



TIMMINS WOMENS RECREATIONAL HOCKEY LEAGUE
COMPLAINT INTAKE FORM



Please note the following:

- Definitions are provided at the end of this form (Appendix A)
- Substantiated allegations of harassment, abuse, bullying or misconduct will be considered for sanctions ranging in severity [from 'no further action to suspension']
- The TWRHL executive committee cannot guarantee complete confidentiality. The contents of this document may be shared in an effort to resolve this complaint here within.
- By completing the form, you agree that the TWRHL executive committee may share some or all of this information in the process of resolving the complaint.
- Complaints will be addressed according to severity, resources and safety for all our participants.
- Email the completed form to womensrechockey@gmail.com or print the form and hand deliver to a member of the Executive Committee

Please complete the following:

1. Person making the complaint:

First Name	Last Name
Email Address	
Telephone Number	

2. For whom is this complaint: (if different than above)

First Name	Last Name
Email Address	
Telephone Number	

3. Name of person(s) against whom you are complaining:

First Name	Last Name
First Name	Last Name
First Name	Last Name
First Name	Last Name

4. Date of the incident: (mmm/dd/yyyy) _____

5. Location of the incident: _____



Executive Committee ~ TWRHL
Timmins, Ontario

womensrechocky@gmail.com
www.twrhl.com

6. **Please select what best describes your complaint** (check all that apply):
Refer to Appendix A

- A. Harassment
- B. Abuse
- C. Bullying
- D. Hazing
- E. Misconduct

7. **Particulars:** Provide details of the incident and what remedy/resolution you expect.
Attach additional documents if necessary.

mmm/dd/yyyy

Signature of Complainant

**By printing your name here,
you agree to have electronically
sign this form.**



APPENDIX A

The following abbreviated definitions will be used to determine the grounds on which the complaint is made and the process to address it..

Misconduct

Misconduct refers to the behavior or a pattern of behavior that is found, by a formal process (i.e. an independent investigation) or an informal process (i.e. an internal fact finding), to be contrary to the TWRHL Rules, as governed by CARHA & Hockey Canada, and that is not harassment, abuse or bullying.

Bullying

Bullying is described as intentionally hurting someone in order to insult, humiliate, degrade or exclude. Bullying can be broken down into six categories: Physical, Verbal, Relational, Reactive, Discriminatory and Cyber.

Harassment

Harassment is defined as conduct; gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals which create a hostile or intimidating environment or which negatively affect performance or conditions. **Any of the different forms of harassment must be based on a prohibited ground of discrimination in Human Rights Legislation (including race, ethnicity, color, religion, age, gender, marital status, family status, disability and sexual orientation).**

Hazing

Hazing is an initiation practice that may humiliate, demean, degrade or disgrace a person regardless of location or consent of the participant(s).

Abuse

This is any form of physical, emotional and/or sexual mistreatment or lack of care, which causes physical injury or emotional damage. A common characteristic of all forms of abuse is an abuse of power or authority and/or breach of trust.

Emotional Abuse

Emotional abuse is a chronic attack on ones self-esteem; it is psychologically destructive behavior by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring ones needs.

Physical Abuse

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure another. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

Neglect

A general definition of neglect is the chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. Neglect may apply in a hockey setting where there is a chronic inattention in the hockey context (i.e. when a player is made to play with injuries).

Sexual Abuse

Sexual abuse is when a person is used by another, who has more power, for their own sexual stimulation or gratification. There are two categories of sexual abuse: contact and non-contact.