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# BLOMHA HARASSMENT & ABUSE POLICY

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Revised June 2008



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- take all reasonable measures to avoid or put an end to any situation that threatens the safety of players, team, team Officials, or spectators;
- seek to maintain a healthy atmosphere and environment for competition;
- not permit players to be intimidated by word or action. I will not tolerate unacceptable conduct toward myself, other Officials, players, team personnel, or spectators;
- strive to be consistent and objective in making my calls, regardless of the personal feelings I may have toward a player or team;
- strive to handle all conflicts firmly and with dignity;
- obtain proper training and continually upgrade my officiating skills.

## **FUN! RESPECT! SAFETY!**

This Handbook outlines the major safety measures that BLOMHA put in place in 1999/ 2000. BLOMHA's goals are:

1) **To reduce the risks that verbal, psychological, emotional, physical, or sexual harassment or abuse will happen - to anyone - in BLOMHA activities;**

2) To create measures that will allow BLOMHA to move quickly and decisively if harassment or abuse take place.

**These measures have been developed following an extensive year-long process directed by a committee of BLOMHA volunteers. The rationale, principles, and policies on which these measures are based are described in a document called "BLOMHA's Risk Management Program - Foundation Document, August 1999". Copies are available at the BLOMHA office.**

**This Handbook includes brief summaries of sections of the Foundation Document and outlines the measures BLOMHA is implementing, including Codes of Conduct for Players, Parents, Team Personnel, Officials, and the Organization.**

### **PARENTS, COACHES, TEAM PERSONNEL, OFFICIALS - Take Note:**

- BLOMHA's goal is to eliminate all forms of harassment and abuse, including physical and sexual abuse. However, **BLOMHA recognizes that verbal and emotional harassment and abuse are far more common than physical and sexual harassment and abuse**, and BLOMHA is determined that **they should not be tolerated either.**
- BLOMHA's first priority is to protect its players. At the same time, Coaches, Parents, and Officials can also be the targets of harassment and abuse; **Blomha aims to eliminate all harassment and abuse, no matter who the harasser or abuser is, and no matter who the target is.**
- **THEREFORE**, every individual who participates in BLOMHA activities, including the parents, guardians, or caregivers of players, will be expected to learn, know, and abide by the rules, guidelines, and Codes of Conduct being introduced. Failure to do so may result in disciplinary action, including potential expulsion.

## **YOUR FEEDBACK IS IMPORTANT**

This is BLOMHA's initial effort to actively and aggressively respond in a coordinated fashion to the problems of harassment and abuse. All measures being taken will be reviewed throughout the year and at the end of each season so that they can be improved for the next year. Your feedback is vital to this process. Let us know what you think: fax, mail, or e-mail comments to the office at any time, or talk to your divisions Assistant Director.

## **IT DOES HAPPEN IN MINOR SPORT:**

Some people think BLOMHA is overreacting to the dangers of harassment and abuse. The Board of Directors disagrees. Following Hockey Canada's introduction of anti-harassment and abuse efforts, hundreds of reports were made to it about incidents such as hazing rituals, underage drinking encouraged by team officials, verbal and emotional abuse following bad plays, racial discrimination, abusive physical punishment, and sexual harassment and abuse.

## **AND IT DOES HAPPEN HERE:**

No allegations of sexual misconduct have ever been made in BLOMHA and we intend to keep it that way. Likewise, the majority of BLOMHA activities are incident-free; however, in the past there have been situations where parents and other spectators verbally abused Officials and team personnel. In other incidents, parents physically accosted Officials on Minor Hockey Day; a child was grabbed by the face mask following a bad shift; and a BLOMHA parent was so aggressive at a game that he was hit by an opposing team's parent.

