



ALLIANCE Hockey along with Hockey Canada and the Ontario Hockey Federation are committed to providing a safe hockey environment for all participants which includes a zero-tolerance policy regarding bullying.

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• ALLIANCE HOCKEY CODE OF CONDUCT

The Code of Conduct identifies the standard of behaviour which is expected of all ALLIANCE members and participants, which for the purpose of this policy shall include all players, guardians, parents, coaches, officials, volunteers, directors, officers, committee members, convenors, team managers, trainers, administrators, referees and employees involved in ALLIANCE activities and events.

The ALLIANCE is committed to providing an environment in which all individuals are treated with respect. Members and participants of the ALLIANCE shall conduct themselves at all times in a manner consistent with the values of the ALLIANCE which include fairness, integrity and mutual respect.

During all ALLIANCE activities and events, members shall avoid behaviour which brings the ALLIANCE or the sport of hockey into disrepute, including but not limited to abusive use of alcohol, use of non-medical drugs and use of alcohol by minors.

The ALLIANCE members and participants shall always adhere to the ALLIANCE's operational policies and procedures, to rules and regulations governing ALLIANCE events and activities, and to rules and regulations governing any competitions in which the member participates on behalf of the ALLIANCE.

Members and participants of the ALLIANCE shall not engage in any activity or behaviour which interferes with a competition or with any player or team's preparation for a competition, or which endangers the safety of others.

Members of the ALLIANCE shall refrain from comments or behaviours which are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour which constitutes harassment or abuse will not be tolerated and will be dealt with accordingly.

Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the Discipline Policy of the ALLIANCE. Such action may result in the member losing the privileges which come with membership in the ALLIANCE, including the opportunity to participate in ALLIANCE activities and events, both present and future.

• ALLIANCE Hockey Definitions on Bullying

Definitions are taken from the ALLIANCE Hockey Harassment, Abuse, & Misconduct Policies & Procedures, which closely mirror those found in the OHF Harassment, Abuse, Bullying and Misconduct Policy: Promoting Positive Hockey Behaviour.

4.1 Legislation

[1] Child Protection Legislation – Ontario Child and Family Services Act (CFSA)

<http://www.canlii.org/en/on/laws/stat/rso-1990-c-c11/latest/rso-1990-c-c11.html>

<http://www.children.gov.on.ca/htdocs/English/topics/childrensaidd/reportingabuse/index.aspx>

[2] Human Rights Legislation – the Canadian Human Rights Act or the Ontario Human Rights Code

<http://laws-lois.justice.gc.ca/eng/acts/h-6/> <http://www.ohrc.on.ca/en/ontario-human-rights-code>

4.2 Child

In the Province of Ontario Child means a person between the age of 0 and 18 years.

4.3 Adult

Adult means a person who has reached the age of maturity. In the Province of Ontario this age is 18 years.

4.4 Bullying

Bullying describes behaviours that are similar to harassment, but occur between children that are not addressed under human rights laws. Bullying can be broken down into six categories:

4.4.1 Physical Bullying:

Hitting, shaking, shoving, kicking, spitting on, grabbing, beating others up, damaging or stealing another person's property; used most often by boys.

4.4.2 Verbal Bullying:

Name calling, hurtful teasing, humiliating or threatening someone, degrading behaviors; may happen over the phone, through text messaging or chat rooms, through social media sites, in notes or in person. 4.4.3 Relational Bullying: Trying to cut off victims from social connection by convincing peers to exclude or reject a certain person, spreading rumours or giving the "silent treatment; used most often by girls. This may happen in person, over the phone, through electronic/social devices. 4.4.4 Discriminatory Bullying: Discriminatory bullying targets people because of their sexual orientation, ethnicity, gender identity, skin colour, religion, weight, appearance, disability, nationality or other things that are perceived to make them "different".

4.4.5 Reactive Bullying: Engaging in bullying as well as provoking bullies to attack by taunting them. **4.4.6 Cyber Bullying:** Involves the use of information and communication technologies such as email, cell phones and text messaging, camera phones, instant messaging, social networking sites such as Facebook, Twitter, Instagram, Tumblr, Flickr, Myspace etc., defamatory personal websites (such as Network 54), or other forms of electronic information transfer to support deliberate, repeated and hostile behaviour by an individual or group that is intended to harm others, threaten, harass, embarrass, socially exclude or damage reputations and friendships.

Bullying is not...

- Conflict between friends
- An argument between people of equal power
- Accidental • Normal relational development challenges
- A “one-time” event (usually)
- Friendly teasing that all parties are enjoying
- Something people grow out of

Bullying is...

- Hurting behaviours based on oppression and “meanness”
- Based on power differentials
- Intentionally harmful
- Intense and long in duration
- Repeated over time (generally)
- Oppressive – isolates victims
- Caused by many factors and behavioural challenges

• **Where and When Bullying Happens**

Bullying can occur during or after school hours. While most reported bullying happens in the school building, a significant percentage also happens in places like on the playground, or the bus. It can also happen travelling to or from school, in the youth’s neighborhood, or [on the Internet](#).

• **Warning Signs for Bullying**

There are many warning signs that may indicate that someone is affected by bullying—either being bullied or bullying others. Recognizing the warning signs is an important first step in taking action against bullying. Not all children who are bullied or are bullying others ask for help.

It is important to talk with children who show signs of being bullied or bullying others. These warning signs can also point to other issues or problems, such as depression or substance abuse. Talking to the child can help identify the root of the problem.

