

**IN THE MATTER OF A COMPLAINT BROUGHT UNDER
THE RINGETTE ALBERTA CODE OF CONDUCT AND COMPLAINTS AND DISCIPLINE POLICY**

BETWEEN:

RINGETTE ALBERTA

(Complainant)

- and -

VINCE NIRO

(Respondent)

(Collectively, the Parties)

Complainant represented by:

Michelle Kropp

Sport Law and Strategy Group Inc. Toronto

Respondent represented by:

Michael Mysak

Bennett Jones LLP, Calgary

Panel:

Michael Bourgeois

Place of Hearing:

Virtual

Date of Hearing:

August 30, 2023

Decision Date:

October 1, 2023

Decision and Reasons

I PRELIMINARY ISSUES

1. In accordance with section 20.4.2 of the Ringette Alberta (“RAB” or the “Complainant”) Complaints and Discipline Policy (the “Discipline Policy”), dated November 3, 2017, a Case Manager was assigned to oversee the management and administration of the present complaint.
2. The Case Manager, through consultation with counsel for both Parties, determined that the complaint would proceed on a primarily written basis, followed by an oral hearing, to be held by video, during which the Parties could supplement and/or clarify their written submissions. The Parties agreed to timelines for submissions, agreed to proceed with witness statements, and agreed that no cross examination of witnesses was required.
3. The Complainant provided disclosure which included the written statements of Cheryl Barnabe, President of AA Ringette Calgary (“Barnabe”) and Ryan Devlin, President of Ringette Alberta (“Devlin”). Devlin’s statement included two (2) video files.
4. The Respondent then made written submissions which were supported by witness statements of Heather MacDonald (“MacDonald”) and Paul Wilson (“Wilson”), as well as the statement of Niro which included 11 attached exhibits. The Complainant then submitted its reply submissions. All of which were reviewed by the Panel.
5. At the outset of the hearing, the Case Manager confirmed with the Parties that the applicable RAB policies were those in effect as of the date of the complaint, as RAB has implemented policy amendments or new policies between the date of the complaint and the date of the hearing. There were no objections from the Parties.
6. There were no objections to my appointment as the Panel to hear the complaint, and no preliminary issues raised by either party.

II BACKGROUND FACTS

7. The Respondent, Vince Niro (“Niro” or the “Respondent”), is a father to daughters who play ringette, and has, since 2013, served in varying capacities as a ringette coach. In 2020, Niro first became a head coach of a Calgary AA Ringette team.
8. AA Ringette is the competitive division of ringette in Alberta. The AA Ringette division exists in multiple age-based divisions, and there are multiple teams in each division, with each team identified by a different colour (e.g. U14AA Team White). AA Ringette falls under the jurisdiction of RAB.
9. Beginning in November 2022, Niro became subject to disciplinary proceedings under the RAB Discipline Policy as the result of an anonymous complaint alleging concerns regarding Niro’s conduct as the head coach of the U14AA Team White (“Team White”)(the “November 2 Complaint”).

