

Cumberland County Minor Hockey Association – Policy Manual

CATEGORY: Risk Management	LAST REVIEW: 2025
POLICY NUMBER: 5.2	DATE APPROVED: May 29, 2025
TITLE: Physical , Sexual Harassment and Abuse Policy	
PURPOSE: This policy sets out the principles and practices of Hockey Canada with regards to abusive behaviour towards participants.	
RELATED GUIDELINES: Hockey Nova Scotia On-Ice Bullying Policy https://5647e90c-cdn.agilitycms.cloud/Attachments/On-Ice%20Bullying%20Policy.pdf Hockey Canada/ Hockey Nova Scotia Prevention of Bullying, Harassment and Abuse Policy https://5647e90c-cdn.agilitycms.cloud/Attachments/Policy%20on%20Prevention%20of%20Harassment.pdf Hockey Canada/Hockey Nova Scotia Hazing Policy https://5647e90c-cdn.agilitycms.cloud/Attachments/Hockey%20Canada's%20Hazing%20Policy.pdf Hockey Canada Cyber-Bullying Administration Manual https://5647e90c-cdn.agilitycms.cloud/Attachments/cyberbullying_resource_manual_e.pdf Hockey Nova Scotia Abusive Parent Dispute Resolution Policy https://5647e90c-cdn.agilitycms.cloud/Attachments/Abusive%20Parent%20Dispute%20Resolution%20(4)%20-%20dispute%20resolution%20policy.pdf	

1. INTRODUCTION

CCMHA is committed to providing a positive environment for all participants free from forms of harassment and abuse. CCMHA is committed to providing a hockey program and environment that promotes equal opportunities and prohibits discriminatory or harassing practices.

CCMHA recognizes that it can be extremely difficult to come forward with a complaint of harassment or sexual harassment. CCMHA recognizes the interests of both the complainant and the respondent in keeping the matter confidential.

This policy will be enforced on a Zero Tolerance Basis, those found in violation of the policy will be subject to a minimum suspension of one (1) year and the matter will be forwarded to the appropriate law enforcement agency.

2. DEFINITIONS

Abuse: Any form of physical, emotional and/or sexual mistreatment or lack of care which causes physical injury, harm, or emotional damage to a person.

Assault: Intentional application of force by one person against another without consent.

Bullying: Involves a person expressing their power through the humiliation of another person. Bullying describes behaviours that are similar to harassment, but occur between children under the age of twelve, or behaviours between youth or between adults that are not addressed under human rights laws. Bullies are typically cruel, demeaning and hostile towards the targets of their bullying.

The issue of bullying is not addressed by the law, however, bullying behaviour is similar to harassment in that it is defined as hurtful interpersonal mistreatment of a person. Bullying can be broken down into four types; physical (hit or kick victims; take/damage personal property), verbal (name calling; insults;

constant teasing), relational (try to cut off victims from social connection by convincing peers to exclude or reject a certain person), and reactive (engage in bullying as well as provoke bullies to attack by taunting them).

The following is a non-exhaustive list of tactics used by bullies to control their targets:

- unwarranted yelling and screaming directed at the target
- continually criticizing the target's abilities
- blaming the target of the bullying 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 targets accomplishments
- Threats of and actual physical violence

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. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust. In Nova Scotia a person is considered a child up to the age of 16 years.

Emotional Abuse: Attacks, especially prolonged and chronic on an individual's self-esteem. This is psychological behaviour, especially when a person is in a position of power, authority or trust exhibits it. Emotional Abuse takes many forms including but not limited to name calling, threatening, ridiculing, berating, intimidating, isolating, hazing, ignoring someone's needs, or discriminating against that person.

Harassment: Comments, conduct or gestures that are insulting, intimidating, humiliating, malicious, degrading, unsolicited or unwelcome attention or actions which annoy another individual. It can include the following:

- condescending, patronizing, threatening or punishing actions which undermine self-esteem;
- practical jokes which cause awkwardness or embarrassment or may endanger a person's safety;
- hazing, unwanted physical contact;
- discriminatory conduct;
- retaliation for having raised a concern, filed a complaint, etc.

Harassment is considered to have taken place if a person knows, or ought to reasonably have known that their behavior is unwelcome.

