SECTION 1

Purpose

Hockey Northwestern Ontario has worked in conjunction with Hockey Canada the National Sport Organization (NSO) for hockey and the Ontario Government as one of its recognized Provincial Sport Organizations (PSO) to ensure that in every phase of our return that the safety of our Players, Coaches, Officials, Administrators and volunteers are at the center of our plan and decision making. This plan focuses on making the return to hockey fluid while enhancing the experience.
SECTION 2

Disclaimer

The information in this document is not intended or implied to be a substitute for professional medical advice, diagnosis, or treatment. The knowledge and circumstances around COVID-19 are changing constantly and, as such, this document is subject to change. Any information on COVID-19 should be obtained from your Public Health Authority.
SECTION 3

Framework for Return to Hockey

The impacts of the COVID-19 outbreak have been felt across Ontario, by families, workers, businesses, and communities. Our hockey family has also felt the impacts of this.

COVID-19 has created a unique situation for every person, business, and government body to deal with. Sport for our youth and adults alike closed on March 12, 2020 with no identified return. While the situation is still evolving, HNO continues to prepare for a return to programming with the necessary measures in response to COVID-19.

Our plan to return recognizes that although hockey was shut down with us all playing 5 on 5 traditional hockey, our return to traditional hockey will not be instantaneous. HNO has developed a phased approach to return with programming aligned to the Framework for the Reopening of Ontario.

Phase 1 - Protect and Support

HNO’s primary focus in Phase 1 is the reintroduction of the sport of hockey for the health and well-being of stakeholders in the game, their families and the greater community following the cancellation of the 2019-2020 hockey season.

During this phase, HNO developed the standards of operations and certification protocols by all individuals that provide hockey programming, as well as unique and innovative strategies to bring hockey into the lives of our stakeholders and participants, in a safe-distanced manner.

Phase 2 - Restart, Protect and Support

Following the guidance of the Ontario government, HNO will be implementing a careful, stage-by-stage approach to reintroducing hockey activities across our provincial jurisdictions. The safety of all participants and stakeholders will continue to be the priority, while balancing the needs of individuals within the game. This staged approach does not have a specific time frame but will evolve further to guidelines of the public health authorities, the provincial government and our governing body, Hockey Canada. At any point during the progression we may need to pause or return to a previous stage in order to protect and support our participants and the public.
Stage 1 - Individual In-Person Training and Group Virtual Training

In-Person Training

Instructional Training – individual athlete training on-ice or off-ice with private business approved by HNO or a sanction Association in compliance with the Ontario Government Emergency Order and HNO policies.

- HNO Members may conduct programming with the use of an instructor that meets the qualifications under the HNO Hockey Canada Licensed Skill Instructors Policy.
- Minor Hockey Associations may conduct with the approval of HNO, instructional training for players registered with their MHA during the current season, where such training is conducted by a registered coach with the MHA during the current season.
- Private skills instructors may conduct training of individuals once the lead skills instructor on the ice has qualified as a Hockey Canada Skills Instructor as set out in the HNO Hockey Canada Licensed Skill Instructors Policy.
- MHA’s if utilizing a private skills instructor will need to validate that the skills instructor qualifies under the HNO Hockey Canada Licensed Skill Development Program Policy.
- Junior hockey Teams may conduct programming with the approval of their Member for players that they have registered for the 2020-2021 season or any player that are on their protected list. If utilizing a private skills instructor will need to validate that the skills instructor qualifies under the HNO Hockey Canada Licensed Skill Development Program Policy.

Virtual Training

Sport Science – sleep, nutrition, fitness, training, dance, flexibility, yoga, mental training and mental health.

- Such programming that is being offered will be done with approval of HNO for the purpose of sanctioning and insurance.