10. RAB issued an interim suspension to Niro as a result of the November 2 Complaint. Niro appealed the interim suspension as well as RAB's jurisdiction over the November 2 Complaint.
11. In a decision dated December 19, 2022, Arbitrator Michelle M. Simpson dismissed Niro's appeal on both grounds.
12. After the appeal was dismissed, the November 2 Complaint was heard by Ann Peel ("Peel"). Both RAB and Niro were represented by counsel before Peel.
13. In a decision dated February 16, 2023 (the "Peel Decision"), Peel found that Niro had: breached the terms of the interim suspension; breached the confidentiality terms of the Discipline Policy; and, had violated the RAB Code of Conduct in four (4) of the eight (8) ways alleged in the November 2 Complaint.
14. As a result, Peel ordered as a sanction:
 - a. Because he failed to comply with the Interim Suspension, the Respondent is suspended from participating in all Ringette Alberta activities for an additional period of 3 months, commencing immediately and ending May 17, 2023. There shall be no family exclusion from this suspension, except specifically with regard to any of his daughters registered to play ringette whom he may drive to, but not accompany at, any ringette activities. He is explicitly prohibited from entering any venue at which ringette activities are taking place. In addition, he may not participate in any Team White communications, including the team chat channels.
 - b. Prior to his reinstatement at the conclusion of 3 months, the Respondent shall demonstrate to the satisfaction of RAB that he has completed Keeping Girls in Sport.
15. Following the Peel Decision, a further complaint was made against Niro in a complaint dated April 7, 2023 (the "Complaint"). The complainant was identified as "Ryan Devlin, on behalf of the Board of Directors of Ringette Alberta". The Complaint alleges that Niro violated the sanction ordered in the Peel Decision by attending a ringette event in British Columbia. Further the Complaint alleges that Niro intended to attend a ringette event in Quebec in May, prior to the end of the suspension ordered in the Peel Decision, which would represent a further violation.
16. The matter before me is the April 7, 2023 Complaint. This is not an appeal of the Peel Decision.

III THE COMPLAINT

17. The Complaint identifies two (2) issues as alleged breaches of Niro's suspension under the Peel Decision:
 - a. The Quebec tournament; and,
 - b. The Fairmont event.

18. The Complaint states that Niro's alleged breaches of the Peel Decision suspension represent a violation of the RAB Code of Conduct generally, but especially sections 14.1, 20.4.8.1 e), and 20.4.8.1 f), as well as the bylaws, policies, rules, regulations and directives of RAB.
19. The Complaint requests as a remedy that Niro be suspended from all ringette activities for a minimum of five (5) years, beginning on August 1, 2023.

IV FACTS

20. There was general agreement between the Parties as to many of the facts relating to the Complaint.
 - a. The Quebec tournament
21. There is no dispute between the Parties, and it is in fact admitted in Niro's witness statement, that Niro was on the ice with a number of ringette players in Calgary on April 22, 2023.
22. The video files provided with Devlin's statement appear to be from this date, when Niro admits that they were preparing a team for an out of province tournament in Quebec.
23. On March 5, 2023, counsel for the Complainant contacted Peel by email, requesting clarification as to the scope and application of the sanction in the Peel Decision, as the Complainant had come to understand that Niro intended to attend a ringette event in Quebec known as the "Montreal Ringette Challenge" (the "Quebec tournament"). Counsel for the Respondent were copied.
24. In the email, the Complainant stated that Niro may be attending the Quebec tournament with "last year's Team White" and asked Peel to clarify if the suspension issued in the Peel Decision included ringette activities outside of Ringette Alberta.
25. On March 6, 2023, Peel responded to the Complainant stating that the suspension in the Peel Decision was not geographically restricted and reiterated that Niro was "not to enter a venue in which ringette activities are taking place" and that "Team White" was a team operating under RAB's authority, regardless of the province in which the team was playing.
26. In a letter to Peel dated March 20, 2023, Niro's then counsel advised Peel that the team attending the Quebec team was a private team, not "Team White", and that the tournament was a private event not endorsed by RAB. Niro's then counsel suggested that the Quebec tournament was not within Peel's jurisdiction.
27. On March 21, 2023, Peel responded to the Parties advising that based on the information provided by Niro's then counsel, it appeared that the event was beyond the jurisdiction of RAB and, consequently, the Peel Decision. Peel amended the March 6, 2023 clarification to permit Niro to attend.

b. The Fairmont event

28. Niro's daughter was a member of the 2022-2023 U14AA Team White that Niro had coached prior to the interim suspension and further suspension ordered in the Peel Decision.
29. In March of 2023, Niro drove their daughter to a team building event in Fairmont, BC.
30. Niro stayed in Fairmont during the teambuilding event and interacted with some of the parents of other players on the team at the hotel in which the team was staying.

