broken equipment.
* Do not wear or use equipment that is too large or too small.
* Keep the mouth/teeth guard in the mouth at all times.
* Only use the equipment in the manner that in was intended.

Facilities:

* While this is not officially the “responsibility” of players or participants, everyone’s commitment to safety establishes the onus on us to ensure any of the following:
* Ice surface is free from debris, bumps, ruts, or bare spots.
* All rink gates remain closed, and open/close properly.
* No protrusions from the glass, boards, nets or ice surface.
* Proper lighting.
* No debris on the floor of the players’ bench area that may become stuck on the blades of skates or damage skate blades.
* Facility management has been monitoring air quality for dangerous emissions or gasses, and you are aware of the symptoms of toxic gas poisoning such as headache, nausea, and dizziness.
* Notify facility management of risks that require the intervention of staff (i.e. defective lighting or heating).
* For more serious on-ice risks, facility management should be notified **immediately** and players should not be allowed on the ice until the risk is eliminated.
* Always follow up in writing when informing facility management of any safety risks, and copy your letter to both your Association and Branch.
* As a spectator, watch for pucks leaving the playing surface!
* [Click here](https://cdn.hockeycanada.ca/hockey-canada/Hockey-Programs/Safety/Downloads/facility_safety_checklist_e.pdf) for a handy facility safety checklist.

Off-ice Behaviour:

* Avoid roughhousing.
* Pre-game warm-ups are encouraged, but do not run on stairways or at rink level where surfaces could be wet and avoid crowded areas.
* Bullying is never acceptable!
* Do not shoot pucks or strike other objects.
* Do not climb on railings or the glass.

**MALTREATMENT**

**MALTREATMENT:**

Hockey Canada Playing Rules 2022-2024, page 133:

*Hockey Canada is committed to contributing to the physical, psychological, social, and spiritual health of individuals of varying abilities, backgrounds, and interests. Hockey Canada firmly believes that only when sport environments are safe and inclusive can these values be realized.*

*Maltreatment includes volitional acts that result in harm or the potential for physical or psychological harm. Maltreatment in all its forms is a serious issue that undermines the health, well-being, performance, and security of everyone associated with the game of hockey and is incompatible with the core values that lie at the heart of Canadian sport.*

*Participants in Hockey Canada’s programming should have the reasonable expectation that it will be in an environment that is accessible, inclusive and is free from all forms of Maltreatment. Team officials will always be responsible for their conduct and that of their players. They must endeavour to prevent disorderly conduct before, during or after the game, on or off the ice and any place in the rink.*

Implemented in 2021, hockey referees now have Rule 11 – Maltreatment at their disposal to address any instances of bullying, harassment, or abuse witnessed or reported in games. **GVMHA will support all our officials in the assessment of any penalty issued under Section 11.**

We all want our children to be safe – keeping them safe means putting their 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. The well-being of participants is of primary importance. This includes, among other things, a shared responsibility with parents and guardians to nurture physical and emotional well-being.

**BULLYING:**

Bullying is repeated, unwanted, aggressive behaviours by a youth or group of youth. It involves an observed or perceived power imbalance. It can result in physical, social or educational harm or distress for the targeted youth.

* PHYSICAL
  + 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
  + Social media
* RELATIONAL
  + Making others look foolish
  + Excluding peers
  + Spreading gossip or rumours
  + In person, over the phone, through text messaging or over the computer
* CYBERBULLYING (includes the use of email, mobile devices, text messages and websites)
  + Pretending they are other people online to trick others
  + Sending threatening or harassing emails
  + Spreading lies and rumors about the people they are victimizing
  + Tricking people into revealing personal information
  + Sending or forward mean text messages
  + Posting pictures of people without their consent

People who are witnesses play a role in the bullying world. Their reaction or lack of reaction often influences the outcome of the interaction:

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

It is important to recognize that there are situations that may be considered “negative” but are not necessarily bullying. 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

However, bullying IS:

* Behaviour that causes harm or distress to another individual, including physical, emotional, social or academic harm
* Based on power imbalances where the person who is bullying has power over the person who is victimized
* A behaviour that is typically repeated

