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1. Social Media Policy

Fort Saskatchewan Minor Hockey is committed to respectful behavior and conduct both on and off the ice and works to eliminate any disrespectful conduct and discriminatory practices including abuse, neglect, and harassment.

Unacceptable Conduct is not condoned by Fort Saskatchewan Minor Hockey, personal or other social media channel or account. This includes conduct by staff, volunteers, players, officials, Member organizations, stakeholders, or any member of the hockey community.

The following are examples of conduct through social media and networking mediums that are considered violations of the code of conduct and may be subject to disciplinary action by the member advocacy committee:

- a. Bullying, harassment, intimidation, or threats of any type.
- b. Divulging confidential information that may include but is not limited to the following: player injuries, game strategies, or any other matter of a sensitive nature.
- c. Negative or derogatory comments about any other team, Minor Hockey Association, League and/or players, coaches, volunteers, spectators, Board of Director, staff, or members.
- d. Photographs, videos, or comments promoting negative influences or criminal behavior including but not limited to drug use, alcohol abuse, public intoxication, hazing, sexual exploitation, etc.
- e. Online activity that contradicts the current League Code of Conduct or any policies, regulations, and/or Code of conduct of its Member Associations.
- f. Inappropriate, derogatory, racist, or sexist comments of any kind.
- g. Online activity that is meant to alarm other individuals or to misrepresent fact or truth.





2. Harassment, Abuse, and Bullying

a. Policy Statement

It is the policy of FSMH that harassment and bullying in all its forms will not be tolerated during the course of any FSMH sanctioned event. Accordingly, all FSMH members are responsible for making every reasonable effort to uphold this commitment. Specifically, this includes refraining from harassing or bullying behavior, 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 behavior and are encouraged to report incidents of harassment or bullying.

b. Definition of Abuse

1. Abuse is any form of physical, emotional, and/or sexual mistreatment or lack of care that causes physical injury or emotional damage to an individual. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust.
2. Any member of FSMH who has reasonable grounds to believe abuse is occurring should report the abuse immediately to the local child protection agency and/or local police service.

c. Definition of Harassment

1. Harassment is defined as conduct, gestures, or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions.
2. Any of the different forms of harassment must be based on the grounds prohibited in human rights legislation, such as race, ethnicity, color, religion, age, sex, marital status, family status, disability, pardoned conviction, and sexual orientation.
3. Harassment may occur among anyone between peers (e.g.: player to player, parent to the official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (e.g.: coach to player, sports administrator to employee).

d. Definition of Bullying

1. Bullying involves a person expressing their power through the humiliation of another person. Bullying occurs between people at any age and is not addressed under human rights legislation. It is inappropriate behaviors that are typically cruel, demeaning, and hostile toward the bullying targets. Bullying is similar to harassment, but the behaviors are not addressed under human rights laws. Bullies are typically cruel, demeaning, and hostile towards the targets of their bullying.
2. Bullying can be broken down into four common types, but is not limited to:
 - i. Physical (hit or kick victims; take/damage personal property)
 - ii. Verbal (name-calling; insults; constant teasing)



- iii. Relational (try to cut off victims from the social connection by convincing peers to exclude or reject a certain person)
 - iv. Cyber and/or social media bullying
- e. Responses and Remedies
1. Harassment and bullying cannot and will not be tolerated in any environment, including hockey. Both harassment and bullying are unacceptable and harmful. FSMH recognizes the serious negative impact of all types of harassment and bullying on personal dignity, individual and group development and performance, enjoyment of the game and in some cases, personal safety.
 2. Minor incidents of harassment or bullying should be corrected promptly and informally, taking a constructive approach and with the goal of bringing about a change in negative attitudes and behaviour.
 3. More serious incidents must be dealt with according to the FSMH policy and procedure. Complaints must be handled in a timely, sensitive, responsible and confidential manner. Anyone making a complaint which is found to be clearly unfounded, false, malicious or frivolous will be subject to discipline.