

Kennebecasis Valley Minor Hockey Association

2025/26 COACHES PRESENTATION

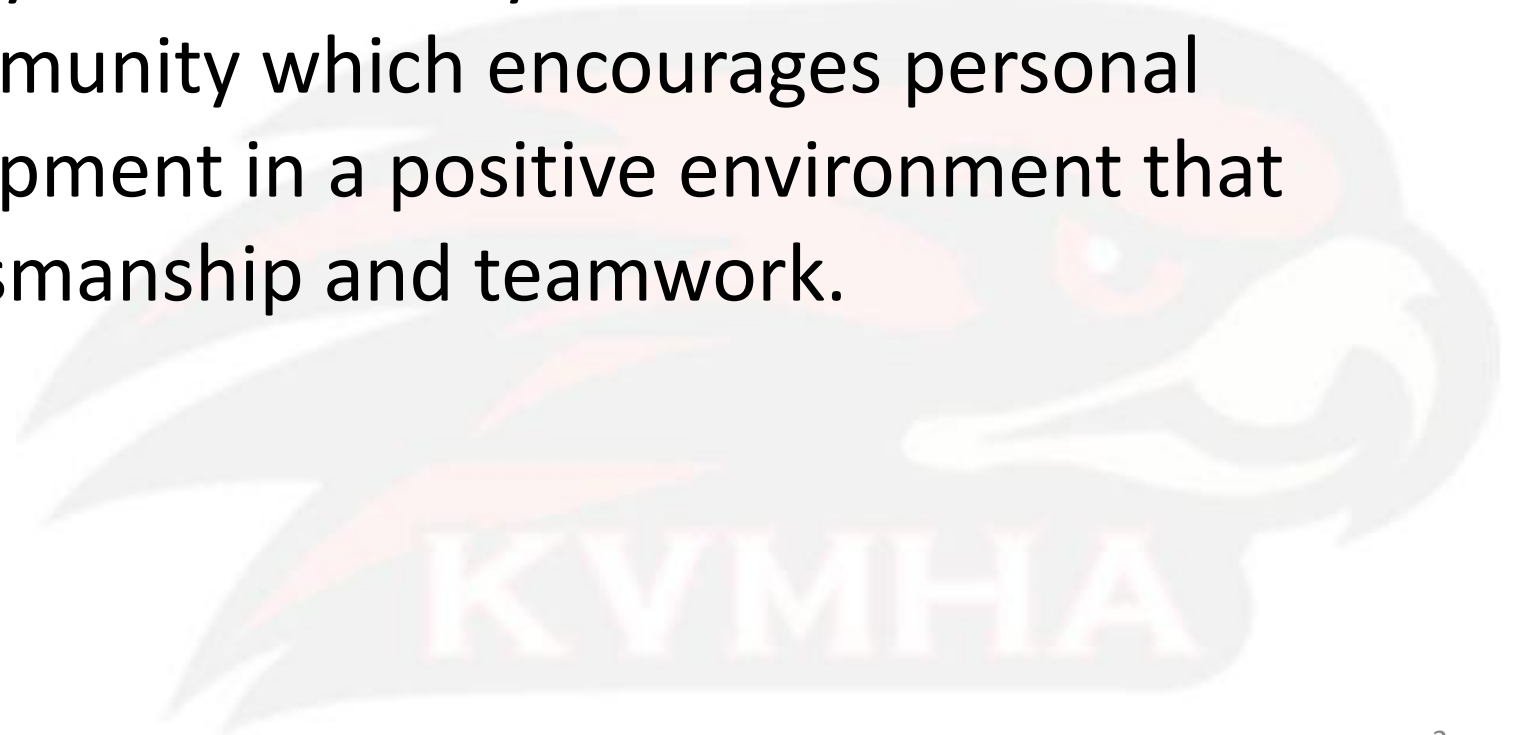


COACH RISK MITIGATION AND PLAYER SUPPORT

What is KVMHA?

Our 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.



What is KVMHA?

Our Values:

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 are accountable and conduct ourselves in a manner that provides opportunities and a positive and safe environment for all participants.

As a responsible group in our local community, we develop relationships and partnerships which contribute to our financial well-being and a shared pride in our accomplishments.

