



Nashoba Youth Hockey Association Anti-Harassment Policy

The Nashoba Youth Hockey Association ("NYH") is committed to providing a safe, respectful, and inclusive environment for all players, coaches, officials, volunteers, parents, spectators, and members. Harassment, bullying, intimidation, discrimination, or abusive behavior of any kind will not be tolerated at any NYH event, activity, rink, meeting, practice, game, tournament, school, or online forum.

This policy applies to all participants and spectators involved with NYH, both on and off the ice.

Expected Conduct

All members of the NYH community are expected to:

- Treat others with dignity and respect
- Demonstrate good sportsmanship at all times
- Support a positive environment for players and volunteers
- Communicate in a constructive and appropriate manner
- Follow and respect the rules, decisions, and direction of coaches, officials, and Association leadership. This includes, but is not limited to, pre-season player evaluations and team placements, roster decisions, game-day positions and line assignments, ice time decisions, practice structure, disciplinary decisions, scheduling changes, and other hockey operations or administrative determinations made in the best interest of the players and the Association.

Prohibited Conduct

Prohibited behavior includes, but is not limited to:

- Verbal abuse, threats, insults, or personal attacks
- Bullying, intimidation, hazing, or retaliation
- Physical aggression or unwanted physical contact
- Profanity directed at players, coaches, officials, volunteers, or spectators
- Disruptive or hostile behavior at games, practices, meetings, locker rooms, or Association events
- Harassment or inappropriate conduct through text messages, email, social media, or other electronic communication
- Public criticism or disparagement of players, coaches, officials, volunteers, or board members in a manner that is abusive or damaging to the Association environment
- Harassment based on race, color, religion, gender, sexual orientation, disability, nationality, or any protected characteristic

Coaches, Volunteers, and Officials

NYH recognizes that coaches, volunteers, and officials dedicate significant time and effort to support youth hockey. Harassment or abusive treatment directed toward these individuals will be treated seriously and may result in immediate disciplinary action.

Reporting Violations

Any player, parent, coach, volunteer, or member who experiences or witnesses harassment or inappropriate conduct is encouraged to report the matter promptly to the NYH Board of Directors or designated Association representative. All reports will be reviewed promptly and handled as confidentially as reasonably possible.

Reports should include:

- A description of the incident
- Date, time, and location
- Individuals involved
- Any witnesses or supporting information

Retaliation Prohibited

Retaliation against any individual who reports a concern or participates in an investigation is strictly prohibited and may result in disciplinary action.

Disciplinary Action

Violations of this policy may result in disciplinary measures including, but not limited to:

- Verbal or written warnings

- Suspension from practices, games, or Association activities
- Removal from team or volunteer participation
- Permanent suspension from NYH activities

NYH reserves the right to determine appropriate disciplinary action based on the severity and circumstances of each incident.

Commitment to a Positive Environment

NYH believes youth sports should foster teamwork, respect, development, and enjoyment of the game. Every member of the Association shares responsibility for maintaining a safe and supportive environment for all participants.

By participating in NYH activities, all members agree to uphold the standards outlined in this policy, on and off the ice.