

**ONTARIO
SUPERIOR COURT OF JUSTICE**

BETWEEN:

DANIEL CARCILLO and GARRETT TAYLOR

Plaintiffs

- and -

ONTARIO MAJOR JUNIOR HOCKEY LEAGUE, CANADIAN HOCKEY LEAGUE, WESTERN HOCKEY LEAGUE, QUEBEC MAJOR JUNIOR HOCKEY LEAGUE, BARRIE COLTS JUNIOR HOCKEY LTD., GUELPH STORM LTD., HAMILTON BULLDOGS FOUNDATION INC., KINGSTON FRONTENACS HOCKEY LTD., KITCHENER RANGERS JR. A. HOCKEY CLUB, LONDON KNIGHTS HOCKEY INC., MISSISSAUGA STEELHEADS HOCKEY CLUB INC., 2325224 ONTARIO INC. o/a MISSISSAUGA STEELHEADS, NIAGARA ICEDOGS HOCKEY CLUB INC., NORTHBAY BATTALION HOCKEY CLUB LTD., OSHAWA GENERALS HOCKEY ACADEMY LTD., OTTAWA 67'S LIMITED PARTNERSHIP c.o.b. OTTAWA 67S HOCKEY CLUB, THE OWEN SOUND ATTACK INC., PETERBOROUGH PETES LIMITED, 649643 ONTARIO INC. o/a 211 SSHC CANADA ULC o/a SARNIA STING HOCKEY CLUB, SOO GREYHOUNDS INC., SUDBURY WOLVES HOCKEY CLUB LTD., WINDSOR SPITFIRES INC., MCCRIMMON HOLDINGS, LTD., 32155 MANITOBA LTD., A PARTNERSHIP c.o.b. as BRANDON WHEAT KINGS, BRANDON WHEAT KINGS LIMITED PARTNERSHIP, CALGARY FLAMES LIMITED PARTNERSHIP, CALGARY SPORTS AND ENTERTAINMENT CORPORATION, EDMONTON MAJOR JUNIOR HOCKEY CORPORATION, KAMLOOPS BLAZERS HOCKEY CLUB, INC., KAMLOOPS BLAZERS HOLDINGS LTD., KELOWNA ROCKETS HOCKEY ENTERPRISES LTD., PRINCE ALBERT RAIDERS HOCKEY CLUB INC., EDGEPRO SPORTS & ENTERTAINMENT LTD., QUEEN CITY SPORTS & ENTERTAINMENT GROUP LTD., BRAKEN HOLDINGS LTD., REBELS SPORTS LTD., SASKATOON BLADES HOCKEY CLUB LTD., VANCOUVER JUNIOR HOCKEY LIMITED PARTNERSHIP and VANCOUVER JUNIOR HOCKEY PARTNERSHIP, LTD c.o.b. VANCOUVER GIANTS, WEST COAST HOCKEY LLP, WEST COAST HOCKEY ENTERPRISES LTD., o/a VICTORIA ROYALS, MEDICINE HAT TIGERS HOCKEY CLUB LTD., 1091956 ALTA LTD. o/a THE MEDICINE HAT TIGERS, SWIFT CURRENT TIER 1 FRANCHISE INC. and SWIFT CURRENT BRONCOS HOCKEY CLUB INC. o/a SWIFT CURRENT, ICE SPORTS & ENTERTAINMENT INC.

o/a WINNIPEG ICE, MOOSE JAW TIER 1 HOCKEY INC. D.B.A. MOOSE JAW and MOOSE JAW WARRIORS TIER 1 HOCKEY, INC. WARRIORS o/a MOOSE JAW WARRIORS, LETHBRIDGE HURRICANES HOCKEY CLUB, 649643 ONTARIO INC. c.o.b. as SARNIA STING, KITCHENER RANGER JR A HOCKEY CLUB and KITCHENER RANGERS JR "A" HOCKEY CLUB, LE TITAN ACADIE BATHURST (2013) INC., CLUB DE HOCKEY JUNIOR MAJEUR DE BAIE-COMEAU INC. o/a DRAKKAR BAIE-COMEAU, CLUB DE HOCKEY DRUMMOND INC. o/a VOLTIGEURS DRUMMONDVILLE, CAPE BRETON MAJOR JUNIOR HOCKEY CLUB LIMITED o/a SCREAMING EAGLES CAPE BRETON, LES OLYMPIQUES DE GATINEAU INC., HALIFAX MOOSEHEADS HOCKEY CLUB INC., CLUB HOCKEY LES REMPARTS DE QUEBEC INC., LE CLUB DE HOCKEY JUNIOR ARMADA INC., MONCTON WILDCATS HOCKEY CLUB LIMITED, LE CLUB DE HOCKEY L'OCEANIC DE RIMOUSKI INC., LES HUSKIES DE ROUYN-NORANDA INC., 8515182 CANADA INC. c.o.b. CHARLOTTETOWN ISLANDERS, LES TIGRES DE VICTORIAVILLE (1991) INC., SAINT JOHN MAJOR JUNIOR HOCKEY CLUB LIMITED, CLUB DE HOCKEY SHAWINIGAN INC. o/a CATARACTES SHAWNIGAN, CLUB DE HOCKEY JUNIOR MAJEUR VAL D'OR INC. o/a VAL D'OR FOREURS, 7759983 CANADA INC. c.o.b. AS CLUB DE HOCKEY LE PHOENIX, 9264-8849 QUEBEC INC. c.o.b. as GROUPE SAGS 7-96 AND LES SAGUENEENS, JAW HOCKEY ENTERPRISES LP c.o.b. ERIE OTTERS, IMS HOCKEY c.o.b. FLINT FIREBIRDS, SAGINAW HOCKEY CLUB, L.L.C., EHT, INC., ~~JOHN DOE CORP. A o/a EVERETT SILVERTIPS HOCKEY CLUB~~, WINTERHAWKS JUNIOR HOCKEY LLC, PORTLAND WINTER HAWKS INC., THUNDERBIRDS HOCKEY ENTERPRISES, L.L.C., ~~JOHN DOE CORP. B. o/a SEATTLE THUNDERBIRDS~~, BRETT SPORTS & ENTERTAINMENT, INC., HAT TRICK, INC., ~~JOHN DOE CORP. C o/a SPOKANE CHIEFS~~, TRI-CITY AMERICANS HOCKEY LLC, and TOP SHELF ENTERTAINMENT, INC. and ~~JOHN DOE CORP. D o/a TRI-CITY AMERICANS~~

Defendants

Proceeding under the *Class Proceedings Act, 1992*

AFFIDAVIT OF PAUL DENNIS
(Sworn November 1, 2021)

I, Paul Dennis, of the City of Toronto, in the Province of Ontario, **MAKE OATH AND SAY:**

1. I was a part-time professor of sports psychology at the University of Toronto and York University from 2007 until I retired from teaching in 2017.
2. I received my undergraduate degree in physical and health education from the University of Toronto in 1975. I received my master's degree in sports psychology from the University of Western Ontario in 1976. I received my bachelor's of education from the University of Toronto in 1978. I received my doctorate in sports psychology from the Faculty of Kinesiology from the University of Western Ontario in 1998.
3. I have been a member of the American Psychological Association since 2003 and a member of the Association for Psychological Science since 2010.
4. I served as the head coach of the Toronto Marlboros of the Ontario Hockey League (OHL) for one season, and as assistant coach for three seasons, between 1984 and 1989.
5. In 1989, I began working as the video coach for the Toronto Maple Leafs. My role eventually evolved into the player development and mental skills coach for the team, a position I held until 2009.
6. I served as a mental skills coach consultant to Canada's World Junior hockey team from 2002 to 2003, and to Canada's national sledge hockey team from 2012 to 2013. I also worked as a mental skills consultant for the Toronto Raptors and for the Toronto FC from 2005-2006. I also

served as the high performance coach to the York University Lions varsity teams until I retired in 2016.

7. In 2010, I was appointed Special Advisor to the Greater Toronto Hockey League (**GTHL**) Board of Directors.

8. Since 2016, I have served as the head of the OHL's Performance Development program, a position I still hold today.

9. My son, Chris Dennis, is the assistant coach for the OHL's Barrie Colts.

10. Based on my personal observations of and involvement in semi-professional and professional sports generally, and major junior hockey specifically, I know about the matters in this affidavit. If I have made statements of my information and belief, the source of the information and the fact of the belief are specified in this affidavit.

