



## **WAYZATA YOUTH HOCKEY ASSOCIATION (WYHA) INCLUSION & DIVERSITY**

This document is intended to communicate the WYHA Inclusion & Diversity (I&D) statement, expectations of all adults and the process for managing concerns.

### **WYHA Inclusion & Diversity Statement**

At WYHA we are committed to cultivating an environment where diverse backgrounds and experiences are welcome. We support all teammates, coaches, fans, officials, facilities workers, volunteers and opponents who provide their time and effort to make hockey possible. We believe all our interactions should be safe and inclusive of all walks of life regardless of race, color, religion, national origin, gender, disability, sexual orientation or social-economic status.

Ask yourself, “Is what I’m doing inclusive of every participant and family despite race, sexual orientation, ability or talent level?” If yes— keep going, but if not—it’s time to change.

### **Expectations of all adults**

WYHA expects all adults to know, role model and reinforce the I&D statement. “Know” means to read and understand. “Role model” means to embody the statement in your words, actions and behaviors. “Reinforce” means to listen to concerns should they arise, support reporting to Safesport and USA Hockey or other governing bodies, and incorporate disciplinary actions when necessary. Disciplinary actions could include activities such as: attending a hearing with the WYHA Board, D3 Board or other governing body; and/or supporting opportunities for players to demonstrate learning and growing from missteps.

### **Process for concerns**

Concerns should be shared with Safe Sport and the association.

- USA Hockey SafeSport reporting form: <https://uscenterforsafesport.org/report-a-concern/>
- WYHA Board: Per the WYHA Code of Conduct, any WYHA member witnessing or involved in a violation of the WYHA Player Code of Conduct including the I&D statement and expectations, can bring the issue forward, after the 24-hour rule where applicable, to the Board of Directors by



- Completing a form on the association website:  
<https://wyha.sportngin.com/register/form/348357339>
- Bringing issues to the monthly scheduled board meeting
- Contacting a Board member directly

Per the Code of Conduct in situations involving safety concerns, or the need to report issues of abuse, harassment, bullying, or other misconduct, including possible SafeSport violations, the 24-hour rule does **NOT** apply and the President, VP of Admin and Director of Hockey Operations should be contacted immediately.

Coaches should notify the officials if the incident occurs during play.

### **Reference material**

How to report a concern to Safe Sport <https://uscenterforsafesport.org/report-a-concern/>

Minnesota Hockey Safe Sport [Safe Sport \(minnesotahockey.org\)](https://minnesotahockey.org/safe-sport)

Safe Sport Program Handbook (Safe Sport website should be the source of truth for the most recent version) [Safe\\_Sport\\_Handbook\\_December\\_2022.pdf \(sportngin.com\)](https://wyha.sportngin.com/Safe_Sport_Handbook_December_2022.pdf)