

MALTREATMENT

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Introduction

Hockey Canada revised its playing rules (https://cdn.hockeycanada.ca/hockey-canada/Hockey-Programs/Officiating/Downloads/rulebook_casebook_e.pdf) in August 2021 to better reflect the organization's commitment to ridding the game of all forms of maltreatment.

Traditionally, the playing rules have been viewed as governing interactions between competing teams. But in the context of maltreatment, *the playing rules apply to every participant in the game.*

How does this change things?

- Game officials must be alert to all forms of maltreatment and be ready to penalize and report *any participant* who violates these rules.
- Game officials must stress to players and team personnel that they want to hear concerns related to maltreatment. This is an essential step in players and team personnel *feeling comfortable* expressing such concerns.
- Game officials must report an incident *even if they didn't see it*; this is an important part of the new process.
- *Everyone* must commit to ridding the game of maltreatment and to ensuring positive hockey experiences for all.

Definition

Maltreatment consists of acts that result in harm or the potential for physical or psychological harm. This includes but is not limited to physical, psychological, or sexual actions.

- Physical
 - Assault or unwanted physical contact

- Non-contact behaviour, such as denying hydration or nutrition; providing alcohol to a participant under legal age, etc.
- Psychological
 - Verbal assaults or attacks
 - Unwanted physical contact
 - Denying attention or support
- Sexual
 - Unwanted contact of a sexual nature on any part of a person's body
 - Showing sexual videos or images
 - Unwanted conversation or teasing of a sexual nature

Why maltreatment?

- Hockey Canada believes that every person should have positive experiences in hockey.
- Maltreatment in any of its forms undermines the health, well-being, performance, and security of everyone associated with the game of hockey.
- Maltreatment is incompatible with the core values that lie at the heart of Canadian sport.
- It's easy to say that discrimination, harassment, and abuse have no place in our game... but we all play a role in making that a reality.
- We must all expect more from participants, our teammates, and ourselves. No excuses.

Hockey Canada's commitment

- Hockey Canada is committed to contributing to the physical, psychological, social, and spiritual health of individuals of varying abilities, backgrounds, and interests.
- Hockey Canada firmly believes that only when sport environments are safe and inclusive can these values be realized.
- Participants in Hockey Canada's programming should have the reasonable expectation that it will be in an environment that is accessible, inclusive and is free from all forms of maltreatment.

Note: More information on Hockey Canada's commitment to ridding the game of maltreatment can be found in its October 2020 policy on protection from and prevention of maltreatment, bullying, and harassment. The policy defines the forms of maltreatment and harassment in detail, provides concrete examples of each, and discusses possible sanctions for violations of the policy.

Responsibility of team personnel

- Team personnel shall always be responsible for their conduct and that of their players.
- They must endeavour to prevent disorderly conduct before, during or after the game, on or off the ice and any place in the rink.
- Team personnel may be penalized for failure to fulfil their responsibilities.
- All team personnel have a duty to report any form of maltreatment. The obligation to report is an ongoing one and is not satisfied by making an initial report. The obligation includes reporting, on a timely basis, all relevant information of which the participant becomes aware. Participants may have a corresponding duty to report the offending behaviour to law enforcement, depending on the nature of the maltreatment.

The role of game officials

- Game officials play an important role in eliminating maltreatment from the game.
- Game officials must report any penalties assessed under the Maltreatment rules or any allegations of maltreatment. They shall do this by a Game Incident Report, including full details, and submitting the completing Report to the appropriate Member or League delegate.
- Safe and fair is the game official's motto. And maltreatment is neither safe nor fair.
- In the arena, game officials hold players and team personnel accountable.

What has changed?

- Section 9 has been split into two sections, with the rules related to maltreatment in Section 9 moved to a new section, Section 11 – Maltreatment.
- The old Rule 9.2 has been split into two rules in the new section on maltreatment, 11.1 and 11.2, and penalties for disrespectful and abusive behaviour have been specified.
- The tables below show how Section 9 changed and what the new section on maltreatment looks like:

Current	New	Playing Rule
9.1	9.1	Handling the Puck
9.2		Unsportsmanlike Conduct and Harassment of Officials
9.3	9.2	Diving
9.4	9.3	Kick Shot
9.5	9.4	Leaving the Players' or Penalty Bench
9.6		Physical Harassment of Officials
9.7		Spitting
9.8	9.5	Throwing Stick or Object

New Playing Rule	
11.1	Unsportsmanlike Conduct
11.2	Disrespectful, Abusive, and Harassing Behaviour
11.3	Spitting
11.4	Discrimination
11.5	Physical Harassment of Officials

The rest of this document presents rule-by-rule highlights of the new section on maltreatment.