Certification requirements

1. Any volunteer working around children/teens needs to have a valid Criminal Record AND Vulnerable Sector Check (every 3-years, that remains valid for the entire season)
 1. Police Record Checks: <https://www.policesolution.ca/>
 1. Hover over 'What We Do'
 2. Click on 'Criminal Record Checks'
 2. Click here for a KVMHA [Criminal Record Check Volunteer Letter](#)
2. Coaching certification needs to be up to date with the level that you are volunteering for.
 1. KVMHA website [Coaches Section](#)

Certification requirements

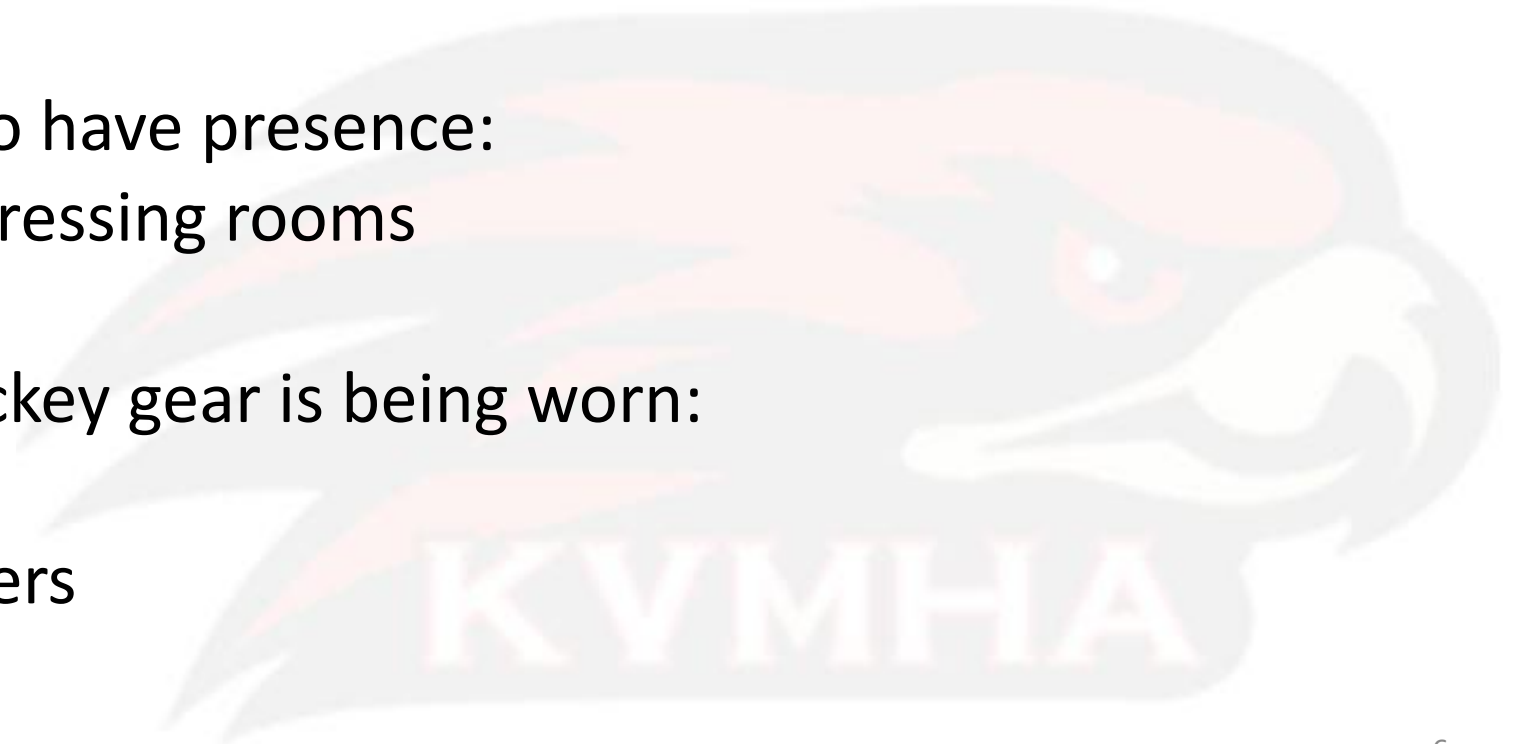
Age Group	Head and Assistant Coaches	Hockey Canada: The Shift Forward*	Hockey Canada Safety Level 1
U7 -U9	Hockey Canada Coach 1	Required by all volunteers	Required by 1 staff member
U11- U18	Hockey Canada Coach 2 Hockey University Online Coach 1/ Coach 2	Required by all volunteers	Required by 1 staff member

