
HOCKEY EASTERN ONTARIO

One Team, One Mission, One Goal



MEMO

October 9, 2025

To: District Chairs, MHA Presidents, Junior League Commissioners

Cc: HEO Board of Directors

From: Debbie Rambeau, Executive Director HEO

RE: HEO Policy on Alcohol, Drug and Cannabis Use Reminder

HEO would like to remind all Members, bench staff, and participants of the **HEO Policy on Alcohol, Drug, and Cannabis Use.**

You can review the full policy here: [645 – Alcohol, Drug and Cannabis Policy \(PDF\)](#)

HEO is committed to ensuring the safety and well-being of all participants both in the rink and beyond. Recently, we have become aware of the growing presence of a new nicotine product, ZYN, which has made its way into Canada and is reportedly appearing in and around dressing rooms and rinks.

We ask everyone to remain vigilant and to help us maintain a safe and healthy environment for all participants by adhering to HEO's policies and setting a positive example.