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## GTHL POLICY

### Disclosure of Disciplinary Sanctions on Participants

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<b>Approved by:</b>	Board of Directors	<b>Date Approved:</b>	November 2023
		<b>Date Effective:</b>	Immediate
<b>Responsibility of:</b>	Chief Operating Officer	<b>Date of Last Revision:</b>	N/A
		<b>Date Initially Issued:</b>	November 2023

#### Introduction

This policy shall also be known as the “GTHL Sanctions Disclosure Policy”.

#### Purpose

The purpose of this policy is to establish guidelines and procedures for disclosing disciplinary sanctions imposed on Participants by the Greater Toronto Hockey League (“GTHL”). This policy outlines the GTHL's commitment to transparency, compliance, and privacy with respect to sanctions that may be imposed while ensuring that individuals and the public are informed about significant sanctions that are imposed by the GTHL.

#### Definitions

**“Organization”:** A Club, Division, Division member, or Affiliated Group as the case may be.

**“Participants”:** League Officials, Organization Officials, Game Officials, Team Officials, Players, all as defined in GTHL Regulations, League employees and any other party, including parents or guardians, that may be subject to disciplinary sanctions under Hockey Canada playing rules or any GTHL, Ontario Hockey Federation (“OHF”) or Hockey Canada Regulation, Policy, or Code of Conduct.

**“Public Disclosure or Public Notification”:** The release of information through the various GTHL public feeds including, but not limited to, social media feeds, the GTHL website, media releases and other means available to the GTHL.

**“Public Interest”:** The collective well-being, welfare, or benefit of participants in the GTHL or the general public as a whole. It encompasses a broad range of concerns and considerations that are deemed to be in the best interest of the public or the greater good, often taking precedence over individual or private interests.

Public interest can vary in scope and may include, but is not limited to, the following key principles and areas:

- Health and Safety: Ensuring the health and safety of Participants through regulations, standards, and policies.



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- Justice and Fairness: Promoting fairness, equity, and access to justice within the hockey structure, including equal protection and social justice initiatives.
- Stakeholder Protection: Protecting stakeholders from fraud, unsafe products, and unfair business practices.
- Ethics and Integrity: Upholding ethical standards and integrity in the League, Organizations and team operations to maintain public trust.
- Accountability and Transparency: Promoting accountability, transparency, and open governance to prevent corruption and abuse of power.

**“Sanction”**: A penalty that is imposed as a result of a violation of any Hockey Canada playing rule or any GTHL, OHF or Hockey Canada Regulation, Policy or Code of Conduct.

**“Serious Violation”**: Any violation that results in a suspension of more than 10 games or one month, whichever is the greater, up to and including permanent expulsion.

**“Significant Fine”**: A monetary penalty imposed upon a Team, Organization or individual equal to or greater than \$1,000.

#### Disclosure Principles

(a) Transparency:

The GTHL is committed to being transparent in its dealings with individuals who may be affected by Sanctions. Information related to Sanctions will be disclosed in a clear and understandable manner.

The GTHL is also committed to being transparent with the public in instances in which a Serious Violation has occurred, a Significant Fine has been issued or where the outcome of a Sanction decision being publicized serves a greater public interest.

(b) Compliance:

The GTHL will ensure that all disclosures of Sanctions are in strict compliance with applicable laws and regulations governing sanctions.

(c) Privacy:

The GTHL will respect the privacy and confidentiality of individuals’ identities when disclosing Sanctions-related information, in accordance with applicable data protection laws and regulations.



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#### Notification Procedures

- (a) The GTHL will only issue a Public Notification of a Sanction that is determined to be a Serious Violation, a Significant Fine, or an instance where the President and/or the Chief Operating Officer determine that it is in the greater Public Interest to release such information.
- (b) The specific identities of individuals or groups subject to Sanctions will not be released.
- (c) In instances where a Sanction qualifies for Public Disclosure, such publication will include the following, as applicable:
  - i. Date of the Incident.
  - ii. Date of the Decision.
  - iii. Party making the Decision.
  - iv. Role of the Individual Being Sanctioned (Director, Club Official, Team Official, Parent, etc.).
  - v. The specific playing rule, Regulation, Policy, Code of Conduct, or orders that apply.
  - vi. The reason for the Sanction and a brief explanation of the underlying cause.
  - vii. Whether the Sanction decision is subject to appeal.
- (d) Record Keeping: The GTHL will maintain records of all Sanctions-related disclosures, including the date, content, and method of communication.

#### Review and Updates

This policy will be periodically reviewed and updated to ensure its continued effectiveness and compliance with changes in applicable laws and regulations related to sanctions.