V POSITIONS OF THE PARTIES

Submissions on behalf of the Complainant

31. Counsel for the Complainant argued that Niro had demonstrated no remorse or understanding as to why they were suspended, either on an interim basis, or subsequently by Peel. The Complainant argues that Niro acted in violation of both suspensions.
32. Counsel for the Complainant submits that in March and April, it received multiple reports from various sources who wished to remain anonymous, alleging that Niro was not complying with the terms of the suspension ordered in the Peel Decision. RAB has a duty to address these reports, despite their anonymous nature, as the reporting individuals had concerns and feared possible consequences as a result of speaking out.
33. It was noted by counsel for the Complainant that none of the Peel Decision, or the two clarification "decisions" were appealed by the Respondent, but that the Respondent *had* appealed the interim suspension, which demonstrates that Niro was aware of the availability of, and process required to, appeal the Peel Decision.
34. Counsel for the Complainant argued that the Complaint before this Panel is not one regarding maltreatment, as was the case in the Peel Decision. The present Complaint relates to respect for the rules, both in spirit and letter, which Niro has violated repeatedly since the disciplinary process was originally initiated with the November 2 Complaint.
35. Counsel for the Complainant highlighted that the Peel Decision had found a breach of the interim suspension on the basis that Niro had attended a practice and a tournament, and as such been found to have committed a major infraction under section 20.4.8.1 e). Counsel continued to note that the present Complaint alleged further breaches of the same section, as well as section 20.4.8.1 f).
36. Niro's conduct, it is argued by the Complainant, is such that it damages the image and credibility of RAB and the sport of ringette as a whole. Counsel for the Complainant suggested that these challenges to the RAB's authority are damaging to the sport and are sanctionable in and of themselves.
37. Counsel for the Complainant argued that although Niro was permitted to drive their children to ringette activities, they were not allowed to attend or accompany those children at ringette activities – including that they were not permitted to enter a venue where ringette activities were taking place.

38. RAB contends that there is no air of reality in Niro's assertions that they had no participation in any "Team White" activities at the Fairmont event.
39. Counsel for the Complainant then argued that Niro committed a second breach of the Peel Decision suspension by coaching a team for the Quebec tournament, noting that there was video evidence of this that was not being challenged by the Respondent.
40. RAB argued that the Quebec tournament was still in the governance of RAB, and that Niro's coaching was conspicuous enough that if not a direct violation of the rules and regulations of the RAB, it was captured as conduct that intentionally damages RAB and the sport of ringette.
41. The Complainant takes the position that the clarifications provided by Peel permitted Niro to *attend* the Quebec tournament, not to *participate* in it. RAB says Niro's decision to coach the team for the Quebec tournament was consistent with their pattern of trying to circumvent the spirit and intent of the Peel Decision and demonstrating a lack of respect for the purpose of the sanctions.
42. As a result of the conduct complained of in the Complaint of April 7, 2023, as well as the further conduct regarding the Quebec tournament as outlined in Devlin's statement of June 7, 2023, and as argued by counsel for the Complainant, RAB amended its requested remedy to: "a lifetime ban on coaching ringette which include all registered activities" and "an additional 2 year ban from entering an arena where any ringette us [sic] being played".

Submissions on behalf of the Respondent

43. Counsel for the Respondent submitted that subject to a few clarifications, there was general agreement on the facts. Counsel argued that Niro did nothing wrong and did not breach any order of Peel.
44. Counsel for the Respondent stated that RAB was seeking a lifetime ban for actions which were beyond the jurisdiction of the Peel Decision and RAB– Niro's participation in the Quebec tournament, and "having lunch" with friends in Fairmont.
45. It was argued that the only evidence relating to the Fairmont event indicated that Niro did not participate in any ringette activities; RAB's allegations in this regard were pure speculation with no supporting evidence, while Niro's statement that there was no participation was corroborated by the witness statements of MacDonald and Wilson.
46. With respect to the Quebec tournament, counsel for the Respondent highlighted the importance of the distinction between "Team White" which fell under the jurisdiction of the RAB, and a privately organized team for the non-sanctioned Quebec tournament.
47. Counsel for the Respondent argued that the allegation of a breach of section 20.4.8.1 f) was first being argued and that the Complaint before the present Panel was simply whether there was a breach of the suspension issued in the Peel Decision.

