



Policy Name: Bench Staff Code of Conduct		Date of Approval: March 17, 2018	Effective Date: April 1, 2018
Approved by: Board of Directors	Prepared by: Risk & Safety Committee		Replaces Previous Versions: September 24, 2008
Review Cycle: Biennial			
Responsible: Board of Directors-Risk & Safety	Accountable: Board of Directors	Consulted: Board of Directors	Informed: HNO Members

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 behavior 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 behaviors 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 Bench Staff

Definition

Anyone registered as a Safety Person 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.

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.