



Date: March 7, 2022

To: Hockey Manitoba Game Officials

From: Ken Gladden, Chair Maltreatment Committee, Hockey Manitoba
Tyler Wiwchar, Coordinator Officials Development, Hockey Manitoba

CC: Bert Dow, President Hockey Manitoba
Tony Franklin, Vice President Hockey Manitoba
Harvey Nichols, Director Officials, Hockey Manitoba
Peter Woods, Executive Director Hockey Manitoba
Bernie Reichardt, Director Development Hockey Manitoba
Ashley Fergusson, Coordinator Membership Services, Hockey Manitoba

Subject: **Discrimination and Maltreatment – Hockey Canada Rule 11.4**

Hockey Canada revised its playing rules in August 2021 to better reflect the organization's commitment to the elimination of all forms of Maltreatment and Discrimination from the game. Game officials are required to report all incidents even if they didn't see it; this is an important part of the new process.

Hockey Canada identified the following three areas in scope for the 2021 – 2022 hockey season:

1. Penalties are called during gameplay under rule 11.4.
 2. Allegations of Discrimination that are not penalized but reported during or after the game.
 3. Complaints OF Discrimination that occur outside of Gameplay.
-
1. The Referee upon hearing the incident shall call the Gross Misconduct penalty, report the individual(s) by completing a Game Incident Report including full details, and submitting the Report and game sheet to the appropriate Member or League delegate, and Hockey Manitoba.
 2. If an incident occurs that was not witnessed by the Officials and is reported to the Referee, the Referee shall report the individual(s) to an appropriate member of each team's bench staff and shall complete a Game Incident Report including full details and shall submit the Report and game sheet to the appropriate Member or League delegate and Hockey Manitoba.

NOTE 1 - If an incident called as an 11.2 may have been an 11.4, please submit either penalty with an Officials report and game sheet to Hockey Manitoba for review. i.e. (called an 11.2 was it 11.4?)

NOTE 2 - If you hear a comment but decide to warn the benches and not issue a penalty, please submit an Officials report and game sheet to Hockey Manitoba for review.



-
3. Allegations of Maltreatment and Discrimination that arise outside of Game Play (Ex: Dressing Room Conduct, Hallways, lobby, stairwells) will be reported directly to Hockey Manitoba thru the Hockey Manitoba Discrimination Intake form.

Please report all incidents, allegations, and complaints if it is brought to your attention and submit an Official's report even if no penalty is called.

Hockey Manitoba records and tracks all incidents, reports, allegations, this is a requirement of Hockey Canada.

We all play a role in strengthening the culture of the game when it comes to maltreatment and discrimination.

If you have any questions or concerns, please contact kgladden@hockeymanitoba.ca

Thank you.