## **THESE ARE THE BEHAVIOURS AND ACTIONS WE'RE TRYING TO PREVENT AND ELIMINATE FROM BLOMHA**

**Following are the definitions that will guide our anti-harassment and abuse efforts.**

**Abuse:** Maltreatment or lack of care that causes harm to another.

**Harassment:** Comments, conduct, or gestures that are insulting, intimidating, humiliating, malicious, degrading, offensive, or discriminatory, directed toward an individual or group of individuals. Unwanted, unsolicited, unwelcome attention or actions which annoy another person. Harassment can include:

- respect all participants, striving to be a responsible (Coach, Assistant, etc.). I recognize that I am in a position of trust and power, and I will do nothing to take advantage of or abuse it;
- I will do my best to be a competent (Coach ...), well-prepared and adequately skilled. I will obtain proper training and will attempt to upgrade and improve my skills;
- fulfill my obligations and responsibilities toward the team and the Association, as established by BLOMHA, to the best of my abilities;
- direct comments at an individual's performance and not at the individual;
- not ridicule or yell at players for making mistakes or for performing poorly;
- take reasonable steps to see that equipment and facilities are safe and appropriate to my players;
- cooperate with Officials and refrain from public criticism of them or of other Coaches. I will put my concerns in writing and will send them to the proper individual;
- learn the definitions and signs of harassment and abuse, and the process for responding to allegations or disclosures, and comply with BLOMHA's safety guidelines, working to prevent physical, emotional/verbal, and sexual harassment and abuse;
- communicate with my players and with their parents, regularly throughout the season, so that everyone is clear about the rules and expectations, and so that we have a shared goal for the season;
- emphasize the importance of the Players' and Parents' Codes, and hold my team members and their parents accountable for compliance;
- recognize and accept that violations of the Codes of Conduct may result in disciplinary measures being taken against me.

## **Code of Conduct for Officials**

As a BLOMHA Official, I will:

- recognize that my position is one of a teacher and role model for fair play, especially where young children are concerned. I will strive to honour that role and not to abuse my position in any way;
- strive to see that every player has a reasonable opportunity to perform to the best of his or her ability, within the limits of the rules;
- work in cooperation with Coaches for the benefit of the game, and will be open to discussion, constructive criticism, and will respect and consider different points of view;

## Code of Conduct for Parents/Spectators

As the parent of a player, or as a spectator, I will:

- enroll my child for the pure enjoyment of the game and the opportunity to learn the skills of the sport;
- recognize that at a hockey rink, my child's development is in the hands of volunteers who are giving their time and energy for the sake of all participants;
- respect the decisions of the Coaches, whether at practice, special events, or during a game;
- conduct myself in an adult manner by attending games, practices, special events, and by being positive and encouraging to all players at all times;
- encourage my child to play by the rules and to resolve conflicts without resorting to hostility, profanity, verbal or physical violence;
- never verbally abuse a Coach, Assistant, Manager, Trainer, or Official. I will remember that they have difficult jobs and will not undermine them by contradicting, interfering, or questioning their character, motivation, or judgment in public. I will not engage in or encourage gossip. I will take concerns to the proper BLOMHA officials;
- accept that I remain responsible, as a parent, for the safety of my child while he/she is participating in BLOMHA activities. I will therefore do my part to protect and enhance the safety of my child and others;
- understand and accept that violation of this Code may result in disciplinary action of some kind.

## Code of Conduct for Coaches and Team Personnel

I understand that as a Coach (or Assistant, Manager, Trainer, Team Parent, etc.), I am in a position of trust and authority. I will:

- be reasonable when scheduling games and practices, remembering that players have other interests and obligations;
- teach my players to play fairly and to respect the rules, Officials, and their opponents;
- remember that players play to have fun and must be encouraged to have confidence in themselves;
- remember that participants need a Coach they can respect. I will be generous with praise and set a good example;

- practical jokes which cause awkwardness or embarrassment, or which may endanger a person's safety;
- hazing, unwanted physical contact;
- discriminatory conduct;
- retaliation for having raised a concern, filed a complaint, etc.
- condescending, patronizing, threatening or punishing actions, which undermine self-esteem;

With the explosion of the internet, chat lines, text messaging, Face book and other forms of information transfer all coaches, trainers, managers, players, parents, chaperone, directors, volunteers and employees of BLOMHA shall refrain from comments or behavior that is disrespectful, offensive, abusive, racist or sexist. Behaviour that constitutes harassment or abuse will not be tolerated and will be dealt with under BLOMHA's Harassment and Abuse Policy

**Assault:** An assault is the intentional application of force by one person against another, without the consent of that person.

**Sexual Assault:** An assault committed in circumstances of a sexual nature such that the sexual integrity of the victim is violated.

**Child Abuse:** Any form of physical, emotional and/or sexual mistreatment or lack of care which causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust.

