

CODE OF CONDUCT



PURPOSE

The purpose of this policy is to outline the code of conduct standards expected by all those connected with Carstairs Minor Hockey Association. Our reason to exist is really simple, to help get children on the ice to have fun – that’s it.

OUR BASIC CODE OF CONDUCT

1. Members have an obligation not only to abide by the By-laws, Rules and Regulations of the Association, but also to act in a manner that evidences their commitment to the principles and intent of the By-laws, Rules and Regulations
2. All members should expect to be treated equitably and fairly in all matters. Members shall not discriminate against other members by means of different, unequal or inconsistent treatment applied to individuals or segments of the members
3. Private interests shall not provide the potential for, or the appearance of an opportunity for benefit, wrongdoing or unethical conduct
4. Information or data entrusted to members for use in their capacity or position shall not be disclosed in a manner that may cause embarrassment to the Association or betrays a trust of confidence
5. Members shall at all times exhibit deportment that maintains the Association’s reputation and shall at no time harm or hinder the Association or its ability to represent the sport
6. No member shall harass another member by actions that include, but are not limited to, unwelcome remarks, invitations, request, gestures or physical contact that, whether indirect or explicit, has the purpose or effect of humiliation. There is zero tolerance for hazing or “Cage Rage” at any CMHA event, home or away
7. The interaction or involvement of members under the jurisdiction of the Association shall not result in threats, intimidation or inflicted physical distress between such members whether implied or explicit
8. No profanity shall be tolerated at any CMHA functions

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ZERO TOLERANCE

9. Zero tolerance is a policy developed by the Canadian Hockey Association and endorsed by the CMHA. It deals with players and coaches who show disrespect to all on ice officials
10. Any verbal abuse or physical gestures designed to intimidate or embarrass officials will be penalized. To curb abuse, officials will penalize team officials and players who, through words or gestures, make an obvious attempt to:
 - a. intimidate an official
 - b. challenge the authority or competence of an official
 - c. incite abuse or disrespect of an official by others
 - d. embarrass an official
 - e. direct personal comments or gestures at an official

Penalty will be a “game” or “gross” misconduct and a review by the Division Coordinator or Zone Disciplinary person for further action if necessary

11. The CMHA has endorsed a third component to this policy. It deals with fans and or parents who abuse on or off ice officials. Any abuse directed towards these officials will result in immediate stoppage of the game by the referee. The individual (s) will be ejected from the rink and failing to do so will cause the forfeiture of the game by the team he/she is associated with
12. If it cannot be determined who he/she is associated with, the police will be called and charges laid
13. Any destruction of CMHA property and/or equipment, or any facility will result in an automatic suspension for that player(s) and an automatic 1 game suspension of head coach
14. All damages will be the responsibility of the player or parent/guardian and must be paid in full before the player will be allowed to return to the ice (practice or game)

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ABUSE AND NEGLECT

15. When any person has reasonable grounds, in the course of Hockey Alberta business, activities or events that a child is being abused or neglected, he or she shall report this belief to the child protection authorities and/or Police. Hockey Alberta's General Manager should also be advised of the intent to report
16. Hockey Alberta shall take no further action until such time as the authorities and /or Police have concluded their investigation unless there is cause for an immediate suspension on an interim basis to protect the child from further harm
17. The matter shall than be dealt with as a disciplinary matter pursuant to this policy and the report of the investigation carried out by authorities may be utilized as require by Hockey Alberta.

