



# **UNDERSTANDING BULLYING HARASSMENT & ABUSE**

## MISSION STATEMENT

The mission of Hockey Canada is to lead, develop, and promote positive hockey experiences



## FAIR PLAY MEANS SAFETY FOR ALL

### A Parents' & Guardians' Guide To Understanding Bullying, Harassment & Abuse

#### What does safety for my child mean?

We all want our children to be safe - keeping them safe means putting the **child's best interests first**. In sports this means ensuring that the young player is treated with respect and integrity – emotionally, socially, intellectually, physically, culturally, and spiritually.

#### What is Hockey Canada's mission?

The mission of Hockey Canada is to lead, develop, and promote positive hockey experiences.

The well being of its participants are of primary importance. This includes, among other things, a shared responsibility with parents and guardians to nurture the physical and emotional well-being of its participants.

## RECOGNIZING BULLYING, HARASSMENT & ABUSE

### When is my child unsafe?

Young people are unsafe when someone uses his or her power or position to harm them either emotionally, physically and/or sexually. These types of violence can be bullying, harassment or abuse. It can happen between peers, between younger and older youth or between adults and youth.

## BULLYING

### What is bullying?

Bullying is intentionally hurting someone in order to insult, humiliate, degrade or exclude him or her. Basically it is “mean” behaviour. It involves three groups of people: the bullies, the bullied and the bystanders. Hurtful actions may be:

#### Physical

(used most often by boys)

- hitting
- shoving
- kicking
- spitting on
- grabbing
- beating others up
- damaging or stealing another person's property

#### Verbal

- name-calling
- humiliating
- degrading behaviours
- may happen over the phone
- hurtful teasing
- threatening someone
- in notes or in person
- through text messaging or chat rooms

# SAFETY REQUIRES TEAMWORK & SAFETY FOR ALL

## Relational

(used most often by girls)

- making others look foolish
- excluding peers
- spreading gossip or rumours
- this may happen in person, over the phone, through text messaging, or over the computer

## Cyber-Bullying

(includes the use of email, cell phones, text messages and internet sites)

- Pretend they are other people online to trick others
- Send threatening or harassing emails
- Spread lies and rumors about the people they are victimizing
- Trick people into revealing personal information
- Send or forward mean text messages
- Post pictures of people without their consent

## What is the role of the the person who is the bystander?

People who are bystanders or witnesses play a role in the bullying world. Their reaction or lack of reaction often influences the outcome of the interaction:

- a passive response give the person who is bullying a theatre to cause hurt and a sense of reinforcement as there is no opposition.
- a supportive response gives the person who bullies positive attention, alignment, power and social status. The person who is the bystander may also increase their own social status.
- a negative response supports the person being bullied and may stop the bullying; it may also put the person who is the bystander at risk to become the next victim.

# UNDERSTANDING BULLYING HARASSMENT & ABUSE

## **Bullying is not...**

- Conflict between friends
- An argument between people of equal power
- Accidental
- Normal relational development challenges
- A “one-time” event (usually)
- Friendly teasing that all parties are enjoying
- Something people grow out of

## **Bullying is....**

- Hurting behaviours based on oppression and “meanness”
- Based on power differentials
- Intentionally harmful
- Intense and long in duration
- Repeated over time (generally)
- Oppressive – isolates victims
- Caused by many factors and behavioural challenges

(Beyond the Hurt, Red Cross RespectED, 2002)

## **What is harassment?**

Harassment is offensive behaviour – emotional, physical, and/or sexual - that involves discrimination against a person because of their race, national or ethnic origin, age, colour, religion, family status, sexual orientation, sex/gender, disability, marital status, or pardoned conviction. It is a HUMAN RIGHTS issue.

Harassment may be a single event or a pattern of mistreatment. It may be directed at an individual or group through the development of a “chilly” or “hostile” environment.

Harassment occurs when someone attempts to negatively control, influence or embarrass another person based on a prohibited ground of discrimination. Examples include displays of favouritism or dis-favouritism, subtle put downs or ostracism.

