

CODE OF CONDUCT



PURPOSE STATEMENT

The purpose of this policy is to meet the requirements of Article 9 of the Carstairs Minor Hockey Association Bylaws to outline the code of conduct expectations for all members and participants of the Association with a goal of ensuring that Carstairs Minor Hockey fosters a safe, enjoyable and inclusive environment for on and off ice player development.

SECTION 1 - CODE OF CONDUCT GUIDELINES

- 1.1 In accordance with CMHA Bylaws, all Members are required to sign the Code of Conduct, as contained in Schedule "A", annually at the time of registration. Additionally, all Members are required to review the Player Code of Conduct, as contained in Schedule "B" with their child prior to on-ice activities. No Members shall be permitted to participate in CMHA activities prior to completion of this requirement.
- 1.2 All Members have an obligation to read, understand and adhere to the Bylaws and Policies of the Association and to commit to demonstrating behavior that parallels the requirements and objectives of those documents.
- 1.3 All volunteers of the association are required to review and adhere to the additional Code of Conduct policies as contained in Schedule "C".
- 1.4 The Code of Conduct shall be in addition to any of the regulations and requirements outlined by Hockey Canada's Respect in Sport course that is required to be taken and adhered to.
- 1.5 The CMHA has zero tolerance for any breach of this Policy and has established a Disciplinary Committee to review any breaches of the Association's Code of Conduct. All Members are required to adhere to a twenty four (24) hour cooling off period prior to pursuing any alleged breaches of this Policy.
- 1.6 Any damages incurred to CMHA property and/or equipment or any facility shall be the responsibility of the player or parent/guardian and must be paid in full before the player will be allowed to return to any CMHA activities.
- 1.7 When any person has reasonable grounds, in the course of Hockey Alberta business, that a child is being abused or neglected, that person shall report this belief to the child protection authorities and/or police. Hockey Alberta's General Manager shall also be advised of the intent to report.
- 1.8 The CMHA fully supports on-ice officials enforcing all aspects of the Hockey Canada rule book, especially those that relate to unsportsmanlike conduct and/or maltreatment and expects CMHA teams to play a proactive role in supporting the on-

CODE OF CONDUCT



ice officials in identifying and removing any individuals in contravention of those rules.

SECTION 2 – BULLYING

- 2.1 Carstairs Minor Hockey Association will not tolerate Bullying. Harassment or Abuse of any player, coach, official or Member of the Association. Reports of bullying, harassment or abuse shall be handled through the Disciplinary process established by the CMHA.

CODE OF CONDUCT



SCHEDULE "A" MEMBER CODE OF CONDUCT

As a parent of a child in the Carstairs Minor Hockey Association, I/We agree to this Code of Conduct that governs my/our behavior as a member of the Association and fully understand this document and agree to:

- 1.0 Understand, and adhere to, the CMHA Bylaws and Policies as it relates to my, and my child's, participation in the Association, including but not limited to, the Association's policies relative to Team Evaluation, Complaint Process and Disciplinary Procedures;
- 2.0 Never force my child to participate in CMHA activities against their own desires;
- 3.0 Be a positive role model for my child and encourage sportsmanship by showing respect, courtesy and positive support for all players, coaches, officials, volunteers and spectators at all CMHA events.
- 4.0 Speak respectfully at all times to all players, coaches, officials, volunteers and spectators at all CMHA events. This shall include not engaging in any kind of unsportsmanlike or disrespectful conduct at any time with any official, coach, facility attendant, player, volunteer or parent such as: booing, taunting, yelling, bullying, harassment, insulting, swearing or any types of gestures.
- 5.0 Strive to enhance the safety of all hockey participants at all times and always err on the side of caution, never practicing any behavior that may ultimately harm a participant or worsen an injury.
- 6.0 Strive to promote the values of Fair Play, integrity and friendship in hockey, and never condone, encourage, engage in or defend unsportsmanlike conduct.
- 7.0 Always put the player's best interest first and ensure that all players are treated with respect and integrity; from any form of physical and/or emotional maltreatment.
- 8.0 Never practice, condone, defend or permit discrimination on the basis of race, colour, sex, sexual orientation, age, religion or ethnic origin.
- 9.0 Respect the principles learned through the Respect in Sport program, focusing on the principles of team work, positive reinforcement, prevention of harassment and bullying and the creation of a safe and respectful environment.
- 10.0 Praise my child for putting forth their best effort during practices and games, not the outcome of their play.
- 11.0 Respect the role of those coaching my child and provide them the autonomy they require to be successful without interfering.
- 12.0 Support my child and their team by:

