



HOCKEY NORTHWESTERN ONTARIO

HARASSMENT, BULLYING AND ABUSE POLICY	Effective Date: November 15, 2008
	Revised: September 16, 2010

Policy Statement

This Policy sets out the principles and practices of Hockey Northwestern Ontario (the Branch) with regard to abusive and/or improper behaviour towards participants.

The Branch is committed to providing a sport and work environment which promotes equal opportunities and prohibits discriminatory practices.

Mission

The mission of the Branch is to ensure its participants are provided meaningful opportunities and enjoyable experiences in a safe, sportsmanlike environment. This includes, among other things, a shared responsibility with parents to nurture the physical and emotional well being of all participants. The Branch's primary interest is the well being of its participants.

Application and Scope

- a) This policy applies to all categories of Members in the Branch, as well as to all individuals participating in activities of or employed by the Branch, including, but not limited to players, parents, Officers, Convenors, Committee Members, team managers, trainers, administrators and employees.
- b) This policy applies to incidents, which may occur during the course of all Branch business, activities and events, including but not limited to competitions, team practices, training camps, exhibitions, meetings and travel associated with these activities.

Section 1: Code Of Conduct

- 1.1 The Branch is committed to providing a sport environment in which all individuals are treated with respect.
- 1.2 During the course of all Branch activities athletes, coaches, parents, Directors, volunteers, staff, chaperones and others shall:
 - a) Conduct themselves, at all times, in a fair and responsible manner and refrain from comments or behaviours that are disrespectful, offensive, abusive, racist or sexist. In particular, the Branch will not tolerate behaviour that constitutes harassment, abuse or bullying;
 - b) Avoid behaviour which brings the Branch or the sport of hockey into disrepute, including but not limited to the abusive use of alcohol and/or non-medical use of drugs;
 - c) Not use unlawful performance enhancing drugs or methods, nor shall they engage in activity or behaviour that endangers the safety of others, and;
 - d) At all times adhere to Hockey Canada and the Branch operational policies, procedures and any rules governing any competition in which they participate on behalf of the Branch.
- 1.3 Failure to comply with this Code of Conduct may result in disciplinary action, including, but not limited to, the loss or suspension of certain or all privileges connected with the Branch, including the opportunity to participate in Branch activities. Such discipline may include the removal or ban from an arena, games, practices and other team activities.

Please refer to Appendix B for further reference.

Section 2: Speak Out

- 2.1 Purpose
To impact on the attitudes, skills and knowledge of the instructor/coach/volunteer that will result in a safe, sportsmanlike environment for all players.
- 2.2 Goal
 - a) To educate and inform all coaches and volunteers on identifying and knowing the difference between harassment, bullying and abuse, to understand and apply prevention strategies, to apply response skills to harassment bullying and abuse.
 - b) To demonstrate a positive attitude towards becoming leaders, while establishing a safe and sportsmanlike environment for all players.
- 2.3 Requirements

Hockey Northwestern Ontario

216 Red River Road • Suite 100 • Thunder Bay, ON P7B 1A6
(807) 623-1542 • (807) 623-0037 (Fax)

www.hockeyhno.com

Member Branch of 
CANADA



HOCKEY NORTHWESTERN ONTARIO

- a) Mandatory attendance at clinic for all team officials and volunteers who have direct contact with the players.
 - b) Registration will not be processed by the Branch until successful completion of clinic.
- 2.4 Respect In Sport

Respect In Sport may be used as a **temporary** bridging program only and **does not** replace the classroom version of Speak Out. Respect in Sport, if completed online, will allow you a determined period of time to complete a classroom session and still be registered.

Example: If taken September 1 or later, you will have until January 1 of the current season to complete Speak Out.

If taken after January 1 or later, you will have until September 1 of the next season to complete Speak Out.

For anyone utilizing the Respect In Sport program, this will be on a one time only basis. Speak Out must be completed or registration will be denied until Speak Out is completed.

Section 3: Recognition And Prevention Of Abuse

This section sets out the principles and practices of the Branch regarding Abuse.

3.1 Relationship To Harassment

Some behaviours, which are defined as abuse when directed towards a child or youth may constitute harassment when directed towards a peer or when perpetrated between adults. The Branch's Harassment and Abuse Policy covers such behaviours. Together, the following sections address the entire spectrum of abusive and harassing behaviours.