**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.

Types of 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 their safety (or the safety of someone else) and the perpetrator must know – or could reasonably be expected to know – that the victim is fearful.
  + Criminal charges may also be laid in harassment cases if a person has been physically or sexually assaulted.
* Racism
  + When people are treated differently because of their skin colour, or racial or ethnic background.
  + Examples include making jokes, insinuations, humiliating comments or racially-oriented remarks, or criticizing and being intolerant of differences such as accents, clothing, hair styles, customs and beliefs.
* Disability harassment
  + When a person is treated differently because of a real or perceived disability, either physical, developmental or illness-related.
  + 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.
* Sexual harassment
  + Unwelcome behaviour of a sexual or gender nature that negatively affects the person or the environment.
  + Examples are questions about one’s sex life, pressuring for dates or sexual favours, sexual staring, sexual comments, showing or sharing sexual images in person or online, unwanted touching, spreading sexual rumours (including online), insults about sexual orientation, and sexual assault.

Dealing with harassment can sometimes be difficult, as what is viewed as harassment by one person may be viewed as a “joke” by another. 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:**

It is important to clarify that the following situations are NOT considered abuse:

* 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.

There are several different types of abuse. These are listed below:

* Child abuse
  + Any form of physical, emotional and/or sexual mistreatment or lack of care which causes physical injury or emotional damage to a child, whether done in person or through technology.
  + Across Canada, a person is considered a child up to the age of 16 to 19 years depending on the provincial/territorial legislation.
* Emotional abuse
  + When a person in a position of power repeatedly or severely attacks a child’s self-esteem through use of language, gestures or other behaviour that is degrading, isolating, humiliating, terrorizing, rejecting or corrupting, or that ignores a child’s need for basic emotional care.
  + Can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child's needs.
* Physical abuse
  + When a person in a position of power physically hurts or threatens to hurt a child, or by any means deliberately creates a significant risk of physical harm of a child.
  + This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.
* Neglect
  + A caregiver’s inattention to the basic necessities of life, such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air.
  + Also defined as the failure to provide minimum care, and a lack of supervision that presents risk of serious harm to a child.
  + This may occur in hockey when injuries are not adequately treated or players are made to play with injuries, equipment is inadequate or unsafe, or road trips are not properly supervised.
* Sexual abuse
  + When a child is used by an older or more powerful child, adolescent or adult for his or her own sexual stimulation or gratification.
  + Can include contact or non-contact or through technology.
  + Includes language, gestures or behaviours that are sexual in nature with children.
  + CONTACT:
    - Touched in sexual areas.
    - Forced to touch another person’s sexual areas.
    - Kissed/held in a sexual manner.
    - Forced to perform oral sex.
    - Vaginal or anal intercourse, including penetration with any object.
  + NON-CONTACT:
    - Shown sexual photos or videos in person, online or by mobile device.
    - Being flashed/exposed to sexual body parts, in person or through technology like a webcam.
    - Forced to pose for seductive or sexual photos or videos.
    - Forced to listen to sexual talk.
    - Teased about sexual body parts.
    - Subjected to intrusive questions, comments or observations, verbally or through notes, email, chat rooms or text messages.
    - Made the object of voyeurism or unwanted watching.
    - Forced to watch sexual acts.
* Child exploitation
  + The actual or attempted abuse of a position of authority, differential power or trust in a relation to a child, with a view of benefiting sexually, monetarily, socially or politically from the use of a child.
  + Intentionally viewing, downloading or distributing any sexualized, demeaning or violent images involving children.
  + Taking a photograph or other image of a child or making representations of a child in a way that can reasonably be interpreted as sexualized, demeaning or violent.
* Hazing
  + An initiation practice that may humiliate, demean, degrade or disgrace a person regardless of location or consent of the participant(s).
  + Hazing is against Hockey Canada regulations.

**HOW TO RESPOND TO MALTREATMENT:**

What to do if you experience maltreatment:

* Remember, it is not your fault; there is nothing wrong with you – no one deserves to be bullied or harassed.
* Tell an adult you trust. They can give you support and help stop the bullying or harassment.
* If no one helps you, keep telling until you do get help.
* Have a teacher or an adult help you with a safety plan if the bullying is making you afraid or upset.

