



CALGARY BUFFALO HOCKEY ASSOCIATION

MALTREATMENT POLICY



The Calgary Buffalo Hockey Association (CBHA) supports the idea that for the good of the “individual” and the “game”, CBHA members have a responsibility to protect each other. To this end, elimination of harassing and abusive behaviors is critical and mandatory.

MALTREATMENT: Is a broad spectrum of behaviors including discriminatory conduct, physical and sexual harassment, emotional, physical, and sexual abuse. The CBHA also considers “cyber bullying” as a form of harassment.

Effects of bullying and/or harassment will impact our members in a unique manner, however, some of the more common effects include:

- Shame and embarrassment
- Lowered self-esteem and loss of self-confidence
- Isolation and/or withdrawal from teammates and family
- Depression and/or anger
- Fear of retaliation if reported
- Reduction in athletic performance
- Lowered academic performance
- Ultimately affecting overall team performance and goals

PHILOSOPHY

The CBHA is comprised of players, parents, coaches, trainers, managers, directors, and volunteers who will strive

- to provide a safe, non abusive environment for players, coaches, managers, trainers, directors, and volunteers
- to treat all individuals with respect and dignity
- to promote and educate members about the negative effects of the different types of maltreatment described in this policy

POLICY

Whenever bullying, abuse, hazing or harassment of any type or nature occurs, it will NOT be tolerated and will result in some form of sanction. The CBHA supports and adopts the position of Hockey Canada that maltreatment and bullying cannot and should not be tolerated in any environment including hockey. Both maltreatment and bullying are unacceptable and harmful. Any CBHA member making a complaint which is found to be clearly and unequivocally unfounded, false, or frivolous may be subject to discipline. The following is not an exhaustive list but will provide a sense of those behaviors or actions that could and would be considered acts of maltreatment.

- Written or verbal abuse or threat of abuse
- Unwelcome jokes, innuendo or teasing about a person’s looks, body, attire, age, race, religion, gender or sexual orientation
- Condescending, threatening or punishing actions that undermine self-esteem or diminish performance
- Practical jokes that cause awkwardness or embarrassment



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- Practical jokes that endanger a person's safety, health or negatively affect performance
- Unwanted or unnecessary physical contact
- The use of information and communication technologies (e.g. email, cellphones, text messaging, camera phones, instant messaging, social networking sites) used to support deliberate, repeated, and hostile behavior by an individual or group that is intended to harm others

When directing appropriate disciplinary sanctions, the CBHA will consider factors including the following.

- The nature and severity of the maltreatment
- Whether the maltreatment involved any physical contact
- Whether the maltreatment was an isolated incident or part of an ongoing pattern
- The nature of the relationship between the complainant and the harasser
- The age of the complainant
- Whether the harasser has been involved in previous harassment incidents
- Whether the harasser admitted responsibility and expressed a willingness to change
- Whether the harasser retaliated against the complainant after a complaint is made

If a higher governing authority becomes involved (Hockey Calgary, Hockey Alberta, Hockey Canada) there may be additional sanctions imposed upon the affected member by the higher governing body. Failure to comply with sanctions as determined by the CBHA or higher governing body shall result in automatic suspension of membership with the CBHA until such time as the sanction is fulfilled.

PROCEDURE

The CBHA Discipline Committee will gather such information that it deems necessary from all available sources and decisions will be made accordingly. Minor incidents of maltreatment or bullying shall be corrected promptly and informally, taking a constructive approach and with the goal of bringing about a change in negative attitudes and behavior. The names of the parties and the circumstances of the complaint shall be kept confidential, except where disclosure is necessary for the purposes of investigation or taking disciplinary action. In directing disciplinary actions, the CBHA may consider the following options, singly or in combination, depending on the nature and severity of the maltreatment.

- A documented CBHA discipline report may be created and retained by the CBHA to determine a pattern of behavior of a CBHA member
- Verbal apology
- Written apology
- Letter of reprimand from the CBHA with a documented Incident Report
- Referral to counseling
- Removal of certain privileges of membership
- Suspension or Expulsion from membership
- Any other sanction or disciplinary action which the CBHA Disciplinary Committee may deem appropriate