My Academic Expertise and Publications

11. I am a published author in sport psychology journals and textbooks. My primary area of focus is how athletes – particularly, semi-professional and professional hockey players – respond to the stress and anxiety involved in competitive sport.

12. I have also written about harassment and sexual abuse in sports. In 1998, the Canadian Association for Health, Physical Education, Recreation and Dance (the **CAHPERD**) published an article I wrote entitled "Harassment in Sport: implications for coaches regarding sexual abuse and ritual hazing". This article examines two issues on harassment in sport: sexual abuse of athletes by their coaches and hazing rituals in hockey, volleyball and swimming. Attached as

Exhibit A to this affidavit is a copy of my article “Harassment in Sport: implications for coaches regarding sexual abuse and ritual hazing”.

13. In that article, I discuss a variety of hazing incidents I learned about through media reports and academic publications. My review of those incidents, in combination with my research and experience more generally, led me to conclude that issues arose when individual teams, coaches, or athletes acted outside of the scope of the rules and regulations in place with respect to hazing and related conduct. When properly adhered to, rules and regulations are effective in preventing hazing and abuse of athletes. Issues result from and are strongly related to the leadership on individual teams. Among other things, the article recommended that sports organizations and leagues inform players of other strategies that can be used to promote team bonding, so that players do not resort to abuse and degradation in a misguided effort to facilitate team bonding.

14. I have encouraged sports organizations to continue to develop an awareness for the values they believe to be meaningful to players as humans, like respect, inclusion, and diversity. Throughout the more than 20 years since this article was published, governing bodies, teams, and coaches have become increasingly dedicated to routinely reviewing and enhancing their rules and regulations in accordance with evolving societal standards, enforcing their rules and regulations on hazing, and addressing instances of hazing when they arise.

My Experience with the OHL’s Toronto Marlboros

15. I am aware of the allegations made by the plaintiffs. The abuse, hazing, and general atmosphere described does not at all reflect what I witnessed while coaching in the OHL.

16. I did not witness or hear about any incidents of abusive hazing on the Marlboros during the four seasons I coached the team. The only differential treatment of rookies on the Marlboros was that rookies were supposed to load and unload the buses, and pick up pucks at the end of practice, neither of which I consider “hazing”, or something that could be harmful for players.

17. If I heard of hazing on other teams, I believe it related to isolated incidents perpetrated by “bad apple” veteran players. I did not hear of hazing incidents with any regularity, and therefore cannot conclude that they were common. The worst hazing incident I heard about during my time with the Marlboros was a “hot box” on another team during the bus ride home from an away game. My understanding of the “hot box” before this litigation was that the rookie players would simultaneously enter the bathroom with the lights off. To my knowledge, this happened only once on that team before the coaches learned of the incident and intervened. I do not know whether this “hot box” incident was the same as the plaintiffs describe in their affidavits. I had never heard of any of the things described by the plaintiffs before I learned about the allegations made by the plaintiffs here.

18. If a player wanted to report any complaints or concerns, they would come to me or the Marlboros General Manager, Frank Bonello. Frank and I were around the team all of the time. Players were aware of our philosophy that nothing untoward would ever be tolerated in terms of initiation practices or bullying. To ensure that players felt comfortable coming forward with any complaints or concerns, I made clear that I had an open-door policy for any topics my players wanted to discuss. To be clear, I am not suggesting that every team dealt with hazing as effectively as the Marlboros. Based on my knowledge, training and experience, the average age of a team, the personality of its captain, and the philosophy of its coaching staff and management all influence the likelihood of rogue behaviour by veteran players.

My Experience with the NHL's Toronto Maple Leafs

19. My primary role as a player development and mental skills coach with the Leafs was to assist athletes in their personal and professional growth. This involved regular one-on-one sessions with all first-year and veteran players. The topics of discussion varied depending on the needs of the particular player. Our conversations ranged from the transition from the developmental leagues to the NHL, to players' personal and professional hopes and goals, stressors, fears, past traumas, substance abuse, sexuality and more. No topic was off-limits. I was lucky enough to foster meaningful relationships with many players over the years I held this role.

