

Purpose

The purpose of this Code of Conduct is to ensure a safe and positive environment by instituting a Zero Tolerance Policy. Hockey Northwestern Ontario (HNO) is committed to providing a sport environment in which all individuals are treated with respect and dignity. All individuals will be aware that there is an expectation, at all times, of appropriate behaviour consistent with the values of HNO. Conduct that violates this Code may be subject to disciplinary action enforced by the HNO's Risk and Safety Committee.

Application of this Code

This Code of Conduct applies to the conduct that may arise during the course of HNO business, activities and events. This includes but is not limited to its office environment, and any sanctioned HNO activities including: games, tournaments, practices, training camps, tryouts, travel and any meetings of HNO.

Responsibilities

All individuals have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of HNO members and other individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, political beliefs, disability, or economic status.
 - ii. Focusing comments or criticisms appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members.
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct.
 - iv. Consistently treating individuals fairly and respectfully.
- b) Refrain from behaviour that constitutes harassment, where harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals.
- c) Comply at all times with the bylaws, policies, regulations of HNO and the Hockey Canada playing rules
- d) Avoid behaviours which bring HNO or the sport of hockey into disrepute including the but not limited to the abusive use of alcohol or non-medical use of drugs

Code of Conduct for Parents**Definition**

Parent or legal guardian of registered players.

Goal Statement

Any parent or legal guardian with a player participating in HNO sanctioned events will be expected to adhere to Hockey Canada's Fair Play Code for Parents and Spectators.

Actions

In addition to the responsibilities of this code of Conduct, parents will:

- Complete the Respect in Sport Parent Program as required by HNO policy based on the age group your son or daughter is participating in
- Support the game of hockey
- Encourage players and coaches play by the rules and resolve conflict without resorting to hostility or violence
- Avoid spectator-imposed pressures to win
- Be supportive of players, teams, coaches, bench staff, opponents and officials
- Respect the decisions and judgements of officials and encourage players to do the same
- Refrain from negative communication with players, coaches, bench staff, timekeepers, officials, association or tournament administrators
- At no time should a parent go to the timekeepers bench/ penalty box area or approach the players bench area. This includes during the warm-up, intermission and after the game.

Hockey Canada's Fair Play Code

A copy of Hockey Canada's Fair Play code can be found on our website www.hockeyhno.com or Hockey Canada's website: www.hockeycanda.ca.

Sanctions

Failure to comply with this Code of Conduct may result in disciplinary action, including, but not limited to, the loss or suspension of certain or all privileges connected with HNO including the opportunity to participate in HNO activities. Such discipline may include the removal or ban from an arena, games, practices and other team activities.

Approved by the Board of Directors: March 17,2018

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