



METRO WEST FORCE REASONABLE ACCOMMODATION

Messages from our Board of Directors

Metro West Female Hockey Association is an athlete-centred, recreational, grass roots organization. We aim to grow **strong leaders** through the delivery of inclusive, rewarding and unique experiences for **all** of our membership.

To do so demands that we all – players, coaching staff, coaches, parents, officials and Board Members – are empathetic and mutually respectful. This will then allow for a positive and safe playing environment for everyone.

Our goal to be inclusive includes providing a development environment that reasonably accommodates the unique, individual needs of each of our players. However, this accommodation can only be achieved through open, persistent, good faith communication between all parties.

Though this policy is meant as guidance to achieving that open communication, it is informed by our [Player Code of Conduct](#), [Parent Code of Conduct](#) and Nova Scotia's [Duty to Accommodate](#).

Board of Directors
Metro West Female Hockey Association – August 2025

Association Principles

- MWFHA values player development and positive experience for all our players over winning – we win through development and not at the cost of development
- All MWFHA players deserve the opportunity to play and develop in all situations
- MWFHA issues can be resolved through open communication and mutual respect



Reasonable Accommodation Guiding Principles

- Reasonable Accommodation is not absolute and cannot demand undue hardship. MWFHA can choose to adapt its accommodation if it imposes excessive cost, poses safety risks or fundamentally alters the nature of our sport.
- Reasonable Accommodations will be specifically tailored to individual needs.
- Reasonable Accommodation can only be achieved through open, persistent, good faith communication.

Key Aspects

- Recognizing The Need. This includes simple recognition that accommodations may be necessary to address unique circumstances of individuals such as a physical disability, a medical condition or an alternate learning style. This recognition must first come from the players and their families.
- Gathering Information. This involves discussion between coaching staff and families to understand specific needs and challenges.
- Assessment. This involves evaluating what types of accommodations are reasonable and feasible accounting for individual needs; hockey's requirements; and, resources available.
- Making Informed Decisions. Discussion between all relevant parties to develop and decide upon the accommodation plan, including the formal offer of accommodation.
- Implementation/Adaptation. Putting the agreed-upon accommodations into routine practise.
- Following Up/Adaptation. Persistent review, validation and adjustment to ensure that accommodations are achieving their desired outcomes.

Types of Possible Reasonable Accommodation

- Modifying ice management to allow for adaptive playing time both during practices and games
- Allowing for more frequent breaks
- Allowing for more frequent one-on-one check-ins
- Accommodating adaptive equipment or assistive devices
- Providing separate dressing options
- Modifying training schedules to account for outside, related appointments



- Pairing players with trusted, support players
- Delivering coaching in more than one style: verbal, visual, and demonstrative with time built in to allow for those that learn best by doing.
- Breaking instruction into smaller steps
- Modifying drills to make them simpler or more inclusive
- Allowing for additional coaching/support staff on the bench/ice.

Coaching Staff Expectations

- MWFHA coaches must follow the principles of Hockey Nova Scotia's [The Shift Forward](#) which are built upon the mutual obligations of safety and respect.
- MWFHA coaches must provide the opportunities for their players and parents to communicate their individual needs and be open to adapting their coaching approaches accordingly
- MWFHA coaches are not coaching a professional team – they are coaching our kids. Their goal is to develop our athletes to reach their potential in a positive safe environment

Parent Expectations

- MWFHA parents must adhere to the [MWF Parent Code of Conduct](#)
- MWFHA parents must make the first step - if their player requires reasonable accommodation, it is up to parents to initiate the conversation with coaching staff as they know their children best.
- MWFHA parents must collaborate to develop the related accommodation plan
- MWFHA parents must understand the challenges of uniquely tailoring coaching approaches to individual players. They are to give the benefit of the doubt to our coaching staff over at least the first month following team selection.
- If, after this month, MWFHA parents believe there is a contravention of Reasonable Accommodation Policy:
 1. Follow the 24 hour rule regarding coaching staff engagement;
 2. Discuss their concern first with Team Representative;
 3. Seek resolution with the Coaching Staff;
 4. If resolution is not achieved, submit a complaint to VP Coach Development/VP Safe Sport who will work to provide an Association-led resolution



Association Accountability

Oversight. This policy will be dynamically managed by the Association Safety Committee. It will be routinely reviewed and adjusted, as necessary.

Monitoring. All membership – players, parents, coaches, team staff and Board Executive – are to ensure that we adhere to our principles and the MWFHA Codes. Informed by the [MWFHA Path to Redemption](#), deliberate and systematic contraventions will be addressed accordingly.

Mediation. As expressed in the MWFHA principles, our issues can be generally resolved through open communication and mutual respect. However, we acknowledge that there will be times where facilitation of this open communication may be necessary due to complexity. As such, if mediation/arbitration is agreed to by all parties, the Association will make use of professional, objective third-party mediator to facilitate on our behalf.

Annex A - MWFHA Reasonable Accommodation Form

Annex B - MWFHA Reasonable Accommodation Form Example