20. A significant percentage of NHL players are drafted from the Canadian Hockey League (the CHL). For example, in 2009 (my last year working with the Leafs), 47% of players drafted into the NHL came from the CHL. Throughout my time with the Leafs, I worked with hundreds of NHL players who previously played in the CHL.

21. The abuse, hazing, and general atmosphere described by the plaintiffs does not reflect my understanding of the player experience in the CHL. During my 20 years with the Leafs, I did not hear of any instances of humiliating, degrading or abusive hazing from the former CHL players I worked with. If players had experienced this type of hazing or atmosphere in the CHL, I believe they would have discussed those experiences in our sessions. I worked hard to create a safe space for players to discuss any issues they were dealing with, and the intimate and deeply personal conversations I shared with many players over the years is, I believe, confirmation of my success in that regard.

22. There are two further reasons why I believe players would have revealed any harmful hazing experienced in the CHL to me. First, our sessions were based on a relationship of trust

and confidentiality. Players understood that anything they said to me would not be repeated to the Leafs organization or anyone else. Second, these players had left the CHL and had secured coveted playing spots in the NHL. To the extent that an active CHL player may not be forthcoming with his experiences for fear of negative consequences (which I don't accept based on my experience coaching in the OHL), NHL players have no reason to fear real or perceived reprisal. For these reasons, I believe my work with former CHL players provided a clear window into the life of a CHL player. If humiliating, degrading or abusive hazing did occur in the CHL during this time, I believe it was uncommon, since I was never told about it.

23. Players would sometimes discuss their “initiation” experiences on their CHL teams.¹ For example, they described dressing up as women for a day at their high schools or at the mall singing Christmas carols. Almost all of these players viewed these types of activities as exercises in team bonding, not as harmful activities that had negative, long-lasting impacts. The initiation experiences I learned about through former CHL players during my time with the Leafs match those I learned about during my time working with players on the Raptors and Toronto FC. This type of “initiation” is common across professional sports, and is not specific to the CHL or hockey generally. To be clear, I am not suggesting that, in any form of sport, there are not isolated incidents that may be severe. That said, given my experience, I do believe that any such incidents would be isolated, much like the way they are in the workplace, or other societal institutions.

¹ I note that, in my experience, hockey players tend to refer to these experiences as “initiation”, though I have heard the terms “initiation” and “hazing” used in broad ways to describe both positive and negative experiences.

My Experience as Head of the OHL's Player Development Program

24. I am the head of the OHL's Performance Development Program. This program is available to OHL Team management who wish to report concerns regarding player safety or conduct to the OHL. I have been the head of the Performance Development Program since 2016. If the OHL determines that a player safety or conduct concern has merit or warrants further investigation, the matter will be escalated to me, at which point I will conduct an independent investigation and report my findings to the OHL. My investigations involve interviewing those players and staff, if applicable, involved in the incident, as well as other players or people involved to determine the extent of the behaviour at issue. I report my findings to the OHL, which include recommendations for dealing with the behaviour at issue. The OHL may then impose sanctions, adjust its policies, order further training or presentations to the team at issue, or instruct me to assist through independent intervention with the players.

25. While I have conducted investigations into hazing incidents throughout my time as head of the Performance Development Program in relation to a single team, my investigations have revealed that these occurrences are rare and the result of the actions of one or two veteran players or team staff acting outside the scope of the OHL's policies and programs related to hazing, respect and inclusion. Since I have held this position, I believe the OHL has always taken the results of my investigations seriously and acted on the behaviour reported. I have never witnessed the OHL turn a blind eye to inappropriate conduct.

Conclusion

26. My academic, professional, and personal experience with the OHL, NHL, and professional sports generally, over the last 37 years, forms the basis of my knowledge and beliefs that I have stated in this affidavit.