3.2 Statement Of Purpose

The Branch is part of the sporting community in Northwestern Ontario that is committed to seeking better ways to keep our youth safe. Protecting participants from all forms of abuse and neglect, whether emotional, physical or sexual, is an important element of safety. The Branch considers any form of abuse or neglect to be unacceptable and will do all it can to prevent this intolerable social problem. To this end, the Branch will promote awareness of all forms of abuse and neglect by providing educational materials and programs for participants, parents, volunteers and staff members. Through the use of these strategies, we will send a clear message to all potential abusers and sexual predators that hockey participants are not easy targets. The Branch is committed to the highest possible standards of care for its participants.

3.3 Policy

It is the policy of the Branch that there shall be no abuse and neglect, whether physical, emotional or sexual of any participants in any of its programs. The Branch expects every parent, volunteer and staff member to take all reasonable steps to safeguard the welfare of its participants and protect them from any form of maltreatment.

3.4 Definitions

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care which causes 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.

In Ontario a child is defined as "any person under 18 years of age". Ontario also uses regulations, which modify this definition.

For complete information, consult "Speak Out! Act Now! A Guide for Preventing and Responding to Abuse and Harassment for Sport Clubs and Associations".

a) Emotional Abuse

Emotional abuse is a chronic attack on a child's self-esteem; it is psychologically destructive behaviour 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's needs.

b) 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.

c) Neglect

Hockey Northwestern Ontario

216 Red River Road • Suite 100 • Thunder Bay, ON P7B 1A6
(807) 623-1542 • (807) 623-0037 (Fax)

www.hockeyhno.com

Member Branch of 
CANADA



HOCKEY NORTHWESTERN ONTARIO

Neglect is chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diet, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. This may occur in hockey when injuries are not adequately treated or players are made to play with injuries, equipment is inadequate or unsafe, no one intervenes when team members are persistently harassing another player or road trips are not properly supervised.

d) Sexual Abuse

Sexual abuse is when a young person is used by an older child, adolescent or adult for his or her own sexual stimulation or gratification. There are two (2) categories:

i) Contact

- touched or fondled in sexual areas
- forced to touch another person's sexual areas
- kissed or held in a sexual manner
- forced to perform oral sex
- vaginal or anal intercourse
- sexually oriented hazing

ii) Non-Contact

- obscene remarks on phone/computer or in notes
- voyeurism
- shown pornography
- forced to watch sexual acts
- sexually intrusive questions and comments
- forced to pose for sexual photographs or videos
- forced to self-masturbate or forced to watch others masturbate

3.5 Abuse and Neglect of Minors

- a) When any person in authority has a reasonable belief that in the course of Branch business, activities or events a minor is being abused or neglected, he or she shall report this belief to Ontario child protection authorities or Police and shall advise the Branch General Manager of having made this report.
- b) The Branch shall take no further action until such time as the authorities have concluded their investigation.
- c) The matter shall then be dealt with as a disciplinary matter pursuant to this policy, and the report of the investigation carried out by authorities may be used as evidence under these proceedings.

Section 4: Recognition And Prevention Of Harassment

This section sets out the principles and practices of the Branch regarding harassment.

4.1 Relationship To Recognition And Prevention Of Abuse

Some behaviours, which might be described as harassment when directed towards an adult may constitute abuse when directed towards a child or youth by any person with power or authority over the person harassed. The Branch's Harassment and Abuse Policy covers such behaviour. The Policy addresses the entire spectrum of abusive and harassing behaviours.

4.2 Statement Of Purpose

- a) The Branch is committed to providing a sport and work environment which promotes equal opportunities and prohibits discriminatory practices. Harassment is a form of discrimination which is prohibited by human rights legislation in Canada. In its most extreme forms, harassment can be an offence under Canada's Criminal Code. The Branch supports the right of all its Members, whether athletes, volunteer or employees to participate in all Branch activities free from any form of harassment.
- b) Further, the Branch emphasizes the importance of eliminating harassment in hockey as a key element in ensuring the safety of your participants. A sports environment which actively discourages harassment and builds relationships based on trust and mutual respect, is an environment which discourages the abuse of children and youth, and encourages the overall development of the individual.
- c) In order to further these aims, the Branch will make every reasonable effort to promote awareness of the problem of harassment among all its Members, and to respond swiftly and effectively to complaints or disclosures of harassment.

