

# Understanding Bullying, Harassment and Abuse

## North Vancouver Minor Hockey Association

(Source: Hockey Canada)

As per its Vision Statement, NVMHA strives to provide a positive experience for all its members and team officials on and off the ice. Addressing issues related to Bullying, Harassment and Abuse in a timely and effective manner is the key to achieving the objectives of the Mission Statement.

While it is beyond the scope of this document to describe all instances and subtleties of Bullying, Harassment and Abuse, this document does serve to provide an overview of the issues and the recommended procedure for addressing them.

For further details, please follow the link below to access the “Understanding Bullying, Harassment, and Abuse” document as provided by Hockey Canada  
([www.bchockey.net/Administration/ResourcesSafetyForAll.aspx](http://www.bchockey.net/Administration/ResourcesSafetyForAll.aspx))

## What is Bullying?

### Bullying is...

- Hurtful behaviours based on oppression and meanness.
- Based on power differentials
- Intentionally harmful
- Intense and long in duration
- Repeated over time
- Oppressive - isolates victims
- Caused by many factors and behavioural challenges

### Bullying is NOT.....

- Conflict between friends
- An argument between people of equal power
- Accidental
- Normal relational development challenges
- An 'one-time' event
- Friendly teasing that all parties are enjoying
- Something people grow out of

### Physical:

- Hitting, shoving, kicking, spitting, grabbing, or beating others,
- Damaging, stealing, hiding or defacing another person's property

### Verbal:

- Name-calling, humiliating, hurtful teasing, threatening others in person, on social networking forums (Facebook etc.), or written notes or graffiti.

### Relational:

- Spreading rumors or gossip about someone
- Making others look foolish
- Exclusion

## **Cyber- Bullying:**

- Use of email, cell phone, text messaging, social networking forums to threaten, intimidate, embarrass, or harass a person
- Impersonating a person with the intent of tarnishing or damaging his/her reputation

## **What is Harassment?**

Harassment is offensive behaviour - emotional, physical, and/or sexual - that involves discrimination against a person because of his/her race, nationality, ethnic origin, colour, age, religion, disability, family status, sexual orientation, sex/gender, marital status, pardoned conviction.

Harassment may be a single event or a pattern of mistreatment directed at an individual or a group.

## **What is Abuse?**

Abuse occurs when a young person, as defined by the Provincial Child Protection Act, needs protection from a person he/she trusts or depends upon. The perpetrator may inflict one of the following:

- Emotional abuse
- Physical abuse
- Neglect
- Sexual abuse

## **What is Hazing?**

Hazing is an initiation practice that may humiliate, demean, degrade or disgrace a person regardless of location or consent of the participant(s). Hazing is prohibited by Hockey Canada regulations.

## **What if a Player, Parent or Team Official Suspects Bullying, Harassment, Abuse or Hazing?**

- Where appropriate, report all incidents to the Hockey Canada Safety Person (HCSP) representative for the team and to the Director of Player Rep ([player@nvmha.com](mailto:player@nvmha.com)).
- Director of Player Rep to review all relevant facts and include the respective Division Director in all discussions.
- Director of Player Rep to make recommendations to the Vice-President and Ombudsman of NVMHA.
- All information will be treated in strict confidence.
- All incidents will be addressed in a timely manner.
- Recommendations for discipline, where appropriate, will be provided on a case-by-case basis.