

Dorchester Minor Hockey Association POLICIES AND PROCEDURES REVIEW

Policy 22. Code of Conduct

Reviewed by: Ian McDonald

The Dorchester Minor Hockey Association encourages an environment in which all individuals are treated with respect. Members and players of the Dorchester Minor Hockey Association shall conduct themselves at all times in a manner consistent with the values of the Dorchester Minor Hockey Association, which include fairness, integrity, and mutual respect for all.

Members of the DMHA, including players, bench staff and parents, represent both their community of Thames Centre and the Dorchester Minor Hockey Association. All members of the DMHA are expected to conduct themselves in such a manner as to respect all individuals and property with whom/which they come into contact during the course of the season. DMHA reserves the right to reject membership in such cases where a previous record of behavior unbecoming a member of the DMHA has been evident and/or to suspend or revoke membership where behaviour violates the Code of Conduct.

During the course of all Dorchester Minor Hockey Association and/or related activities, members shall avoid behaviour which brings the Dorchester Minor Hockey Association and/or the sport of hockey into disrepute, including, but not limited to, abusive use of alcohol, use of non-medical drugs, use of alcohol by minors, and comments or behaviours that are disrespectful,

profane, offensive, abusive, racist or sexist. In particular, behaviour that constitutes harassment, bullying or abuse will not be tolerated.

The Dorchester Minor Hockey Association adopts the OMHA Code of Conduct and related policies and procedures, including the OMHA's policy and procedures regarding harassment, bullying and abuse. The Code of Conduct and related policies and procedures shall be the standard of behaviour which is expected of all Dorchester Minor Hockey Association members, including all players, coaches, trainers, bench staff, team managers, officials, volunteers, directors, officers, committee members, administrators, spectators, parents and guardians, and anyone else involved in any Dorchester Minor Hockey Association or related activities and events.

Everyone is expected act in a respectful manner to all, and to refrain from any acts of harassment, bullying or abuse. If any harassment, bullying or abuse is witnessed by anyone involved with any DMHA activity, there is a duty to report it to team bench staff and/or a member of the Dorchester Minor Hockey Association's executive and/or OMHA and/or authorities as the case may be. Any situation required to be reported to OMHA and/or authorities must be reported.

Anyone who is witnessed participating in harassment, bullying or abuse will be removed from any DMHA activity immediately. The situation will then be reviewed/investigated by the DMHA executive or its designate. If it is determined that the person did engage in harassment, bullying or abuse, then the executive shall determine appropriate discipline, which may include

suspension from all DMHA activities. There shall be no refund of any fees or other payment in the event of a disciplinary measure, including suspension.

All Dorchester Minor Hockey Association members and players shall also adhere to the Dorchester Minor Hockey Association's bylaws, policies and procedures, the rules governing Dorchester Minor Hockey Association activities, the OMHA Manual of Operations and/or to the rules and regulations governing any facilities at which and any competitions in which the member participates. In particular, members of the Dorchester Minor Hockey Association shall not engage in any activity or behaviour which interferes with a competition or with any player or team's preparation for a competition, or which endangers the safety of others.

Any damage caused by a DMHA team, including its players, bench staff, parents/guardians or anyone affiliated with it, to any public or private property shall be the responsibility of the team, which shall pay any costs associated with that damage. Dorchester Minor Hockey Association will accept no responsibility for such damage and may consider additional discipline in addition to any such damage

The principles of fair play and respect in sport are deemed to apply to and shall be adopted by every member, parent/guardian, player and bench staff of DMHA by virtue of registration with DMHA. Fairness, integrity and respect are the basic principles of fair play through which the spirit of competition is enhanced through honest rivalry, courteous relations between participants and respectful acceptance of the

results. Fair play involves the following commitments: Code of Conduct for Players

As a player, I will:

- Make a commitment to my team at all times by attending all practices, games, meetings, special events, and by playing to the best of my ability;
- Respect my coaches at all times. I will remember that my coaches are providing me with the opportunity to learn and play the game of hockey;
- Respect the safety of other players by playing the game within the rules at all times;
- Respect the officials and their decisions at all times;
- Accept disciplinary action respectfully if I violate the rules or spirit of the game.

Code of Conduct for Parents/Spectators:

As the parent/guardian of a player, or as a spectator, I will

- Enroll my child for the pure enjoyment of the game and the opportunity to learn the skills of the sport;
- Recognize that at a hockey rink, my child's development is in the hands of volunteers who are giving their time and energy for the sake of all participants;
- Respect the decisions of the coaches, whether at practice, special events, or during a game;
- Conduct myself in adult manner by attending games, practices, special; events, and by being positive and encouraging to all players at all times;

- Encourage my child to play by the rules and to resolve conflicts without resorting to hostility, profanity, verbal or physical violence;
- Never verbally abuse a coach, assistant coach, manager, trainer or official. I will remember that they have difficult jobs and will not undermine them by contradicting, interfering, or questioning their character, motivation, or judgment in public. I will not engage in or encourage gossip. I will take concerns to the proper association officials;
- Accept that I remain responsible, as a parent, for the safety of my child while he/she is participating in association activities. I will therefore do my part to protect and enhance the safety of my child and others;
- Understand and accept that violation of this Code may result in disciplinary action of some kind up to an including revoking of membership and all rights associated with membership;

Code of Conduct for Coaches and Team Personnel:

I understand that as a coach, assistant coach, manager, trainer or other volunteer with a team, I am in a position of trust and authority. I will:

- Be reasonable when scheduling games and practices, remembering that players have other interest and obligations;
- Teach players to play fairly and to respect the rules and all participants, including their team mates, officials, and their opponents;

- Remember that players play to have fun and must be encouraged to have confidence in themselves;
- Remember that participants need a coach they can respect. I will be generous with praise and set a good example;
- Respect all participants, striving to be a responsible member of the bench staff. I recognize that I am in a position of trust and power, and I will do nothing to take advantage of or abuse it;
- I will do my best to be a competent member of the bench staff, well prepared and adequately skilled. I will obtain proper training and will attempt to upgrade and improve my skills;
- Fulfill my obligation and responsibility toward the team and the Association, as established by Dorchester Minor Hockey Association, to the best of my abilities;
- Direct comments at an individual's performance and not at the individual;
- Not ridicule or yell at players for making mistakes or for performing poorly;
- Take reasonable steps to see that equipment and facilities are safe and appropriate to my players;
- I will cooperate with the Officials and refrain from public criticism of them. I will respect the Officials and their responsibilities to administer the rules of the game. I will respect the fact that the Official may have a different point of view and I will put my concerns in writing and will send them to the proper individual;
- Learn the definitions and signs of harassment and abuse, and the process for responding to allegations or

disclosures, and comply with Dorchester Minor Hockey Association's policies, working to prevent physical, emotional/verbal, and sexual harassment and abuse;

- Communicate with my players and with their parents, regularly throughout the season, so that everyone is clear about the rules and expectations, and so that we have a shared goal for the season;
- Emphasize the importance of the players' and parents' Codes, and hold my team members and their parents accountable for compliance;
- Recognize and accept that violations of the Code of Conduct may result in disciplinary measures being taken against me up to an including revoking of membership and all rights associated with membership.

Board and Membership Feedback: