



# ATHLETE PROTECTION



# Introduction

## HARASSMENT AND ABUSE

- Responsibilities of all Parties
- Policy Development
- The 4 different types of Abuse
- Their ramifications and long-term effects on the athlete
- Guidelines for protecting Coaches
- What Harassment is and the differences from Abuse
- Bullying and its effects
- Making an athletes participation in ice hockey a positive experience



## RESPONSIBILITIES OF ALL PARTIES

### Federation Level

- IHA Member Protection Policy (IHA website)

### State/Club Level

- Each state to comply with IHA policy
- To ensure implementation, each state should have a Child Protection Officer or someone who available to deal with these issues as they arise
- Background Checks:
  - Each state has their own requirements regarding to child protection and their sport



# RESPONSIBILITIES OF ALL PARTIES

## Background Checks

- New South Wales - Link on web page to *Play by the Rules*
- Ice Hockey Queensland – Blue Card (valid for 3 years) as well as Child Protection Policy on website
- South Australia Ice Hockey – Follow IHA's policy as well, currently writing club policies
- Ice Hockey Victoria - follows IHA's policy as well, members must have a *Working with Children Card*
- Western Australia Ice Hockey – follows IHA's policy as well, members must have a *Working with Children permit* (3 year renewal)



## POLICY DEVELOPEMENT

- Coaches have a responsibility to ensure a safe environment; be aware and watch for signs of abuse or harassment and respond accordingly
- Coaches should be educated in the policies at each level
- The policy will show direction of the organisation and what steps are to be followed for the club and members
  - It must be fair to everyone involved
  - It must be in accordance to the legal obligations of the State/Country



# POLICY DEVELOPEMENT



- Considerations for the policy
  - Ensure confidentiality as well as a clear standard of behaviour outlined
  - Outline the method of reviewing a complaint and grounds for appeal
  - All one policy or two separate ones (harassment/abuse)
  - Who is going to do the investigating within the club
  
- A good policy will:
  - Be clear and easy to understand
  - Outline the process /steps to be followed
  - Protect your club by outlining what exactly is not acceptable behaviour



# ABUSE

**ABUSE – to ill-use, to misuse, to insult**

➤ **CHILD ABUSE**

- Is any form of mistreatment or lack of care, both physical and mental, that causes damage to the child's physical or mental health and endangers the child in any way.

There are four types of child abuse:

1. Physical Abuse
2. Neglect
3. Emotional Abuse
4. Sexual Abuse



# 1. PHYSICAL ABUSE

- Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth

## Physical Indicators

- Unexplained bruises
- Bite marks
- Cigarette burns
- Broken bones
- Hand marks on the body

## Behavioural Indicators

- Fear of parents being contacted
- Withdrawn behaviour
- Depressed state
- Reluctance to change in front of others





## 2. NEGLECT

- Failure to meet a child's basic needs, e.g. food, warm clothing, good hygiene,
- Supervision, safe environment
- Leaving a child alone or unsupervised

### Behavioural Indicators

- Fear of parents being contacted
- Withdrawn behaviour
- Depressed state
- Reluctance to change in front of others



### 3. Emotional Abuse

- Name calling
- Threatening
- Ridiculing
- Berating
- Intimidating
- Isolating
- Hazing or ignoring the child's needs



## **SEXUAL ABUSE**

- Sexual Abuse is when a younger or less powerful person is used by an older or more powerful child, adolescent or adult for sexual gratification
- Also the showing of or taking part in pornographic pictures or videos

**There are two categories:**

- 1. CONTACT**
- 2. NON CONTACT**



**SPECIAL  
REPORT**

# Sports Illustrated

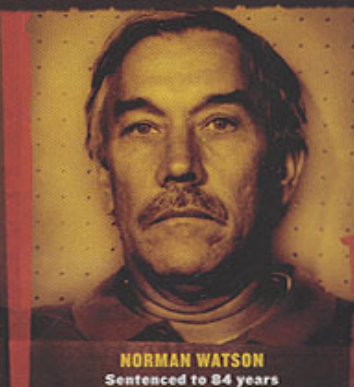
## WHO'S COACHING YOUR KID?



years



**MICHAEL HUGHES**  
Sentenced to 27 years



**NORMAN WATSON**  
Sentenced to 84 years

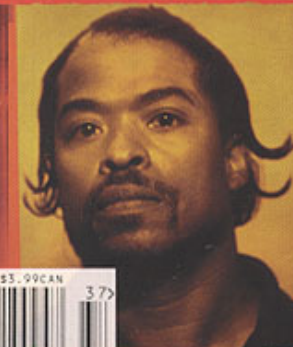


**JAMES ELKINS**  
Sentenced to 25 years

**The frightening truth about child molestation in youth sports**



SEPT. 13, 1999



**DE TURNER**  
Sentenced to 3 years



**DAVID COOLEY**  
Sentenced to 27 to 54 years



**JAMES CHAMPLIN**  
Sentenced to 24 years



SEPT. 13, 1999



## PROTECTION FOR COACHES

- 2 DEEP RULE
- TEAM RULES
- TAKE NOTES – TAKE NOTES – TAKE NOTES!
- SAFETY FIRST
- POWER AWARENESS
- ANTICIPATE PROBLEMS
- 24 HOUR RULE
- COMMON SENSE
- CHILD PROTECTION OFFICER



# VERBAL DISCLOSURES

- LISTEN
- REASSURE
- AFFIRM
- DEFINE CHOICES
- REPORT/REFER
- FOLLOW-UP
- DOCUMENT
- TAKE CARE

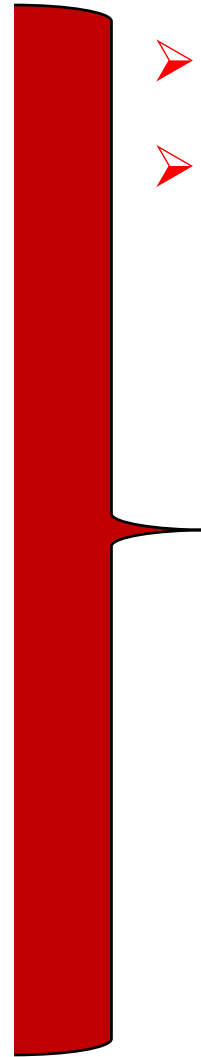


## VERBAL

- LISTEN
- REASSURE
- AFFIRM
- DEFINE CHOICES
- REPORT/REFER
- FOLLOW-UP
- DOCUMENT
- TAKE CARE

## NON-VERBAL

- DOCUMENT
- CONSULT





## WHAT IS HARASSMENT:

**Harassment is a behaviour by one person towards another which is:**

- insulting
- intimidating
- humiliating
- malicious
- degrading
- offensive

It may be:

- physical
- verbal
- emotional
- sexual





# RESPECT

- Game
- Rules
- Officials
- Opposition
- Teammates & Coaches

## ABUSE



**Types** - emotional,  
physical, sexual,  
lack of care

**Victim** - any person under  
the age of majority

**Offender** - any person who  
has authority over the  
victim and/or breaches  
trust

**Investigation** - external to  
the organization (child  
welfare or police)

**Follow up action** -  
determined by  
Protections Acts and  
Criminal Code

## HARASSMENT

**Types** - emotional,  
physical, sexual; may be  
motivated by racial or  
other forms of prejudice

**Victim** - person of any age

**Offender** - may be peer or  
person with position of  
power over an adult  
victim

**Investigation** - most often  
internal unless referred  
to police in case of  
suspected physical or  
sexual offences or  
criminal harassment

**Follow up action** -  
determined by your  
organization's policies,