

**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.

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

Defendants

Proceeding under the *Class Proceedings Act, 1992*

AFFIDAVIT OF GILLES COURTEAU
(Sworn November 1, 2021)

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I, Gilles Courteau, of the City of Varennes, in the Province of Québec, **MAKE OATH AND SAY:**

1. I am the Commissioner of the Québec Major Junior Hockey League (the **QMJHL**). I have served as Commissioner of the QMJHL for over 20 years, since 2000. In my role as Commissioner, I oversee all of the QMJHL's operations. I have also served as President of the QMJHL since 1986.

2. I also serve as a Vice-President of the Canadian Hockey League (the **CHL**), a position I have held since 1986, and represent the CHL on the Junior Council of Hockey Canada.

3. I began my career with the QMJHL as a statistician for the Trois-Rivières Draveurs from 1975 to 1977, after which I worked as a general administrator for the QMJHL from 1977 to 1980.

4. I then served as General Manager of the QMJHL's Québec Remparts from 1980 to 1985. During this time, I also served as a public relations agent for the NHL's Québec Nordiques from 1983 to 1985, when I became President of the QMJHL.

5. 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.

I. Overview

6. In this affidavit, I provide evidence on these matters:

- (a) **Background on the QMJHL:** I provide background evidence on the QMJHL, including its structure and its constituent teams.

- (b) ***Roles and responsibilities of QMJHL Commissioner:*** I outline my role and responsibilities as QMJHL Commissioner.
- (c) ***The QMJHL's policies and programs on hazing:*** I describe the various policies and programs related to hazing currently in place in the QMJHL, as well as when they were implemented.

A. The Québec Major Junior Hockey League

7. The QMJHL is a non profit corporation organized under the laws of Québec. It is a member of the CHL, along with the Western Hockey League (the **WHL**), and Ontario Hockey League (the **OHL**). The QMJHL is the governing body for major junior ice hockey in Québec. Players in the QMJHL range from 16 to 20 years old (although players can start their first season at 15 years old, and can end their last season at 21 years old).

8. The QMJHL was founded in 1969 through the merger of the best teams from the existing Québec Junior Hockey League (the **QJHL**) and the Metropolitan Montréal Junior Hockey League (the **MMJHL**). Of the original 11 teams, eight came from the QJHL, two came from the MMJHL, and one transferred from the Central Junior A Hockey League. Since the QMJHL's first season in 1969/1970, only one team remains in the same city (Shawinigan) with an uninterrupted history, although the team's name has changed. In 1994, the QMJHL expanded outside of Québec to Atlantic Canada after the American Hockey League franchises left the region. The QMJHL is the only Canadian major junior league with no teams in the United States.

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9. The QMJHL currently consists of 18 member franchises: 12 in Québec, two in Nova Scotia, three in New Brunswick and one in Prince Edward Island (the **QMJHL Teams**). The QMJHL Teams are divided into two Conferences based on geography.

10. Within each Conference, the QMJHL Teams are split into two Divisions, also based on geography. In the Eastern Conference, the East Division is made up of the Baie-Comeau Drakkar, Rimouski Océanic, Chicoutimi Saguenéens and the Québec Remparts. The Maritime Division in the Eastern Conference is made up of the Halifax Mooseheads, Charlottetown Islanders, Cape Breton Eagles, Moncton Wildcats, Saint John Sea Dogs, and Acadie-Bathurst Titan.

11. In the Western Conference, the West Division is made up of the Rouyn-Noranda Huskies, Val-d'Or Foreurs, Blainville-Boisbriand Armada, and Gatineau Olympiques. The Central Division of the Western Conference is made up of the Drummondville Voltigeurs, Sherbrooke Phoenix, Victoriaville Tigres and Shawinigan Cataractes.

12. The QMJHL Teams compete against other QMJHL Teams in their own Division and Conference. The regular season runs from about the third week of September to the third week of March of the next year, and consists of 68 games per QMJHL Team. Around one-half of the games are played on "home ice" in an arena in the QMJHL Team's home area. The remainder are "away" games to which Teams travel, generally by bus, as a group. The season ends with a playoff tournament among the top 16 QMJHL Teams (8 from each Conference) to determine a league champion. The QMJHL champion then competes in the Memorial Cup tournament,

hosted by the CHL, against the WHL champion team, OHL champion team and a host team in a round-robin tournament to determine a national champion.

B. Roles and Responsibilities of the QMJHL Commissioner

13. My role as QMJHL Commissioner is to provide direction for the QMJHL's operations, including for player safety, game supervision, scheduling, QMJHL meetings, player drafts, agreements and scholarships, player trades, finance, marketing, media relations, communications and statistics/results.

14. Player safety is one of my key functions. Beyond on-ice safety, I consider it my responsibility to look out for the best interests of players. I assist in, and ultimately oversee, the development of the QMJHL's policies and programs, including reassessment of existing policies and programs after every season, with input from players, Team staff and ownership, and independent professionals. Improving and maintaining a safe and positive player experience is my top priority.

C. The QMJHL's Policies and Programs Regarding Hazing

15. The QMJHL and QMJHL Teams take hazing seriously. Each QMJHL team is responsible for player safety on their team. Pursuant to this responsibility, throughout the years, each team has developed policies, programs and rules related to player safety, including related to hazing.

16. Over time, the QMJHL has also implemented league-wide policies and programs aimed at educating players about the dangers of hazing, as well as how to identify, prevent and report

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acts of hazing, including bullying, harassment, discrimination and substance abuse. Starting in 1990, all players must sign a contract committing to abide by all QMJHL policies upon entering the QMJHL, which include the league's zero-tolerance policy on hazing. As part of their responsibility and obligation to protect player safety, each QMJHL Team disseminates these policies and administering these programs to their respective players, typically during player orientation week, which occurs before each season starts. Individual QMJHL Teams continue to develop their own policies, programs and rules based on the needs of their players and the philosophy of their management and coaches.

17. Given that implementation of player safety measures has always been the responsibility of the individual QMJHL Teams, the player experience has and does differ between each of the QMJHL Teams. That has consistently been my experience throughout my 20 years with the QMJHL.

18. Both the QMJHL's and individual QMJHL Teams' hazing policies and programs have evolved. The QMJHL revisits its policies and programs before every season and revises them accordingly, with input from players, the QMJHL Teams' General Managers and coaching staff, and independent professionals. The QMJHL is continuously looking for ways to improve its policies and programs, and by extension, the player experience. The QMJHL is not resistant to such change, and in fact welcomes feedback from stakeholders on policy and program improvements that reflect evolving societal standards.

19. I acknowledge that, over my 45 years with the QMJHL, there have been problems related to hazing. These problems have been rooted in the conduct of individual perpetrators and

specific QMJHL Teams that have acted inappropriately and well outside the expectations and standards of the QMJHL. I strongly condemn this behaviour. When problems arose, we took them seriously and addressed them, in part by implementing mandatory policies and programs at both the team and league level.

20. There are currently seven policies and four programs in place in the QMJHL related, directly or indirectly, to hazing. Some of these policies and programs are set out within broader documents. The QMJHL's current policies and programs related to hazing are explained below.

1. Code of Ethics

21. The QMJHL's Code of Ethics is a document provided to all players during orientation week and is made available to players in both hard copy and electronically throughout the season. It sets out the eight objectives, four principles and six core values of the QMJHL, and the duties and obligations of players, which include: (a) respect; (b) integrity; (c) safety; (d) education; (e) sportsmanship; and (f) self-improvement. The Code of Ethics was implemented in 2014, before which the individual QMJHL Teams would address each topic in team-specific policies. The Code of Ethics applies to all QMJHL players, and may be modified following approval of the QMJHL Governors. The Code of Ethics also sets out responsibilities for Team and league managers, including the responsibility to assess breaches of the Code and issue warnings, impose sanctions or disciplinary measures, depending on the circumstances. The Code of Ethics also introduces the Player Support Program, described below. Attached as **Exhibit A** to this affidavit is a copy of the QMJHL's current Code of Ethics.

2. Charter for the Prevention of Violence

22. The QMJHL's Charter for the Prevention of Violence is a document provided to all players during orientation week and is made available to players in hard copy and electronically throughout the season. The Charter for the Prevention of Violence was implemented in 2009, before which the individual QMJHL Teams would address this topic in team-specific policies. It incorporates the QMJHL's anti-violence policy, on and off-ice, and sets out the responsibility of all QMJHL personnel, including players, to identify and prevent all violent behaviour. The Charter for the Prevention of Violence also provides the league with the authority to apply sanctions if a breach of the policy occurs, depending on the circumstances. Attached as **Exhibit B** to this affidavit is a copy of the QMJHL's current Charter for the Prevention of Violence.

3. Anti-Discrimination Policy

23. The QMJHL's Anti-Discrimination Policy, adopted by the QMJHL Board of Governors in 2006, is a document provided to all players during orientation week and is made available to players in hard copy and electronically throughout the season. The Anti-Discrimination Policy states that no discrimination will be tolerated in the QMJHL. Discriminatory conduct is defined as "hurtful conduct which may be expressed through behaviours, words, acts, gestures or writings, that affect the dignity and the honour of any person and that are made in relation with race, sex, colour, religion, language, ethic or national origin, sexual orientation, handicap or social condition of the person, or in relation to any other ground of discrimination prohibited by law". The Policy applies to all members of the QMJHL, including officials, agents, officers, directors, managers, coaches, trainers and players. The Policy applies to all incidents of a

discriminatory nature in a hockey game or outside the rink during QMJHL activities. Any violations of the Policy may attract sanctions and disciplinary measures, including dismissal for cause, a fine or suspension, depending on the circumstances. Attached as **Exhibit C** to this affidavit is a copy of the QMJHL's current Anti-Discrimination Policy.

4. Social Media Policy

24. The QMJHL's Social Media Policy prohibits, among other things: (a) negative or derogatory comments; (b) photographs, videos or comments promoting negative influences or criminal behaviour, including, but not limited to, sexual exploitation; and (c) inappropriate, derogatory, racist or sexist comments. Breaches of the Social Media Policy will attract disciplinary action at my discretion. The Social Media Policy was implemented in 2016. Attached as **Exhibit D** to this affidavit is a copy of the QMJHL's current Social Media Policy.

5. Billet Family Guide

25. The QMJHL's Billet Family Guide sets out the billet selection process, the responsibilities of billet families, the responsibilities of players during their time with billet families, the responsibilities of the QMJHL Teams in relation to players and their billets and the responsibilities of the parents of players staying with billets. The Billet Family Guide is provided to all potential billets upon applying to the billet program, to all players who are assigned to a billet, and to those players' parents. The Billet Family Guide sets out the process for reporting any concerns about player health and safety, including to the billet family manager, the QMJHL Teams' General Managers, the QMJHL Teams' Academic Advisors, or the Player Services Director. The Billet Family Guide was implemented in 2017, before which the individual

QMJHL Teams would provide team-specific billet policies. Attached as **Exhibit E** to this affidavit is a copy of the QMJHL's current Billet Family Guide.

6. Player Commitment Contract

26. The QMJHL's Player Commitment Contract is a document provided to all players during orientation week and which all players must sign before the start of the season. The Player Commitment Contract was implemented in 1990. By signing the Player Commitment Contract, players confirm that they will follow the QMJHL Code of Ethics and all other QMJHL policies and Team rules. Players commit to being a positive influence on their teammates and to show respect toward their teammates, Team management and staff, their billet family and the community. Players acknowledge that if they do not respect one of the commitments set out, they understand they will face consequences, which include potential removal from their Team and the QMJHL. Attached as **Exhibit F** to this affidavit is a copy of the QMJHL's current Player Commitment Contract.

7. Player Support Program

27. The QMJHL Player Support Program (**PSP**) is a multifaceted, year-long program introduced in 2008 and is designed to: (a) provide support to players experiencing addiction issues, stress or anxiety, depression, mourning or loss, anger management, crisis situations or trauma; (b) help players manage interpersonal or family situations; (c) clarify or navigate a legal issue; (d) manage problems and conflict resolution, including team conflicts, academic or hockey performance, career planning, violence, harassment, work/life balance, and stress; (e) understand nutrition; and (f) locate and use adequate resources when necessary, such as psychologists, social

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workers, substance abuse professionals, career counselors, nutritionists or rehabilitation experts. Before implementation of the PSP, the individual QMJHL Teams would provide support to players in accordance with their own policies and programs. Attached as **Exhibit G** to this affidavit is a copy of the QMJHL's current PSP overview. Attached as **Exhibit H** to this affidavit is a copy of the QMJHL's current PSP Directives.

