



Maltreatment Investigation & Decision-Making Process

(A)
11.4 INFRACTION IS ASSESSED DURING GAME PLAY

(B)
A MALTREATMENT INCIDENT OCCURRED DURING THE GAME, HOWEVER AN INFRACTION WAS NOT CALLED

(C)
AN ALLEGATION OF MALTREATMENT OCCURRING OUTSIDE OF GAME PLAY OCCURS
(SOCIAL MEDIA, ARENA/ DRESSING ROOM CONDUCT, ETC.)

Calling of infraction:
After the game, the Official completes an Incident Report and attaches it to the gamesheet to be submitted.

Reporting of Allegation:
A Coach of the Team or the victim of Maltreatment completes the ITP online submission or the online **Allegation Intake Form** to notify Hockey Alberta of the incident.

Reporting of Allegation:
The victim of Maltreatment completes the ITP online Submission or the online **Allegation Intake Form** to notify Hockey Alberta of the incident.

Reporting & Notification:
Incident Report and gamesheet are submitted to Hockey Alberta and the discipline process is initiated assessing an 'Indefinite Suspension'.

Notification:
Allegation is received by Hockey Alberta and the respective Members and team officials are notified of the investigation process.

Notification:
Allegation is received by Hockey Alberta and the respective Member is notified of the course of action required. Depending on the nature of the complaint, and the parties involved, Hockey Alberta will either initiate an investigation or direct the Member to initiate an investigation.

Investigation:
Maltreatment Investigator reviews submitted documentation and obtains written statements from relevant parties. A hearing can be completed if deemed necessary.

Hockey Alberta Investigation:
Maltreatment Investigator reviews submitted documentation and obtains written statements from relevant parties. A hearing can be completed if deemed necessary.

Member Investigation:
Member reviews submitted documentation and obtains written statements from relevant parties. A hearing can be completed if deemed necessary.

Recommendation:
Maltreatment Officer submits an Investigation Report, identifying what probably occurred and including a recommendation for disciplinary measures to the Maltreatment Officer.

Recommendation:
Maltreatment Investigator submits an Investigation Report, identifying what probably occurred and including a recommendation for disciplinary measures to the Maltreatment Officer.

Decision:
The Maltreatment Officer will determine if a suspension, education and/or other measures are required and issue a final decision.

Decision:
The Maltreatment Officer will determine if a suspension, education and/or other measures are required and issue a final decision.

Decision:
The Member will determine what probably occurred and if a suspension, education and/or other measures are required then issue a final decision.