



## HEO Open Letter

December 2, 2022

### HEO Discrimination Data Under Hockey Canada's Rule 11.4

In keeping with Hockey Canada's and its 13 Members' efforts to eliminate discrimination from the game of hockey, HEO is publishing its 2021-22 discrimination data [www.hockeyeasternontario.ca](http://www.hockeyeasternontario.ca). Hockey Canada has also released national discrimination data on its website [www.hockeycanada.ca](http://www.hockeycanada.ca).

Discrimination under Hockey Canada's Rule 11.4 is defined as:

- Race, national or ethnic origins, skin colour or language spoken
- Religion, faith, or beliefs
- Age
- Sex, sexual orientation, or gender identity/expression
- Marital or familial status
- Genetic characteristics
- Disability

Discrimination can be witnessed by officials in-game and called as an infraction (Gross Misconduct) under Rule 11.4. Discrimination can also be witnessed around the game; such allegations can be reported by a number of parties and must be followed up with an investigation. In 2021-22 such allegations were reported through minor and junior organizations to HEO and to Hockey Canada (a new independent system is now in place for the 2022-23 season).

71 Gross Misconduct penalties were assigned in HEO games under Hockey Canada Rule 11.4 by HEO officials in the 2021-22 season.

HEO had the highest per capita assignment of Rule 11.4 Gross Misconduct penalties of any of Hockey Canada's Members, a testimony to efforts of our officials to understand and properly call this infraction. A large majority of HEO penalties were assigned to participants in the U18 and U15 levels. Hockey Canada's national data shows that three-quarters of these penalties were assigned in competitive hockey.

Another 12 allegations of discrimination were reported to HEO and followed up by various organizations in minor and junior hockey. 50% of the total allegations were found to be substantiated; remedial efforts included suspensions, written reprimands, and education. HEO's per capita rate of reporting was 0.06%, as compared with Hockey Canada's national average of 0.09%.

With Hockey Canada having recently signed on the Office of Sport Integrity's Zero Abuse, Hockey Canada and all 13 of its members have also taken the step of implementing an Independent Third Party process for reporting and investigating cases of alleged discrimination and violations of the Hockey Canada Code of Conduct across the country.





Any individual who believes that they have witnessed discrimination or Code violations can report this using the Independent Third-Party process. HEO is committed to supporting this uniform way of addressing discrimination, regardless of where it takes place, and to providing our minor, junior, special and para partners with updates and resources. We will continue to strengthen the system as we learn lessons.

For more information on the 2021-22 maltreatment data and the Independent Third Party (ITP) process, visit the HEO website at [www.hockeyeasternontario.ca](http://www.hockeyeasternontario.ca). Information on the ITP process can be found under the Safe Sport / Maltreatment, Misconduct, and ITP webpages.

We thank our volunteers, hockey program administrators and all participants for your efforts to help us drive out discrimination from the game of hockey.

HEO Board  
HEO Staff