28. The PSP provides support to players in several ways. Players can request in-person counseling sessions to discuss any issues they are facing with either the PSP Coordinator, Natacha Llorens, who runs the program at the league level and also serves as Director of Player Services for the QMJHL, or with the PSP Resource Person assigned to each Team. The PSP Coordinator or PSP Resource Person can refer players to a network of external professionals if requested or if necessary. Players can also email or telephone the PSP Coordinator or PSP Resource person. If a player wishes to remain anonymous while seeking support, they can call the PSP 1-800 number. QMJHL Teams can also refer players to the PSP, but the player must always consent before being referred.

29. Aside from offering counseling support to players, the PSP also serves as a complaint reporting mechanism. Players can make complaints in-person, via email or telephone to the PSP Coordinator, their assigned PSP Resource Person, or through the PSP 1-800 number. If review or investigation of a complaint is necessary, the PSP Coordinator or PSP Resource Person will refer the complaint to the independent PSP Committee, made up of one police officer, one social worker, one lawyer, one psychologist and one former QMJHL player. The entire reporting and investigation process under the PSP is confidential. The results of any investigation are provided

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to the PSP Coordinator, who then determines, in connection with myself, the appropriate sanctions and next steps for support.

30. The PSP is introduced to players during orientation week before each season in the form of a presentation and accompanying video. Posters detailing the PSP and providing contact information for the Player Support Services Director are present in every Team's dressing room. Attached as **Exhibit I** to this affidavit is a copy of the QMJHL's current PSP Presentation. Attached as **Exhibit J** to this affidavit is a copy of the QMJHL's current PSP Video. Attached as **Exhibit K** to this affidavit is a copy of the QMJHL's current PSP posters.

31. The PSP also includes an ad hoc lecture program, which includes these presentations given to players throughout the season: (a) drug awareness presentation (since 2008); (b) CCES online drug and doping education course (since 2010); (c) Respect and Sport presentation (since 2010); (d) unsafe sexual behaviour presentation (since 2015); (e) Talk Today presentation (since 2016); and (f) legal responsibilities of players presentation (since 2018). Attached as **Exhibit L** to this affidavit is a copy of the QMJHL's current Ad Hoc PSP Lectures list. Attached as **Exhibit M** to this affidavit is a copy of the QMJHL's current Unsafe Sexual Behaviour Presentation. Attached as **Exhibit N** to this affidavit is a copy of the QMJHL's current Legal Responsibility of Players presentation.

8. Respect in Sport for Activity Leaders Program

32. The QMJHL's Respect in Sport for Activity Leaders Program is an online training and certification program mandatory for all players, QMJHL Team management, coaches, staff and billets that takes place during orientation week before each season. Recertification must occur

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every year. The Respect in Sport for Activity Leaders Program was implemented in 2010. The program focuses on preventing bullying, harassment, abuse and neglect, using positive power and emotions, and reporting bullying, harassment, abuse and neglect. The Respect in Sport and Activity Leaders Program is run by Respect Group Inc., a private organization in Canada committed to empowering people to recognize and prevent bullying, abuse, harassment and discrimination through interactive, online training courses. Players are introduced to the SportAide program during orientation week before each season. Attached as **Exhibit O** to this affidavit is a copy of the QMJHL's current Respect in Sport for Activity Leaders Program.

9. Talk Today Program

33. The QMJHL's Talk Today Program is a year-round program run with the Canadian Mental Health Association (CMHA) to provide professional mental health support to players. The Talk Today Program was implemented in 2014. It is introduced to players during orientation week as part of the Player Support Program and trains players to recognize and report mental health issues in themselves and their teammates. The Talk Today Program involves: (a) workshops on mental health and suicide awareness (SafeTALK and ASIST); (b) a dedicated CMHA Mental Health Coach for each Team to increase access to community mental health and addictions resources; (c) dedicated Mental Health Champions within each Team; (d) hosting a public Talk Today event in the community; (e) mandatory evaluation of the program at the end of each season; and (f) access to CMHA mental health support resources. Attached as **Exhibit P** to this affidavit is a copy of the QMJHL's current Talk Today Program Manual. Attached as **Exhibit Q** to this affidavit is a copy of the QMJHL's current Talk Today Presentation.

10. SportAide Program

34. The QMJHL's SportAide Program is a year-round program run by the independent organization SportAide, which provides support to individuals experiencing difficulties in their sport environment. The SportAide Program was implemented in 2014. Under the program, a Complaint Officer is assigned to the QMJHL to receive player complaints about abuse, harassment, negligence or violence. The Complaint Officer ensures the complainant is offered support and decides on the appropriateness of the complaint. If a complaint is considered appropriate for SportAide, the Complaint Officer forwards the complaint to the Integrity Protection Committee, composed of three individuals independent of the league, which deals with the complaint through an independent and impartial hearing and offers its conclusions and recommendations for sanctions and support. Players, parents, coaches and Team management can file a complaint with SportAide. Complaints can be made directly to the Complaint Officer or through a 1-800 number. Attached as **Exhibit R** to this affidavit is a copy of the QMJHL's current SportAide Manual.

35. I have dedicated my career to major junior hockey in Canada. I believe that the CHL, the QMJHL and QMJHL Teams provide a very special hockey and life experience to promising young athletes. I believe that the QMJHL has continuously improved its policies and programs, and by extension, the player experience, since its inception over 50 years ago, and will continue to do so.

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

DocuSigned by:

Marshall Torgov

Commissioner for Taking Affidavits
(or as may be)

DocuSigned by:

Gilles Courteau

GILLES COURTEAU

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

DocuSigned by:

Marshall Tongou

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A Commissioner for Taking Affidavits

CODE OF ETHICS FOR THE PLAYERS OF THE QUEBEC MAJOR JUNIOR HOCKEY LEAGUE

1) OBJECTIVES OF THE CODE OF ETHICS :

1.1) Statement of Principle

The whole purpose of the League and its teams is to participate in the development of young players aged from sixteen to twenty, and to make them progress towards the highest levels of professional hockey.

The formal commitment of the League and its teams, towards players in this age category, towards their parents and the public in general, extends beyond the statement of principle described in the previous paragraph: The League and its teams must ensure that the player benefits from an optimum development and that his integrity related to ability and physical and mental condition is protected, and that the player receives continued top-quality academic education that will allow him to go on studying normally after his hockey years in the QMJHL.

1.2) Mission

The Quebec Major Junior Hockey League's mission is to develop players for professional hockey while supporting them throughout their academic endeavors in order to mold them into responsible and educated citizens. It must offer high entertainment value in order to ensure the continued success of its activities.

1.3) Values

- Self-respect, respect for others and for the regulations
- Integrity
- Safety
- Education
- Sportsmanship
- Self-improvement

1.4) Principle of discrimination

The Quebec Major Junior Hockey League entirely subscribes to these fundamental values under which every person has a right to a full and equal recognition and exercise of his human rights and freedoms without distinction, exclusion or preference based on race, sex, color, religion, language, ethnic or national origin, sexual orientation, handicap or social condition of the person, or in relation to any other ground of discrimination prohibited by the law. As a result, the QMJHL is committed to not tolerate any behaviour or any form of discrimination as indicated in its anti-discrimination policy.

1.5) Prevention of violence

As part of its mission to fight violence in hockey, the League has adopted a charter for the prevention of violence. The League is committed to protect the players' health and the image of the sport by condemning any violent behaviour that does not comply with the game rules.

1.6) Social Media

The QMJHL understands and appreciates the importance of social networking as it relates to the personal and professional lives of its stakeholders. This immediate and public forum provides unique opportunities for networking and promotion. However it also provides an unsupervised medium for inappropriate conduct to occur; conduct which can be detrimental to the welfare of the League and its actors. As a result, the League has adopted a formal social media policy to protect all parties from harassment, inappropriate actions or behaviour, regardless of intent.

1.7) Prevention of the use of prohibited substances

The QMJHL has adopted an anti-doping policy to protect the health and safety of players as well as the image of the sport. Each season, players receive online training to educate them about the consequences of using prohibited substances. Anti-doping tests also take place during the regular season, during the Canadian Hockey League (CHL) events and during the playoffs.

1.8) Education policy

The QMJHL has adopted an education policy to supervise its players in their schooling and help them become responsible and educated citizens. All players are required to take courses recognized by the QMJHL and the management and team staff must accompany them in their academic progress.

As such, this code of ethics was established to safeguard and promote these orientations while protecting the players and the reputation of the QMJHL. It determines attitudes and behaviours deemed appropriate for good hockey practice within the League and for the League's image.

2) SCOPE OF APPLICATION:

This code of ethics applies to all QMJHL players.

3) AUTHORITY AND REVISION OF THE CODE:

This code of ethics is under the authority of the QMJHL management. Rules may be modified or added following approval during QMJHL Governors meetings.

4) PRINCIPLES, VALUES AND OPERATION:

4.1) Principles and Core Values:

The QMJHL code of ethics is based on four (4) guiding principles and prioritizes six (6) core values:

4.1.1) All players are required to adhere to the rules of the QMJHL.

4.1.2) This code of ethics serves as a guide for players in their own conduct as to their behaviour and those to avoid, to respect the six (6) core values promoted by the League: Respect, integrity, safety education, sportsmanship and self-improvement.

4.1.3) Players must integrate and demonstrate, in their attitudes and behaviours, the values targeted by the QMJHL and ensure that the spirit and specific requirements of this code of ethics are respected at all times.

4.1.4) The League's mission, values, policies and regulations, the code of ethics and the safety and well-being of the players must always prevail, and they must never be sacrificed for the benefit of personal glory or victory at any cost.

4.2) Operation:

4.2.1) The managers of each team: They have the responsibility to lead by example, to respect the code of ethics and all related policies, to inform team staff and players about them, to remind them that they must abide by the ethical rules indicated and, if necessary, to direct their conduct according to this code and the related policies. Team managers are also responsible for responding promptly when a problem arises and immediately informing 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 within a reasonable time.

4.2.2) League managers: They have the responsibility to respect the code of ethics and all related policies, to ensure that these rules are respected and to take appropriate measures in the event of violations.

The team and League managers are committed to providing all necessary support to the players and staff involved in handling the situation. Teams and the League are also committed to keeping parents and agents informed if need be.

If a team decides to release a player as a result of a problematic behaviour, they must promptly notify the League so that an assessment of the situation is conducted and that a follow-up is made with the player.

To that end, the role of the team and League managers is to assess each breach of the code of ethics and issue a warning, impose a sanction or a disciplinary measure depending on the seriousness of the situation and the consequences incurred.

5) DUTIES AND OBLIGATIONS OF PLAYERS:

To get the most out of hockey in the QMJHL, players must adopt attitudes and behaviours that derive from the values advocated in the League. Players who play in the QMJHL must comply with the following rules:

VALUES	RULES
Respect	<p>5.1) Demonstrate great respect towards: the League and team's management and staff, teammates, officials, opponents, your billet family, training facilities, people of the opposite sex as well as fans.</p> <p>5.2) Respect your body by not using drugs and adopting a healthy lifestyle* (see note below).</p> <p>5.3) Respect the QMJHL and the team's regulations and policies.</p> <p>5.4) Avoid all forms of discrimination.</p>
Integrity	<p>5.5) Demonstrate exemplary behaviour on and off the ice to be a good ambassador for your team and the League.</p> <p>5.6) Avoid all drugs and alcohol consumption * (see note below).</p> <p>5.7) Not have a negative influence on your teammates.</p> <p>5.8) Never make public comments from coaches, players, management, the League, officials and yourself that could be legally, ethically or morally harmful through traditional or social media.</p> <p>5.9) Never threaten anyone or share pornographic photos or videos.</p>
Safety	<p>5.10) Remain in self-control so that hockey, a robust sport, does not become violent.</p> <p>5.11) Be aware of your responsibilities towards the safety of your opponents.</p> <p>5.12) Respect the game rules so as not to jeopardize your safety and the others'.</p>
Education	<p>5.13) Play for fun while remembering that hockey is not an end in itself but a means you to develop into a player and an individual.</p> <p>5.14) Learn as much from defeat as from victory.</p> <p>5.15) Be disciplined and put the necessary efforts into your studies.</p>
Sportsmanship	<p>5.16) Adopt a positive attitude</p> <p>5.17) Strictly observe the game rules and the code of ethics. Accept the officials' decisions while remembering that they are there to enforce the game rules, to prevent a player or a team from getting an unfair and illegal advantage, that would not comply with the rules governing the practice of hockey.</p> <p>5.18) Avoid creating clans or speak negatively about your coach or teammates so as not to jeopardize the team spirit.</p>
Self-improvement	<p>5.19) Give your best as a hockey player.</p> <p>5.20) Give your best in your studies.</p> <p>5.21) Have realistic goals and hope to achieve them while respecting the regulations and policies in place.</p>

***Healthy lifestyle:** This means eat well and have an adequate number of hours of sleep. It also means to protect yourself during a sexual intercourse to avoid sexually transmitted diseases.

