



NOHA Policy – Process for Addressing Discrimination Penalties (11.4)

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Policy

When a Rule 11.4 penalty is assessed during a game, the participant will be assessed an indefinite suspension pending a hearing by written submission.

The NOHA conducts a hearing by written submission for participants who are penalized under Hockey Canada Playing Rule 11.4 as follows:

1. Indefinite Suspension Pending Hearing

- When a player is assessed an 11.4 infraction, they are suspended indefinitely pending a hearing in writing.
- If the infraction occurs during league or playoff games, it is reported to NOHA and the Player's Minor Hockey Association through Game Sheet Inc.
- If the infraction occurs at a tournament outside of the NOHA's jurisdiction or during an exhibition game, the penalized participant's team must report it to the NOHA Office within 48 hours.

2. Notification Process

- Once the NOHA is notified of the penalty, the participant's Minor Hockey Association is contacted by NOHA via email.
- The game sheet should always be used as the primary source of notification.

3. Hearing Submission Requirements

For the hearing process to proceed, the Minor Hockey Association President or delegate must submit the following to the NOHA Office at maltreatment1@noha-hockey.ca within 72 hours of the notification being provided to the Association:

- A letter from the penalized participant explaining the events leading up to the infraction
- Information on steps taken by the participant since receiving the 11.4 penalty (optional)
- A letter from the Coach providing comments about the incident
- An outline from the Coach on educational steps taken regarding language penalized under Rule 11.4
- Any other relevant information from the Minor Hockey Association, Team, or Participant for consideration during the hearing

4. Additional Information Considered

- The on-ice official(s) report
- Submissions from the participant who was the subject of the penalized language

5. Review and Decision

- Written submissions are reviewed by the NOHA Executive Director or designated official
- The minimum suspension for a penalty under Rule 11.4 is 5 games
- Any sanction exceeding 10 games may be appealed under NOHA appeal procedures

- A decision will be provided by the NOHA Office to the Minor Hockey Association within two (2) business days

6. Maltreatment Complaints

If the penalized player believes they are a victim of Maltreatment, they can submit a complaint to the Independent Third Party (ITP) at [**complaints@sportcomplaints.ca**](mailto:complaints@sportcomplaints.ca)

- An online reporting form and more information can be found on the Independent Safe Sport website

7. ITP Jurisdiction and Process

- The ITP determines if the complaint falls under its jurisdiction, which includes allegations of serious misconduct, conflicts of interest, or multi-jurisdictional issues
- Serious Misconduct includes sexual maltreatment/abuse, grooming allegations, major violence outside of gameplay, or breaches under the Criminal Code
- The ITP does not handle complaints related to personality conflicts, differing opinions not constituting maltreatment, appeals for other jurisdictions, transfer requests, or suspension appeals issued by on-ice officials
- Some complaints may be forwarded back to NOHA if outside the ITP's jurisdiction

8. Confidentiality

- Confidentiality is maintained throughout the process for all parties involved
- All communication involving minors is conducted through Minor Hockey Association executives, and all hearings will require that a parent/guardian be present with minors