4.3 Policy



HOCKEY NORTHWESTERN ONTARIO

It is the policy of the Branch that harassment in all its forms will not be tolerated during the course of any Branch activity or program. Accordingly, all personnel (staff, volunteers, team or on-ice officials) and partners (parents, guardians) are responsible for making every reasonable effort to uphold the commitment. Specifically, this includes refraining from harassing behaviour, responding promptly and informally to minor incidents of harassment and following local or national policy guidelines for reporting or responding to more serious complaints of harassment. Players and other participants are expected to refrain from harassing behaviour and are encouraged to report incidents of harassment.

4.4 Definition

- a) 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. Any of the different forms of harassment may be based on the grounds prohibited in human rights legislation, such as race, ethnicity, sex, sexual orientation and religion. Harassment may occur between peers (player to player of the same age group; parent to Official; coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (coach to player; sports administrator to employee).
- b) The following is a non-exhaustive list of examples of harassment:
 - i) unwelcome jokes, innuendo or teasing about a person's body, looks, race, sexual orientation, etc.
 - ii) condescending, patronizing, threatening or punishing actions which undermine self-esteem
 - iii) practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
 - iv) any form of hazing
 - v) unwanted or unnecessary physical contact including touching, patting, pinching
 - vi) unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation, or which might on reasonable grounds, be perceived as placing a condition of a sexual nature on employment or on any opportunity for training or advancement
 - vii) sexual assault or physical assault
- c) It is important to note that the behaviours described in item e to g, when directed towards a child or youth, constitute abuse under child protection legislation. This may also be true of other behaviours, for example, certain hazing practices. In such cases, the duty to report provisions of the Policy come into effect.

4.5 Responses And Remedies

- a) Harassment of all kinds has been tolerated for too long in hockey, being tacitly accepted as a part of the culture of the game and used by individuals who would not condone such conduct out of the hockey environment. It is the position of the Branch that harassment can be tolerated no longer. Harassment is unacceptable and harmful. The Branch recognizes the serious negative impact of all types of harassment on personal dignity, individual and group development and performance, enjoyment of the game and in some cases, personal safety.
- b) At the same time the Branch recognizes that not all incidents of harassment are equally serious in their consequences. Harassment covers a wide spectrum of behaviours and the response to harassment must be equally broad in range, appropriate to the behaviour in question and capable of providing a constructive remedy. There must be no summary justice or hasty punishment. The process of investigation and settlement of any complaint of harassment must be fair to all parties, allowing adequate opportunity for the presentation of a defence to the charges.
- c) Minor incidents of harassment (inappropriate jokes) should be corrected promptly and informally, taking a constructive approach and with the aim of bringing about a change in negative attitudes and behaviour.
- d) If confronting the Harasser is not possible, or if after confronting the Harasser the harassment continues, the matter should be reported through the Branch Complaint Intake Form.
- e) More serious incidents (a course of repeated taunting; any form of sexual or physical assault) should be dealt with according to the relevant Association, Branch or National policy guidelines. Complaints should be handled in a timely, sensitive, responsible and confidential manner. There should be no tolerance of reprisals taken against any party to a complaint. The names of parties



HOCKEY NORTHWESTERN ONTARIO

and the circumstances of the complaint should be kept confidential except where disclosure is necessary for the purposes of investigation or taking disciplinary measures.

- f) Anyone making a complaint which is found to be clearly unfounded, false, malicious or frivolous, will be subject to discipline.

