



Respect in Hockey OMHA Implementation Plan

PREAMBLE

The OMHA Development Committee, during the course of the 2012-2013 season, considered expanding the reach and scope of the Respect initiatives in the OMHA, not only from the perspective of education, but also awareness.

A recurring theme which has been communicated at virtually every Committee meeting during the season has been the message of 'Respect in Hockey' and opportunities to enhance education and awareness of the message with all stakeholders, to improve the Minor Hockey experience.

Several branches across the country have made the Respect in Sport (RIS) Parent Program mandatory, with Alberta becoming the first fully integrated Respect Branch requiring Team Officials, Parents and On-Ice Officials to complete Respect training.

Calgary Minor Hockey was first to mandate the RIS Parent Program to all hockey families, 13,000 in total. Anecdotal information from Alberta has also confirmed that the number of Parent discipline hearings has significantly decreased since the implementation of the program.

Data from participants regarding resistance/post certification responses has been positive.

"Many people went into the program with a negative attitude, and ultimately came out as advocates,"

"Almost everyone agrees that the culture needs to change, and they believe that Respect in Sport can help contribute to that change."

THE MANDATE

The OMHA Development Committee recommended the following, which was reviewed and ratified by the OMHA Board on June 2, 2013, and subsequently presented at the OMHA AGM on June 8, 2013:

To fully integrate all available 'Respect' education to all OMHA stakeholders, including Team Officials, On-ice Volunteers, On-Ice Officials and Parents, effective August 31, 2014.

The Respect Group Inc. "Activity Leader" and "Parent Program" shall be completed by all Team Officials, Officials, and at least one parent/guardian of all registered players as described below.

Full implementation by **August 31, 2014** will foster and develop a culture of mutual respect in the OMHA and serve as an effective risk management tool as well as contributing to the overall safety and enjoyment of the game by all participants. A platform of proactive education for each of the stakeholders that have a direct impact on the youth in our game, (Parents, Coaches, and Officials) represents a key step towards achieving our vision.

All registered OMHA Team Officials must be certified in the Respect in Sport “Activity Leader/Coach” program or the equivalent “Speak Out” program certification. This is currently in place per OMHA Regulation 6.1 d) v):

All team officials must have *Speak Out or Respect in Sport*, in addition to all other Certification appropriate to their position.

All individuals identified in the Role of ‘On-Ice Volunteer’ (**Age 16 and above**) must be certified in the Respect in Sport “Activity Leader/Coach” program or the equivalent “Speak Out” program certification.

Completion of the Respect in Sport “Parent Program” for at least one parent/guardian of each family of every registered player (**under the age of 18**) shall be a condition of their eligibility for participation.

All HCOP Officials (Referee & Linesman) (**Age 16 and above**) must be certified in the Respect in Sport “Activity Leader/Coach” program or the equivalent “Speak Out” program certification as a condition of their eligibility to officiate.

Role	RIS Program	Details
Team Officials (Coaches, Trainers, Managers) On-Ice volunteers (<u>Age 16 and above</u>) On-Ice Officials (<u>Age 16 and above</u>)	Activity Leader Program	3 hour course \$30.00 fee
Parents	Parents Program	1 hour course \$12.00 per <i>family</i> * (see details below)

Rationale:

- OMHA will show leadership ensuring all stakeholders; Team Officials, Game Officials and parents have received education, and a consistent message.
- Reward for progressive organizational growth and improvement of the experience for our membership versus risk of very limited negative repercussions.
- Ability for timely information to be added annually including high priority topics including Concussion Awareness, Return to Play Guidelines, New Head Contact Rule, Long-Term Player Development (LTPD).
- It is a child protection tool that reduces liability and delivers on the OMHA’s responsibility for ‘duty of care’.
- Emphasis that it is a positive program to make good parents better. Not a reaction to media reports or a tool for discipline.
- An opportunity to empower all of the good parents in the organization.
- A program provided by Hockey for the greater good of all parents in the wider community.
- A significant recruitment and retention tool.
- A strong step toward the long-term goal of social and culture change.