Neglect: Chronic 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. This may occur in hockey when injuries are not adequately treated or players are made to play with injuries, equipment is inadequate or unsafe, no-one intervenes when team members are persistently harassing another player, or road trips are not properly supervised.

Sexual Assault: Assault committed in circumstances of a sexual nature such that the sexual integrity of the victim is violated. Sexual assault may take the form of either/and contact and non-contact.

Verbal Abuse: Screaming, yelling, name calling at a group or individual especially when repeated or consistent.

3. RESPONSE AND REMEDIES

It is the position of CCMHA that harassment and bullying cannot and should not be tolerated in any environment, including hockey. Both harassment and bullying are unacceptable and harmful. The CCMHA Board recognizes the serious negative impact of all types of harassment and bullying on personal dignity, individual and group development and performance, enjoyment of the game and in some cases, personal safety.

At the same time, CCMHA recognizes that not all incidents of harassment and bullying are equally serious in their consequences. Both harassment and bullying cover a wide spectrum of behaviours, and the response to both must be equally broad in range, appropriate to the behaviour in question and capable of providing a constructive remedy. There must be no summary justice or hasty punishment. The process of investigation and settlement of any complaint of harassment or bullying must be fair to all parties, allowing adequate opportunity for the presentation of a response to the allegations.

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.

4. RESPONSIBILITIES OF THE CCMHA

The Board of CCMHA is responsible for:

- Discouraging and preventing harassment within CCMHA;
- Investigating formal complaints of harassment in a sensitive, responsible and timely manner;
- Imposing appropriate disciplinary or corrective measures which a complain of harassment and been substantiated regardless of the position of authority of the offender;
- Providing advice to persons who experience harassment;
- Doing all within their power to support and assist any member or volunteer of CCMHA who experiences harassment by someone who is not a member or volunteer;
- Making all members and volunteers of the harassment and in particular, sexual harassment and of the procedures contained in this Policy informing both complainants and respondents of the procedures contained in this Policy and of their rights under law;
- Regularly reviewing the terms of this policy to ensure that they adequately meet the CCMHA legal obligations and public policy objectives.

5. RESPONSIBILITIES OF MEMBERS OF CCMHA

Every member and volunteer of CCMHA has a responsibility to play a part in ensuring that the environment is free from harassment. This means not engaging in, allowing, condoning or ignoring behaviour contrary to this Policy. In addition, any member or volunteer who believes that another member or volunteer has experienced or is experiencing harassment is encourages to notify a Board Member of CCMHA.

Any member of the association who witnesses harassment or becomes aware that an individual is being harassed, has a responsibility to report the incident to the Board. It is the responsibility of each hockey participate to ensure that these prohibited activities do not occur.

6. CONFIDENTIALITY

The Board understands that it can be difficult to come forward with a complain of harassment and that it can be detrimental to be wrongly convicted of harassment. The Board recognizes the interests of both the complainant and the respondent in keeping the matter confidential. The Association shall not disclose to outside parties the name of the complainant; the respondent; the circumstances giving rise to the complainant; or the name of the respondent unless a disciplinary or other remedial process requires such a disclosure.

7. INVESTIGATION

The nature of the complaint will determine how it is managed.

Physical Abuse: as defined by this Policy and by Hockey Nova Scotia, will be addressed by the CCMHA by forwarding the complaint directly to a child protection agency and the local police. Notice will also be sent to the Regional Director of Hockey Nova Scotia.

The Disciplinary Committee will quickly investigate non-criminal harassment and if warranted, the harasser will be dealt with in accordance with the association policy.

The association will deal with all complaints in a timely manner to:

- Determine the exact nature of the complaint;
- Receive copies of the details of the complaint from both the harassed and the alleged harasser;
- Interview the parties involved, including witness, to clarify facts;
- Determine what, if any corrective action will be taken; and
- Communicate to both parties the conclusions reached the corrective action taken.

8. CORRECTIVE ACTION

Substantiated complaints under this harassment policy may result in corrective action or discipline, up to and including removal from all hockey related activities related to CCMHA.

Complaints made under false pretenses are also subject to any corrective action imposed by CCMHA.

9. REVIEW

The Policy will be reviewed by Cumberland County Minor Hockey on an annual basis.