

**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.

-2-

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*

**SUPPLEMENTARY AFFIDAVIT OF DAN MACKENZIE
(Sworn March 4, 2022)**

-3-

I, Dan MacKenzie, of the City of Guelph, in the Province of Ontario, **MAKE OATH AND SAY:**

1. I am the President of the Canadian Hockey League (the **CHL**), a defendant in this action, and, as such, 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.

A. The CHL's Perspectives on the IRP Report

2. In July 2020, after the commencement of this action, the CHL appointed an Independent Review Panel (the **IRP**) to review the current policies, programs, and procedures relating to off-ice misconduct of the Ontario Hockey League (the **OHL**), the Québec Major Junior Hockey League (the **QMJHL**), and the Western Canadian Hockey League (the **WHL**) (individually, a **Member League**; collectively, the **Member Leagues**).

3. The CHL commissioned a report from the IRP detailing any recommended changes to the Member Leagues' policies, programs, and procedures to assist in the prevention of such misconduct. The IRP provided its report, dated October 31, 2020, to the CHL in December 2020, in which it presents 13 findings and 13 recommendations (the **IRP Report**). The IRP Report is included in its entirety in the Update on Player Wellbeing attached at Exhibit A to the affidavit of Catherine MacDonald, sworn January 27, 2022.

4. In those areas that were not already addressed by the Member Leagues, they are committed to considering future changes that will assist in the protection of players from off-ice misconduct. That said, I believe the IRP Report has several limitations that made it difficult to

determine the appropriate next steps for the Member Leagues. For this reason, the CHL did not release the IRP Report until it had examined the evidence relied on by the IRP in coming to its findings and recommendations and had explored whether the recommendations were indeed outstanding at the Member League level.

1. The IRP had limited information about the operation of the policies and procedures when drafting the IRP Report.

5. While the IRP had access to the Member Leagues' written policies, practices, and programs, and could interview stakeholders, I am advised by the Member Leagues' Commissioners that the IRP did not engage them or their staff in discussions about the details of the policies, programs, and procedures, including how they operate with one another, particularly on reporting mechanisms and education programs. As a result, of the 13 recommendations, #1, 2, 3, 4, 6, 7-A, 7-C, 7-E, 7-F, 8, and 9-A to 9-I were in fact already addressed at the Member League level through policies, programs, and procedures already in place when the IRP Report was drafted.

2. Most of the IRP recommendations do not appear to consider the decentralized nature of the CHL and the Member Leagues.

6. The IRP's recommendations do not appear to adequately consider the legal structure of the CHL and its Member Leagues, and assume that policies, programs, and procedures are or can be distributed at the CHL level. Recommendations #1, 3, 4, 6, 7-A, 7-C, 7-E, 7-F, 8, and 9-A to 9-I relate to CHL-wide policies, programs, and procedures. The CHL does not and has never exercised this authority and control over its Member Leagues. Policies and programs are not instituted at the CHL level, but at the Member League level, given the unique history,

-5-

demographics, and organizational structure of each Member League. The Member Leagues are largely independent, and have been designing and implementing their own policies and programs since their inception, which are communicated to players and staff at the team level. In fact, the CHL's constitution limits its authority to exercise certain controls over the Member Leagues. The decentralized nature of these policies, practices, and programs allows each Member League to address the specific needs or concerns of their players and teams after collecting feedback at the end of each season.

7. In any event, recommendations #1, 3, 4, 6, 7-A, 7-C, 7-E, 7-F, 8, and 9-A to 9-I were already addressed at the Member League level through policies, programs, and procedures already in place in each Member League when the IRP Report was drafted, and have been addressed by policies, programs, and procedures implemented since the IRP Report was released.

3. The IRP's recommendations do not relate to specific policies, programs, or procedures.

8. The IRP's recommendations do not mention any specific policies, programs, or procedures, nor do they mention any specific Member League. While somewhat useful at a high-level, the recommendations do not include any specific changes that ought to be made to specific policies, programs, or procedures, limiting the IRP Report's utility for the Member Leagues in identifying changes to assist in the prevention of off-ice misconduct.

B. The Turnpenney Report

9. As part of its examination of the IRP Report, and as a result of the IRP's decision to focus its recommendations at the CHL level instead of the Member League level, in November 2021, the CHL retained Rachel Turnpenney of Turnpenney Milne LLP (**Turnpenney**) to review the IRP's findings and recommendations and the Member Leagues' policies, programs, and procedures to determine whether changes would assist in the protection of players from off-ice misconduct. Though Turnpenney says she was retained in December 2021, that is when the CHL formally signed her engagement letter. The CHL engaged her in November 2021.

10. Turnpenney specializes in workplace investigations and human rights law with expertise in harassment and related matters. The CHL commissioned a report from Turnpenney, which was provided to the CHL on January 14, 2022 (the **Turnpenney Report**). The Turnpenney Report is included in its entirety in the Update on Player Wellbeing attached at Exhibit A to the affidavit of Catherine MacDonald, sworn January 27, 2022.

11. The Turnpenney Report details suggested changes and additions to the Member Leagues' specific policies, programs, and procedures, as well as general, overarching considerations for increasing player safety in the modern sport landscape. The CHL and Member Leagues are considering these suggested changes and are committed to implementing those that will assist in the prevention of off-ice misconduct.

C. The Member Leagues' Additional Policies and Programs Regarding Hazing

12. As noted, the Member Leagues are responsible for player safety in each Member League. This responsibility includes the development and implementation of policies, programs, and

-7-

procedures related to off-ice misconduct, including hazing. The Member Leagues' policies, programs, and procedures related to player safety are attached to the affidavits of David Branch, sworn November 1, 2021, Gilles Courteau, sworn November 1, 2021, and Ron Robison, sworn October 29, 2021.

13. The Member Leagues developed and implemented additional policies, programs, and procedures related to player safety in the fall of 2021 at the start of the 2021/2022 season.

14. I have been provided by David Branch, Commissioner of the OHL, a copy of the OHL's Communication Committee Program, adopted by the OHL in September 2021 and implemented by the OHL teams during the 2021/2022 season. Attached as **Exhibit A** to this affidavit is a copy of the OHL's current Communication Committee Program.

15. I have been provided by Gilles Courteau, Commissioner of the QMJHL, copies of the QMJHL's updated Player Support Program Presentation and Policy for the Prevention and Treatment of Harassment and Violence, adopted by the QMJHL in September 2021 and implemented by the QMJHL teams during the 2021/2022 season. Attached as **Exhibit B** and **Exhibit C** to this affidavit are copies of the QMJHL's current Player Support Program Presentation and Policy for the Prevention and Treatment of Harassment and Violence.

16. I have been provided by Ron Robison, Commissioner of the WHL, copies of the WHL's Diversity and Inclusion Policy and Player Advisory Council/Independent Complaint Mechanism, adopted by the WHL in September 2021 and implemented by the WHL teams during the 2021/2022 season. I have also been provided by Ron Robison a copy of the WHL's updated Players First Support Program Presentation, adopted by the WHL in October 2021 and

implemented by the WHL teams during the 2021/2022 season. Attached as **Exhibit D**, **Exhibit E**, and **Exhibit F** to this affidavit are copies of the WHL's current Diversity and Inclusion Policy, Player Advisory Council/Independent Complaint Mechanism, and Players First Support Program Presentation.

SWORN by Dan MacKenzie of the City of Guelph, in the Province of Ontario, before me at the City of Toronto, in the Province of Ontario, on March 4, 2022 in accordance with O. Reg. 431/20, Administering Oath or Declaration Remotely.



DocuSigned by:

Nina Butz

345036389408407...

Commissioner for Taking Affidavits
(or as may be)

NINA BUTZ

DocuSigned by:

Dan Mackenzie

780EFAD0BA6D421...

DAN MACKENZIE

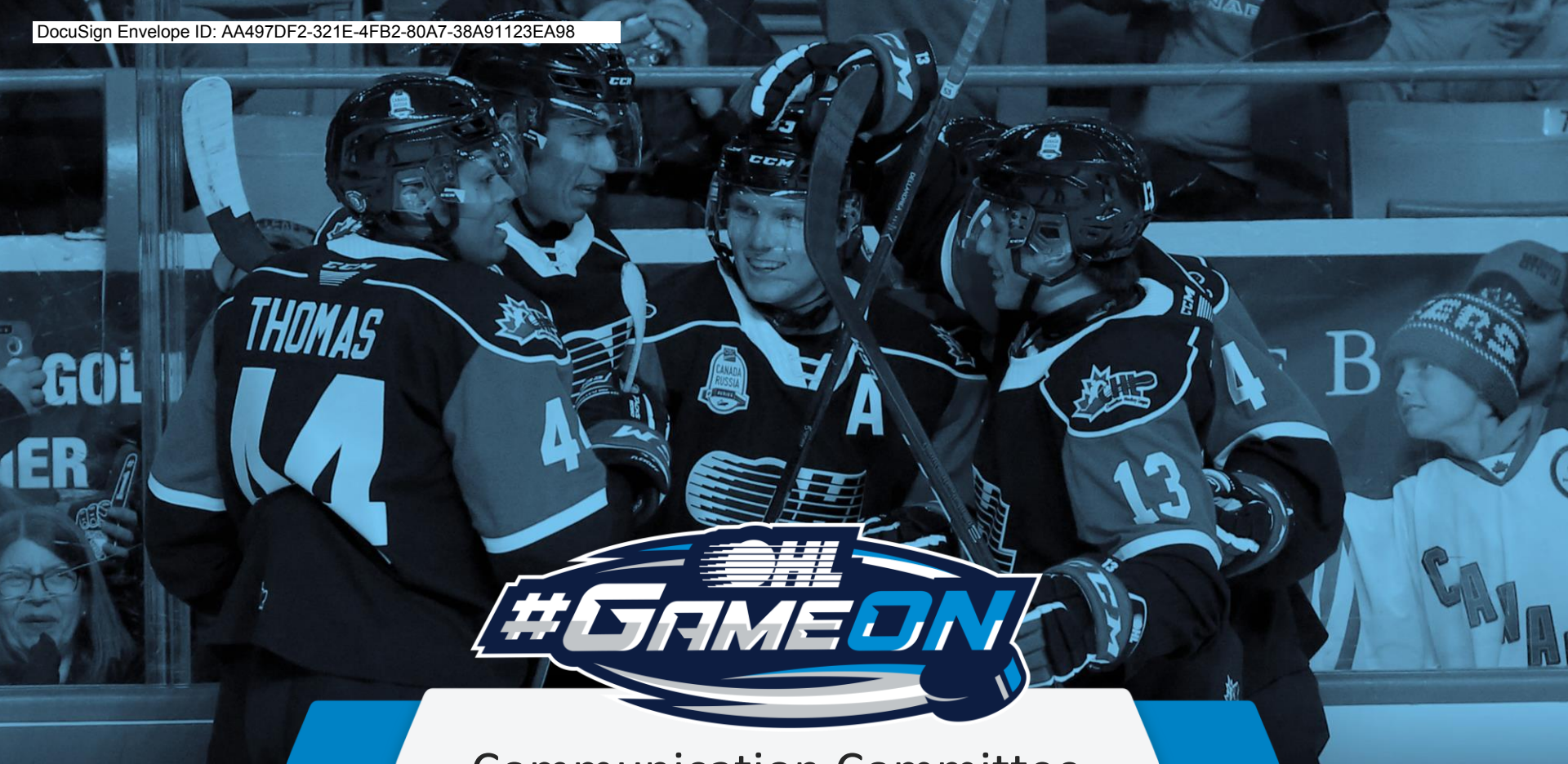
This is Exhibit A
referred to in the Affidavit of Dan MacKenzie,
sworn before me this 4th day of March, 2022

