



HEO

Tracking Discrimination in Hockey

Rule 11.4



Hockey Eastern Ontario

Tracking Discrimination in Hockey (2021-22)

In 2021-22, Hockey Eastern Ontario and all other Members of Hockey Canada began recording and reporting cases of two types of discrimination.

Type 1: Hockey Canada Rule 11.4 Discrimination Penalties Witnessed by Officials

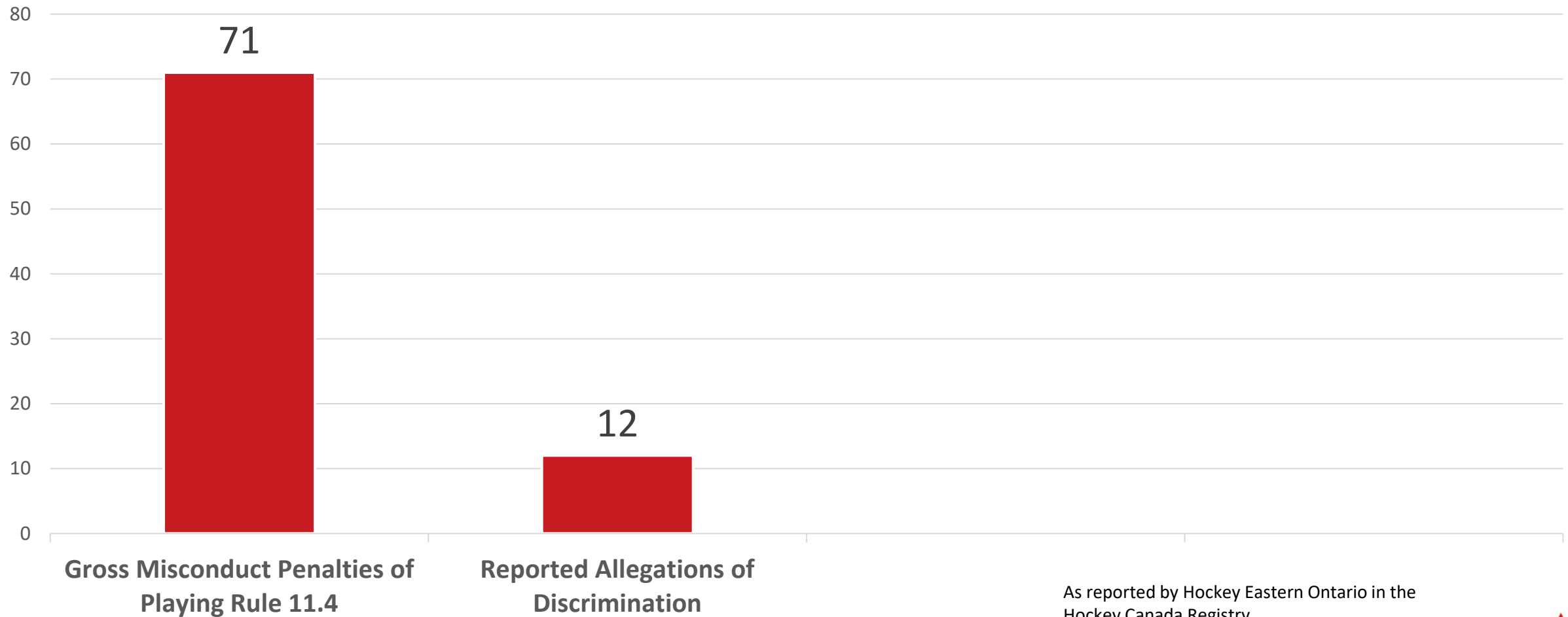
- These are Gross Misconduct penalties based on the following grounds:
 - Race, national or ethnic origins, skin colour or language spoken
 - Religion, faith or beliefs
 - Age
 - Sex, sexual orientation or gender identity/expression
 - Marital or familial status
 - Genetic characteristics
 - Disability
- Minor, Female and Senior hockey: these Gross Misconduct penalties resulted in an indefinite suspension pending a hearing (any suspension must be at least five games). Junior hockey established this minimum in the 2022-23 season.
- A Gross Misconduct is the second most-severe major penalty that can be assigned in-game by officials. The most severe is a Match Penalty, followed by Gross Misconduct, Game Misconduct, and Misconduct. All infractions assigned under Hockey Canada Playing Rule 11.4 are Gross Misconducts.

