



Harassment and Abuse Policy

Intent

It is the policy of Red Circle Hockey Club (RCHC) that there shall be no abuse or neglect, whether it is physical, emotional or sexual of any participant in any of its programs. The RCHC expects every parent, volunteer and Club member to take reasonable steps to safeguard the welfare of its members and to protect them from any form of maltreatment. The purpose of this policy is to outline procedures for appropriately limiting and resolving situations related to harassment and abuse at RCHC.

Definitions

- Child Abuse – is any form of physical, emotional or sexual mistreatment or lack of care which causes personal injury or emotional damage to a child. A common characteristic of all forms of abuse against children is an abuse of power and authority or a breach of trust.
- Emotional Abuse – is a chronic attack on a child's self-esteem. It is a psychologically destructive behavior by a person in a position of power, authority or trust. This includes, but is not limited to name calling, threatening, ridiculing, intimidating, isolating, hazing or ignoring the child's needs.
- Physical Abuse – is when a person in a position of power or trust purposely injures or threatens to injure a child. This includes, but is not limited to slapping, hitting, shaking, kicking, shoving, grabbing or excessive exercise.
- Members – players, parents/guardians, coaches, assistant coaches, team officials, officials (referees and time keepers), convenors, board members and volunteers.
- Neglect – is chronic inattention to the necessities of life such as clothing, shelter, hygiene, supervision, medical care, moral guidance or exercise. This can occur in hockey when injuries are not adequately treated or players are made to play with injuries, equipment is unsafe, non-intervention when team members are persistently harassing another player or improperly supervised activities.

Policy/Procedure

Duty to Report

It is the policy of RCHC that any member who has reasonable grounds to suspect that a participant is or may have suffered from emotional, physical abuse, sexual abuse or neglect shall immediately report the suspicion and the information on which it is based to the local child protection agency and local police department.

Screening



It is the policy of RCHC that it will not authorize or sanction in its programs that it directly controls, any volunteer who has routine access to children (anyone under the age of majority) who refuses to consent to be screened by RCHC before he/she is allowed to have routine access to children in RCHC's programs. All volunteers will present a Vulnerable Sector Screening Report Certificate (Applications available from your local Police department). A person may be disqualified and prohibited from serving as a volunteer of RCHC if the person has:

1. Been convicted (including crimes the record of which has been expunged and pleas of "no contest") of a crime of child abuse, sexual abuse of a minor, physical abuse, causing a child's death, neglect of a child, murder, manslaughter, felony assault, any assault against a minor, kidnapping, arson, criminal sexual conduct, prostitution related crimes or controlled substance crimes.
2. Being adjudged liable for civil penalties or damages involving sexual or physical abuse of children.
3. Being subject to any court order involving any sexual abuse or physical abuse of a minor, including but not limited to domestic order or protection.
4. Had their parental rights terminated.
5. A history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse of minors.
6. Resigned, been terminated or been asked to resign from a position, whether paid or unpaid, due to complaints of sexual or physical abuse of minors.
7. Has a history of other behavior that indicates they may be a danger to children in RCHC.

Sexual Abuse

It is the policy of RCHC that there shall be no sexual abuse of any minor participant involved in any of its sanctioned programs, its Evaluation Clinics, Coaches Clinics, Officials Clinics, Tournaments or any other RCHC events by an employee or volunteer. Sexual abuse of a minor participant occurs when an employee or volunteer touches a minor participant for the purpose of causing the sexual arousal or gratification of either the minor participant or the member or volunteer. Sexual abuse of a minor participant also occurs when a minor player touches an member or volunteer for the sexual arousal or sexual gratification of either the minor participant or the member or volunteer, if the touching occurs at the request or with the consent of the member or volunteer.

Neither consent of the player to the sexual contact, mistake as to the participants age, nor the fact that the sexual contact did not take place at a hockey function are defenses to a complaint of sexual abuse.

Upon proof of violation of this policy, the violator will be permanently banned or suspended from RCHC sanctioned programs.

Physical Abuse



It is the policy of RCHC that there shall be no physical abuse of any member involved in any of its sanctioned programs, its Evaluation Clinics, Coaches Clinics, Officials Clinics, Tournaments or any other RCHC events by any member or volunteer. Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.

Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate hockey skill. Permitted physical conduct may include, but is not necessarily limited to, shooting pucks at a goaltender, demonstrating checking and other hockey skills, and touching in a non-threatening, non-sexual manner.

Upon proof of violation of this policy, the violator will be permanently banned or suspended from RCHC sanctioned programs.