*The Respect in Sport program is still recognized

More Information: [2025 HNB Certifications](#)

Other responsibilities

1. Ensure only sanctioned coaches and players are on the ice/
bench for practices and games
2. Ensure there are no cellphones in the dressing rooms (only one
for music)
3. Ensure coaching staff to have presence:
 1. In and around the dressing rooms
 2. On the bench
4. Ensure appropriate hockey gear is being worn:
 1. Players
 2. Coaching staff/helpers



Other responsibilities

1. Ensure Players always are wearing a base layer in the dressing room
2. Both home and away teams will be responsible for submitting game sheets
 1. Review the final game sheet
 2. Ensure the writing is legible
 3. Ensure the information is correct. If not, talk to the referees. (e.g. mistaken penalty info, wrong number)
 4. Sign it
 5. Take a clear photo of it
 6. Submit it to: snbmhlscores@gmail.com along with the game #, Away/Home teams and final score

Communication

1. Primary means: Coaches Group on TeamSnap
 1. For all Head and Assistant Coaches
 2. Open ice is offered through this group – Please only have 1 rep. per team replying to available ice and/or making ice requests
2. Shared Schedule – Bookmark the link – your first go-to for the schedule
3. Tournament Dates: send to the Director of Communications ASAP to ensure we aren't double booking practices and games over tournament dates: 2025/26 [HNB Tournaments](#)

Communication

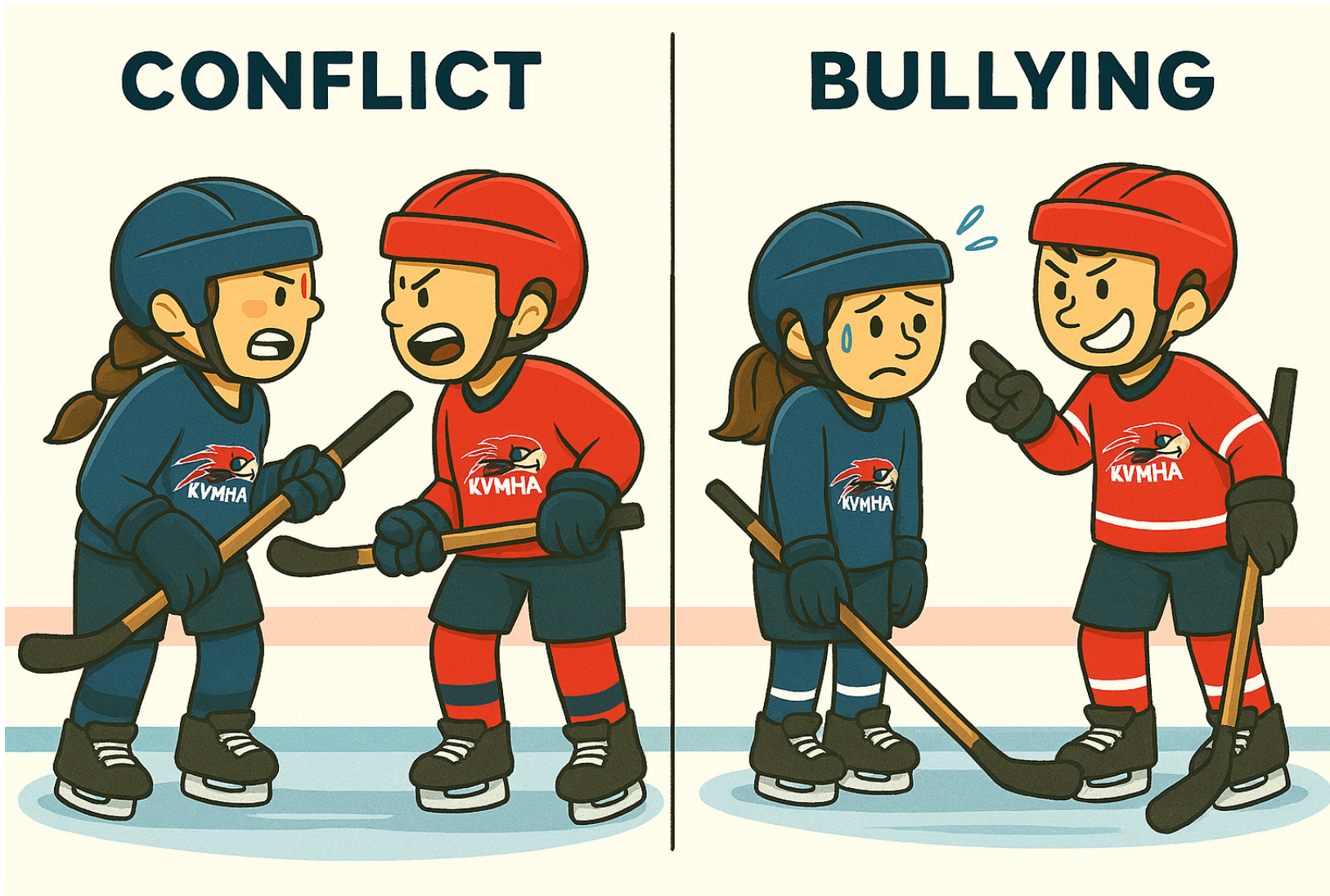
KVMHA.ca → Current Events → [Coaches Information](#)

