

P-3 ANTI-DISCRIMINATION POLICY

Adopted by the Board of Governors in December 2006

And reviewed by the QMJHL Assembly of Members on March 13, 2025

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1. PREAMBLE

The Quebec Maritimes Junior Hockey League (“QMJHL”) is committed to providing a sound environment where all people participating in the activities and operations of the QMJHL are treated with respect and dignity.

The QMJHL is committed to the fundamental values that every person is entitled to full and equal recognition and exercise of human rights and freedoms without distinction, exclusion or preference based on, but not limited to, race, colour, sex gender identity or expression, pregnancy, sexual orientation, marital status, age except as provided by law, religion, political belief, language, ethnic or national origin, social condition, disability or the use of any means to overcome such disability.

The status of a player within his team or within the QMJHL is also taken into consideration.

No form of discrimination shall be tolerated within the QMJHL.

2. OBJECTIVES OF THE POLICY

- a) To provide and enforce an anti-discriminatory environment where all those participating in the activities of the QMJHL are treated with respect and dignity.
- b) To prevent all forms of discrimination.
- c) To not tolerate any form of discrimination.
- d) To intervene in all cases of discriminatory conduct brought to the attention of the QMJHL.
- e) To impose appropriate sanctions on any person under the authority of the QMJHL who fails to respect this policy.

3. SCOPE OF APPLICATION

This policy shall be applicable to all QMJHL staff members, including officials, players, and all personnel (agents, officers, directors, managers, coaches, trainers) of each QMJHL member team, and to all members of the public who participate as a spectator or otherwise to any QMJHL activity.

This policy shall be applicable to all incidents of a discriminatory nature that may occur during a QMJHL hockey game or outside the rink during QMJHL activities.

4. DEFINITION OF DISCRIMINATORY CONDUCT

For the purposes of this policy, a discriminatory conduct is a vexatious conduct that manifests itself either through behaviours, words, acts, gestures or writings, which offend the dignity and honour of any person and are made in reference to race, colour, sex, gender identity or expression, pregnancy, sexual orientation, marital status, age, except as provided by law, religion, political convictions, language, ethnic or national origin, social condition, handicap or the use of any means to compensate for such handicap, the status of a player on his team or within the QMJHL.

5. PRINCIPLES

- a) The Quebec Major Junior Hockey League is committed to apply an anti-discrimination policy based on a “zero tolerance” principle so that no discrimination shall be tolerated.
- b) The QMJHL commits to take the appropriate means to disseminate the main elements of its anti-discrimination policy.
- c) Similarly, the QMJHL undertakes to make all people working or participating in QMJHL activities aware of the objectives of this policy.
- d) It is the responsibility of each person covered by this policy to avoid engaging in any behaviour that is discriminatory or likely to be considered discriminatory.

- e) It is also the responsibility of each QMJHL member team to take the necessary steps to ensure the application of this policy, particularly when spectators, in the context of team activities, demonstrate unacceptable discriminatory conduct.
- f) The imposition of any sanction, in the event of a violation of this policy, will be carried out in accordance with the procedure set out in the QMJHL's disciplinary regulations.

6. SANCTIONS

- a) Any player of a QMJHL team, who contravenes the provisions of this policy will be imposed a disciplinary measure of a minimum of 2 games by the QMJHL Commissioner.
- b) Any member of the QMJHL staff who contravenes the provisions of this policy will be imposed a disciplinary measure that could include termination of employment.
- c) Any member of a QMJHL team (officers, directors, managers, coaches, and trainers) who contravenes the provisions of this policy will be imposed a disciplinary measure by the QMJHL Commissioner, either a fine or a suspension depending on the severity of the discriminatory conduct.
- d) Any QMJHL member team that contravenes the provisions of this policy or fails to take steps to ensure its application will be fined an amount to be determined by the QMJHL Commissioner.
- e) Any individual who participates in any of the activities of a QMJHL member team, whether as a spectator or in any other manner, and who demonstrates discriminatory conduct, may be warned and in some cases, depending on the severity or repetitive nature of the conduct, may be expelled from the arena.