



SAFE SPORT ICE HOCKEY*

AUCKLAND ICE HOCKEY ASSOCIATION

Auckland Ice Hockey Association (AIHA) is committed to maintaining a safe and positive environment for the physical, emotional, and social development of its member and non-member participants and promoting an environment free from abuse and misconduct. The policies below address certain types of unacceptable behavior and aim at eliminating potential misbehavior in the areas where it might occur.

AIHA has a ZERO TOLERANCE policy towards all forms of abuse and bullying and harassment.

Note: these policies do not cover conduct prohibited or regulated by IIFH Playing Rules; rather, such conduct must be addressed and/or penalized under the Playing Rules.

Physical Abuse and Misconduct

There shall be no physical abuse of any participant.

Physical abuse is any act that intentionally causes or has the potential to cause the participant to sustain bodily harm or personal injury. Injuries caused through abuse/neglect are known as non-accidental injury. Physical abuse may include but is not limited to:

- hitting, shaking, or other physical harm, or training methods that are inappropriate for the age and physiological development of the athlete;
- providing alcohol or inappropriate drugs to a participant under the age of consent;

Physical abuse does not include age-appropriate physical contact that is reasonably designed to coach, teach, demonstrate or improve a hockey skill, including physical conditioning, team building and appropriate discipline. Permitted physical conduct may include, but is not necessarily limited to, shooting pucks at a goaltender, demonstrating checking and other hockey skills, and communicating with or directing participants during the course of a game or practice by touching or moving them in a non-threatening, non-sexual manner.

Physical abuse also does not include conduct between opponents that occurs during or in connection with a game that is covered by IIHF Playing Rules. Such conduct should be addressed under the Playing Rules.

Any AIHA member who engages in any act of physical abuse is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities.

Sexual Abuse and Misconduct

There shall be no sexual abuse of any participant.

Sexual abuse is any act or acts that result in the sexual exploitation of a child or young person, whether consensual or not. It may be perpetrated by an adult, older child or similar aged child. It may include, but is not limited to:

- encouraging or forcing a child to watch or engage in sexual activity or where a child is subject to any other inappropriate conduct of a sexual nature (e.g. sexual intercourse, masturbation, oral sex, pornography including child pornography or inappropriate touching or conversations).

Any AIHA member who engages in any act of sexual abuse or misconduct is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities.

Emotional Abuse and Misconduct

There shall be no emotional abuse of any participant.

Emotional abuse involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a participant. These behaviors may include verbal acts, physical acts or acts that deny attention or support.

Examples of emotional abuse include, but are not limited to: a **pattern** of

- (a) verbal behaviors that
 - i. attack a participant personally (e.g., humiliation, taunting, sarcasm, yelling, negative criticism, name calling, ignoring or placing unrealistic expectations); or
 - ii. repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive motivational purpose;
- (b) physically aggressive behaviors, such as
 - i. throwing sport equipment, water bottles, or chairs at or near participants; or
 - ii. punching walls, windows, or other objects; and
- (c) acts that deny attention and support, such as ignoring a participant for extended periods of time, or routinely or arbitrarily excluding participants from practice or training.

Constructive criticism about an athlete's performance is not emotional abuse or misconduct. Further, emotional abuse does not include generally-accepted and age appropriate coaching methods of skill enhancement, physical conditioning, motivation, team building, appropriate discipline, or improving athletic performance. Emotional abuse also does not include conduct between opponents or officials occurring during or in connection with a game conducted under IIHF Playing Rules. Such conduct should be addressed under the Playing Rules.

Any AIHA member who engages in any act of emotional abuse is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities.

Bullying, Hazing, Threats, and Harassment

There shall be no bullying, hazing, threatening, or harassing of any participant.

AIHA regards all types of bullying, harassing or threatening behavior as unacceptable. AIHA seeks to create an environment for participation in hockey free from threats, harassment, and any type of bullying behavior.

AIHA expects coaches, managers, or other responsible adult to intervene if they become aware of bullying, hazing, threatening, or harassing behavior.

Any AIHA member who engages in any act of bullying, threatening, or harassing behavior is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension and/or referral to law enforcement authorities. The severity and pattern, if any, of the bullying behavior and/or result shall be taken into consideration when disciplinary decisions are made.

