



Michigan Amateur Hockey Association

August 16, 2024

To: All Michigan Associations & Michigan District Directors

Dear USA Hockey member,

The Michigan Amateur Hockey Association and the Troy Youth Hockey Association write today regarding an anti-Semitic incident that occurred in Michigan in which a young Michigan hockey player was the subject of slurs and mistreatment by his teammates. This incident and others like it are damaging to those individuals as well as our hockey programs, and create an unwelcoming environment. This and other incidents have caused us to review our protocols for handling incidents of hateful or discriminatory conduct and to reaffirm our commitment to fostering a safe, inclusive environment for all.

It has become apparent that mistakes were made in the investigation and handling of the situation which did not follow the rules, guidelines, and procedures outlined by USA Hockey, MAHA and the Troy Youth Hockey Association. It is imperative that we hold ourselves accountable and ensure strict compliance with SafeSport regulations to safeguard the well-being of every participant. This is a reminder of the protocols and procedures that MAHA members must follow in EVERY situation involving hateful or discriminatory conduct, whether it occurs in a game or between teammates on the ice, off the ice or over social media:

- The incidents must be referred to MAHA and not be handled by the local program. MAHA is working with USA Hockey to identify subject matter experts that can assist MAHA and other USA Hockey Affiliates in handling these difficult cases.
- Our youth athletes rely on the adults to step in and handle these situations properly. Coaches, officials, team managers, and all adults involved who become aware of a hateful or discriminatory behavior must immediately report the matter to MAHA. Individuals and local programs who fail to report an incident to MAHA, or who attempt to address the incident internally, will be subject to sanctions by MAHA.
- Officials who become aware of an allegation of hateful or discriminatory conduct must file a game report to MAHA even if they did not hear or see the behavior. If they did hear or see the behavior, it must be penalized with a match penalty under Playing rule 601(e)(3).
- The investigation and any hearing will occur at the MAHA level and not the local program.
- If it is determined more likely than not that the hateful or discriminatory behavior occurred, the offending party(ies) will be subject to a minimum of a 3-



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game suspension, and more egregious or repeated incidents will be subject to a longer period of suspension.

- Retaliation against a person who makes a report or who cooperates in an investigation or hearing is prohibited. Any retaliatory conduct will be subject to additional discipline.

USA Hockey and its affiliates unequivocally condemn antisemitism, racism and any other discriminatory conduct. We subscribe to the principle that no person shall be discriminated against based on race, color, gender, gender identification, sexual orientation, language, religion, national origin, or other status. Our Zero Tolerance Policy for any hateful behavior is to ensure it does not have any place in our rinks.

We urge each of you to remain vigilant and actively participate in our Zero Tolerance Policy and SafeSport efforts to cultivate a culture of respect, tolerance, and inclusivity.

George Atkinson

George Atkinson
President
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Dan Jaroshewich

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