Professional Development

Training of stakeholders on-line in groups and one on one or small groups in compliance with the Ontario Government Emergency Order and HNO policies

- HNO Hockey Canada Skill Development Program Policy
- Gender Identity and Expression
- Hockey Canada Safety Program/Hockey Trainers Certification Program
- Officials On-Line Recertification
- Respect-In-Sport

Stage 2 - Group Development Programming

In-Person Training

Instructional Training – individual and small group training on ice or off ice sanctioned by HNO in compliance with the Reopening Ontario Act and HNO policies.
• HNO Members may conduct programming with the use of an instructor that meets the qualifications under the HNO Hockey Canada Licensed Skill Development Program Policy.
• Minor Hockey Associations may conduct with the approval of their Member instructional training for players registered with their MHA during the current season, where such training is conducted by a registered coach with the MHA during the current season.
• Private skills instructors may conduct training of individuals once the lead skills instructor on the ice has qualified as a Hockey Canada Skills Instructor as set out in the HNO Hockey Canada Licensed Skill Instructors Policy.
• MHA’s if utilizing a private skills instructor will need to validate that the skills instructor qualifies under the HNO Hockey Canada Licensed Skill Development Program Policy.
• Junior hockey Teams may conduct programming with the approval of HNO for players that they have registered for the 2020-2021 season or any player that are on their protected list. Junior Hockey Team’s if utilizing a private skills Instructor will need to validate that the skills instructor qualifies under the HNO Hockey Canada Licensed Skill Development Program Policy.

Virtual Training

Sport Science – sleep, nutrition, fitness, training, dance, gymnastics, yoga, mental training and mental health.

• Such programming that is being offered will be done with approval of HNO for the purpose of sanctioning and insurance.

Professional Development

Training of stakeholders on-line in groups and one on one or small groups in compliance with the Reopening Ontario Act and HNO policies

• HNO Hockey Canada Skill Development Program Policy
• Gender Identity and Expression
• Hockey Canada Safety Program/Hockey Trainers Certification Program
• Officials On-Line Recertification
• Respect-In-Sport

Stage 3 - Informal Programming

General Rules

• Leagues must contain no more than the required maximum participants total set for by the Reopening Ontario Act. If participants in a league exceed the maximum total, the league must divide into smaller groups of no more than the maximum total. Players are not yet permitted to play against players outside of their league or group. As of August 26th, the Reopening Ontario Act states the maximum participants total per league is 50. Leagues exceeding 50 must divide into smaller sub-leagues not to exceed 50.
• Participants may only participate in one league within HNO.
• No affiliations allowed between leagues.
• No deliberate body contact (i.e. body check, intentionally causing body contact between two or more players) during all sanctioned activities.
  • Player that deliberates intentional body contact in game play (i.e. body check, intentionally causing body contact between 2 or more players) is assessed 2 minutes for Deliberate Body Contact.
• HNO will not be sanctioning any tournaments/jamborees in Stage 3.
Development Period (September 14th to October 14th)

Team Formation

Associations are encouraged to use a “Blind Draft” format, but if tryouts/evaluations are deemed necessary, they must abide by the applicable General Rules in the section above.

- If the number of participants attending a tryout/evaluation is over the limit of allowed participants in a league, the participants must be divided into separate groups that does not exceed the maximum limit during the full duration of the tryout. Participants in one group will not be allowed to participate against participants in other groups.
- Spectators/Evaluators must abide by the Facility’s policies and/or procedures.
  - Total Spectators/Evaluators must not exceed the in-person gathering limit described in the Reopening Ontario Act and/or the Facility’s limit on spectators/evaluators.
  - Must social distance.
- See Facilities section for compliance with HNO Return to Hockey Framework.
- Must be compliant with all player pathway policies.

Development (Following Team Formation)

- Team practices focused on skill development only allowed.
  - Social distancing during drills encouraged.
  - Key focus on skating and puck skills.
- No competition/gameplay/scrimmages allowed.

Informal Competition Stage (October 14th - TBD)

*October 14th is a tentative start date and is subject to change in accordance with the Reopening Ontario Act, Public Health Guidelines, and HNO’s discretion*

- Gameplay allowed and must abide by the General Rules section listed above.
- U7, U9, and U11 Player Pathway Policies remain in effect.

Stage 4 - Traditional Hockey

This stage will include Traditional Hockey without the restrictions in Stage 3. For HNO to transition into this stage, it must be in compliance with the Reopening Ontario Act.
Phase 3 - Recover, Protect, and Support

Stage 1 - Registration Numbers

Implementation of a collective recruitment initiative in conjunction with the Ministry of Heritage, Sport, Tourism, Culture, and Industries, and Hockey Canada to bring participants back to hockey to pre-COVID-19 numbers for the 2021-2022 season.

