



Abuse Prevention Policy

PURPOSE

This policy establishes how Glenlake Minor Hockey Club (“GMHC”) strives to prevent the physical, emotional and sexual abuse of children, youth and other persons in need of protection by its volunteers. Like Hockey Canada, GMHC is committed to seeking better ways to keep our youth safe. GMHC seeks to create a welcoming and nurturing environment and has zero tolerance for those whose actions may jeopardize the safety, health or innocence of those in the organization’s care.

DEFINITIONS

In this Policy, the following definitions apply:

“Vulnerable Person(s)” - A child, youth or other person in need of protection

“Physical abuse” - Injury intentionally inflicted on a Vulnerable Person

“Sexual abuse” - When a Vulnerable Person is used by another person (e.g. older child, youth or adult) for his or her own sexual stimulation or gratification

“Emotional abuse” - A mental or emotional injury to a Vulnerable Person that results in an observable and material impairment in an individual’s growth, development or psychological functioning

“Elder abuse” - Any action by a person in a position of trust that results in harm to or jeopardizes the well-being or safety of any elder person

“Neglect” - Failure to provide adequate care for an individual

“Economic abuse” - Deliberate misuse of the money or belongings of an individual

(each of the above subtypes of abuse is considered “Abuse”, and are prohibited within the scope of this Policy).

POLICY GUIDELINES

The GMHC requires that all volunteers who intend to be team officials and interact regularly with GMHC athletes, including Head Coaches, Assistant Coaches, On-Ice Helpers and Managers (individually a "Team



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Official" and, collectively, "Team Officials") must complete and hold a valid Police Information Check ("PIC") performed by the City of Calgary Police Service.

All information collected about candidates will be reviewed and used to determine if they are appropriate for the respective position.

Structural Guidelines for Programs

All programs offered by GMHC are designed to encourage safe interactions between volunteers and Vulnerable Persons. The following guidelines are meant to keep established safeguards effective:

Volunteers are restricted from being alone with children, youth and Vulnerable Persons where they cannot be easily observed by others. As per Hockey Calgary Rules and Regulations there must be at least one and preferably two adults monitoring a team dressing room before and after each ice time when a Vulnerable Person is present.

Volunteers are not allowed to implement new activities or programs for children, youth and Vulnerable Persons without GMHC's consent. Requests for new activities or programs should be submitted in writing to the GMHC Board of Directors.

Should a Vulnerable Person need to be 'segregated from the group' for disciplinary actions (e.g. a child is misbehaving and has been given a 'time-out'), the Vulnerable Person is to be located in an area where they are still always supervised by an adult.

Children under the age of 12 placed in the care of GMHC will only be released to a parent, legal guardian or person designated by a parent or legal guardian.

General Conduct

In an effort to provide a safe and healthy environment for both mind and body, the following guidelines are meant to guide GMHC volunteers during their interactions with Vulnerable Persons. These guidelines do not and cannot outline every situation that may be encountered while volunteering, requiring volunteers to act with a certain degree of personal discretion. Simply because a certain action is not prohibited in this section does not mean it is acceptable behaviour. GMHC reserves the right to take disciplinary action against volunteers whose actions are found to be inappropriate regardless of whether they appear in this section:

Volunteers will treat all Vulnerable Persons with respect and consideration. Treatment must be fair and equal, and must not be based on sex, race, religion, sexual orientation, or economic or social status. All efforts must be made to avoid favouritism, or the appearance of favouritism.



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While at games, practices or training events, GMHC Volunteers must not possess, distribute, use or allow others (especially minors) to use any alcohol or drugs.

Volunteers must not use harsh or inappropriate language, degrading punishment or any type of restraining device in the name of behaviour management.

Volunteers must not participate in or allow others to engage in any form of hazing.

Volunteers must not have sexual contact with Vulnerable Persons.

Volunteers must not dress, undress, shower or bathe with or in the presence of Vulnerable Persons.

Volunteers must not use physical punishment in any form.

Volunteers are prohibited from sharing sleeping locations with Vulnerable Persons without the consent of the Vulnerable Person's parent, guardian or caregiver. This includes beds, tents, hotel rooms and other similar areas.

Volunteers must not discuss their own sexual history, preferences or fantasies nor their use of illicit or pornographic materials while in the company of Vulnerable Persons.

Volunteers are not allowed to possess any sexually oriented materials (books, magazines, videos or clothing) when conducting business in the name of GMHC.

When one-on-one discussion or counselling is warranted, volunteer interactions with Vulnerable Persons will take place in an area that allows for private conversation while remaining in the view of others.

Reporting of incidents and allegations of Abuse

Volunteers are to immediately report all incidents and /or allegations of Abuse to a member of the GMHC Executive. Upon reporting the incident and/or allegation, a member of the GMHC Executive is responsible for reviewing the report and then immediately reporting it to a Discipline Committee Member and to the necessary authorities such as local police, Children's Aid Society, etc. Further, this person and/or the GMHC member of the Executive is to report the incident and/or allegation to GMHC's insurance company.



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All volunteers identified in such incidents or allegations of inappropriate behaviour and/or Abuse will be immediately redeployed away from all Vulnerable Persons pending the outcome of the investigation conducted by the appropriate authorities.

At no time will GMHC have the authority to apply corporal punishment to any parties involved in the incident and/or allegation.

Feedback

As feedback is a vital element in overseeing the implementation of an Abuse protocol, it is very important that all GMHC members report anything to a member of the Executive of the GMHC Board if anyone recognizes a gap between protocols, procedures and practices.

Volunteers are encouraged to discuss and suggest ideas and potential amendments to this Policy based on their daily experience and interactions.

Any person found in violation of this Abuse Prevention policy may be subject to disciplinary action by the Glenlake Minor Hockey Club.



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