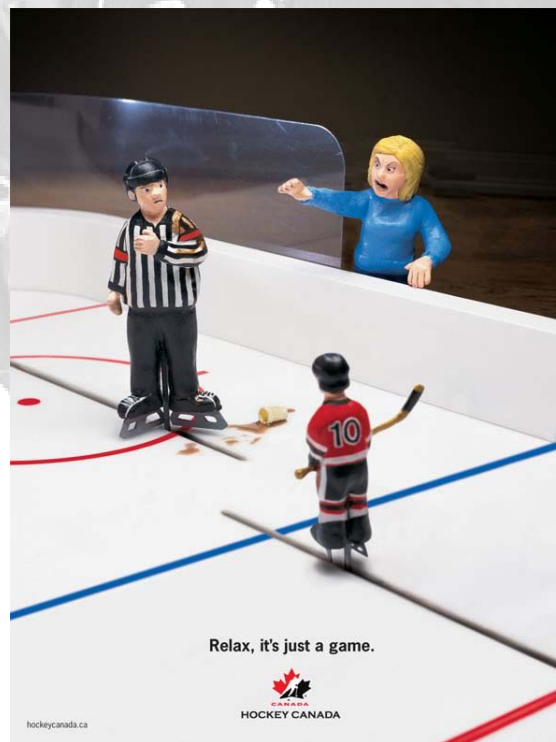




HOCKEY NEW BRUNSWICK

Risk, Conduct, and Safety Management



Policy, Planning, and Reacting To the Risk



Neil Jacobson
April 25, 2008



HOCKEY NEW BRUNSWICK

Policy, Planning and Reacting to the Risk

Objectives:

- **Overview of Risk, Safety, Conduct Mgt.**
- **Quick Peak At Policy**
- **Speak Out!**
- **Complaints & Investigations**
- **Handling Disclosures**





HOCKEY NEW BRUNSWICK

Risk, Conduct, and Safety Management

There are approximately 4.2 million
Canadians are involved in hockey:

- 2,500 minor hockey associations
- 33,000 teams
- 75,000 coaches
- 35,000 officials
- 520,000 players;
- 490,000 are under 18 years of age



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Response

- 1996 – CBC and W-5 airs “The Good, the Bad and the Ugly”
- 1997 – Sheldon Kennedy discloses sexual abuse
- 1997 – Hockey Canada forms the Committee on the Prevention of Harassment and Abuse
- May 1997 – RespectED/Concordia University at Hockey Canada AGM
- 1998 – Speak Out. . . Act Now: A Guide to Preventing and Responding to Abuse and Harassment written and launched for all sporting organizations
- 1997-1999 – Speak Out coaches workshops developed and implemented
- 2000 – Facilitator’s training developed and implemented
- 1998-2004 – HC volunteers educated across Canada
- 2004-2005 - Bullying added to Speak Out Program materials





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SPEAK OUT! Purpose

- Educational program
- Keep kids safe through development of:
 - Attitudes
 - Skills
 - Knowledge
- Ensure a safe, sportsmanlike environment





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Speak Out! Program

National Statistics 2001-2004

Coaches trained 98,134

Clinics given 2,696





HOCKEY NEW BRUNSWICK

HNB Development Commission

- **NB Hockey Development Council Chair** Danny Braun
- **High Performance Male** Norbert Laforge
- **High Performance Female** Marty Forsythe
- **Risk, Conduct and Safety Management** Neil Jacobson
- **NCCP** Jim Malone
- **Specialty Clinics and Events** Maurice Arseneault
- **Initiation Program**
- **Hockey Safety Program** Christy Ruff
- **Mentorship** Greg Leland





HOCKEY NEW BRUNSWICK ABUSE & HARASSMENT POLICY

INCLUDES HOWEVER NOT LIMITED TO:

- **Policy Statement**
- **Application and Scope**
- **Definitions**
- **Complaints**
- **Investigations**
- **Sanctions**
- **Appeals**





HOCKEY NEW BRUNSWICK

Abuse and Harassment

Policy Statement

Hockey New Brunswick (HNB) is committed to providing a sport and work environment which promotes equal opportunities and prohibits discriminatory practices.





