

### **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 Member Teams, Leagues, and Associations**

### **Definition**

It is a requirement of all member teams, leagues, and associations within HNO to assume responsibility for the conduct of athletes, coaches, officials and spectators under their jurisdiction.

### **Goal Statement**

Any member team, league or association within HNO will be expected to adhere to Hockey Canada's Fair Play Code for league organizers and this Code of Conduct Policy.

### **Actions**

In addition to the responsibilities of the HNO Code of Conduct, members of HNO will:

- Follow all HNO bylaws, policies and procedures
- Refrain from negative communications with or against any other member
- Support the game of hockey
- Ensure that all players, coaches, bench staff and officials participating in sanctioned activities are registered in good standing with HNO
- Avoid spectator-imposed pressures to win
- Be supportive of the players, team, coach, opponents and official
- Maintain a supportive, constructive environment for all participants
- Be a Leader, positive influence, and a role model

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

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### **Sanctions**

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Approved by the Board of Directors: November 4, 2023

Replaces: March 17, 2018

Reviewed: Biennial

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### **Conduct Policy for Bench Staff**

### **Definition**

Anyone registered as a Trainer or Manager in the Hockey Canada Registry.

### **Goal Statement**

Any bench staff participating in HNO sanctioned activities will be expected to adhere to Hockey Canada's Fair Play Code and the Conduct Policy for Bench Staff.

### **Actions**

- Be a Leader, a positive influence and a role model.
- Obtain the proper training required for my bench staff role.
- Safety is my primary concern.
- I will strive to provide the highest standard of training appropriate to players' ages, strength, and skills and will seek medical advice whenever necessary.
- I will ensure players are providing the proper to return to play documentation before coming back to participate in games or practice after injury.

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**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.

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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.

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**Code of Conduct for Parents**

## **Definition**

Parent or legal guardian of registered player

## **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.

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## **Conduct Policy for Players**

### **Definition**

Anyone registered as a player in the Hockey Canada Registry, including but not limited to participation in games, practices, and tournaments is considered a player.

### **Goal Statement**

Any player participating in HNO sanctioned activities will be expected to adhere to Hockey Canada's Fair Play Code and the Conduct Policy for Players.

### **Actions**

In addition to the responsibilities of the Code of Conduct, players will:

- Follow Hockey Canada's Fair Play Code.
- Participate to the best of **my their** abilities.
- Properly represent oneself and not attempt to enter a competition which one is not eligible.
- Participate for the love and enjoyment of the game.
- Respect the efforts and accomplishments of **your their** teammates and opponents.
- Respect officials, coaches, spectators and administrators.
- Respect that facility you visit or in which you play.
- Respect the rules of the game.

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