DocuSigned by:

Mina Butz

3450363894D8407...

A Commissioner for Taking Affidavits



Communication Committee

Proposal





Communication Committee Proposal

This proposal is designed to be complimentary to, and in addition to, all of the current league and Member Team policies in place concerning the player experience under our OHL PLAYERS FIRST PROGRAMS.





Communication Committee What is the Objective?

To create a culture that promotes healthy and effective lines of communication between a player, their club and the League.

This includes creating an opportunity for players to feel comfortable bringing any concerns to the appropriate parties and having the confidence to know they will be taken seriously.

Specifically, this communication strategy aims to address 4 Areas of Interest:

- Mental Health
- Diversity and Inclusion
- Cultural Concerns
- Social Pressures

Note: A 5th category of “Hockey Related Matters” has been removed since our preliminary discussion.





Communication Committee: Components of the Proposal

1. Education Opportunities:

- Staff & Players
- First Year Player Orientation Program

2. Communication / Reporting Map:

- Clarity on incident reporting structure (What goes where)

3. Technology Enabled Resources for Players & Staff:

- Incident Reporting System
- HONE Athletics App





Education Opportunities:

Education for Team Leadership & Staff:

- Professional seminars for staff and team leadership that are centered around culture, communication and trust
- Ensuring that staff are able to understand optimal communication for today's athletes, training on identifying potential concerns and support planning.

Education for Players:

- Professional seminars for players on communication, trust and understanding the clear incident reporting guidelines and process
- Communication from team leadership on culture, reporting and support programs in place

League Instituted 1st Year Player "Orientation Meetings"

- Orientation meetings by the league for all 1st year players
- This would include processes, policies, support resources etc
- Very similar to our Overage Player Meetings





Communication & Incident Reporting Map:

What does this mean?

- Having a clearly defined “Flow chart” of categorized incidents and ensuring that players (or staff) are certain as to the reporting structure of each.
- In order to facilitate effective communication of potential concerns, it is critical that all parties understand the process of reporting. It was evident through diversity & Inclusion meetings that an information gap exists.
- Flow charts should be clearly accessible, discussed and posted in all dressing rooms, lounges, apps etc





Incident Reporting Structure:

Glossary of Terms:

Hockey Operations Staff – Any member of a team’s Hockey Operations staff. This may include: Coaches, General Manager(s), Trainers etc

Team Support Staff – Any member of a team’s support staff. This may include: Academic Advisor, Chaplain, Sports Psychologist, team doctor etc

League Office – OHL League Office Executive Team

Team Governor - A Member Club’s Governor or any other team executive, as appointed by the Governor.

CMHA Resources – Members of the “Canadian Mental Health Association” who are qualified to provide professional mental health support to players.





Incident reporting Map:

Diversity & Inclusion:

Definition:

Any incident or concern pertaining to Diversity & Inclusion.

Diversity & Inclusion incidents or concerns may include but are not limited to: hate speech, hate action, derogatory remarks or bullying.

Such diversity concerns may relate to race, religion, sexual orientation or any other form of inequitable treatment or discrimination.





Incident Reporting Map:

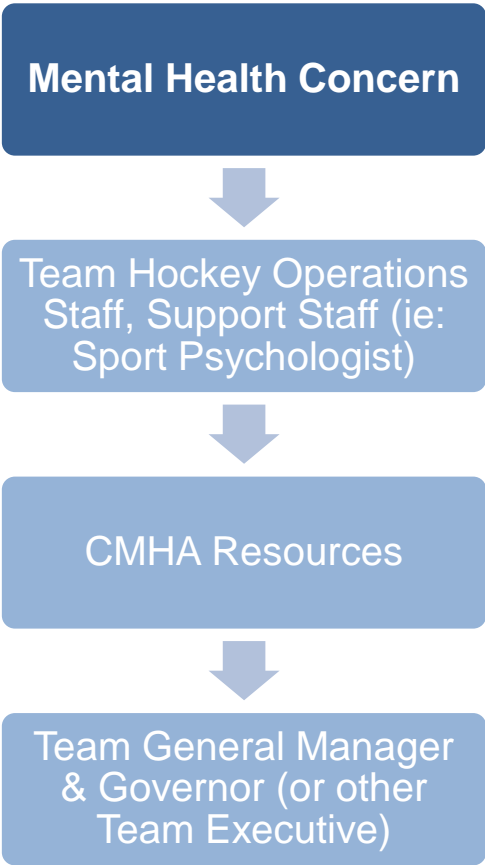
Mental Health:

Definition:

Any incident or concern involving a player's mental health and well-being.

Such concerns would be reported to a Team's Hockey Operations staff, support staff or sports psychologist.

In order to encourage communication, the appropriate reporting authority shall be determined by the player who will have the ability to select the individual with whom they are most comfortable discussing their concerns





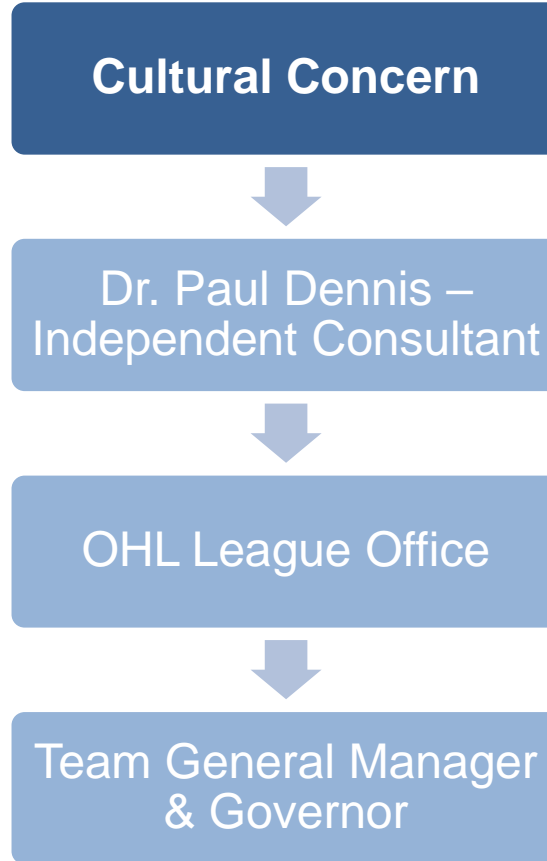
Incident reporting Map:

Cultural Concerns:

Definition:

Any incident or concern pertaining to issues surrounding a team's culture and/or player environment.

Cultural concerns may include, but are not limited to: Hazing, bullying, abuse, prevalence of drugs etc





Incident Reporting Map:

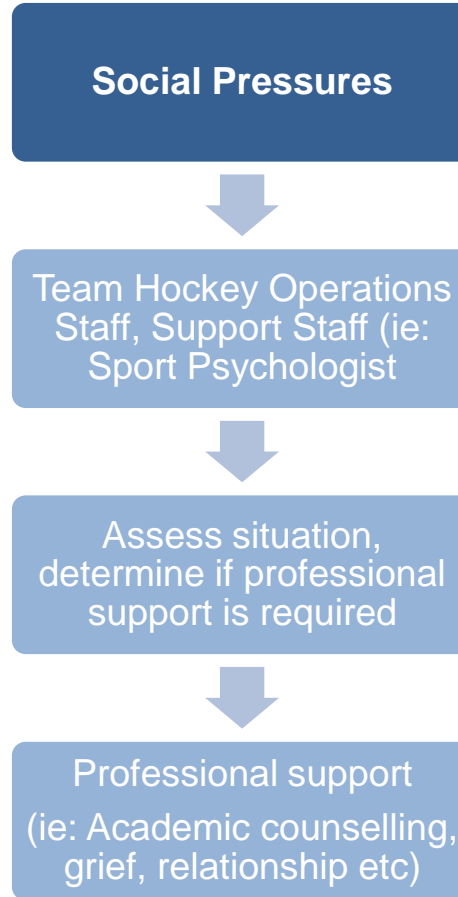
Social Pressures:

Definition:

Any incident or concern pertaining to social pressures (unrelated to hockey) that a player may face in their daily lives.

Such pressures include but are not limited to: Academic pressures, relationship stressors, grief or other personal matters.

In order to encourage communication, the appropriate reporting authority shall be determined by the player who will have the ability to select the individual with whom they are most comfortable discussing their concerns.





