



## Screening Policy

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## 1. DEFINITIONS

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- 1.1 Associations: refer to OHF Regulation 1.7.
- 1.2 Enhanced Criminal Records Check (ECRC): a defined type of Criminal Record Check provided by Sterling BackCheck that searches criminal records as well as pending charges against an individual.
- 1.3 Member: the seven (7) OHF Members set out in OHF By-Law 4.
- 1.4 OHF: refers to the Ontario Hockey Federation.
- 1.5 OHF Screening Declaration Form (OSDF): the official OHF Screening Declaration Form that is submitted in accordance with this policy (Appendix B)
- 1.6 Receipt: the paper or electronic confirmation of application by an individual for a VSC.
- 1.7 Registered Participant: refer to OHF Regulation 2.1.
- 1.8 Vulnerable Sector Check(VSC)
  - 1.8.1 A VSC is initiated by the local police in the jurisdiction where the individual lives.
  - 1.8.2 A VSC is designed to protect vulnerable participants from dangerous offenders by uncovering the existence of a criminal record and/or a pardoned sexual offence conviction and is recommended as part of an overall employment or volunteer screening process. The results of the check can help to determine whether an individual is suitable to work in positions where they will be in close contact with vulnerable people.
  - 1.8.3 The police will use the Canadian Police Information Centre (CPIC) system as well as their own database to conduct a background search based on an individual’s name, gender and date of birth. If the gender and date of birth match to a pardoned sex offender record, the individual will be **required** to provide fingerprints to confirm their identity. Be assured that:
    - 1.8.3.1. This is not an accusation of criminality: fingerprints are used to confirm identity only.
    - 1.8.3.2. Fingerprints will be destroyed after 90 days - when the check is complete. As with all civil checks, the RCMP **and Local Police** do not keep fingerprints on file and they will not be searched for future purposes.
    - 1.8.3.3. Individuals that required fingerprints as part of their VSC process will be eligible to complete the Enhanced Criminal Record Check through Sterling Backcheck. Submission of fingerprint receipt is required.

## 2. SCREENING PROCESS

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- 2.1 The OHF will conduct the following 10-step screening process for OHF personnel and recommends that each Member and their respective members follow the same 10-step screening process within their respective jurisdictions. Steps 2.5.2, 2.9 and 2.10.2 of the 10-step screening process are mandatory for all organizations within the jurisdiction of the OHF.

- 2.2 Volunteers and staff who do not meet or do not abide by the requirements of the screening process may not be accepted, may be disciplined or may be dismissed.
- 2.3 Position Design (Appendix C)
  - 2.3.1 Clearly identify, define and control the design of positions. Each position has a set of conditions and level of risk. Determine screening standards based on position design.
- 2.4 Position Description (Appendix C)
  - 2.4.1 Develop and maintain descriptions that define responsibilities, expectations and levels of supervision for each staff and volunteer position.
- 2.5 Application Form (Appendix D)
  - 2.5.1 Prepare and make available appropriate forms for staff and volunteers and, if the position requires other screening measures (medical exam, driver's record, Vulnerable Sector Check), the application form will so indicate.
  - 2.5.2 Application Forms should include a requirement to disclose any suspensions or removal from a sport organization including hockey, whereby the suspension or removal meets any of the following standards:
    - 2.5.2.1. for any form of Maltreatment;
    - 2.5.2.2. for misconduct for a period greater than two weeks; or
    - 2.5.2.3. where the sport organization would not rehire due to violations of the OHF Codes of Conduct.