***Drugs:** Although cannabis consumption is to become legal for people 18 years of age and older, this substance remains on the World Anti-Doping Agency (WADA) list of prohibited substances. As a result, sanctions will be applied, should a player test positive during an anti-doping control. Its use is strictly prohibited in the QMJHL.

***Alcohol:** Alcohol consumption is allowed for players of drinking age. However, they must not abuse it, they must not drive their vehicle while impaired and they must ensure that this consumption does not harm their behaviour and sports performance. Sanctions will be imposed for any inappropriate behaviour under the influence of alcohol.

Players Support Program (PSP) :

Following the adoption of an anti-doping policy within the Canadian Hockey League, a Players Support Program has been implemented. However, this support program is not limited to doping in sports alone, but also touches on other issues that players and their families may face. It is designed to help players better manage challenges in their lives and to solve personal problem, and/or problem occurring within the team, before they become more serious. The program also offers various tips. Players' support can be provided by a resource person identified on the team, an external stakeholder or the Director of the PSP. Players who do not respect the code of ethics can be referred to the PSP.

This code of ethics was inspired by the Hockey-Canada, Hockey-Québec, Olympic Athletes and UNESCO (Physical Education and Sport) codes of ethics.

This is Exhibit B
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

DocuSigned by:

Marshall Tongou

EB91330699304D9...

A Commissioner for Taking Affidavits

CHARTER FOR THE PREVENTION OF VIOLENCE IN THE QUEBEC MAJOR JUNIOR HOCKEY LEAGUE

In the world of sports, as is the case in many other areas, violent behavior is a source of suffering for its victims. It can lead to legal, financial and moral consequences for the sports organizations as well as the violent offender.

In sports, and in life, each person has a duty to share the responsibility of identifying and preventing all violent behavior, which is committed outside the boundaries of regulations and laws.

A respectful attitude, as well as the rejection of various violent behaviors can contribute to the prevention of violent conduct inside and outside the structures of organized sports.

With this objective in mind, **the Quebec Major Junior Hockey League (QMJHL)**, in accordance with its mission to fight against violence in hockey:

- **Is adopting a charter** which explicitly condemns any and all violent behavior which does not conform to game regulations. This charter will assist QMJHL teams to promote preventative measures against violent behavior and to encourage everyone associated with the sport to respect its regulations. It will also promote vigilance around violent behavior, compassion for victims, and uphold the enforcement of the appropriate sanctions, complaint procedures and support measures;
- **Commits to** enforcing an anti-violence policy and applying appropriate sanctions while taking into consideration the particular characteristics of the sport of hockey, its equipment and the targeted public. This anti-violence policy will provide the QMJHL with the means to take the necessary steps in order to act rapidly and fairly when an incident, which is linked to violent behavior, occurs;
- **Protects** the players' health and the sport's image;
- **Recognizes** that the sport of hockey is a sport where speed, physical contact and robust actions are involved;
- **Declares** that respect is its most important value;
- **Reminds** the teams that their primary responsibility is to offer the players a secure environment which guarantees their well-being, where mutual respect prevails, where it is explicitly clear that any violent behavior is deemed unacceptable and where the players can further their personal development;
- **Promotes** the adoption of clear policies and guidelines in regards to the roles and responsibilities of the adults, who are vested with authority within the QMJHL, towards the players;
- **Favors** the teams' appropriation of the principles which prohibit any type of violent behavior which is not in conformity with the rules of the game;
- **Supports** the officials' work when it is done in accordance with the League's rules and standards;
- **Encourages** the teams to supply the required tools and to propose educational activities based on the issue of violence in sports;
- **Provides** various means to denounce violent behavior and help the individuals who need support in its Player support program.

This is Exhibit C
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

DocuSigned by:

Marshall Tongou

EB91330699384D9...

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R-3 ANTI-DISCRIMINATION POLICY

Adopted by the Board of Governors in December, 2006

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1. Preamble

The Quebec Major Junior Hockey League is committed to provide a sound environment in which every person participating to the activities and operations of the Quebec Major Junior Hockey League is treated with respect and dignity.

The Quebec Major Junior Hockey League entirely subscribes to these fundamental values under which every person has a right to a full and equal recognition and exercise of his human rights and freedoms without distinction, exclusion or preference based on race, sex, color, religion, language, ethnic or national origin, sexual orientation, handicap, social condition or player status.

No discrimination shall be tolerated.

2. Objectives of the policy

- a) Providing and enforcing an anti-discriminatory environment in which every person participating to the activities of the League shall be treated with respect and dignity;
- b) Preventing all forms of discrimination;
- c) Not tolerating any form of discrimination;
- d) Intervening in all cases of discriminatory conduct for which the League have been informed;
- e) Imposing appropriate sanctions to any person under the authority of the League who shall not comply with this anti-discrimination policy.

3. Scope of application

This policy shall be applicable to all members of the personnel of the Quebec Major Junior Hockey League, including the officials, all the personnel (agents, officers, directors, managers, coaches, trainers and players) of each team member of the Quebec Major Junior Hockey League, and to all members of the public who participate as spectator or otherwise to an activity of the Quebec Major Junior Hockey League.

This policy shall be applicable to all incidents of a discriminatory nature that may occur in the course of a hockey game of the Quebec Major Junior Hockey League or outside the rink in the course of the activities of the League.

4. Definition of discriminatory conduct

A discriminatory conduct is a hurtful conduct which may be expressed through behaviours, words, acts, gestures or writings, that affect the dignity and the honour of any person and that are made in relation with race, sex, color, religion, language, ethnic or national origin, sexual orientation, handicap or social condition of the person, or in relation to any other ground of discrimination prohibited by the law.

5. Principles

- f) 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 accepted.
- g) The Quebec Major Junior Hockey League shall take the appropriate measures to disseminate the main elements of its anti-discrimination policy.

- c) Likewise, the Quebec Major Junior Hockey League shall make all persons working for or participating to the activities of the League aware of the objectives of this policy.
- a) It is the responsibility of every person subject to this policy to avoid behaviour that are discriminatory or that may be seen as discriminatory.
- b) It is the responsibility for every team member of the League to take the necessary measures to enforce this policy, including as to situations where spectators attending the activities of the team have an unacceptable discriminatory conduct.
- c) In case of violation of this policy, the imposition of any sanction shall be made in accordance with the procedures provided for in the Regulations of the Quebec Major Junior Hockey League in disciplinary matters.

6. Sanctions

- d) Any player, member of a team of the League, who violates the provisions of the anti-discrimination policy of the League, shall be subject to disciplinary measure by the Commissioner of the Quebec Major Junior Hockey League.
- e) Any member of the personel of the Quebec Major Junior Hockey League who violates the provisions of the anti-discrimination policy of the League shall be subject to a disciplinary measure including dismissal for cause.
- f) Any member of a team of the League, (agents, directors, managers, coaches and trainers) who violates the provisions of the anti-discrimination policy of the League, shall be subject to a disciplinary measure by the Commissioner of the League (fine or suspension) according to the gravity of the discriminatory conduct.
- g) Any team, member of the League, which violates the provisions of the anti-discrimination policy of the League, or which does not take the necessary measure to enforce the said policy, shall be subject to a fine for an amount determined by the Commissioner of the Quebec Major Junior Hockey League.
- h) Any person participating to an activity of a team member of the League, as spectator or otherwise, and who expresses a discriminatory conduct may receive a warning and even in some cases, according to the gravity or the repetitive nature of the reproached conduct, be expelled from the amphitheatre.

This is Exhibit D
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

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Marshall Tongen

A Commissioner for Taking Affidavits



LIGUE DE HOCKEY JUNIOR MAJEUR DU QUÉBEC INC.
QUEBEC MAJOR JUNIOR HOCKEY LEAGUE INC.

QUEBEC MAJOR JUNIOR HOCKEY LEAGUE SOCIAL MEDIA POLICY

Social networking is defined as Internet services that allow users to build profiles, share information, videos, images, blog entries, music, etc. Social network platforms focus on building online communities of people who share interests and/or activities.

INTRODUCTION

This policy encompasses public communications through such Internet mediums and websites as Twitter, MySpace, LinkedIn, Foursquare and any other social media network. It is applicable to all individuals involved in the operations of the Quebec Major Junior Hockey League (QMJHL). These individuals (hereafter called actors) include: players, coaches, general managers, governors, alternate governors, owners, administrative personnel, support staff, medical staff, scouts, on-ice and off-ice officials and League personnel.

The QMJHL understands and appreciates the importance of social networking as it relates to the personal and professional lives of its stakeholders. This immediate and public forum provides unique opportunities for networking and promotion. However it also provides an unsupervised medium for inappropriate conduct to occur; conduct which can be detrimental to the welfare of the League and its actors.

GUIDELINES

The QMJHL holds its actors, which use or participate in social networking, to the same standards as it does for all forms of media including television, radio and print.

Its actors should act in a professional manner at all times since they represent the QMJHL at all times.

Of note that once published online, comments are on record and cannot be retracted. All actors are accountable for their comments.

If requested to participate in an online network by a third party as a result of your affiliation with the QMJHL, the League recommends that you decline the request or obtain the authorization of the administrative office.

These policies are designed to protect all parties from harassment, stalking, inappropriate contact or behaviour, however they are intended.



LIGUE DE HOCKEY JUNIOR MAJEUR DU QUÉBEC INC.
QUEBEC MAJOR JUNIOR HOCKEY LEAGUE INC.

DISCIPLINARY MEASURES

The following are examples of conduct through social media and networking mediums that are considered violations of this policy and which may be subject to disciplinary action by the QMJHL, at the discretion of the Commissioner:

- Statements which are critical of League personnel, its programs, employees, on-ice or off-ice officials, players, members, owners or operations staff, sponsors or any other actors.
- Divulging confidential information that may include, but is not limited to the following: trade talk or other player movement, medical history (injuries or other), game plans or strategies and any other information that is deemed confidential.
- Sharing or divulging photos, videos or comments which promote negative influences or criminal behaviour, including but not limited to: drug use, alcohol abuse, public intoxication, sexual exploitation, etc.
- Online activity that contradicts the current policies of the QMJHL.
- Inappropriate, derogatory, racist or sexist comments of any kind that contradict the policies outlined by the QMJHL on these matters.

SUMMARY

All QMJHL Community actors should assume that they are representing the QMJHL and/or its member clubs at all times. They must use good judgment when using social media.

Social media users must use discretion and be respectful; if a photo or a comment is considered inappropriate for other forms of media, then it must also be considered inappropriate for use on social media networks.

As for traditional media, the use of member club logos and of the QMJHL logo must first be authorized by the entity responsible.

Advise the QMJHL administrative office immediately of any inappropriate use of social media networks.

This is Exhibit E
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

DocuSigned by:

Marshall Tongou

A Commissioner for Taking Affidavits

QUEBEC MAJEUR JUNIOR HOCKEY LEAGUE



BILLET FAMILY GUIDE

The QMJHL and its teams thank you for your interest in becoming a billet family for our players. Your role is important to us and to the players and their families.

The majority of players do not originate from the city where their team is based and they must live with a billet family. Since they are 16-20-year-old athletes, many are leaving the family nest for the first time and the possibility of a trade to another team means they need a welcoming billet family to offer them a great environment to reduce the stress and uncertainty that comes with living away from their loved ones and in a new city.

This guide was written to help you in your role and in order to clarify the applicable rules.

Billet family

A billet family has to provide much more than a bed to sleep in. It must prepare nutritious meals, listen to the player, help him comply with rules and offer him support when needed. The player must feel comfortable, just as if he was at home, like a member of your family. Of course, this represents an investment of time, but it is also a very positive experience for every member of your family.

Selection process

Every billet family parent must go through an interview process and provide references. Criminal record checks will be made. The billet families manager will visit your home and provide all the required explanations. Every billet family must meet the QMJHL standards.

QMJHL Mission

The Quebec Major Junior Hockey League has for mission to develop players for professional hockey and to mentor them in their educational journey in order to make responsible and educated citizens of them. It must provide quality sports entertainment within a financial framework which allows it to ensure the longevity of its mission.

