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| Policy Name: Conduct for Member Teams, Leagues and Associations | | Date of Approval: Nov 4, 2023 | Effective Date: Nov 4, 2023 |
| Approved by: Board of Directors | Prepared by: Risk & Safety Committee | | Replaces Previous Versions: March 17, 2018 |
| Review Cycle: Biennial | | | |
| Responsible: Board of Directors-Risk & Safety | Accountable: Board of Directors | Consulted: Board of Dirctors | 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 behavior 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, color, 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 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

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.