

## Delmarva Raptors Diversity and Inclusion Policy

The Delmarva Raptors embrace diversity and inclusion and strive to be the organization for players, officials, coaches and administrators of all backgrounds. We encourage participation of individuals of all ethnicities, gender, religious beliefs, sexual orientation, age, ability or disability, realizing that diversity and inclusion makes us stronger. We further encourage the advancement of diverse individuals throughout our organization and we seek to provide a culture where all individuals feel safe, respected and are treated fairly.

In addition to the Delmarva Raptors Code of Conduct, USA Hockey has outlined a Zero-Tolerance Policy that must be adhered to by all Delmarva Raptors participants. Said policy is stated below:

*USA Hockey will not tolerate any physical, verbal, or social behavior related to race, ethnicity, culture, national origin, religion, gender, gender identity, gender expression, sexual orientation, or mental or physical disability meant to bully, harass, or intimidate another person, on or off the ice. If such conduct occurs on the ice it should be reported to the on-ice officials and will be addressed pursuant to the USA Hockey Playing Rules and result in a match penalty. If such conduct occurs off the ice, it should be reported as soon as possible to a USA Hockey Affiliate Safe Sport Coordinator or directly to USA Hockey below.*

*Reports alleging abuse or misconduct that are not within the U.S. Center for SafeSport's exclusive jurisdiction will be referred by USA Hockey staff to the appropriate USA Hockey Affiliate Safe Sport Coordinator, who will oversee the investigation and resolution pursuant to the Safe Sport Program Handbook and the respective Affiliate's process. Reports that do not fall under the Safe Sport Program will be referred to USA Hockey staff or District or Affiliate representatives as appropriate.*