



Chester Minor Hockey Association Behaviour & Progressive Discipline Policy

1. Purpose

We are committed to a safe, respectful and inclusive environment where all participants — players, parents/guardians, coaches, officials, staff and volunteers — are treated with dignity. This policy explains prohibited behaviours, reporting and investigation steps, and the progressive discipline approach the Association will use to address breaches. This policy is aligned with Hockey Canada and Hockey Nova Scotia safe-sport standards. (hockeycanada.ca)

2. Scope

Applies to anyone participating in Association activities, on or off the ice, including practices, games, tournaments, team travel, dressing rooms, digital platforms (social media, text, email), and Association events.

Please note, Hockey Nova Scotia's Behaviour and Discipline Policies supersede any CMHA policies.

3. Definitions of Prohibitive Behaviours

- **Bullying** — Repeated, unwanted behaviour intended to hurt, intimidate, exclude or humiliate (physical, verbal, social, online).
- **Harassment** — Unwanted comments or conduct based on a protected characteristic or that creates a hostile environment.
- **Racism** — Any action or expression that demeans, excludes, or discriminates against people based on race, ethnicity, or culture.

- **Ableism** — Discrimination or demeaning actions toward people with disabilities.
 - **Gender-based violence** — Violence or aggression directed at a person because of their gender (including sexual violence).
 - **Maltreatment** — Any form of physical, emotional/psychological, or sexual harm, neglect, or exploitation — includes bullying and harassment where harm occurs.
 - **Sexual harassment** — Unwanted sexualized comments, gestures, advances, or conduct that makes someone feel unsafe or demeaned.
 - **Sexual assault** — Any non-consensual sexual act; a serious criminal offence (will be reported to authorities).
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4. Principles

- **Zero tolerance** for maltreatment, sexual violence/assault, and abuse.
 - **Safety first:** the immediate protection of the alleged victim(s) and preservation of evidence.
 - **Fairness & confidentiality:** timely, impartial investigations while protecting privacy where possible.
 - **No retaliation:** any retaliation against reporters or witnesses is prohibited and will itself be disciplined.
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5. Mandatory reporting & immediate actions

- If a child is at risk or a criminal act (e.g., sexual assault, physical abuse) is alleged, the Association will **immediately** contact police and child protection authorities as required by provincial law and Hockey Nova Scotia policy. The Association will also notify Hockey Nova Scotia and follow its Maltreatment & Complaints procedures.
 - Where safety is a concern, the Association may temporarily remove/relieve the alleged respondent of duties (no contact with minors) while an investigation is underway. This is a precautionary step and not a finding of guilt.
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6. Reporting — how to make a complaint

1. **Immediate danger:** call emergency services / police.
2. **Report to Association:** Written complaint to the team manager, director for the level.
3. **Alternate reporting:** Complaints may be made directly to Hockey Nova Scotia's complaints & investigations process

(<https://hockeynovascotia.ca/safe-sport/safety-policies/>) or to Hockey Canada Safety (<https://www.hockeycanada.ca/en-ca/hockey-programs/safety>)

7. How complaints are handled

- Receipt & triage by appointed official.
 - If criminal behaviour is suspected or a child is at risk, authorities are notified immediately.
 - If complaints are made to a team manager and director, they will conduct an initial investigation. If the complaint is for maltreatment, they will refer this on to ITP for appropriate handling.
 - After the initial investigation they may refer the matter to CMHA's discipline committee or to ITP as required.
 - Please note the CMHA disciplinary committee will consist of the following:
 - Vice President (or another member of CMHA's Executive in the event of a direct association of parties involved)
 - 2 other members as appointed by the board of directors
 - No committee member can have direct association with that level or any of the parties involved.
 - If the complaint is handled by CMHA's internal disciplinary committee their findings and a recommendation from the committee will be referred back to CMHA's board of directors for final decision and disciplinary action, if required.
 - Investigation: gather statements and evidence, allow respondent to respond. Investigations aim to be timely and impartial.
 - Outcome & sanctions: based on findings, the Association will apply corrective measures, which may include education, warnings, suspension, removal from team or association, or referral to Hockey Nova Scotia/Hockey Canada processes.
 - Right to appeal: the respondent or complainant may appeal according to the Association/Hockey Nova Scotia appeal framework.
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8. Progressive discipline

The Association uses progressive discipline where appropriate, recognizing serious offences may result in immediate and severe action.

Non-Compliance:

- a. Any Player or Parent who fails to comply with this Code as set out above may be subject to the following corrective actions, at the sole discretion of the coach, Manager:
 - i. Verbal warning
 - ii. Suspension for a game or multiple game(s)

- b. Any Player or Parent who fails to comply with this Code as set out above may be subject to the following corrective actions, at the sole discretion of the the Association's Board of Directors following proper investigative procedures as laid out by Hockey Nova Scotia in its Rules and Regulations:
- iii. Permanent expulsion from team
 - iv. Revocation of privileges to attend Chester Minor Hockey related activities (including practices, games, tournaments, team social events or any other hockey related activities organized for the team) for a period of time deemed appropriate by Chester Minor Hockey Association's Board of Directors.

The discipline measures employed will consider the severity of incident and the player's or parent's prior discipline record with Chester Minor Hockey Association within the preceding three (3) years.

9. Responsibilities

- **Board/Association:** maintain policy, provide training, ensure reporting & investigations resources, and liaise with Hockey Nova Scotia.
 - **Coaches & staff:** model respectful behaviour, supervise players (follow two-deep supervision and dressing-room supervision guidelines), report any concerns immediately.
 - **Parents/guardians:** support respectful conduct, avoid abusive/harassing behaviour, and report concerns.
 - **Players:** follow the Code of Conduct, respect teammates and opponents, report issues to a trusted adult.
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10. Education & prevention

- We will encourage review of annual training for coaches/bench staff/volunteers on maltreatment, boundaries, harassment, and how to report.
 - Clear communication to families and participants about expected behaviour and reporting routes.
 - Adopt best practices from Hockey Nova Scotia / Hockey Canada (UCCMS-aligned) for prevention and response. (hockeycanada.ca)
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11. Privacy & confidentiality

- The Association will limit disclosure of complaint details to those who need to know for safety, investigation, or legal purposes. However, confidentiality cannot prevent reporting to police or child protection when required.
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12. Non-retaliation

Anyone who reports in good faith, or assists with an investigation, will not be subject to retaliation. Retaliation complaints will be investigated and may result in discipline.

13. Contacts

- Association - Team Manager and Level Directors
 - Hockey Nova Scotia complaints
<https://hockeynovascotia.ca/safe-sport/complaints-and-investigations/>
 - Emergency/police: 9-1-1
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14. Adoption & review

- This policy was approved by CMHA's Board on February 8, 2026. It will be reviewed annually or after any major incident.
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