



OHF POLICIES

The following policies are noted for the purpose of providing information to the members of the OHF. There may be other policies duly adopted by the Board of Directors that may not be included in this section. For a complete and up to date list of all OHF Policies please visit the OHF Website (www.ohf.on.ca). Clarification or interpretation of the following or inquiries on those not included should be directed to the OHF Executive Director.

OHF CODE OF CONDUCT

1. The OHF is committed to providing a sport environment in which all individuals are treated with respect.
2. During the course of all OHF activities, athletes, coaches, parents, directors, volunteers, staff, chaperones and others within each of the Member Partners:
 - a) Shall conduct themselves, at all times, in a fair and responsible manner and refrain from comments or behaviours that are disrespectful, offensive, abusive, racist or sexist. In particular, the OHF will not tolerate behaviour that constitutes harassment or abuse or bullying, and;
 - b) Shall avoid behaviour which brings the OHF and/or its Member Partners, or the sport of hockey into disrepute, including but not limited to the abusive use of alcohol and/or non-medical use of drugs, and;
 - c) Shall not use unlawful performance enhancing drugs or methods, nor shall they engage in activity or behaviour that endangers the safety of others, and;
 - d) Shall at all times adhere to Hockey Canada, OHF and its Member Partner's operational policies, procedures and any rules governing any competition in which they participate on behalf of the OHF and/or Member Partner.
3. Failure to comply with this Code of Conduct may result in disciplinary action, including, but not limited to, the loss or suspension of certain or all privileges connected with the respective Member Partner and/or OHF including the opportunity to participate in OHF and its Member Partner activities. Such discipline may include the removal or ban from an arena, games, practices and other team activities.



HARASSMENT, ABUSE & BULLYING SPEAK OUT!

It is the policy of the OHF that there be no harassment, abuse or bullying of any participant in any of its programs. In order to achieve this, the OHF expects every athlete, coach, assistant coach, trainer, manager Official, parent, director, officer, volunteer, employee and chaperone within the OHF and each of the OHF Member Partners to take reasonable steps to safeguard the participants against harassment, abuse and bullying. Specifically, the OHF Member Partners are responsible for adopting and implementing a policy similar to and consistent with the OHF Speak Out Policy.

The OHF Speak Out Policy document provides definitions, staff and volunteer screening procedures and requirements, complaint process, investigation process, discipline parameters and provisions for appeals.

The full OHF Speak Out Policy is available on the OHF website:

www.ohf.on.ca

ONTARIO HOCKEY FEDERATION CRIMINAL RECORD CHECK POLICY

All individuals holding the title of coach, assistant coach, trainer, assistant trainer, manager and anyone else determined by the Risk Assessment Tool which is contained in Appendix B of the OHF Speak Out Policy (available on the OHF website) shall be subject to Criminal Record Checks which include the Vulnerable Sector Screening and a search of the National Sex Offender Registry.

Individuals with outstanding Criminal Code convictions or who have been charged with such offences that have not yet gone to trial but which continue to be prosecuted, shall not be eligible to hold the above positions or those Association positions determined by the Risk Assessment Tool.

These offences include, but are not limited to, the following offences which deem the individual ineligible to participate in any capacity as determined by Appendix B in the Speak Out Policy

- Assault with a Weapon
- Assault Cause Bodily Harm
- Aggravated Assault
- Sexual Assault
- Sexual Interference



- Sexual Exploitation
- Invitation to Sexual Touching
- Making, distributing or possessing child pornography
- Current prohibitions or probation orders forbidding the individual to have contact with children under the age of 14
- Indictable criminal offences for child abuse
- Luring a Child
- Voyeurism
- Possession for the Purpose of Trafficking
- Production of a Substance (as defined in the C.D.S.A.)
- Robbery
- Any other offences pertaining to violence, whether or not involving weapons

Offences for which disqualification from participation is to be determined by the Member Partner exclusion policy or as noted.

- Assault
- Threatening
- Possession of a Substance (as defined in the Controlled Drug and Substance Act [C.D.S.A.])
- Impaired Driving (while Driver's License is suspended)
- Theft, Fraud and Related Offence (while in a Position of Trust)
- Convictions pertaining to illegal substances, other than for manufacture and/or trafficking
- Firearm Related Offences (other than use of firearm in the commission of an offence)

An acceptable window of time for the exclusion of offences (minimum of 3 years) shall be determined by the Member Partner. The exclusion of time commences at the expiration of the penalty imposed by the Courts not the date of the charge or conviction.