What to do if you witness maltreatment:

* Keep your cool and walk away. Using insults or fighting back will make the problem worse.
* Use humour. Say something funny and make them think you don’t care.
* Be assertive. Look confident and let the person know that they need to stop what they are doing.
* Hang out with friends that you know will support you, and work together to speak out against bullying and harassment.
* Stand up for your friends who are targeted.
* Refuse to go along with bullying or harassment – people who laugh, agree or cheer only encourage the behaviour. Instead, take the side of the person who is being targeted.
* Report what you see or hear to an adult.

What to do if someone tells you they are 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 to do if you suspect a child is being harmed - follow “DARE”:

* D **–** Document your observations
  + Record behaviours, 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

When addressing reports of maltreatment, NEVER:

* 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.

**RECOGNIZING RESPONSIBILITY:**

What is my responsibility as a parent / guardian:

* Ensure your own behaviour models respect and integrity towards coaches, officials, participants, and other parents.
* Understand the issues and become knowledgeable.
* Know and support your association’s policies and procedures.
* Act when you see a bullying, harassing or abusive situation.
* Speak out and promote safe environments.

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 victim's well-being given priority.

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 behaviour, such as assault, to police.

**HOW DO I KEEP MY CHILD SAFE?**

There are five essentials to keeping your child safe:

1. Communication
   1. Listen, talk, believe and reassure your child.
   2. Provide opportunities for conversations with your child.
   3. Be open to any questions; nothing is off limits.
   4. Be open to discussing difficult subjects, such as sexuality.
   5. Develop frank and open communication with the coaches.
   6. If you have concerns, communicate them to the appropriate people.
   7. If you see or hear bullying, harassing or abusive behaviour, speak out!
2. Knowledge
   1. Make your child aware of vulnerable situations in a matter-of-fact way.
   2. Review your association’s bullying, harassment and abuse policy and procedures.
   3. Be aware of your association’s screening and selection process for staff and volunteers.
   4. Get to know the adults who are interacting with your child.
   5. Discuss with the coaches their expectations and the setting of boundaries: physical, sexual and social.
3. Skills
   1. Teach your child specific ways to handle difficult situations.
   2. Help your child define their personal boundaries.
   3. Teach your child how to be assertive when their boundaries are crossed.
4. Build a safety plan
   1. Develop check-ins, contingency plans and family codes.
   2. Attend practices and games.
   3. Be wary of regular private closed practices.
   4. Be concerned with time spent alone with older youth and adults beyond training and game times.
5. Advocate
   1. Be your child’s strongest supporter.
   2. Evaluate situations according to the best interest of your child.

[Click here](https://cdn.hockeycanada.ca/hockey-canada/Hockey-Programs/Safety/Insurance/Downloads/safety_teamwork_e.pdf) for a more information on understanding and responding to Maltreatment.

**EQUITY, DIVERSITY, & INCLUSION (EDI)**

**WHAT IS EDI?**

EDI is the practice of identifying, recognizing, and reducing inequalities and inequities that exist within sport, by creating and promoting environments and opportunities for underrepresented communities and equity-deserving people, including women and girls, Indigenous peoples, Black and racialized people, 2SLGBTQI+ Canadians, and newcomers to Canada.

**GENDER EQUITY**

Significant gender differences persist in participation and leadership in Canadian sport. Women and girls, especially those with other intersecting identity factors, typically report more barriers to sport and participate in sport at lower rates than men and boys

EDI initiatives to promote gender equity:

* Increase the number of women in coaching, officiating and leadership positions.
* Provide more opportunities for girls and women to participate in sport.
* Enhance the data collection and research necessary for decision-making.
* Support activities that expand efforts to include other demographic groups that are under-represented in sport.

**INDIGENOUS PEOPLES**

Canadian Sport Policy now exists that acknowledges the existence of barriers to sport participation for Indigenous peoples with a goal to increase access and equity in sport.

GVMHA is committed to ensuring that Indigenous peoples across the country have access to meaningful and culturally appropriate sport activities in their communities. This includes the following community-identified social development goals:

* Improved health
* Improved education
* Reduction of at-risk behaviours
* Improved employability

**ANTI-RACISM**

GVMHA is working to ensure that every person who wishes to participate, whether as an athlete, a coach, an official or as a supporter, feels safe, welcomed, and included.

While EDI explains the importance of supporting equity for all marginalized people in sport, Anti-Racism is defined as specific actions that address the systemic barriers and particular challenges that result from racism. Both EDI and Anti-Racism play an important role in impacting meaningful change for more inclusive sport.

