

Marc Lachance
Module 3 – Lesson 3
March 6th 2014

Westfield State University Club Hockey's Stand on Hazing

Dear College Board,

My name is Marc Lachance and I am the head coach of the club hockey team at Westfield State. I am writing you this message to outline our club's strong zero tolerance policy when it comes to hazing. Our team defines hazing as any activity that occurs as an individual or a group, that demeans, humiliates, mentally abuses or bodily harms another individual or group, whether or not they have agreed to the activity.

Our program will not tolerate any hazing. There is often a misunderstanding when teams hold “bonding activities” that even when members of the team agree to do a particular activity that it is not hazing. This is not true, and we plan on educating our players to know the difference between right and wrong. At the beginning of the season, all members of the club will go through hazing training that will include a guest speaker, role playing and what to do if an incident occurs. At the end of the training, all players will be given the team rules and an anti-hazing contract. That contract will pledge the players that they will not commit any acts of hazing or they will be dropped from the team if they are found to be guilty of committing such acts after an internal investigation. In the team rules, it will outline the proper channels if they have witness or were a victim of a hazing incident. Players can call or talk to the coaches and athletic director behind close doors and there will be no repercussions for coming forward. If the players feel uncomfortable with coming forward to the coaches, they can tell the captains, who in turn, will talk to the coaches. It is important to come forward because if everyone is quiet about the situation, then the perception is that it is OK for hazing to happen and it will continue to happen unless someone speaks up.

There are acceptable “team bonding” events that can bring a team together. For example, going out to dinner as a team before a big game would unite the team and can be seen as a positive experience. It takes a team effort to make sure that our players are playing in a emotionally and physically safe environment. The coaching staff will work with the players to make sure that happens. An extension of the coaching staff will be the team captains. Our captains will lead by example and will reinforce team rules when away from the coaching staff. One of the most important decisions a team can make is selecting captains that can not

only teach on the ice but teach life lessons as well. Team rules will be posted on the locker room wall, in the weight room and will be handed out during orientation before training camp. All members of the team will be held to these team rules.

In closing, we understand that this may be a learning experience for our players. We hope that with educating our players with what is and what is not acceptable behavior, that it will help alleviate any problems. With open lines of communication from leaders leading by example, we will represent the university with class. Please find the team rules and anti-hazing contract attached.

Sincerely,

Marc Lachance

Marc Lachance
Head Coach
Westfield State University Club Hockey



WESTFIELD STATE CLUB HOCKEY ANTI-HAZING CONTRACT

I _____(name)_____ attended the anti-hazing training on ___(date)_____ and pledge to not participate in hazing as a member of the Westfield State club hockey team. The team defines hazing as any activity that occurs as an individual or a group, that demeans, humiliates, mentally abuses or bodily harms another individual or group, whether or not they have agreed to the activity.

I understand that if I am found guilty of hazing, that I will be dropped from the team's roster and will not receive any refund of team dues.

Print Name

Signature

Date



**WESTFIELD STATE UNIVERSITY
CLUB HOCKEY
TEAM RULES**

HAZING

1. Westfield State University club hockey has a zero tolerance when dealing with hazing.
2. Hazing is defined as any activity that occurs as an individual or a group, that demeans, humiliates, mentally abuses or bodily harms another individual or group, whether or not they have agreed to the activity.
3. If players are found guilty of hazing, they will immediately be released from the team and will not receive a refund of club dues.

BUS BEHAVIOR

1. Players will arrive to the bus 20 minutes before the scheduled departure.
2. Players will be dressed in shirt and tie for all road trips.
3. Players in violation of dress code or are tardy will be scratched from the line up.
4. Players will not be in possession of alcohol or any drug substance on the bus or in player's locker room.
5. Players in possession of alcohol or any drug substance will be suspended indefinitely.

REMEMBER ...

1. Players must maintain a 2.0 GPA after their freshmen year to remain academically eligible.
2. Any behavior that is deemed to be detrimental to the team is grounds for being removed from the roster.
3. Players who are removed from the roster because of grades or behavior detrimental to the team will not receive a refund of club dues. If players are injured, club dues will be prorated and a refund will be given to the athlete before the end of the semester.



Westfield State University
Club Hockey
Hazing Policy Protocol

Before Season

1. Players attend a meeting regarding hazing and bullying
2. Players sign a zero tolerance contract regarding hazing

Hazing Incidents

1. Student Reports Hazing Incident
2. Coach talks with player about the situation, who was involved and has them write a statement
3. Coach talks with other players who were witness to “hazing” event
4. Coach consults with Athletic Director to determine if there is enough information/evidence
5. Coach & Athletic Director have meeting with accused and tells them their results of hearing
6. If found guilty, the player is released from the team

After the Incident

1. Have a meeting with the team reminding them of the consequences and use it as a learning

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