The QMJHL, its managers and team personnel commit to support you in your role and optimize your experience.

Education

Players' education is a priority for the league and its teams. Every player has the obligation to go to school (see Education policy for more details). They are all enrolled in classes according to their level, where they are from and the programs offered. Each team has an academic advisor whose job is to make sure the players comply with their studies. This is the resource person they can turn to if they have education-related questions. Any unmotivated absence from school must be reported to the team and could lead to sanctions.

Responsibilities

Players, their parents and billet families each have responsibilities. If each commit to comply with rules and put in the necessary effort to adapt, everyone's experience will be enjoyable and very rewarding.

Players must behave in a responsible, respectful and ethical manner (see the Players' Code of Ethics for more details). They must comply with rules and adapt to their new environment. Players must be cooperative and contribute to the harmony of their billet family.

Players' parents and billet families must also be respectful, considerate and cooperative, acknowledging the common objectives and working in the players' best interest. The necessary efforts will be made to ensure a good communication and relieve frustrations and hardships.

Team work is important to create a positive impact.

Billet family responsibilities

Bedroom

The athlete must have his own room where he can enjoy some privacy. The room must be big enough to have a bed (double size if possible) as well as a closet/furniture to keep clothes. If you have kids, it is advisable to explain to them that the player sometimes needs to be alone in his room and to respect his privacy when required. In order to keep a family member from touching his belongings, the player is responsible for keeping his room tidy and in order. You can set a few rules with the player regarding your routines (laundry, room keeping, bathrooms, etc.).

Meals

Good nutrition is very important for a player's performance. It is important to have balanced and varied meals. If you wish, you can have recipe suggestions from a nutritionist that works with teams or from the League. These meals are good for all the family and are affordable. Meal times can be discussed and are at the billet family's discretion. Players must respect meal times and tell their billet families if they are late or if they cannot be present. Players must become familiar with the kitchen, including the dishwasher. Some players are sufficiently autonomous to prepare certain meals, but in principle, they should have their meals prepared and ready for them in most instances. A player can have food preferences, allergies or intolerances and could have specific requests. It is important to talk about these at the beginning with them or their parents. You can adapt to the athlete's tastes, but he must also adapt to your tastes.

During the meal

It is not allowed to wear a cap at the dinner table. Players cannot use their phones to speak or send messages when they are at the table with other family members for a meal. These times are often special moments to discuss and enjoy good family time.

Communication

Good communication ensures a great harmony and prevents problems. It is important to communicate some important relevant information such as:

- **Orienting the player in your house:** Explain how to use house appliances (washing machine, dryer, oven, electronic appliances, etc.), show him where food, kitchen tools, bedding, towels, etc. are stored.
- **Orienting the player in your city:** Show him how to get to the rink, to school, to the grocery store, to the movie theatre, etc.
- **Identification of a parking space**
- **House rules:** Taking off his shoes when entering the home, stow their clothes, do his dishes, tell if there is a problem, etc.
- **Rules regarding the Internet, television and the use of a cell phone:** Use must be limited to normal hours. Long-distance calls must be made on the player's personal cell phone, with a calling card or at reverse charges. Longer or late calls should not be tolerated. A reasonable time limit must be set for the personal use of the family's Internet access and it must be fixed if necessary.
- **Bathroom rules:** Toilet seat, shower schedule, wet towels, where to put his dirty laundry, etc.
- **Game day routine**
- **Curfew and bed time:** The team will inform you about the curfew imposed on players. Since they are training almost every day, go to school and have several games to play during the season, players must go to bed at a reasonable hour. In order to properly recuperate, players must go to bed before 10:30 p.m. except on game nights and with a special permission from the team.

Visitors / Girlfriend

Visit hours, the number of visitors, occupied rooms in the house, etc. are established with the billet family's approval. A visitor is not allowed to stay overnight with the billet family.

Billet families do not have to offer lodging for girlfriends from out of town who could come to visit players. They can do so, but this is left to their own discretion. Their decision is based on their position on the matter as well as the space available in the house in order for everyone involved to be at ease with the situation. The player's girlfriend should not be authorized to sleep in the player's room when he's living with a billet family.

If a player wants to invite his girlfriend, he must follow the following steps:

1. Ask permission to his team's management, two (2) weeks in advance;
2. Wait for an answer before making the necessary arrangements;
3. The team's management will assess the request based on the following criteria:
 - Billet family's consent
 - Girlfriend visit's length and frequency
 - Player's attitude

Consequences could follow if these steps are not respected.

Transportation

Players and the team are responsible for transportation. Players cannot leave their team's region without the authorization of that team's management.

Medical doctor / Dentist

The team is responsible for medical or dental appointments.

Zero tolerance

It is strictly forbidden to consume alcohol and illegal substances, even if a drug is legalized, such as marijuana. The QMJHL has an anti-doping policy and players can be selected for anti-doping tests. Several drugs, such as marijuana are on the list of forbidden substances of the Canadian Centre for Ethics in Sport (CCES) and their usage is a doping violation. Players must also be careful with supplements, vitamins or minerals they consume which could contain forbidden substances. They must not be encouraged to consume such products, excepted when instructed by a health care professional or a nutritionist.

Other unhealthy behaviours such as smoking, chewing tobacco or gambling are forbidden. They are incompatible with the QMJHL's values and can have a negative impact on the player.

Any inappropriate behaviour must be reported to team management.

The QMJHL has a Player's Assistance Program and billet families are encouraged to communicate with the program lead and refer a player if necessary.

Relation with the player

Billet families benefit from a privileged relationship with the player and a bond of trust is often established. We encourage you to take time to speak with the player. However, refrain from interrogating him, but rather be a listening ear to what he wishes to share. If something important is happening with him, the team will be able to inform you if deemed necessary.

Discussions you will have with the player and his entourage must remain confidential. However, we trust in your judgment regarding some information the player may share that could compromise his safety and that of other people or the team's or the QMJHL's reputation. If such is the case and you are having some doubts, do not hesitate to contact the team or the Player's Assistance Program.

Having a position of authority, you must have an exemplary behaviour with the player. The relationship between the family members and the player must be one of support or of a parental nature. You must keep from developing a more "intimate" relationship. This applies to all family members (parents and kids). No improper or inappropriate comment or behaviour will be tolerated.

Any inappropriate behaviour will lead to consequences; team management will meet with the billet family and League management will be noticed. The player will be immediately taken out of the billet family and the case will be referred to the police if necessary.

Billet families will be invited to take online training from the “Respect and Sport” program. Their certification will be valid for a five-year period.

Behaviour with the team

Since your role will create a relationship with the team and with the QMJHL, your comments and attitude must be positive regarding both. You must not make derogatory comments on the team or the league in the presence of players and their entourage. The same applies to social media such as Facebook, Twitter, etc. However, if there is a problem or a situation with which you are not comfortable, we encourage you to contact the team or the league.

Player’s responsibilities

- The player’s behaviour with his billet family must comply with the QMJHL Players’ Code of Ethics.
- The player must be courteous and have a respectful behaviour in the home, with billet family members and their entourage as well as with pets if applicable.
- The player must contribute to family life by involving himself with household chores, spending time with family members and respecting his billet family’s traditions and set rules.
- The player must make sure his bedroom and any room he uses in the house (kitchen, bathroom, etc.) remains tidy and clean at all time.
- The player must comply with rules set by his billet family, his team and the QMJHL.
- The player must dress appropriately at his billet family’s home. Wearing only underwear and being bare-chested will not be tolerated.
- The player must inform his billet family if there is a problem, if he’s getting late or if he will miss a meal.
- The player must notice the team if there is an uneasiness with his billet family or if a problem does not settle after discussing it with the billet family.
- A player must put the necessary effort in the classroom and on the ice. He must be disciplined in his studies and have a healthy lifestyle.
- The player must comply with curfews.
- No player can sleep over out of his billet family house or out of town without first getting permission from his team management and noticing his billet family.
- The player must no longer use the phone, a cell phone or a computer after 11 p.m. Only emergency calls will be tolerated.
- Bars are forbidden, except if the player has a special permission from his team management.

Parents responsibilities

- Parents must trust billet families.
- Parents must not attempt to interfere with every billet family decisions.
- Parents must continue to cover the costs of their son's expenses such as for clothing or personal items and social activities (movie, item purchases, etc.)
- Parents must provide a cell phone to their son or a calling card for long-distance calls.
- Parent must communicate with courtesy and respect with the billet family.
- Parents must provide information on the player's medical history as well and every required document (health insurance card, birth certificate, etc.).
- Parents must provide emergency telephone numbers.
- Parents must inform the billet family if they come to visit.
- Parents still are responsible for their son and they must collaborate if a problem occurs.
- Parents must have an exemplary behaviour in every circumstance.
- Parents must provide all the information and necessary support to help the player adapt to his billet family and contribute to his happiness.

Benefits

- A pair of tickets for every game during the regular season and playoffs
- Monetary compensation
- Precious memories of a very positive experience
- Incredible bond with players and their families
- The privilege of being in a relationship with a team and participate in a player's daily life

References

Here is the list of people you can contact

Billet families manager

Team's General manager or any other designated staff member

Team's Academic advisor

QMJHL Player Services Director

Here's a list of relevant Websites:

<http://theqmjhl.ca/policies-programs/>

<https://cces.ca>

<https://www.coach.ca/sport-nutrition-s14783>

<http://respectgroupinc.com/respect-in-sport/>

<http://chl.ca/>

<https://kidshelpphone.ca>

This is Exhibit F
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

DocuSigned by:

Marshall Torgon

A Commissioner for Taking Affidavits



PLAYER COMMITMENT CONTRACT

This season, I am given the opportunity to play for the _____ of the QMJHL. I understand that in order to fit on the team, I must respect the code of ethics, the QMJHL policies and the team's rules. Those will ensure that everything goes well for me on the team.

1. I commit to giving 100% of myself hockey wise. The reason for my presence in _____ is to perform as a hockey player and I commit to having my body and mind dedicated to the success of the team and my growth as a player.
2. I commit to respect all scholastic goals established with the team academic advisor, to attend my classes and respect deadlines; to seek help early enough in any subject.
3. I commit to having a spotless behavior and to have a positive influence towards my teammates; to never make public comments about the team, the coaches, the players, the management, the officials, the opponents that could be harmful legally, ethically or morally either through traditional media or online.
4. I commit to showing respect towards team management and staff, to my teammates, my billet family and towards the community.
5. I commit to respecting the team rules and to never behave in a way that could put my team, teammates or myself in trouble.

I, _____, acknowledge having read all commitment items and declare that I commit to respecting all of them. If I do not respect one of these commitments, I understand that I am subject to consequences that could go as far as being removed from the team and the QMJHL.

Player signature : _____

Date : _____

This is Exhibit G
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

DocuSigned by:

Marshall Torgov

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Player Support Program Presentation (PSP)

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

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 PSP Coordinator.

Parents and Host Families

Parents and host families may refer to the Player Support Program. However, the program is not meant to support their personal problems, the program is meant to support the players' well-being.

Once an individual reaches 16 year of age, it is not mandatory to inform the parents when an intervention occurs with a player. Nevertheless, in certain circumstances, and after having discussed the issue with the player, it would be important that the parents be made aware of the situation. Parents have a responsibility toward their child. In some instances, they must be involved in the process and sometimes, they might be called upon to provide financial support for further counselling. Each case should be analyzed on an individual basis.

Confidentiality

The issue of confidentiality is an important element of this program. The players, as well as the people supporting them, must feel that they can use the program with full confidence that their requests will remain completely confidential.

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).

Participation in this program is voluntary. Teams are not required to report all the problems which are encountered with the players to the PSP Coordinator. However, we strongly recommend that the coordinator be informed of any steps being taken by a team to help a player; specifically, in cases where follow-up is required, when the player is in counselling, or in the event that a player's problems are covered in the media. The role of the PSP Coordinator is to advise you on various matters, support you, and try to refer you to the appropriate resources.

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 resource person or a member of his team's personnel. In order to maintain confidentiality, the player will not participate in group counselling sessions.

In compliance with the Access to Information Act and the Privacy Act, the PSP Coordinator is not required to keep the team or the League informed of the nature of the interventions which are required to help the player in the context of the PSP.

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 or the PSP Coordinator.

The resource person which 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 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**. The Directory will be sent to all the players and all team personnel once the information is complete. External professionals will work with the players in accordance with their area of expertise.

An advisory committee will be formed to advise the PSP Coordinator.

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, if the player has communicated with an external resource (when necessary), and if he is going to his appointments.

