**Six Nations Minor Hockey**

**Violence and Harassment Policy**

Six Nations Minor Hockey is committed to the prevention of violence and promotes a violence free safe environment in which all parties work together to achieve mutual health and safety goals. Any act of violence committed by or against any member of the organization, including Members, Coaches, Players, and Parents, or the public will not be tolerated.

The purpose of the policy is to ensure that all individuals are aware of and understand that acts of violence are considered a serious offence for which appropriate action will be taken. Those who are subjected to acts of violence or harassment are encouraged to report incidents so that complaints can be thoroughly investigated.

Six Nations Minor Hockey is committed to investigating reported incidents of violence or harassment in a timely manner, taking the necessary action to respond to those events and providing support for complainants.

For the purpose of this policy “violence” means:

* The exercise of physical force by a person against a person that causes or could cause physical injury to the person.
* An attempt to exercise physical force against a person that could cause physical injury to the person, or
* A verbal or written statement or behavior that is reasonable for a person to interpret as a threat to exercise physical force against the person, that could cause physical injury to the person.

Examples of violence or harassment include but are not limited to:

* Being sworn at or shouted at.
* Bullying and intimidation.
* Pranks and arguments.
* Hitting and pushing.
* Insults, thefts.

This policy applies to all Members, Coaches, Players, and Parents within this organization, as such; any Members, Coaches, Players, and Parents that subjects anyone to violence or harassment may be subject to disciplinary action, up to and including dismissal.

It is in the best interest of all parties to treat people fairly. Commitment to a violence free environment is an integral part of this organization, from the Executive Members to all Coaches, Players, and Parents.

**Violence and Harassment Policy Procedures**

Reported incidents will be held in strict confidentiality in order to properly investigate the incident and to offer adequate support to those involved. Individuals aware of incidents of violence must not disclose details of the incident without prior consent from the complainant.

All parties involved in dealing with a complaint must ensure that the complainant is neither penalized nor treated unfairly as a result of reporting the incident. Reprisals will not be tolerated and disciplinary action will be taken against those who engage in such activity.

Upon receipt of a formal complaint of violence, the Executive Committee must determine whether a formal investigation is necessary and must inform the parties involved in writing of the investigation. The investigation may be carried out through an internal or external party.

The investigator must explore the alleged incident by interviewing the complainant, alleged violator, or those who may have knowledge of the circumstances that led to the complaint.

The Executive Committee must act upon the report from the investigator within 30 working days of receiving the report and advise the complainant and alleged violator in writing of the outcome.

If the Executive Committee decides to act on the report from the investigator, the following conditions should be considered when determining corrective action:

* The impact of the incident on the complainant
* The nature and aggressiveness of the incident
* Frequency of incidents

The following corrective actions may be considered depending on the incident and the factors listed above:

* Formal apology
* Training
* Relocation
* Suspension
* Termination
* Legal action

An individual that submits a complaint in good faith, even where the complaint cannot be proven, will not have been deemed to be in violation of this policy. If an investigation reveals that the complainant made false accusations of violence knowingly or in a malicious manner, the complainant will be subject to disciplinary action, up to and including termination.

Please submit the Violence and Harassment Form to Penny Martin-Centre Liaison.