



# Hall of Fame Selection Policy

## **1.0 Establishment of Selection Regulations**

These regulations are promulgated by the Board of Directors for Hockey NL. The Board has the power to amend these provisions and the Board's interpretation of the provisions shall be final. These regulations are enacted by Hockey NL.

## **2.0 Categories of Members**

There shall be three (3) categories in which persons can be elected as a Member of the Hockey NL Hall of Fame:

- (1) Player - a competitor or participant in hockey, including Female and para hockey, regardless of gender identity, recognized by Hockey NL (whether amateur or professional) and may include individual players, groups, associations, families, or teams.
- (2) Builder - any individual, group, association, or family which has made a major contribution toward the promotion, development, and advancement of all forms of hockey in Newfoundland and Labrador. Without restricting the generality of the foregoing, may include volunteers, officials, managers, trainers, coaches, physical fitness instructors, administrators and executive of athletic clubs, groups and associations affiliated or members of Hockey NL.
- (3) Media - any web-based, radio, print, and/or television broadcaster who has made an outstanding contribution to Hockey.

## **3.0 Eligibility for Election**

- 3.1 Player candidates shall be those who have achieved outstanding and extraordinary success while demonstrating exemplary values and/or personal characteristics, and makes a defining contribution to amateur or professional hockey as described in Appendix A.
- 3.2 Builder candidates shall be chosen on the basis of having made an outstanding and extraordinary contribution to the development and advancement of amateur hockey in Newfoundland and Labrador other than as a Player. They demonstrate exemplary values and/or personal characteristics. Builder nominees may be either active or inactive at the time of their consideration as described in Appendix A.

- 3.3 Media candidates shall be chosen for their longstanding coverage and contribution to the promotion and advancement of hockey.
- 3.4 No individual, group, association, family, or team shall be eligible for election to the HNL Hockey Hall of Fame in the Player category until a period of five (5) years has elapsed from the date of their, or its, retirement from active competition unless the Selection Panel feel in their absolute discretion, that special considerations and conditions exist to merit reduction of the period aforementioned.
- 3.5 Members of the Board of Directors, the Hall of Fame Selection Panel, or staff are not eligible for election to the Hall of Fame while serving in office.
- 3.6 Any nominee who has been considered, but not elected, shall remain eligible for consideration and election for five (5) selection processes and then will be removed from consideration unless there is a change to their nomination. No additional applications are required with an update letter being sufficient for submission.
- 3.7 Selection Panel Members may vote for up to eight (8) selections to any Hall of Fame class. No minimum number of inductees is required.
- 3.8 No more than five (5) candidates in the Player or Builder Category and no more than one (1) in the Media Category shall be elected in any given selection process.
- 3.9 The Selection Panel shall ensure that at least one (1) female candidate is nominated each selection process within the Player and/or Builder categories.

**4.0 Hall of Fame Selection Panel**

- 4.1 The Chair of the Selection Panel shall be nominated annually and be a Director nominated by the Chair of the Board and approved by the Board of Directors. They are entitled to voting rights for the Hall of Fame.
- 4.2 The Secretary of the Panel shall be the Executive Director, who shall be non-voting.
- 4.3 The number of persons appointed to the Selection Panel shall be seven (7) members which shall have the following membership:

- a)——Chair of the Selection Panel, who must be a Director of Hockey NL

- b)——six (6) additional members, who shall not currently be standing for selection to the Hall of Fame;

Efforts shall be made for diversity and inclusion on the Hall of Fame Selection Panel.