1. Contacts, Certification Requirements, Criminal check information, rescheduling process, Game sheet and clock instructions, complaint process, and more.

Team Manager

1. Delegate responsibilities to a team manager (roster submission, staff qualifications, booking hotel blocks, registering to tournaments, etc)
2. Please note there MUST be a degree of separation between the Head coach and the team manager position.

Conflict and Bullying



Conflict and 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.

Conflict and Bullying

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 behaviours to avoid these situations. Exclusion is also a component of bullying.



Conflict and Bullying

If you are approached by a player about alleged bullying you have to take action.

You start by finding out more information. Ask questions:

1. Are they equals in this situation?
2. Does the player feel like a victim and being solely targeted?
3. Are they safe?
4. Is the player avoiding situations with the other party?
5. Has the player's baseline behaviour changed?

Conflict and Bullying

You are JUDGE and JURY and have a duty to ACT

- Document all facts including subjective feelings

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

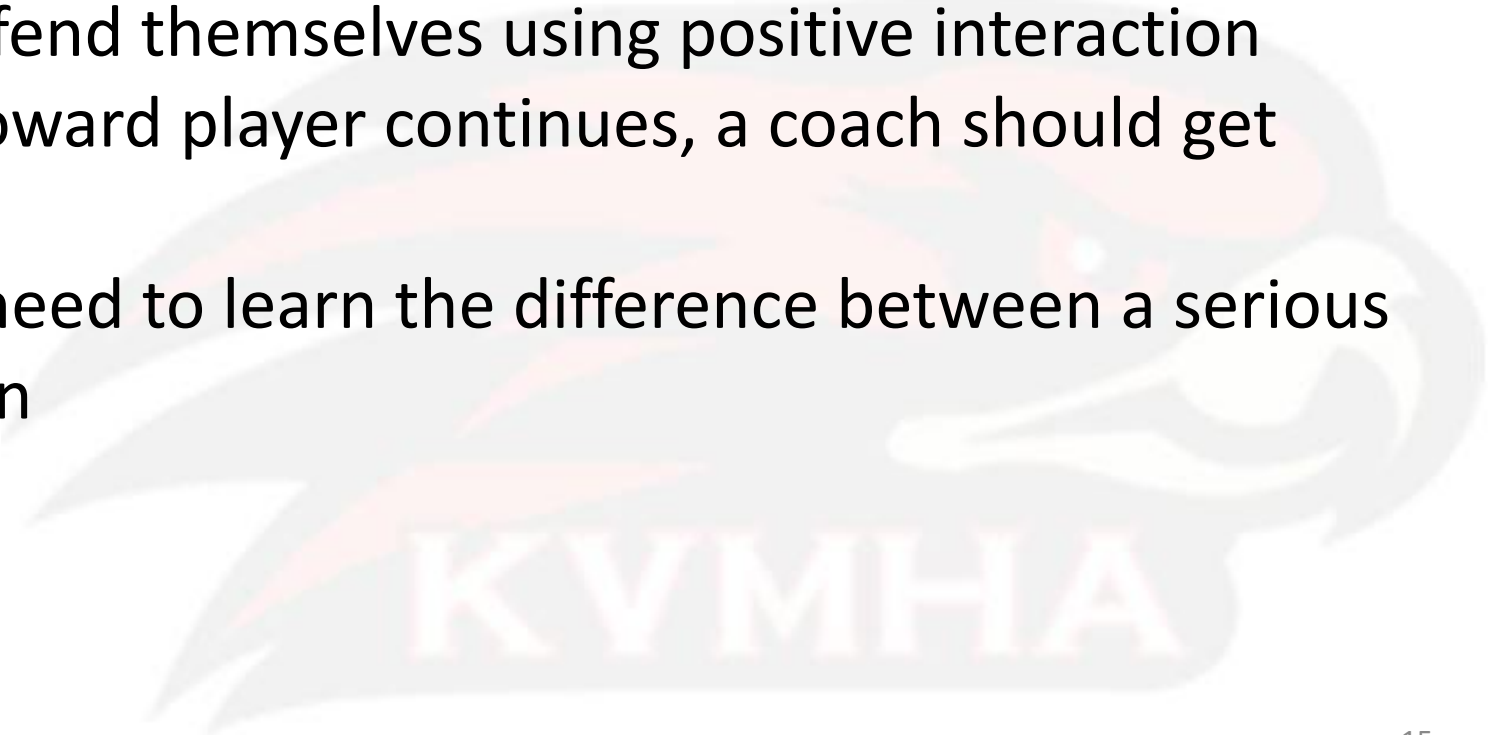
Meant to Exclude

Consequences should apply

Conflict and Bullying

Teach players to resolve conflict

1. Players should learn the skill of conflict resolution for misconduct and/or microaggressions
2. Players should defend themselves using positive interaction
3. If misbehaviour toward player continues, a coach should get involved
4. Players/Coaches need to learn the difference between a serious and mild infraction



Conflict and Bullying

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Note: Parents/Players mistake these two constantly or assume all conflict is bullying because they only consider their child as being hurt.

Accepting differences

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.**



