



Section 11: Maltreatment



What is maltreatment?

Maltreatment consists of acts that result in actual or the potential of physical or psychological harm. This includes, but is not limited to physical, psychological, or sexual actions, as detailed below.

Physical	Psychological	Sexual
<ul style="list-style-type: none">• Assault or unwanted physical contact• Non-contact behaviour, such as denying hydration or nutrition; providing alcohol to a participant under legal age, etc.	<ul style="list-style-type: none">• Verbal assaults or attacks• Unwanted physical contact• Denying attention or support	<ul style="list-style-type: none">• Unwanted contact of a sexual nature on any part of a person's body• Showing sexual videos or images• Unwanted conversation or teasing of a sexual nature

Why maltreatment?

Hockey Canada believes that every person should have positive experiences in hockey.

It's easy to say that discrimination, harassment, and abuse have no place in our game... but we all play a role in making that a reality.

We must all expect more from participants, our teammates, and ourselves. No excuses.

Hockey Canada's commitment

Hockey Canada is committed to contributing to the

- **physical**
- **psychological**
- **social**
- **and spiritual**

health of individuals of varying abilities, backgrounds, and interests.

Hockey Canada firmly believes that only when sport environments are safe and inclusive can these values be realized.

Hockey Canada's commitment

Maltreatment in all its forms is a serious issue that undermines the

- **health**
- **well-being**
- **performance**
- **and security**

of everyone associated with the game of hockey.

Maltreatment is incompatible with the core values that lie at the heart of Canadian sport.

Participants in Hockey Canada's programming should have the reasonable expectation that it will be in an environment that is accessible, inclusive and is free from all forms of Maltreatment.



Hockey Canada's commitment

Responsibility of team officials

- **Team officials shall always be responsible for their conduct and that of their players.**
- **They must endeavour to prevent disorderly conduct before, during or after the game, on or off the ice and any place in the rink.**
- **The Referee may assess penalties to any team officials for failure to do so.**
- **The Referee shall report the individual(s) by completing a Game Incident Report including full details and submitting the Report to the appropriate Member or League delegate.**

The Officials' Role

Officials play an important role in eliminating maltreatment from the game.

Safe and fair is our motto.

Maltreatment is neither safe nor fair.

In the arena, officials hold players and team officials accountable. If not you, then who?

What has changed?

Section 9 – Other Fouls

Current	New	Playing Rule
9.1	9.1	Handling the Puck
9.2		Unsportsmanlike Conduct and Harassment of Officials
9.3	9.2	Diving
9.4	9.3	Kick Shot
9.5	9.4	Leaving the Players' or Penalty Bench
9.6		Physical Harassment of Officials
9.7		Spitting
9.8	9.5	Throwing Stick or Object

What has changed?

NEW – Section 11 – Maltreatment

New Playing Rule	
11.1	Unsportsmanlike Conduct
11.2	Disrespectful, Abusive, and Harassing Behaviour
11.3	Spitting
11.4	Discrimination
11.5	Physical Harassment of Officials

Rule 11.1 vs. Rule 11.2

What has changed?

11.1 - Unsportsmanlike Conduct

- Player, goaltender or team official challenges/disputes the ruling of the official(s).



11.2 - Disrespectful, Abusive, and Harassing Behaviour

- Player, goaltender, or team official uses disrespectful language or gestures directed to the Referee or any other individual.
- “disrespectful” is defined as actions or words deemed rude, unpleasant, inappropriate, or unprofessional and found to be offensive to others.

Rule 11.1 vs. Rule 11.2

How do we apply this rule?



These rules are not only for participant-official interactions.

We can and must penalize players and team officials for comments or behaviours directed at one another that violate this rule.

What would be an example of that?

Rule 11.3 – Spitting

There is no change to the existing playing rule.

It was previously Rule 9.7 and has been re-categorized as Rule 11.3.

Spitting must be penalized with a Match penalty.

Given the current landscape of Covid-19, spitting is a point of focus for the 2021-22 season.