48. Counsel for the Respondent suggested that it would be absurd for Niro to be found to have breached the suspension by having lunch with a friend. As a long-time member and participant in the small community of AA ringette players, Niro got to know other parents and participants. It was argued that the Peel Decision had no jurisdiction to prevent socialization between Niro and other parents.
49. It was argued that the Peel Decision prevented Niro from participating in RAB activities, such as emailing the team, going into a rink, or talking to players. Having lunch was not an RAB activity.
50. Counsel for the Respondent highlighted that the onus rest with RAB and that in the absence of supporting evidence, RAB's complaints with respect to the Fairmont event must be dismissed.
51. With respect to the Quebec tournament, Counsel reiterated the distinction between RAB teams, and the privately organized team for the tournament. The Respondent says that RAB does not control everyone who plays ringette in Alberta – only RAB teams and activities.
52. The Respondent says that the Peel Decision cannot extend beyond RAB activities.
53. Finally, Counsel for the Respondent argued that a lifetime ban was totally disproportionate, and that RAB was ignoring the people impacted by it's pursuit of sanction against Niro.

Reply submissions on behalf of the Complainant

54. Counsel for the Complainant argued that the pursuit of sanction against Niro was consistent with RAB's obligations to pursue complaints made to it.
55. It was argued that the Respondent's argument that Niro was simply "having lunch" with a friend was a complete minimization of the Fairmont event.
56. Counsel for the Complainant argued that it was clearly a Team White, RAB event and that the Respondent put themselves in that position. It was noted that the Peel Decision had ordered that Niro's simple attendance at an arena in the presence of parents and players was a breach of the suspension; therefore, socializing with parents amounted to a breach.
57. Counsel for the Complainant reiterated that, despite the Respondent's clear understanding of the availability of an appeal of the Peel Decision, it was not appealed. Counsel argued that the Respondent's arguments regarding the jurisdiction of Peel and RAB in relation to the Peel Decision were to be properly addressed through an appeal of that decision, and as such, these decisions stand uncontested before the present Panel.
58. Finally, counsel for the Complainant argued that it was within the jurisdiction of the Panel to find a breach of 20.4.8.1 f), and that the Panel was not limited to the specific pleadings, adding that Niro had the opportunity to review the evidence and knew the case they had to meet.

VI ANALYSIS

59. From the outset, it must be reiterated that this Panel does not sit in appeal of the Peel Decision. That decision, and the “clarifications” issued by Peel were not appealed through the Appeals Policy in effect at the time.

60. It must also be noted that the April 7, 2023 Complaint explicitly alleged, at paragraph 13:

... that Niro’s conduct in ignoring the terms of his suspension are breaches of the Code of Conduct generally, especially the purpose in section 14.1, and more specifically is a violation of the Complaints and Discipline Policy at 20.4.8.1 e), disregard for the bylaws, policies, rules, regulations and directives of Ringette Alberta. I also believe that 20.4.8.1 f) applies, as this is conduct that intentionally damages the image, credibility or reputation of both Ringette Alberta and the sport of Ringette.

61. Section 14.1 of the RAB Code of Conduct, as it was at the time of the Complaint, read in part:

Ringette Alberta seeks to ensure that all members, participants and employees are treated with respect; that everyone has equal opportunity; and that discriminatory practices are prohibited.

The following business values, along with our adherence to the True Sport principles, reflect our passion for, and our share commitment to the sport of ringette.