4.6 Differences and Similarities between Abuse & Harassment

	ABUSE	HARASSMENT
Types	emotional; physical; sexual; lack of care	emotional; physical; sexual; may be motivated by racial or other forms of prejudice
Victim	any person under the age of majority as determined by Provincial and Territorial Child Protection Acts; may be male or female	person of any age; may be male or female
Offender	any person who has power or authority over victim and/or breaches trust; may be male or female	may be peer or person with power or authority over victim; may be male or female
Investigation	external to organization; referred to child welfare or police	most often internal unless referred to police in cases of suspected physical or sexual assault or criminal harassment (stalking)
Follow Up Actions	determined by Provincial or Territorial Child Protection Acts and Criminal Code; civil suits may also occur	determined by organization's harassment policies, Criminal Code, labour tribunals, civil actions and/or Provincial Human Rights Tribunals; may be used concurrently or alone
Philosophy	the victim is not to blame; offenders are responsible for their behaviour	the victim is not to blame; offenders are responsible for their behaviour

Section 5: Recognition And Prevention Of Bullying

- 5.1 a) Bullying is defined as intentionally hurting someone in order to insult, humiliate, degrade or exclude him or her. Basically it is "mean" behavior.

Bullying is:

- i) hurting behaviours based on oppression and "meanness"
 - ii) based on power differentials
 - iii) intentionally harmful
 - iv) intense and long in duration
 - v) repeated over time (generally)
 - vi) oppressive – isolates victims
 - vii) caused by many factors and behavioural challenges
- b) Hurtful actions may be:
- i) Physical – i.e.: hitting, kicking, grabbing, shoving, spitting on, beating others up, damaging or stealing another person's property



HOCKEY NORTHWESTERN ONTARIO

- ii) Verbal – i.e.: name-calling, humiliating, degrading behaviour, hurtful teasing, threatening someone (this may happen in notes or in person, over the phone or by the use of email, cell phones, text, internet, websites or any other electronic communication.)
- iii) Relational – i.e.: making others look foolish, excluding peers, spreading gossip or rumours (this may happen in person, over the phone or by the use of email, cell phones, text, internet, websites or any other electronic communication.)

Section 6: Reporting And Corrective Action

Note: For convenience, this policy uses the term "Complainant" to refer to the person who experiences harassment, abuse, bullying or the contraventions of the Branch, Code of Conduct.

The term "Respondent" refers to the person against whom a complaint is made.

6.1 Reporting

All incidents must be reported via a properly completed Complaint Intake Form and submitted to the Branch General Manager prior to any action going forward.

6.2 Confidentiality

The Branch recognizes the possible sensitive and serious nature of a complaint and will strive to keep all matters relating to a complaint confidential. However, if required by law to disclose information, the Branch will do so. This shall not preclude publication of the final outcome of any matter, where a sanction imposed under this policy includes publication.

6.3 Complaint

- a) A person who experiences, witnesses harassment, abuse, bullying or the contravention of the Branch Code of Conduct is encouraged to make it known that the behaviour is unwelcome, offensive and contrary to the values of the Branch and this policy.
- b) Once an incident is reported, the role of the Branch General Manager is to serve in a neutral, unbiased capacity in receiving the report of the incident, advising the parents/guardians (if the person who has experienced the harassment is a minor) and the Branch President of the incident, and assisting in an informal resolution of the complaint, where this is appropriate.
- c) If the Branch General Manager considers that he or she is unable to act in this capacity, the complaint shall be referred to the Branch President.
- d) If informal resolution of the complaint is not appropriate or possible, the Branch President will defer this matter to the Risk, Conduct and Safety Management Committee.

6.4 Referral of Complaint to Local Organization

- a) Upon receiving a complaint involving a Member or Members of a team, League or Association which is are Members of the Branch, the Branch President or the Risk, Conduct and Safety Management Committee may direct that the complaint be handled by the local team, League or Association in accordance with its own procedures, or in accordance with procedures which the Branch may direct. Furthermore, the Branch shall monitor the complaint to ensure that is handled in an appropriate and timely manner.
- b) After a thorough internal investigation the team, League or Association has the power to discipline, sanction and/or suspend any team player, team official, Executive Member or employee for contravention of the Branch Code of Conduct. All sanctions and/or suspensions assessed by the team, League or Association must be reported to the Branch General Manager, to be kept on file.