Disclosure is mandatory and does not deem an individual automatically ineligible for participation. The disclosure is to be taken into consideration with the overall application and remedies done by the individual. However, if an individual does not disclose and a previous suspension or removal is discovered the individual will be ineligible to participate indefinitely.
- 2.6 Formal Recruitment Process
  - 2.6.1 Post all staff and volunteer positions and indicate that screening is a part of the application process.
- 2.7 Conduct Interviews
  - 2.7.1 Conduct interviews for staff to ensure candidates meet the position requirements and fit in with the organization. Interviews for volunteer positions, for which the level of risk is determined to require interviews, will be conducted under the supervision of the President and Executive Director.
- 2.8 Reference Check
  - 2.8.1 Implement a standard reference check questionnaire and follow through with candidate's list of references.
- 2.9 Vulnerable Sector Check(VSC) (Section 5)
  - 2.9.1 The following individuals who are associated with the OHF, Members, hockey leagues, hockey Clubs and Associations must adhere to the OHF Screening Policy and submit to their Association or employer in accordance with section 3:

- 2.9.1.1. members of the Boards of Directors (not including individuals officiating or on a roster/at large team official);
- 2.9.1.2. full time staff, part time staff, interns and volunteers (not including individuals officiating or on a roster/at large team official);
- 2.9.2 The following individuals who are associated with the OHF, Members, hockey leagues, hockey Clubs and/or Associations must adhere to the OHF Screening Policy and submit to the Ontario Hockey Federation accordance with section 3:
  - 2.9.2.1. team officials (including but not limited to head coaches, assistant coaches, trainers, managers and at large team officials);
  - 2.9.2.2. on-ice officials; and
  - 2.9.2.3. anyone else who, through their duties on behalf of the OHF, a Member, a hockey Club or Association, may work with children (included but not limited to on-ice volunteer, skills coaches, third party skills coaches and dressing room supervisors).
- 2.10 Orientation and Training Sessions
  - 2.10.1 The level of risk associated with a position (as indicated in the position description) will determine when an organization should conduct an orientation session with new staff and volunteers to help familiarize them with the organization’s goals, objectives, policies and processes.
  - 2.10.2 All team officials (including but not limited to head coaches, assistant coaches, managers and trainers) within the jurisdiction of the OHF are required to be certified in the Speak Out Programme or Respect In Sport Activity Leader.
- 2.11 Supervise and Evaluate
  - 2.11.1 The risk assessment of each position (as indicated in the position description) will determine the necessary level of supervision and evaluation in respect of a person’s performance in their position(Examples: Supervision may include an unscheduled observation of a coach or on-ice official during a practice or game; or evaluation may include an annual or interim staff appraisal).
- 2.12 Follow Up
  - 2.12.1 Follow up in respect of a person’s performance in their position may be necessary and will be determined by the position description. An example of follow up may include an end of season interview with a coach.

### **3. VULNERABLE SECTOR CHECK AND DECLARATION SUBMISSION PROCESS**

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- 3.1 The OHF requires that a person identified in 2.9.1 and 2.9.2, except those aged 17 and under will not be required to provide a Vulnerable Sector Check in accordance to the Police Record Check Reform Act (PRCRA), submit yearly screening as set out below to be eligible for participation:
  - 3.1.1 Year 1 – submit a Vulnerable Sector Check that has been completed in the six (6) months prior to submission and an OHF Screening Declaration Form.
  - 3.1.2 Year 2 – submit an OHF Screening Declaration Form.
  - 3.1.3 Year 3 – submit an OHF Screening Declaration Form.