Stage 2 - Internal Events

Planned approach to operating and hosting of tournaments across HNO with teams from across Ontario.

Stage 3 - Integration Outside of the Province

Identifying National and International hosting opportunities for events and tournaments.
Facilities

Public and Private facilities that are providing training to hockey need to ensure that they maintain their own insurance on their facility and are in compliance with the Ministry of Labour Protocols and those protocols specific to the Ontario Government Emergency Order.

All hockey programming providers that are sanctioned by the Provincial Sport Organizations in Ontario will:

- be listed on the HNO website and will be able to present a Hockey Canada Insurance Certificate and PSO Certificate of Sanctioning.
- be required to complete a tracking document of participation use and an ice surface by ice surface training attendance form;
- be required to have a COVID-19 Contact Person; and
- have a team staff screen participants prior to entering the facility, complying with entrance time protocols with the Facility (see appendix).

Facilities are directed to utilize the information provided by the Ontario Recreation Facilities Association (ORFA) as an industry standard material: ORFA Reentering and Reopening.

Hockey Association/Team/League’s Role (Prior to 2020-2021 Season):

Minor Hockey Associations are encouraged to meet with their local facilities/municipalities to discuss the following agenda:

- Expected date of ice implementation.
- Expected cost of ice.
- Discuss the meeting objectives in Agenda outlined below.

Facility Meeting Agenda

Entrance to Arena is based on facility plan and all sport groups are required to have a meeting with the facility based on the following agenda:

- Parking Lot Entrance
- Entrance Doors
- Entrance Process
- Entrance Time
- Dressing Rooms/showers allowed or not allowed
- Changing of equipment process - What is the capacity of the dressing rooms if allowed.
- Dropping off Minor participants – Parents/Attendance – number of attendees permitted to support and watch
- Conduct of Parents in the stands (i.e. food and beverage maintaining facility cleanliness) – if spectators allowed
- Items allowed in the facility (bags, food, and beverage)
- Cleaning and disinfection procedures
- Staff screening policy
- Exit Strategy
Other Facility Specific Issues

- Tenant Dressing Room Requirements must be dealt with in a meeting with facility to determine contractual agreements on responsibilities
- Look to plan for longer ice-times rental
- Warming up within the facility

Reporting of incidents of injury or COVID-19 to facility personnel

- Until a standardized form is approved with all facilities the form that is provided by the facility will be the required form.

Equipment Storage

- Each rink will have to determine private storage requirements and if applicable should be part of your meeting agendas.
Certification of Validation and Insurance

The following validation process will be put in place to ensure that each group or individual operating meets HNO standards that focuses on athlete safety.

This certificate is issued to Junior Teams, Minor Hockey Associations and Hockey Canada Licensed Skill Development Programs under the jurisdiction of HNO. The approved bearer of this certificate is compliant with both the HNO Return to Hockey Framework and the Hockey Canada Safety Guidelines.

Facilities will be able to verify HNO programming based on the Certificate of Insurance.

Certificate of Insurance: Each organization will be required to have a valid Certificate of Insurance present with them for any hockey activities. Associations will apply for their Certificate of Insurance on HNO's Website.

Certificate of Validation: The certificate will be presented to you on meeting all the requirements set out in the HNO Return to Hockey Framework. The Association must contact the HNO Executive Director via email for the Certificate of Validation.
Chief Medical Officer

Mandate:
The Chief Medical Officer Ontario Hockey is responsible for providing the Provincial Sport Organizations (being the Ontario Hockey Federation (OHF), Hockey Eastern Ontario (HEO), Hockey Northwestern Ontario (HNO) and Ontario Women’s Hockey Association (OWHA) hereinafter referred to as the PSOs), Boards and staff with medical advice and comprehension regarding decisions and the impact of those decisions due to COVID-19 and the direction from the Ontario Government and Public Health Authorities.