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## **What is criminal harassment?**

Criminal harassment—often known as stalking—involves following another person; monitoring them or someone close to them, or their home; contacting them repeatedly against their wishes or threatening them. For a charge of criminal harassment to be laid, the victim must have reason to fear for his/her safety (or the safety of someone else) and the perpetrator must know—or could reasonably be expected to know—that the victim is fearful (Family Violence in Canada, A Statistical Profile, 2001).

Criminal charges may also be laid in harassment cases if a person has been physically or sexually assaulted.

## **What are the most common types of harassment?**

The most common types of harassment are harassment based on race, disability and sexual harassment.

## **What is racism?**

Racism is when people are treated differently because of their colour, racial or ethnic background. Examples include racist names, treating someone as inferior or second-rate, leaving someone out or blaming problems on them because of their religion, skin colour, or country of origin.

## **What is disability harassment?**

Disability harassment is when a person is treated differently because of a real or perceived disability, either physical, mental or learning. It may be verbal – such as name calling or threatening the person with physical harm, actually physically harming a person, hurtful written comments, or preventing an individual from fully participating in on-ice or team activities.

## **What is sexual harassment?**

Sexual harassment is unwelcome behaviour of a sexual or gender nature that negatively affects the person or the environment. Examples are questions about one's sex life, sexual staring, sexual comments, unwanted touching, insults about sexual orientation and sexual assault.

## What determines if harassment has occurred?

Dealing with harassment can sometimes be difficult as what is viewed as harassment by one person may be viewed as a “joke” by another person. But it is the **impact** of the behaviour on the victim that is the most critical issue, **not the intention** of the person who harasses.

## ABUSE

### What is abuse?

Abuse is when a young person (age defined by Provincial/Territorial Child Protection Acts) needs protection from a person they trust and/or are dependent upon. This is a PROTECTION issue. The person in power may be hurting them in a number of ways:

- Emotional abuse: a **chronic** attack on a child’s self esteem that is psychologically damaging by a person in a position of power, authority or trust. It can take many forms such as terrorizing, degrading and rejecting but it is **NOT** simply:
  - Benching a player for disciplinary reasons
  - Cutting a player from a team after tryouts
  - Refusing to transfer a player
  - Limiting ice time
  - Yelling instructions from the bench

#### **These are not protection issues**

- Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, striking, shoving, grabbing, hazing or excessive exercise as a form of punishment.
- Neglect is the **chronic** inattention to the basic necessities of life such as clothing, shelter, nutritious diet, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. This may occur in hockey when injuries are not adequately treated, players are made to play with injuries, equipment is inadequate or unsafe, or road trips are not properly supervised.
- Sexual abuse is when a young person is used by an older child, adolescent or adult for his or her own sexual stimulation or gratification. There are two categories:

# SAFETY REQUIRES TEAMWORK & SAFETY FOR ALL

## Contact

- Touched and fondled in sexual areas
- Forced to touch another person's sexual areas
- Kissed or held in a sexual manner
- Forced to perform oral sex
- Vaginal or anal intercourse
- Vaginal or anal penetration with object or finger
- Sexually oriented hazing

## Non Contact

- Obscene calls/remarks on a computer, cell phone or in notes
- Voyeurism
- Shown pornography
- Forced to watch sexual acts
- Sexually intrusive questions or comments
- Indecent exposure
- Forced to pose for sexual photographs or videos
- Forced to self-masturbate
- Forced to watch others masturbate

## HAZING

### What is hazing?

“Hazing” is an initiation practice that may humiliate, demean, degrade, or disgrace a person regardless of location or consent of the participant(s). Hazing is against Hockey Canada's regulations.

## BULLYING AND HARASSMENT: TIPS FOR CHILDREN AND YOUTH

### If you are being targeted

- Remember it is not your fault, and there is nothing wrong with you—no one deserves to be bullied or harassed.
- Tell an adult you trust. They can give you support and help stop the bullying or harassment. If no one helps you, keep telling until you do get help.
- Have a teacher or an adult help you with a safety plan if the bullying is making you afraid or upset.
- Take a Stand:
  - KEEP YOUR COOL** and walk away. Using insults or fighting back will make the problem worse.
  - USE HUMOUR.** Say something funny and make them think you don't care.
  - BE ASSERTIVE,** look confident and let the person know that they need to stop what they are doing.
- Hang out with friends that you know will support you and work together to speak out against bullying and harassment.