**Neglect:** Chronic inattention to the basic necessities of life, such as food, shelter, and clothing. In BLOMHA's context, neglect could mean inattention to or ignoring of safety issues (such as not observing the water bottle rule).

**Sexual Harassment:** Acts of sexual harassment are unwanted, uninvited remarks, gestures, sounds, or actions of a sexual nature that make someone feel unsafe, degraded or uncomfortable, creating an intimidating, hostile, or offensive sport/recreation environment. Examples include:

- unwanted, unwelcome physical contact like touching, grabbing, or patting
- linking skills with gender, body shape or size, or sexual orientation:
- rude jokes or suggestive remarks of a sexual nature

- demeaning nicknames, catcalls, rating, or embarrassing whistles, writing names on washroom or change room walls
- insults about sexual orientation
- sexually insulting remarks about race, gender, class, or ability
- stalking
- unwanted physical contact or sexual flirtation or advances.

**Verbal Abuse:** Screaming, yelling, name-calling, especially when repeated or consistent.

**Emotional Abuse:** Attacks, especially prolonged or chronic, on an individual's self-esteem. This is psychologically destructive behaviour, especially when it is exhibited by a person in a position of power, authority, or trust. Takes many forms, including but not limited to, name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing, ignoring someone's needs, or discriminating against that person.

**Physical Abuse:** Takes place when a person in a position of power or trust purposely injures or threatens to physically harm someone; can include slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing, or requiring excessive exercise as a form of punishment. When such things are done by one adult to another, they are usually termed assault.

**Sexual Abuse:** "... the misuse of power by someone who is in authority over a child, for the purposes of exploiting a child for sexual gratification." Sexual abuse can be of two kinds, contact or non-contact, and includes incest, sexual molestation, sexual assault and the exploitation of the child for pornography or prostitution, forcing a child to watch someone else remove clothing or perform sexual acts, fondling or touching a child in private places, forcing a child to take part in sexual activities.

**BLOMHA IS NOT TRYING TO "OUTLAW" PHYSICAL CONTACT**

**Sexual harassment is NOT:**

- a hug between friends
- mutual flirtation
- sincere and personal compliments
- spontaneous gestures of affection

## BLOMHA Codes of Conduct

### Code of Conduct for the Organization

The BLOMHA Board and its designates will:

- do our best to see that all children are given the same chance to participate, regardless of gender, ability, ethnic background, or race.
- discourage any sport program from becoming primarily an entertainment for spectators;
- make sure that all prudent and reasonable, appropriate and necessary measures are taken on an ongoing basis to protect the safety of all members wherever BLOMHA activities take place, in those programs, and at the hands of BLOMHA members or others;
- make sure that age and maturity level of children are considered in program development, rule enforcement, and scheduling;
- remember that play is done for its own sake and make sure that winning is kept in proper perspective;
- appropriately and thoroughly screen all those who provide service on behalf of the organization, both before, but especially after they are involved, seeking to have Coaches and Officials who are capable of promoting fair play as well as the development of good technical skills;
- distribute, publicize, promote, and enforce the Codes of Conduct within this organization.

### Code of Conduct for Players

As a player, I will:

- make a commitment to my team at all times by attending all practices, games, meetings, special events, and by playing to the best of my ability;
- respect my Coaches at all times. I will remember that my Coaches are providing me with the opportunity to learn and play the game of hockey;
- respect the safety of other players by playing the game within the rules at all times;
- respect the Officials and their decisions at all times;
- accept disciplinary action if I violate the rules or spirit of the game.

## 7) TEAM MEETINGS

All teams will have at least one meeting during the season. All parents, players (as appropriate), and Team Personnel are to be invited by the Coach. The meeting should be held within the first two-three weeks of the start of the season. At that time, this Handbook will be distributed to all families, and Coaches will review it with parents and players.

## 8) Official BLOMHA REPRESENTATION AT EVERY GAME

It is impossible to guarantee that a BLOMHA rep will be able to go to absolutely every game. However, BLOMHA will make every reasonable effort to have an Official representative, likely an Assistant Director or Parent Rep, at every game, in case there are difficulties which require his or her intervention.

## 9) TO TOUCH OR NOT TO TOUCH

BLOMHA's intention is to prevent and eliminate harassment and abuse, not to forbid people from touching each other (e.g. Coaches patting players, etc.), nor to make people paranoid about their every move. At the same time, this is a very sensitive topic, and Team Personnel, Parents, and Players (where age-appropriate) are encouraged to talk to one another about this issue and to set ground rules that people feel comfortable with.

