



Psychological Safety Scorecard for Associations

Check all that apply:

1. Policies & Accountability

- ☐ We have a **written maltreatment policy** aligned with Hockey Canada's 6.1 (abuse, bullying, harassment).
- ☐ We define and enforce **zero tolerance for gaslighting, retaliation, or adult-to-child power misuse**.
- ☐ We provide **post-incident support** (e.g., access to mental health referrals or safe contact adults).

2. Education & Training

- ☐ All coaches and team staff receive **mental health awareness training** (e.g., Respect in Sport, trauma-informed practice).
- ☐ Parents are given resources on **age-appropriate stress and emotional regulation**.
- ☐ Players receive **seasonal check-ins** or access to team wellness tools.

3. Culture of Communication

- ☐ We have a **clear and confidential reporting system** for psychological concerns (e.g., emotional abuse, exclusion).
- ☐ We include **youth voice** in decisions — via surveys, player reps, or captain leadership models.
- ☐ Our association conducts **seasonal reviews** of our team environments (feedback from players and families).

4. Modeling Healthy Leadership

- ☐ Our board and coaches **model respectful communication** and manage conflict transparently.
- ☐ We actively discourage toxic behaviors such as “coach favorites,” benching without cause, or public shaming.
- ☐ Our culture values **humility, growth mindset, and emotional resilience** — not just winning.