All the identified resource persons will receive training which will focus on the Player Support Program, and various issues such as gambling problems and drug abuse.

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 (PSP flyer).

In order 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 persons must work with members of the team's personnel and the program's coordinator 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 PSP Coordinator and other members of the committee.

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

The Role of the Player Support Program's Coordinator

The PSP Coordinator works under the premise of confidentiality. This individual must have knowledge of drugs, doping substances, as well as work experience in psychology, counselling services, social services, or any other related field.

The PSP Coordinator will answer assistance requests from players and their entourage via telephone, email, or in person.

The PSP Coordinator can provide an initial evaluation of the player when necessary.

The PSP Coordinator can help the resource person to refer the player to the appropriate resources.

The PSP Coordinator will be a member of the advisory committee on which will sit the principal members of the Anti-Doping Program and the Support Program.

The PSP Coordinator will assist and support the various professionals and service providers in the event of a positive doping test, a case of substance abuse, or behavioral issues.

The PSP Coordinator can give the League and the team's up-to-date information and trends on the subject of drugs, doping substances, and doping methods.

The PSP Coordinator supplies the documentation and information pertaining to the QMJHL's Player Support Program.

Prevention and Intervention Tools which have been indexed and created:

- DEP-ADO => Screening form to detect substance abuse problems
- DÉBA-Alcohol => Screening form/evaluate the need for alcohol -assistance
- DÉBA-Drugs => Screening form/evaluate the need for drugs-assistance
- DÉBA-gambling => Screening form/evaluate the need for gambling-assistance
- Drugs: facts and negative impacts

- List of prohibited substances World Anti-Doping Agency
- Charts of prohibited substances in the CHL
- Catalogue of available resources

These tools are available in English and in French. Although a number of these tools can be used immediately, most of them will be given to the resource persons during the training session, so that they have the appropriate training to use them.

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

Player declaration before an anti-doping control

In the event that 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 in order 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. In the event that a player, who has voluntarily admitted to violating the anti-doping policy and is currently in therapy to deal with this particular issue, is submitted to a random anti-doping test and the test confirms adverse analytical findings, the player will not be sanctioned. In the event that the doping control test finds prohibited substances which the player has not declared, he will be sanctioned according to the rules outlined in the anti-doping 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 reevaluated 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 offense.

A player who is in therapy will be reevaluated within three months in order 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 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 in order 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

In the event that 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 in order to verify 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.

In both cases, the applicable measures are in effect for one season. If the player continues to play within the QMJHL, he will be reevaluated 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 H
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

DocuSigned by:

Marshall Tongen

A Commissioner for Taking Affidavits

Player Support Program (PSP)

QMJHL Directive

Responsibilities

When an issue arises, teams have a responsibility to intervene quickly and notify immediately the Director of Player Services and the QMJHL Commissioner. This is to ensure that the situation does not deteriorate and that appropriate measures are taken in a timely fashion. The teams and League commit to offering the necessary support to players and team staff members involved in handling this situation. The teams and League also commit to informing the parents and players agents if applicable.

Should a team decide to let go of a player following a problematic behaviour, it shall inform the League quickly, so that the situation can be assessed and a follow-up can be done with the player.

Situations

When a police intervention took place that requires an investigation, teams must inform the Director of Player Services and the QMJHL Commissioner as fast as possible. Situations that show a lack of professional ethics from a team staff member or any other person in authority to players (professor, billet family, etc.) shall also be disclosed. At last, teams have an obligation to disclose any situation that is likely to receive media coverage and/or deteriorate, such as a conflict, threats, and inappropriate behaviour towards fans or wrong use of social media.

Intervention

When an intervention on a player has to be conducted, it shall be done by the Director of Player Services or another professional (psychologist, social worker, lawyer, etc.) that is bound to confidentiality. No information shall be disclosed unless the player signs a consent form allowing personal information to be disclosed by one of these professionals, to one or more designated people. Should a player inform directly the Director of Player Services of a problem situation that the team is not aware of, then her code of ethics will require that the consent form, allowing personal information to be disclosed, be signed prior to sharing information with anyone.

Penalty

The League and teams shall also penalize any inappropriate behaviour from one of their players, regardless of his status on the team (star player, rookie player, affiliate player or player of any line). The decision shall be rendered after reviewing all the elements in the file and taking into account the age of the player (adult or underage) and the seriousness of the situation.

If a team fails to inform the Commissioner and the Director of Player Service of a problem situation, as indicated in the second paragraph called "Situations", it shall provide adequate explanations to support its decision. In the absence of a valid reason, the team could be subject to a penalty.

Independent investigation

An external committee might conduct an independent investigation depending on the problem.

This is Exhibit I
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

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Marshall Tongon

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Players Support Program

Draft 2018 Shawinigan, QC

May 1st 2018



Agenda



- Code of ethics
- Guide for billet families
- PSP report
- PSP directive
- Talk Today Program
- Respect in Sport Program
- Legal responsibilities



Code of ethics for player



- The goal is to safeguard and promote the QMJHL values while protecting the players and the reputation of the League. It determines attitudes and behaviours deemed appropriate for good hockey practice within the League and for the League's image.



Code of ethics for player



Core Values:

- Self-respect, respect for others and for the regulations
- Integrity
- Safety
- Education
- Sportsmanship
- Self-improvement



Code of ethics for player



Linked with the followings:

- Discrimination principle
- Violence prevention
- Social Media Policy
- Anti-Doping Program
- Education Policy
- Players Support Program



Code of ethics for player



- 1. Player's guide
- 2. Commitment contract:
 - To be signed at the start of the season after reading the Code of ethics
 - Consequences if not applied



Code of ethics for player

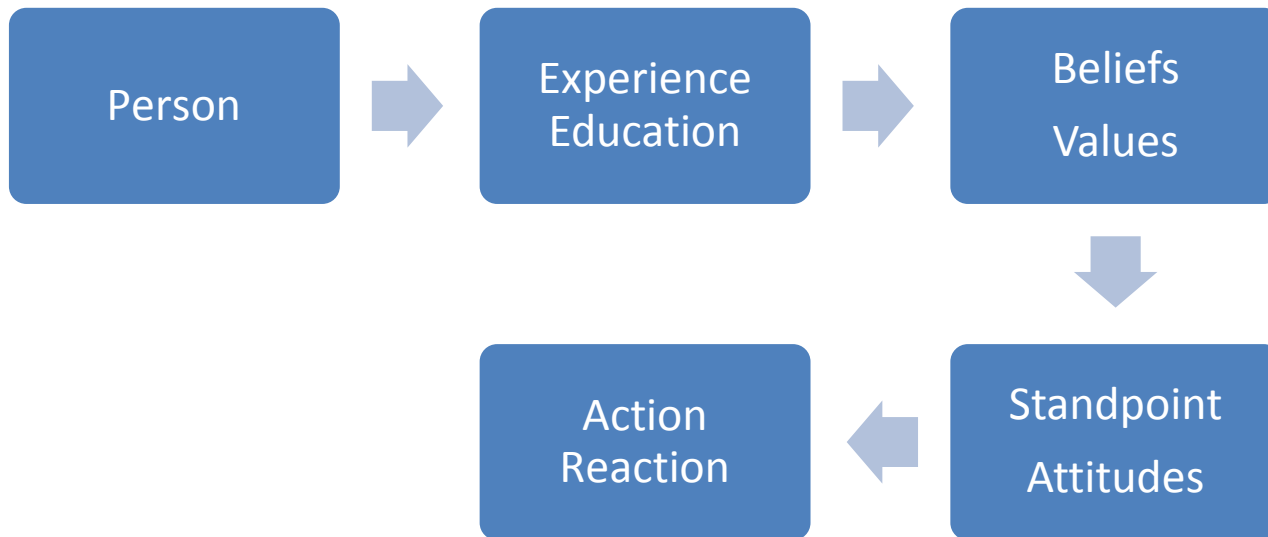


The role of teams and league

- Lead by example
- Good communication
- Assess each breach of the Code of Ethics and issue a warning, sanction or disciplinary action depending on the seriousness of the situation and the consequences.



Communication



Guide for billet families



- New guide
- Based from what I received from teams and what has been done elsewhere
- Important people in the League
- Answering questions better
- Avoid problems
- Provide resources



PSP report



- [Rapport annuel du PAJ_2017-2018_PSP
annual report.pdf](#)



PSP directive



- **Legalization \neq End of the ban**
- Bill C-45 –An act respecting cannabis and amending the Controlled Drugs and Substances Act
- No change



PSP directive



- Working Groups: U Sports, AACCC, Sport Canada, Health Canada, CHL, etc.
- Action plan to develop messages, guidelines and resources
- Sensitization of players via social media, integration video, etc.
- Consequences



PSP directive



- **Player is in possession of drugs:**
- Confiscate the drug
- Inform the league
- Give it to the police with no obligation to denounce the player (simple possession)
- Breach of the Code of Ethics : action
- Have the level of consumption assessed and refer player if necessary
- Possibility to later target the player for a test



Talk Today Program



- Survey
- Improvement of certain aspect of the program
- Resources persons
- Let's Talk does not replace PSP



Respect in Sport Program



- Certification valid for 5 years
- Re-certification
- GM, coaches, therapist, equipment managers, billets
- Improved online courses
- Approximate duration of 3 hours
- To be completed in sequential order with no time limit





This is Exhibit J
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

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Marshall Torgov

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Exhibit J has been provided separately (video format).

This is Exhibit K
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

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Marshall Tongon

A Commissioner for Taking Affidavits

PROGRAMME D'AIDE AUX JOUEURS (PAJ)

LIGUE DE HOCKEY JUNIOR MAJEUR DU QUÉBEC



Le programme d'aide aux joueurs (PAJ) a été conçu afin de permettre aux joueurs et leur entourage de mieux gérer des défis dans leur vie et de résoudre des problèmes personnels avant que ceux-ci ne deviennent plus sérieux.

Ils peuvent recevoir du soutien en personne, par téléphone ou par email, auprès de la personne ressource identifiée dans chaque équipe ou auprès du coordonnateur du PAJ.

Le PAJ est indépendant et offre un soutien confidentiel.

Ce programme aidera le joueur à :

1. Affronter un problème de dépendance

- Le dopage
- la drogue
- le tabagisme
- le jeu
- l'alcool
- la prévention de la rechute

2. Prendre soin de soi

- le stress personnel
- la dépression
- le deuil et la perte
- l'anxiété
- la gestion de la colère
- les situations de crise
- les événements traumatisants

3. Gérer une relation interpersonnelle ou familiale

- la communication
- les conflits interpersonnels ou familiaux
- la séparation
- les problèmes de couple
- le rôle parental

4. Clarifier une question juridique

- les assignations, les mandats et les citations à comparaître

5. Relever un défi et gérer des problèmes

- le conflit en milieu d'équipe
- le rendement au hockey et à l'école
- la planification de carrière
- la violence
- le harcèlement
- l'équilibre étude, hockey et vie personnelle
- le stress

6. Comprendre la nutrition

- les pertes et les gains de poids
- les réserves énergétiques et la résistance au stress
- l'alimentation et un horaire chargé

7. Trouver des ressources adéquates

- psychologue
- travailleur social
- intervenant en toxicomanie
- conseiller en orientation
- nutritionniste
- réhabilitation



INFORMATIONS

Pour obtenir de l'aide ou de plus amples informations sur le programme d'aide aux joueurs de la LHJM, consultez notre site Internet ou communiquez avec la personne ressource de votre équipe ou la responsable du programme :

www.lhjm.qc.ca

Natacha Llorens
1-877-650-3555
nlllorens@lhjm.qc.ca



LHJM

1205, rue Ampère, bureau 101
Boucherville, Québec J4B 7M6
hockey@lhjm.qc.ca

Ce dépliant est utilisé à titre d'information seulement. Pour toutes disputes, controverses ou contestations, le commissaire de la Ligue se référera à l'article 4 de la Politique Scolaire de la Ligue.



PLAYER SUPPORT PROGRAM (PSP)



**QUEBEC
MAJOR JUNIOR
HOCKEY LEAGUE**

The Players Support Program (PSP) has been structured in a way to help all involved to better manage life's challenges and to resolve personal problems or problems occurring within the team, so that these issues do not become more serious.

The players will be able to receive support in person, via telephone or via email with the identified resource person for the team or the PSP's coordinator.

This player support program is independent and offers immediate and confidential support.