Type 2: Reported Allegations Not Witnessed by Officials and Requiring Investigation

- HC Rule 11.4 reported allegations not witnessed by an official and requiring investigation. All other cases reported to HEO. These are referred to as “Reported Allegations of Discrimination”

Type 1 (Gross Misconduct) and 2 (Reported Allegations): Overall Numbers

2021-22 Season: Discrimination Data

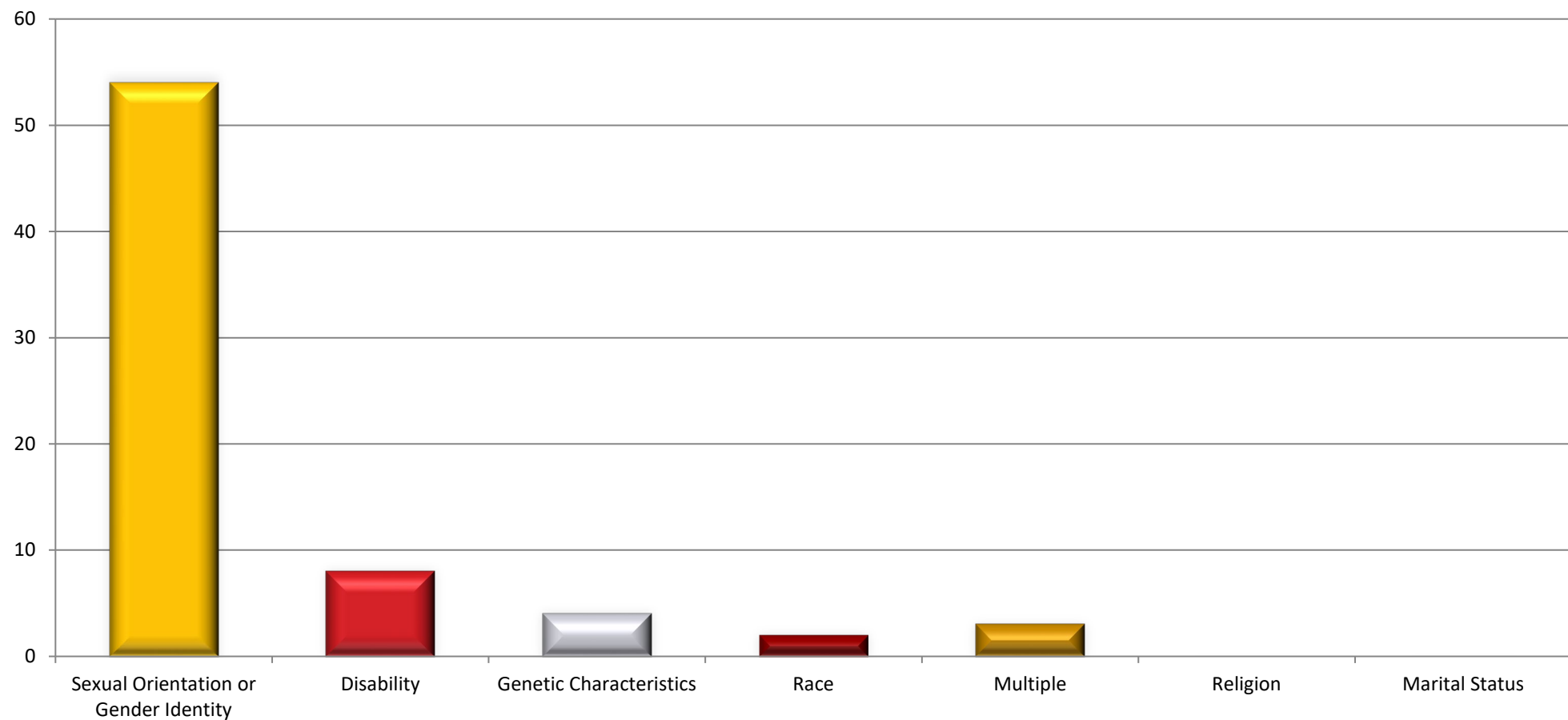


As reported by Hockey Eastern Ontario in the Hockey Canada Registry.