GVMHA acknowledges the deep and long-lasting impacts of systemic racism on hockey in Canada. Racism alienates many Canadians by causing fear, anxiety, and distrust, ultimately serving as a barrier to full sport participation.

**BC HOCKEY’S COMMITMENT TO EDI:**

To help lead change in the cultural landscape of hockey, the BC Hockey Board of Directors created the Equity, Diversity & Inclusion Workgroup and the Safe Sport Workgroup in early 2023. These workgroups joined the Indigenous Participation Workgroup that was established in 2016.

The primary goal of these groups is to assess BC Hockey’s existing policies, programs, and practices to identify areas for improvement and to recommend new strategies that will fill any gaps that may exist. The workgroups also help raise awareness and provide education for membership and participants.

**EDI WITHIN GVMHA:**

Greater Vernon Minor Hockey Association is committed to ensuring the equity, diversity, and inclusion of all participants, staff, and volunteer, by adhering to all recommendations and policies outlined by Hockey Canada and BC Hockey.

GVMHA is working to identify systemic racial barriers and gaps, consider changes to policies and programs, and support new initiatives that are working to combat racism in minor hockey.

GVMHA acknowledges that we are on the traditional and unceded territory of the Secwépemc people.

**MORE INFORMATION:**

Please visit the following links for additional information and resources:

* [Equity, Diversity, and Inclusion (ED) Path Forward: Our Commitment to Action](https://cdn-ca.aglty.io/bc-hockey/image-gallery/memberinfo/2023-edi-path-forward-e.pdf)
* [Hockey Canada Gender Expression / Gender Identity Policy](https://cdn-ca.aglty.io/bc-hockey/image-gallery/memberinfo/Gender%20Expression-Gender%20Identity%20Policy_EN%20FINAL%20(2).pdf)
* [Hockey Canada Gender Expression / Gender Identity Policy FAQ](https://cdn-ca.aglty.io/bc-hockey/image-gallery/memberinfo/Gender%20Expression%20and%20Identity%20Policy%20FAQ.pdf)
* [Hockey Canada Resources Guide](https://cdn-ca.aglty.io/bc-hockey/image-gallery/memberinfo/EN_HC%20Resources%20Guide_v3.pdf)

**HELPFUL RESOURCES / LINKS**

**BC HOCKEY Risk Management Website**

This page has many useful links including Health and Safety program, Respect in Sport, Concussion Awareness, Hockey Canada Concussion Protocol, and more.

<https://www.bchockey.net/RiskManagement/RiskManagement.aspx>

**Hockey Canada Injury Report Form**

<https://www.bchockey.net/AdminAppForms/Hockey%20Canada%20Injury%20Report%20Form%202012-05-17.pdf>

**Respect In Sport**

Coaches are required to take this online course, and it is highly recommended for parents and players so we are all on the same page on dealing with situations.

<https://bch.respectgroupinc.com/koala_final>

**Hockey Canada Safety Program**

Did you know that every team must have an HCSP certified person? This volunteer role must be filled by a parent on every team and the certification is good for three (3) years.

<https://page.spordle.com/bch/clinics/1ee41318-e9e4-604e-bcc5-0294283b7376>

**Concussion Awareness Training Tool**

This is an excellent online tool for parents, coaches, health & safety and health professionals. There are excellent online courses for parents, coaches, and health professionals. There is informative handouts for the whole concussion management pathway including concussion information, incident reports, monitoring, medical assessment letters, return to school and sport strategies, and medical clearance letters.)

Note: The CATT online courses are free of charge.

<https://cattonline.com>

**The Parachute Smart Hockey Program**

This is an excellent resource for all things related to concussions. Lots of PDF files!

<https://parachute.ca/en/program/smart-hockey>

**BrainTrust Canada (Kelowna)**

BrainTrust Concussion Clinic offers a medically supervised approach to helping children and youth ages 5 to 25 heal safely from concussion, so they can get back to the sports and activities they love.

Vernon office - #105-3402 27th Ave.

Phone: 250-542-3555 ext. 207

Fax:  250-542-4501

<https://braintrustcanada.com/youth-concussion-clinic/#concussion-clinic-eligibility>