27. Based on my research, personal observation and examinations relating to the issues in this case, my opinion is that hazing is not a common occurrence in the CHL. When hazing does occur, I believe it results from a select few veteran players or team staff acting outside the CHL's policies and programs. In my opinion, hazing is not because of a widespread culture or a lack of sufficient policies, programs, or sanctions related to hazing. Even those traditions surrounding the role of rookies in relation to team chores is increasingly less common.

SWORN by Paul Dennis of the City of Toronto, in the Province of Ontario, before me at the City of Toronto, in the Province of Ontario, on November 1, 2021 in accordance with O. Reg. 431/20, Administering Oath or Declaration Remotely.



DocuSigned by:

Mina Butz

3450363804D8407

Commissioner for Taking Affidavits
(or as may be)

DocuSigned by:

Paul Dennis

EEFCB00BB48840B

PAUL DENNIS

This is Exhibit A
referred to in the Affidavit of Paul Dennis,
sworn before me this 1st day of November, 2021

DocuSigned by:

Mina Butry

3450363894D8407

A Commissioner for Taking Affidavits

Harassment in sport: implications for coaches regarding sexual abuse and ritual hazing

Dennis, Paul. **Journal CAHPERD** 64. 2 (Summer 1998): 14-19.

Introduction

Society often looks to sport as a means to provide the opportunity for young people to build character and develop leadership skills (Martens, 1990). As Martens stated, "through sport, young people can develop morally -- they can learn a basic code of ethics that is transferable to a moral code for life." Intuitively then, it is reasonable to expect that young people, while developing and learning a moral code transferable to life, are largely influenced by the attitudes and actions of their coaches. With guidance and support from those coaches, athletes learn to value certain attributes from their sport experience. Some attributes athletes learn to value as a result of their involvement in sport include: respect, integrity, responsibility, personal sacrifice, having fun and helping others. All of these attributes are transferable to a moral code for life.

One of the more intrinsic values associated with sport is the fact that moral decisions are required, that young people have the opportunity to learn, and adults have the opportunity to model appropriate ethical behavior (Martens, 1990). However, recent developments in sport have revealed that some athletes and coaches are prone to compromise their values by engaging in activities that lack moral judgment and seriously jeopardize the well being of innocent people. For example Contenta (1996) wrote, "nine midget hockey players [boys] were made to watch pornographic videos, told to drop their pants and do push-ups while molasses, mustard, and peanut butter were spread on them...a funnel was then shoved into their mouths and the fifteen year-olds were force-fed beer."

Perhaps the most reprehensible incident receiving attention recently was the revelation that a former Major Junior A hockey coach, Graham James, had sexually abused more than one of his players during their tenure with the team. One of the players, Sheldon Kennedy, was encouraged to tell his story to authorities in an attempt to bring closure to his ordeal, and perhaps to prevent a similar incident from occurring in the future.

Suffice to say, some coaches have engaged in forms of harassment without regard for the potential psychological damage to the young people they are entrusted to protect. In short, they have taken advantage of their positions of trust either directly or indirectly by abusing athletes.

The general purpose of this article is to examine the nature of harassment in sport. It examines two major harassment issues: sexual abuse by coaches and hazing rituals. Each issue is followed by a series of recommendations based on the findings. Due to the recent attention directed at boys hockey, several examples are cited for that sport. However, it should be noted that other sports, such as volleyball and swimming are also highlighted.

Operational Definition

A clear distinction must be made between ritual hazing as a form of harassment and sexual abuse in sport. Sexual abuse, as interpreted under section 153 of the Criminal Code of Canada, involves touching a young person for a sexual purpose while in a position of trust or authority (Robertson, 1997). Harassment is any attention or conduct (oral, written, graphic or physical) by an individual or group, who knows, or ought reasonably to know, that such attention or conduct is unwelcome, offensive, or intimidating (The University of Guelph).