Type 1: Gross Misconduct Penalties

Nature of Discrimination

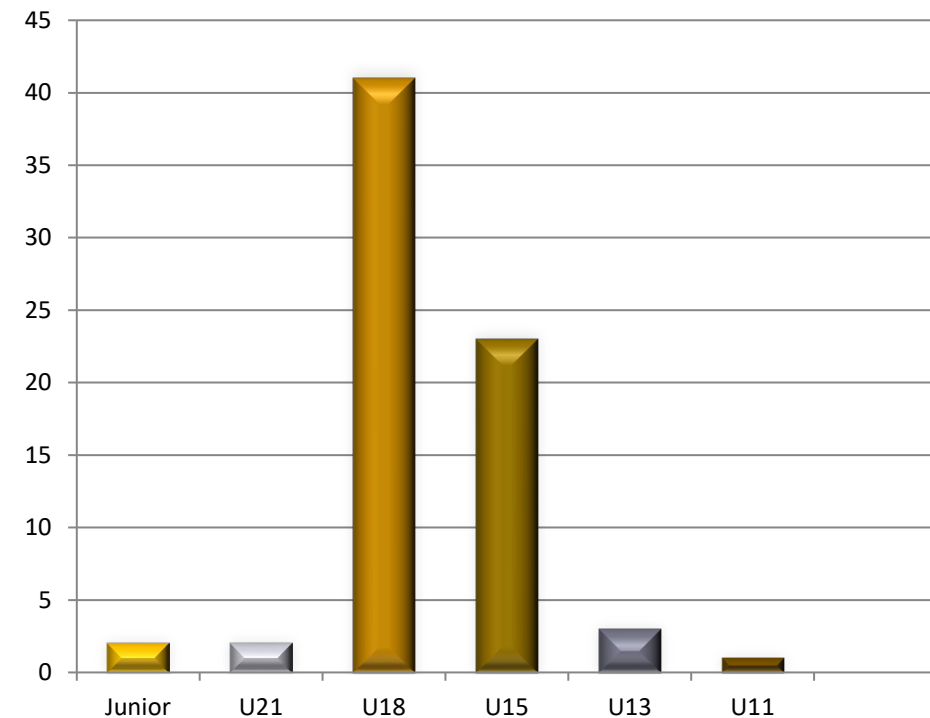


Type 1: Gross Misconduct Penalties by Division, Including Per Capita

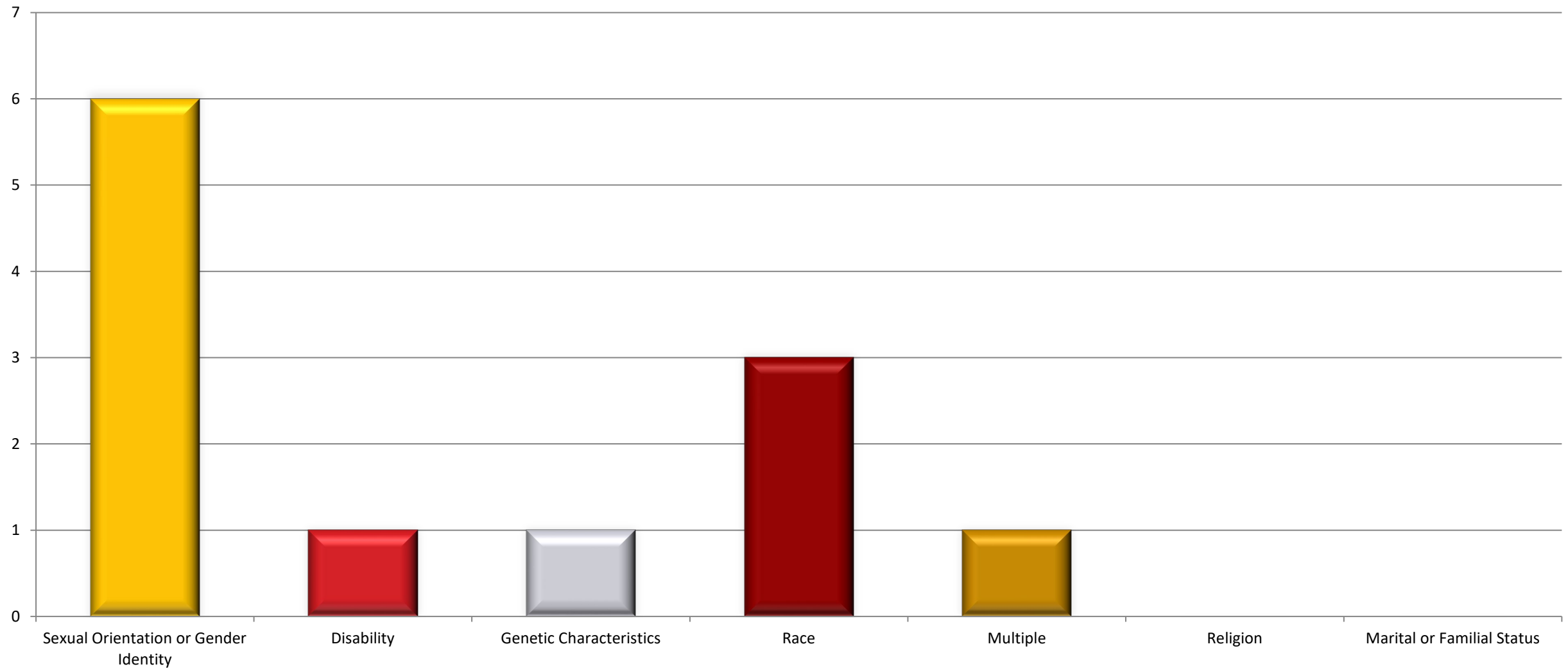
11.4 Gross Misconducts