# UNDERSTANDING BULLYING HARASSMENT & ABUSE

## **If you see that someone is being bullied or harassed:**

- Stand up for your friends who are targeted.
- Refuse to go along with bullying or harassment—people who laugh, agree or cheer only encourage the behaviour. Instead, take the side of the person who is being targeted.
- Report what you see or hear to an adult.

## **If you are bullying or harassing someone:**

- Stop the aggressive, controlling behaviour.
- Take responsibility for your actions.
- Treat people the way you want to be treated.
- Learn how to be a good friend.
- Talk to someone about how you feel and ask for help.

## **Four steps to stop Cyber-bullying:**

- 1.STOP** – Do not try to reason with or talk to someone who is Cyber bullying you.
- 2.BLOCK** – Use the block sender technology to prevent the person from contacting you again.
- 3.TALK** – Tell a trusted adult, inform your school, use a help line and/or report it to police.
- 4.SAVE** – Save any instant messages or emails you receive from the person who is bullying you.

## **TIPS FOR PARENTS**

- Teach your children that if they see someone being bullied, they should not watch, laugh or join in.
- Pay attention to the relationships in your children's groups. Ensure all children are included and that inappropriate behaviours are addressed.
- Help kids see the value of offering empathy and support to those who are bullied.
- Be a good example for your children. Model respectful behaviours at home and in your daily interactions.

## ON CYBERBULLYING

- Familiarize yourself with online activities. Learn about the websites, blogs, chatrooms and cyberlingo that your children are using.
- Keep the computer in a common area so you can monitor activities.
- Keep open communication lines with your children so they feel comfortable talking to you about cyberbullying experiences. Let them know that you are there to support them.
- Recognize that online communication is a very important social aspect in kids' lives. Do not automatically remove their online privileges if you find out about a cyberbullying experience.
- Talk to your children about what is acceptable behaviour online and offline.
- Report any incident of online harassment and physical threats to the local police or your Internet Service Provider.
- Report any bullying that occurs over your child's cell phone to your phone service provider. You may have to change the phone number if the problem does not stop.

## RECOGNIZING VULNERABLE SITUATIONS

### **How do I know when my child is being bullied, harassed or abused?**

- Listen to them
- Believe them
- Observe them
- Watch their interactions with others
- Be aware of sudden changes in their behaviour and/or anger in them
- Question unexplained bruises, marks on their faces, back, thighs, upper arms, heads, buttocks, genital areas

### **Who would hurt my child?**

Unfortunately, it is usually someone both you and your child know and who misuses his/her power over your child. This may be a peer, a young person, or an adult.

## Who are sexual offenders?

Sexual offenders are/can be:

- Most often male but may be female
- Heterosexual, homosexual or bisexual
- An older child, adolescent or adult
- Found in all levels of society and in all cultures
- Either infrequent offenders or pedophiles who are fixated on children as sexual objects
- Prone to rationalize and minimize their abusive behaviour

## Where is my child most at risk of being bullied, harassed or abused?

Basically your child is most vulnerable when:

- He/she is alone with another person - this could be in the arena, dressing room, car, bus, home, office, outside - anywhere!!
- In a group setting where there is inadequate supervision.

## RECOGNIZING COPING MECHANISMS

### How do children and youth cope with the trauma of bullying, harassment and abuse?

- Some pretend it never happened.
- Others convince themselves that it wasn't so terrible.
- Many find excuses as to why it happened.
- Some blame themselves.
- Some develop physiological defenses - headaches, body pains and illnesses.
- Others escape through drugs, alcohol, food or sex.
- A few try to hide from their pain by being perfect.
- Some try suicide.

### Why do kids not tell?

They may:

- Be frightened.
- Believe they are responsible.
- Not want to get the perpetrator into trouble.
- Be embarrassed and ashamed.
- Think no-one will believe them.
- Worry that they will not be allowed to play hockey.

## IDENTIFYING PARENTS' & GUARDIANS' ROLE

### What do I do if a child or youth tells me he/she is being harmed?

Follow "HEARD"

#### **H - Hear what they are saying and not saying**

- Listen to your child's fears about the situation.