## 10) MAKING JUDGEMENTS, EVEN WHEN IT'S

**DIFFICULT** The fact that BLOMHA is not making hundreds of rules trying to cover every situation shouldn't be misunderstood. Safety of all who participate in BLOMHA activities – especially children and youth – is BLOMHA's paramount concern. Parents, Coaches, Assistant Coaches, Parent Reps, Managers, Trainers, Assistant Directors, Board Members, and Officials are **required and expected** to take action in the face of breaches of the Codes of Conduct. In addition, **all adults are required by law to report to the authorities if they "have reasonable grounds to suspect that a child is or may be in need of protection"**. That legal obligation cannot be delegated to another person.

However, Coaches and other team personnel will be meeting with parents and players about this issue in order to establish ground rules for their teams. If an individual is uncomfortable with these rules, it is up to him or her or his or her parents or guardians to discuss it with the Coach.

## HERE'S HOW WE INTEND TO ELIMINATE HARASSMENT AND ABUSE

Rather than creating a large number of hard and fast rules and regulations, our risk management measures focus on people taking responsibility and being held accountable for their actions; exercising discretion and judgment in trying to prevent harassment and abuse - whoever the harasser/abuser is, and whoever the target is.

## RISK MANAGEMENT MEASURES BEING IMPLEMENTED

The major risk management measures being implemented are outlined below. For more details, contact the BLOMHA Office.

## CODES OF CONDUCT

The BLOMHA Board has approved Codes of Conduct. They establish the standards for behaviour and action that all participants will be expected to strive to meet. **The Codes will be enforced, and behaviour and action contrary to them may lead to disciplinary measures and possibly expulsion. The Codes are printed on page 13. All participants are responsible for learning and abiding by them.**

## DISCIPLINARY PROCESSES

The following disciplinary processes will be used to deal with breaches of the Code of Conduct or the Bylaws. Players, Team Personnel, and Officials are subject to a disciplinary process that conforms to OHF regulations. **BLOMHA has created a separate process for parents.**

NOTE: Game sheets from **all** games are reviewed each week by the designated BLOMHA Official. Incidents warranting review are flagged for follow-up by the appropriate Assistant Director and the Director of House League. A single incident will usually not result in a disciplinary hearing, unless it is required by OHF/HC guidelines, or unless violence or abuse is alleged.

### **Disciplinary Process for Players, Coaches, Assistants, Managers, Trainers, Officials**

1) Complaints, penalties, suspensions, or breaches of the Code of Conduct may result first in a warning letter being sent to the individual.

2) Where OHF/HC/ALLIANCE regulations require it, and if the breach of the Code is not remedied or is serious enough, an individual may be called to a disciplinary hearing. A panel is set up. Its members are the President of the Board (non-voting), two parents and two Coaches (**not** from the same division as the individual being disciplined), and a member of the officiating committee. The panel will be convened within the appropriate time frames as outlined in the BLOMHA Bylaw and Constitution.

3) The panel will hear evidence related to the matter, including speaking to the individual him or herself, and to other individuals who have knowledge of the incident(s). If a player under the age of 14 is the subject of the hearing, he or she will be accompanied by a parent.

4) The panel will make a decision on the matter, using OHF guidelines as applicable. The Board of Directors shall, in their sole discretion, take whatever action they deem appropriate as a result of such a report. The action may include a ban from the arenas used by BLOMHA for a specific period of time. A letter outlining the result and consequences is then sent to the individual, Assistant Director, Director of House League, and Referee-in-Chief. A copy is kept on file.

5) Protests and Appeals from Decisions of the Panel: The process to be followed is included in Bylaw 6, Sections A-D.

### **Disciplinary Process for Parents**

If the behaviour of a Parent causes concern, the Coaches, Parent Reps, and Assistant Director must use common sense and good judgment. **The process set out below would be used in most circumstances; however, if a parent's behaviour is reckless, violent, or otherwise immediately threatening, then action should be taken right away to have the individual removed from the arena, and the matter should be referred immediately to the Board of Directors of BLOMHA.**

1) Parents will be introduced to the Codes of Conduct through the Handbook, team meetings, and educational opportunities. The Coach and Parent Rep are responsible for monitoring the behaviour of parents on their team.

in the room with a group of players. Similarly, two adults or more (number dependent on the number of players) should accompany any group of players when they travel.

