

KVMHA – COACH RISK MITIGATION AND PLAYER SUPPORT



COACH REMINDERS AND UPDATES

- You must have your updated certification and Criminal Record Check. If anyone of these are missing, you are NOT eligible for coaching in Provincials and accommodations will not be made.
http://www.kennebecasisregionalpolice.com/?page_id=80
- Ensure Hockey Gear for Players is appropriate and being worn, i.e. neck guards.
- Only sanctioned coaches and players on ice/bench for practice/games
- No phones in dressing room.
- Coaches should have a constant presence in the dressing room.
- Keep up with your Coaching Certification.

OUR OBJECTIVE (KVHMA)

MISSION

- The Kennebecasis Valley Minor Hockey Association is a disciplined hockey community which encourages personal growth and skill development in a positive environment that promotes safety, sportsmanship and teamwork.

VALUES/VISION

- Placing our primary emphasis on **"Kids First"**, our innovation and forward thinking secures a place for our association as a leader in the Canadian Hockey Community.
- We cater to a maximum number of youth (not dwelling on one group to the detriment of others), should be in keeping with their physical and emotional characteristics, and aim at developing citizens, not just hockey players. Such things as sportsmanship, team play, self-discipline, citizenship, and skill development are stressed

COMMUNICATION

- Shared Schedule
 - *-Bookmark the shared schedule link that you have been sent, it is your first go-to if you or your manager have schedule questions.*
- TeamSnap Group
 - *-All head coaches and assistants will be added to this group. It is our primary point of contact.*
 - *-Open ice is offered through this group. Please have only 1 rep from your team making ice requests.*
- Tournament Dates
 - *-Dates need to be sent to Kate ASAP to ensure we have rescheduling dates.*
- KVMHA.ca is a great information resource
 - *-Contacts, Certification Requirements, Criminal check info, Rescheduling process Gamesheet & Clock instructions, Complaint*

DEALING WITH BULLYING AND CONFLICT

- Bullying – A relationship problem with the intent to hurt, harm and/or humiliate. The ‘bully’ has social or physical power over the victim. This is repeated behaviour that results in the victim changing his/her life to avoid these situations. Exclusion is also a component of bullying.
- Conflict – Disagreement or argument in which both sides express their views. Equal power between the two or more parties. Behaviour stops when one is hurt. Can happen repeatedly.
- Parents/Players mistake these two constantly or assume all conflict is bullying because they only consider their child as being hurt.
- If your approached by a player about alleged bullying walk them through a conversation asking these questions:
 - Are we equals in this situation?
 - Do I feel like a victim or am I being solely targeted?
 - Am I safe?
 - Am I avoiding situations with the other party?

CONFLICT VS. BULLYING:
YOU ARE JUDGE AND JURY

- CONFLICT

- Equal Power
- Happens Occasionally
- Random/Not Planned
- Equal Emotional Reaction
- Not seeking power
- Remorse usually follows
- Can result in consequences

- BULLYING

- Imbalance of Power
- Repeated Negative actions
- Strong emotional reaction from victim (change to daily behaviour)
- Difficult to solve
- Can be social/emotional and/or physical
- Meant to Exclude
- Consequences should apply

TEACH VICTIMS TO GAIN POWER

- W.I.T.S. - Explain in Simple Terms to Players:
- *WALK AWAY*
- *IGNORE*
- *TALK IT OUT*
- *SEEK HELP*

DEALING WITH DIFFICULT PLAYERS

- Inevitably you will be dealing with complex players with difficult conditions:
 - ASD –Autism Spectrum Disorder/Aspergers
 - ADD/ADHD
 - Oppositional Defiance Disorder
 - Mood Dysregulation Disorder
 - Reactive Attachment Disorder
 - THESE CONDITIONS DO NOT ABSOLVE PLAYERS FROM DISCIPLINE AND/OR CONSEQUENCES.

SIMPLE STRATEGIES TO IMPROVE BEHAVIOUR

- Sometimes you use a ‘hammer’ and sometimes a ‘feather’.
- Constant reminders of how to behave (modelling) – not in front of other players.
- Active Ignoring
- Redirect Energy (ADD/ADHD)
- Peer Modelling/Coaching – Need a Team Leader - Use them!
- Match the coach's personality to the Player's needs.
- Constantly Remind them of your expectations.
- Provide reminders proactively – if game is heated remind him/her that they usually take dumb penalties.
- Consequences and Positive Reinforcement go hand-in-hand. Cannot Just Always Give Consequences Repeatedly; at SOME point you should catch

INDEPENDENT THIRD PARTY& PROCESS/MISCONDUCT COMPLAINTS

- Complaints regarding maltreatment, sexual violence, harassment, abuse, or discrimination are referred to the mechanism known as the **Independent Third Party** (ITP). Email all details to complaints@sportcomplaints.ca.
- More Information on KVMHA Website – “Safe Sport” button.
- Issues of “alleged misconduct” will be investigated or resolved by KVMHA official – KVMHA Complaint Intake Process & Complaint Intake Form. See KVMHA website for documents.
- What is misconduct – a behaviour or a pattern of behaviour that is found, by a formal (ITP process) or informal process (i.e., for example an internal fact finding), to be contrary to Hockey New Brunswick Minor Hockey Council Operations Manual and Fairplay Policy and that is **NOT** maltreatment, sexual violence, harassment, abuse or discrimination.
- Coaches should attempt to resolve any issues deemed “Misconduct” prior to referring to the Division Coordinator.