Division	Incidents	Players	Per Capita
U18	41	3,513	1.16%
U15	23	3,347	0.68%
U13	3	3,575	0.08%
Junior	2	942	0.21%
U21	2	226	0.88%
U11	1	3,215	0.03%

GROSS MISCONDUCTS



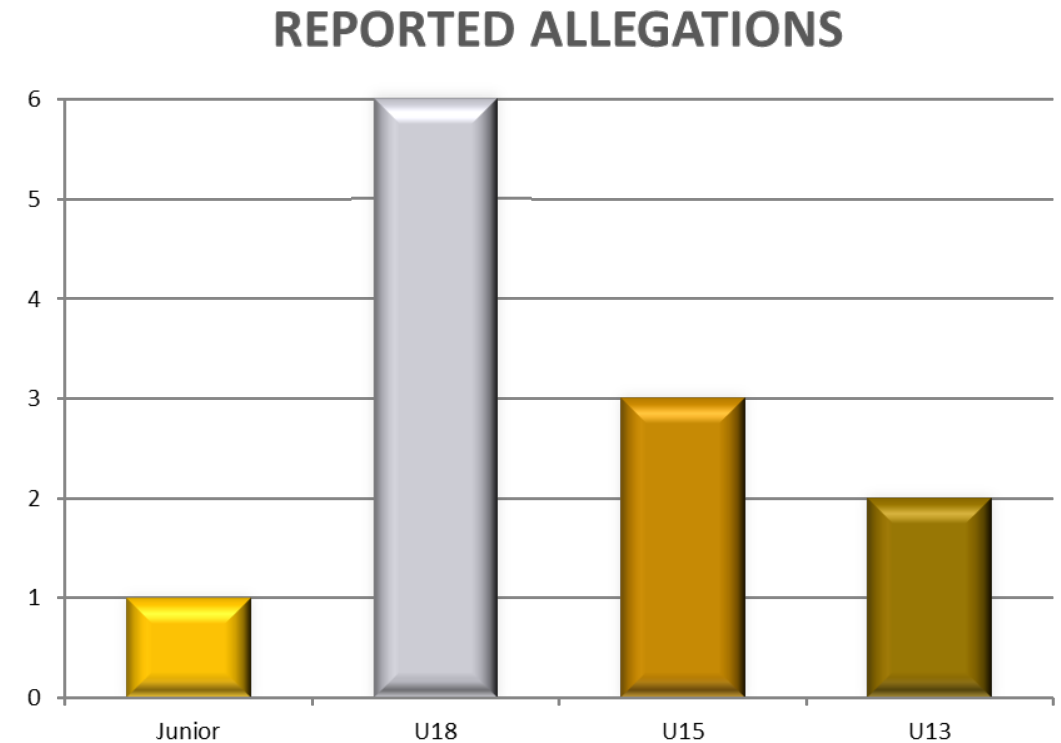
Type 2: Reported Allegations Nature of Discrimination