Key Duties:
• Act as the medical consultant for the PSOs to respect of COVID-19 with the mandate to abide by the Ontario Government and Public Health.
• Act as the medical consultant for the individual PSOs in respect of COVID-19 if the Ontario Government opens regionally.
• Maintain professional status and be in good standing with their respective licensing College.
• Be the medical spokesperson for the PSOs.
• Advise the PSOs on risk management issues especially with respect to medical issues.
• Advise the PSOs on research projects and issues especially with respect to medical issues.
• Advise the PSOs on event sanctioning.
• Act as a consultant for international tournaments held in the PSOs jurisdiction.
• Act as a liaison with the Hockey Canada Chief Medical Officer concerning medical issues.
• Such additional duties as may be delegated to the Chief Medical Officer Ontario Hockey by the PSOs from time to time

Authority:
The Chief Medical Officer Ontario Hockey, will exercise their authority as set out by any Hockey Canada or PSO regulation or in accordance with this job description.

Appointment:
For the role of Chief Medical Officer Ontario Hockey there will be a short canvasing period of the PSO’s Boards and OHF Members Boards for potential candidates. Based on the potential candidates the Chief Medical Officer Ontario Hockey shall be appointed by the PSOs Chairs of the Board, in consultation with the CEO/EDs, for a one-year term that is renewable. The Chief Medical Officer Ontario Hockey has no voting rights.

Meetings:
The Chief Medical Officer Ontario Hockey will attend meetings in person and via conference call, via invitation from any of the PSO’s Chair of the Boards. PSO’s members must obtain the approval of their respective PSO Chair of the Board before making any such invitations.

Resources:
The Chief Medical Officer Ontario Hockey will receive the necessary resources from the PSOs, to the
extent approved in the annual budget, to fulfill his or her mandate. They will also receive the necessary administrative support from the PSOs office.

Reporting:
The Chief Medical Officer Ontario Hockey will report to the PSO’s Board as required and to the CEO/ED.

Requirements:
The Chief Medical Officer Ontario Hockey will be licensed to practice as a Physician in the Province of Ontario. Experience as a Sport Medicine Physician and membership in CASEM will be considered an asset.

Renumeration:
The Chief Medical Officer Ontario Hockey is a volunteer role with no remuneration except for expenses related to the attendance of meetings for the purpose of this role and other expenses as determined by the PSOs.

Insurance Coverage:
The Chief Medical Officer Ontario Hockey will fall within the Hockey Canada Insurance program including the Directors and Officers Insurance for the activities of the Chief Medical Officer Ontario Hockey related to this specific role.

Regional Chief Medical Officer
If it is determined that we require Regional Chief Medical Officers to support implementation as we continue to proceed through the Return to Hockey Framework, they will be appointed at that time.
# Stakeholder Requirements

The following chart outlines the requirements that individuals in different leadership positions must have in order to train, support and/or coach registered hockey players.

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<th>Coach</th>
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<th>On-Ice Volunteer</th>
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Safety Guidelines

*All HNO Members are expected to keep up to date with Public Health recommendations recognizing that orders or guidelines may change during this fluid time*

- All team staff/participants must review the [Hockey Canada Safety Guidelines](#).
  - All Team Staff, managers, officials, and Executives are mandated to take the Hockey Canada Safety E-Learning Module. It is recommended that one parent/guardian of each participant takes the e-learning module. This new e-learning module, hosted on Hockey University, will be available at no cost and offers a concise overview of [Hockey Canada’s Return to Hockey Safety Guidelines](#). The program looks at some key information you need to know to help reduce the risk of COVID-19 in the hockey environment.

- Players to distance themselves from other players while on the bench as much as possible. Avoid physical contact at all times while on the bench.

- All teams (including Junior) must designate a COVID-19 contact person to ensure all safety guidelines are being followed.

- Minor Hockey Associations must declare a COVID-19 contact person to ensure all safety guidelines are being followed and teams have declared their COVID-19 contact person. MHA’s must ensure they have an updated tracking list for all Team's COVID-19 contact people available upon request at all times.

- Team staff/Off-Ice officials must wear masks during game play and inside the dressing rooms. Team staff must ensure social distancing is taking place inside the dressing room. All participants, spectators, team staff, and officials must abide by the Public Health mask requirements while inside the facility.