- 3.1.4 Year 4 – submit a Vulnerable Sector Check that has been completed in the six (6) months prior to submission or an Enhanced Criminal Record Check subject to paragraph 1.7.3.3 and an OHF Screening Declaration Form.
- 3.1.5 Year 5 – submit an OHF Screening Declaration Form.
- 3.1.6 Year 6 – submit an OHF Screening Declaration Form.
- 3.1.7 Year 7 – submit a Vulnerable Sector Check that has been completed in the six (6) months prior to submission or an Enhanced Criminal Record Check subject to paragraph 1.7.3.3 and an OHF Screening Declaration Form.
- 3.1.8 Year 8 – continue cycle.
- 3.2 Any check submitted that is older than six (6) months must be accompanied by an OHF Screening Declaration Form or a notarized sworn document may also be used as an alternative to the OHF Screening Declaration Form and a receipt from the local police station indicating that the process has been initiated for an updated VSC, which must be provided to the OHF when received.
- 3.3 All individuals in 2.9.1 and 2.9.2 MUST complete the requirements of 3.3.1 or 3.3.2 as follows:
  - 3.3.1 Team Officials and Team Support Staff (2.9.2.1 and 2.9.2.3)
    - 3.3.1.1 Screening submission will comply with the following timeframes:
      - a. For those in spring evaluations and spring programming submissions may begin on April 1.
      - b. For those participating in programming outside of spring submissions may begin June 1 and will be open until the following February 10.
    - 3.3.1.2 Rostering will be restricted to ONLY those that have completed the requirements of 3.1 or 3.2. Complete requirements as early as possible in the above timeframes.
    - 3.3.1.3 All individuals involved in spring player evaluations will need to complete the requirements of 3.1 or 3.2 and be rostered in order to be eligible to participate.
  - 3.3.2 On-ice officials
    - 3.3.2.1 Screening submission for On-ice Officials will begin on June 1.
    - 3.3.2.2 Acceptance into an officiating clinic or officiating recertification will be restricted to ONLY those that have completed the requirements of 3.1 or 3.2. Complete requirements as early as possible in the above timeframes.
  - 3.3.3 Staff
    - 3.3.3.1 Full time staff – During the appraisal process and every three years.
    - 3.3.3.2 Part time staff/students/interns – At start of term and every year after.
    - 3.3.3.3 High Performance Team Staff (where applicable) – At start of term and every year after as identified in 3.1.
  - 3.3.4 Board of Directors
    - 3.3.4.1 Applicants for the Board of Directors will complete an OHF Screening Declaration Form with their submission of their nomination. Those selected for the slate of Directors will complete an Enhance Criminal Record Check prior to the election.

- 3.4 Previous offences that may exclude a person's application for a position within the OHF include, but are not limited to, offences against persons, offences involving property or offences related to substance abuse.
- 3.5 It is recommended that Billets used within the OHF be properly screened by the Member or their association, club or league and in addition, complete a Vulnerable Sector Check.

## **4. SCREENING ADMINISTRATION**

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- 4.1 OHF Responsibility
  - 4.1.1 The OHF Executive Director (or designate) will maintain records of all OHF Personnel required to be certified in Speak Out or Respect in Sport Activity Leader. The Vulnerable Sector Checks of staff and volunteers of the OHF (as opposed to the OHF Members) who are required to submit such information will be directed to and maintained by the OHF Legal Counsel.
  - 4.1.2 All personal records maintained by the OHF and OHF Legal Counsel will be obtained and secured in compliance with the OHF Privacy Policy.
- 4.2 Member Responsibility
  - 4.2.1 For the purposes of reporting to Hockey Canada and policy development, OHF Members are required to maintain records of all Speak Out or Respect in Sport Activity Leader certified personnel within their jurisdiction and provide relevant statistical information to the OHF at the conclusion of each season (number of training sessions, e-Learning participants [Respect in Sport Activity Leader] and number of certified participants, etc.).

## **5. SAFEGUARDS**

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- 5.1 Security safeguards will be implemented to ensure all personal information is protected from theft as well as unauthorized access, disclosure, copying, use or modification thereof. The level of safeguards employed shall be directly related to the level of sensitivity of the personal information collected: the more sensitive the information, the higher the level of security employed. Methods of protection and safeguards to be employed will include but in no way be limited to locked files, offices and storage areas, need to know access as well as technological measures such as passwords and encryption.