Sexual Abuse

Gladman (1997) noted that sexual predators have always been among us; they are secret, cunning, creative and destructive. Wendy Leaver, a pedophile specialist with the Metro Toronto Police sexual assault squad stated, "they're in all professions and they're smart" (Gladman, 1997). The Council on Sexual Abuse claimed one of every four girls and one of every ten boys will be sexually abused before they are eighteen years old (Kalchman, 1988). Because of these extraordinarily high figures, it is not unreasonable to assume that abuse is present in all walks of life, including athletics. For example, Glover (1997) reported that a former trainer for a boys minor hockey team was charged for sexually abusing a twelve year old boy over a three year period between 1978 and 1982. The accused had spent the previous 20 years working in minor baseball leagues and other volunteer programs. In addition, a 67 year old Milton man recently pleaded guilty to sexually assaulting four boys in the 1980's while he served as an assistant coach to a Metropolitan Toronto Hockey League team.

When the police searched the man's home, they found crudely worded notes about sexual acts he had had with sixteen boys (Glover, 1997).

The coaching code of ethics adopted by the Canadian Professional Coaches Association requires that coaches be honest, sincere and honourable in their relationships with others. Hilary Findlay, a lawyer representing the Centre for Sport and Law in Ottawa, noted that trust and authority are the very essence of the coach/athlete relationship (Robertson, 1997). Findlay's remarks make it clear that the coach, being in a position of trust, has the moral obligation and responsibility to decline all sexual contact with young athletes. As indicated previously, Section 153 of the Criminal Code protects the young by stating that it is unlawful to touch a young person for a sexual purpose while in a position of trust or authority. As Findlay indicated, even if someone is 18 years of age or older, consent is not a mitigating factor if the person submits when an authority relationship is in place.

Regrettably however, the law does not preclude athletes from giving in to the demands of the coach. Coaching figures are often held in high esteem by athletes. As a result, the coach has almost absolute power over them. The impropriety of some coaches may go undetected since athletes are afraid to come forward. For example, a University of Regina volleyball player did not want to "rock the boat" because she wanted to make the national team. Her university coach was an assistant coach with Canada's national team. When this same player discovered the coach was also involved with her teammate and friend, they reported the abuse to the university. The coach resigned, but a shocking development was that the complainant's teammates subsequently claimed that the disclosure was responsible for the loss of an excellent coach, and hurt the team's chances of winning (Teskey, 1993).

The University of Calgary had a similar incident. In this instance, the entire team signed a 13 page document alleging unethical and unprofessional conduct. The coach also resigned (Teskey, 1993).

People in positions of authority often lack the insight necessary to protect the dignity of athletes. For example, the president of the Canadian Volleyball Association was quoted on a television special saying, "athletes should recognize [that] there are avenues, and they don't have to play if they don't want to" (Teskey, 1993).

The combination of a coach taking advantage of the position of trust

combined with an athlete's inability to resist these advances because she believed it could end her sport's career is illustrated in the case of a female swimming hopeful. While interviewed on television, the young athlete said "[my coach] was God to me, if I impressed him, I impressed the world, so that's why I did everything he told me to do...just to make him happy" (Teskey, 1993). She was only 14 years of age.

As previously noted, the reporting of sexual abuse cases in boys hockey has increased since Boston Bruin forward Sheldon Kennedy went public with his story. Beginning at the age of 14, Kennedy was victimized by his coach, Graham James. James exhibited a "contemptuous disregard for the feelings of his victim, whom he had coerced with the promise to help further his career" (Deacon, 1997). The prosecuting attorney claimed, "the player has a dream to make it to the NHL, and the coach can make or break that dream" (Deacon, 1997). The inexperience and innocence of young people such as Kennedy, make them easy prey for predators that hide behind the guise of a coaching authority figure. Pedophiles, such as James, gain the trust of athletes by showering them with affection and promises of grandeur. As one expert indicated, "by the time sex happens, they have convinced themselves [victims] that what they are doing isn't harmful" (Gladman, 1997).

Recommendations

Sport organizations should adopt tough screening procedures in an attempt to identify potential problems. This may include police checks. According to Gladman (1997), experts warn us that sexual predators that target our young children are manipulative and cunning. Gladman (1997) wrote, "he could be your helpful neighbor, a teacher, a choirmaster, a hockey or baseball coach, a Big Brother or a scout master, or the smiling man accepting all the community service awards at your local church" (p. 27). Organizations must continue to prove to families that they have the best interest of their children at hand, and that they are willing to make whatever sacrifices are necessary to identify potential problems through a strict screening process. Such a policy may deter pedophiles from seeking either employment or voluntary status with the organization if they know an intensive background check is a prerequisite to coaching. In short, screening applicants through extensive reference checks is a start.

