



6.45 POLICY AND PROCEDURES FOR ALCOHOL, DRUGS AND CANNABIS

1. PREAMBLE

As the governing body for amateur hockey in Eastern Ontario, Hockey Eastern Ontario (HEO) would like to emphasize their commitment to fostering a safe and healthy playing environment and workplace for all its registered participants, administrators, officials, employees, as well as its volunteers and spectators. HEO is committed to providing everyone that is involved in its organization who attend and participate at its meetings, activities and sanctioned events with guidance as it relates to the legalization and regulation of cannabis, including use of tobacco, alcohol, or any other legal or illegal drugs.

2. EFFECTIVE DATE

May 2019

3. HOCKEY CANADA INFO

Hockey Canada has advised that cannabis will continue to be listed as Prohibited In Competition on the World Anti-Doping Agency's Prohibited List. Cannabis remains prohibited because; it has the potential to enhance performance, can cause harm to the health of the athlete, and violates the spirit of sport. Additionally, cannabinoids are prohibited for the following reasons:

- Athletes using it therapeutically with the intent to improve performance or recovery managing pain, stress or anxiety.
- Habitual use or abuse presents the potential for harm, especially for younger athletes;
- Impairment during competition presents a liability to the safety of the athlete and their competitors; and
- Given that cannabis is prohibited in competition, athletes are encouraged to demonstrate respect for their teammates, their opponents, and their sport by competing clean, clear, and sober.

Hockey Canada's Risk Management Committee feels that cannabis should be treated like alcohol in the hockey environment, within our guidelines and codes of conduct.

4. POLICY

HEO prohibits the use of tobacco products, cannabis and its derived products, alcohol, drugs and banned or restricted substances during any HEO meetings or sanctioned events. Use and impairment are strictly prohibited in HEO's workplace, at its activities and sanctioned hockey events that includes, but is not limited to games, practices, team functions, tournaments and meetings. Impairment includes the result of alcohol, opioids, cannabis or any other legal or illegal drug use. Smoking and vaping, including smoking and vaping cannabis is also prohibited at all HEO activities and sanctioned events. Applicable Federal, Provincial and municipal By-laws shall be followed.

Exceptions may be made to this policy where an individual has a medical certificate indicating that the use of cannabis has been approved by a healthcare professional. In such cases, Junior teams; officials' group; Minor Districts, Associations, Leagues, teams and Branch Referee-in-Chief, as appropriate, must be notified and individual accommodations discussed in advance of any such use and participation in HEO activities and sanctioned events.

All incidents must be investigated and dealt with in a timely manner, on an individual basis. All Junior leagues and member teams; HEO Minor Districts, Associations, Leagues and teams have the responsibility to investigate all situations and apprise their respective Risk and Safety Directors.

Junior Leagues, member teams, Minor Districts, Associations and Leagues are required to establish policies and procedures to deal with the consequences of non-compliance for their teams and by their participants, officials, employees, administrators including volunteers and spectators. In the absence of organizations having an appropriate policy, this HEO policy shall prevail.

Out of Branch teams participating in HEO sanctioned leagues are required to follow and implement this policy as written.

A non-exhaustive list of examples or situations where alcohol, drugs, e-cigarettes or "vapes" and tobacco products use are prohibited may include:

- On the ice, at the players' bench, in dressing rooms, or in public, non-licensed areas;
- By team officials, adults in position of responsibility for a junior or minor team;
- By anyone with the responsibility of driving persons to and from a sanctioned event;
- Use for the purposes of hazing, initiation or when it is forced on another person;
- Any other location where use is prohibited by law.
- Use by participants, team officials, on ice officials, hockey administrators and volunteers during HEO sanctioned events.

5. GUIDELINES

1) HEO Minor Districts, Associations, Leagues and Teams:

- a) Teams shall develop team rules that are reasonable, fair and consistent. These rules shall be communicated in writing to vested individuals, and registered with the Association. These rules may also be superseded and augmented by the rules of higher governing bodies. The policies and procedures of the governing bodies shall be observed;
- b) Team Officials must cooperatively participate in investigations and disciplinary proceedings, when required;
- c) A Team Official has the authority to remove a player or another Team official from team activities for violation of this Policy;
- d) Designated Team Officials (observing the two-deep dressing room policy, (if required) shall meet with the player and their parent or legal guardian to review the reasons for the removal;
- e) Regardless of the removal, a designated Team Official shall continue their supervisory responsibilities until the player is released to the care of their parent or legal guardian;
- f) Team Officials shall document the incident(s) and promptly advise their governing body, and inform the authorities if required;
- g) Suspension of the player, official or Team Official is at the discretion of the District, Association, League or HEO Minor;
- h) Matters dealing with a parent, legal guardian or relative must also be addressed;
- i) Facility staff should be immediately advised of situations that arise Involving suspicious or inappropriate behaviour of spectators at rinks, sanctioned events or venues.

2) HEO Junior Leagues and member teams:

- a) Teams shall develop team rules that are reasonable, fair and consistent; and shall be communicated to all vested individuals. These rules may also be superseded and augmented by the rules of higher governing bodies. The policies and procedures of the governing bodies shall be observed;
- (b) Team and League Officials must cooperatively participate in investigations and disciplinary proceedings, when required;
- (c) Team Officials or League Officers have the authority to remove a player or any team official from team activities for violation of this policy;

- (d) If the player is of minor age, team officials are required to meet with the player and their parent(s) or legal guardian to review the reasons for the disciplinary action;
- (e) Team Officials are required to document the incident(s) and promptly advise their league Commissioner/President;
- (f) Suspension of the player or Team Official is at the discretion of the member club or their respective league;

3) HEO Junior/Minor Officials and Support Staff:

- (a) The Branch Referee-in-Chief will be tasked with the responsibility on an annual basis of providing all registered junior/minor officials, supervisors, instructors and any related staff members with a copy of this policy;
- (b) All officials and support staff must cooperatively participate in investigations and disciplinary proceedings, when required;
- (c) The Branch Referee-in-Chief or his designate will have the authority to suspend any official or staff member for violation of this policy;
- (d) If the official is of minor age, the Branch Referee-in-chief will be required to inform the officials parent(s) or legal guardian the reasons for the disciplinary action;
- (e) Supervisors are required to document the incident(s) and promptly advise the Branch Referee-in-Chief

For more information on the legalization and regulation of cannabis in Canada, including the health effects of cannabis, please visit Health Canada's website at: Canada.ca/en/services/health/campaigns/marijuana-cannabis.

Additional information for parents and guardians can be sourced from the following links:

- City of Ottawa Cannabis Fact Sheet for Parents
- Ville D'Ottawa Sante publique cannabis
- Drug Free Kids Canada – Cannabis Talk Kit
- CAA Cannabis – Impaired Driving