It is the obligation of any person required to produce a Criminal Record Check by virtue of this Policy to advise his or her Association's Professional Designate responsible for criminal record checks of a charge or conviction under any offence listed in this Policy.

The Ontario Hockey Federation, its Member Partners and their members shall each appoint a Professional Designate to be responsible for the collection and retention of criminal record



checks, which must be under the designates control and secured in a safe storage area separate from Association files.

HOCKEY CANADA CO-ED DRESSING ROOM POLICY

The following is the policy of Hockey Canada with respect to coed dressing in which the OHF will adhere to:

Hockey Canada firmly believes in accommodating both genders in our great game. We further believe in balancing this goal with the safety, privacy, modesty and wishes of ALL our members without compromising the aspects of camaraderie, social integration and bonding inherent in a team sport. This policy attempts to meet all these goals while providing a safe and respectful environment for our participants.

1. Hockey Canada stresses the importance of coaches in ensuring both male and female players have equal access to pre and post team sessions and to all team related activities.
2. Hockey Canada recognizes the physical limitations of some facilities and encourages our members to work with local facility management to ensure that appropriate changing facilities are available to both genders.
3. Hockey Canada allows co-ed dressing room situations to exist at the Initiation Program, Novice and Atom levels, 5-10 years of age provided participants in a co-ed situation either arrive in full equipment or wear at a minimum gym shorts or long underwear as well as a full t-shirt (no tank tops) all of which must be in good condition and without holes/tears.
4. At the PeeWee (11 years old) level and above the following conditions will apply in all co-ed team environments:
 - Females and males will change in separate rooms
 - Both genders shall congregate in one dressing room fully prepared to participate in the game/practice not more than 15 minutes prior to the scheduled ice time unless otherwise indicated (to be there earlier) by the coaching staff.
 - The lesser represented gender shall depart the dressing room not more than 15 minutes after the game/practice unless otherwise indicated (to stay longer) by the coaching staff.
 - The gender in the majority shall not begin changing, helmets, gloves and skates excepted, prior to the departure of the lesser represented gender.



- When necessary, due to facility limitations, dressing and showering shall be done in shifts with the gender in the majority dressing and showering first. Once the room with shower facilities has been fully vacated the lesser represented gender may use the shower facilities.

It is the belief of Hockey Canada that these provisions adequately address issues of team unity/camaraderie and provide for the modesty/privacy of all participants.

AFFILIATION OF FEMALE PLAYERS TO MINOR HOCKEY & OWHA 'FEMALE DEVELOPMENT PLAYERS'

The Ontario Women's Hockey Association (OWHA) has jurisdiction for all female hockey teams in the province of Ontario. The information below pertains to areas of Ontario where the Ontario Hockey Federation has jurisdiction for other Hockey Canada affiliated programs. This policy does not apply in areas of Ontario where the Ottawa District Hockey Association or the Hockey Northwestern Ontario have jurisdiction for non-OWHA programs.

The rationale of this policy is to maintain a positive working relationship among all Member Partners to maximize opportunities for participants.

Please be advised of the following information in regards to females who are playing within the OWHA and also within a Hockey Canada affiliated, predominantly male hockey program and vice versa:

For registration/affiliation of female players between the OWHA and one of the Ontario Hockey Federation Minor Hockey Divisions (Greater Toronto Hockey League (GTHL), Alliance Hockey (Alliance), Northern Ontario Hockey Association (NOHA) and Ontario Minor Hockey Association (OMHA)):

- 1) A female registering with the OWHA may affiliate to the minor program according to OHF Member Partner (GTHL, Alliance, NOHA and OMHA) rules.
- 2) A female registering with a minor Member Partner may affiliate according to that Member Partner's affiliation regulations, or with the OWHA.
- 3) The OWHA circulate the OHF Policy Paper in the OWHA registration packages.
- 4) The OWHA will term players who register with a minor hockey division and also play in the OWHA as Female



Development Players (FDP's). They shall be so referenced on the OWHA Participant Form.

- 5) FDP's must provide proof of insurance and pay a \$15.00 eligibility fee to the OWHA.
- 6) FDP's are subject to the constitution, By-Laws, rules, regulations, policies and procedures of the OWHA.

CLARIFICATION

- 1) For a female player to affiliate within a minor hockey division (GTHL, Alliance, NOHA, and OMHA) she must meet the residency, age requirements, affiliation procedures, rules and regulations of the respective minor hockey association regardless of where she plays within the OWHA.
- 2) For a female player to affiliate with the OWHA, she must meet the requirements of an OWHA player. While participating within the OWHA, she is subject to the Constitution, By-Laws, Regulations and Rules of the OWHA
- 3) In all cases where a female player is interested in utilizing the above options, it is important the players, parents, coaching staff and/or volunteers check with the other team/association to fully understand options and/or restrictions.