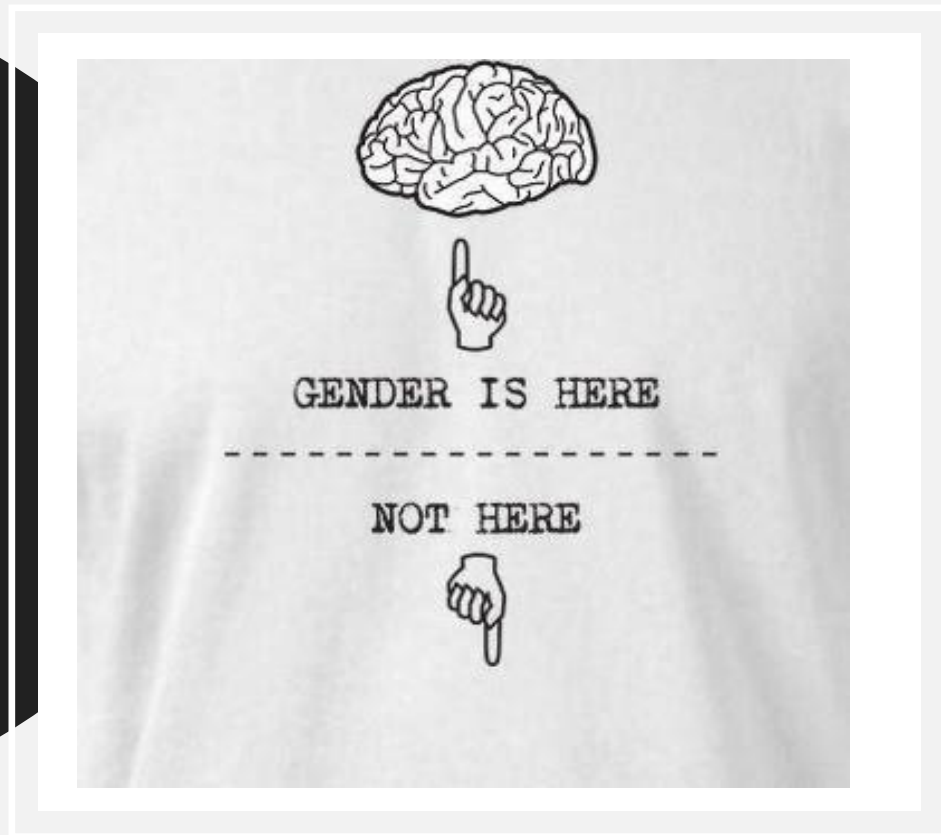
FAIR PLAY POLICY

- [Fair Play Policy.pdf \(hnb.ca\)](#)

