

**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

## **Conduct Policy for Coaches**

### **Definition**

Anyone who is registered in the Hockey Canada registry to a team as a Head Coach, Assistant Coach, Instructor or on Ice Helper.

### **Goal Statement**

Any coach participating in HNO sanctioned activity will be expected to adhere to Hockey Canada's Fair Play Code and the Conduct Policy for Coaches. Coaches within HNO will:

- Be a Leader, a positive influence and a role model.
- Obtain the proper training and continue to upgrade my coaching skills.
- Reward effort, Fair Play and commitment.
- Recognize and respect differences in your players.
- Demonstrate respect for all individuals involved in the game.
- Always consider the physical and emotional well being of the athletes.
- Communicate in a positive and rational manner and use inoffensive language.
- Respect and coach within the spirit of the game.
- Always attempt to contribute to the betterment of the game of hockey.

### **Actions**

In addition to the responsibilities of the HNO Code of Conduct, Coaches have added accountability. The coach-player relationship is a privileged one and plays a critical role in the personal, sport and athletic development of the players and must not abuse this relationship.

### **Hockey Canada's Fair Play Code**

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

Replaces: September 24, 2008

Reviewed: Biennial