## 6. MINIMUM REQUIREMENTS BASED ON POSITIONS

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<b>Board of Directors</b>
<ul style="list-style-type: none"> <li>Writing clear position descriptions</li> <li>Requesting/requiring Enhanced Criminal Record Check or Vulnerable Sector Check</li> <li>Conducting orientation and training sessions</li> </ul>
<b>Full-time/Part-time Staff, Students/Interns</b>
<ul style="list-style-type: none"> <li>Writing clear position descriptions</li> <li>Requesting/requiring Enhanced Criminal Record Check or Vulnerable Sector Check</li> <li>Establishing a formal recruiting process,</li> <li>Conducting orientation and training sessions</li> <li>Using an application form</li> <li>Conducting interviews</li> <li>Following up on references</li> <li>Supervising and evaluating</li> <li>Follow up on program participants</li> </ul>
<b>Team Officials</b>
<ul style="list-style-type: none"> <li>Writing clear position descriptions</li> <li>Vulnerable Sector Check submitted and approved through OHF Screening Submission Portal</li> <li>Declaration submitted and approved through OHF Screening Submission Portal</li> <li>Not currently under suspension or ineligible under Section 2.5 of the OHF Screening Policy</li> <li>Conducting orientation and training sessions</li> <li>Respect in Sport, Activity Leader</li> <li>Gender Identity and Expression Course</li> <li>Rowan's Law</li> </ul>
<b>On-ice Officials</b>
<ul style="list-style-type: none"> <li>Writing clear position descriptions</li> <li>Requesting/requiring Vulnerable Sector Check submitted and approved through OHF Screening Submission Portal</li> <li>Declaration submitted and approved through OHF Screening Submission Portal</li> <li>Not currently under suspension or ineligible under Section 2.5 of the OHF Screening Policy</li> <li>Respect in Sport Activity Leader (verify with Member)</li> </ul>

## **7. OHF VULNERABLE SECTOR CHECK**

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- 7.1 All individuals holding the title of team official (including but not limited to head coach, assistant coach, trainer, assistant trainer, manager, dressing room supervisor), on-ice official and anyone else determined by the Risk Assessment Tool which is contained in Appendix A of the OHF Screening Policy shall be subject to the Vulnerable Sector Check and a search of the National Sex Offender Registry.
- 7.2 Individuals with outstanding Criminal Code convictions or who have been charged with such offences that have not yet gone to trial but which continue to be prosecuted, shall not be eligible to hold any position with the OHF, a Member, hockey leagues, hockey Clubs and Associations, except a (non-indictable) offences for impaired driving from alcohol and/or drugs unless in violation of section 7.6.
- 7.3 Offences which deem the Individual ineligible to participate in any capacity:  
Note: this is a reference only and not a complete list of applicable offences:
- 7.3.1 Any sexual assault
  - 7.3.2 Any sexual intercourse
  - 7.3.3 Any sexual exploitation
  - 7.3.4 Any invitation to sexual touching
  - 7.3.5 Any indecent acts and/or exposure
  - 7.3.6 Any making, distributing, possessing or sale of child pornography
  - 7.3.7 Any indictable criminal offences for child abuse
  - 7.3.8 Luring a child
  - 7.3.9 Voyeurism
  - 7.3.10 Any offence for trafficking and/or importing and/or possession for the purpose of trafficking of any drugs and/or narcotics
  - 7.3.11 Any production of a substance (specifically, as defined in the Controlled Drug and Substances Act - C.D.S.A.)
  - 7.3.12 Any other indictable criminal code offences such as, murder, manslaughter, incest, abduction, extortion, perjury, bribery and influencing, explosives substances offences, arson related offences, counterfeiting and conspiracy
- 7.4 Offences for which disqualification from participation is ten (10) years from the expiration of the penalty imposed by the courts. The participant is eligible to apply for a hearing after this time. Note this is a reference only and not a complete list of applicable offences:
- 7.4.1 Assault with a weapon
  - 7.4.2 Assault causing bodily harm
  - 7.4.3 Aggravated assault
  - 7.4.4 Any current prohibitions or probation orders forbidding the individual from having contact with children under the age of 14
  - 7.4.5 Robbery
  - 7.4.6 Any other offences pertaining to violence, whether or not involving weapons.