HOCKEY NEW BRUNSWICK

The BIG Three

- **Bullying**
- **Harassment**
- **Abuse**





HOCKEY NEW BRUNSWICK HIGH PERFORMANCE PROGRAM

Bullying

- Offensive, cruel, intimidating, insulting or humiliating behaviour, combined with the misuse of power or position. It can be physical or verbal; direct or indirect.





HOCKEY NEW BRUNSWICK

Abuse and Harassment

Harassment

- Whether the harasser is a director, supervisor, employee, coach, official, volunteer, parent or athlete, harassment is an attempt by one person to assert abusive, unwarranted power over another.





HOCKEY NEW BRUNSWICK

Abuse and Harassment

Abuse and Neglect of Minors Policy

- When any person in authority has a reasonable belief that in the course of HNB business, activities or events a minor is being abused or neglected, he or she shall report this belief to New Brunswick child protection authorities or Police and shall advise the HNB Risk and Safety Management Committee of having made this report.
- HNB shall take no further action until such time as the authorities and/or police have concluded their investigation.
- The matter shall then be dealt with as a disciplinary matter pursuant to this policy, and the report of the investigation carried out by authorities may be used as evidence under these proceedings.





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Complaints

A person who experiences harassment, any person who witnesses harassment, or any person who believes that harassment has occurred is encouraged to make it known that the behaviour is unwelcome, offensive and contrary to the values of HNB and this policy.





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IT CAN HAPPEN ANY WHERE



Relax, it's just a game.



hockeycanada.ca





HOCKEY NEW BRUNSWICK

Complaint Intake Form

<http://www.hnb.ca/content/829>





HOCKEY NEW BRUNSWICK

INVESTIGATIONS:

Complaints from Parents

- *“Singled Out, Physically Assaulted”*
- *“Name Calling, Isolated from the Team, Threatened.”*
- *“(The Father) got to the door before me and braced his back...on the door and shouted ‘No one is leaving’, I ran to the door and yelled ‘let me the f--k out.’”*
- *“(The Coach) continuously uses the ‘F’ word and said ‘Kill that kid’ to novice aged (Age 8-9) players.”*





HOCKEY NEW BRUNSWICK

Confidentiality

- HNB recognizes the sensitive and serious nature of harassment and bullying. HNB will strive to keep all matters relating to a complaint confidential.
- However, if required by law to disclose information, HNB will do so.
- This shall not preclude publication of the final outcome of any matter, where a sanction imposed under this policy includes publication.





HOCKEY NEW BRUNSWICK RISK, CONDUCT, AND SAFETY MANAGEMENT

**Yelling at the
refs will help
your team win.**

**'Cause they really
like that.**

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*We have 10,000 officials every year. Are you the coach?



www.hockeynewbrunswick.com

Member Support

1-800-387-2222



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HOCKEY NEW BRUNSWICK DISCLOSURES

- *Verbal or Purposeful:*

Child/youth decides to tell someone about his/her mistreatment

- *Non-Verbal or Non-purposeful:*

Mistreatment is revealed in a variety of ways:

- Observation by a third party
- Physical injury
- Inappropriate behaviours
- Chronic low self-esteem
- Sexually transmitted diseases
- pregnancies





HOCKEY NEW BRUNSWICK VERBAL DISCLOSURES

HNB Recommends the **HEARD** Method:

- **H**ear, **H**onour the Youth and the Information
- **E**mpathize, **E**ncourage
- **A**ffirm the youth; **A**cknowledge choices
- **R**eport/**R**efer; **R**espond to organizational policies
- **D**ocument accurately; **D**etermine care of self





HOCKEY NEW BRUNSWICK NON-VEBAL DISCLOSURES

HNB Recommends the **DARE** Method:

- **D**ocument Accurately
- **A**ffirm the Information; **A**cknowledge and **A**ffirm the youth; **A**cknowledge Choices
- **R**eport & **R**efer; **R**espond According to Policies, and
- **E**nsure Accurate Records; Take Care of Self





HOCKEY NEW BRUNSWICK PREVENTION

*Abuse, Harassment, Bullying Policies are the
road map to the Prevention and Protection.*





HOCKEY NEW BRUNSWICK

WHY AM I INVOLVED....?





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Questions?



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