



Policy Name: Training Requirements for Coaches, Safety Persons and Officials		Date of Approval: Sept 19, 2026	Effective Date: Sept 19, 2026
Approved by: HNO Board of Directors	Prepared by: Risk and Safety Committee	Replaces Previous Versions Regulation E (paragraphs 1-15)	
Review Cycle Annual and as required			
Responsible Risk and Safety Committee	Accountable HNO Board of Directors	Consulted: HNO Board of Directors	Informed: HNO Members

Policy Statement

Hockey Northwestern Ontario (HNO) requires coaches, safety persons, managers and officials to complete all applicable training, certification, screening and registration requirements before performing duties for the current season.

Requirements

1. All coaches, safety persons, managers and officials requiring certification for the current season must be completed before they are registered with a team in the HCR.

On-Ice Officials

2. Officials must re-certify before working any games as an on-ice official. Online re-certification will close on December 1st of the current playing season.

3. Officials must have completed:

- The Respect in Sport Activity Leader Program. Any new officials effective the 2026-27 season or officials that only have Speak Out! Program will be required to take The Shift Forward: Evolving Hockey Culture learning series.
- Effective the 2027-28 season all officials will be required to take The Shift Forward: Evolving Hockey Culture learning series. Note: The Respect in Sport Activity Leader will no longer be recognized as a qualification as of May 1, 2027.
- a valid Vulnerable Search Verification, Declaration for 18 years of age or older, and
- be fully compliant with Rowan's Law.

4. All new level one and two officials must complete Hockey University Online Officiating modules.

Coaches and Bench Staff

5. All coaches and bench staff are required to have:

- Gender Identity Training Modules completed and
- The Respect in Sport Activity Leader Program. Any new coaches and bench staff effective the 2026-27 season that only have Speak Out! Program will be required to take The Shift Forward: Evolving Hockey Culture learning series.
- Effective the 2027-28 season all coaches and bench staff will be required to take The Shift Forward: Evolving Hockey Culture learning series. Note: The Respect in Sport Activity Leader will no longer be recognized as a qualification as of May 1, 2027.

- a valid Vulnerable Search Verification, Declaration for 18 years of age or older, and
 - be fully compliant with Rowan's Law before being registered to a team in the HCR.
6. All coaches and bench staff who participate in ice activities must have at least the minimum required coaching level for the division to which they are registered.
7. All registered Minor Hockey Team Coaches and Bench Staff who are on the ice during a practice shall wear a properly fastened, CSA approved helmet.
8. It is mandatory for all head coaches and assistant coaches coaching Under-11 (U11), Under-13 (U13), Under-15 (U15), or Under-18 (U18) teams to complete the Hockey Canada Instructional Stream Checking Clinic Level 1.

Community Level Coaches (A, B and Recreation)

9. Head Coaches and Assistant Coaches for all A and below category Minor Hockey teams in the Under-11 (U11) to Under-18 (U18) and recreation divisions must be a minimum of Coach 2-Coach Level "trained".
10. All coaches registered on Under-9 (U9) teams and a minimum of one (1) coach for every ten (10) players registered in the Under-7 (U7) Program must be Coach 1-Intro to Coach trained.
11. On-ice helpers will be permitted in the Under-7 (U7) Program, but they will be required to have Respect in Sport Activity Leader. Any new On-ice helpers effective for the 2026-27 season will be required to take The Shift Forward: Evolving Hockey Culture learning series. They are also required to have the Gender Identity Training Modules, a valid Criminal Records Check / Vulnerable Search Verification, with Declaration, and Rowan's Law completed prior to stepping on the ice as well as being registered in the HCR.
- Effective the 2027-28 season all On-ice helpers will be required to take The Shift Forward: Evolving Hockey Culture learning series. Note: The Respect in Sport Activity Leader will no longer be recognized as a qualification as of May 1, 2027.
12. All Community Level Coaches are required to have:
- Respect in Sport Activity Leader Program. Any new coaches/bench staff effective the 2026-27 season or coaches that only have Speak Out! Program will be required to take The Shift Forward: Evolving Hockey Culture learning series.
 - Effective the 2027-28 season all coaches and bench staff will be required to take The Shift Forward: Evolving Hockey Culture learning series. Note: The Respect in Sport Activity Leader will no longer be recognized as a qualification as of May 1, 2027.

Competitive Level Coaches (AAA, AA & Junior Hockey)

13. All Head Coaches that coach team in Under-11 (U11) or above at the AA category or above including Junior B must be a minimum of Coach-Development 1 "certified" (other than those requiring High Performance 1). All assistant coaches must be a minimum of Coach 2-Coach Level "trained", (other than those requiring Development 1).
14. All Head Coaches that coach Under-14 AAA, Under-15 (U15) AAA, Under-16 (U-16), Under-18 (U-18) AAA and Junior A teams must be Coach-High Performance 1 "certified". All assistant coaches must be a minimum of Coach-Development 1 "trained".
15. All Competitive Level Coaches are required to have:
- Respect in Sport Activity Leader Program. Any new coaches/bench staff effective the 2026-27 season or coaches that only have Speak Out! Program will be required to take The Shift Forward: Evolving Hockey Culture learning series.
 - Effective the 2027-28 season all coaches and bench staff will be required to take The Shift Forward: Evolving Hockey Culture learning series. Note: The Respect in Sport Activity Leader will no longer be recognized as a qualification as of May 1, 2027.
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Safety Persons

16. A minimum of one (1) Team Official for all teams and Under-7 (U7) Programs must be certified in the HU Online Safety Program Level One or the Hockey Trainers of Ontario (HTO) Level One.
17. A minimum of one (1) Team Official for all Junior, AAA or representative teams must be certified with a HU Online Safety Program Level 1 and a certified First Aid/CPR certification.
18. All Safety Persons are required to have:
 - Respect in Sport Activity Leader Program. Any new coaches/bench staff effective the 2026-27 season or coaches that only have Speak Out! Program will be required to take The Shift Forward: Evolving Hockey Culture learning series.
 - Effective the 2027-28 season all coaches and bench staff will be required to take The Shift Forward: Evolving Hockey Culture learning series. Note: The Respect in Sport Activity Leader will no longer be recognized as a qualification as of May 1, 2027.

Administration and Review

This policy is intended to carry forward the requirements formerly contained in Regulation E. It may be updated through the HNO policy approval process as training, certification, screening, legislative or program requirements change.