- 7.4.7 Any indictable criminal code offences related to impaired driving and/or care and control and/or drive over 80 milligrams
- 7.5 Offences for which disqualification from participation is three (3) years from the expiration of the penalty imposed by the courts, as determined by the Members, not the date of the charge or conviction. Note this is a reference only and not a complete list of applicable offences:
  - 7.5.1 Assault
  - 7.5.2 Threatening
  - 7.5.3 Any possession of a substance (specifically, as defined in the Controlled Drug and Substances Act - C.D.S.A.)
  - 7.5.4 Any theft and/or fraud and/or related offence (applicable to a person while in a Position of Trust of Finances)
  - 7.5.5 Any convictions pertaining to illegal substances, other than for manufacture, distribution and/or trafficking
  - 7.5.6 Any firearm related offences (other than use of firearm in the commission of an offence, see above)
  - 7.5.7 Any other indictable criminal code offences such as break and enter, mischief, resisting and obstructing offences, dangerous driving, flight from police offences, failure to remain offences, criminal harassment and breaching orders and failing to comply offences
- 7.6 Multiple (non-indictable) offences for impaired driving from alcohol and/or drugs.
  - 7.6.1 Any individual that has two or more offences or pending charges within the previous ten (10) years is deemed ineligible.
  - 7.6.2 Once an individual has only one offence in the past ten (10) years they may at their option apply for a hearing to request reinstatement in accordance with paragraph 6.
  - 7.6.3 Offences will expire after ten (10) years from the expiration of the penalty imposed by the courts (i.e. 2015 impaired probation to 2016, expiration 2026)
- 7.7 Offences for which the individual has to abide by specific criteria as a participant.
  - 7.7.1 For a first offence related to Impaired Driving and/or care and control and/or drive over 80 milligrams resulting in a summary conviction, the individual may not drive any other participant to and from sanctioned activities while Driver's License is suspended.
  - 7.7.2 It is the obligation of any person subject to screening by virtue of this Policy to advise their organization's Professional designate responsible for screening of a charge or conviction under any offence listed in this Policy.
- 7.8 The Ontario Hockey Federation or its designate shall be responsible for the collection and retention of Criminal Record Checks and Vulnerable Sector Check, which must be under the designates control and secured in a safe storage area.

## **8. RECORD CHECK HEARING PROCESS**

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- 8.1 Upon review of a registered participant's Vulnerable Sector Check submission to the Ontario Hockey Federation, if a registered participant is deemed ineligible as per Section 5 of the OHF Screening Policy, and therefore unable to participate as an official or volunteer in OHF/Hockey Canada programming,

they will be notified of such ineligibility in the form of a letter from the OHF. The Member's (Executive Director) will be notified of this ineligibility electronically.

- 8.2 The term of this ineligibility is based on a specific offence contained within the submission and the time identified in Section 5 of the OHF Screening Policy.
- 8.3 The OHF Record Check Inspector will determine the eligibility for a hearing and will communicate this directly to the member.
- 8.4 If the registered participant is eligible they will be given the opportunity to forward a letter of consideration to the President of the OHF, requesting special dispensation from the application of the Section 5 of the Screening Policy.
- 8.5 Supporting documentation must be submitted to the OHF prior to the hearing date and at the participant's expense. Required documents, but not limited to:
  - 8.5.1 Police Reports (arrest report, general occurrence report, witness report, regarding the incident(s).
  - 8.5.2 Court Records (details of actual conviction)
  - 8.5.3 Probation orders
  - 8.5.4 Parole orders
  - 8.5.5 Release documents
- 8.6 If the participant is granted a hearing by the President, a hearing will be arranged and the participant will be sent notification of the date, time and location of the hearing. The fee for this hearing will be \$150.00 and payment is to be received prior to the hearing. At the conclusion of the hearing, the panel will render its decision in writing and forward to the OHF office. The office will inform the participant of the decision and the Member's (Executive Director) will be notified electronically.
- 8.7 In the event that the participant does not show for a hearing, the hearing will be dismissed, the participant will be notified and the ineligibility will remain in effect pending a new hearing at the expense of the member.
- 8.8 The participant would NOT be eligible to participate in any Branch/Member's sanctioned activity until such time as a decision is made through this hearing process.

## 9. APPENDIX A – RISK ASSESSMENT TOOL & RATING

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### RISK ASSESSMENT TOOL

The Risk Assessment Tool is not a scientific assessment, but is designed to help alert you to potential factors in a volunteer or staff position. No single check-list fits all situations so organizations are encouraged to adapt this tool to meet their specific needs and any local legal obligations.