Technology Enabled Resources:

1. INCIDENT REPORTING SYSTEM:

Anonymous Alerts (APP):

- **Simple and intuitive interface** for players to report incidents
- **2-way communications**/dialogue between players and league/team officials
- **Send** voice call or text message to administrators, police, fire, other
- **Players** can **attach a photo, screenshot or video** with their report
- **Administrators** can **customize** incidents types, locations, and languages
- **Customize mental health and resources section** in reporting app with current initiatives
- **Incident Management® system mobile and desktop dashboards** for administrators and law enforcement
- **Multi-lingual support** on apps and web form
- **Establish threat assessment level** when reports are received
-
- **\$400 Per team annually for a 12-month term**
- **\$800 Onboarding fee in year 1 (\$40/team)**

Convercent (Web-Based):

- Very similar in functionality to Anonymous Alerts
- Instead of being “App-Based” it is via Web, unique URL or a QR Code:



OR

www.ohlcommunication.com

www.ohlreporting.com

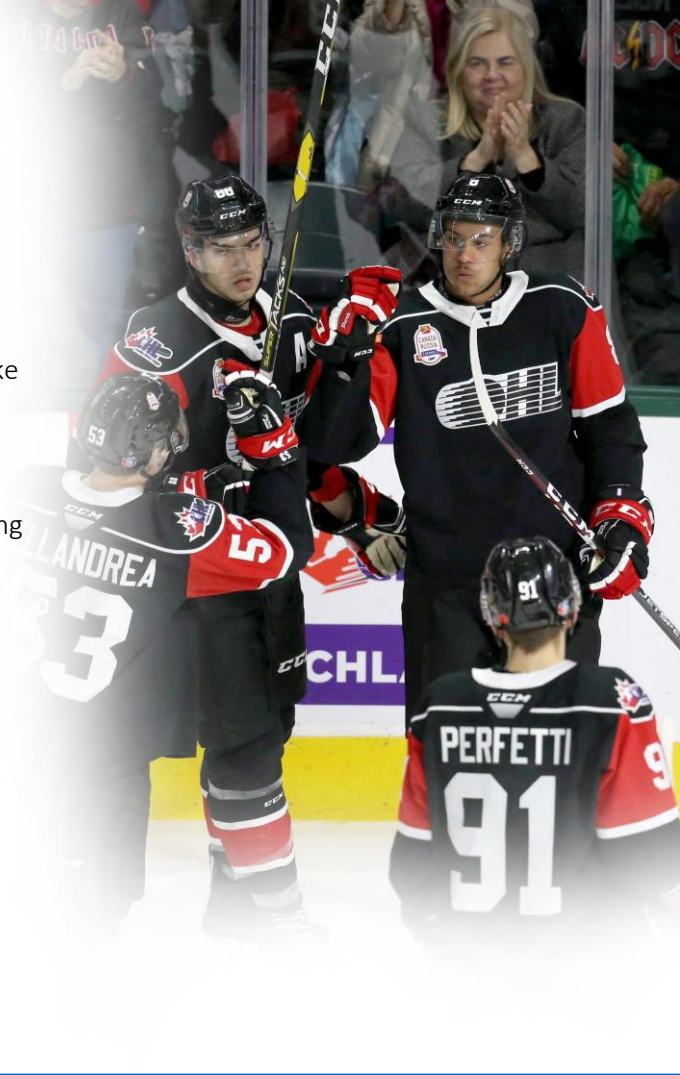
- Can take incidents by text, web and can also be hidden by a proxy
- Landing page has links to policy documents, support pages etc
- Allows for the league to prompt as a follow-up
- **\$100 Per team annually for a 12-month term**
- **\$2000 Onboarding fee in year 1 (\$100/team)**



Technology Enabled Resources:

HONE App:

- Provides the ability for Team Staff (Coaches, General Managers, Governors) to collectively “take the temperature of the team” on a weekly basis.
- This provides the players another opportunity to anonymously report on their well-being over several criteria weekly.
- Arms the staff with the ability to cater to team needs and provide additional support depending on the needs of players or staff.
- Heavily relied upon by Hockey Canada
- Players report on 6 categorized “Stressors” (opportunity to add 2-Additional):
 1. Criticism
 2. Disconnection
 3. Fatigue
 4. Pressure
 5. Relationships
 6. Time



DEV



WELCOME BACK BLAKE

Your survey is ready and will be open until
11:00 AM on Sunday.

LET'S DO THIS!



App Usage

Coaches Dashboard





App Usage

Coaches Dashboard Drilling into Specific Construct



[← BACK](#)

2.8

CONSTRUCT: DIFFICULTY MAINTAINING RELATIONSHIPS

YOUR ATHLETES APPEAR TO BE STRUGGLING TO MAINTAIN RELATIONSHIPS.



[VIEW STRATEGIES](#)

INDIVIDUAL ASSESSMENTS



IMPACT ON PERFORMANCE

The quality of the relationship athletes develop in and out of sport impact their performance success and overall well-being.

DID YOU KNOW?

The skills we teach young athletes do not necessarily mirror the skills needed in healthy relationships. When behaviours such as competitiveness and perfectionism are prioritized over skills like active listening and compromise, athletes may struggle in maintaining relationships.

Strategies

How is your communication with your athletes?

Communicate openly and have discussion.

- "Have I missed anything?"
- "Does anyone have a better idea that could be more helpful?"
- "This is why I'm doing this..."
- "I hear what you're suggesting, my concern would be..."

Still Need Help?

If you're team is struggling with a persistent issue and you don't know how to solve it, please let us know by sending us a message below and someone from Mindful Athletics will be in touch to offer assistance.

SEND



HONE Pricing

In exchange for Partnership with the OHL, HONE would provide all teams with the services of the comprehensive “Support C” Program, for a cost of **\$250 per year per team**

- ▶ To be an official partner of your sport association.
- ▶ To have the HONE logo on the front page of your website, including a short description and external link to our site.
- ▶ To have an annual opportunity to present at a Board meeting about what the HONE Athletics app is and the value it would bring to your organization.
- ▶ To be featured six (6) times throughout the year in your social media channels.
- ▶ To have the opportunity to pitch the HONE Athletics app to the executive and coaches once per year before annual budgets are set.
- ▶ To provide an update on our relationship at your annual AGM.

COSTING:

\$750 / Team Setup Fee

Includes presentations to players and team leadership that would be part of our player & staff education programming

\$250 / Month Per Team

Would only run during season, no fixed term

OPTION	MONTHLY COST <i>+ applicable taxes</i>	SERVICES
SUPPORT A	\$125	<ul style="list-style-type: none"> • Full use of HONE App • Full HONE dashboard access • Standard support • Onboarding and Offboarding Services available
SUPPORT B	\$375	<ul style="list-style-type: none"> • All Support A services • Weekly detailed reports • Monthly Touch Point w/CSM
SUPPORT C	\$595 \$250	<ul style="list-style-type: none"> • All Support A and Support B services • Three individualized consultations throughout season • Season summary and consultation on organizational policy recommendations



Proposal Financials:

HONE App:

- \$750 Setup Fee
- \$250 Per Month

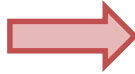


Yearly Cost Per Team
(Assuming 8-months)

\$2750

Anonymous Alerts:

- \$800 USD Onboarding Fee (\$40/Team)
- \$400 USD Per Year/Team (\$8000 Total)



Yearly Cost Per Team

\$440

OR

Convercent:

- \$2000 Onboarding (\$100/Team)
- \$100 USD Per Year / Team (\$2000 total)



Yearly Cost Per Team

\$200



Annual Investment:
(+Tax & conversion)

\$3190.00

OR

\$2950.00



Communication Committee: Review of the Components

1. Education Opportunities:

- Staff & Players
- First Year Player Orientation Program

2. Communication / Reporting Map:

- Clarity on incident reporting structure (What goes where)

3. Technology Enabled Resources for Players & Staff:

- Incident Reporting System
- HONE Athletics App



This is Exhibit B
referred to in the Affidavit of Dan MacKenzie,
sworn before me this 4th day of March, 2022

DocuSigned by:

Mina Butz

3450363894D8407...

A Commissioner for Taking Affidavits

Player Support Program Presentation (PSP)

The Player Support Program (PSP) was created to educate players on a variety of topics and to help players manage life's challenges and resolve personal problems before they become more serious.

Team and QMJHL staff members can also refer to the Player Support Program.

Billeting families or parents may refer to the program but it must be for the well-being of a player and not to address their personal issues.

Individuals may receive support in person, via email, or via telephone by calling our toll-free number. The required support may be given by the team's resource person, a member of the team's personnel, or by the Director of Player Services or by an external resource person.

Once an individual reaches 14 years of age in the province of Québec and 16 in the other provinces, it is not mandatory to inform the parents when an intervention occurs with a player. Nevertheless, under certain circumstances, and after having discussed the issue with the player, it would be important that the parents be made aware of the situation. Although most players do not live with their parents during the hockey season, their parents still have responsibilities towards their children and will, in some cases, have to be involved in the process. Each case should be analyzed on an individual basis.

Confidentiality

The issue of confidentiality is an important element in this program so the player and anyone else who refers to the PSP must feel that they can use the program with confidence.

Sessions will be entirely confidential, as far as the law permits. For example, in the event that the player's safety or any other person's safety is compromised, certain information must be divulged, for example (suicidal tendencies, violent behaviour, criminal acts).

The player must also consent to being referred to the Player Support Program or to go to counselling. At times, the player will have to initiate the process himself, with the help of the Director of Player Services, a resource person or a member of his team's personnel.

To maintain confidentiality, the player will not participate in group counselling sessions.

A network of internal caregivers

Players who need help have the choice to confide in whomever they choose to. If they are not comfortable with the team's identified resource person, they can turn to any other member of the team's personnel, the Director of Player Services or other services.

The resource person who was identified by the team does not prevent the team physician, the therapist or any other member of the team's personnel to collaborate on the program or take on the role of a resource person on occasion.

A network of external caregivers

A network of external caregivers (psychologist, social worker, substance abuse counsellor, nutritionist, etc.), should be available in every region where the QMJHL has a team. A list of these service providers should be sent to the PSP Coordinator.