- **HOW TO REMOVE UNRULY SPECTATORS?**

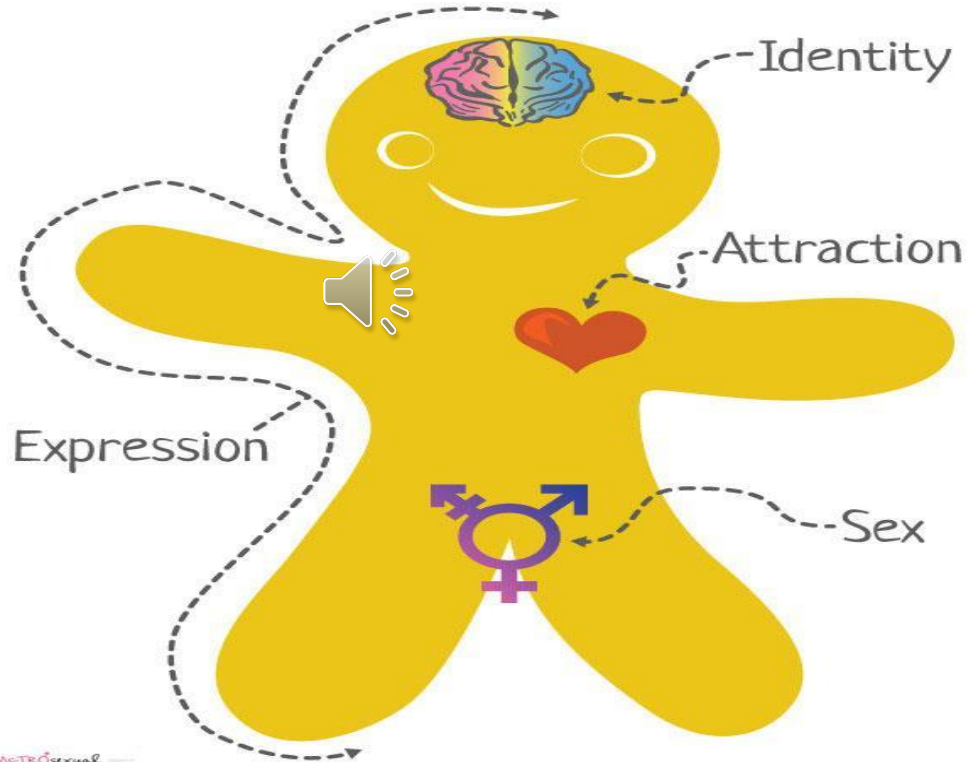
- **PROPER USE OF TRESPASS ACT**

LBGTQ+
LESBIAN
GAY
BISEXUAL / PANSEXUAL
TRANSGENDER/TRANSSEXUAL
TWO-SPIRIT
QUEER
QUESTIONING



THE 'GENDERBREAD PERSON'

These Four
Characteristics
are related, yet
independent!



MAIN POINTS OF UNDERSTANDING LBGTQ

- A person is more likely to be LBGTQ than have Red-Hair.
- Gender is on a Spectrum just like degrees of athletic ability (yet we include all).
- Players and Parents may need help if a player is Questioning.
- The degree to which a person wants to align their sex (biological make-up) and their gender identity has MANY forms. This is up to the individual – i.e. female biology, wanting a traditional male name, wants to keep female pronoun.
- Moving away from a binary gender framework (traditional, not based on science) and moving toward a continuum of diversity.

WHAT
ARE
YOUR
DUTIES
AS
COACH?



RIGHTS AND RESPONSIBILITY OF A COACH

- Article VII – Executive Board
 - The Board shall have the power by resolution to expel, suspend or discipline any coach, assistant coach, trainer, manager, player, team, referee or other officer or official connected with the KVMHA (except its directors) for any reason or reasons which the Board, in its sole discretion shall think deserving of such action. (We can help if consequences are deserving for a player).
 - 7.03 Emergency Power – The Board shall determine all questions arising from emergencies not provided for in the by-laws or Rules and Regulations or in the rules of the competition.
 - Divisional Coordinators – Go to Him/Her First before contacting the Board (V.P.) for discussion on disciplinary matters.

- All KVMHA Coaches Shall:

- Operate their team in accordance with the policies, regulations, aims and objectives of the KVMHA. The following guidelines are provided to assist in this operation.
- Get to know his/her players as soon as possible , and to understand each one's needs, desires, character, attitude, emotional control, and hockey abilities, and build a rapport of understanding and respect in a good player-coach relationship.
- Supervise his/her players at all times when they are at the rink for games or practices including when they are in the dressing rooms, bench and on ice. He/she is to be the first team member to arrive and the last team member to leave the rink.
- Ensure that all his/her players receive equal ice time for all games.
- Ensure that all players use CSA approved helmets with a full CSA approved face shield, and that goalies also wear neck protection. All KVMHA players must wear neck protectors. Players not fully and adequately equipped will not be allowed on the ice.
- Bring any observed violation of KVMHA policies or procedures to the attention of the other coach involved, or to his Divisional Coordinator where warranted.

- Protection of a Child From Abuse and your Legal Responsibility:

- You are Bound to the Family Services Act of N.B.

- PROTECTION SERVICES

- Duty to report child abuse: Physical, Emotional and/or Sexual

- 30(1) Any person who has information causing him to suspect that a child has been abandoned, deserted, physically or emotionally neglected, physically or sexually ill-treated, including sexual exploitation through child pornography or otherwise abused shall inform the Minister of the situation without delay.
- 30(2) This section applies notwithstanding that the person has acquired the information through the discharge of his duties or within a confidential relationship, but nothing in this subsection abrogates any privilege that may exist because of the relationship between a solicitor and the solicitor's client. ***(If disclosed to you, then you have the responsibility to report DO NOT GO TO THE PARENTS/GUARDIANS).***
- 30(3) A professional person who acquires information in the discharge of the professional person's responsibilities that reasonably ought to cause the professional person to suspect that a child has been abandoned, deserted, physically or emotionally neglected, physically or sexually ill-treated, including sexual exploitation through child pornography or otherwise abused but who does not inform the Minister of the situation without delay commits an offence.

WHAT TO DO IF ABUSE IS DISCLOSED?

- You can ask the child/player follow-up and/or clarifying questions - including who is hurting them and how!
- Take notes if possible.
- Call Social Development (regional office) at 1-888-733-7835 (press one for English OR 2 for French – then 1 for reporting abuse).
- Have at the ready player's address, D.O.B., Parent Contact Info and Details of the alleged incident(s).
- You are legally allowed to disclose this information to Social Development.
- Make this call as soon as possible.
- If you believe the player is in immediate risk of harm from the parent/relative, etc. -call 911.