OHF HELMET POLICY

All minor hockey team officials, volunteers, and NCCP instructors are required to wear CSA approved helmets during all on-ice activities. Trainers or any other team officials who enter the ice surface for the purpose of attending an injured player are exempt from this rule. Any person found to be in violation of this rule will receive a warning for a first offence, a two week suspension for a second offence, and a one year suspension for a third offence.

OUTLAW LEAGUES

LEAGUES OPERATING OUTSIDE THE AUSPICES OF HOCKEY CANADA

Calgary, AB: - Hockey Canada, its member Branches, Major Junior and registered Junior Hockey Leagues in Canada are concerned with the proliferation of leagues that operate outside the auspices of Hockey Canada.

Hockey Canada offers the best development programs worldwide. It has invested significant resources in the development of officials,



coaches, administrators and players countrywide. We have a committed strategy toward a cohesive long term athlete development model.

These “outlaw” organizations do not support the development of these programs. Further, they operate in a vacuum, with no consideration to the impact of their programs on minor, junior, senior, adult recreational hockey, female hockey, officiating development, coaching development or administrator development in Canada. These “outlaw” leagues instead choose to utilize the resources already developed by Hockey Canada and its member Branches. The teams who make up these “leagues” operate in this fashion because they do not agree with the existing overall vision of Hockey Canada. They profess to have a better program yet often operate without a constitution, by-laws, create their own rule book and may not provide adequate insurance for their participants. Further, they offer the lure of “Rep” or “Junior” level competition when this is clearly not the case.

Hockey Canada, its member Branches, Major Junior Leagues as well as registered Junior Hockey Leagues wish to be exceedingly clear with our response to these programs.

Definition:

Hockey Canada and its member Branches view all leagues that operate outside the auspices/sanctioning of Hockey Canada programs to be classified as “outlaw” leagues. This currently does not include summer hockey leagues/teams, adult recreational hockey leagues/teams, high school hockey, and/or hockey schools.

Sanctions:

- 1) Any individual who participates [knowingly or otherwise] in “outlaw” programs after September 30 of the season in question [“the Cut-Off Date”] will lose all membership privileges with Hockey Canada for the remainder of that season, and may only reapply for membership with Hockey Canada after the end of that season. “Participation” in an “outlaw” program will be considered to have occurred if the individual takes part in one game [including an exhibition, tournament, league or playoff game] after the Cut-Off Date. If a participant makes the choice to participate in these “outlaw” programs, they must understand the ramifications of that choice and that the sanctions described in this paragraph will remain in effect even if the league or team folds, or the individual is released, suspended or fired.
- 2) Hockey Canada and its member Branches across the coun-



try will make every effort to ensure that local minor hockey and female hockey associations in areas where “outlaw” leagues exist are not supporting these leagues in any manner whatsoever. For greater certainty, “supporting” includes, but is not limited to, assisting an “outlaw” league directly or indirectly through advertisement, promotion, ticket sales, volunteer activities, assigning Officials, sharing resources or enabling such a league to participate in Hockey Canada sanctioned activities. We will withhold tournament sanctions and will preclude such associations from benefitting from any Hockey Canada/ Branch/CHL sanctioned event by whatever means necessary, including the withdrawal of any such event from any community within the geographic boundaries of that association if need be to stress this point.

This policy is aimed at those leagues that choose to operate outside the hockey structure established by Hockey Canada, its member Branches and the Canadian Hockey League.

BODY CHECKING IN TOURNAMENTS WITHIN THE OHF

The OHF Minor Council passed a motion in April that states “Body checking be removed from House League (and House League Select) hockey effective the 2011 – 2012 season.” With regards to the discussion in June on how OHF House League and House League Select non-body checking teams would participate in body checking tournaments as well as teams from USA Hockey and Hockey Quebec which introduce body checking at Minor Bantam, Minor Council came to the conclusion that:

OHF teams hosting a tournament at PeeWee Hockey that accept non body checking teams, (with the exception of representative teams from USA Hockey entering representative tournaments) must make the division of the tournament those teams are participating in non-body checking. The organizers have the option to accept or refuse a non-body checking team.

In the contrary any non-body checking teams within the OHF shall not be allowed to participate in body checking tournaments. If a non-checking team does participate in a checking tournament they would be subject to disciplinary action by their Member Partner.