The contact information for the external service providers will be compiled and filed into a **general directory** available to all players and all team personnel.

External professionals will work with the players in accordance with their area of expertise.

Independent Committee

An independent committee has been formed to be consulted to make recommendations on the various issues facing players and to develop new tools and strategies to better educate players and team staff. This committee will also have the mandate to participate in the management of certain problematic situations.

Members of the Player Support Program Committee:

- François Bernier, retired police officer from the SPVM, contact person for the Blainville-Boisbriand Armada
- Patrice Bernier, former professional soccer player, former QMJHL player, post-training supervisor at the Montréal Impact Academy, analyst for TVA Sport
- François Boisvert, Special education teacher, Syna-Psy Clinic, resource person for the Shawinigan Cataracts
- Sylvain Croteau, Executive Director of Sport Aide
- Simon Gagné, former QMJHL player and lawyer at LAVERY, DE BILLY, L.L.P.
- Sylvain Guimond, sports psychologist, lecturer, and author of several books
- Isabelle Leclaire, Head of Sport Excellence, Head Coach Women's Hockey, the Université de Montréal Carabins

The role of the Director of Player Services in the PSP:

- To work in a confidential manner. This person has knowledge of drugs and doping products as well as training and work experience in psychology, counselling, social work, or other related fields.

- To serve on the PSP committee.
- To respond to various requests for help from players and people surrounding them.
- To be able to make an initial assessment when necessary.
- To refer players or team personnel to resources or help the resource person direct the player to the appropriate resources.
- To follow up with players or others who refer to the PSP.
- To suggest tools and strategies for players to achieve their goals.
- To assist and support the various stakeholders in the event of a positive antidoping test, a drug use problem, or a behavioural problem.
- To assist teams in problematic situations.
- To educate the League and the teams on the various issues to which players and team personnel are exposed.
- To provide documentation and information on the QMJHL support program.
- To document and maintain the records of the support program.

The resource person's role in each team

Each team's resource person must ensure that their interventions conform to confidentiality requirements. The resource person's role is to raise awareness on various issues with the players, give them advice and ensure follow-up when a problematic situation arises. Ensuring follow-up entails that the resource person must verify how the player feels about the situation, must intervene if it is within his or her expertise, or follows up if the player is referred to an external resource.

The resource person must meet with the players and inform them and present the Player Support Program as it is described in the present document.

The resource person must supply all the information and documentation pertaining to the support program.

For the resource person to be adequately prepared to respond when a problematic situation arises, the resource person must establish a network of care providers in the region where the team is located as soon as possible. This network must include at least one substance abuse counsellor, one psychologist and one social worker.

The resource person must support the players by demonstrating a clear interest in the various situations which the players are going through. The resource people must work with members of the team's personnel and the Director of Player Services when a player faces a problematic situation.

When a problematic situation arises, the resource person must assist the player, and/or the team, and refer them to the proper resources if necessary. This type of intervention can be done in collaboration with the Director of Player Services and other members of the committee.

The resource person must follow up with the player when he or she has been informed that the player has displayed problematic behaviour, for which the player must go into counselling, or that the player has committed a doping infraction.

The resource person must make a report of these interventions at the end of the season and send it to the Director of Player Services.

PSP Guidelines and Incident Procedures

Responsibilities:

The League is responsible for developing programs and establishing rules and policies to ensure that players are in a safe environment and to ensure their well-being. These measures are put in place because these are 15- to 20-year-olds in a period of their lives where they are more vulnerable because they are in transition from adolescence to young adulthood and are under the pressures of the sport's environment. They are still developing and may not have the maturity to make the right decisions.

Clubs are responsible for the supervision of players because the majority live with billet families, which means that parents cannot fully exercise their authority and responsibilities. Clubs must be aware of the League's regulations and policies and enforce them within their organization. They also have a responsibility to educate their players and establish clear rules.

They must intervene quickly when a problem occurs and immediately inform the Director of Player Services and the QMJHL Commissioner. This is to ensure that the situation does not escalate, and that appropriate action is taken in a timely manner. The clubs and the League are committed to providing all necessary support to the players and staff involved in the management of the situation.

Clubs and the League are also committed to keeping parents and agents informed where appropriate.

If a club decides to release a player as a result of a problematic behaviour, it shall promptly inform the Commissioner office so that an assessment of the situation can be made and a follow-up with the player can be done.

Procedures:

Reported situation or incident (mental health issue, suicidal thoughts, harassment, bullying, discrimination, drug and alcohol abuse, pathological gambling, criminal acts, other situations that may be detrimental to the well-being of a player or other person and may cause harm to teams and the League)

Contact the Director of Player Services or a designated member of the committee.

Prompt follow-up with the Commissioner and Director of Communications by the Director of Player Services when an incident occurs.

Analysis of the situation by the Director of Player Services and members of the committee within a reasonable time frame. This analysis will be done in collaboration with the club and all people involved.

Recommendations made as quickly as possible to the team involved to help them manage the situation.

Conclusion of the file with recommendations to the Commissioner.

The commissioner's decision will be shared with the committee and the team involved if there are grounds for sanctions or if measures must be taken.

In the case of a police intervention that requires an investigation, the clubs are obligated to inform the Director of Player Services and the QMJHL Commissioner as soon as possible.

Situations that demonstrate a lack of professional ethics on the part of a club staff member or any other person in a position of authority over the players (teacher, billet family, etc.) must also be reported. Finally, clubs also have an obligation to report any situation that has the potential to make headlines and/or escalate, such as conflict, threats, inappropriate behaviour towards fans, or misuse of social media.

Intervention

When an intervention is required with a player, it will be done by the Director of Player Services or another professional (psychologist, social worker, lawyer, etc.) who is bound by professional confidentiality. No information will be shared unless the player signs a Personal Information Disclosure Consent Form and authorizes one of these individuals to disclose information to a designated individual or individuals. In the event that the player directly informs the Director of Player Services of a problematic situation, and the club is not aware of it, the Director of Player Services will also be required, in keeping with her code of ethics, to have the player sign the Personal Information Disclosure Consent Form before she can share the information with anyone else.

Sanction

The Commissioner office and the teams must also sanction any behaviour deemed inappropriate by any of its players in a fair manner. The decision to impose a sanction will be made after reviewing all the elements of the case, considering the age of the player (minor or major) and the seriousness of the situation.

A club that fails to inform the Commissioner and the Director of Player Services of a problematic situation as indicated in the paragraphs under "Procedures", shall provide explanations to justify its decision. If there is no valid reason and a failure to do so, the club will be subject to a sanction.

Player support program in connection with the CHL's anti-doping policy

Player declaration before an anti-doping control

If a player voluntarily discloses that he has used or is using prohibited substances (see WADA's prohibited substances list), before being selected for a doping control, he will have to be evaluated to verify if it is necessary to pursue therapeutic intervention with a healthcare professional or by a QMJHL recognized organization. If an intervention is deemed necessary, the player will be quickly referred to the adequate resources. If a player, who has voluntarily admitted to violating the antidoping policy and is currently in therapy to deal with this specific issue, is submitted to a random anti-doping test and the test confirms adverse analytical findings, the player will not be sanctioned. If the doping control test finds prohibited substances which the player has not declared, he will be sanctioned according to the rules outlined in the antidoping policy.

The identified player must sign the player support contract and respect his commitments. He must be present at his scheduled appointments and complete the given therapeutic course of action. If a player breaks his commitments, he will be re-evaluated and could be excluded from the support program and the team. This also means that he could be chosen for an anti-doping control and if the results demonstrate positive findings for doping, the player could face sanctions and be suspended by the League for a repeat offence.

A player who is in therapy will be re-evaluated within three months to check on his progress and assess whether he should continue with treatment or not. As long as the player is in therapy, and respects his commitments, he will not face sanctions if he is chosen for an anti-doping test and his results demonstrate the use of prohibited substances which the player has admitted to using.

In the case where a player declares his use of prohibited substances and does not need to seek therapy (after having been evaluated), he will receive a warning and must cease using doping substances to avoid a positive result if he is selected at random for a doping control test. In the case of marijuana use, the disciplinary committee will take into account the date on which the player declared its use and the reason behind it in order to determine the level of use and if this case constitutes a doping infraction in the event of a random doping control test.

Player Declaration After a Doping Control Test

If a player declares having used or that he is using substances which appear on WADA's prohibited substances' list, during the doping control test or after the doping control test (if the test is positive) he will have to submit to an evaluation to assess if he must follow a therapeutic course of action with a professional or an organization which is recognized by the QMJHL. If the player must be in therapy, he will quickly be directed to the appropriate resources. However, if he is found guilty of having committed a doping infraction, he will be exposed to sanctions determined by the disciplinary committee. During this sanction, the player may continue to attend therapy and receive the necessary help to get through this difficult period.

The identified player must sign the player support contract and respect his commitments. He must be present at his scheduled appointments and complete the given therapeutic course of action. If a player breaks his commitments, he will be re-evaluated and could be excluded from the support program and the team. This also means that he could be chosen for an anti-doping control and if the results demonstrate positive findings for doping, the player could face sanctions and be suspended by the League for a repeat offence.

A player who is in therapy will be re-evaluated within three months to check on his progress and assess whether he should continue with treatment or not. As long as the player is in therapy, and respects his commitments, he will not face sanctions if he is chosen for an anti-doping test and his results demonstrate the use of prohibited substances which the player has admitted to using. However, a player who has committed a doping infraction could be chosen for another doping control test at the end of the therapeutic course of action chosen for the player.

In both cases, the applicable measures are in effect for one season. If the player continues to play within the QMJHL, he will be re-evaluated at the beginning of the following season and continue therapy if deemed necessary. The player must demonstrate clear improvement after a prolonged period of therapy and evaluation.

This is Exhibit C
referred to in the Affidavit of Dan MacKenzie,
sworn before me this 4th day of March, 2022

DocuSigned by:

Nina Butz

3450363894D8407...