CODE OF CONDUCT



- 12.1 Ensuring that team events are attended wherever reasonably practical.
 - 12.2 Respecting team rules and protocol as determined by the coaching staff.
 - 12.3 Offering my time and skill for volunteer opportunities with the team and CMHA where possible.
- 13.0 Provide a good example for my child by:
- 13.1 Applauding good plays and performances by both my child's team and their opponents.
 - 13.2 Encouraging my child to play by the rules and to resolve conflict without hostility or violence.
 - 13.3 Not being critical or yelling at any player for making a mistake.
- 14.0 Support the CMHA by:
- 14.1 Recognizing that officials are also in various stages of development and needing support of participants.
 - 14.2 Respecting the volunteers who give their time to hockey for my child.
- 15.0 Acknowledge that harassment in any form is prohibited which is defined as conduct, which is disrespectful, insulting, humiliating, offensive or physically harmful. Types of behaviour which constitute harassment include, but are not limited to:
- 15.1 Unwelcome jokes, innuendos or teasing about a person's looks, body, attire, age, race, religion, sex, or sexual orientation.
 - 15.2 Condescending, patronizing, threatening or punishing actions which undermine self esteem or diminish performance.
 - 15.3 Practical jokes that cause awkwardness or embarrassment, endangers a persons safety or negatively affects performance.
 - 15.4 Unwanted or unnecessary physical contact including touching, patting or pinching.
 - 15.5 Any form of hazing.
 - 15.6 Any form of physical assault or abuse.
 - 15.7 Any sexual offence.
 - 15.8 Behaviour 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.
 - 15.9 Cyber bullying.

I acknowledge that hockey is a privilege, not a right and player registration can be refused. Failure to comply with the Member Code of Conduct, or non-adherence to the Players Code of Conduct or Volunteer Code of Conduct as applicable, may result in disciplinary action as outlined in CMHA Bylaws and Policies.

CODE OF CONDUCT



SCHEDULE "B" PLAYER CODE OF CONDUCT

As a player in the Carstairs Minor Hockey Association, I agree to this Code of Conduct that governs my behavior as a member of the Association and fully understand this document and agree to:

- 1.0 Play hockey because I want to, not just because my parents, coaches, or others want me to.
- 2.0 Play by the rules of hockey and in the spirit of the game.
- 3.0 Control my temper understanding that fighting or arguing can ruin the game for everyone.
- 4.0 Respect my opponents.
- 5.0 Work equally as hard for myself and for my team.
- 6.0 Remember that winning isn't everything. Having fun, improving my skills, making friends and doing my best are more important.
- 7.0 Acknowledge all good plays and performances including those of my opponents.
- 8.0 Remember that coaches and officials are there to help me. I will accept their decisions and show them respect at all times.
- 9.0 Treat all players how I would like to be treated. I understand that all kinds of harassment are unacceptable which includes any comments or actions that are disrespectful, insulting, humiliating, offensive or physically harmful. Types of behaviour which constitute harassment and bullying include, but are not limited to:
 - 15.1 Unwelcome jokes, innuendos or teasing about a person's looks, body, attire, age, race, religion, sex, or sexual orientation.
 - 15.2 Condescending, patronizing, threatening or punishing actions which undermine self esteem or diminish performance.
 - 15.3 Practical jokes that cause awkwardness or embarrassment, endangers a persons safety or negatively affects performance.
 - 15.4 Unwanted or unnecessary physical contact including touching, patting or pinching.
 - 15.5 Any form of hazing.
 - 15.6 Any form of physical assault or abuse.
 - 15.7 Any sexual offence.
 - 15.8 Behaviour 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.
 - 15.9 Cyber bullying

CODE OF CONDUCT



SCHEDULE "C" VOLUNTEER CODE OF CONDUCT

As a volunteer in the Carstairs Minor Hockey Association, I agree to this Code of Conduct that governs my behavior as a member of the Association and fully understand this document and agree to:

- 1.0 Support all CMHA Bylaws and Policies and decisions as a representative of the organization, even when I may not agree with them.
- 2.0 Accept that my actions, either positive or negative, are a reflection of the CMHA, its Members and other volunteers.
- 3.0 Volunteer for the betterment of the Association as a whole, recognizing that I will receive no special rights or privileges because I am a volunteer.
- 4.0 Be reasonable and responsible in my decision making, understanding that players have other interests and obligations not related to their participation in CMHA.
- 5.0 Not ridicule or yell at players for making mistakes or for performing poorly, remembering that players should be playing to have fun and it is my role to encourage them to have confidence in themselves.
- 6.0 Ensure that equipment, facilities and activities are safe for players and match their ages and abilities.
- 7.0 Remember that volunteers are required to be respectful in all interactions with players, coaches, officials, volunteers and spectators.
- 8.0 Obtain the appropriate training and certifications, including on-going learning and updates to align with the volunteer position I have been assigned.
- 9.0 Be prepared to listen to and respond to any concerns raised with a focus on the best interests of the player and/or team.
- 10.0 Be prepared to listen to ideas and suggestions from other people, even when they may differ from my own.
- 11.0 At all times, encourage players to play fairly and to respect the rules, officials and opponents.
- 12.0 Prohibit the use of alcohol, vaping, tobacco, chewing tobacco or other banned or illegal substances in the presence of players at a CMHA activity.
- 13.0 Comply with all rules set forth by the Association, League, Hockey Alberta and Hockey Canada, including the Respect in Sport Activity Leader course, and the principles of good sportsmanship and the spirit of the game.

I acknowledge that volunteering is a privilege, not a right and disciplinary action as outlined in CMHA Bylaws and Policies may be taken for non-compliance with this Code of Conduct.