



# Welcome to Mitchell's

## **HARASSMENT FREE - ZERO TOLERANCE**

### Facility

### Program

Physical or verbal abuse by spectators directed towards officials, coaching staff, players or other spectators before, during or after a sports function will not be tolerated. Offending person(s) may be asked to vacate the sport venue(s). A further banning may result pending review by the participating Harassment Free - Zero Tolerance committee (HFZT).

### Procedure

**If your behaviour is deemed to be offensive and unacceptable:**

You will be approached by an arena staff member or a Mitchell Minor Sports executive and asked to change your behaviour or you will be asked to leave the facility.

Or

A referee will stop the game, center you out by pointing to you and then to our 50 foot sign as a friendly reminder to change your behaviour.

**If your behaviour does not change, the police will be called and you will be removed from the premises. Suspensions may apply.**

As a spectator you are encouraged to inform an arena staff member or a Mitchell Minor Sports executive when you witness someone's behaviour being unacceptable. **Never engage in argument or physical confrontation!**



**Sports for All - Get Involved**

Serving the community since 1975

**Enjoy the game!**

## **A Funny thing happened at a hockey game:**

I stopped in to watch a game of Hockey at the local arena. The game was in progress. I was standing at the back of the arena when I noticed a man in his late 60's yelling aggressive harassing comments at a group of spectators sitting in a section in front of us. At intermission I approached the man and asked why he was so mad at those people. He said, "They are a dirty team they play that way every time we play them", I said, "but I still don't understand why you are yelling at those people?", He said, "When you have been around hockey as long as I have you will understand." I told him I have been around a long time and I plan on being around hockey even longer and I will never understand what he is doing! I walked away and sat with the group of about ten he was yelling at. I informed them I was not with that gentleman and asked if they knew him. They all informed me they had never seen him before and had no idea what his problem was. I came to realize they were a great group of people just trying to enjoy their son(s) and grandson(s) play a good game of hockey.

It is this story along with hundreds of others that a Harassment Free – Zero Tolerance program is being developed for the Mitchell arena. A Harassment Free – Zero Tolerance committee has been assembled and will be a sub-committee of the Mitchell Minor Sports board and comprised of the following members:

- The President of Mitchell Minor Sports
- The Vice President of Mitchell Minor Sports
- The Manager of the Mitchell Arena
- A member of our local authority (Police)
- A member from the Mitchell Minor Hockey Executive
- A member from the Mitchell Minor Ringette Executive
- A member of West Perth Council
- A local Referee (Official)
- A Secretary

**Our goal:** To eliminate or at least reduce the amount of incidences of physical or verbal abuse and Harassment by spectators directed towards officials, coaching staff, players or other spectators before, during or after a sports function at our Ice Recreational Facility (Mitchell Arena).

**Procedure:** Mitchell arena staff, Mitchell Minor Sports executive and Referees will be instructed how to take appropriate actions (without jeopardizing one's safety) when incidents or acts of inappropriate behaviour, harassment or violence occurs in the Mitchell arena facility. A clear, simple, safe and consistent procedure will be created.

**Disciplinary action:** The HFZT committee will review all if any HFZT incident report(s) for the purpose of making future beneficial decisions to our program and issue suspensions when or if deemed necessary.

**Policy:** A policy will be written in conjunction with the Mitchell arena Manager, Mitchell Minor Sports, the HFZT committee and the Municipality of West Perth Council.

## **Enjoy the game!**