Second, sport organizations must encourage supportive coaching

behaviors on a consistent basis. The Coaching Association of Canada is the strongest advocate for promoting "integrity" in coaching. To this end, a code of ethics was designed to protect and uphold the values associated with sport. This coaching code of ethics promotes the principle of responsible coaching whereby the activities of the coach should benefit the participants (Robertson, 1997). Organizations should continue to promote this philosophy and monitor the progress of coaches in their attempt to achieve this goal.

An example of an attempt to facilitate this recommendation is the approach advocated by Canada's national rowing coach Al Morrow. Morrow has suggested that all coaches know their athletes well, always put their welfare first, and be a moral person (Robertson, 1997). As previously indicated, the vast majority of coaches are decent human beings who coach for a myriad of positive reasons; they are not predisposed to behave as pedophiles or sexual predators. Nevertheless, their actions may be misinterpreted and therefore construed as potentially harmful.

Third, parents must continue to familiarize their children with the potential hazards of sexual abuse and/or harassment. As previously noted, harassment is viewed as attention or conduct that is unwelcome, offensive, or intimidating. Reminding parents to communicate with their children regarding relationships with other people must be an ongoing process. Parents often ask their children, "so what did you do at school today? or, what did your teacher say about...?" The same tact should be applied when inquiring about the child's coach. For example, "what did you do at practice today?, or, how was your ride home with the coach"? Some coaches have been known to inform their athletes not to divulge anything that is said inside the walls of the locker room, as if it was a sacred place. Parents must be suspicious in that event. No matter how far fetched a story may appear, parents must listen and investigate. As one parent of a victimized hockey player said, "I believed my son, but I was hoping he was lying" (Kalchman, 1988).

Fourth, sport organizations must provide athletes with the opportunity to register a complaint about coach/athlete relationship to a third party. The trustworthiness of the coach is often perceived to be most credible by the athletes or club officials. As a result, not all abuse cases are reported because athletes feel no one will believe them. An abuse hotline within the community that ensures complete confidentiality would allow a lonely voice to be heard.

Finally, sport organizations must provide immediate counseling for vulnerable athletes. For example, if a boys junior hockey organization drafts a hockey player whose social background is such that he is vulnerable, then the club has an obligation to seek counseling in order to assist in the moral development of the athlete.

Summary

One of the basic fundamental principles of sport is that young people should have the opportunity to learn. Coaches play an integral role in that process. Coaches who abide by the Coaching Code of Ethics are the types of models that serve athletes well. Regrettably, the few that do not, endanger the reputations of many fine coaches. The screening of volunteers, including reference checks, may deter undesirable coaches from applying for a position with a particular organization. In addition, encouraging consistent supportive coaching behaviors emphasizes the importance of upholding values associated with sport. Furthermore, open communication between children and their parents regarding the hazards of abuse must be encouraged. Providing third party intervention for victimized athletes permits them to begin counseling immediately. The natural reluctance of athletes to come forward within the team environment can force them to hold their emotions inside and may cause further hardship.

Ritual Hazing

The 1996 ritual hazing incident in which nine players from a midget hockey team endured ten hours of humiliation when they were stripped, covered in molasses and force-fed beer caught the attention of the Quebec government. Sports Minister Remi Trudel launched an investigation after pictures of the incident appeared in a local newspaper. A primary problem in situations like these is that often the victims do not consider themselves to be victims. The importance attached to team acceptance, team tradition, and so on may far outweigh the consequence of being ostracized by the team for refusing to take part in the initiation. It is customary with some sport's teams as a condition of acceptance, that attendance and full participation at an initiation ceremony is required of all team members. Thus, the values indicated earlier (respect, integrity, responsibility) are compromised by a degrading, dehumanizing event often staged by the veteran players of the team. The reluctant participants are in fact victims and should be treated as such. An example used to support such a claim is provided by Robinson (1995) who quoted a fourth year

physical education student: "you just get it over with as soon as you can, and then you don't have to worry...if you can't do what they tell you to do, they'll get you back the whole season."