Rule 11.4 – Discrimination

The primary focus of these changes is related to discriminatory language and actions in hockey.

Eliminating discrimination from the game is part of officials' responsibility to prevent maltreatment.

This rule pertains to both:

- **Incidents that are witnessed by an official**
- **Incidents that are reported to an official by a participant**

Rule 11.4 – Discrimination

Any player, goaltender or team official who engages in verbal taunts, insults, or intimidation based on discriminatory grounds, shall be assessed a Gross Misconduct.

Discriminatory grounds include the following, without limitation:

- Race, national or ethnic origin, skin colour, or language spoken
- Religion, faith, or beliefs
- Age
- Sex, sexual orientation, or gender identity / expression
- Marital or familial status
- Genetic characteristics
- Disability

Rule 11.4 – Discrimination

Reporting

- The referee shall report the individual(s) by completing a Game Incident Report, including full details and submitting the Report to the appropriate Member or League delegate.

On-Ice Allegations

- If an incident occurs that was not witnessed by the Officials and is reported to the Referee, the Referee shall report the individual(s) to an appropriate member of each team's bench staff.
- The Referee shall complete a Game Incident Report, including full details and shall submit the Report to the appropriate Member or League delegate.

Rule 11.4 – Discrimination

When an allegation is made and the official did not witness the incident, follow this three-step process



STEP 1

Confer with your officiating team in case they witnessed the incident.

Any official who witnessed the incident can assess the required Gross Misconduct penalty.

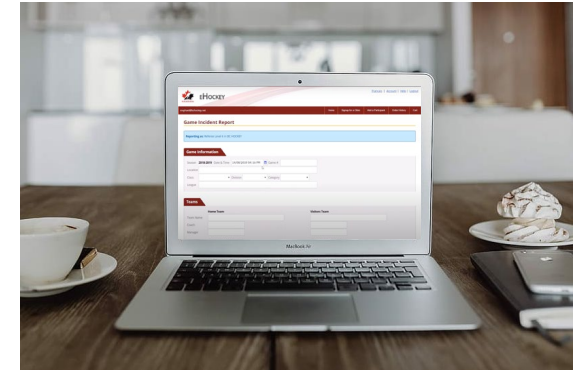
If none of you witnessed the incident, proceed to Step 2.



STEP 2

Address the allegation with a team official from each team.

Explain what was alleged, who was involved, and the potential consequences for this behaviour.



STEP 3

Submit a Game Incident Report, detailing what you know about the incident. Who was involved? What was alleged to have been said or done? What did you observe?

Only speak to what you know but be thorough!

Rule 11.5 – Physical Harassment of Officials

**No substantive changes to the existing playing rule.
The previous rule was Rule 9.6.**

All instances must be penalized with a Match penalty.

Any player, goaltender, or team official who, before, during, or after a game:

- (a) threatens the well-being of a Referee, Linesperson or any Off-Ice Official.
- (b) attempts to strike a Referee, Linesperson, or any Off-Ice Official.
- (c) deliberately touches, holds, or pushes a Referee, Linesperson or Off-Ice Official; or
- (d) deliberately strikes, trips or body checks a Referee, Linesperson or Off-Ice Official.

Rule 11.5 – Physical Harassment of Officials

Reporting

Any player, goaltender, or team official who violates Rule 11.5 shall be assessed a Match penalty and the Referee shall report the individual(s) by completing a Game Incident Report including full details and submitting the Report to the appropriate Member or League delegate. Such player, goaltender or team official shall be suspended indefinitely pending investigation by the appropriate governing body.

The Referee shall report the individual(s) by completing a Game Incident Report including full details and submitting the Report to the appropriate Member or League delegate.

The Referee shall report all infractions under the following situations:

Rule 11.1 – Game Misconducts

Rule 11.2 – Game Misconducts

Rule 11.3 – Match Penalty

Rule 11.4 – Gross Misconduct

Rule 11.5 – Match Penalty

We all play a role in changing the culture of the game. Officials must work hand-in-hand with administrators, coaches, parents and players. Officials have the responsibility to:

- Support marginalized members of our sport to realize their full potential in a fair and safe environment.
- Help change the hockey culture and make it more inclusive to all Canadians.
- Call out discrimination, because it is the right thing to do.