Integrity: We respect the rules. We take responsibility for our actions. We are committed to making fair and ethical decision [sic] for our sport.

Collaboration: We welcome and appreciate different perspectives. We treat others as they would like to be treated. We focus on creating and [sic] optimal experience for all participants.

Excellence: We lead the way. We ensure high quality in all that we do. We learn from our experiences, commit to continuously improve and communicate our progress. (emphasis in original)

62. Section 20.4.8 of the Discipline Policy addresses Major Infractions:

20.4.8 Major infractions are instances of failing to achieve the expected standards of conduct that result, or have the potential to result in harm to other persons, to Ringette Alberta or to the sport of Ringette.

20.4.8.1 Examples of major infractions include but are not limited to:

- e) Disregard for the bylaws, policies, rules, regulations and directives of Ringette Alberta;
- f) Conduct that intentionally damages the image, credibility or reputation of an Individual, Ringette Alberta or the sport of Ringette;

63. Accordingly, questions of the reasonableness or jurisdiction of the Peel Decision are not properly before this Panel.
64. The matter before this Panel is whether Niro has violated the terms of the suspension ordered in the Peel Decision.
- a. Quebec tournament
65. With respect to the Quebec tournament, the issues raised by the Parties are effectively: whether or not the suspension issued in the Peel Decision applied to all “ringette activities” or only to “Ringette Alberta activities”; and, whether or not Peel’s clarification email of March 21, 2023 authorized Niro to simply *attend* the Quebec tournament, or to *participate* in it as a coach.
66. As was argued by Counsel for the Respondent, RAB does not control all ringette in the Province of Alberta. A group of individuals who privately rent the ice to play ringette, or hockey, or soccer for that matter, are not subject to the provincial governing body of a sport simply by playing that particular sport.
67. This is supported by the March 21, 2023 clarification email in which Peel noted that, as the Quebec tournament was “not sanctioned by any ringette authority, it does appear to be an event beyond the jurisdiction of Ringette Alberta and the Panel.”
68. The issue of the source of the insurance for the team Niro prepared and coached at the Quebec tournament was raised by both Parties, but no evidence was provided to support either the position that RAB provided the insurance, or that the team was otherwise insured.
69. Although Niro was conspicuously, and admittedly, coaching the private team in preparation for the Quebec tournament, there is no indication that this team was in any way affiliated with RAB, beyond the fact that several of the players also played on RAB sanctioned teams.
70. Despite Counsel for the Complainant’s able arguments, this panel is unable to find that “ringette activities” contained in paragraph 48(a) of the Peel Decision can be read to include *all* ringette activities taking place in the Province of Alberta. The Paragraph opens by stating that “...the

Respondent is suspended from participating in all Ringette Alberta activities for an additional period of 3 months...” which clearly affects the interpretation of “ringette activities” found later in the paragraph.

71. This Panel finds that, consistent with Peel’s clarification, the Peel Decision did not apply to ringette activities that were not sanctioned by or affiliated with RAB, and as such, Niro’s participation with this team, both in Alberta and in Quebec, does not represent a breach of the suspension issued in the Peel Decision.

72. If the Panel is incorrect on this point, it is further noted that in the submissions made by both Parties to Peel in March of 2023 which resulted in the “clarification decisions”, neither party raised the issue of the nature of Niro’s attendance at the Quebec tournament, or gave Peel reason to consider whether “attendance” would or would not include “participation”.

73. Having found that the Quebec tournament was beyond the jurisdiction of RAB and the Panel, it cannot be inferred that the permission granted to Niro to attend, was limited to attendance as a spectator or if it included permission to participate as a coach – no permission was actually required whatsoever.

b. The Fairmont event

74. With respect to the Fairmont event, the Parties do not dispute Niro’s attendance, that RAB sanctioned “ringette activities” were taking place in the form of a Team White team building event, or that RAB’s jurisdiction extended to those “ringette activities” in the Province of British Columbia

75. The dispute is effectively a question as to the scope and limits of what amounts to a “ringette activity” under the jurisdiction of Ringette Alberta.