Bullying

Bullying is the use of coercion to obtain control over another person or to be habitually cruel to another person. Bullying involves an intentional, persistent or repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate another person. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture. AIHA prohibits bullying behavior in any manner in connection with any IIHF sanctioned activity or event.

Hazing

Bullying and hazing are explicitly banned by the New Zealand Ice Hockey Federation as a form of abuse. Any team rituals must be consensual and harmless in nature.

Threats

A threat to harm others is defined as any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone else. A threat may be communicated directly to the intended victim or communicated to a third party. Threatening behavior is prohibited in any manner in connection with any IIHF sanctioned activity or event.

Harassment

Harassment includes any pattern of physical and/or non-physical behaviors that are intended to

- (a) cause fear, humiliation, or annoyance,
- (b) offend or degrade,
- (c) create a hostile environment, or
- (d) reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability.

AIHA prohibits harassing behavior in any manner in connection with any IIHF sanctioned activity or event.

Dressing Room Policy

Youth players are particularly vulnerable in dressing rooms, changing areas, and toilets due to various stages of dress/undress and because they are often less supervised than at other times. Athlete-to-athlete problems, such as emotional or sexual abuse, bullying, and harassment, often occur when a coach or other responsible adult is not in a position to observe – this is especially true in locker rooms. AIHA's dressing room policy enhances privacy and reduces the likelihood of misconduct.

Dressing Room Supervision

There must be at least one or, ideally, two responsible screened adult(s) (e.g., coaches, managers or other volunteers) monitoring dressing rooms during all AIHA sanctioned events to ensure that only participants (coaches and players), approved team personnel, and family members enter the locker room and to supervise the conduct in the locker room.

The responsible adult that monitors and supervises the locker room shall have been screened in compliance with AIHA's Screening Policy.

Male and Female Dressing Rooms

At the youth level, in situations where both male and female players are present, circumstances may exist that can increase the chance of abuse or misconduct, especially in adolescent/young adult League 2/Midget and League 1/Junior leagues. Therefore, both female and male privacy rights must be given consideration and appropriate arrangements made. Where possible, Midget and Junior male and female players should undress/dress in separate locker rooms and then convene in a single dressing room prior to the game or team meeting. Once the game is finished, the players may come to one locker room and then the male and female players proceed to separate dressing rooms to undress and shower (separately), if available. If separate locker rooms are not available, then the genders may take turns using the locker room to change and then leave while the other gender changes. When separate locker rooms are used, both locker rooms must be properly monitored. Where possible, when both male and female players are together in the locker room, there should be at least two adults in the locker room that have been properly screened in compliance with AIHA's Screening Policy.

Screening

As part of its duty of care, the AIHA will ensure that suitable and appropriate employees and volunteers (including parents) are engaged to work with youth participants. When recruiting coaches and managers to work with youth participants AIHA will engage in a screening procedure as set out in the New Zealand Ice Hockey Federation's *Youth Protection Policy*.

Alcohol, Drugs, and Tobacco

Auckland Ice Hockey Association promotes an environment that does not encourage the use of drugs, tobacco, or alcohol. The Association does not tolerate the possession, use, or distribution of alcohol or illegal substances by youth members at or in connection with AIHA events. AIHA also prohibits the use of tobacco, including smokeless and e-cigarettes, by coaches, managers, referees, and players during practices or games. Violation of this policy will result in disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities.

Auckland Ice Hockey Association recognizes there certain situations where adult use of alcohol (such as prize-giving) is acceptable provided it is done so with moderation and responsibility. However, the Association prohibits coaches and team managers from participating in practices or games under the influence of alcohol.

*Adapted from USA Hockey, *SafeSport Handbook* and written in compliance with compliance with New Zealand Ice Hockey Federation's *Youth Protection Policy*.

References and Sources:

New Zealand Ice Hockey Federation Inc. Youth Protection Policy

(<https://nzicehockey.co.nz/assets/Documents/NZIHF-Youth-Protection-Policy-2013-December-2012.pdf>)

SportNZ, *SafeSport for Children*

(<http://www.sportnz.org.nz/assets/Uploads/attachments/managing-sport/young-people/Safe-Sport-for-Children.pdf>, accessed 3 August 2016)

USA Hockey, *SafeSport Handbook*

(<http://www.usahockey.com/page/show/908023-usa-hockey-safesport-program>, accessed 3 August 2016)