No more excuses – It is not part of the game.

Change the culture!



Hockey Canada Playing Rules

<https://www.hockeycanada.ca/en-ca/hockey-programs/officiating/downloads>

Safety Requires Teamwork & Safety for All

https://cdn.hockeycanada.ca/hockey-canada/Hockey-Programs/Safety/Insurance/Downloads/safety_teamwork_e.pdf

Respect in Sport

<https://www.respectgroupinc.com/respect-in-sport/>

Safe Sport

<https://safesport.coach.ca/>

Canadian Human Rights Act

<https://laws-lois.justice.gc.ca/eng/acts/h-6/>

Hockey Diversity Alliance

<https://hockeydiversityalliance.org/>

Black Girl Hockey Club

<https://blackgirlhockeyclub.org/>





Playing Rule Updates

Rule 11 – Maltreatment



Rule 11.1 – Unsportsmanlike Conduct

(a) A Minor penalty shall be assessed to any player, goaltender or team official who challenges or disputes the rulings of any Official during the game or who displays unsportsmanlike conduct.

Note 1: A Referee is not required to assess a Minor penalty under this rule before assessing a Misconduct or Game Misconduct penalty but may assess either penalty initially.

(b) A Misconduct penalty shall be assessed to any player or goaltender who after receiving a penalty under Rule 11.1(a), persists in any of the actions described above.

Note 2: A team official who receives a minor penalty in 11.1(a) will receive a Game Misconduct penalty if their actions continue.

(c) A Game Misconduct penalty shall be assessed to any player or goaltender who, after receiving a penalty under Rule 11.1(b), persists in any of the actions described above.

Rule 11.1 – Unsportsmanlike Conduct

(d) A Misconduct penalty shall be assessed to any player or goaltender who intentionally knocks or shoots the puck out of reach of an Official who is retrieving it. Any player or goaltender who, after receiving a Misconduct penalty under this Rule 11.1 (d), persists in any of the actions described above, shall be assessed a Game Misconduct penalty.

(e) A Misconduct penalty shall be assessed to any player who does not proceed immediately and directly to the penalty bench when they have been penalized. Where the penalized player causes any delay by returning for their equipment (gloves, sticks, etc.), the Misconduct penalty shall apply. The equipment shall be delivered to them on the penalty bench by a player from their team on the ice at the time of the infraction.

Note 3: It shall be necessary to place a substitute on the penalty bench to serve the original penalty assessed against the player. Such substitute may return to the ice as soon as the Misconduct penalty to the offending player commences.

Rule 11.1 – Unsportsmanlike Conduct

- (f) A Misconduct penalty shall be assessed to any player or goaltender who enters or remains in the Referee's crease while the Referee is reporting to or consulting with any game official, including the Linespersons, Timekeeper, Penalty Timekeeper, Official Scorer or Announcer.
- (g) Where a team official has been assessed a Game Misconduct penalty under this rule, the Referee shall report the individual(s) by completing a Game Incident Report including full details and submitting the Report to the appropriate Member or League delegate.

Important: If any behaviour described in Rule 11.1 includes behaviour described in Rule 11.4 – Discrimination, the player, goaltender or team official must be penalized under Rule 11.4, in addition to any other penalties that individual might receive.

Rule 11.2 – Disrespectful, Abusive, and Harassing Behaviour

(a) A Misconduct penalty shall be assessed to any player or goaltender who uses disrespectful language or gestures directed to the Referee or any other individual. Any team official who engages in such behaviour shall be assessed a Minor penalty, rather than a Misconduct penalty.

Note 1: For the purpose of Rule 11.2(a), “disrespectful” is defined as actions or words deemed rude, unpleasant, inappropriate, or unprofessional and found to be offensive to others, but not rising to the level of conduct described in Rule 11.4.