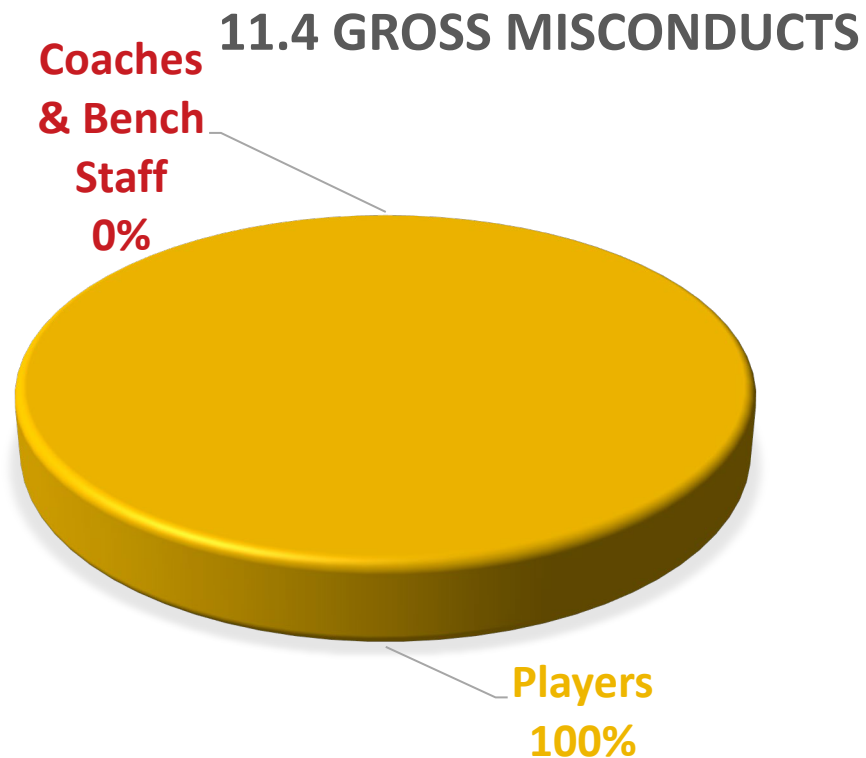
Type 2: Reported Allegations by Division, Including Per Capita

Reported Allegations

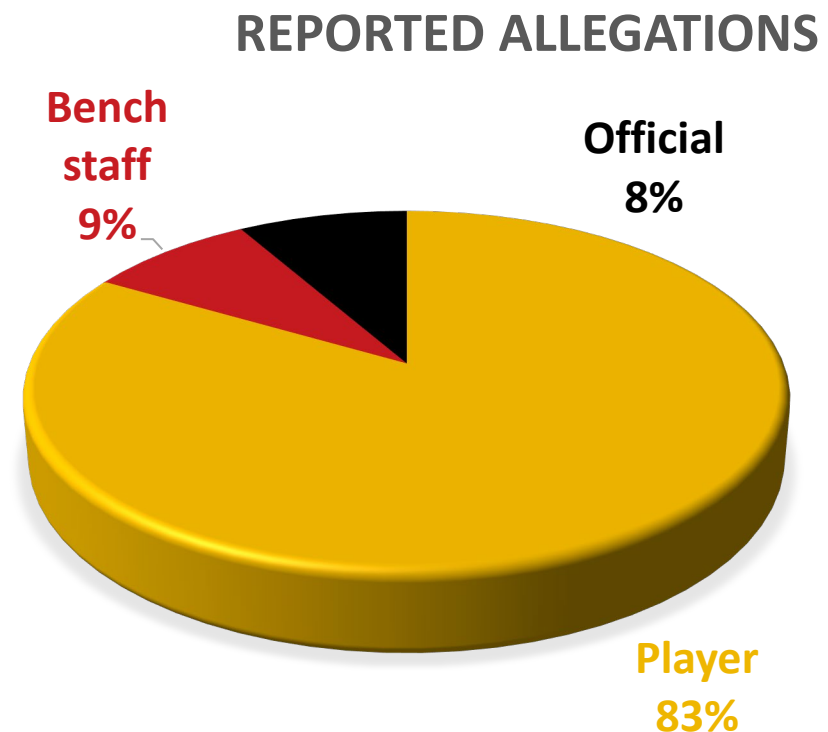
Divisions	Incidents	Players	Per Capita
U18	6	3,513	0.17%
U15	3	3,347	0.09%
U13	2	3,575	0.06%
Junior	1	942	0.11%