#### **E - Empathize with them**

#### **A - Affirm**

- Identify vulnerable situations and be there to protect your child.

#### **R - Report/Refer**

- If it is mild bullying or harassment, try to resolve the situation informally.
- If it is moderate or serious bullying or harassment, refer the complaint as specified in your organization's policy.
- If it is Criminal Harassment, the police must be informed.
- If it is abuse refer immediately to your Provincial/Territorial Child Protection Agency or Police.
- Keep it confidential; do not get caught in the "rumour mill".

#### **D - Document the situation and your response; determine the support your child needs**

## What do I do if I suspect my child is being harmed?

Follow “DARE”

### **D – Document your observations**

- Record behaviors, dates, times and people involved.

### **A – Affirm the child’s situation**

- Identify vulnerable situations and be there to observe and protect your child.
- Seek advice or information from a knowledgeable person.
- Tell your child your concerns.
- Listen to your child’s fears about the situation.

### **R – Report/Refer if your suspicions are strong**

- If it is mild bullying or harassment, try to resolve the situation informally.
- If it is moderate or serious bullying or harassment, refer the complaint as specified in your organization’s policy.
- If it is Criminal Harassment, the police must be informed.
- If it is abuse refer immediately to your Provincial/Territorial Child Protection Agency or Police.
- Keep it confidential; do not get caught in the “rumour mill”.

### **E – Establish support for your child**

#### **Don’t:**

- React with shock, horror or disbelief - even though you may feel like it.
- Promise to keep a secret - you are legally bound to report if it is a protection or criminal issue.
- Promise “everything will be fine” - there are many problems to resolve, it will take time.
- Assume the child or youth hates the person hurting them - there may be conflicting feelings.
- Put the responsibility of reporting on someone else - they may not do it.
- Press the child or youth for details - the matter may go to court, so it is important that evidence is not contaminated.

## How do I protect my child or youth against hazing?

- Talk with him/her about hazing; discuss peer pressure.
- Explain that he/she does not have to submit to hazing.
- Know Regulation 04 of the Hockey Canada Constitution.
- Report incidents.

## RECOGNIZING RESPONSIBILITIES

### Recognizing my responsibility as a parent/guardian.

#### Your contribution is key to meeting this goal:

- Ensure your own behaviour models respect and integrity towards coaches, officials, participants, and other parents.
- Understand the issues and become knowledgeable; read all the Speak Out materials.
- Know and support your Association's policies and procedures.
- Attend a Speak Out: It's More Than Just a Game workshop.
- Act when you see a bullying, harassing or abusive situation.
- Speak Out and promote safe environments.

### What is my responsibility in responding to bullying and harassing behaviour?

Hockey Canada is committed to providing safe environments for everyone involved with the game. This is particularly important for young participants. Safe environments need to be the goal of everyone. This means that harassment and bullying will be stopped immediately with the victims well-being given priority. Therefore it is everyone's responsibility to:

- Intervene with low-level mediation for mild bullying and harassment situations
- Report to hockey administration serious bullying and harassment situations
- Ensure that criminal harassment cases are reported to police
- Report criminal behavior such as assault to police

### What is my legal responsibility in reporting abuse?

As Canadians it is our legal responsibility to report the abuse and neglect of children and youth. Consequently, it is the policy of Hockey Canada that any Hockey Canada personnel (part-time and full-time staff, volunteer, participant, team official, on ice official) or Hockey Canada partner (parent, guardian) who has reasonable grounds to suspect that a participant is, or may be suffering, or may have suffered from emotional, physical abuse and neglect and/or sexual abuse, shall immediately report the suspicion and the information on which it is based to the local child protection agency and/or the local police detachment. Across Canada, a person is considered a child up to the age of 16 to 19 years depending on provincial and territorial legislation.

## **When I report abuse, what questions will be asked?**

- The child's name, address, age, sex and birthdate
- Parents'/guardians' names and addresses
- The name and address of alleged offender
- Details of the incident(s) that prompted your report
- Your name and address

## **What happens when a report of abuse is made?**

- A social worker or police officer will decide if an investigation is needed.
- If the child is "at risk" and needs protection an investigation is started as soon as possible.
- An experienced interviewer will conduct the interview.
- The primary concern is safety of the child.
- The social worker and/or police officer will decide what further action is required.

