

Hockey Manitoba

Maltreatment and Discrimination
Presentation
January 2022

Development Council

Introduction

Hockey Canada revised its playing rules (https://cdn.hockeycanada.ca/hockey-canada/Hockey-Programs/Officiating/Downloads/rulebook_casebook_e.pdf) in August 2021 to better reflect the organization's commitment to ridding the game of all forms of maltreatment.

Traditionally, the playing rules have been viewed as governing interactions between competing teams. But in the context of maltreatment, *the playing rules apply to every participant in the game.*

How does this change things?

- Game officials must be alert to all forms of maltreatment and be ready to penalize and report *any participant* who violates these rules.
- Game officials must stress to players and team personnel that they want to hear concerns related to maltreatment. This is an essential step in players and team personnel *feeling comfortable* expressing such concerns.
- Game officials must report an incident *even if they didn't see it*; this is an important part of the new process.
- *Everyone* must commit to ridding the game of maltreatment and to ensuring positive hockey experiences for all.

Definition

Maltreatment consists of acts that result in harm or the potential for physical or psychological harm. This includes but is not limited to physical, psychological, or sexual actions.

- Physical
 - Assault or unwanted physical contact
 - Non-contact behaviour, such as denying hydration or nutrition; providing alcohol to a participant under legal age, etc.
- Psychological
 - Verbal assaults or attacks
 - Unwanted physical contact
 - Denying attention or support
- Sexual
 - Unwanted contact of a sexual nature on any part of a person's body
 - Showing sexual videos or images
 - Unwanted conversation or teasing of a sexual nature

i. Verbal acts, such as verbally assaulting or attacking someone. Examples of prohibited verbal acts include: unwarranted personal criticisms; body shaming; derogatory and/or discriminatory comments related to one's identity; comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about someone to diminish the person's reputation; and using confidential sport and non-sport information inappropriately.

It is important to recognize

“Words That hurt “

Some examples – Homo, Ghetto, Ratchet, Butch, Fag, Retarded, Tranny

Even making fun of real conditions can offend people who suffer from it or have loved ones that do: OCD, Bipolar, Autistic, Psycho, Spaz, etc

Hockey Canada Rule Book - Rule 11.4 Discrimination

Any player, goaltender or team official who engages in verbal taunts, insults or intimidation based on discriminatory grounds shall be assessed a Gross Misconduct penalty. Discriminatory grounds include the following, without limitation:

- Race, national or ethnic origin, skin colour or language spoken;
- Religion, faith or beliefs;
- Age;
- Sex, sexual orientation or gender identity / expression;
- Marital or familial status;
- Genetic characteristics;
- Disability.

The Referee shall report the individual(s) by completing a Game Incident Report including full details and submitting the Report to the appropriate Member or League delegate and Hockey Manitoba.

Note 1: If an incident occurs that was not witnessed by the Officials and is reported to the Referee, the Referee shall report the individual(s) to an appropriate member of each team's bench staff and shall complete a Game Incident Report including full details and shall submit the Report to the appropriate Member or League delegate and Hockey Manitoba.

Important: If any behaviour described in Rule 11.1, 11.2 or 11.3 includes behaviour described in Rule 11.4, the player, goaltender or team official must be penalized under Rule 11.4, in addition to any other penalties that individual might receive.



HOCKEY CANADA MINOR/FEMALE MINIMUM SUSPENSION CHART

Updated: June 22, 2021

The following minimum suspensions are not to be reduced; Members, Association and Leagues may strengthen any of the listed offences at their discretion.

NEW RULE 11 – MALTREATMENT AND INAPPROPRIATE BEHAVIOR

Rule #	Type	Penalty	Minimum Suspension
11.1	Game Misconduct	Unsportsmanlike Conduct	1 Game
11.2	Game Misconduct	Disrespectful, Abusive, and Harassing Behavior	2 Games
11.3	Match	Spitting	3 Games
11.4	Gross Misconduct	Discrimination	Indefinite suspension pending a hearing (any suspension must be at least five games).
11.5	Match	Physical Harassment of Officials	Indefinite suspension pending a hearing.

Accumulation Sanctions – Player or Team Official

Receives two Game Misconducts under Rule 11.1 in a season	2 Games
Receives three or more Game Misconducts under Rule 11.1 in a season	Indefinite
Receives two Game Misconducts under Rule 11.2 in a season	4 Games
Receives three or more Game Misconducts under Rule 11.2 in a season	Indefinite
Receives two or more Gross Misconducts under Rule 11.4 in a season	Indefinite suspension pending a hearing.

Maltreatment Investigations

Participants in Hockey Manitoba sanctioned programming should have the reasonable expectation that they will be in an environment that is accessible, inclusive and is free from all forms of Maltreatment, Bullying and Harassment.

Maltreatment (on-ice infractions, allegations arising from game play, and allegations from outside of game play), is considered one of the most serious violations that a team official or player can commit. All infractions and allegations/ complaints are required to be reported to the Hockey Manitoba and required to have an investigation initiated to determine any necessary disciplinary action.

