



TECHNOLOGY AND ANTI-BULLYING POLICY

The NBHL has a strict policy regarding acceptable use of technology. All board and committee members, parents, players, coaches and any affiliated members must exercise good judgment and caution when using technology to communicate about NBHL organization and/or team participants, activities and events.

The NBHL prohibits and will not tolerate acts of Harassment, Intimidation and Bullying. "Harassment, Intimidation and Bullying" includes "cyber-bullying" and means any physical or verbal act or conduct, including communications made in writing or electronically, directed toward a board or committee member, parent, player, coach or affiliated member that:

1. Can be reasonably predicted as motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability or any other distinguishing characteristic;
2. Takes place in relation to any NBHL function or team;
3. Causes physical or emotional harm, or damages property, or would reasonably be understood as having the effect of causing physical or emotional harm or damaging property, or placing one in reasonable fear of physical or emotional harm to his/her person or damage to his/her property;
4. Has the effect of insulting or demeaning any person or group of persons; or
5. Creates a hostile environment by interfering with a person's participation in the NBHL.

Notification of any alleged harassment, intimidation or bullying of any player shall be made to the affiliated coach. The coach is obligated to report the allegation to the NBHL Vice-President, (who serves as Chair of the Rules and Ethics Committee).

Notification of any alleged harassment, intimidation or bullying of any member, parent or coach shall be made to the NBHL Vice-President.

The Vice-President will gather all pertinent information in a fair, respectful and confidential manner and review such information with the accuser and the accused. The Vice-President may refer the alleged harassment, intimidation or bullying to the Rules and Ethics Committee which can impose penalties, up to and including, suspension or expulsion from the program.

Electronic Signature:*

☐ I have read, understand and agree to comply with the above statement.