## **Why don't people report?**

They don't report because they:

- Are unaware of the reporting laws and policies.
- Believe that they can take care of the problem themselves - it's their own business!
- Are fearful of retaliation from the abuser - or are friends with the abuser.
- Find it hard to believe.
- Assume someone else will make a report.
- Don't want "to tell" on someone.
- Want to protect their child from questions and embarrassment.
- Are not sure where or how to make a report.
- Just want it "all to go away".
- Forget that the child's best interests is the priority.

## **Do children ever make false allegations?**

Yes, sometimes it happens. Some of the research shows that about 8% of disclosures are false. Most of the false allegations by children are encouraged by adults - e.g. custody cases, others have been by adolescents who wanted "to get even". It is important to reinforce the truth - false allegations are devastating to the person accused.

## HOW DO I KEEP MY CHILD SAFE?

There are five essentials to keeping your child safe.

### 1. Communication

- Listen, talk, believe and reassure your child.
- Provide opportunities for conversations with your child.
- Be open to any questions; nothing is off limits.
- Be open to discussing difficult subjects such as sexuality.
- Develop frank and open communication with the coaches.
- If you have concerns, communicate them to the appropriate persons.
- If you see or hear bullying, harassing or abusive behaviour, **Speak Out!**

### 2. Knowledge

- Make your child aware of vulnerable situations in a matter-of-fact way.
- Review your club's bullying, harassment and abuse policy and procedures.
- Be aware of your club's screening and selection process for staff and volunteers.
- Get to know the adults who are interacting with your child.
- Discuss with the coaches their expectations and the setting of boundaries: physical, sexual and social.

### 3. Skills

- Teach your child specific ways to handle difficult situations.
- Help your child define their personal boundaries.
- Teach your child how to be assertive when their boundaries are crossed.

### 4. Build a safety plan

- Develop check-ins, contingency plans, family codes.
- Attend practices and games.
- Be wary of regular private closed practices.
- Be concerned of time spent alone with older youth and adults beyond training and game times.

### 5. Advocate

- You are your child's strongest supporter.
- Evaluate situations according to the **"best interest of your child"**.

## HOCKEY CANADA ROLES & RESPONSIBILITIES

### **What is Hockey Canada's role in promoting safety for my child?**

Protecting participants from all forms of bullying, harassment, and abuse whether emotional, physical or sexual, is an important element of safety. Hockey Canada considers any form of bullying, harassment, or abuse to be unacceptable and will do all it can to prevent this intolerable social problem. To this end, Hockey Canada will promote awareness of all forms of bullying, harassment, and abuse by providing educational materials and programs for participants, parents, volunteers and staff members.

### **What is Hockey Canada's policy on preventing bullying, harassment and abuse?**

It is the policy of Hockey Canada that there shall be no bullying, harassment, and abuse whether physical, emotional or sexual of any participant in any of its programs. Hockey Canada expects every parent, volunteer and staff member to take all reasonable steps to safeguard the welfare of its participants and protect them from any form of violence.

# SAFETY REQUIRES TEAMWORK & SAFETY FOR ALL

## PREVENTION OF BULLYING, HARASSMENT AND ABUSE RESOURCES:

Since 1997, Hockey Canada has produced a number of resources for distribution through its member Branches to educate the membership and provide direction regarding the prevention of all forms of bullying, harassment and abuse.

### The Speak Out campaign includes:

- “Speak Out!” brochures for players.
- “Speak Out!” “bench” posters and “bullying” posters.
- “Speak Out!” video.
- “Speak Out! ... Act Now!” A Guide to Preventing and Responding to Abuse and Harassment for Clubs and Associations.
- “Fair Play Means Safety for All: A Guide to Understanding Bullying/Harassment and Abuse For Parents and Guardians”
- Recognition and Prevention of Abuse Policy/Recognition and Prevention of Bullying/Harassment Policy.
- Forms for coach/volunteer application and police record checks.

## WWW.HOCKEYCANADA.CA/SPEAKOUT

Contact your Branch or local association for these and other resources.

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**Kids Help Phone**

[kidshelpphone.ca](http://kidshelpphone.ca)