



# NORTHERN ONTARIO HOCKEY ASSOCIATION

110 LAKESHORE DRIVE  
NORTH BAY, ONTARIO P1A 2A8  
PHONE: (705) 474-8851 • FAX: (705) 474-6019  
[www.noha-hockey.ca](http://www.noha-hockey.ca)



## **NOHA Policy – Process for Addressing Discrimination Penalties (11.4)**

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](mailto: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

Approved by the NOHA Board of Directors, August 2025



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#### 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



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### 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