

Appendix A: Statement for Distribution

ANONYMOUS

Complainant

and

ALEX ARMSTRONG

Respondent

SUMMARY OF FINDINGS

PANEL: Kathleen Simmons, Ottawa, Canada.

Decision Released: December 5, 2025

Complainant: Anonymous, Self-represented

Respondent: Alex Armstrong, represented by Trent Morris

1. A Decision was issued on February 17, 2025 in which the Respondent was found to have violated the applicable Codes by failing to meet his obligations as a coach, failing to respect the coach/player relationship, abusing his position of power, engaging in Harassment and Psychological Maltreatment of the players, failing to treat his players fairly and with respect, and failing to operate his business in an ethical manner.
2. Sanctions issued were (1) a written warning to be placed on the Respondent's disciplinary record and to be disclosed by the CCHL Commissioner to any PLK current players or potential players on the PLK's protected list, and (2) a suspension from acting as the Head Coach, Assistant Coach or any member of the coaching/bench staff of the PLK from the date of release of this decision until the first day of the 2026-2027 hockey season.
3. The ITP has received reports that the Respondent has failed to comply with the sanctions imposed. In accordance with Hockey Canada Regulation O.11, any Registered Participant who violates the terms of a suspension will be subject to discipline by the entity that levied the original suspension.¹ Through the Policy,

¹ Hockey Canada Regulation O.11, page 155.

Hockey Canada authorized the ITP to administer complaints on its behalf. In that regard, it authorized the ITP to Select the Adjudicative Chair/Panel responsible for assessing whether a violation has occurred and what the appropriate discipline should be, if any.² I was that Adjudicative Panel and I issued the original suspension. Therefore, having found the Registered Participant to have violated the terms of the suspension, I hereby impose additional disciplinary measures, as follows:

SUSPENSION – Effective immediately, the Respondent is **suspended from all Hockey Canada sanctioned programming and activities**, including but not limited to:

- i. Directly or indirectly acting as a General Manager;
- ii. Directly or indirectly engaging in any communication (including but not limited to calling, emailing, texting or video calling/messaging), instruction, or supervision of players, team officials, or on-ice officials; and
- iii. Directly or indirectly coaching, assisting, or acting in any leadership capacity in any on-ice or off-ice team activities, practices, games, or competitions, as well as any player evaluations, tryouts, selection, or roster decisions.

This suspension shall remain in effect for the remainder of the current season and the entire 2026-2027 season.

WARNING – If the Respondent fails to comply with the sanctions against him, he may be subject to further disciplinary action from Hockey Canada including expulsion from Hockey Canada sanctioned programming or membership.

- 4. As the Respondent's conduct has reached a threshold sufficient to warrant public disclosure, in order to foster, conduct and control amateur hockey in accordance with Hockey Canada policies, rules and By-Laws, I order publication pursuant to Article 53 of the Policy. Specifically, acting PLK coach Joe Arruda, and/or the CCHL shall distribute *Appendix A: Statement for Distribution* to all currently rostered and prospective PLK players and their families, and HEO shall publish this *Appendix A: Statement for Distribution* on its website.
- 5. The full Addendum and reasons shall be distributed to the Complainant and Respondent as parties to this process and shall be kept in the disciplinary records of Hockey Canada, HEO, and the CCHL.

² Hockey Canada, Discipline and Complaints Policy, October 1, 2022, at Article 3.