Rules 11.1 and 11.2

- For years, Hockey Canada has emphasized the difference between emotion and abuse. The update of the playing rules codifies that difference in Rule 11.1 and Rule 11.2.
- Rule 11.1 – Unsportsmanlike Conduct is about emotion:
 - Unsportsmanlike behaviour occurs when a player, goaltender or team official challenges/disputes the ruling of the official(s).
 - Emotion is a natural expression of passion for the game that **may** cross the line, depending on the situation.
- Rule 11.2 – Disrespectful, Abusive, and Harassing Behaviour is about abuse:
 - This behaviour occurs when a player, goaltender, or team official uses disrespectful language or gestures directed to the Referee or any other individual.
 - *Disrespectful* is defined as actions or words deemed rude, unpleasant, inappropriate, or unprofessional and found to be offensive to others.
 - Abuse is unacceptable behaviour that **must** be penalized each and every time it occurs

How will Rules 11.1 and 11.2 be applied?

These rules are not only for interactions between participants and game officials.

We can and must penalize players and team personnel for comments or behaviours directed at one another that violate these rules.

Rule	Behaviour	Penalty
Rule 11.1	A player or team official challenges or disputes an official's call	Minor penalty
Rule 11.2	A player or team official uses disrespectful or harassing language or behaviour toward an official	Misconduct penalty (player/goaltender) or a Bench Minor penalty (team official)
Rule 11.2	A player or team official directs abusive or harassing language or behaviour toward an official	Misconduct or Game Misconduct penalty

Rule 11.3 – Spitting

- There is no change to the existing playing rule.
- It was previously Rule 9.7 and has been re-categorized as Rule 11.3.
- Spitting must be penalized with a Match penalty.
- Given the current landscape of Covid-19, spitting is a point of focus for the 2021-22 season.

Rule 11.4 – Discrimination

- The primary focus of these changes is related to discriminatory language and actions in hockey.
- Eliminating discrimination from the game is part of officials' responsibility to prevent maltreatment.
- This rule pertains to both:
 - Incidents that are witnessed by an official
 - Incidents that are reported to an official by a participant
- The rule states:
 - Any player, goaltender or team official who engages in verbal taunts, insults or intimidation based on discriminatory grounds shall be assessed a Gross Misconduct penalty. Discriminatory grounds include the following, without limitation:
 - ◆ Race, national or ethnic origin, skin colour or language spoken
 - ◆ Religion, faith or beliefs
 - ◆ Age
 - ◆ Sex, sexual orientation or gender identity / expression
 - ◆ Marital or familial status
 - ◆ Genetic characteristics
 - ◆ Disability
- The basic text is the same as before but the list of grounds has been expanded... the spirit of the rule is that discriminatory language of any type has no place in hockey.
- The rule also specifies how reporting is to occur:
 - The Referee shall report the individual(s) by completing a Game Incident Report, including full details and submitting the Report to the appropriate Member or League delegate.
 - If an incident occurs that was not witnessed by the Officials and is reported to the Referee, the Referee shall report the individual(s) to an appropriate member of each team's bench staff.
 - The Referee shall complete a Game Incident Report, including full details and shall submit the Report to the appropriate Member or League delegate.

Rule 11.5 – Physical Harassment of Officials

- There are no substantive changes to the existing playing rule.
- The previous rule was Rule 9.6.
- The rule states that:
 - Any player, goaltender or team official who, before, during or after a game:
 - (a) threatens the well-being of a Referee, Linesperson or any Off-Ice Official.
 - (b) attempts to strike a Referee, Linesperson, or any Off-Ice Official.
 - (c) deliberately touches, holds, or pushes a Referee, Linesperson or Off-Ice Official; or
 - (d) deliberately strikes, trips or body checks a Referee, Linesperson or Off-Ice Official.
 - shall be assessed a Match penalty
- The rule also specifies how reporting is to occur:
 - The Referee shall report the individual(s) by completing a Game Incident Report including full details and submitting the Report to the appropriate Member or League delegate. Such player, goaltender or team official shall be suspended indefinitely pending investigation by the appropriate governing body.

Change the culture

- We all play a role in changing the culture of the game when it comes to discrimination.
- We must all work with administrators, parents and players to:
 - Support marginalized members of our sport to realize their full potential in a fair and safe environment
 - Help change the hockey culture and make it more inclusive to all Canadians
 - Call out discrimination, because it is the right thing to do.
- No more excuses – It is not part of the game.
- Change the culture!

Resources

- Hockey Canada Playing Rules
 - <https://www.hockeycanada.ca/en-ca/hockey-programs/officiating/downloads>
- Safety Requires Teamwork & Safety for All
 - https://cdn.hockeycanada.ca/hockey-canada/Hockey-Programs/Safety/Insurance/Downloads/safety_teamwork_e.pdf

- Respect in Sport
 - <https://www.respectgroupinc.com/respect-in-sport/>
- Safe Sport
 - <https://safesport.coach.ca/>
- Canadian Human Rights Act
 - <https://laws-lois.justice.gc.ca/eng/acts/h-6/>
- Hockey Diversity Alliance
 - <https://hockeydiversityalliance.org/>
- Black Girl Hockey Club
 - <https://blackgirlhockeyclub.org/>