

Lumby Minor Hockey Association **Complaint Submission Form**

Please note the following:

- LMHA cannot guarantee complete confidentiality. The contents of this document may be shared in an effort to resolve the complaint here within. By completing the form, you agree that LMHA may share some or all of this information in the process of resolving the complaint. The LMHA Privacy Policy will be followed.
- Complaints will be addressed according to severity, resources and safety for participants.
- All Complaints must accompany the LMHA "Complaint Submission Form" prior to review.
- Fax or email completed forms to the Vice President.

Please complete the following:

1. Person making the complaint: Player Parent Volunteer Official

Name: _____

Mailing Address: _____

Phone Number: _____ Email: _____

Date Signature: _____

2. Person on whose behalf the complaint is made: (to be completed if different from above)

Name: _____

Birth Date:(Day/Month/Year) _____

3. Name of person(s) against whom you are complaining:

Name: _____

Title/Role: _____ Association/Club: _____

Name: _____

Title/Role: _____ Association/Club: _____

4. When did the last incident occur?

Date: _____

5. Please check the ground(s) that best describes your complaint:

A. Harassment (refer to Appendix A)

Type of behavior: Conduct Gestures Comments

Based on: Race Ethnicity Disability Colour Religion Age

Sexual orientation Sex Marital status Family status Pardoned conviction

APPENDIX A

The following are definitions that will be used to determine the grounds on which the complaint is made and the process to address it.

LMHA acknowledges and supports Hockey Canada's definitions of bullying and harassment and abuse.

Misconduct

Misconduct refers to the behavior or a pattern of behavior that is found, by a formal (ie, and independent investigation) or informal process (ie, and internal fact finding)

Bullying

Bullying describes behaviors that are similar to harassment, but occur between children under the age of twelve or behaviors between youth or between adults that are not addressed under human rights laws. Bullying is intentionally hurting someone in order to insult, humiliate, degrade or exclude him or her. Bullying can be broken down into four categories: physical, verbal, relational (ie, trying to cut off victims from social connection by convincing peers to exclude or reject a certain person), and reactive (ie, engaging in bullying as well as provoking bullies to attack by taunting them).

Harassment

Harassment is offensive behavior – emotional, physical, and or sexual – that involves discrimination against a person because of their race, national or ethnic origin, age colour, religion, family status, sexual orientation sex or gender, disability, martial status, or pardoned conviction. Harassment occurs when someone attempts to negatively control, influence or embarrass another person based on a prohibited ground of discrimination.

Abuse

Child abuse is any form of physical, emotional and / or sexual mistreatment or lack of care which caused physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and / or breach of trust.

Abuse is an issue of child protection. Protection refers to provincial, territorial or Aboriginal bandappointed child protective services. A child may be need of protection from harm if abuse or neglect is suspected. Information about one's legal duty to report and circumstances under which reporting must occur according to child protection legislation is available at www.hockeycanada.ca.

Emotional Abuse

Emotional abuse is a chronic attack on a child or youth's self-esteem; it is psychologically destructive behavior by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child or youth's needs.

Physical Abuse

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

Neglect

A general definition of neglect is the chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. Neglect may apply in a hockey setting where there is a chronic inattention in the hockey context (ie, when a player is made to play with injuries).

Sexual Abuse

Sexual abuse is when a child or youth is used by a child or youth with more power or an adult for his or her own sexual stimulation or gratification. There are two categories of sexual abuse: contact and non-contact.