6.5 Incidents Requiring Immediate Response

- a) This policy shall not prevent a person in authority from taking immediate, informal, corrective and appropriate disciplinary action in response to behaviour that, in his or her view, constitutes a minor instance of harassment.
- b) Harassment complaints arising during competitions may be dealt with immediately, if necessary, by a Branch representative in a position of authority, provided the individual being disciplined is told the nature of the infraction and has an opportunity to provide information concerning the incident. In such situations, sanctions shall be for the duration of the competition only. Further sanctions may be applied but only after review of the matter in accordance with this policy.
- c) In the event that an alleged offence is so serious so as to possibly jeopardize the safety of others, the Risk, Conduct and Safety Management Committee may immediately remove the alleged offender



HOCKEY NORTHWESTERN ONTARIO

from Branch activities, pending an investigation of the complaint in accordance with this policy.

6.6 Investigation

- a) When a Complaint Intake Form is presented to the Risk, Conduct and Safety Management Committee, the Committee Chair in consultation with the Branch President, shall appoint an individual to act as a Fact Finder. For serious matters, the Fact Finder should be experienced in harassment matters and investigation techniques, and should be an outside professional.
- b) The Fact Finder shall carry out the investigation in a timely manner and at the conclusion of the investigation shall submit a written report to the Risk, Conduct and Safety Management Committee.
- c) Within seven (7) days of receiving the written report of the Fact Finder, the Risk, Conduct and Safety Management Committee Chair and the Branch President shall decide if the complaint should be dealt with directly, without a hearing, in which case he or she shall direct the appropriate response and the matter shall then be concluded, provided the person complained of is fully informed and is given an opportunity to respond to the complaint.

6.7 Hearing

- a) If the Risk, Conduct and Safety Management Committee decides that the complaint shall be dealt with by means of a hearing, the Committee shall govern the hearing by such procedures as it may decide, provided that:
 - i) the individual being disciplined shall be given seven (7) days written notice (by courier or fax) of the date, time and place of the hearing. The Risk, Conduct and Safety Management Committee may decide to conduct the hearing in person or by telephone or video conference.
 - ii) All parties shall receive a copy of the Fact Finder's report.
 - iii) Both the Complainant and Respondent shall be present at the hearing.
 - iv) The Panel may request that witnesses to the incident be present or submit written evidence which is certified by a notary of public.
- b) The Risk, Conduct and Safety Management Committee shall hold the hearing as soon as possible, but not more than 14 days after the Complaint Intake Form is first received by the Branch President.
- c) If at any point in the proceedings, the Complainant becomes reluctant to continue, it shall be at the sole discretion of the Risk, Conduct and Safety Management Committee to continue the review of the complaint in accordance with this policy.
- d) After reviewing and making a decision the Risk, Conduct and Safety Management Committee shall present its findings in a written report to the Branch President, with a copy provided to both the Complainant and the Respondent. This report shall contain:
 - i) A summary of the relevant facts.
 - ii) A determination as to whether the acts complained of constitute harassment as defined in this policy.
 - iii) Disciplinary action to be taken, if the acts constitute harassment; and
 - iv) Measures to remedy or mitigate the harm or loss suffered by the Complainant, if the acts constitute harassment.
 - iii) The individual being disciplined shall receive a copy of the Complaint Intake Form.
 - iii) Members of the Risk, Conduct and Safety Management Committee shall select from among themselves a Chair.
 - iv) A quorum shall be all three (3) Panel Members and decisions shall be by majority vote where the Chair carries a vote.
 - v) The individual being disciplined may be accompanied by a representative.
 - vi) The individual being disciplined shall have the right to present evidence and argument.
 - vii) The hearing shall be held in private.
 - viii) The Risk, Conduct and Safety Management Committee may request that witnesses to the incident be present or submit written evidence.
 - x) Once appointed, the Panel shall have the authority to abridge or extend timelines associated with all aspects of the hearing.
- e) The Risk, Conduct and Safety Management Committee shall render its decision, with written reasons within 14 days of the hearing. A copy of this decision shall be provided to all of the parties to the hearing, the Branch President and Branch General Manager.



HOCKEY NORTHWESTERN ONTARIO

- f) The preceding provisions may be modified, or added to, as required by the provisions of any other pertinent Branch policy, such as those dealing with harassment, doping, personnel or event-specific matters.
- g) Where the individual acknowledges the facts of the incident, he or she may waive the hearing, in which case the Risk, Conduct and Safety Management Committee shall determine the appropriate disciplinary sanction. The Risk, Conduct and Safety Management Committee may hold a hearing for the purpose of determining an appropriate sanction.
- h) If the individual being disciplined chooses not to participate in the hearing, the hearing shall nonetheless proceed.