### **4) PEOPLE IN THE DRESSING ROOM**

The following guidelines will govern who should be in the dressing rooms before and after games:

✓ At the discretion of the Coach, team personnel (including the Coach, Parent Rep, Assistant Coach, Manager, and Trainer) may meet privately with the players for a brief period, approximately five minutes before game time. At that time, all other people must leave the room. The door may be closed, but not locked.

✓ After the game, again at the discretion of the Coach, Team Personnel may meet briefly in private with the players (again for approximately five minutes). All other people must leave the room. The door may be closed, but not locked.

✓ In the Development to Atom Divisions, parents are expected to assist their children changing before and after games and practices. Coaches will not be expected to do this.

✓ In the Peewee, Bantam, and Midget Divisions, parents must remain outside the dressing room while players are changing.

### **5) TRANSPORTATION OF PLAYERS**

Regarding transportation of players, parents are reminded that it is their responsibility to provide transportation for their children to and from BLOMHA activities. In exceptional circumstances, Coaches may drive children other than their own, but they will not drive alone with a child who is not their own. Parents and Coaches who drive other children should check with their insurance companies to make sure they are covered while doing so. Members are reminded that children under 12 should not be placed in the front seat if there is a passenger side airbag.

### **6) PARENTS PICKING UP PLAYERS AFTER ACTIVITIES**

Parents must be on time to pick up their children after BLOMHA activities. When they are not, BLOMHA representatives, usually Coaches are placed in a very awkward position and saddled with an unfair burden of responsibility. BLOMHA may take action if a parent is consistently late.

## SCREENING COACHES, TEAM PERSONNEL, OFFICIALS

BLOMHA has implemented a rigorous pre-selection screening process for new Coaches and Assistant Directors. On-the-job screening in the form of supervision, periodic observation, monitoring and evaluation has been developed by the Coach and Player Development Committee throughout the past seasons. Similar screening is done for Officials, both before and after they are hired.

The same or expanded measures will be used in screening measures for Assistant Coaches, Parent Reps and Trainers. For a full explanation of the way appropriate screening processes are determined, please contact the BLOMHA office.

Pre-selection screening processes for Coaches include the following:

- An interview with a panel of BLOMHA Directors
- Completion of a written set of questions
- A Vulnerable Sector Police Check
- A check of references

## RULES AND GUIDELINES

BLOMHA's risk management measures are primarily focused on fostering the high standards set out in the Codes of Conduct and on encouraging people to use common sense, discretion, and good judgment in preventing or eliminating harassment and abuse. Following are ten specific rules/guidelines which will be monitored during the season to ensure compliance.

### 1) **NO LOCKED DRESSING ROOM DOORS**

Doors to locker and dressing rooms must be kept **unlocked** at all times (except when the team is on the ice and the door is locked for security reasons).

### 2) **NO LEADER SHOULD BE ALONE WITH A SINGLE CHILD**

No youth or adult leader should be in a room alone with a single child at any time. This applies to both house and Alliance games, practices, tournaments, etc.

### 3) **“TWO-DEEP RULE”**

As far as possible, there should always be at least two youth or adult leaders

2) If a parent breaches the Code of Conduct, the Parent Rep and Coach will speak with the parent, explain the problem behaviour, refer him or her to the Code, offer another copy of it, and warn him or her verbally. The Coach will keep a record of the incident and action taken on an Official Complaint Form, and will send a copy to the BLOMHA office.

3) If the parent continues to breach the Code, the Coach and Parent Rep will involve the Assistant Director. The Assistant Director will speak to the parent, review the Code again, and issue a written warning.

4) If the parent persists in his or her behaviour, the Coach and Parent Rep may ask the Assistant Director to take the issue to the Director of House League and the Board. If a report is made to the Board of Directors of BLOMHA concerning a violation of BLOMHA's Harassment and Abuse Policy, the Board of Directors, in their sole discretion, shall take whatever action they deem appropriate. This action may include a ban from arenas used by BLOMHA for a specific period of time.