- Team Staff and Trainers are recommended to keep hand sanitizer readily available at all times.

- It is recommended that all participants consider using full face visors instead of traditional cages.
Note that the procedure below applies to non-injury related illness and all other return to play guidelines specific to injuries still apply.

Return to Hockey Procedures

COVID-19 affects different people in different ways. Most infected people will develop mild to moderate illness and recover without hospitalization.

**Most common symptoms:**
- Fever
- Dry cough
- Shortness of breath

**Less common symptoms:**
- Runny nose
- Aches and pains
- Sore throat
- Diarrhea
- Conjunctivitis
- Headache
- Loss of taste and/or smell
- Skin rash, or discolouration of fingers and toes

**Serious symptoms:**
- Difficulty breathing
- Chest pain or pressure
- Loss of speech or movement

Seek immediate medical attention if you have serious symptoms. Always call before visiting your physician or health facility.

On average, it takes 5-6 days from infection for symptoms to show, but it can take up to 14 days.

**PARTICIPANT FEELS ILL AT THE FACILITY/ACTIVITY**

Participant advises team staff/safety person immediately.

Participant receives a cloth mask and wears immediately. Anyone caring for the participant should also wear a cloth mask.

Parents/guardians are advised and take the participant home. If the participant is an adult, they will leave immediately if well enough to drive. If there is a delay in leaving the facility, they should find a location to isolate.

Contact a physician and call the local public health line. Follow isolation requirements of public health authorities. The participant will require a note from their physician to return to activity.
If a participant has COVID-19, they should follow up with their physician and public health authority for instructions.

Any participant with suspected or confirmed COVID-19 should not return to the hockey environment until all public health authority steps have been completed. They will require a note from their physician or public health authority to return to activity.

If a participant is confirmed to have COVID-19, refer to the following section for recommended communication.
Important!

If a sick participant (or their parent/guardian if the participant is a minor) elects to inform a team/hockey association/Member that they have been diagnosed with COVID-19, the individual informed shall seek the sick participant/their parent’s/guardian’s consent to contact public health authorities in order to obtain advice on communication with other potentially impacted participants. The sick participant (or their parent/guardian if the participant is a minor) should be asked to advise Public Health of this consent.

Explain the communication that will take place and NEVER disclose the sick person’s name.

In Canada, the management of public health crises is a matter involving close coordination between all levels of government. There is therefore a variety of public and private sector privacy legislation at the federal, provincial and territorial levels that govern the collection, use and disclosure of personal information. There are provincial and territorial privacy authorities that oversee compliance with the privacy legislation at the federal, provincial and territorial levels that govern the collection, use and disclosure of personal information. There are provincial and territorial privacy authorities that oversee compliance with the privacy legislation in their respective jurisdictions, and some have published their own statements relevant to the matter of COVID-19.
Appendix A

Ontario Government Resources
- Ontario Provincial Government COVID-19
- Ontario Emergency Orders
- A Framework for Reopening our Province
- Ontario Law and Safety

Hockey Canada Resources
- Hockey Canada’s Safety Guidelines

HNO Resources
- HNO Screening Policy
- Gender Identity Training
- HNO Confidentiality Statement
- HNO Confidentiality Implementation Manual
- HNO Dressing Room Policy
- HNO Dressing Room Implementation
- Respect in Sport
- HNO Harassment, Abuse & Bullying Policy
- HNO Concussion Code of Conduct
- Rowans Law Resources Ages 10 and under
- Rowans Law Resources Ages 11 - 14
- Rowans Law Resources Ages 15 and up
- Hockey Canada Concussion Card
- HNO Social Media Policy
- HNO Game Officials Code of Conduct
- HNO Players Code of Conduct
- HNO Team Officials Code of Conduct
- HNO Tobacco Policy
- HNO Billeting Policy
Appendix B

HNO Hockey Canada Licensed Skill Development Program

HNO, in conjunction with Hockey Canada, the Ontario Provincial Sport Organizations (Hockey Eastern Ontario, the Ontario Hockey Federation and the Ontario Women’s Hockey Association), and its Members developed the HNO Hockey Canada Licensed Skill Development Program to provide skills coaches the opportunity to become certified to deliver training within the Province of Ontario.