### 8 QUESTIONS TO CONSIDER WHEN ASSESSING THE RISK LEVEL ASSOCIATED WITH EACH POSITION.

- 1) Does the person in this position serve people who may be vulnerable?
  - Children under the age of 18
  - Persons with communication or language boundaries
- 2) Does the person in this position allow access to players?
  - Direct contact with players at the rink or away from the rink
  - Driving players in their vehicle within Hockey Canada's Speak Out parameters
- 3) Does the person in this position require making physical contact with a player's body?
  - Demonstrating a skill
  - Touching the player
  - Contact with bodily fluids
- 4) Does the person in this position have access to property or equipment?
  - Personal equipment
  - Facility equipment
  - Organization equipment
- 5) Is the person in this position involved in making decisions about a player's future or movement within the system?
  - Perceived or actual position of authority
- 6) Does the person in this position have access to confidential information?
  - Personal documents or communications
- 7) Does the person in this position have access to money?
  - Personal funds
  - Organizational funds
- 8) Is the person in this position involved in making decisions on behalf of the organization?
  - Perceived or actual position of authority
  - Enters into agreements on behalf of the organization

#### If you answered "Yes" to any question above here are some suggested steps:

- ➔ Reference Check
- ➔ Vulnerable Sector Check Requirement
- ➔ Declarations of discipline from other sports organizations
- ➔ Regular supervision
- ➔ Participant evaluation of position
- ➔ Specific behaviour code is provided

**10. APPENDIX B – OHF SCREENING DECLARATION FORM**

**OHF SCREENING DECLARATION FORM**

Print Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_  
Month/Day/Year

Telephone Number: \_\_\_\_\_ Email Address: \_\_\_\_\_

Hockey Canada Registry number: \_\_\_\_\_

Member: \_\_\_\_\_ Association/Clinic Location: \_\_\_\_\_

Failure to execute this process will be in violation of the OHF Screening Policy, this will mean that the individual will be considered to be not in good standing and may be subject to further discipline.

I, \_\_\_\_\_, hereby declare that:  
Print Name

- I have no convictions for offenses under the Criminal Code of Canada as specified in the OHF Screening Policy up to and including the date of this declaration for which a pardon has not been issued or granted under the Criminal Records Act (Canada).
- I have no convictions for offenses in any other country up to and including the date of this declaration for which a pardon has not been issued or granted.
- I am not currently under suspensions from a sports organization under Section 2.5 of the OHF Screening Policy.

OR

- I have the following convictions for offenses under the Criminal Code of Canada as specified in the OHF Screening Policy for which a pardon under the Criminal Records Act (Canada) has not been issued or granted:
- I have the following convictions for offenses in another country up to and including the date of this declaration for which a pardon has not been issued or granted.
- I am currently under suspension from a sports organization under Section 2.5 of the OHF Screening Policy.

Supplementary Information, Including Outstanding Charges, Warrants, Orders and Suspensions.

DATE	LOCATION	CHARGE	DISPOSITION

Any questions can be directed to the OHF Office. I certify that the above facts are true to the best of my knowledge and belief and I understand that I subject myself to disciplinary action under OHF Regulation, E.8 or E.9, in the event that the above facts are found to be falsified.

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

## 11. APPENDIX C - POSITION DESIGN AND DESCRIPTION

### POSITION DESIGN:

Clearly identify, define and control the design of positions. Each position has a set of conditions and level of risk. Determine screening standards based on position design.

Position Title	Be brief (2-3 words) but descriptive
Purpose of Position	A short sentence or two identifying key reasons for volunteer involvement, in relation to the organization's mission or goals.
Risk Level	Based on the Risk Assessment of the position, and used as the basis for what screening mechanisms will be required for this position.
Skills and Qualifications	Include the attitudes, knowledge, past experience, background, education and personal traits that are directly related to the ability of the applicant to meet the duties/activities/responsibilities.
Boundaries and Limitations	What is the person in this position not allowed to do? What is outside of the parameters of the position?
Vulnerability of Persons Served:	Are the persons served by this position vulnerable and if so in what way?
Screening Requirements	List of applicable screening techniques for this position.
Supervision and Support	To whom is the person in this position directly responsible? How is the position supervised? What are the reporting and evaluation mechanisms?
Declaration	Requirement to list any suspensions under Section 2.5 of the OHF Screening Policy as part of application.

