



Harassment, Abuse, Bullying and Misconduct Policy

Updated Sept 2023

Introduction

The Ted Reeve Hockey Association and the Ted Reeve Thunder are committed to providing an environment in which all individuals are treated with respect and dignity. Harassment, abuse, bullying and misconduct will not be tolerated by or from any person including but not limited to our players, volunteers and team and Association officials.

Accordingly, as a member Association of the Greater Toronto Hockey League (GTHL), we have adopted their policy on harassment, abuse, bullying and misconduct. Contained within it are policy statements, responsibilities, definitions and complaint, investigation and discipline information as well as resources and references. It can be referenced at [GTHL Harassment-Abuse-Bullying-Misconduct-Policy](#)

Anyone wishing to report any incidents of this nature may do so either to the Ted Reeve Hockey Association or the GTHL directly. They may also do so through the [Hockey Canada Independent Safe Sport Complaint Process](#).

All complaints or incidents will be dealt with and investigated in a fair, respectful and timely manner. Information provided about an incident or about a complaint will not be disclosed except as necessary to protect individuals, to investigate the complaint or incident, to take corrective action or as otherwise required by law. Individuals are not to be penalized or disciplined for reporting an incident or for participating in an investigation involving such harassment.

Players, volunteers and team and Association officials are expected to adhere to this policy, and will be held responsible by the Association for not following it.

Adrienne Johnstone

President – Ted Reeve Thunder

Anne MacDonald

President – Ted Reeve Hockey Association