Note 2: A Referee is not required to assess a Bench Minor or Misconduct penalty under this rule before assessing a Game Misconduct penalty.

(b) A player, goaltender or team official who, after receiving a penalty under rule 11.2(a), persists in the use of disrespectful language or gestures shall be assessed a Game Misconduct penalty.

(c) If the Referee is unable to identify the person responsible for the use of disrespectful language or gestures, a Bench Minor penalty shall be assessed to the offending team.

Rule 11.2 – Disrespectful, Abusive, and Harassing Behaviour

(d) A Misconduct penalty shall be assessed to any player or goaltender who shows any course of conduct designed to incite an opponent into incurring a penalty.

(e) Notwithstanding the above, at the discretion of the Referee, a Gross Misconduct penalty shall be assessed to any player, goaltender or team official who conducts themselves in a manner as to make a travesty of the game by using obscene, profane or threateningly abusive language, gestures or actions towards any person. Such actions may also be described as verbal or physical taunts or gestures that intend to humiliate, demean, belittle, cause offense to or harm the reputation of the person or group targeted.

(f) Where any player, goaltender or team official has been assessed a Game Misconduct or Gross Misconduct penalty under this rule, the Referee shall report the individual(s) by completing a Game Incident Report including full details and submitting the Report to the appropriate Member or League delegate.

Important: If any behaviour described in Rule 11.2 includes behaviour described in Rule 11.4 – Discrimination, the player, goaltender or team official must be penalized under Rule 11.4, in addition to any other penalties that individual might receive.

Rule 11.3 – Spitting

A Match penalty shall be assessed to any player, goaltender or team official who deliberately spits on or at an opponent, Official, team official or any other individual. The Referee shall report the individual(s) by completing a Game Incident Report including full details to the appropriate Member or League delegate.

Important: If any behaviour described in Rule 11.3 includes behaviour described in Rule 11.4 – Discrimination, the player, goaltender or team official must be penalized under Rule 11.4, in addition to 11.3 and any other penalties that individual might receive.

Rule 11.4 – Discrimination

Any player, goaltender or team official who engages in verbal taunts, insults or intimidation based on discriminatory grounds shall be assessed a Gross Misconduct penalty. Discriminatory grounds include the following, without limitation:

- Race, national or ethnic origin, skin colour or language spoken.
- Religion, faith or beliefs.
- Age
- Sex, sexual orientation or gender identity / expression.
- Marital or familial status
- Genetic characteristics
- Disability

The Referee shall report the individual(s) by completing a Game Incident Report including full details and submitting the Report to the appropriate Member or League delegate.

Rule 11.4 – Discrimination

Note 1: an incident occurs that was not witnessed by the Officials and is reported to the Referee, the Referee shall report the individual(s) to an appropriate member of each team's bench staff and shall complete a Game Incident Report including full details and shall submit the Report to the appropriate Member or League delegate.

Important: If any behaviour described in Rule 11.1, 11.2 or 11.3 includes behaviour described in Rule 11.4, the player, goaltender or team official must be penalized under Rule 11.4, in addition to any other penalties that individual might receive.

Rule 11.5 – Physical Harassment of Officials

Any player, goaltender or team official who, before, during or after a game:

- (a) threatens the well-being of a Referee, Linesperson or any Off-Ice Official;
- (b) attempts to strike a Referee, Linesperson, or any Off-Ice Official;
- (c) deliberately touches, holds, or pushes a Referee, Linesperson or Off-Ice Official; or
- (d) deliberately strikes, trips or body checks a Referee, Linesperson or Off-Ice Official;

shall be assessed a Match penalty and the Referee shall report the individual(s) by completing a Game Incident Report including full details and submitting the Report to the appropriate Member or League delegate. Such player, goaltender or team official shall be suspended indefinitely pending investigation by the appropriate governing body.

Important: If any behaviour described in Rule 11.5 includes behaviour described in Rule 11.4 – Discrimination, the player, goaltender or team official must be penalized under Rule 11.4, in addition to 11.5 and any other penalties that individual might receive.