Strategies

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

Misconduct and Maltreatment

Misconduct



Maltreatment



Misconduct and Maltreatment

Misconduct

Definition: Inappropriate or unacceptable behavior that violates norms, rules, policies, etc.

Examples:

- Swearing at a referee
- Ignoring team rules
- Disrespecting coaches or teammates

Intent: May or may not be intentional; often a lapse in judgment or poor decision-making.

Severity: Can range from minor to serious, but typically does not involve abuse.

Response: Usually addressed through disciplinary action like warnings, suspensions, or education.



Misconduct and Maltreatment



Maltreatment

Definition: Cruel, abusive, or neglectful behavior that causes harm—physical, emotional, or psychological.

Examples:

- Bullying or harassment
- Physical punishment or threats
- Emotional manipulation or exclusion

Intent: Often deliberate and harmful, with a clear imbalance of power.

Severity: More serious and often requires intervention from authorities or safeguarding professionals.

Response: May involve legal consequences, mandatory reporting, and protective measures.

Misconduct and Maltreatment



What do you do?

Misconduct

1. Issues of “alleged misconduct” will be handled through the KVMHA Complaint Intake Process & Complaint Intake Form - [Complaint Process](#)
2. Coaches should attempt to resolve any issues deemed “Misconduct” prior to referring to the Division Coordinator.

Misconduct is NOT maltreatment, sexual violence, harassment, abuse or discrimination.

Misconduct and Maltreatment

What do you do?

Maltreatment

1. Complaints regarding maltreatment, sexual violence, harassment, abuse, or discrimination are referred to the Independent Third Party (ITP)
<https://sportcomplaints.ca/>

Depending on the circumstances and information gathered, a complaint initially thought to be misconduct and is being investigated via KVMHA may turn into a formal ITP.