- 4.4 Should there be insufficient members to meet the criteria of 4.4(a) to 4.4(c), the Chair of the Hall of Fame Selection Panel, in consultation with the Chair of the Board, shall be permitted to submit alternate individuals to the Board of Directors equal to the number of absentees for approval. The Chair of the Hall of Fame Selection Panel shall do their best to satisfy the criteria in section 4.4 but when unforeseen circumstances arise the Chair shall nominate, and Board of Directors approve, the best candidates based, first and foremost, on knowledge and fairness.
- 4.5 The membership of the Hall of Famer Selection Panel should be as broadly representative as possible of the diversity of Newfoundland and Labrador.
- 4.6 Membership on the Selection Panel shall be granted as per the Bylaws of Hockey NL for a tenure of two (2) years. Notwithstanding, the Chair of the Board shall have the right to dissolve the Selection Panel following any selection process.
- 4.7 Members of the Selection Panel shall possess a general knowledge of the history and traditions of hockey, particularly in Newfoundland and Labrador, and whose prestige, judgment and integrity are most likely to ensure the fair and impartial assessment of the qualities of the nominees submitted for their consideration and to assure that the qualifications defined herein shall be met.
- 4.8 Appointments to the Hall of Fame Selection Panel by the Board of Directors may be made at any time to fill vacancies occasioned by resignation, death, or unavailability. In the event that a member of the Panel is temporarily unavailable, a substitute may be appointed by the Chair of the Board of Directors on an ad hoc basis.
- 4.9 Each committee member, including the Chair of the Hall of Fame Selection Panel, shall have one (1) vote on each ballot of election proceedings.
- 4.10 The members of the Hall of Fame Selection Panel shall serve without remuneration but shall be entitled reimbursement of expenses actually incurred in attending a meeting or in carrying out any assignment authorized by the Board of Directors as per Hockey NL Finance Policy.
- 4.11 The Board of Directors may remove any Hall of Fame Selection Panel member for cause, before the expiration of their term of office, and may, by a majority of the votes cast at that meeting, elect any eligible person in their stead for the remainder of their term.

## 5.0 Nomination of Candidates

- 5.1 Nominations for selection may be made by any member not serving on the Selection Panel or by a member of the general public, and they should have the right to submit up to six (6) nominations.
- 5.2 The Hall of Fame Selection Panel shall encourage nominations as outlined in 5.1, working with members of Hockey NL to recognize individuals worthy of induction.
- 5.2 All nominations shall be made in writing (preferably typewritten) to the Selection Panel and shall contain the fullest possible information, date, and records of the merits of each candidate.
- 5.3 The form of the nominations shall be prescribed by the Selection Panel and all nominations submitted shall be in accordance with the required form. Forms can be obtained from the Hockey NL Office and online at [www.hockeynl.ca](http://www.hockeynl.ca).
- 5.4 All nominations must be received prior to the deadline for each acceptance period ninety (90) days prior to the Hall of Fame Induction Ceremony by the Executive Director, as Secretary of the Hall of Fame Selection Panel. Those nomination forms not received by the deadline shall not be considered for that selection process but shall be included with the submissions for the following selection process.
- 5.5 Once all nominations are received, a summary of all submissions shall be created and included with the Selection Panel Review Package. All eligible candidates shall have their submission included with the review package. This package shall be vetted by the Hall of Fame Selection Panel Chair, the Executive Director, and the Chair of the Board of Directors to ensure the candidate is in good standing and would be in violation of eligibility rules for the Hall of Fame. Once vetting is completed, the packages will be emailed to each voting member of the Hall of Fame Selection Panel no later than fifteen (15) business days from the close of eligibility by the Hockey NL office.
- 5.6 A list of nominations will be kept by Hockey NL of the following:
- i) all who have been nominated to the “active” list;
  - ii) all who have been inducted; and
  - iii) all who have been placed on the “inactive” list
- 5.7 All nominations on the “active” list shall be eligible for consideration each selection process as per Section 3.6 until the nominee is inducted or transferred to the “inactive” list after five (5) selection processes without any additions/changes to their submission for consideration.

5.8 Any individual who receives one (1) or less votes on two consecutive selection cycles shall be moved to the “inactive” list. They shall be eligible to be moved back to the active list should additional/changes to their submission be received for consideration.

## 6.0 Procedure for Election

6.1 The Secretary of the Selection Panel (Executive Director of Hockey NL) shall coordinate and distribute all eligible nominations to the Hall of Fame Selection Panel.

6.2 The Selection Panel shall then undertake a Review Meeting with the Chair and Secretary for review of those candidates eligible for selection. This meeting will ensure all Selection Panel Members are informed of the candidates eligible for selection and that they have cleared the vetting process. Any questions a Panel Member may have with respect to a candidate’s eligibility shall be covered in this Review Meeting.

6.3 The Selection Panel members will have up to two (2) weeks to review and prioritize their Ranking top eight (8) candidates, no more than five (5) in the Player or Builder Category and no more than one (1) in the Media Category.

6.4 Following the two (2) week ranking period, the Panel shall reconvene for the election of candidates. During the election meeting, the following shall be applied:

6.4.1 The Secretary shall collect the rankings of the Selection Panel Members. They shall then generate a voting list of the top ten (10) candidates from these rankings. Rankings will be assigned points with eight (8) for first rank and one (1) for the eighth rank. Write-in votes, or votes not listed on official ballots, are not permitted.

