



HARASSMENT, ABUSE & BULLYING SPEAK OUT!

Over the past three years the OHF engaged in an exercise to update the original harassment and abuse policy to take account of the new requirement of Hockey Canada to include bullying as well as clarify requirements and responsibilities of the OHF and OHF Member Partners. The full policy and complaint process is available on the OHF website.

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.

HOCKEY CANADA CO-ED DRESSING ROOM POLICY

The following is the policy of Hockey Canada with respect to co-ed 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)):