This program will help the players to:

1. Confront addiction problems

- Doping
- Drugs
- Smoking
- Gambling
- Alcohol
- Relapse prevention

2. Take care of himself

- Personal stress
- Depression
- Mourning and loss
- Anxiety
- Anger management
- Crisis situations
- Traumatizing events

3. Manage interpersonal or family situations

- Communication
- Interpersonal or family conflict
- Separation
- Relationship issues
- Parental role

4. Clarify a legal issue

- Summons, warrants and subpoenas

5. Rise above a challenge, manage problems

- Team conflicts
- Academic and hockey performance
- Planning a career
- Violence
- Harassment
- Balance: studies, hockey and personal life
- Stress

6. Understand nutrition

- Weight gain and loss
- Energy reserves and stress resistance
- Nutrition and a busy agenda

7. Find adequate resources

- Psychologist
- Social worker
- Substance abuse professional
- Career counselor
- Nutritionist
- Rehabilitation



INFORMATION

If you need support or to get more information about the QMJHL Players Support Program, consult our web site or contact your team's resource person or the PSP Coordinator.

www.lhjm.qc.ca

Natacha Llorens
1-877-650-3555
nlllorens@lhjm.qc.ca



QMJHL

**1205, rue Ampère, Bureau 101
Boucherville, Québec J4B 7M6
hockey@lhjm.qc.ca**

This prospectus is developed for your convenience only. In the event of any arguments, controversy or protest, the Commissioner of the League will refer to the article 4 of the Educational Policy of the League.



Programme d'aide aux joueurs!



lhjmq.qc.ca

Le programme d'aide aux joueurs (PAJ) a été conçu afin de permettre aux joueurs et leur entourage de mieux gérer des défis dans leur vie et de résoudre des problèmes personnels avant que ceux-ci ne deviennent plus sérieux.

Ils peuvent recevoir du soutien en personne, par téléphone ou par email, auprès de la Directrice du PAJ.

Le PAJ est indépendant et offre un soutien confidentiel.

Ce programme aidera le joueur à :

1. Affronter un problème de dépendance

- Le dopage
- la drogue
- le tabagisme
- le jeu
- l'alcool
- la prévention de la rechute

2. Prendre soin de soi

- le stress personnel
- la dépression
- le deuil et la perte
- l'anxiété
- la gestion de la colère
- les situations de crise
- les événements traumatisants

3. Gérer une relation interpersonnelle ou familiale

- la communication
- les conflits interpersonnels ou familiaux
- la séparation
- les problèmes de couple
- le rôle parental

4. Clarifier une question juridique

- les assignations, les mandats et les citations à comparaître

5. Relever un défi et gérer des problèmes

- le conflit en milieu d'équipe
- le rendement au hockey et à l'école
- la planification de carrière
- la violence
- le harcèlement
- l'équilibre étude, hockey et vie personnelle
- le stress

6. Comprendre la nutrition

- les pertes et les gains de poids
- les réserves énergétiques et la résistance au stress
- l'alimentation et un horaire chargé

7. Trouver des ressources adéquates

- psychologue
- travailleur social
- intervenant en toxicomanie
- conseiller en orientation
- nutritionniste
- réhabilitation

Information

Pour obtenir de l'aide ou de plus amples informations sur le programme d'aide aux joueurs de la LHJMQ, consultez notre site Internet ou communiquez avec la Directrice du programme :

Natacha Llorens

1 877 650.3555

nllorens@lhjmq.qc.ca



1205, Ampère
Suite 101
Boucherville [Qc] Canada
J4B 7M6

450.650.0500
Fax. 450.650.0510

lhjmq.qc.ca

Player support program



The Players Support Program (PSP) has been structured in a way to help all involved to better manage life's challenges and to resolve personal problems or problems occurring within the team, so that these issues do not become more serious.

They are able to receive support in person, via telephone or via email with the PSP's Director.

This player support program is independent and offers immediate and confidential support.

This program will help the players to:

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- Drugs
- Smoking
- Gambling
- Alcohol
- Relapse prevention

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- Weight gain and loss
- Energy reserves and stress resistance
- Nutrition and a busy agenda

7. Find adequate resources

- Psychologist
- Social worker
- Substance abuse professional
- Career counselor
- Nutritionist
- Rehabilitation

Information

If you need support or to get more information about the QMJHL Players Support Program, consult our web site or contact PSP Director.

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theqmjhl.ca

theqmjhl.ca

This is Exhibit L
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

DocuSigned by:
Marshall Torzov
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A Commissioner for Taking Affidavits

Ad hoc Player Support Program Lectures

- Drug awareness presentations (since 2008)
- Players Support Program presentations (since 2008)
- CCES online drug and doping education course (since 2010)
- Respect and Sport training (since 2011)
- Unsafe sexual behaviour training (since 2015)
- Talk Today training (since 2016)
- Legal responsibilities of players presentation (since 2018)

This is Exhibit M
referred to in the Affidavit of Gilles Courteau,
sworn before me this 1st day of November, 2021

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Marshall Torgov

EB91330899384D9

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Unsafe sexual behaviour



Risk factors

- Lack of monitoring (or too much freedom)
 - When players are on the road - hotels
 - Free evenings
 - In billet families
- Peer pressure
 - Group effect
 - Age difference among players – 16 to 20 years of age
 - Lack of maturity
 - Negative leaders
- Influence of alcohol
- Overexposure of players in their environment – medias, public figures



What's influencing a guy

➤ Influence on attitudes and sexual behaviours of a guy:

- Testosterone
- To look like a “real” man
- Sexualized image of women
- There are plenty of fish in the sea
- “She asked for it...”
- Falling in love might be a weakness
- Stereotype based on context: a hockey player...
- Models
- Trivialization



Statistics

- 43% Canadians between 15 and 19 years of age report having had sex once.*
- According to a UNB Study**, 83.3% of men and 30.8% of women reported having watched online sexually explicit videos.
- Sextortion: Cyberaide.ca noted a 40% increase in reports on this type of fraud.
- During a sexual assault, 96.8% of aggressors are men and 78.1% of victims are women ([Public Safety, 2013](#))
- The majority of sexual assault victims know the alleged perpetrator, or 85.6% of underage victims and 68.3% of adult victims. ([Public Safety, 2013](#))
- Only 5% of sex crimes are reported to the police. ([JURISTAT, 2014](#))

*Canadian Community Health Survey (Rotermann, 2008)

**Shaughnessey, Byers & Walsh study (2011)

Unsafe sexual behaviours

- **Sexting**
 - Non-consensual distribution of intimate images
 - Exchange of pornographic material
 - Sextortion
- **Sexual contacts**
- **Sexual Assaults**
- **Sexual intercourse with underage people – the meaning of consent**



Sexting

- **Definition** : it means exchanging sexually explicit messages. This term encompasses various behaviours:
 - Send sexually explicit messages, emails and texts;
 - Send sexually explicit photos and videos;
 - Hold a conversation through a webcam while participants while making sexually explicit gestures.
- The sexually explicit messages, photos or videos sent are called “Sexts”

Sexting

More and more common practice among young people thanks to the multiple technologies now available to them such as:

- Smart Phones
- Text messages
- Facebook



- SnapChat
- Tinder
- FaceTime
- Lives photos
- Whatsapp

Sexting

- **Sexting is not illegal in itself**
- This practice is generally not an issue when:
 - The two people both consent to it;
 - There are both around the same age;
 - Sexts remain private and there is no assault or abuse.



Sexting

- **Risks associated with this practice:**

- Permanent nature – Writing remains
- Intimidation
- Sextortion (blackmail)
- Distribution of sexting messages to other people
- Charges regarding the possession, production or distribution of child pronography or non-consensual distribution of intimate images



Sextortion

A Montreal Impact player was the victim of sextortion: Michael Salazar's case



Non-consensual distribution of intimate images

- **This is a new infraction to the Criminal Code since March 9th 2015.**
- **This infraction forbids an intimate image of a person from being published, distributed, transmitted, sold or made available without that person's consent or being reckless as to whether or not that person gave their consent.**



Sexting and the exchange of pornographic material

- **The Criminal Code considers that a person is guilty of an indictable offence liable to imprisonment anyone that:**
 - Produces or publishes child pornography
 - Distributes child pornography
 - Possesses child pornography
 - Accesses child pornography
- **The child pornography offence is vast and encompasses several behaviours. Some behaviours may seem insignificant but they do constitute an offence.**
- **The meaning of consent is not relevant in terms of child pornography.**

Sexting and the exchange of pornographic material

- **Defence:**
 - A person who took all necessary steps to ascertain the age of that person shall normally be relieved from the accusation of producing or distributing child pornography.
 - Ex: ask for that person's identification.

Sexual relationships with a person under 18 years

- Having a sexual relationship with a person under 18 years is also an unsafe sexual behaviour.
- In Canada, a person can legally consent to sexual activity at the age of 16 years.
- A person engaging in sexual activities with another person under 16 years of age could be charged with the following, if a complaint is filed:
 - Sexual interference (art. 151 Cr.C.)
 - Sexual assault (art. 271 Cr.C.)
- With some exceptions, when an accused is charged under one of those sections, it is not a defence that the complainant consented to the activity.

Sexual relationships with a person under 18 years

Sexual interference offence (art. 151 Cr.C.)

151 Every person who, for a sexual purpose, touches, directly or indirectly, with a part of the body or with an object, any part of the body of a person under the age of 16 years

(a) is guilty of an indictable offence and is liable to imprisonment for a term of not more than 14 years and to a minimum punishment of imprisonment for a term of one year; or

(b) is guilty of an offence punishable on summary conviction and is liable to imprisonment for a term of not more than two years less a day and to a minimum punishment of imprisonment for a term of 90 days.

Sexual relationships with a person under 18 years

Sexual assault

265 (1) A person commits an assault when

- (a) without the consent of another person, he applies force intentionally to that other person, directly or indirectly;
- (b) he attempts or threatens, by an act or a gesture, to apply force to another person, if he has, or causes that other person to believe on reasonable grounds that he has, present ability to effect his purpose; or
- (c) while openly wearing or carrying a weapon or an imitation thereof, he accosts or impedes another person or begs.

(2) This section applies to all forms of assault, including sexual assault, sexual assault with a weapon, threats to a third party or causing bodily harm and aggravated sexual assault

Sexual relationships with a person under 18 years

Article 150.1 Cr.C.: situation where the accused could use consent as a defence:

Complainant aged	Conditions for the consent to be valid
12 or 13	<ul style="list-style-type: none">- The accused is older than the complainant, but is less than 2 years older;- The accused was not in a position of authority towards the complainant and the complainant is not in a position of dependence towards the accused;
14 or 15	<ul style="list-style-type: none">- The accused is older than the complainant, but is less than 5 years older;- The accused was not in a position of authority towards the complainant and the complainant is not in a position of dependence towards the accused;

***The accused will be able to defend himself arguing that having taken all the necessary steps to verify the age of the complainant, he sincerely believed that the complainant was over 16 years.

The meaning of consent

- In Canada, the minimal age to consent to sexual activity is 16 years.
- Consent must be given voluntarily, meaning that it must be given freely and not forced or obtained under the influence of a substance.
- Consent is given at the time of a sexual intercourse. If the people change their mind after saying yes, then there is no consent.
- Silence does not mean consent.

The meaning of consent

- Consent is not valid if the partner is lying and that could expose to a risk (ex.: other people are present during the sexual activity).
- A person accused of sexual assault can argue in court that he honestly believed his partner agreed to the sexual activity. This defence is referred to as an "**honest but mistaken belief in consent.**"
- Anyone who uses this defence must prove he honestly believed his partner consented to the sexual activity.