Administration:

- Respect Group has worked with Hockey Canada to create and implement a simple HCR connection utility.
- Training webinars will be available for Association administrators/registrars, including a simple accountability guide for association Administrators. Respect Group will set up training webinars to assist those with "Administrator" rights within the Respect in Sport Activity Leader and Parent Programs, including navigation in the Admin side of the program. Webinars are about 30 minutes in duration.
- Access to the public validation tool for Association administrators/registrars, enabling the tracking of your participants and generating reports. Direct support will also be available to administrators needing to locate records in the HCR.
- Increased training for RGI Helpdesk support personnel.
- Increased RGI support staff to support increased activity.
- Doubled server capacity to improve performance and stability.

PRICING MODELS FOR PARENT EDUCATION

Two Potential pricing models have been developed by Respect Group:

PayPal (Most common):

\$12 per *family* (one parent certified per family and other parent, step parents, grandparents, kids, etc. can take the program for free by using certified parent username and password).

Organization Pay:

OMHA Member organizations may pre-pay for access codes in bulk for distribution to your members. To set up a bulk purchase contact the Respect Group directly:

Mark Allen, mallen@respectgroupinc.com

The cost remains \$12 per family (as above).

TIMELINE/CRITICAL PATH**June 2, 2013**

OMHA Board Ratification of Development Committee recommendation regarding Respect Integration.

June 8, 2013

Announcement to OMHA Membership at AGM of Respect Integration for OMHA stakeholders.

June, 2013

Media release summarizing OMHA AGM outcomes.

Medial release announcing OMHA Respect Integration.

July/August, 2013

Implementation Guide for Associations completion and distribution

Ongoing

Local Minor Hockey Associations establish plans for auditing completion of program by parents.
OMHA HCOP Program will develop plan for auditing completion of program by Officials.
Regular messaging regarding compliance, emerging issues/information.

June 2014

OMHA AGM: Reminder to all Members of August 31, 2014 compliance requirement.
Bulletin reminder to all OMHA centres of August 31, 2014 compliance requirement.

August 31, 2014

Compliance deadline.

ROLE OF OMHA MEMBER ASSOCIATIONS

It is the responsibility of the local Minor Hockey Association to establish the best strategy to implement this requirement based on the needs of the Association. The Association may wish to consider some of the strategies identified below on the path to ensuring compliance. The OMHA and Respect Group are committed to supporting OMHA Member Associations develop and implement strategies to ensure compliance by **August 31, 2014**.

Parent Program

Prior to, or at time of registration, make your members aware of the Respect in Sport Parent requirement. This can be done through the usual communications channels your association would typically use (i.e. website; newsletter, registration package, etc.).

If in-person Registration is conducted, a letter indicating the program can be distributed to parents (Sample attached). This can also be included in online registration messaging.

Ongoing monitoring (through your Association Registrar) during the course of the 2013-2014 season to assess compliance level. If low levels of compliance identified, communicate this to Team Officials using your existing communications strategies with teams, reiterating the importance of the Program, and reminding of compliance date.

Some Associations may opt to make completion of the parent completion program a condition of player registration. This may potentially be more appropriate for implementation during player registration for the 2014-2015 season, as many Associations have already completed player registration for the 2013-2014 season.

PROGRAM OVERVIEW

The Respect in Sport program is an online certification program designed to protect our youth as well as enhance the OMHA's mandate of providing a safe and fun environment for all participants. It is Canada's leading online bullying, abuse, harassment, and neglect prevention program for parents, coaches, and community leaders. It is offered in two different streams:

Respect in Sport Parent

A program providing information on parents' natural influence over a child, the coach or leader's role in an activity, the role parents play in their child's enjoyment of a sport or activity, and protecting your child when they are outside of your immediate control. The program also provides parents with tools to evaluate their own behavior by highlighting 5 key "behavioral traps" frequently exhibited by parents, particularly in competitive sports. It demonstrates negative behaviors and provides ideas of how a situation may be better handled, includes valuable information from subject matter experts delivered in a clear and concise fashion, and asks questions of parents based on scenarios presented.