If a coach or athlete truly values friendship, integrity, responsibility and respect, there is no justification for compromising these values. It may be easy to dismiss the actions of team members as being juvenile and immature, but coaches should know better. To this end, the responsibility of the coach, the mature adult in most cases, is to have the initiation procedure abolished. During the ritual hazing episode of the Quebec midget hockey players, the coaches were not present, but had nevertheless offered their approval for the initiation. As a result of the incident, the head of the minor hockey association in Jonquiere, Quebec, announced a ban on hockey initiations.

Scott, a 15 year-old Junior C hockey player from Tilbury was initiated by his teammates at the home of one of the owners of the team. During a television interview he recalled that the degrading and abusive behavior he experienced was "a high for the coaches and manager of the team" (Fruman, 1996). After the abuse, Scott and his father lodged a complaint with a hockey league official. The official's response was, "Scott would have to get used to it if he's serious about a future in hockey" (Fruman, 1996). Such a response did not appease the Chatham police, however. They laid 135 sex related charges against 12 individuals.

In a similar incident, but with seemingly more mature young men, three University of Guelph hockey players refused to engage in harassment and were no longer considered members in good standing with the team. Blatchford (1996) noted that the players were obligated to take part in "drinking through funnels and nude games that allegedly included players passing eggs from mouth to mouth and eating feces contaminated marshmallows."

Although some claims by the three players were dismissed as unsubstantiated allegations according to the Associate vice-president of Student Affairs at the University of Guelph, the hockey coach was suspended for one game. The coach of the team, a well-respected individual, admitted knowing of the hazing and alcohol but insisted the degrading aspects of hazing did not occur. Cannon (1996) quoted the University of Guelph hockey coach as saying, "I crossed the line by allowing it to happen, which is against department policy... and I'll take responsibility for that."

Recommendations

Sport organizations must enforce the rules introduced by the governing body. It is not unreasonable to demand that coaches exercise their authority to uphold the respect and dignity to which all athletes are entitled. Failure of the coach in this regard is a violation of Rule R 4 in the Canadian Hockey Association constitution:

"Any player, team official, executive member of a team, club or association having been a party to or having had knowledge of any hazing or initiation rite shall be automatically suspended for a period of not less than one year from playing or holding office with any team, club or association affiliated with the CHA." p. 102

Furthermore, the coaching code of ethics adopted by the Canadian Professional Coaches Association states that respect for participants challenges coaches to act in a manner respectful of the dignity of all participants in sport. The underlying rationale is that each person has value and is worthy of respect. Coaches must continue to live by this code.

Second, athletes must continue to develop a greater awareness for the values they believe to be meaningful to them as human beings, i.e., respect for one another. Perhaps if athletes were informed of other strategies that could be used to promote team acceptance or initiation performed in a meaningful fashion, then the activities conducted during hazing rituals could be eliminated all together.

An example of a situation in which rituals to enhance team acceptance were implemented, but in a non-traditional manner, was discussed by Al Strachan (1996). Strachan noted that first year head coach of the Buffalo Sabres, Ted Nolan, ended the team's rookie initiation dinner in which new players pick up the costs of the veterans. Bills, often exceeding \$10,000, are encountered by the rookies at such an event. Instead, Nolan encouraged the dinner, but the veterans paid for their own entertainment, and the money the rookies would have been forced to pay for the veterans was donated to a food bank. Although it would be impractical for members of amateur hockey teams to engage in a practice involving large sums of money donated to charity, the principle involved in valuing something meaningful is to be admired.

Summary

If sport organizations abide by the principle that each person has value and is worthy of respect, then ritual hazing should never occur. Coaches are in a position to protect all their athletes and should exercise their authority to ensure the protection is always present. There are rules in place to facilitate sport organizations and coaches in their attempt to ensure that all players are treated with dignity. To some, hazing will always be "a small price you may have to pay to make it to the big leagues" (Fruman, 1996). To others, such as former National Hockey League goaltending legend Ken Dryden, it's, "abuse, it's assault, it's straight humiliation" (Fruman, 1996).

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-and-

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Defendants

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