The victim

- Take the time to listen
- Do not trivialize
- Refer to the police if necessary
- Do not share information that could incriminate anyone
- Refer the victim to the PSP and/or to a help centre



Websites

- www.aidezmoisvp.ca / www.needhelpnow.ca
- www.educationtextuelle.ca / www.texted.ca
- www.cyberaide.ca / www.cybertip.ca
- www.cavac.qc.ca
- www.securitepublique.ga.ca / www.publicsafety.gc.ca
- www.jeunessejecoute.ca

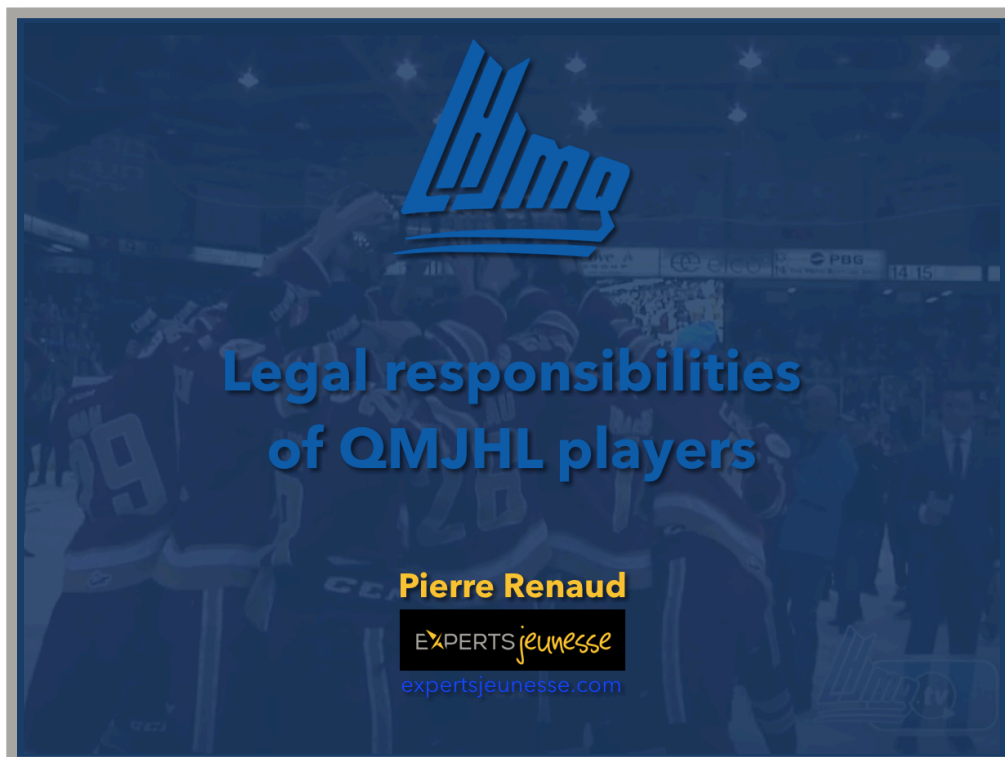
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Legal responsibilities of QMJHL players (Reminder)



Reserved for players and staff of the QMJHL

Any other use or reproduction is forbidden

EXPERTS *jeunesse*

web site : expertsjeunesse.com

Legal responsibilities of QMJHL players (Reminder)

Youth Criminal Justice Act (YCJA)

Extrajudicial Measures: art. 6 (1) YCJA

Access to Records: art.119 (2) YCJA

Destruction of Records and Prohibition on Use and Disclosure: art. 128 YCJA

YCJA: <http://www.laws-lois.justice.gc.ca/PDF/Y-1.5.pdf>

Criminal Records Act (CRA)

CRA: <http://laws-lois.justice.gc.ca/PDF/C-47.pdf>

Procedure: art. 4 CRA

Criminal Code (C.C.)

Criminal Code: <http://laws-lois.justice.gc.ca/PDF/C-46.pdf>

Public mischief: art. 140 (1) C.C.

Age of sexual consent: art. 150.1 C.C.

Sexual interference: art.151 C.C.

Invitation to sexual touching: art. 152 C.C.

Sexual exploitation: art. 153 C.C.

Denition of child pornography: art. 163.1 C.C.

Making sexually explicit material available to child: art. 171.1 C.C.

Luring a child: 172.1 (1) C.C.

Operation while impaired: art. 253 C.C.

Uttering threats: art. 264.1 (1) C.C.

Assault and sexual assault: art. 265 (1) C.C.

Defamatory Libel : art. 298 (1) C.C.

Intimidation art. 423.1 C.C.

Civil Code of Québec (C.C.Q.)

Respect of reputation and privacy: art. 35 et 36 (5) C.C.Q.

Liability of the player: art. 1457 C.C.Q.

Civil: <http://legisquebec.gouv.qc.ca/en/pdf/cs/CCQ-1991.pdf>

Common Law

The Canadian Encyclopedia : [Torts](#)

Torts of Negligence

Torts of defamation

Video vs « sextorsion »

Video: <https://www.youtube.com/watch?v=agbtK5Me8rg>

Legal responsibilities of QMJHL players (Reminder)

Federal Cannabis Laws

Bill C-45 (Act respecting cannabis)

C-45: <http://www.parl.ca/DocumentViewer/en/42-1/bill/C-45/third-reading>

Possession permise pour fins récréatives

Cultivating allowed par residence

unlawful sale to young persons

Bill C-46 (Offences relating to conveyances)

C-46: <http://www.parl.ca/DocumentViewer/en/42-1/bill/C-46/third-reading>

Obligation to provide a sample of a bodily substance for analysis

New criminal offences for driving with a blood drug concentration

Mandatory roadside screening for alcohol

Provincial Cannabis Laws

Bill 157 (Cannabis Regulation Act - QC)

Bill 157: <http://www.assnat.qc.ca/fr/travaux-parlementaires/projets-loi/projet-loi-157-41-1.html>

Bill 16 (Cannabis Control Act - NB)

Bill 16: <http://www.gnb.ca/legis/bill/FILE/58/4/Bill-16-e.htm>

Bill 108 (Regulation and Sale of Cannabis - NS)

Bill 108: https://nslegislature.ca/legc/bills/63rd_1st/1st_read/b108.htm

Bill 29 (Respond to the Legalization of Cannabis - PEI)

Bill 29: http://www.assembly.pe.ca/bills/pdf_first/65/3/bill-29.pdf

About the speaker...



Pierre Renaud

As a policeman at the Sûreté du Québec for 25 years, Pierre Renaud was the head of the SQ's School Intervention Program for more than 10 years. Implanted in 200 high schools, the program's objectives are the fight against drugs, violence and other types of crimes. Pierre is now a speaker in the world of sport. He presents his lectures to athletes, coaches and administrators of sports organizations.

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Respect in Sport Coach / Activity Leader Program

Many sport organizations are struggling with the issue of Abuse Prevention and Risk Management. Several are developing policies and procedures in this regard but few have actual programs that truly make their organization a safer, more ethical place for young people to participate. Respect Group Inc. has developed a grass-roots tool so now; sport and community organizations can actually deliver on their commitment to create a safer, more ethical environment for all participants. With this powerful, on-line training, Respect in Sport provides essential abuse prevention education to each organization's critical stakeholders.

Respect in Sport offers a highly engaging and easy to use internet-based training course for sport leaders of all levels; (recreational, competitive and elite). The intent of this required training is to:

- empower and educate youth leaders/coaches on the prevention of abuse, bullying and harassment
- build a holistic culture of respect within the sport community
- provide fundamental training tools which enable ALL coaches and youth leaders to become even better role models for the young athletes in their care

Core Curriculum Modules

Preventing Bullying and Harassment	Reporting Bullying and Harassment
Preventing Abuse and Neglect	Reporting Abuse and Neglect
Using Positive Power	Using Positive Emotions

Respect in Sport uses innovative instructional design techniques to provide an internet-based training experience that is simple, to the point and captivating for the learner. It offers full database capabilities for user access and certification and is designed to be widely accessible for all users regardless of location or speed of the internet connection. In contrast to traditional classroom training, Respect in Sport takes less than half the time, is available at the users' convenience and gives a consistent, up to date message on behalf of the host sport organization.

- Canada's only on-line bullying, abuse and harassment prevention program for coaches and community leaders
- 2.5 hours of content, 5-30 minute modules, log in and out at users' convenience

Technology :

- Easily administered Database
- Fully audio/visual based using flash and animation Time and date stamped Certification
- Low and high-speed band-width compatible Available in French and English
- 24/7 bilingual support hotline

**Some of the National & Provincial Sport organizations
Using the Coach/Activity Leader Program**

WWW.RESPECTGROUPINC.COM

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TALK TODAY

Program Manual

January 20, 2016



**Canadian Mental
Health Association**





INTRODUCTION



Thank you for participating in *Talk Today*, a program of the Canadian Mental Health Association (CMHA) and the Ontario Hockey League (OHL). *Talk Today* is one of the most comprehensive mental health programs for amateur sports in Canada. Its aim is to promote the mental health of young athletes and to spread awareness about the benefits of positive mental health throughout communities across the country. Originally launched by CMHA Ontario Division in partnership with the OHL in 2014, interest in *Talk Today* is growing throughout Canada.

CMHA Ontario has created this manual to help local teams, organizations and CMHA branches implement *Talk Today* in their communities. This manual contains useful information about the contents of the program as well as practical tips to help you deliver *Talk Today* successfully.

WHY TALK TODAY?

In a given year, one in five people in Canada experiences a mental health problem or illness. There are no limitations to those who may be affected. Only one in three people who experience a mental health problem or illness — and as few as one in four children or youth — report that they have sought and received services and treatment. Suicide, meanwhile, remains the second leading cause of death of young people between the ages 10 and 24.

High-performance athletes in their late teenage and early adult years often face significant stress and life's challenges can seem immense. Not only are they facing the pressures of excelling and reaching the next level in their sport, but they're also doing so during critical educational and social periods in their lives. *Talk Today* is designed to provide support to these young people and to destigmatize the negative connotations associated with seeking help.



INTRODUCTION

This guide will explain the key components of Talk Today:



1. **Training** – At its core, *Talk Today* offers participants standardized, certified and evidence-based mental health and suicide-awareness workshops called SafeTALK and ASIST.



2. **CMHA Mental Health Coaches** – A CMHA Mental Health Coach acts as a direct link to a team/organization participating in *Talk Today*. This relationship allows for greater knowledge of, and access to, community mental health and addictions resources.



3. **Mental Health Champions** – This person is a positive force for mental health within their team/organization. *Talk Today* actively encourages anyone within a participating organization to become a Mental Health Champion.



4. **Talk Today events** – Elite athletes and sports organizations are positive role models within their communities. *Talk Today* requires participants to host a public event that will be used to share the message about positive mental health in the community at large.



5. **Evaluation** – In order to ensure the effectiveness of *Talk Today* and improve the initiative, a mandatory evaluation component has been built into the program



6. **Support** – You're not doing this alone. CMHA Ontario is available to provide advice, insight and tactical and communications support.



TALK TODAY OVERVIEW



1. Training by CMHA Professionals

The core component of *Talk Today* are two certified and evidence-based mental health and suicide awareness trainings. Delivered by CMHA professionals, the accredited training protocols have been developed by LivingWorks, a world leader in suicide intervention training. Like CPR training, participants taking these mental health and suicide awareness workshops learn valuable life skills.

The first training is **safeTALK (Suicide Alertness For Everyone)**, which teaches individuals the importance of mental health, how to recognize persons with thoughts of suicide and how to take action.

Three hours in duration, safeTALK prepares anyone over the age of 15 to identify persons with thoughts of suicide and connect them to suicide first-aid resources. Most people with thoughts of suicide “invite” help to stay safe. Alert helpers know how to use these opportunities to support that desire for safety.

While available to anyone associated with the team, the recommendation is for *all athletes* to complete safeTALK.

In 2015, the cost of safeTALK is \$35 per person.

The second training is **ASIST (Applied Suicide Intervention Skills Training)**, which teaches people how to recognize individuals who are at risk and intervene to keep individuals safe. The ASIST workshop is for people who want to feel more comfortable, confident and competent in helping to prevent the immediate risk of suicide. Following completion, participants become ASIST-certified. More than one million caregivers have participated in this two-day, highly interactive, practical, practice-oriented workshop. *Participation in the full two days is required.* Without full participation, there is no certification. ASIST participants learn a model of care teaching them how to connect with a “Person at Risk” and how to develop a plan to keep them safe.

While available to anyone associated with the team, the recommendation is for at least 1-2 support staff (e.g. coaches, managers, parents, etc.) to complete ASIST.

In 2015, the cost of ASIST is \$130 per person.



TALK TODAY OVERVIEW

SafeTALK Workshop Tips

- Conduct safeTALK training early in a season so that team members can use what they've learned to support each other throughout the year.
- A players-only training session may be useful in encouraging a free exchange of ideas
- Elite sports clubs often have busy schedules so some flexibility may be required when offering the training. Be sure to work with your CMHA Mental Health Coach to schedule a suitable training time.
- Include the Mental Health Champion (see page 5) and CMHA Mental Health Coach (see page 5) so that athletes are familiar with these appropriate contacts.
- Offer safeTALK each year to ensure new and returning players have access to the training.
- To help track the success of Talk Today, monitor the number of players, coaches, parents, etc. that are participating in safeTALK.

ASIST Tips

- Those taking ASIST may also wish to complete safeTALK.
- Offer ASIST each year to increase the number of accredited individuals, thereby creating a suicide safe community.
- Individuals taking ASIST may have greater interest in mental health and may wish to become the team's Mental Health Champion (see page 5).
- To help track the success of *Talk Today*, monitor the number of players, coaches, parents, etc. that are participating in ASIST.