A Commissioner for Taking Affidavits

QUEBEC MAJOR JUNIOR HOCKEY LEAGUE

Policy for the Prevention and the Treatment of Harassment and Violence

Policy for the Prevention and Treatment of Harassment and Violence	
Adoption Date	September, 2001
Review dates	n/a

1. PREAMBLE

The present policy for the prevention and treatment of harassment and violence (hereinafter referred to as the "Policy") applies to employees of the Quebec Major Junior Hockey League (hereinafter referred to as the "QMJHL"), but also to players, officials¹ and all other "people associated with the QMJHL."²

It is essential for the QMJHL that each of its teams adhere to the values and principles contained in this Policy to ensure an environment free of harassment, discrimination and violence for its own employees, players, officials, and other people associated with the QMJHL. To this end, the QMJHL requires each of its teams to adopt a Policy for the Prevention and Treatment of Harassment and Violence in the QMJHL context.

For New Brunswick and Prince Edward Island teams, please refer to Appendix D.

Although each team is responsible for adopting and applying its own policy for the prevention and treatment of harassment and violence, the Policy provides a procedure to support teams that wish to do so, in the treatment of reports and complaints they receive.

Furthermore, considering the role that the QMJHL plays with respect to players and officials, it is the Commissioner office responsibility to deal with any complaint or report involving a QMJHL player or official, both as a plaintiff and a respondent. To this effect, it is imperative that the Commissioner office be informed, without delay, by the league's teams, of any complaint or report involving a QMJHL player or official, whether as a victim or as a respondent. The Commissioner's office shall also be informed of any complaint or report involving a team employee whose situation could have a negative impact on the players even if they are not directly concerned. The information in question must therefore be communicated, without delay, to one of the Individuals in charge of this Policy, as defined in section "3. Definitions" and identified in Appendix A of this document.

¹ Notwithstanding the above, all situations of harassment or violence involving a QMJHL player and occurring during a QMJHL game remain subject to QMJHL disciplinary rules and are dealt with at a first level by QMJHL officials and at a second level by the Director of Player Safety.

² The term " People associated with the QMJHL " is defined in section 3. Definitions.

2. OBJECTIVES

The Policy has been adopted to provide QMJHL and teams employees, players, officials, and other people associated with the QMJHL with an environment free of harassment, discrimination, and violence.

The purpose of the Policy is to confirm the QMJHL's commitment to prevent and put an end to any situation of psychological, sexual and/or discriminatory harassment, and any form of violence, within its organization.

It also aims to establish the principles of intervention that will be applied when a complaint of harassment and/or violence is filed or when a situation of harassment and/or violence is reported to the Commissioner office.³

3. DEFINITIONS

Individuals in charge: The people designated by the QMJHL to see to the promotion and application of the Policy. These people are identified in Appendix A. Details on the role of these people are also included in Appendix A.

People associated with the QMJHL: Players, officials, representatives, suppliers, subcontractors, interns, volunteers, billet families, visitors, or spectators of the QMJHL.

Psychological harassment: vexatious conduct manifesting itself through repeated, hostile or unwanted behavior, words or actions, which violates the dignity or psychological or physical integrity of a person and which results in a harmful work, sports, study or service environment. A single serious conduct may also constitute harassment if it causes such harm and has a continuing harmful effect on the person.

For the purposes of the Policy, this definition includes, but is not limited to, sexual and discriminatory harassment, threats, bullying and cyberstalking.

Sexual Harassment: It refers to a course of conduct by an individual, based on sex, sexual orientation, sexual or gender identity, the expression of sexual or gender identity, that is characterized by vexatious remarks or gestures against an individual in the course of employment when the individual knows, or ought reasonably to know, that such remarks or gestures are unwelcome. Specifically, sexual harassment is any conduct that manifests itself in words, gestures, or behaviours with sexual connotations, that are unwelcome/unsolicited, and that by their nature violate the dignity of the individual or the individual's physical or psychological integrity or that may lead to unfavourable working conditions for that individual.

Sexual violence: Any form of misconduct or violence committed without consent through sexual practices or by targeting sexuality, including sexual assault and sexual

³ In Quebec, employers are required to take reasonable steps to prevent psychological harassment and, when such conduct is brought to their attention, to put a stop to it. More specifically, they must adopt and make available to their employees a policy for the prevention of psychological harassment and the handling of complaints, including a section on conduct manifested by words, acts or gestures of a sexual nature. In this regard, see: <https://www.cnesst.gouv.qc.ca/en/prevention-and-safety/milieu-travail-sain-en/harassment-workplace/psychological-or-sexual-harassment-employers>

harassment. Sexual violence includes any misconduct that includes non-consensual sexual gestures, words, behaviours, or attitudes, with or without physical contact.

Discriminatory harassment: Harassment based on any of the grounds listed in section 10 of the Charter of Human Rights and Freedoms⁴, i.e., race, colour, sex, gender identity or expression, pregnancy, sexual orientation, marital status, age except, to the extent provided by law, religion, political convictions, language, ethnic or national origin, social condition, handicap, or the use of any means to palliate such handicap. It may also include harassment based on a player's status on his team or in the QMJHL.

Bullying: Repeated aggressive behaviour with the intent to hurt another person, physically, mentally, or emotionally, and/or to gain power over that person. Bullying can be individual or collective.

Cyberstalking: Any form of harassment committed by an individual, or a group of people, that reaches its victims through social media, the Internet, including email, and any communication via instant messaging or cell phone text messaging.

Threat: Any statement, direct or indirect, verbal or written (including via social media) expressing the intent to harm someone.

Violence in the Workplace: For the purposes of the Policy, there are three forms of violence in the workplace

- The use of physical force by a person against an employee or a QMJHL Associate in a QMJHL workplace that causes or is likely to cause physical injury to that employee or QMJHL Associate
- An attempt to apply physical force to an employee or an individual associated with the QMJHL at a QMJHL workplace that causes or is likely to cause physical injury to that individual; or,
- Words or conduct that could reasonably be interpreted as a threat to use physical force against an employee or an individual associated with the QMJHL in a QMJHL workplace that is likely to result in physical injury to that individual.

Workplace violence also includes verbal abuse, intimidation, physical assault, sexual assault, stalking, harassment, throwing or destroying objects, or threats associated with such behaviours in the workplace.

CAUTION: Sometimes the definitions overlap. For example, bullying and threatening behaviour may be considered harassment and violence. Regardless of which way they are viewed, such behaviour is not tolerated by the QMJHL and may be subject to reporting and complaint.

Examples of conduct that may be considered "harassment" are provided in **Appendix B**.

Complaint: A formal complaint filed with the QMJHL using the complaint form found in **Appendix E** of the Policy.

Reporting: A disclosure of information that does not constitute a formal complaint, but which is intended to report or denounce to the QMJHL a situation that is a risk for the work climate, likely to lead to action on its part.

Plaintiff: A person who makes a formal complaint under the Policy.

⁴ CQLR c C-12

Respondent: A person who is the subject of a complaint or report regarding a breach of the Policy.

4. PRECISION

Please note: The notion of “harassment” does not apply to interpersonal conflict, work-related stress, difficult work constraints or the normal exercise of the QMJHL’s management rights (management of work attendance, work organization, performance monitoring, disciplinary or administrative measures, etc.).

5. POLICY STATEMENT

The QMJHL does not tolerate any form of harassment or violence within its organization, whether it be

- From managers towards employees or people associated with the QMJHL
- Among colleagues
- From employees towards their superiors or towards people associated with the QMJHL
- From any individual associated with the QMJHL towards a QMJHL employee or another individual associated with the QMJHL

Any behaviour related to harassment or violence may result in administrative and/or disciplinary measures up to and including termination of employment in the case of a QMJHL employee or a ban from participating in QMJHL activities in the case of an individual associated with the QMJHL.

6. SCOPE

This Policy applies to all QMJHL personnel and people associated with the QMJHL, and at all levels of management, including in the following locations and contexts.

- Workplaces
- Common areas
- Any other place where people perform their work or must be in the course of their employment or duties for the QMJHL (e.g., in the environments of QMJHL teams, schools, boarding families, during meetings, internal or external training or conferences, travel or social activities organized by the QMJHL or by one of its teams, etc.)
- Communications, by any means, technological or otherwise, including social media, when such communications are directly or indirectly related to work.

7. EXPECTATIONS FROM STAFF

All staff and people associated with the QMJHL have a responsibility to behave in a manner that promotes a harassment-free and violence-free workplace.

All staff and people associated with the QMJHL must report to the individuals in charge

any incident of harassment or violence in the QMJHL as soon as circumstances allow.

It is also the responsibility of all staff and people associated with the QMJHL to cooperate with the mechanisms implemented by the QMJHL to prevent and stop harassment and violence.

8. MECHANISM FOR HANDLING COMPLAINTS OR REPORTS

First level of intervention: Resolve the situation yourself. Whenever possible, the employee or individual associated with the QMJHL who believes that he or she is being harassed or abused should first inform the individual involved that the behaviour is undesirable and that he or she should stop it. The employee or individual associated with the QMJHL should also record the date and details of the incidents and the steps taken to attempt to resolve the situation.

Second level of intervention: Requesting assistance in attempting to resolve the situation. If an employee who believes he or she is being harassed or abused is not comfortable speaking to the individual involved, or if the inappropriate conduct continues even after an attempt has been made in accordance with the first level of intervention, the employee should report the situation to his or her immediate supervisor or to one of the Individuals in charge in order to identify the problematic behaviours and the means required to stop them.

In the case of an individual associated with the QMJHL, if he/she is not comfortable speaking to the individual involved or if the inappropriate conduct continues even after an attempt in accordance with the first level of intervention, he/she should speak to one of the Individuals in charge to identify the problematic behaviours and the means required to stop them.

Third level of intervention: Filing a formal complaint. An employee or individual associated with the QMJHL who believes that he or she is still being harassed or abused despite attempts to resolve the matter under the first and/or second level of intervention should file a formal complaint. The behaviours alleged and the details of the incidents (time of occurrence(s), name(s) of the respondent(s), circumstances surrounding the facts, identity of potential witnesses, etc.) must be described in as much detail as possible, so that an intervention can be carried out quickly to put an end to the problematic situation. To this end, a complaint form is made available to the personnel [Indicate where these forms are available].

