



## **Kodiak Hockey League**

### **SafeSport Hazing, Bullying, and Sexual Harassment Guidelines**

Kodiak Hockey League (KHL) feels strongly that hazing, bullying, sexual harassment, initiation rituals, and physical punishments are not permitted within the KHL organization. Any form of misconduct by the team, coach, or an individual, in attempt to bond or take action against another individual or group of individuals, which results in abuse, harassment, intimidation, or any form of degradation, is not allowed by any player, coach, volunteer, or member of KHL.

Players and coaches are also required to follow the USA Hockey SafeSport Hazing and Bullying Guidelines. KHL is committed to offering an environment that is free of intimidation and abuse and has zero tolerance for misconduct.

KHL requires all members to report any of the following behaviors:

#### **Hazing**

Hazing can be defined as any actions, whether physical, sexual, verbal, mental, emotional, or psychological, which subjects another person or group, voluntary or involuntary, with a result that has the intended or unintended effect of abusing, mistreating, degrading, humiliating, harassing, or intimidating the person who may be younger, weaker, or have less power. These behaviors are prohibited by players, coaches, parents, or any member or associate of KHL.

The following are examples of, but not limited to, misconduct that is prohibited by KHL:

#### **Hazing Behaviors**

- Forcing the consumption of alcohol, drugs, or other substances
- Shaving of body parts
- Any activity that is illegal, perverse, or publicly indecent
- Vandalism of any property or forced participation in pranks
- Dietary restrictions, sleep deprivation, or creation of excess fatigue or other unhealthy behaviors
- Deprivation of sleep or disturbing individuals during normal sleep hours, creating excessive fatigue
- Calisthenics intended as a physically abusive exercise
- Physical abuse of any kind (paddling, whipping, or beating)
- Mentally abusive or demeaning behavior
- Forced tattooing, branding, or public stunts
- Road trips, kidnapping, drop offs, or any other such activity
- Subjecting a member to cruel and unusual psychological conditions
- Morally degrading or humiliating games or activities

- Verbal or cruel harassment, including yelling and screaming
- Participation in sexual rituals or assaults and/or required nudity or contact
- Deception or threat contrived to convince the new member that they will not be permitted to join
- Required songs, chants, yelling, or screaming
- Activities that promote or encourage the violation of state laws and club policy

Hazing does not include challenging team workouts or assigning team duties to specific players.

### **Bullying**

Bullying can occur when there is an imbalance of power and the person who is older, larger, stronger, or more aggressive uses their power to control or harm someone in a weaker position. The person bullying has the intent or goal to cause harm (i.e., the act is not accidental) and the action is usually repetitious.

### **Bullying Behaviors**

- Physical pushing, kicking, hitting, pinching, slapping, punching, etc.
- Name calling, sarcasm, spreading rumors, persistent teasing and emotional torment through ridicule, humiliation and/or the continual ignoring of individuals
- Racial taunts, graffiti, gestures
- Sexual comments and/or suggestions
- Unwanted physical contact
- Socially spreading rumors
- Leaving players out of group activities, telling them they are unwanted
- Cyberbullying, using the internet, email, texting, mobile phones, social media, or other digital technologies to do harm to others

### **Sexual Harassment**

Sexual Harassment is unwanted, often persistent, sexual attention, and any other behavior with sexual overtones that creates a hostile work or learning environment.

### **Sexual Harassment Behaviors**

- Written or verbal abuse threats, physical contact, sexually graphic literature, sexual advances, demands for sexual favors
- Sexually oriented comments, jokes, lewd comments or sexual innuendos, taunts about a player's body or dress
- Intimidating sexual remarks
- Physical contact, fondling, pinching, or kissing
- Offensive phone calls or photos and/or bullying on the basis of sex
- Sexual violence such as sexual assault, rape, or sexual coercion