On-Ice Infractions:

All On-Ice 11.4 – Discrimination Infractions are investigated through Hockey Manitoba. Once reported to Hockey Manitoba, an investigation is initiated, with the offender providing a written statement on the infraction. Should the appropriate Division of Hockey Chair determine that a Hearing is required, all appropriate parties are notified and provided a date for the hearing to take place. Once the hearing is completed a decision will be rendered by the Division of Hockey Chair within seven business days.

Allegations Arising from Game Play:

Allegations of Maltreatment that arise with a game will either be brought forward to the Official, who will report the allegation, or will be brought forward after the game. Based on the type of game (League, Tournament, Exhibition) it will determine which party is responsible for initiating an investigation into the allegation. Allegations that arise out of League games will be investigated through the particular League; while allegations brought forward through either Tournament or Exhibition games can be investigated by Hockey Manitoba.

Allegations will be brought forward to the alleged offender's Minor Hockey Association/Club Team who will assist in collecting the appropriate written statements. Once all statements are received, should the facts align, the decision to render discipline or proceed with a hearing can be made.

Allegations from Outside of Game Play

Allegations of Maltreatment that arise outside of Game Play (Ex: Dressing Room Conduct) will be reported to Hockey Manitoba, with the investigation turned over to the alleged offender's Minor Hockey Association / Club Team to take over and investigate. Minor Hockey Associations / Club Teams are required to follow Hockey Manitoba's Game and Conduct Management Processes while conducting their investigation.

Decision Making

After the investigation is complete, the adjudicating organization will render a decision outlining any potential disciplinary actions to be taken.

Within any decision the adjudicators may decide to issue suspensions and/ or alternative discipline measures such as:

- Educational and/or sensitivity training;
- Completion of courses/ clinics (ie – coach, official, RIS, etc.);
- Submission of a written apology;
- Mandatory completion of Volunteer work;
- Etc.

Responsibility of team personnel

- Team personnel shall 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.
- Team personnel may be penalized for failure to fulfil their responsibilities.
- All team personnel have a duty to report any form of maltreatment. The obligation to report is an ongoing one and is not satisfied by making an initial report. The obligation includes reporting, on a timely basis, all relevant information of which the participant becomes aware. Participants may have a corresponding duty to report the offending behaviour to law enforcement, depending on the nature of the maltreatment.

The role of game officials

- Game officials play an important role in eliminating maltreatment from the game.
- Game officials must report any penalties assessed under the Maltreatment rules or any allegations of maltreatment. They shall do this by a Game Incident Report, including full details, and submitting the completing Report to the appropriate Member or League delegate.
- Safe and fair is the game official's motto. And maltreatment is neither safe nor fair.
- In the arena, game officials hold players and team personnel accountable.
- The rule also specifies how reporting is to occur:
 - The Referee shall report the individual(s) by completing a Game Incident Report, including full details and submitting the Report to the appropriate Member or League delegate and Hockey Manitoba.
 - If an incident occurs that was not witnessed by the Officials and is reported to the Referee, the Referee shall report the individual(s) to an appropriate member of each team's bench staff.
 - The Referee shall complete a Game Incident Report, including full details and shall submit the Report to the appropriate Member or League delegate and Hockey Manitoba.

Note: In cases where the online report system is not used, please email copies of game sheet and incident report / writeup.

Current Scope

Through its discussions and with direction from Sr. Leadership at Hockey Canada, the Work Group identified three (3) areas or “buckets” that would be considered in scope for the 2021-22 hockey season:

1. Penalties called during game play under rule 11.4
2. Allegations of Discrimination that are not penalized but reported during or after the game
3. Complaints OF Discrimination that occur outside of Game play

Member Workflow – The following workflow is a living document as we adjust thru the first season to the regulation and process.

Member Workflow - On Ice Penalties



Member Workflow - On Ice Allegations



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Member Workflow - Complaints of Discrimination outside of Game Play



***This process would also be used for on ice allegations not reported to the on ice official**

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Tracking:

In a further effort to eradicate discrimination of all forms from the game, Hockey Canada and its 13 Members also approved a new national reporting system for incidents of discriminatory taunts, insults or intimidation, both on the ice and outside of game play. The new rule and reporting system includes, but is not limited to, discrimination based on race, ethnic origin, skin colour, religion, age, sexual orientation, gender identity and disability.

The national reporting system will allow Hockey Canada and its 13 Members to have a better understanding of where maltreatment incidents occur and their frequency and will allow the organization to take progressive steps to eliminating incidents through action and education. A number of tools and resources will also be provided to Hockey Canada's 13 Members and local hockey associations across the country to help educate participants on maltreatment, including a Rule 11 officiating module and coaching resource document.

Hockey Manitoba records and tracks all incidents, reports, allegations etc. These must be reported and submitted to Hockey Manitoba, this is a mandatory process and is required by Hockey Canada.

Change the culture

- We all play a role in changing the culture of the game when it comes to discrimination.
- We must all work with administrators, parents and players to:
 - Support marginalized members of our sport to realize their full potential in a fair and safe environment
 - Help change the hockey culture and make it more inclusive to all Canadians
 - Call out discrimination, because it is the right thing to do.
- No more excuses – It is not part of the game.
- Change the culture!

Hockey Manitoba

Maltreatment and Discrimination Committee

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