Type 1 (Gross Misconduct) and 2 (Reported Allegations): By Role

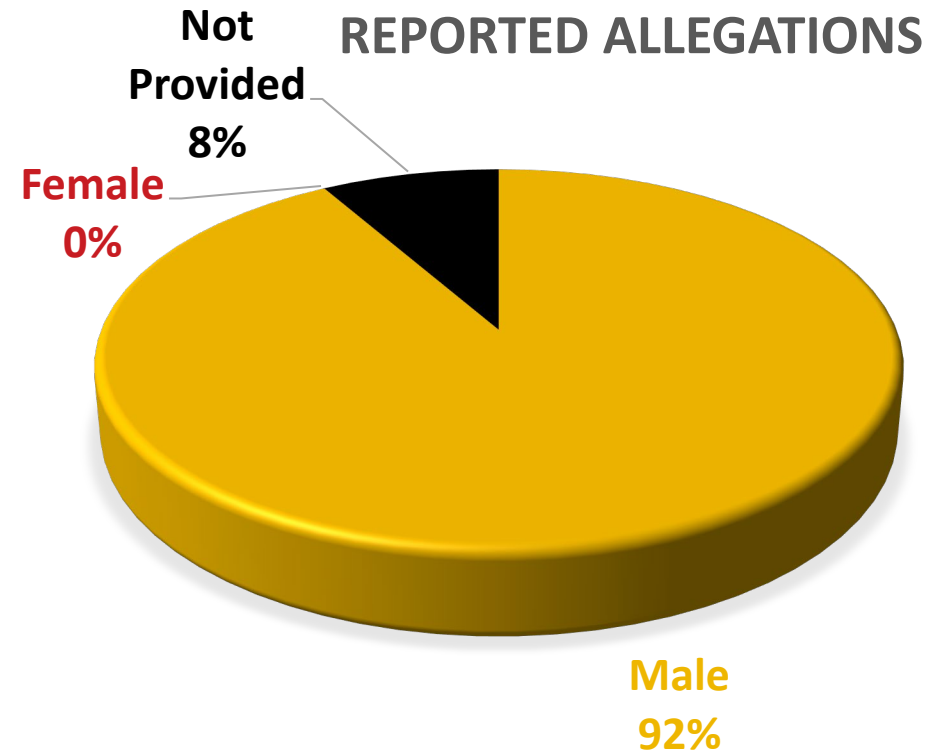
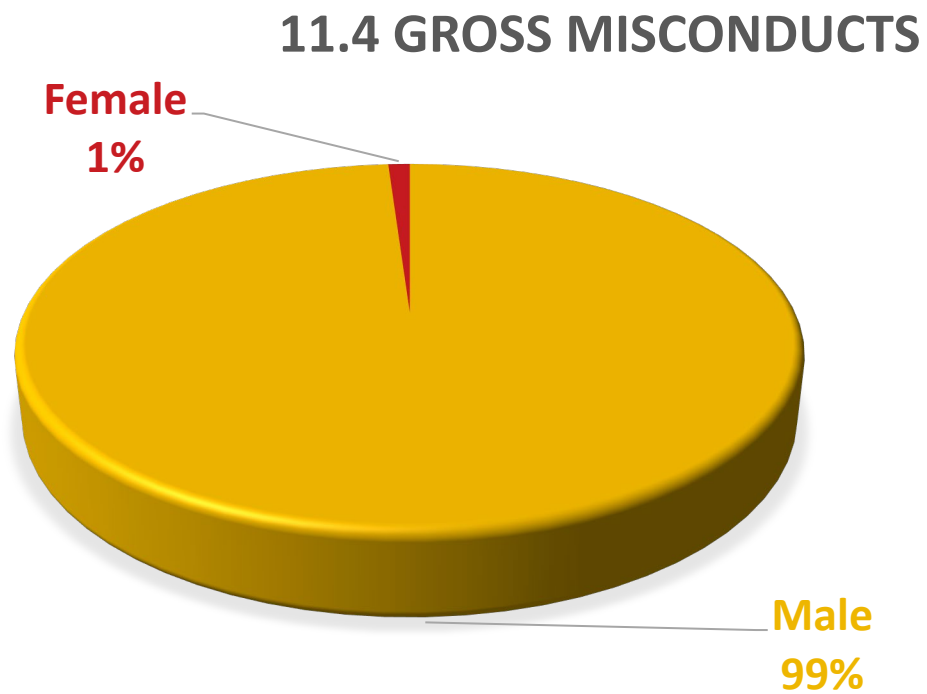


This displays the role of the participant who received a Rule 11.4 gross misconduct penalty in a game.



