



## Abuse, Harassment, and Bullying Policy

### 1. Purpose, Scope, and Application

#### Purpose

Red Deer Minor Hockey (RDMH) is committed to providing a safe, inclusive, and respectful hockey environment for all players, coaches, officials, volunteers, parents, and spectators.

This policy exists to **prevent and address all forms of abuse, harassment, and bullying**, ensuring that everyone involved in RDMH activities can participate free from fear, intimidation, or harm.

The purpose of this policy is to:

- Promote awareness and prevention of abuse, harassment, and bullying;
- Establish clear standards of behaviour;
- Provide fair and transparent procedures for handling complaints;
- Ensure accountability and protection for all participants.

#### Scope

This policy applies to **all members and participants** of Red Deer Minor Hockey, including:

- Players, parents/guardians, coaches, officials, team staff, and volunteers;
- Board members, contractors, and employees of RDMH;
- Any individual engaged in RDMH events, programs, practices, or competitions;
- Conduct that occurs on-ice, in dressing rooms, at arenas, at team events, during travel, online, or in any context representing RDMH.

#### Application

This policy applies whether the behaviour occurs:

- In person, in writing, verbally, or electronically (including social media);
- Within RDMH activities or in circumstances that affect the reputation, safety, or integrity of RDMH or its members.

All participants are responsible for understanding and upholding this policy.



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## 2. Standards of Behaviour

### Expected Conduct

All participants in RDMH are expected to:

- Demonstrate respect, fairness, and integrity at all times;
- Promote teamwork, sportsmanship, and inclusion;
- Treat others with dignity, regardless of age, gender, race, ability, sexual orientation, religion, or background;
- Model positive behaviour both on and off the ice;
- Adhere to Hockey Alberta, Hockey Canada, and RDMH codes of conduct.

### Unacceptable Conduct

The following behaviours are strictly prohibited and constitute a violation of this policy:

- **Abuse:** Any form of physical, emotional, or sexual mistreatment of another person.
- **Harassment:** Unwelcome behaviour — verbal, written, physical, or visual — that demeans, intimidates, or humiliates another person.
- **Bullying:** Repeated, intentional, and harmful behaviour meant to intimidate, embarrass, or isolate someone.
- **Discrimination:** Unfair treatment based on personal characteristics or protected grounds.
- **Retaliation:** Any action against a person who reports a concern or participates in a complaint process.

These standards apply equally to all individuals, including players, parents, coaches, and spectators.

## 3. Complaint Review and Response Procedures

RDMH encourages early and respectful resolution whenever possible, but also ensures formal mechanisms for fair investigation and response.

### Procedural Fairness

All complaints will be handled in accordance with the principles of natural justice and procedural fairness:

- Both complainant and respondent will be informed of the allegations;
- Both will have the opportunity to provide evidence and respond;
- Complaints will be addressed in a timely, confidential, and impartial manner;
- Decisions will be made based on evidence and guided by policy.



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## How to Report a Concern

A complaint can be submitted:

- In writing to the RDMH General Manager;
- Through the Hockey Alberta independent Safe Sport reporting system (if preferred).

Reports should include details of the incident, dates, people involved, and any supporting evidence. Anonymous complaints will be considered but may limit the ability to fully investigate.

## Investigation Process

1. **Intake and Review:** The General Manager or designate reviews the complaint for jurisdiction and severity.
2. **Interim Measures:** Temporary actions may be taken (e.g., suspension pending review) to protect participants.
3. **Investigation:** Information is gathered from relevant parties and witnesses.
4. **Findings:** The reviewing authority (or independent investigator) determines whether the policy was breached.
5. **Decision:** A written decision is provided outlining findings and any disciplinary actions.

## 4. Disciplinary Sanctions

If a finding of abuse, harassment, or bullying is made, RDMH may impose one or more of the following sanctions, proportionate to the severity of the behaviour:

- Verbal or written warning;
- Mandatory education, apology, or counselling;
- Suspension from team activities or facilities;
- Removal from team staff, volunteer, or leadership roles;
- Expulsion from RDMH programs;
- Referral to Hockey Alberta or law enforcement (as appropriate).

All sanctions will be communicated in writing.



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## 5. Appeal Mechanism

Any individual who is dissatisfied with the outcome of a complaint or the sanction imposed has the right to appeal.

Appeals must be submitted in writing to the RDMH Appeal Committee within **seven (7) days** of the decision, outlining:

- The grounds for appeal (e.g., procedural error, new evidence, disproportionality of sanction).
- Any supporting documentation.

The Appeal Committee will review the case promptly and may:

- Uphold the original decision;
- Modify the sanction;
- Overturn the decision and direct a new review.

The decision of the Appeal Committee is final within RDMH.

## 6. Key Policy Principles

A fair and effective policy ensures:

- **Objectivity:** Processes are neutral and free from bias.
- **Clarity:** Roles, responsibilities, and procedures are clearly defined.
- **Confidentiality:** Information is shared only as necessary to address the issue.
- **Education:** All participants are informed of this policy annually.
- **Accountability:** Breaches are addressed promptly and consistently.

RDMH views this policy as a cornerstone of its commitment to a safe and positive hockey experience for every participant.

**Effective Date:** 11-21-2025

**Next Review Date:** 06-01-2025

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