NB Trespass to Property Act

HOW TO REMOVE UNRULY SPECTATORS?

Authority: the 'occupier', arena staff, minor hockey association, tournament organizer, game official, someone with authority.

1. Verbal warning, "*...your behaviour is unacceptable if it continues you will be asked to leave*"



NB Trespass to Property Act

Occupier must be clear to 'direct the person to leave'

2. *"You are being asked to leave immediately. If you refuse you will be trespassing under the New Brunswick Trespass to Property Act"*
3. Call police for assistance or to report that you have directed an individual to leave under the NB Trespass to Property Act. **DOCUMENT THE INCIDENT**



Fairplay Policy

1.0 Introduction

- 1.1. All players, regardless of skill level, deserve the opportunity to play in all situations in order to maximize their development. This policy applies to all AA, A, B and C Minor Hockey teams.

All players should receive equal ice-time, unless otherwise defined within this policy. Equal is defined as equal ice-time in every game. There has to be a variable due to the uncertainty in the frequency in stoppages of play.

It is not acceptable for a coach or assistant coach to remove a player from a regular rotation on the bench in order to gain an advantage over their opponent. We ask that all coaches embrace the spirit of the Fair Play Policy and encourage the

[NHB Fairplay Policy](#)

Understanding LBGT2Q+

LBGT2Q+

LESBIAN

BISEXUAL/PANSEXUAL

GAY

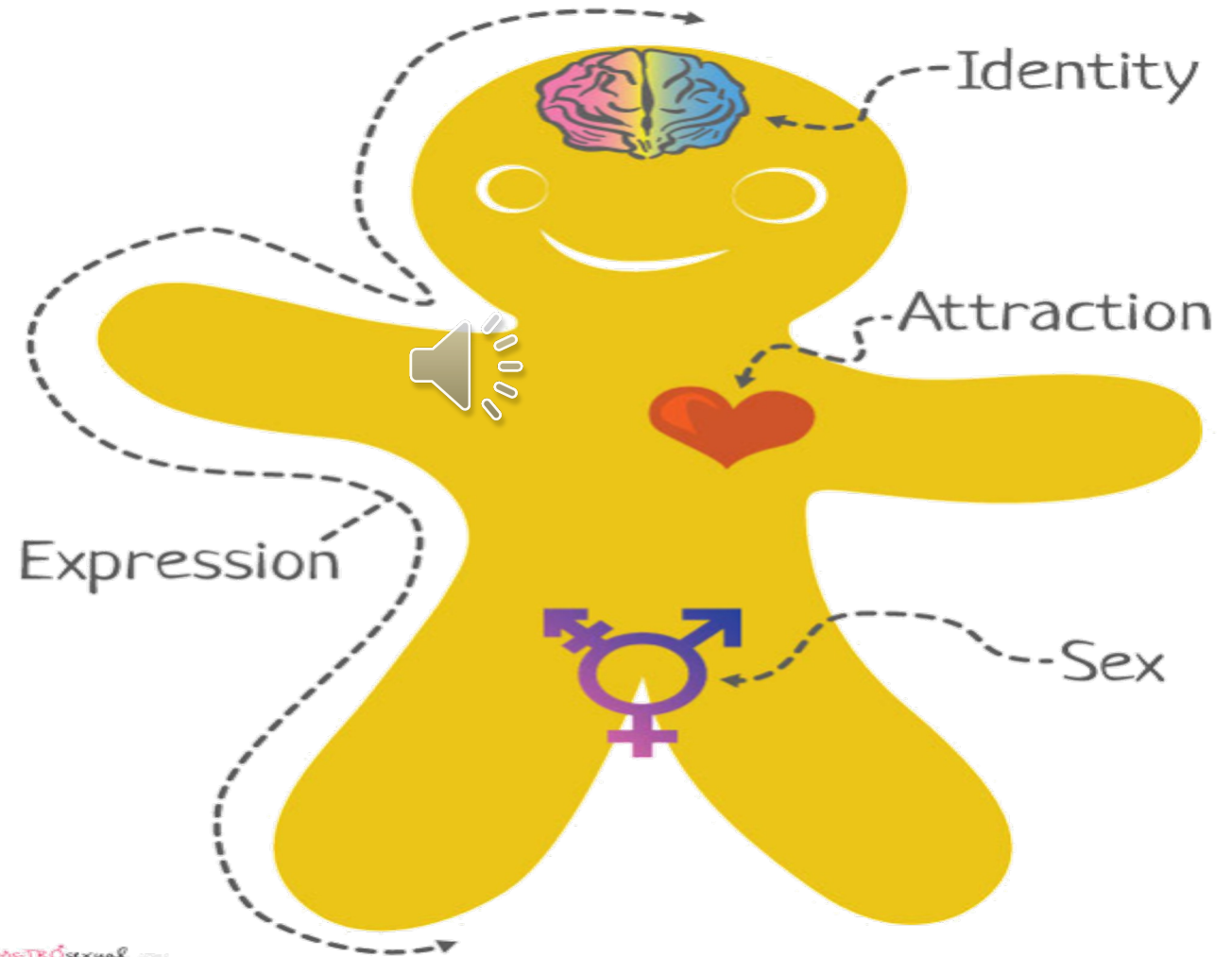
TRANSGENDER/TRANSSEXUAL

TWO-SPIRIT

QUEER

QUESTIONING

Why do we cover this?