6.4.2 Should there be more than eight (8) candidates put forward by a Selection Panel member, only the top eight (8) ranked shall be considered for the final ranking.

6.4.3 For election, the candidates, to a maximum of eight (8), shall be considered successful nominations for induction if:

- i) they have received sufficient votes to rank them in the top five (5) for the Player or Builder Category or the top one (1) candidate in the Media Category; and
- ii) they are selected by five (5) of the seven (7) voting members;

6.4.4 If there is a two-way tie for fourth place in any category, both nominations will be successful, reaching the maximum quota of 5. If there are more than two tied for fourth place, those nominations will go to a second ballot. If there are candidates who receive four (4) votes, they may be presented to the Selection Panel on a second

ballot. Selection Panel members are not required to vote on a second ballot if they are not satisfied with the remaining candidates.

6.5 During this meeting, Selection Panel members shall be able to ask any questions they may have regarding candidates and the final slate of candidates for selection into the Hall of Fame shall be discussed and confirmed.

6.6 All voting and submissions are to be made **Independently** ensuring their positions on candidates for induction are made impartially.

## **7.0 Certification and Publication**

7.1 The Executive Director, as Secretary of the Hall of Fame Selection Panel, shall have the responsibility to tabulate the results submitted. They shall convey the results of the voting to the Chair of the Hall of Fame Selection Panel who shall present them together at a meeting of the Board of Directors at the earliest possible time thereafter to consider the selections and affirm the election.

7.2 Upon the approval of the recommendations of the Hall of Fame Selection Panel by a majority of the Board of Directors, the Chair of the Board of Directors, or their designate, shall first notify each new Inductee.

7.3 The names of the persons approved for induction into Newfoundland and Labrador Hockey Hall of Fame will be publicly released after notification of all of the Inductees has taken place. This Public Release shall be done by the Executive Director of Hockey NL.

## **8.0 Confidentiality**

8.1 No member of the Board of Directors, the Hall of Fame Selection Panel, or the staff shall divulge or disclose the results or other particulars of the balloting, or any information related to the discussions or decisions related Hall of Fame Selection and those covered in Section 7.0.

## **9.0 Removal of a Member from the Newfoundland and Labrador Hockey Hall of Fame**

9.1 The decision to remove a Member from the Newfoundland and Labrador Hockey Hall of Fame shall be on the recommendation of:

- i) the Hall of Fame Selection Panel made to the Board of Directors; or
- ii) the Board of Directors;

- 9.2 This recommendation shall be based on evidence, guided by the principle of fairness, and shall only be made after there has been an ascertainment of the relevant facts relating to the case under consideration.
- 9.3 The removal of a Hall of Fame Member shall be considered if:
- i) the person has been convicted of a criminal offence; or
  - ii) the conduct of the person:
    - a) constitutes a significant departure from generally recognized standards of public behaviour which is seen to undermine the credibility, integrity or relevance of the Newfoundland and Labrador Hockey Hall of Fame, or detracts from the original grounds upon which the induction was based; or
    - b) has been subject to official sanction by a court of law, an adjudicating body, professional association, or other organization.
- 9.4 The removal of a Member is the sole sanction for a person inducted into the Newfoundland and Labrador Hockey Hall of Fame.
- 9.5 The removal procedure will proceed in the following stages:
- i) A request to consider the removal of a Member may be made by any person in writing to the Chair of the Board of Directors or the Chair of the Hall of Fame Selection Panel. If the Board of Directors determines that the grounds for removal are considered to be insufficient or spurious, the Chair of the Hall of Fame Selection Panel will send a reply to the person who made the request to that effect.
  - ii) If the Board of Directors determines that there may be reasonable grounds for removal of the Hall of Fame Member, the request will be forwarded to the Hockey NL Complaints and Screening Committee.
  - iii) The Hockey NL Complaints and Screening Committee will consider the request and if, in its opinion, there are insufficient grounds to proceed further, the Chair of the Board of Directors shall be notified, and they will send a reply to the person who made the request to that effect.
  - iv) If the Hockey NL Complaints and Screening Committee determines that there may be reasonable grounds for removal of the Hall of Fame Member, the request will be subject to the remainder of this removal procedure.
  - v) The Chair of the Board of Directors will send, by registered mail, a written notice advising the person or their next of kin, on the basis of the allegations of fact set out in the notice, that the removal of their membership is under consideration. The

notice will advise the person or their next of kin that, within the time prescribed in the notice, they may:

