

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

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 Officials**Definition**

Individuals who are certified through the Hockey Canada Officiating Program (HCOP) for the current playing season.

Goal Statement

The purpose of this code of conduct is to establish a standard for officials who are working HNO sanctioned games. Officials will be expected to adhere to Hockey Canada's Fair Play Code for officials.

Actions

In addition to the Hockey Canada Fair Play Code, officials will:

- Obtain the proper training required by HNO in addition to the HCOP levels
- Be fully aware of the rules of the game and the mechanics to enforce the rules in a fair and impartial manner.
- Work with each other, leagues and associations in a constructive and cooperative manner.
- Uphold the dignity of the profession in all interactions with players, coaches, bench staff, timekeepers, convenors, league/association personnel and spectators.
- Be punctual and professional.
- Conduct all events according to Hockey Canada rules.
- Accept the fact that I will make mistakes, but I will not get frustrated or let this learning process affect my performance or my professionalism.
- Contribute to the continuing growth of the Hockey Canada Officiating Program and its officials within HNO through support, encouragement and positive attitude.
- Respect and accept constructive feedback from supervisors and the assignments I receive from my administrators.
- By registering with HNO in the Hockey Canada Officiating Program implies that you understand and will comply with the Official's Code of Ethics. Officials not complying will be subject to disciplinary action.

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.hockeycanada.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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Reviewed: Biennial