



**SEXUAL ABUSE / HARASSMENT / DISCRIMINATION POLICY AS ADOPTED BY USA HOCKEY /
PHYSICAL ABUSE POLICY**

- ***SAFE SPORT PROGRAM***

TBIRDS are committed to improving the development, safety, and welfare of its players and all members involved in hockey and our organization. Therefore, TBIRDS support the USA Hockey SafeSport Program, CAHA SafeSport Program and TBIRDS SafeSport Program and require all players (18U and older), coaches, managers, billet host families, Directors, Board Members, volunteers, officials and Members that have regular contact with minors to register and be fully compliant with all Safesport, Concussion Training, USA Hockey each year and Background screening every two seasons.

The Association hereby adopts the sexual abuse, screening and physical abuse policies of USA Hockey. These policies may be amended from time to time; provided, however, that upon reasonable notice to the Members, the Board shall have the discretion to adopt and enforce policies, or sanctions for the violation of such policies, which are more stringent than the prevailing policies and/or sanctions promulgated by USA Hockey.

- ***DISCRIMINATION***

The unfair or unequal treatment of a person or group (either intentional or unintentional) based on race, color, age, national origin, religion, sex, or disability.

- ***HARASSMENT***

Conduct that involves an atmosphere of unwelcome conditions that have the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive environment.

Conduct that may constitute harassment or discrimination may include, but is not limited to:

- Derogatory written or oral statements regarding one's age, race, disability, color, ethnic origin or religion;
- Offensive jokes, drawings or photos.

- ***SEXUAL HARASSMENT***

Sexual harassment is illegal under federal and state laws. It is defined as any unwelcome sexual advance, requests for sexual favors or other verbal or physical conduct of a sexual nature when the conduct has the purpose or effect of unreasonably interfering with an individual's performance or of creating an intimidating, hostile or offensive environment.

Conduct that may constitute sexual harassment may include, but is not limited to:

- Unwelcome sexual flirtations, advances or propositions
- Derogatory, vulgar or graphic written or oral statements regarding one's sexuality, gender or sexual experience
- Unnecessary touching, patting, pinching or attention to an individual's body - Physical assault
- Unwanted sexual compliments, innuendoes, suggestions or jokes - The display of sexually suggestive pictures or objects
- The transmission of sexually suggestive emails
- Harassment and Sexual Harassment will not be tolerated within the TBIRDS organization.



- PHYSICAL ABUSE POLICY

It is the policy of TBIRDS that there shall be no physical abuse of any participant involved in any of its sanctioned programs. Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.

Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate hockey skill. Permitted physical contact may include, but is not limited to, shooting pucks at a goaltender, demonstrating checking or other hockey skills, and communicating with or directing participants during the course of a game or practice, by touching them in a non-threatening, non-sexual manner.

Any suspicion of activity that violates any of, but not limited to, these policies listed above will be reported in accordance with USA Hockey Safesport rules and regulations.

HAZING POLICY

It is the TBIRDS policy that there shall be no hazing of any player by any other player, coach, or staff member. Hazing is any conduct that occurs within a context that is reasonably related to hockey or other sport and that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization. Purported consent by the person subject to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.