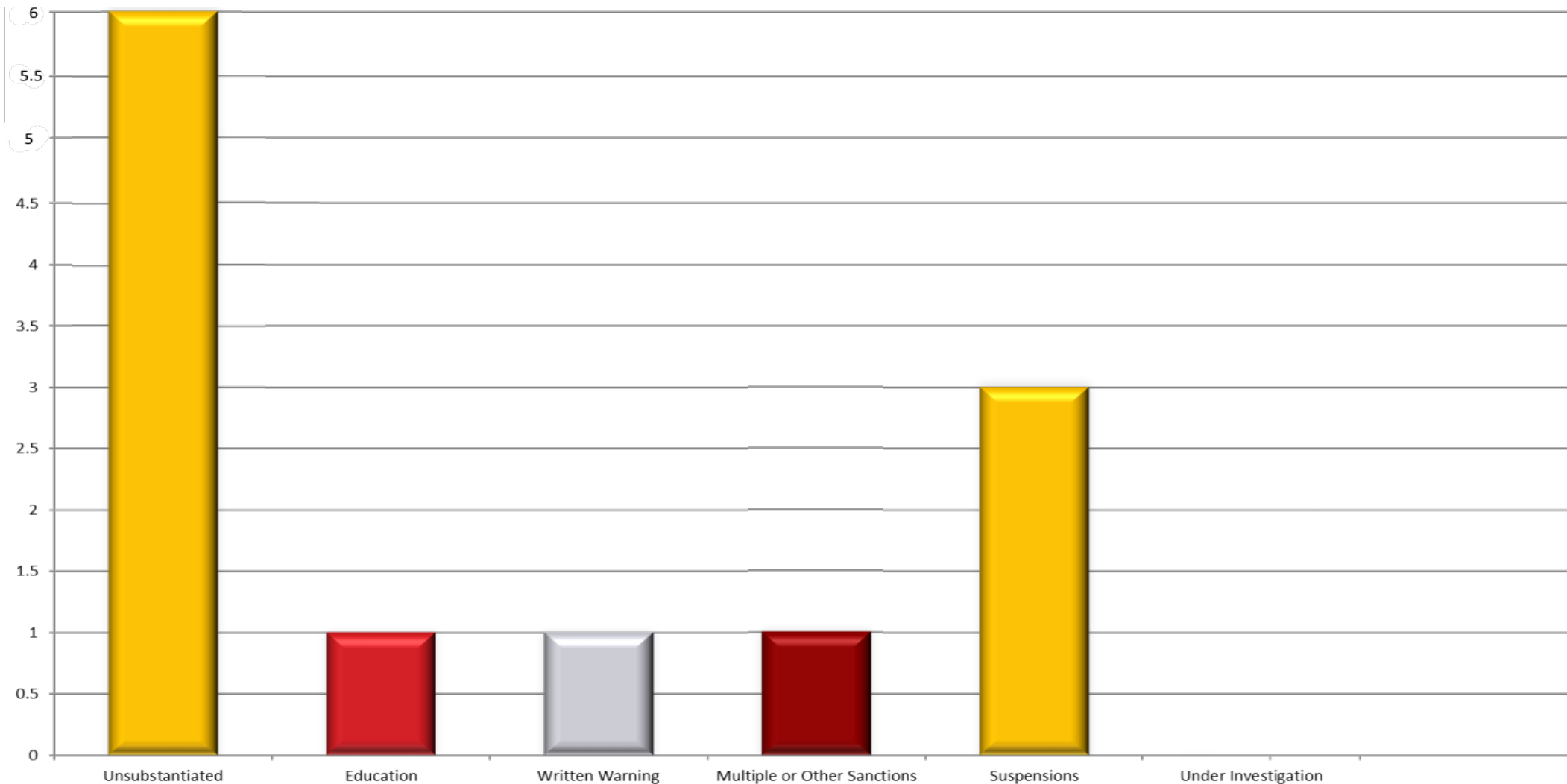
This displays the role of the respondent for whom an allegation of discrimination was reported.

Type 1 (Gross Misconduct) and 2 (Reported Allegations): By Gender



HEO offers co-ed hockey programs. Only 5% of HEO players are female. The majority of female players in Ottawa and Eastern Ontario play in the Ontario Women's Hockey Association.

Type 2 (Reported Allegations): Outcomes



Note 1: Unsubstantiated: Investigation yielded insufficient evidence/facts to base a reasonable finding of substantiation of the claim.

Note 2: Some suspensions also resulted in additional education components.