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# HOCKEY EASTERN ONTARIO

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One Team, One Mission, One Goal



To: HEO Board, HEO Minor Executive, District Chairs and MHA's

From: Debbie Rambeau, Executive Director HEO

Date: 7/31/2018

Re: Gender Diversity – Pre Season Chats

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## Pre-season chats

As a coach or trainer you have completed the e-learning training specific to ***“Understanding Discrimination based on Gender Identity and Gender Expression”*** and ***A Guide to the Confidentiality Policy and Dressing Room Policy***. It is now important and a requirement of your training that this information be passed on to the parents and players of your team as you create a safe and inclusive environment for the coming season.

HEO requires the “pre-season chat” specific to Gender Diversity to take place at the beginning of each season.

As various minor hockey associations begin their seasons at differing times each year, there is not one date that can be established to occur across the province by which these discussions must occur. However, it is critical that the “pre-season chat” take place at the outset of your season in order for everyone to be aware of the policy.

The “pre-season chat” will also be required at the beginning of each subsequent hockey season.

The following link will take you to the “pre-season chat” checklist to be used in providing this important information to the teams <http://www.hockeyeasternontario.ca/pages/safety/gender-identity-training.htm>

HEO expects that these steps are implemented into the existing procedures for teams at the beginning of each hockey season and will undertake a random audit to ensure compliance with this requirement.

HEO thanks you for your continued assistance in creating a safe and inclusive environment.

Regards

Debbie Rambeau, Executive Director HEO

