

Risk Management Related Policies

Scope

1.1 The policies and procedures in this section apply to all WMHA members and participants.

1.2 These Policies and Procedures are intended to deal with all matters relating to discipline for breaches or violation of the WMHA Code of Conduct and/or its Policies and Procedures.

Bullying, Harassment and Abuse Policy

1.3 The Association adopts in its entirety the Hockey Canada Bullying, Harassment and Abuse policies , the OHF Harassment, Abuse, Bullying and Misconduct Policy and and OMHA's Code of Conduct Policies and Procedures. These policies can be found online at

https://www.hdco.on.ca/web_pdf/Bullying%20Harassment%20Abuse1.pdf

www.ohf.on.ca/view/ohfmainsite/rules-and-regulations/ohf-policies

<https://www.omha.net/page/show/885511-code-of-conduct> and on the Association's website.

Confidentiality Policy

1.4 The Association recognizes the sensitive and serious nature of harassment and will strive to keep all matters relating to a complaint confidential.

Cyberbullying Policy

1.5 It is the policy of the WMHA that bullying, harassment and abuse in all its forms will not be tolerated. Accordingly, all WMHA personnel (staff, volunteers, team or on-ice officials) and partners (parents, guardians) are responsible for making every reasonable effort to uphold this commitment. Specifically, this includes refraining from harassing or bullying behaviours, responding promptly and informally to minor incidents of harassment or bullying and following local or national policy guidelines for reporting or responding to more serious complaints of harassment or bullying. Players and other participants are expected to refrain from harassing or bullying behaviour and are encouraged to report incidents of harassment or bullying. With technology at the forefront, this policy also includes incidents of Bullying using any electronic media, or "Cyberbullying".

1.6 Cyberbullying is the use of information and communication technologies including but not limited to e-mail, cell phone and pager text messages, instant messaging, personal Web sites, online personal polling Web sites, social networking Web sites such as MySpace, Facebook, message boards, forums, and or chat rooms, to support deliberate, repeated, or hostile behavior by an individual or group that is intended to harm others.

1.7 Cyberbullying includes, but is not limited to, harassing, teasing, defaming, intimidating, or threatening another person by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, digital pictures or images, Web site postings or blog postings.

1.8 Cyberbullying occurs between people at any age. It is inappropriate behaviours that are typically cruel, demeaning and hostile toward the bullying targets) (between children, youth and/or adults).

1.9 The following is a non exhaustive list of tactics used by bullies to control their targets:

- continually criticizing the target's abilities
- blaming the target of the bullying for mistakes
- public ridicule of target and/or family members
- making unreasonable demands related to performance
- repeated insults or put downs of the target
- repeated threats to remove or restrict opportunities or privileges
- denying or discounting the targets accomplishment
- threats of and actual physical violence

1.10 Individuals who feel that they have been the victims of such misuses of technology or know someone being Cyberbullied or perpetrating Cyberbullying should not erase the offending material from the system. They should print a copy of the material and immediately report the incident to their respective WMHA director. All reports of harassment in cyberspace will be investigated fully through the WMHA disciplinary committee. Sanctions may include, but are not limited to, suspensions, removal from the association, and referral to local law enforcement. For more information on Cyberbullying go to: www.cyberbullying.ca.