Specific topics include:

- 5 common negative parent behaviors
- Child development/nutrition and hydration/rest/injuries.
- Interacting with coaches, officials, and other parents.

Respect in Sport Activity Leader

Provides in-depth information on the subjects of bullying, abuse, harassment and neglect. It demonstrates negative behaviors and provides ideas of how a situation may be best handled, including valuable information from subject matter experts delivered in a clear and concise fashion, and asks questions of the leaders based on the scenarios presented

Specific topics include:

- Definitions of bullying, abuse, harassment, neglect and discrimination, cyber-bullying, hazing
- Use of power
- Emotions
- How to respond
- Reporting
- Moral and legal issues
- Development

FREQUENTLY ASKED QUESTIONS – PARENT PROGRAM

I have completed the Respect in Sport Activity Leader Program, is this sufficient for satisfying the parent program as well?

This program is tailored to the Role of the parent, providing information specific to the parental involvement, while the Activity Leader program has a different focus. During the introduction of the module, the differences are outlined. While there are some commonalities in messaging, the message is positive, and is only reinforced through repetition.

Why am I required to complete the Program?

In addition to being an OMHA condition of participation, it provides tools to deal with various situations that could arise in the course of your child's participation in hockey, both as a parent, and in any leadership role you may have. This is a positive program to make good parents better, and will empower all of the good parents in the organization. Beyond hockey, this will contribute to the greater good of all parents in the wider community. This is also a significant step toward the long-term goal of social and culture change.

What will happen if I do not complete it by the specified compliance deadline?

After the deadline for compliance, participation may be denied until such time as the program has been completed.

How do I complete the Parent Program?

The program can be accessed through the OMHA website (www.omha.net). It is a one hour online curriculum with both audio and visual features that allows flexibility and does not have to be completed in one session.

Is this required every year?

No, once you have completed it you are certified and there are currently no plans for requalification/recertification.

My child is 18 and is a registered player, am I still required to complete the Program?

Completion of the Parent Program is not required for parents of players aged 18 and above.

What if the household/individual has no access to a computer/internet?

Most public libraries provide internet access. Additionally, your local minor hockey association may also be able to assist by providing opportunities to use their computer(s) if they have one in their office and a convenient time can be arranged to access. Other options include schools and friends.

What if I have dial-up internet connection?

The program is designed to be accessible by either high speed or dial-up.

What if I do not have strong computer literacy skills?

Utmost attention to detail was taken to ensure the program was designed to make the program user friendly. If issues do arise there is online help available as well as a 24/7 1-800 support number.

SAMPLE CORRESPONDENCE TO PARENTS

RE: OMHA Respect Integration Implementation

Dear Parents

In an ongoing effort to foster a safe and enjoyable environment for our athletes in our great game, the OMHA is implementing a plan to ensure the OMHA is a complete Respect integrated organization.

Effective **August 31, 2014**, at least one parent or guardian of each player registered in the OMHA will be required to complete the online Respect in Sport Parent Education Program as a condition of their child's participation.

The Respect in Sport parent program is a proactive, educational program that empowers parents with the tools to ensure the game is enjoyable and respectful for themselves, their children and all other stakeholders in the game. This portion of the program is only one of the three pillars of our respect platform. The Respect in Sport Activity Leader program is currently a condition of participation for all Team Officials (Bench Staff), and will be a requirement for all on-ice Volunteers and all on-ice referees (**Age 16 and above**), effective August 31, 2014.

Through this mandate, all stakeholders will be introduced to Respect education when considering the needs of our athletes.

(Your Local Minor Hockey Association) will be responsible for implementing these requirements as established by the OMHA and requires your support and cooperation with ensuring the completion of this certification. Although the OMHA has identified a deadline for compliance, many member Associations have chosen to be proactive and have set earlier deadlines for compliance. The OMHA supports Member Associations who have opted to adopt this proactive approach.

Please ensure that you provide feedback as requested upon completion of the program, to provide your insights on optimizing program content, and system functionality.

Thank you for your commitment to the safety, enjoyment and success of your child, and all OMHA participants.