



VHSHL DISCRIMINATION INCIDENT REPORTING PROCEDURE

Preface:

At the end of year meeting for the VHSHL, coaches discussed and asked for an outline of the procedures to follow when an incident occurs of a discriminatory nature.

As a league, we recognize that we all play a role in changing the culture of the game. We all must work hand-in-hand with administrators, coaches, officials, parents and players to change the culture.

As a league, we want to:

- Support marginalized members of our sport to realize their full potential in a fair and safe environment.
- Help change the hockey culture and make it more inclusive to all players.

Objective:

The objective of this policy is to establish the guidelines for reporting all incidents of discrimination that occur in the VHSHL.

The policy outlines what is done by the officials and the league if discriminatory language/actions are heard/seen on the ice and what procedures are followed if it isn't heard/seen.

Rule 11.4

The Hockey Canada rule that this policy falls under is rule 11.4 which states:

Any player, goaltender or team official who engages in **verbal taunts, insults, or intimidation based on discriminatory grounds**, shall be assessed a Gross Misconduct.

Discriminatory grounds include the following, without limitation:

- Race, national or ethnic origin, skin colour, or language spoken
- Religion, faith, or beliefs

- Age
- Sex, sexual orientation, or gender identity / expression
- Marital or familial status
- Genetic characteristics
- Disability

Referee responsibilities:

Reporting if incident is witnessed by referees:

- If the discriminatory act is witnessed, the referee shall assign the appropriate penalty and report the individual(s) by completing a Game Incident Report, including full details and submitting the Report to the appropriate Member or League delegate.

On-Ice Allegations that are not witnessed by the referees:

- If an incident occurs that was not witnessed by the Officials and is reported to the Referee, the Referee will do the following:

STEP 1

Confer with their officiating team in case they witnessed the incident. Any official who witnessed the incident can assess the required Gross Misconduct penalty. If none witnessed the incident, proceed to Step 2.

STEP 2

Address the allegation with a team official from each team. Explain what was alleged, who was involved, and the potential consequences for this behaviour

STEP 3

Submit a Game Incident Report, detailing what you know about the incident. Who was involved? What was alleged to have been said or done? What did you observe?

Coach's responsibilities

- Listen attentively to the officials. If the action was witnessed by the officials, there is no arguing. The ruling is clearcut for these calls. Think of the message you are sending to the rest of the team by arguing/not arguing.
- If the incident is not witnessed by the on-ice officials, both coaches have an important role to play. Listen closely to the officials for all the details. This will be important for further investigation.
- It is very important to make note of which players on your team were on the ice at the time of the incident (write this down on a piece of paper or put it in your phone).
- Between periods or at the end of the game (if the incident happens in the third period), speak with all players on the ice. Assistant coaches should become involved as each player should be spoken to individually, not as a group. Take notes of the conversation and what each player says.

- After the game, you should contact your school athletic director to report the incident. Let them know the details that the official sent to you and that a league official will be contacting the principal.

League responsibilities

Discriminatory act witnessed:

- If the discriminatory act is witnessed, the league disciplinarian will receive an incident report from referees. He will send the report to the executive director of School Sport Nova Scotia (SSNS) and notify the vice-president of the boys' league and the president of the league.
- Under the SSNS rule: **21.7.6a Gross Misconduct** the player is suspended indefinitely until a review by the executive director. The executive director will contact the principal of your school and the league disciplinarian with the length of the suspension once the review has been completed.
- The league president will notify the principals of both schools immediately.

Discriminatory act not witnessed

- The incident report will be sent to the league disciplinarian by the referees.
- The league disciplinarian will notify the executive director of SSNS and the president of the league by forwarding the incident report.
- The league president will reach out to both principals to notify them of the incident and relay any details that will help with the schools investigation of the alleged discriminatory act.