TALK TODAY OVERVIEW

2. CMHA Mental Health Coaches

A key component of *Talk Today* is the relationship that develops between athletes/organizations and their local CMHA branch. A CMHA branch will designate a Mental Health Coach who will be connected to each team and be available as a main point of contact should a player or anyone associated with the team be in distress. A mental health coach is trained to provide resources and supports for the players as well as the people that surround the players. The CMHA Mental Health Coach can provide referrals to local mental health, addictions, and crisis services, as necessary.

Tips for Mental Health Coaches

- CMHA Mental Health Coaches are driving forces in Talk Today. They are responsible (with guidance from CMHA Ontario) for making and maintaining contact with their respective team.
- CMHA Mental Health Coaches should be present at safeTALK and ASIST workshops to help foster the relationship with training participants.
- CMHA Mental Health Coaches may wish to consider other ways to maintain contact with the team/organization throughout the season.
- CMHA Mental Health Coaches should provide players a list of community resources that offer services during business hours and 24/7.

3. Mental Health Champions

A Mental Health Champion is someone associated with a team that takes an interest in mental health issues and would like to have more involvement in the *Talk Today* program. Champions can be players, coaches, staff, managers, parents, billeting parents or anyone else associated with the team. The Mental Health Champion should also be a main contact for the CMHA Mental Health Coach, as well as a further resource for players. Furthermore, the champion can work with local CMHA branches and act as an advocate on mental health issues within the community.

Tips for Mental Health Champions

- A Mental Health Champion should be someone who has regular contact with the players/organization. For example, a team physiotherapist or athletic trainer may be well suited for the role.
- Mental Health Champions are a crucial contact point for CMHA Mental Health Coaches. The champion should be accessible, especially during the first year of the program.
- Like CMHA Mental Health Coaches, Mental Health Champions should be well known to the team/organization.
- There is no limit to the number of Mental Health Champions per team/organization. More is better.
- Mental Health Champions may wish to take ASIST



TALK TODAY OVERVIEW

Local *Talk Today* Events

Teams/organizations are encouraged to coordinate with their local CMHA Branch to host *Talk Today* events to increase public awareness about suicide and promote mental health. CMHA Branch staff, CMHA Mental Health Coaches, and Mental Health Champions and the players/individuals can all play a role in these events. In many cases, teams/organizations are dedicating one home game a year to raise awareness about mental health. During the game, the club and the local CMHA branch may wish to:

- Conduct a ceremonial event (e.g. puck drop/tip off)
- Broadcast public address announcements or announcements on video scoreboards
- Host an information booth staffed by the local CMHA branch staff
- Raise funds for the CMHA branch and *Talk Today* program using 50/50 draws, *Talk Today*-related souvenirs (stress balls, T-shirts, pins, wristbands, etc.)
- Incorporate green, the colour of mental health, into the festivities
- Issue a news release about the *Talk Today* event



Event Tips

- To maximize media coverage and leverage resources, teams in a single league should consider hosting events during the same time span during the season
- Many elite sports organizations have game-day operations staff to conduct these types of events. CMHA Mental Health Coaches should reach out to teams/organizations and start planning early in the season.
- Players, coaches or other individuals associated with the club/organizations may wish to participate (e.g. recording video messages; being available to media, etc.)
- Individuals or clubs/organizations may wish to consider involvement in other CMHA outreach events throughout the year.



TALK TODAY OVERVIEW

5. Evaluation & Tracking

In order to evaluate and enhance the program, everyone participating in safeTALK and ASIST must, at the completion of the workshops, complete a survey from LivingWorks, creators of the trainings.

Furthermore, all players participating in safeTALK must also complete a *Talk Today* questionnaire developed by CMHA Ontario and distributed to CMHA branches participating in the program.

Branches providing safeTALK and ASIST workshops should track the number of participants in each workshop and provide those numbers to CMHA Ontario as soon as possible.

Evaluation Tips

- LivingWorks dictates that its surveys must be completed immediately after training workshops.
- Talk Today questionnaires can be delivered immediately after training workshops or at a later date. Individual CMHA Branches and their corresponding clubs/organizations are responsible for ensuring this occurs.
- Talk Today questionnaires must be returned to the CMHA Ontario

6. CMHA Ontario Support

You're not in this alone. CMHA Ontario can help participating teams/organizations and CMHA branches deliver this program. CMHA Ontario can act as a liaison between a group of local branches and a broader league. This may include educating league executive about *Talk Today* and helping that league relay information to its teams. CMHA Ontario can also help connect CMHA Mental Health Coaches with team-based Mental Health Champions.

Furthermore, communication and public engagement are important ways to promote *Talk Today* and tout its success. However, it's a fact that not all CMHA branches have the necessary communications and engagement capacity to do this.

That's why CMHA Ontario is building a series of communication materials that CMHA branches and local clubs/organizations may find useful. The materials are being developed as templates so that any branch, no matter the location, may take advantage.

Materials will include:

- News releases, key messages, Qs and As
- Brochures and fact sheets
- Web banners and web stories
- Social media posts (Twitter and Facebook)
- *Talk Today* logo



SUMMARY

Talk Today continues to make advancements in an effort to become the gold standard of mental health programs for amateur sports in Canada.

In order to attain this goal, the following requirements are essential:

- Ensuring all players are safeTALK trained so they have the skills to identify when a peer, colleague, family member or teammate may be struggling.
- Having ASIST-trained individual(s) so that the players have an appropriate, consistent contact to connect with in times of crisis.
- Engaged Mental Health Champions and CMHA Mental Health Coaches so that players have a reliable mental health network within the organization.
- Hosting a game-day event in conjunction with CMHA branches to promote mental health and suicide awareness.
- Constructive feedback/evaluation from participants of the program.

Following the program's structure ensures the Talk Today is delivered consistently across teams, organizations and leagues across Canada.

For more information, contact:

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Talk Today/ Parlons-en

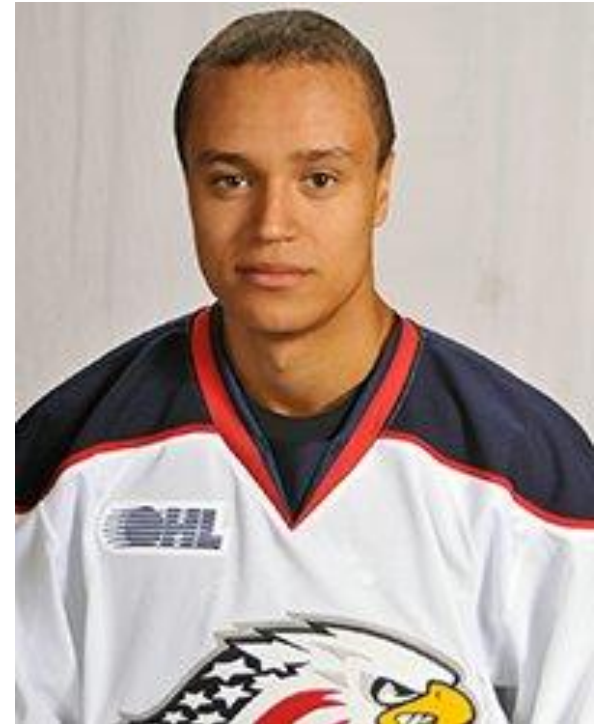


Agenda

- Brief overview of the Talk Today/Parlons-en program
- Achievements to date
- Talk Today/Parlons-en in the Maritimes
- Talk Today/Parlons-en in Quebec
- Challenges and next steps

History

- March 2014, Terry Trafford, 20, released from OHL's Saginaw Spirit
- Dies by suicide
- No one knows what challenges he was facing, mental health or otherwise
- CMHA partnered with the Ontario Hockey League to help educate and support players and teams.



What is Talk Today/Parlons-en

- Four components:
 1. Education
 2. Support (Mental Health Coach)
 3. Mental Health Champion
 4. Awareness Games





Talk Today/Parlons-en Achievements

- Talk Today/Parlons-en is more than just the Canadian Hockey League
- 4,000 people (student athletes, coaches, team staff and billets/parents) received a mental health and suicide prevention workshops
- More than 2,000 players trained in the CHL/LCH alone.
- More than 10,000 elementary school children received mental wellness presentations
- Over 20.5 million impressions on twitter across the CHL/LCH last February

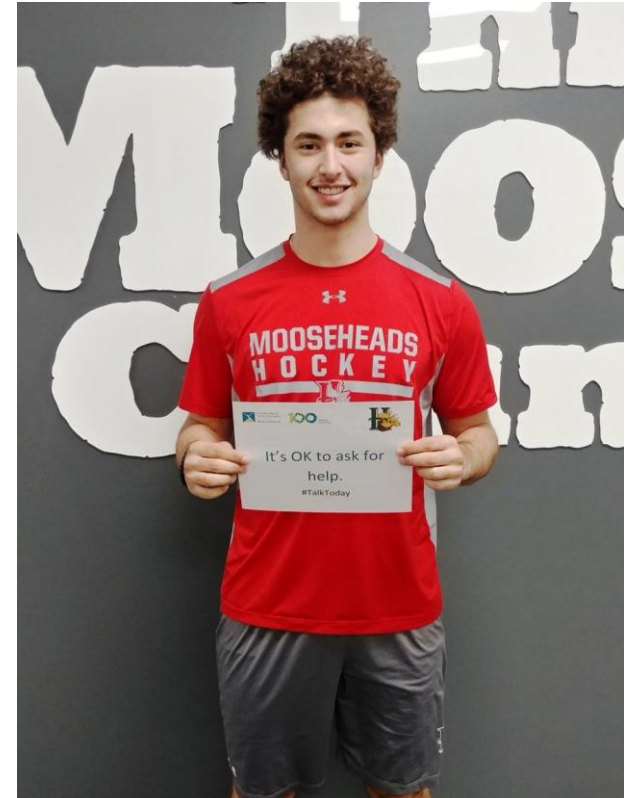
Achievements

- Since the program started— players, coaches, staff, billets, and parents have reached out for support
- Some players have become ambassadors for mental health in their communities
- Others have openly spoken about their struggles with mental health ([Link](#))



Talk Today/Parlons-en in Maritimes

- In the Maritimes all teams have received safeTALK training either this season or the previous season
- Some teams have expressed that they would like to do the training every other year
- Doing the training each season is a crucial component to the programs success





Talk Today/Parlons-en in Quebec

- A strong community of support with the Canadian Mental Health Association, Quebec Division; Regroupement des Centres de Prévention du Suicide du Québec, and L'Association Québécoise de Prévention du Suicide
- Challenges with safeTALK training in Quebec
- A made-in-Quebec solution to support QMJHL players in the province
- Working together to raise awareness about mental health in Quebec



Contact Information

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[About us](#)[Blog](#)[Contact us](#)[File a complaint](#)[NEED HELP](#)[Français](#)

What you experience in your sport is important

Integrity protection policy, rules and procedures

WHO DOES WHAT?

Complaint Officer

The Complaint Officer's role is to receive complaints concerning abuse, harassment, negligence or violence under the integrity policy. The Complaint Officer ensures the complainant is offered support and rules on the receivability of the complaint.

Integrity protection committee

Composed of 3 independent people, its role is to deal with the complaint through an independent and impartial hearing and offer its conclusions and recommendations.

Sport'Aide

Its role is to support individuals experiencing difficulties in their sport environment, based on their needs and according to the situation that arises. Sport'Aide can also accompany you to file your complaint with the Complaint Officer.

THERE ARE SOLUTIONS



NOW YOU CAN CHANGE THINGS!



Who can file a complaint with the Complaint Officer?

Anyone involved in a sport environment, directly or indirectly, who is experiencing or has witnessed abuse, harassment, negligence or (e.g., parents, athletes, volunteers, coaches, administrators, referees, etc.).

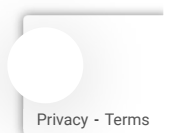
Who can contact Sport'Aide?

Anyone involved in a sport environment, directly or indirectly, who is experiencing or has witnessed, or who has reasons to believe that a loved one is experiencing difficulties in his or her sport environment (e.g., parents, athletes, volunteers, coaches, administrators, referees, etc.).

REPORTING MAKES THE DIFFERENCE

How to file a complaint?

Via the "I file a complaint" platform (universal button) found on the site of all sports federations in Québec and certain partners or by contacting Sport'Aide at 1 833 211-HELP (4357).



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

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