



PORT COLBORNE MINOR HOCKEY ASSOCIATION INC.

PCMHA Coaches Screening Policy

In carrying out the foregoing policies, PCMHA supports and encourages all reasonable efforts to screen Coaching Staffs so as to protect all our players. In this regard, PCMHA requires that all Head Coaches and their “Coaching Staff”, who routinely come into direct contact with our players be screened as per the outlined below:

HEAD COACH:

1. A duly completed application form must be reviewed by the Selection Committee.
2. Applicants must attend an interview.
3. References must be checked by the selection committee for all applicants being seriously considered.

All members of the Coaching Staff

4. Participate in a Prevention Service Clinic (PRS) SPEAK OUT! to gain knowledge and skills in the prevention of bullying, harassment and abuse in the game of hockey.
 - Definitions of abuse and harassment
 - Responding to disclosures
 - Prevention guidelines for coaches
 - Showers and locker rooms
 - Dressing for sports
 - Transporting of participants
 - Injured and ill children
 - Road trips
 - Integrated teams
 - Prevention guidelines for playing
 - Prevention of harassment and abuse during competition
 - Fair Play Codes
5. Coaching candidates and all members of the coaching staff must agree to submit to a police check at the request of the Selection Committee no later than September 30 as per OMHA Criminal Record Check Policy. (attached)

Ontario Minor Hockey Association
Approved 6-12-2009

Policy

Criminal Record Check Policy

All individuals holding the title of Team Official, Referee and anyone else determined by the Risk Assessment Tool (Appendix B – Risk Assessment Tool & Rating) found in the OHF Speakout shall be subject to a Criminal Record Check that includes the Vulnerable Sector Check and Sex Registry Check.

Individuals with outstanding Criminal Code convictions and/or pending charges for certain offences shall not be eligible to hold the position of Team Official, Referee or any other Association position determined by the Risk Assessment Tool.

The offences include:

Assault
Threatening
Possession of a Substance as defined in the Controlled
Drugs and Substances Act (C.D.S.A.)
Impaired Driving (**while Driver's License is suspended**)
Theft, Fraud and Related Offence (**while in a Position
of Financial Trust**)

****Disqualification from
participation to be
determined by
the Centre Exclusion
Policy or as
underlined. ****

Assault with a Weapon
Assault Cause Bodily Harm
Aggravated Assault
Sexual Assault
Sexual Interference
Sexual Exploitation
Invitation to Sexual Touching
Child Pornography
Luring a Child
Voyeurism
Possession for the Purpose of Trafficking
Production of a Substance (as defined in the C.D.S.A.)
Robbery
Use of a Firearm in the Commission of an Offence
Firearm Related Offences (with the exception of Unsafe Storage)

****Individual ineligible
to participate as a
Team Official, Referee
or anyone else as
determined by
Appendix B****

Ontario Minor Hockey Association

An acceptable window of time for the exclusion of offences (3, 5 or 10 years etc.) may be determined by the Centre or in the case of Referees, the OMHA Risk Management Officer except those offences listed above that disqualify an individual from participating as a Team Official, Referee or anyone else determined by the Risk Assessment Tool. The exclusion of time commences at the expiration of the penalty imposed by the Courts not the date of the charge or conviction.

It is the duty of any person identified as a Team Official, Referee and anyone else determined by the Risk Assessment Tool to disclose forthwith to the Centre's Professional Designate responsible for Criminal Record Checks or in the case of Referees, the OMHA Risk Management Officer any new pending charge(s) or conviction(s) of an offence listed in this Policy.

Each Centre of the Ontario Minor Hockey Association shall appoint an individual to be a Professional Designate for their Association who will be responsible for the collection and retention of all Criminal Record Checks except those of Referees which are forwarded to the OMHA Risk Management Officer. These individuals will be responsible for securing the Criminal Record Checks under their control in a safe storage area separate from the Centre's or OMHA Office files respectively.

The Risk Assessment Tool can be found in the OHF Speak Out Booklet available by contacting the Ontario Hockey Federation or Ontario Minor Hockey Association.