- a) resign from Newfoundland and Labrador Hockey Hall of Fame (see vi); or
  - b) make representations respecting the matter under consideration or any allegation of fact set out in the notice. The notice will also indicate that the removal process will continue, even if the person omits to reply within the prescribed time.
- vi) If the person chooses to resign from Newfoundland and Labrador Hockey Hall of Fame, the person shall notify the Chair of the Board of Directors in writing of that fact within the time prescribed in the notice. After the acceptance of the person's resignation by the Board of Directors, the person's name will be struck from any list held by Hockey Newfoundland and Labrador and the person must return the Inductee's Hall of Fame items of recognition, which may include jacket and/or pin, to Newfoundland and Labrador Hockey Hall of Fame.
- vii) If the person elects to make representations respecting the matter under consideration or any allegation of fact set out in the notice, the person or their representative may, within the time prescribed in the notice or as otherwise authorized by the Board of Directors, make representations in writing.
- viii) If, within the time prescribed in the notice or authorized by the Board of Directors, the person fails to reply to the notice, the Hockey NL Complaints and Screening Committee shall review the case in accordance with the procedures provided for in (ix).
- ix) If the person has made representations, all relevant documentation will be sent to the Hockey NL Complaints and Screening Committee for its consideration. After due consideration and consultation with the Hall of Fame Selection Panel, the Hockey NL Complaints and Screening Committee will produce a report that contains its findings and recommendations with respect to whether or not to remove the person's membership.
- x) The Board of Directors will pass a resolution, in accordance with the recommendation of the report to either:
- a) advise the person in question that they remain in the Newfoundland and Labrador Hockey Hall of Fame; or
  - b) to remove the person's appointment to the Newfoundland and Labrador Hockey Hall of Fame.

- xi) Notice of the removal of the person's appointment to the Newfoundland and Labrador Hockey Hall of Fame shall be published as appropriate.

#### **10.0 Hall of Fame Induction Ceremony**

- 10.1 The Newfoundland and Labrador Hall of Fame Induction Ceremony is held once annually at a site and on a date determined by the Board of Directors.
- 10.2 When an individual who is selected for induction into the Newfoundland and Labrador Hall of Fame cannot attend the current Induction Ceremony because of a scheduling conflict, that person shall be inducted in absentia.

## Appendix A

### Selection Criteria Guide for Player Category

Below is intended to be a guide for our Selection Panel when evaluating athlete nominations:

1. **Dominance** - how big was/is the gap over peers?
2. **Achievement** – Championships and/or major awards achieved?
3. **Consistency** - can/could the athlete be counted on to consistently deliver great performances?
4. **Longevity** – Years in sport achieving at the highest level - great for how long?
5. **Skill Range** – was the athlete great at many aspects of the game?
6. **Wow factor** - when you saw the athlete perform or heard of their ability, were they able to do things that others simply couldn't?
7. **Depth/Quality of Competition** – level of competition when they competed and how accomplished are/were they versus their opponents?
8. **Performance Under Pressure** - in the biggest moments, how good is/was the athlete?
9. **Legacy** - to what degree can you think of the Hockey in Newfoundland and Labrador without thinking of this athlete? What impact, if any, long term did this athlete have on the development/recognition of Hockey in this province?
10. **Character** - demonstrates self-sacrifice, teamwork, perseverance, and work ethic.
11. **Sportsmanship** – demonstrates respect for the game and the people they play it with.

## Appendix B

### Selection Criteria Guide for Builder/Media

1. **Coaching, managerial, or executive ability** – growth of the organization(s), impact on hockey and Hockey NL, impact on community.
2. **Ability in another significant off-ice role** – outstanding dedication, impact on community or organization.
3. **Sportsmanship** - demonstrates respect for the game and the people they play it with.
4. **Character** - demonstrates self-sacrifice, teamwork, perseverance, and work ethic
5. **Contributions to their organization or organizations**
6. **Contribution to the game of hockey in general**
7. **Officiating Ability** – length of service, high level of participation, body of work completed.
8. **Level of involvement with hockey through the media** – consistent, lengthy, impactful commentary on the game of hockey.
9. **Years of Service** – in media, as a volunteer, in their role
10. **Consistency in raising the profile of hockey across Newfoundland and Labrador**