Witness. A person who witnesses a situation of harassment or violence should report the situation to one of the Individuals in charge designated by the QMJHL.

Time limit. Any complaint may be filed, or any report made, within two (2) years of the last occurrence of harassment or violence. However, any employee or individual associated with the QMJHL who believes that he or she has been a victim of harassment or violence or who believes that he or she has witnessed such harassment or violence should file a complaint or report as soon as possible to allow the QMJHL to ensure that the situation is dealt with diligently.

a. Admissibility Analysis of the Complaint or Report and Investigation

Upon receiving a complaint or report, the Individual in charge must first analyze the complaint or report to see if it is admissible. The Individual in charge can do this analysis himself or herself or can mandate someone, internally or externally, to do it for him or her. At this stage, it is simply a matter of determining whether the allegations of harassment or violence, if proven, could reasonably constitute a form of harassment or violence prohibited by the Policy.

If a complaint is found to be inadmissible, the Individual in charge will notify the plaintiff.

If the complaint or report is found to be valid, an investigation will be conducted. Depending on the situation, the Individual in Charge may investigate the complaint or report on its own, or may mandate someone, either internally or externally, to conduct the investigation.

The investigation is a confidential process that respects the people involved. The investigation will begin as soon as possible to try to avoid prejudice to the parties involved.

If the person conducting the investigation deems it appropriate, particularly when the seriousness of the circumstances justifies it, he or she may propose to the QMJHL Commissioner that certain temporary measures be taken during the investigation. For example, such measures could be the administrative suspension or removal of one or more respondents. Such measures, if any, do not constitute an acknowledgement of the existence of a situation of harassment or violence but are intended to protect the work climate and the health and dignity of the people involved before the conclusion of the investigation.

As part of the investigation, the investigator shall

- Advise the parties of their rights and responsibilities
- Have the parties sign a confidentiality agreement
- Meet with each of the parties and witnesses separately (during this meeting, the parties may be accompanied by a person of their choice if they wish)
- Collect written and signed statements from each of the parties and witnesses if any
- Diligently produce an investigation report and submit it to the QMJHL Commissioner

b. Decision and Sanctions

After receiving an investigation report, the QMJHL Commissioner shall decide whether to impose a disciplinary sanction, an administrative measure, or a combination of both. The Commissioner, if he so desires, may forward a copy of the investigation report to the QMJHL's independent Player Support Program Committee, and ask this committee to make a recommendation as to the sanction(s), if any, that should be imposed in the matter.

If the QMJHL Commissioner is personally involved in the complaint, either as a plaintiff or a respondent, the report of the investigation shall be submitted to the President of the QMJHL Assembly of Members. The latter may, if he so desires, forward a copy of the investigation report to the QMJHL's independent Player Support Program Committee and ask this committee to make a recommendation as to the sanction(s) that should, if any, be imposed in the matter.

9. PRINCIPLES OF INTERVENTION

In the event of a complaint or report of harassment or violence, the QMJHL undertakes to

- Deal with the complaint or report as quickly as possible.
- Offer to hold mediation, when appropriate, to try to resolve the problematic situation.
- Put in place appropriate mechanisms to deal with situations of harassment or violence brought to the attention of the QMJHL.
- Protect the confidentiality of the intervention process, including information related to the complaint or report, unless such information is necessary to process a complaint or report, investigate or impose disciplinary or administrative measures.
- Inform the people involved, of the conclusion of the investigation, if any.
- Take all reasonable steps to resolve the situation, including but not limited to appropriate disciplinary and/or administrative measures or interim measures necessary to protect the work environment and the health and dignity of the people involved.

10. COMPLAINT MADE IN BAD FAITH

The individual who files a complaint that is untrue, abusive or with the intent to harm others is liable to administrative and/or disciplinary measures, as appropriate, up to and including termination of employment in the case of a QMJHL employee or a ban from participating in QMJHL activities in the case of an individual associated with the QMJHL.

11. ANTI-RETALIATION CLAUSE

In the handling and resolution of a situation involving harassment or violence in the workplace, no individual shall suffer prejudice or retaliation because of reporting or complaining in good faith or participating in a process established by the QMJHL.

12. CONTRAVENTION OF THE POLICY

Any person that acts in contravention of the Policy may be subject to administrative and/or disciplinary action. The choice of the applicable measure(s) will consider the seriousness and consequences of the action(s) as well as the record of the person who committed the action(s).

13. PROVIDE ASSISTANCE TO TEAMS WHO WISH TO BE SUPPORTED IN THE PROCESSING OF COMPLAINTS OR REPORTS THAT THEY RECEIVE

Considering that QMJHL teams do not always have the necessary resources to deal quickly and efficiently with complaints or reports of harassment or violence that they receive, the QMJHL agrees to make the Individuals in charge available to teams that so desire.

Thus, if a team wishes, it may forward any complaint or report of harassment or violence it receives concerning one of its employees or an individual associated with the QMJHL to one of the QMJHL Individuals in charge.

The mechanism for handling the complaint or report shall then be the same as that provided for in section 8, with the necessary adaptations.

It is understood that the costs that may be incurred by mandating an external party to conduct the analysis of the admissibility and/or the investigation of the report or complaint shall be the exclusive responsibility of the team.

Furthermore, the report of the investigator will then be forwarded to the team's general manager or, if the complaint or report involves the team's general manager, to the team's president, and the decisions (administrative and/or disciplinary measures) resulting therefrom, if any, will be made by the general manager or the team's president, as appropriate, and not by the QMJHL Commissioner.

14. COMMUNICATION

Within thirty (30) days of the adoption of the Policy, a copy of the Policy shall be provided to each employee who is subject to the Policy, as well as to players and officials. Each such person shall be required to read the Policy and sign the commitment form in Appendix C.

All new employees, players and officials will receive a copy of the Policy upon hiring. He/she will be required to read the Policy and sign the commitment form provided in Appendix C.

A copy of Appendix C signed by an employee, or a new employee shall be placed in his or her employee file.

A copy of Appendix C, signed by a player or an official, shall be kept in the QMJHL files.

Mr. Gilles Courteau
QMJHL Commissioner

Date

APPENDIX A

INDIVIDUALS DESIGNATED BY THE COMMISSIONER'S OFFICE
FOR THE PURPOSE OF ENFORCING THIS POLICY

The two Individuals in charge are:

- *Natacha Llorens, Director of Player Services, QMJHL*
 - Cell phone: 418-803-2554 | Office: 1-877-650-3555
 - nllorens@lhjmq.qc.ca
- *Karl Jahnke, Chief Marketing Officer, QMJHL*
 - Cell phone 514-808-3795 | Office: 450.650.0500 #219
 - kjahnke@lhjmq.qc.ca

The QMJHL:

- Will ensure that the designated Individuals in charge are duly trained and have the necessary tools at their disposal for the efficient and adequate handling and follow-up of complaints and reports filed under the Policy
- With respect to the designated Individuals in charge, will free up work time so that they can carry out their assigned duties.

The main responsibilities of the Individuals in charge are to:

- Inform QMJHL and teams' personnel of the existence of the Policy and promote it.
- Intervene informally to try to resolve potential problematic situations brought to their attention.
- Receive complaints and reports.
- Attempt to mediate between the parties involved in a complaint or report when the situation is appropriate.
- Ensure that each complaint or report is analyzed for admissibility and that the investigation is carried out when the complaint or report is admissible.
- Recommend to the QMJHL Commissioner or to the general manager or team president, as applicable, the nature of the actions to be taken to put an end to the situations of harassment or violence brought to his/her attention.

Commitment of the Individuals in charge

I hereby declare that I am committed to respecting the Policy and that my interventions will be impartial, respectful, and confidential.

Signature of Individual in charge #1

Date

Signature of Individual in charge #2

Date

APPENDIX B

EXAMPLES OF SEXUAL VIOLENCE

Any form of misconduct or violence committed without consent through sexual practices or by targeting sexuality, including sexual assault and sexual harassment. Sexual violence comprises any misconduct that includes non-consensual sexual gestures, words, behaviours, or attitudes, with or without physical contact, such as:

- Sexist language
- Indecent exposure
- Sexual exploitation
- Production or use of degrading sexual imagery
- Voyeurism
- Exhibitionism
- Cyber harassment
- Sexual exploitation
- Abusive expressions of unwanted interest

EXAMPLES OF PSYCHOLOGICAL OR SEXUAL HARASSMENT

The following behaviours could be considered vexatious conducts constituting harassment if they meet the definition of harassment under the law.

Behaviours that may be related to psychological harassment

- Bullying, cyberbullying, threats, isolating someone
- Offensive or defamatory comments or actions directed at a person, or their work based on race, gender, sexual orientation, team, or league status, etc.
- Verbal abuse
- Disparaging

Behaviours that may be related to sexual harassment

- Any form of unwanted attention or advances with sexual innuendo, such as
 - Insistent solicitation
 - Inappropriate looks, kissing or touching
 - Sexist insults, foul language
- Sexual comments, jokes or images through any means, technological or otherwise.

APPENDIX C

I hereby declare that I have read and understood the QMJHL Policy for the Prevention and Treatment of Harassment and Violence in the Workplace. Furthermore, I hereby undertake to respect this policy.

Date: _____ / _____ / _____

(Name printed)

(Signature)

(Status, printed: employee, player or official)

Copy: Employee file or QMJHL files in the case of a player or referee

APPENDIX D

POLICY FOR THE PREVENTION AND TREATMENT OF HARASSMENT AND VIOLENCE ADOPTED BY NEW BRUNSWICK AND PRINCE EDWARD ISLAND TEAMS

For QMJHL teams in New Brunswick and Prince Edward Island who wish to use the proposed policy template, it is your responsibility to conduct your own harassment and violence risk assessment and adopt a policy based on the results of the assessment. You should contact legal counsel in your province to ensure that the policy is amended, if necessary, to comply with applicable laws and regulations in your jurisdiction.