5) If the individual ignores this ban and shows up at a BLOMHA event, the Assistant Director or designated BLOMHA official will ask the Arena Manager or person in charge to ask the person to leave. If he or she refuses, the police will be called and the individual(s) will be charged with trespass.

## PARENT/PLAYER COMPLAINTS OR CONCERNS

A new process has been created to provide parents and players with a specific process they can use to raise concerns and complaints. It is important that people become familiar with the definitions of harassment and abuse that BLOMHA has adopted as complaints and allegations of this type can be very serious matters, and must not be made lightly or maliciously.

If they can be, issues should be resolved at the team level. Therefore, individuals should follow the process and not send complaints to the Board, unless the situation involves allegations of abuse or serious harassment. In such cases, the individual should contact the Assistant Director, a Board member, or the office immediately. The complaint will have to be put in writing.

### **Resolving Complaints or Concerns**

1) Take concerns or complaints to the Coach. Discuss the situation with him and try to find a solution. The Coach will keep a record of the discussion on an Official Complaint Form.

2) If the issue cannot be resolved through the first step, the Parent Rep should become involved, and he/she, the complainant, and the Coach should try to resolve the issue. The Coach and Parent Rep should keep a record of the discussion and attempts at resolution. The Coach will send a copy of the information to the office.

3) If the matter is still not resolved, the complainant will be asked to discuss the matter with the Divisions Assistant Director. The Assistant Director will ask that the complaint be put in writing if the individual wants the issue taken further and may assist the person to do this.

4) If the Assistant Director cannot resolve it, the issue will be raised, in writing, with the Director of House League, who will attempt to resolve it.

5) If the matter is still unresolved, it will be taken by the Director of House League to the Board, which will make a final, binding decision.

#### **ALLEGATIONS OR DISCLOSURES OF HARASSMENT OR ABUSE**

Wherever possible, BLOMHA will deal with breaches of the Codes of Conduct through internal mechanisms. However, if an individual's actions or behaviour constitute an imminent or immediate threat, the organization must and will involve outside authorities, including the police.

In addition, **if and when a child or youth alleges, reports, or discloses abuse, or if abuse or neglect is suspected, the individual who learns of it and the organization are morally and legally bound to report the matter to the authorities.** The process that will be followed in both cases is set out below.

1) If a child discloses or makes an allegation of abuse, he or she should be comforted, assured of protection and care, and reassured that he or she can continue to play. The individual who receives the disclosure will ask for basic information, but will **not** attempt to interview the child.

2) The matter will be reported to the Halton Children's Aid Society and to the Halton Regional Police Service. Authorities will be asked if or how the organization should notify anyone (e.g. the child's parents) of the situation.

3) BLOMHA will **not** notify the individual against whom the allegation has been made or the suspicion brought. However, once the police have done so, the individual will be suspended from involvement in BLOMHA activities until the situation is resolved. This may not seem fair; however, the organization's first responsibility is to protect children.

4) BLOMHA will make decisions immediately about communication regarding the incident; the President will act as spokesperson. BLOMHA will weigh the need to protect children against the need to maintain confidentiality as far as possible. People may be talking about the situation; nevertheless, the *Charter of Rights and Freedoms* establishes that a person charged with an offence has the right to be presumed innocent until proven guilty, and the organization must be careful not to defame any individual.

5) BLOMHA will assist the child protection investigation, but **WILL NOT** conduct a parallel internal investigation.

6) BLOMHA will decide on appropriate action regarding an individual's involvement with BLOMHA only following the completion of the official investigation and any judicial process that follows (e.g., a hearing, a trial).

The organization may suspend anyone charged with a provincial or federal offence, pending the disposition of the charge, if the offence is essentially related to the position the individual holds.

If convicted of an offence, individuals may be dismissed by BLOMHA if the offence is essentially related to the position and if there are reasonable grounds to believe he or she poses a significant risk to children or others.

7) Following such an incident, BLOMHA will take action to help the organization and its members heal. BLOMHA will look to the Halton Centre for Childhood Sexual Abuse in particular to assist members in their efforts to deal with the situation. BLOMHA commits itself to supporting the individual(s) who act on suspicions, allegations, disclosures, or reports, recognizing how difficult these matters are.

8) If an incident occurs, BLOMHA will undertake an immediate review of its risk assessment efforts and revise them as necessary and will redouble awareness-building and education efforts on harassment and abuse.