Understanding LBGT2Q+

Why do we cover this?

Inclusion for every player - not to be or feel marginalized for who they are.

Hockey Canada is fully committed to providing a safe, supportive, and respectful environment for all of our Registered Participants – including Athletes, coaches, volunteers, officials, and parents – regardless of race, national or ethnic origin, colour, religion, age, Sex, sexual orientation, Gender Identity or Gender Expression, marital status...

Hockey Canada: [Gender Expression Gender Identity Policy](#)

Understanding LBGT2Q+

1. A person is more likely to be LBGT2Q+ than have Red-Hair.
2. Moving away from a binary gender framework (traditional, not based on science) and moving toward a continuum of diversity.
3. Gender is on a spectrum just like degrees of athletic ability.
4. 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.
5. Players and Parents may need help if a player is questioning
6. Dressing Room Policy - Hockey New Brunswick - Dressing Room Policy (hnb.ca) - all participants have the right to utilize the dressing room or appropriate and equivalent dressing environment based on their gender identity, religious beliefs, body image concerns and/or other reasons related to their individual needs
 1. Also see Hockey Canada Dressing Room [FAQs](#)

Rights and responsibilities 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).

For discussion on disciplinary matters contact your divisional coordinator first. If the issue or concern cannot be resolved contact the Board (V.P.).

Rights and responsibilities of a coach

All KVMHA Coaches Shall:

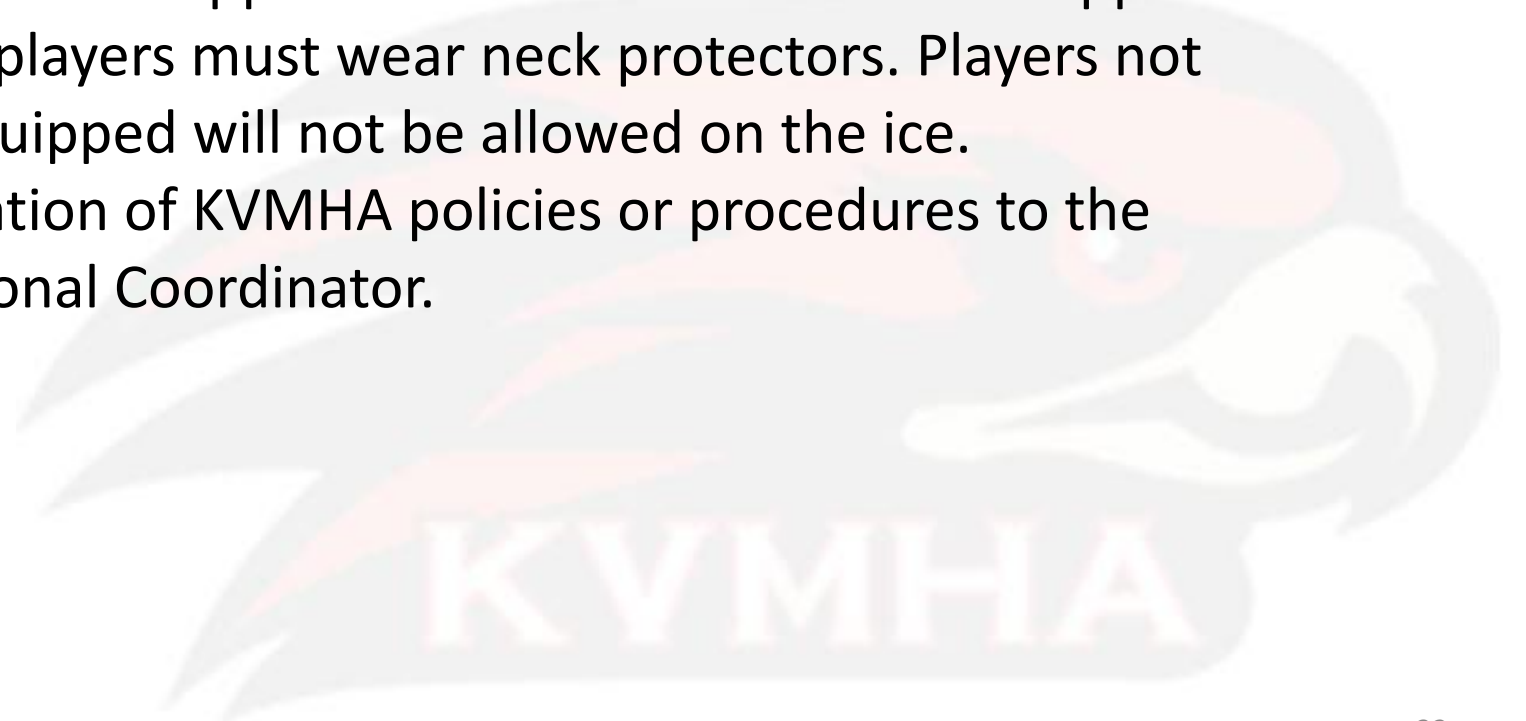
Operate their team in accordance with the policies, regulations, aims and objectives of the KVMHA. The following guidelines are provided to assist in this operation.

1. Get to know his/her players as soon as possible, and to understand their needs, character, attitude, emotional control, hockey abilities, and build a rapport of understanding and respect in a good player-coach relationship.
2. 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.

Rights and responsibilities of a coach

All KVMHA Coaches Shall:

3. Ensure that all his/her players receive equal ice time for all games (exception for last three minutes).
4. Ensure that all players use CSA approved helmets with a full CSA approved face shield. All KVMHA players must wear neck protectors. Players not fully and adequately equipped will not be allowed on the ice.
5. Bring any observed violation of KVMHA policies or procedures to the attention of their Divisional Coordinator.



Rights and responsibilities of a coach

Protection of a Child From Abuse and your Legal Responsibility:

As a coach and a person of authority working with children and teens 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.

Rights and responsibilities of a coach

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 do I do?

1. You can ask the child/player follow-up and/or clarifying questions - including who is hurting them and how!
2. Take notes if possible.
3. Call Social Development (regional office) at **1-833-733-7835**
4. Have at the ready player's address, D.O.B., Parent Contact Info and Details of the alleged incident(s).
5. You are legally allowed to disclose this information to Social Development.
6. Make this call as soon as possible.

If you believe the player is in immediate risk of harm from the parent/relative, etc. -

7. call 911.

HNB Sponsorship

Going above and beyond in the community

- The Dairies Farmers of New Brunswick
- Each month from November to March, a minor hockey team in New Brunswick will be recognized for their community involvement, sportsmanship, and teamwork. Selected teams will be celebrated as Community Champions across HNB's and DFNB's digital platforms. Each winning team will receive prize packs provided by Dairy Farmers of New Brunswick. Minor hockey teams can apply for this program through the DFNB website beginning in October
- For mooore information [Click Here](#)



HNB Sponsorship

Hockey New Brunswick and Falavory

Teams earn 30% of gross sales

Associations receive 5% for local development.

Falavory's handcrafted, shelf-stable soup and dip blends(www.falavory.com).
They're locally made, family-friendly, and built around everyday meals
people actually need and enjoy.

Register your team today at www.hockey.falavory.com



Questions?