HARASSMENT

18. Harassment is a form of discrimination. Harassment is prohibited by human rights legislation. In its most extreme forms, harassment can be an offence under the Criminal Code of Canada. Harassment is defined as conduct, which is disrespectful, insulting, intimidating, humiliating, offensive or physically harmful. Types of behavior which constitute harassment include, but are not limited to:
 - a. Unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex or sexual orientation
 - b. Condescending, patronizing, threatening or punishing actions which undermine self-esteem or diminish performance
 - c. Practical jokes that cause awkwardness or embarrassment, endangers a person's safety or negatively affect performance
 - d. Unwanted or unnecessary physical contact including touching, patting or pinching
 - e. Any form of hazing
 - f. Any form of physical assault or abuse
 - g. Any sexual offence
 - h. Behavior such as those described above which are not directed towards individuals or groups, but which have the effect of creating a negative, hostile or uncomfortable environment
 - i. Cyber bullying

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VOLUNTEER CODE OF CONDUCT

19. Expect no special rights or privileges because you are a volunteer
20. Understand that even though you may not agree with all CMHA policies or practices, as a representative of the organization, you have an obligation to publicly support them and at all times abide by them. If you do not agree with them, you can work within the system to have them changed
21. Accept that because you are a representative of the CMHA, your actions, either positive or negative, reflect back on all of the other volunteers in the organization
22. Base your decisions and actions on what is best for the majority of hockey players while respecting the rights of the individual
23. Be prepared to listen and respond to any concerns brought to you
24. Be prepared to listen to ideas from other people even though they may differ from your own
25. Judge ideas on their own merit, and the benefit they can bring the hockey player and don't fall back on "But they've always done it this way."
26. Work patiently for improvement ... do not expect too much too quickly
27. Be slow to anger and hard to discourage
28. Anticipate people's shortcomings and make allowances for them
29. Be prepared to put in long, hard hours with little or no recognition except the self-satisfaction of knowing you have accepted a challenge many turn away from
30. Recognize the value and importance of volunteers. After all, have you offered to do the job? If you feel strongly about a particular aspect of the association, consider volunteering – we always need volunteers!

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PARENT CODE OF CONDUCT

31. Do not force an unwilling player to participate in sports
32. Remember that participants should be involved in organized sports for their enjoyment, not yours
33. Encourage son/daughter to always play by the rules
34. Teach your son/daughter that honest effort is as important as victory and that if you give your best, then you have won, regardless of the score
35. Turn defeat to victory by helping your son/daughter work toward skill improvement and good sportsmanship. Never ridicule or yell at your son/daughter for making a mistake or losing a competition
36. Congratulate your son/daughter on honest effort and skill improvement, not just goals and assists – use the car journey home wisely...support and lift up rather than chastise and put down
37. Remember that players learn best by example. Applaud good plays by either team
38. Remember the Respect in Sport principles. Pressure from parents is the number one issue for minor hockey coaches. Parents often focus on their own child excelling but hockey is a team sport. Your child and their friends are watching your behaviour...what are you going to show them today?
39. Do not publicly question the official's judgment and never their honesty. After all, have you offered to do the job?
40. Abuse of players, coaches, officials, spectators or volunteers will not be tolerated
41. Actively support all efforts to remove verbal and physical violence from hockey
42. Recognize the value and importance of volunteers. They give their time and resources to provide hockey for your child. If you have a strong opinion about something, get involved!
43. Attend as many practices and games as you are able. Seek car pools to help out
44. Have players at the rink at coaches specified times before games and practices

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PLAYER CODE OF CONDUCT

45. Play for the “fun of it”, not just to please your parents or coach
46. Play by the rules
47. Never argue with the official’s decisions. Let your captain or coach ask any necessary questions
48. Control your temper... no “mouthing off”, throwing tantrums, breaking or throwing sticks or other equipment
49. Work equally hard for yourself and your team... your team’s performance will benefit and so will you
50. Be a good sport. Cheer all good plays whether your team’s or your opponent’s
51. Show some class
52. Treat all players as you would like to be treated. Don’t interfere with, bully, or take advantage of any player
53. Remember that the goals of the game are to have fun, improve your skills, and feel good. “Don’t be a show-off” or try to get the most points or penalties. You are part of a team
54. Co-operate with your coach, team-mates, officials and opponents
55. Use of drugs and alcohol (at any time during the season) at a sanctioned Minor Hockey function will result in suspension
56. Use of tobacco products by minors will not be tolerated, and will result in disciplinary action