76. The Peel Decision explained the suspension being issued at paragraph 48(a):

...the Respondent is suspended from participating in all Ringette Alberta activities for an additional period of 3 months, commencing immediately and ending May 17, 2023. There shall be no family exclusion from this suspension, except specifically with regard to any of his daughters registered to play ringette *whom he may drive to, but may not accompany at, any ringette activities. He is explicitly prohibited from entering any venue at which ringette activities are taking place.* In addition he may not participate in any Team White communications, including the team chat channels. (emphasis added)

77. The context of this particular order must also be considered. At paragraph 40, Peel wrote:

On a plain reading of the Interim Suspension, it is clear to me that the family exclusion from the no contact rule refers only to contact with one’s family. A correct reading of the Interim Suspension permits Niro to have contact with his daughter on Team White (and with his daughters on other teams). *Niro’s presence at a game or tournament is contact with everyone in the arena to whom he is visible.* In addition, even if I were to accept a broader

interpretation of the family exemption, *a coach does not become only a parent because the coach characterizes himself that way....* (emphasis added)

78. It is not disputed that Niro drove their daughter to the Team White team building event in Fairmont, BC, and stayed in the same hotel as the team.

79. Barnabe's statement identified that:

Stephen [Miller, who replaced Niro as Head Coach of Team White ("Miller")] also said the trip to BC was a team build, for the kids to get away for a weekend and have fun, swim, stay up late, get over the disappointment of provincials (they won bronze). He said they did not do a retreat at the beginning of the season so did it then to build up to westerns.

80. Barnabe's statement acknowledges that Miller was contacted, and that Miller denied seeing Niro on ice or in a rink since the Peel Decision was issued. But Miller did confirm that Niro was in BC staying at the same hotel as Team White, and stated that it was not possible for Miller to monitor whether Niro socialized with other Team White parents.

81. Neither the Respondent nor Complainant produced a statement from Stephen Miller.

82. Barnabe's statement, as well as those of Niro and MacDonald, was the only evidence produced to support RAB's allegations regarding Niro's conduct in Fairmont. The Wilson statement references a lunch with Niro in Invermere, BC, some 25 kilometres from Fairmont.

83. Counsel for the Respondent argued that the allegations relating to Fairmont were limited to speculation, and that the uncontradicted statements of Niro and MacDonald was that Niro had lunch with someone they knew at a restaurant and did not talk about ringette.

84. However, Niro's statement itself acknowledged that one evening while in Fairmont, "some other parents of Team White players" joined Niro for a beer in their hotel room, and that "[They] did not talk about Team White, the suspension or anything else."

85. It is important to note that Barnabe's statement identified that the individual who brought Niro's attendance in Fairmont to the attention of RAB "wished to remain anonymous". RAB's Discipline Policy at section 20.4.1.2 states:

Anonymous complaints may be accepted upon the sole discretion of Ringette Alberta.

86. Niro's own statement identifies a good reason that a complaining party in relation to a AA Ringette matter may wish to remain anonymous. Niro noted that there are maybe 1,200 ringette players in Calgary, and only about 120 in Calgary AA Ringette. "This is a very small community".

87. In that context, it is easy to understand why a child playing in competitive ringette, or their parent, may be hesitant to identify themselves as the complaining party, or complain at all, when making an

allegation or reporting a violation of a suspension committed by one of the very few Calgary AA Ringette Head Coaches. RAB acknowledges in its Code of Conduct the inherent power imbalance that exists in the athlete/coach relationship (though in a context unrelated to the present Complaint). However, this imbalance is plainly present in the competitive realm of AA Ringette.