6.8 Sanctions

- a) In applying sanctions, the Risk, Conduct and Safety Management Committee may have regard to the following aggravating or mitigating circumstances:
 - i) The nature and severity of the complaint.
 - ii) Whether the complaint involved any physical contact.
 - iii) Whether the harassment was an isolated incident or part of an ongoing pattern.
 - iv) The nature of the relationship between the Complainant and respondent.
 - v) The age, maturity or experience of the individual.
 - vi) Whether the Complainant had been involved in previous incidents.
 - vii) Whether the Respondent admitted responsibility and expressed a willingness to change.
 - viii) Whether the Respondent retaliated against the Complainant.
- b) In directing disciplinary sanctions, the Panel may consider the following options, singly or in combination, depending on the nature and severity of the harassment:
 - i) verbal apology
 - ii) written apology
 - iii) letter of reprimand from the Branch
 - iv) a fine or levy
 - v) referral to counselling
 - vi) removal of certain privileges of membership or employment
 - vii) temporary suspension with or without pay
 - viii) termination of employment or contract
 - ix) suspension of membership
 - x) expulsion from membership
 - xi) publication of the details of the sanction
 - xii) any other sanction which the Panel may deem appropriate
- c) Failure to comply with a sanction as determined by the Risk, Conduct and Safety Management Committee shall result in automatic suspension of membership in the Branch or in organizations affiliated with the Branch, until such time as the sanction is fulfilled.
- d) Unless the Risk, Conduct and Safety Management Committee decides otherwise, any disciplinary sanctions shall commence immediately.
- e) Notwithstanding the procedures set out in this policy, any Member or participant of the Branch who is convicted of a criminal offence involving sexual exploitation, invitation to sexual touching, sexual interference or sexual assault, shall face automatic suspension from participating in any activities of the Branch for a period of time corresponding to the length of the criminal sentence imposed by the Court, and may face further disciplinary action by the Branch in accordance with this policy.

6.9 Appeal Procedure

Except where otherwise provided, an appeal of any disciplinary matter will be done according to Branch By-Law 10.

Appendices

Appendix A

Please refer to the Branch Suspension List found in the Association Executive Member Manual.

Appendix B

Examples of minor infractions:

Hockey Northwest Ontario

216 Red River Road • Suite 100 • Thunder Bay, ON P7B 1A6
(807) 623-1542 • (807) 623-0037 (Fax)

www.hockeyhno.com

Member Branch of 
CANADA



HOCKEY NORTHWESTERN ONTARIO

- i) A single incident of disrespectful, offensive, abusive, racist or sexist comments or behaviour directed towards others, including but not limited to peers, opponents, players, parents, coaches, officials, managers, trainers, administrators, spectators and sponsors;
- ii) Unsportsmanlike conduct such as angry outbursts or arguing;
- iii) A single incident of being late or absent from Branch events and activities at which attendance is expected or required;
- iv) Non-compliance with the rules and regulations under which Branch events are carried out.

Examples of major infractions:

- i) Repeated incidents of disrespectful, offensive, abusive, racist or sexist comments or behaviour directed towards others, including but not limited to peers, opponents, players, parents, coaches, officials, managers, trainers, administrators, spectators, and sponsors;
- ii) Repeated unsportsmanlike conduct such as angry outbursts or arguing;
- iii) Repeated incidents of being late or absent from Branch events and activities at which attendance is expected or required;
- iv) Activities or behaviour which interfere with the organization of a competition or with any player's or team's preparation for a competition;
- v) Pranks, jokes, or other activities which endanger the safety of others;
- vi) Deliberate disregard for the rules and regulations under which Branch events are conducted;
- vii) Abusive use of alcohol where abuse means a level of consumption which impairs the individual's ability to speak, walk or drive; causes the individual to behave in a disruptive manner; or interferes with the individual's ability to perform effectively and safely;
- viii) Any use of alcohol by minors;
- ix) Use of illicit drugs and narcotics;
- x) Use of, or condoning the use of, banned performance enhancing drugs or methods.