APPENDIX E
COMPLAINT FORM

Information of person making the complaint	
Name :	Team :
Contact Details :	
Complaint information	
Date :	Complaint Taken By :
Complaint Details :	
First Response Corrective Action :	
Corrective Action Person(s) :	
Corrective Action Follow-up :	
What steps should be considered to avoid a repeat of the problem?	
Date :	

Signature of person making the complaint

This is Exhibit D
referred to in the Affidavit of Dan MacKenzie,
sworn before me this 4th day of March, 2022

DocuSigned by:

Mina Butz

A Commissioner for Taking Affidavits

WHL DIVERSITY AND INCLUSION POLICY

The WHL is a diverse and inclusive organization in which players, staff, officials and volunteers associated with the WHL and their member Clubs (herein referred to as “Participants”) will feel respected, valued and welcomed, regardless of gender, race, ethnicity, age, education, sexual orientation, religion, marital status or disability. While the WHL is a merit based, highly-competitive sports organization, we are committed to being a non-discriminatory organization that provides equal opportunity for employment and advancement in all of our departments, programs, and teams.

The WHL subscribes to the fundamental values that all Participants have the right to full and equal recognition of human rights and freedoms without discrimination, exclusion or preference based on race, colour, sex, age, gender, religion, language, ethnic or national origin, sexual orientation, marital status or disability.

The goal of the WHL Diversity and Inclusion Policy (the “Policy”) is to strengthen the League and its 22 member Clubs by promoting the full potential of each Participant involved. The WHL respects and values diverse life experiences. When people from different backgrounds and experiences come together, they combine their collective knowledge and experience, which enhances the overall quality of the task that they perform.

All WHL Participants have the right to a safe and healthy organizational environment that offers equal opportunities and prohibits discriminatory practices:

- All WHL staff, players, officials, and billets will participate in a mandatory WHL Diversity and Inclusion education initiative annually.
- The WHL will ensure that all persons working for or participating in activities for the League are aware of this Policy.
- The WHL has defined acceptable and unacceptable behaviors and language usage. Behavior and language are discussed in the WHL Diversity and Inclusion training initiatives. The WHL has a zero-tolerance policy for any conduct, language, behavior, acts, gestures, social media postings and any other actions of a derogatory nature by any Participant against another person, entity or organization.
- All Participants must be aware that they are representatives of their individual teams and the WHL as a whole. All Participants are role models to the public. As such, all Participants are expected to model respectful and inclusive behavior, both on and off the ice.
- Conduct from *any* Participant that does not comply with the WHL’s expectations, as outlined in this Policy and related training, will result in disciplinary action in accordance with League practices, up to and including expulsion from the League.
- Each WHL member is responsible for ensuring that all Participants in their respective organizations are aware of this Policy.

- The WHL and all of its associated teams will ensure that this Policy is strictly enforced at all levels of the organization.

Definitions

Diversity

- Diversity is the presence of difference within a given setting. The differences typically refer to identity markers such as race, gender, ethnicity, religion, nationality, or sexual orientation.

Inclusion

- Inclusion refers to people with different identities feeling and being valued, respected and welcomed within a given setting (whether that's a team, workplace, or industry).

This Policy and the conduct of all Participants are subject to all applicable Federal, Provincial, State and Municipal laws, regulations and rules.

This is Exhibit E
referred to in the Affidavit of Dan MacKenzie
sworn before me this 4th day of March, 2022

DocuSigned by:

Mina Butz

3450363894D8407...

A Commissioner for Taking Affidavits

WHL Independent Complaint Mechanism

1. Background – WHL Respect in Hockey Program

The health and safety of our players is the WHL's number one priority.

The WHL prides itself on being the world leading development league offering a best in class player experience built on three key pillars: hockey development, education and a safe and positive environment for all participants.

The WHL's Respect in Hockey preventative education program is the cornerstone for ensuring WHL Clubs offer a safe and positive environment for players at all times. The WHL Respect in Hockey program consists of a series of educational workshops on the prevention of harassment and abuse as well as addressing issues such as mental health, diversity and social media.

The WHL Respect in Hockey program also includes Respect in Sport certification and a Code of Conduct which is enforced by the Clubs and the WHL Security Network.

Should a player have a concern regarding a breach in the Code of Conduct or inappropriate treatment, he may register a complaint by contacting the Club Liaison Officer or the WHL Security Officer directly on a confidential basis through a 1-800 phone number (by phone or text) or email address. The contact information for the WHL Security Officer is included in the Code of Conduct which is posted in all WHL Club dressing rooms.

2. WHL Player Advisory Council

The WHL has many policies and controls in place to enhance player respect and safety. These policies have been developed over a number of years. As indicated above, players can bring forward any issue or complaint to their Club Liaison Officer or team management or staff. Players can also bring an issue or concern directly to the WHL Commissioner.

In addition, this year the WHL has further enhanced our player respect and safety policies by adding a third channel for players to have their issues or complaints investigated and addressed. Players as well as parents, billets or team personnel now have the option to register this concern with an independent alumni panel. The alumni panel or the Player Advisory Council (PAC), as it will be referenced to, will consist of three (3) members of the WHL alumni. The PAC will receive training on the WHL hazing and abuse policies and regulations. The PAC, in consultation with the WHL Commissioner, will also have access to the WHL Security Network and as required, for independent investigative services. All complaints to the PAC must be made in writing and will be delivered directly on a confidential basis by email.

3. WHL Player Advisory Council Responsibilities

The PAC will be responsible to address any complaints which will relate to the following:

- a violation of the WHL Clubs Code of Conduct.
- a violation of the WHL harassment, hazing and abuse policies.
- concerns of maltreatment which may result in mental health distress.

The PAC will review the complaint and make a determination if it represents a violation of WHL policies and regulations. The PAC will then submit its findings to the WHL Commissioner. Based on the findings contained in the PAC report, the WHL Commissioner will decide if disciplinary action or other intervention is warranted.

4. Scope of WHL Player Advisory Council Duties

The PAC is not authorized to address complaints which relate to:

- on-ice conduct of a player or staff.
- a complaint which has already been brought to the attention of the WHL Security Network or the Commissioner.
- a matter concerning player benefits or teams of the WHL Standard Player Agreement.

The PAC will serve as an independent complaint mechanism and does not have authority to change policies or regulations of the WHL. The PAC can make recommendations to the WHL Commissioner on improvements to the WHL complaint process.

This is Exhibit F
referred to in the Affidavit of Dan MacKenzie,
sworn before me this 4th day of March, 2022

DocuSigned by:
Mina Butz

3456363894D8407...

A Commissioner for Taking Affidavits



Western Hockey League

WHL Player First Support Services

October 27, 2021





Presentation Contents

- 1.0 Cornerstones of the WHL Player Experience
- 2.0 Importance of Providing a Safe and Positive Environment
- 3.0 Overview of WHL Players First Programming and Other Support Services
- 4.0 WHL Respect in Hockey Program
- 5.0 CHL / Canadian Mental Health Association Talk Today Workshops
- 6.0 WHL Security Network
- 7.0 WHL Health and Wellness Programs
- 8.0 WHL Policies and Regulations
- 9.0 Questions





1.0 Cornerstones of the WHL Player Experience

The WHL is recognized as a world leading development league. The three key cornerstones to maintaining this position are as follows:

- ❖ **Development** – Providing WHL Players with the highest level of competition and skill development in the system
- ❖ **Education** – Ensuring WHL Players achieve their academic goals
- ❖ **Environment** – Providing a safe and positive environment for players





2.0 Importance of Providing a Safe and Positive Environment

- ❖ **Our Commitment to Players** – All WHL Clubs are required to ensure they provide a safe and positive environment at all times
- ❖ **Success in Life** – The WHL experience will not only allow players to develop on the ice but also acquire important life skills to be successful in the future regardless of the career path they choose
- ❖ **Zero Tolerance Policies** – The WHL has adopted a series of policies and regulations to ensure maltreatment or inappropriate conduct does not occur
- ❖ **Risk Management** – The objective is to minimize complaints and mitigate against avoidable claims





3.0 Overview of WHL Players First Programming and Other Support Services

Risk Management

- ❖ WHL Respect in Hockey
- ❖ CHL / Canadian Mental Health Talk Today Workshops
- ❖ WHL Security Network
- ❖ WHL Player Impact Program

Health and Wellness

- ❖ CHL Drug Education and Anti-Doping Program
- ❖ CHL Concussion Management Program
- ❖ WHL Medical, Dental and Rehabilitation Services

Support Services

- ❖ Nutrition, Strength and Conditioning Support
- ❖ Sports Psychology / Mental Health Support
- ❖ Hockey Ministries International
- ❖ Billet Families

Education Services

- ❖ Education Advisors / Tutoring
- ❖ WHL Scholarship Program
- ❖ WHL Career Counselling Program





4.0 WHL Respect in Hockey Program

- ❖ Mandatory for all WHL Players on an annual basis.
- ❖ Respect in Hockey includes the former Red Cross Respect Education and Respect in Sport curriculums
- ❖ Key Components of WHL Respect in Hockey Program:
 - Respect in Hockey On-Line Seminar
 - Respect in Hockey Workshops
 - Respect in Sport Certification
 - WHL Code of Conduct





4.1 WHL Respect In Hockey On-line Seminar

- ❖ An on-line seminar designed to educate players on healthy relationships, resiliency and the risks associated with bullying, hazing, harassment and abuse.
- ❖ Delivered to all players through their phones, tablet or laptop via an app over a 5-7 day period.
- ❖ Players receive a reminder each day to complete an on-line lesson. (3-minute video or podcast) and complete the reflection assignment.
- ❖ Upon successful completion of the on-line program, players receive a certificate of completion and seminar completion is tracked.
- ❖ The Respect in Hockey (RIH) On-line program will be delivered during the month of November.
- ❖ Starting next season, the RIH on-line seminar will be delivered to roster players in August prior to the start of Training Camp.