88. RAB's policies, including but not limited to the Code of Conduct and the Discipline Policy, create an obligation on the part of RAB to investigate complaints and to ensure compliance with the policies, including when complaints are anonymous.
89. The Peel Decision was not appealed, and therefore stands as valid before the present Panel. The Peel Decision prohibited Niro from accompanying their daughter at any ringette activities. It explicitly prohibited Niro from entering any venue at which ringette activities were taking place. It specified that Niro's attendance at a game or tournament was contact with everyone in the arena to whom Niro was visible.
90. There was no dispute between the parties that the Fairmont event was not simply a practice, a game, or a tournament. It was a team building activity; an opportunity for the players to have fun, swimming and staying up late. It was an opportunity for the team to socialize and bond, at least in part, while they stayed in the hotel.
91. There was no dispute between the parties that this was a Team White event, and that Team White is a team under RAB's jurisdiction.
92. This Panel finds that Niro's attendance and interactions with Team White parents at the hotel in Fairmont amounted to a violation of the suspension issued in the Peel Decision. This is a major infraction under section 20.4.8.1 e) of the Discipline Policy.
93. Further, by attending and staying in the same hotel as Team White while under a suspension of public record, in accordance with the Discipline Policy, Niro's conduct was such that it intentionally undermined the credibility of RAB. This is a major infraction under section 20.4.8.1 f) of the Discipline Policy.

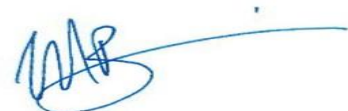
VII ORDER

94. Counsel for the Complainant, and Devlin in their statement, sought a lifetime ban on coaching ringette, which included all registered activities, as well as an additional two (2) year ban preventing Niro from entering an arena where ringette was being played.
95. Counsel for the Respondent argued that the sanction being sought was totally disproportional and sought to have the Complaint dismissed in its entirety.
96. It is further noted that the passage of time and the nature of youth sport, has resulted in the Team White that was coached by Niro no longer existing with the same composition of players that it had at the time of the interim suspension or the Peel Decision.

97. Having found that the Quebec tournament was beyond the jurisdiction or scope of the Peel Decision, but that Niro's attendance and interactions in Fairmont constituted a violation of the suspension issued by Peel under sections 20.4.8.1 e) and f), this Panel sees fit to order the following sanction in accordance with sections 20.4.10 and 20.4.11 of the Discipline Policy:
- a. Niro will be suspended for two (2) years from any participation in RAB activities, including but not limited to coaching, managing, volunteering, or otherwise administrating any RAB sanctioned team, in RAB's jurisdiction, or in the jurisdiction of any other sanctioned ringette authority in Canada.
 - b. Prior to his reinstatement at the conclusion of two (2) years, Niro shall demonstrate, to the satisfaction of RAB, that he has completed Keeping Girls in Sport, unless such satisfactory demonstration was made during the three (3) month Peel Decision suspension.
98. This suspension will be retroactive to the final date of the Peel Decision suspension; that is, May 17, 2023. For absolute clarity, this two (2) year suspension will be completed on May 17, 2025.
99. The prohibition on volunteering includes all on-ice activities, as well as off-ice activities involving administration or team management-type participation, but is limited to RAB sanctioned teams and events. This volunteering prohibition does *not* apply to fundraising in the community or activities such as driving other RAB players to the arena.
100. The prohibition on coaching applies to on-ice, off-ice, virtual, or any other form of coaching as it relates to RAB sanctioned teams.
101. As Team White no longer exists in the form that it did when he was coaching, there is no longer any reason or justification to prohibit Niro from entering an arena where ringette is being played. For clarity, Niro is not prohibited from attending games, practices, tournaments, or any other ringette activity, in or out of the arena.
102. This decision may be appealed in accordance with the RAB Appeal Policy, dated August 24, 2023, and will be posted in accordance with the applicable Discipline Policy.

DATED at Dartmouth, Nova Scotia

this 1st day of October, 2023



Michael Bourgeois