### POSITION DESCRIPTION:

Develop and maintain descriptions that define responsibilities, expectations and levels of supervision for each staff and volunteer position.

Duties/Activities/Responsibilities	Be specific about regular duties to be performed, duties performed on occasion, and any special equipment used. Do not list every step of every activity; this can be expanded on in the position training.
Time Commitment	Minimum number of hours, frequency, days and times and length of commitment.
Location:	Where will the person in this position work? Is it off site, isolated or unsupervised?
Orientation and Training	Both initial and ongoing training, making clear what is required and what is optional.
Benefits	Include organization's commitment to the position, personal benefits, whether out of pocket expenses are covered by the organization.

**SAMPLE DESIGN AND DESCRIPTION:** House League Head Coach

The following is a sample Head Coach position design and description:

<b>POSITION TITLE:</b>	House League Head Coach
<b>VULNERABILITY OF PERSONS SERVED:</b>	Work directly with young children between ages of 5 and 15
<b>LOCATION:</b>	Local Arena Facility, public setting
<b>PURPOSE OF POSITION:</b>	To teach skills, supervise children and create a safe, social and welcoming environment for the players
<b>RISK LEVEL:</b>	High, working in close proximity to children
<b>TIME COMMITMENT:</b>	1 weekend game and 1 week night practice, 2 tournaments per season, year end banquet
<b>ACTIVITIES &amp; RESPONSIBILITIES:</b>	Oversee all team activities Manage the safety of the participants Comply and ensure compliance of their team with the rules, regulations, policies and processes of the team, league, club, and association, OHF Member, OHF and Hockey Canada
<b>SKILLS, QUALIFICATIONS:</b>	Caring, friendly and patient attitude Ability to communicate with parents and children Must be certified in Speak Out or Respect in Sport Activity Leader Must have Coach Level certification Vulnerable Sector Check Gender Identity and Expression Course
<b>BOUNDARIES &amp; LIMITATIONS:</b>	The Head Coach is bound by the OHF Code of Conduct and all rules, regulations, by laws, articles and policies of the OHF.
<b>ORIENTATION &amp; TRAINING:</b>	All new Coaches will be provided with an orientation prior to the start of the season.
<b>SUPERVISION &amp; SUPPORT:</b>	The Head Coach is responsible to the club, association, league President and Board of Directors.
<b>BENEFITS:</b>	All Head Coach positions are eligible for various volunteer awards.
<b>DECLARATION</b>	Individuals currently suspended from Hockey Canada Programming are ineligible. Individuals currently suspended from another sports organization are ineligible. Individuals that have historical records of infractions under Section 2.5 may be ineligible.

## 12. APPENDIX D – SAMPLE APPLICATION FORM

### APPLICATION FORM

This form is to be completed and forwarded to the INSERT ORGANIZATION by the date specified in the posting.

#### Contact Information

Name:					
Address:					
Home Ph:		Work Ph:		Mobile Ph:	
Preferred Email:					
Position you are applying for:					
Relevant certification or education:					
Years of relevant experience:					
Are you eligible to work in Canada?	<input type="checkbox"/> Yes <input type="checkbox"/> No				
Discipline under Section 2.5 of OHF Screening Policy					

Please ensure you have attached your resume and at least 3 references (maximum one personal).

#### Screening

The INSERT ORGANIZATION NAME is committed to reducing harassment, abuse, bullying and misconduct in our programs. As a priority we are screening volunteers and staff to ensure the highest quality of personnel to support our programs and create a friendly and welcoming environment for our participants. Some positions require additional screening.

Please be advised that your position requires a Vulnerable Sector Check.

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

I certify that the above facts are true to the best of my knowledge and belief and I understand that I subject myself to disciplinary action under OHF Regulation, E.8 or E.9, in the event that the above facts are found to be falsified.