Coaches who complete the HNO Hockey Canada Licensed Skills Development Program will be compliant with the Ontario Government's Emergency Order that has allowed for the opening and controlled use of sporting facilities by a national sport organization funded by sport Canada or a member club of such an organization, a provincial sport or multi-sport organization recognized by the Ministry of Heritage, Sport, Tourism and Culture Industries or a member club of such an organization; or a professional sport league or a member of such a league.

Hockey Canada Licensed Development Specialists are qualified, skilled and capable of running the highest quality programs on the ice for Minor Hockey Associations (MHAs), Female Hockey Associations (FHAs) Coaches and Players. The certification process equips skills coaches to deliver approved curriculum as set out by Hockey Canada Development, Men’s High Performance and Female High Performance and ensures all participants engaging in private skill development are covered by Hockey Canada insurance.

On completion of the certification process coaches will be considered a Hockey Canada Licensed Development Specialist, which includes:

- Hockey Canada Certified Skills Instructor
- Hockey Canada Certified Goaltender Instructor
- Hockey Canada Subject Matter Expert/Skating Specific Instructor

Once certified, Hockey Canada Licensed Development Specialists can then operate both individual and group skill development sessions, Hockey School / Day Camp (if not hockey only additional insurance rider may be required) and/or Coach Mentoring Sessions provided for sanctioned hockey associations according to provincial regulations.

How to Become Certified

1. Please apply online by using the following links specific to your area of interest:
   - Skill Instructor
   - Goaltender Instructor

2. HNO will then work with applicants to ensure they receive the following prerequisite training:
   - Vulnerable Sector Screening (VSS) or Criminal Record Check (CRC)
   - Respect in Sport – Activity Leader Course
   - Gender Identity and Expression Course
   - Rowan’s Law Concussion Awareness and Acknowledgment Form
   - Hockey Canada Licensed Skill Development Program In-Process License Agreement
3. Following the completion of the Prerequisite Training, candidates will be provided with details to the online training course.
   o The first initial training sessions being offered by the OHF will start the week of June 22, 2020 and will include: Skills Analysis / Teaching Skills, Skating, Puck Control, Developing Defensemen, and Shooting and Scoring.
4. Post-Seminar Tasks will be issued following the completion of the online course.
5. Complete In-Person Training Weekend, which will consist of in-class and on-ice sessions.

The fee for the HNO Hockey Canada Licensed Skill Development Program is $1500.00 + applicable taxes.

How to Become Licensed

1. Must have been certified as a Hockey Canada Certified Skills Instructor, Hockey Canada Certified Goaltender Instructor or a Hockey Canada Subject Matter Expert/Skating Specific Instructor.
2. HNO will then work with applicants to ensure they receive the following prerequisite training:
   o Vulnerable Sector Screening (VSS) or Criminal Record Check (CRC)
   o Respect in Sport – Activity Leader Course
   o Gender Identity and Expression Course
   o Rowan’s Law Concussion Awareness and Acknowledgment Form
   o Hockey Canada Licensed Skill Development Program License Agreement

The annual licensee fee for Hockey Canada Licensed Development Specialist is $1500.00 + applicable taxes.
## Appendix C

Participant Screening Registry (available as a downloadable form on HNO Website)

### HNO Participant Screening Registry

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<thead>
<tr>
<th>#</th>
<th>Player/Coach Name (first, last)</th>
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**Participant Screening Questions**

1. Have you been in contact with anyone who has tested positive for COVID-19 in the past 14 days?

2. Have you travelled internationally (including the United States) in the past 14 days?

3. In the last 24 hours have you experienced any of the following:
   - Fever or chills
   - New or worsening cough
   - Shortness of breath
   - Sore throat or difficulty swallowing
   - Running, stuffy or congested nose
   - Lost sense of smell or taste
   - Pink eye
   - Unusual or long-lasting headache
   - Nausea, vomiting, diarrhea, or stomach pain
   - Unusual headaches that can’t be explained

If you answered yes to any of these questions, please go home & self-isolate right away.