

## 6.8 HAZING POLICY

### i) PREAMBLE

This Policy is based on the Hockey Canada Bulletin No. I1718 September 13, 2017 from Jerret DeFazio, Manager Member Services, titled "IMPORTANT MESSAGE REGARDING HAZING" (Appendix A).

### ii) EFFECTIVE DATE

Rev.0 February 26, 2015

Rev. 1 July 2016

Rev. 2 March 2019

### iii) PURPOSE

The purpose of this policy is to emphasize the current Hockey Canada Regulation that exists with respect to hazing.

### iv) GUIDELINES

Hockey Canada and Hockey Eastern Ontario takes hazing very seriously and urges all team staff and those involved with teams across the Branch to implement strict policies against hazing regardless of the level of hockey you are involved with.

The Hockey Canada policy currently defines hazing as ***"an initiation practice that may humiliate, demean, degrade, or disgrace a person regardless of location or consent of the participant(s)"***.

Regulation O4 reads as follows:

A player, team official, executive member, team, club, association, or any other Hockey Canada Registered Participant found, by an investigative process, to have condoned, initiated or, to the detriment of another, participated in hazing actions or behaviours shall be subject to discipline up to and including expulsion from Hockey Canada registered programs.

### v) APPLICATION

Discipline must relate to the degree of severity of the incident(s).

- a) Any party failing to cooperate with the fact finding process may be subject to suspension as determined by the Branch.
- b) All discipline decisions related to hazing must be approved by the Branch.
- c) All hazing matters involving Hockey Canada High Performance programs will be dealt with by the Hockey Canada Board of Directors.

Hockey Canada AND Hockey Eastern Ontario urges all those involved to educate and create awareness around the negative consequences of hazing and to help create a positive environment for all registered participants.