• Signs a Child Is Being Bullied

Look for changes in the child. However, be aware that not all children who are bullied exhibit warning signs.

Some signs that may point to a bullying problem are:

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewelry
- Frequent headaches or stomach aches, [feeling sick or faking illness](#)
- Changes in eating habits, like suddenly skipping meals or binge eating. Kids may come home from school hungry because they did not eat lunch.
- Difficulty sleeping or frequent nightmares
- Declining grades, loss of interest in schoolwork, or not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self esteem
- Self-destructive behaviors such as running away from home, harming themselves, or talking about suicide

If you know someone in serious distress or danger, don't ignore the problem. [Get help right away.](#)

• Signs a Child is Bullying Others

Kids may be bullying others if they:

- Get into physical or verbal fights
- Have friends who bully others
- Are increasingly aggressive

- Get sent to the principal's office or to detention frequently
- Have unexplained extra money or new belongings
- Blame others for their problems
- Don't accept responsibility for their actions
- Are competitive and worry about their reputation or popularity

• Why don't kids ask for help?

Statistics from the [2012 Indicators of School Crime and Safety - PDF](#) show that an adult was notified in less than half (40%) of bullying incidents. Kids don't tell adults for many reasons:

- Bullying can make a child feel helpless. Kids may want to handle it on their own to feel in control again. They may fear being seen as weak or a tattletale.
- Kids may fear backlash from the kid who bullied them.
- Bullying can be a humiliating experience. Kids may not want adults to know what is being said about them, whether true or false. They may also fear that adults will judge them or punish them for being weak.
- Kids who are bullied may already feel socially isolated. They may feel like no one cares or could understand.
- Kids may fear being rejected by their peers. Friends can help protect kids from bullying, and kids can fear losing this support.

• Effects of Bullying

Bullying can affect everyone—those who are bullied, those who bully, and those who witness bullying. Bullying is linked to many negative outcomes including impacts on mental health, substance use, and suicide. It is important to talk to kids to determine whether bullying—or something else—is a concern.

• Kids Who are Bullied

Kids who are bullied can experience negative physical, school, and mental health issues. Kids who are bullied are more likely to experience:

- Depression and anxiety, increased feelings of sadness and loneliness, changes in sleep and eating patterns, and loss of interest in activities they used to enjoy. These issues may persist into adulthood.
- Health complaints
- Decreased academic achievement—GPA and standardized test scores—and school participation. They are more likely to miss, skip, or drop out of school.

A very small number of bullied children might retaliate through extremely violent measures. In 12 of 15 school shooting cases in the 1990s, the shooters had a history of being bullied.

• Kids Who Bully Others

Kids who bully others can also engage in violent and other risky behaviors into adulthood. Kids who bully are more likely to:

- Abuse alcohol and other drugs in adolescence and as adults
- Get into fights, vandalize property, and drop out of school
- Engage in early sexual activity
- Have criminal convictions and traffic citations as adults
- Be abusive toward their romantic partners, spouses, or children as adults

Bystanders

Kids who witness bullying are more likely to:

- Have increased use of tobacco, alcohol, or other drugs
- Have increased mental health problems, including depression and anxiety
- Miss or skip school

• **The Relationship between Bullying and Suicide**

Media reports often link bullying with suicide. However, most youth who are bullied do not have thoughts of suicide or engage in suicidal behaviors.

Although kids who are bullied are at risk of suicide, bullying alone is not the cause. Many issues contribute to suicide risk, including depression, problems at home, and trauma history. Additionally, specific groups have an increased risk of suicide, including American Indian and Alaskan Native, Asian American, lesbian, gay, bisexual, and transgender youth. This risk can be increased further when these kids are not supported by parents, peers, and schools. Bullying can make an unsupportive situation worse.

• **What should you do if you are Bullied or Witness Bullying?**

Being bullied is hurtful, scary and confusing. When bullying is aggressive and physical, it can be dangerous. When it's emotional – like name calling, or cyberbullying – it's easy to feel alone.

If you're being bullied or see someone being bullied, here are some things to do:

- Try to stay calm.
- Don't let hurtful words beat you down.
- Be a friend - listen, support and speak up (especially if the situation is unsafe).
- Tell them to stop.
- Say nothing and walk away...if you need to, run away!
- Remember – bullies might be in pain, too.
- Brush it off with humor.
- Tell someone you trust – friend, parent, teacher, and mentor.

- Avoid “problematic areas” – areas around the neighborhood or school where bullying can happen.
- Safety in numbers - keep yourself surrounded by people.
- Spend more time with people who make you feel good about yourself (we like this one!).
- Don’t become a bully yourself. If you have – don’t give in to anger; don’t give in to peer pressure. If you can, be a friend – say sorry.
- Recognize the signs of depression - sadness, wanting to be alone, poor concentration, sleeping problems, and difficulty in school.
- If you’re feeling very sad or unsafe – always, always find help (best to find a trusted adult).
- If you do not know who to talk to and you feel like you want to hurt yourself. Call the National Suicide Prevention Lifeline: 800.273.8255.

- **Bullying and the ALLIANCE Hockey Code of Conduct**

- Bullying is a violation of the Alliance Hockey Code of Conduct. Reports of bullying will be investigated, and those found in violation will be subject to disciplinary action by the Alliance Hockey Discipline Committee.