4.2 WHL Respect in Hockey Workshops

- ❖ A 'Respect Champions Team' will be created for each WHL Club, which will be led by the **Respect Team Champion** (an Alumni or Professional in this area). The Respect Champions Team will also include 2-3 players; 1-2 coaches / management staff and Club Liaison Officer.
- ❖ There will be two workshop sessions each season (November & February) that act as a continuum of support to ensure the conversation continues throughout the season. Each workshop will be supported by a short video or podcast and general discussion questions to facilitate a conversation.
- ❖ Workshops topics will be directed by the WHL Office to cover relevant topics such as diversity and inclusion, mental health and will also provide an opportunity to reflect on the Respect in Sport programming.





4.3 CHL Respect in Sport Certification

- The Respect in Sport Certification On-Line Seminars consist of two programs:
 - **Activity Leader On-Line Seminar** - for Players, Coaches, Training Staff, Management, Officials, Parents and Billets. It is mandatory for all personnel that have direct contact with players.
 - **Respect in the Workplace On-Line Seminar** - for all business staff and other members of the team that have limited contact with players.
 - The Respect in Sport Certification is a risk management program designed to further educate WHL Club personnel in the area of abuse prevention and to identify ways to further support our players.
 - This on-line program is delivered in September each season. Once the on-line program is completed, the individual is certified for a 4 year period.





4.4 WHL Code of Conduct

- The WHL has adopted a Code of Conduct and all players, staff and other team personnel are required to comply with it.
- Prior to the start of each WHL Regular Season, the players and staff of each WHL Club will consent to adhering to the Code of Conduct by signing a certificate which will be displayed in the team dressing room.
- Should the Code of Conduct not be followed, the player or staff member may make a complaint by contacting the WHL Respect Line which is administered by the WHL Security Network.





5.0 CHL / Canadian Mental Health Talk Today Workshops

- Canadian Mental Health Association (CMHA) Talk Today workshops are mandatory each season for all WHL Clubs.
- Introduced in 2016-17, the CMHA Talk Today workshops allow players who may be experiencing mental health issues to feel comfortable speaking about those challenges with other teammates, coaches, training staff and other team personnel.
- The Talk Today workshops are 3 hours in duration and all WHL Players are required to participate.
- The scheduling of the workshops will be coordinated by CMHA directly with each Club. The workshop must be completed prior to the end of December.





6.0 WHL Security Network

- The WHL established a league-wide Security Network in 2014-15 with a Club Liaison Officer assigned to each WHL Club.
- The WHL Security Network is headed by former City of Calgary Police Superintendent and WHL Alumni Kevan Stuart (WHL Security Officer).
- The Club Liaison Officers associated with each WHL Club are either active or retired police officers.
- The Club Liaison Officers serve as mentors to WHL players and ensure WHL Clubs continue to deliver a safe and positive environment.
- The Club Liaison Officers deliver the Player Impact presentation each season to WHL players.
- When required, the WHL Security Officer and the Club Liaison Officers conduct investigations when complaints or security related issues come forward.
- The WHL Security Officer also monitors any complaints made to the WHL Respect Lines.





6.1 WHL Player Impact Program

- The WHL Player Impact Program presentation is mandatory for all the players and is delivered by the WHL Security Network / Club Liaison Officers each season in September or October.
- Developed by the Calgary Police Service, in consultation with police authorities in our region. The Player Impact Program is designed to educate players on social risks such as social media, consent, drugs, alcohol, gambling and diversity.
- In the presentation the Club Liaison Officer emphasizes the importance of players, as high profile athletes in the community, being good role models.
- All topics included in the Player Impact Program presentation are discussed as it relates to the laws in the jurisdictions where players are located.
- The presentation is also designed to ensure all WHL players are fully aware of the key WHL regulations that apply directly to players such as the personal conduct, social media and the Diversity and Inclusion policies as well as ensuring players understand the risks associated with violations in these areas.





6.1 WHL Complaint Channels

Complaint



**Team Management and Staff
WHL Office**

WHL Security Network
(via phone, text or email)

WHL Player Advisory
Council
(via email)





7.0 WHL Health and Wellness Programs

- ❖ There are 3 important Health and Wellness programs and services that are part of our commitment to our players:
 - CHL Drug Education and Anti-Doping Program
 - CHL Concussion Management Program / WHL Concussion Protocol
 - WHL Medical, Dental and Rehabilitation Services / WHL Standard Player Agreement





7.1 CHL Drug Education and Anti-Doping Program

- ❖ The CHL has entered into a new multi-year partnership with Comprehensive Drug Testing (CDT) to provide education and drug testing services to the CHL's member leagues.
- ❖ Established in 1984, CDT is currently the drug testing provider for the NHL and several other sport leagues in North America.
- ❖ The CHL decided to change drug testing service providers when it became apparent that we could no longer agree with CCES philosophies on testing, education and sanctioning.
- ❖ The CHL is in the process of updating our drug education and anti-doping policy. It is expected the new on-line drug education seminar will be available by mid November.
- ❖ Random testing will commence in January. CDT has been advised to avoid testing, whenever possible, on days where teams are travelling. Testing will be conducted at practices as well as games.





7.2 CHL Concussion Management System

- ❖ The CHL has retained Dr. Michael Czarnota, a neuropsychologist, to manage the CHL Concussion Management System and provide consulting services to the WHL and other member leagues.
- ❖ Dr. Czarnota also provided monthly updates on concussion injuries which occur in the WHL to the WHL office on a monthly basis.
- ❖ All first year WHL players and players that received concussions in the previous season are required to take a baseline test prior to the start of the Regular Season.
- ❖ The WHL Concussion Protocol has been updated in 2018 and approved by the industry experts, including the NHL Medical Director and the Chief Medical Officer for the Canadian Sport Institute.
- ❖ Potential for Club liability if player does not go through Return to Play Protocol after receiving head injury during a game.





7.3 WHL Medical, Dental and Injury Rehabilitation Services

- ❖ Under the WHL Standard Player Agreement, WHL Clubs have the following obligations:
 - Provide all players with regular medical attention, as required, for the diagnosis, treatment and rehabilitation of injuries.
 - Provide all players with out of country medical coverage.
 - Provide all players with medical and dental insurance coverage through the Hockey Canada / USA Hockey Insurance Programs.
 - Players are required to have a full medical examination prior to start of training camp each season.





7.4 WHL Player Safety Seven Point Plan

To further reduce injuries and provide a safe environment as possible for players, the WHL has adopted a Player Safety Seven Point Plan as follows:

- 1) Playing Rule Modifications – Head and Charging Penalties
- 2) Team and Player Discipline – Repeat Offenders
- 3) Team and Player Education – Team Pre-Season Presentations
- 4) Leadership Seminar – Next seminar in August 2022
- 5) Protective Equipment – Best quality available
- 6) Facility Standards – All Facilities meet WHL Safety Standards
- 7) Injury Research Data – Concussion data monitored closely.





8.0 Policies and Regulations – WHL Players

The following 4 WHL policies and regulations apply directly to all WHL players:

- 1) WHL Personal Conduct Policy
- 2) WHL Social Media Policy
- 3) WHL Bullying, Harassment and Abuse Policy
- 4) WHL Diversity and Inclusion Policy.





8.1 WHL Personal Conduct Policy

- ❖ All WHL Players, Coaches, Management, Staff Officials and Owners are governed at all times by the WHL Personal Conduct Policy.
- ❖ WHL personnel are required to conduct themselves at all times during both the hockey season and off-season (including the Christmas break and off-season), in a manner that is not detrimental to the integrity of the WHL.
- ❖ Illegal, unethical or unlawful conduct by WHL personnel damages the reputation not only of the individual but also undermines public respect and support for the WHL and its member Clubs.
- ❖ Failure to live up to the accepted standard of conduct will result in disciplinary action by the WHL





8.2 WHL Social Media Policy

- ❖ The purpose of this policy is to educate the WHL personnel on the risks of social media and to ensure all Clubs and League personnel are aware that conduct deemed to be inappropriate on social media platforms may be subject to disciplinary action by the Club and the League
- ❖ Social media comments are on the record and a social post can have immediate or long-term consequences on the individual
- ❖ This policy applies to all forms of social media





8.3 WHL Harassment and Abuse Policy

- ❖ Any form of abuse, whether physical, emotional or sexual in nature, by anyone associated directly or indirectly with a WHL Club, is not tolerated by the WHL.
- ❖ For these purposes, abuse is defined as any form of physical, emotional or sexual mistreatment which causes physical injury or emotional damage to a player or any individual associated with the WHL.
- ❖ The WHL expects all WHL Clubs will take the necessary steps to ensure the health and welfare of all WHL Players are protected and to provide a safe and positive environment at all times.





8.4 WHL Diversity and Inclusion Policy

- The WHL is a diverse and inclusive organization in which Players, Staff, and Officials must feel respected, valued and welcomed, regardless of gender, race, ethnicity, age, education, sexual orientation, religion, marital status or disability.
- The WHL and our member Clubs are committed to being non-discriminatory organizations that provide equal opportunity for employment and advancement in the all of our developments, programs and teams.
- All WHL participants have the right to a safe and healthy environment that offers equal opportunities and prohibits discriminatory practices.
- The WHL has a zero tolerance policy for any conduct, language, behaviour, acts, gestures, social media postings or any actions of a derogatory nature.
- All WHL Players, Staff, Officials and Billets will participate in a mandatory WHL Diversity and Inclusion education session each season.
- WHL Clubs are responsible to ensure this policy is strictly enforced within their organization.



DANIEL CARCILLO et al.
Plaintiffs

-and-

ONTARIO MAJOR JUNIOR HOCKEY LEAGUE et al.
Defendants

Court File No. CV-20-00642705-00CP

ONTARIO
SUPERIOR COURT OF JUSTICE

PROCEEDING COMMENCED AT
TORONTO

SUPPLEMENTARY AFFIDAVIT
OF DAN MACKENZIE

BENNETT JONES LLP
3400 One First Canadian Place
P.O. Box 130
Toronto, ON M5X 1A4

Michael A. Eizenga (#31470T)
Email: eizengam@bennettjones.com

Ranjan K. Agarwal (#49488H)
Email: agarwalr@bennettjones.com

Ashley Paterson (#61973B)
Email: patersona@bennettjones.com

Nina Butz (#75393I)
Email: butzn@bennettjones.com

Telephone: (416) 863-1200

Lawyers for the defendants