



PELHAM MINOR HOCKEY ASSOCIATION CODE OF CONDUCT



OMHA CODE OF CONDUCT

This Code of Conduct identifies the standard of behaviour which is expected of all Ontario Minor Hockey Association (“OMHA”) members and participants, including but not limited to all players, guardians, parents, coaches, officials, volunteers, directors, officers, committee members, convenors, team managers, trainers and administrators involved in OMHA activities and events.

The OMHA is committed to providing an environment in which all individuals are treated with respect. Members and participants of the OMHA shall conduct themselves at all times in a manner consistent with the values of the OMHA which include fairness, integrity and mutual respect.

During the course of all OMHA activities and events, members shall avoid behavior which brings the OMHA or the sport of hockey into disrepute, including but not limited to abusive use of alcohol, use of non-medical drugs and use of alcohol by minors.

OMHA members and participants shall at all times adhere to the OMHA operational policies and procedures, to rules and regulations governing OMHA events and activities, and to rules and regulations governing any competitions in which the member participates on behalf of the OMHA.

Members and participants of the OMHA shall not engage in any activity or behavior which interferes with a competition or with any player or team's preparation for a competition, or which endangers the safety of others.

Members of the OMHA shall refrain from comments or behaviours, which are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour, which constitutes harassment, abuse or bullying, will not be tolerated.

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 the respective Member Association in the OMHA including the opportunity to participate in the OMHA and its' Member Association activities and events, both present and future.



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1.0 INTRODUCTION

- a) Membership in the Pelham Minor Hockey Association (PMHA), as well as participation in the activities of the PMHA, brings with it many benefits and privileges. At the same time members and participants are expected to fulfill certain responsibilities and obligations, including but not limited to complying with the Code of Conduct, Regulations and Policies of the PMHA.
- b) The PMHA Code of Conduct generally identifies the standard of conduct which is expected of members, and other persons involved in PMHA activities and events. Individuals who fail to meet this standard may be subject to the disciplinary sanctions identified within this Code of Conduct.
- c) The PMHA is committed to providing a sport and work environment which promotes equal opportunities and prohibits discriminatory practices.
- d) Harassment, Abuse and Bullying (“H.A.B.”) is prohibited by human rights legislation. H.A.B. can also be an offense under Canada's Criminal Code. The PMHA has a zero tolerance policy in regard to H.A.B.

2.0 APPLICATION

- 2.1 This Code of Conduct is intended to deal with all matters relating to discipline for breaches or violations of the PMHA Code of Conduct and/or its Policies and Procedures.
- 2.2 This Code of Conduct applies to all categories of members and participants of the PMHA.
- 2.3 This Code of Conduct outlines discipline for breach of the Code of Conduct including harassment, abuse and bullying matters which may arise during the course of all PMHA activities and events, including but not limited to competitions (including exhibition games), practices, training camps, meetings and travel associated with these activities. Depending on the offence, and the Policies and Procedures set out herein, discipline shall be dealt with by the PMHA Dispute Resolution and Discipline Committee.
- 2.4 Within This Code of Conduct, the words harassment and harass shall include bullying and bully and abuse and abusing.



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3.0 TYPES OF INFRACTIONS

3.1 Under This Code of Conduct, there shall be three types of infractions, which may warrant discipline:

- a) Minor infractions - these are infractions under the PMHA Code of Conduct which are less serious than major infractions. These infractions and/or complaints will be dealt with and may warrant immediate corrective action by the PMHA Dispute Resolution and Discipline Committee.
- b) Major infractions - these are infractions under the PMHA Code of Conduct which are more serious and may warrant more serious disciplinary action as specified herein. These infractions and/or complaints are generally dealt with at the PMHA level, at the discretion of the PMHA Dispute Resolution and Discipline Committee.
- c) Harassment, Abuse and Bullying ("H.A.B.") - these are serious infractions under the PMHA Code of Conduct, which are considered as major infractions except as specifically set out herein. These infractions must be reported to the PMHA for direction. These infractions and/or complaints are dealt with by the PMHA Dispute Resolution and Discipline Committee. See section 7.0 below for the PMHA Harassment Policy.

4.0 GENERAL PROCEDURE

4.1 When a written complaint is received by the PMHA Dispute Resolution and Discipline Committee the Committee must determine if the complaint or infraction ought to be considered minor or major.

This Code of Conduct use the term "Complainant" to primarily refer to the person who makes the complaint including but not limited to a victim of an infraction or their parent or guardian, or any other association member. The term "Respondent" refers to the person against whom a complaint is made.

5.0 MINOR INFRACTIONS

5.1 Situations involving Minor Infractions shall include, but are not limited to the following:

- a) a single incident of disrespectful, offensive, abusive, racist or sexist comments or behavior directed towards others, including but not limited to, peers, opponents, players, parents,



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- coaches, officials, managers, trainers, administrators, spectators and sponsors;
- b) unsportsmanlike conduct such as angry outbursts or arguing;
- c) a single incident of being late for or absent from PMHA events and activities at which attendance is required;
- d) non-compliance with the rules and regulations under which PMHA events are carried out;
- e) any complaint or infraction considered minor in nature.

5.2 Sanctions for Minor Infractions

The PMHA Dispute Resolution and Discipline Committee may apply disciplinary sanctions which may include any or all of the following:

- a) Verbal reprimand;
- b) Written reprimand to be sent to the individual;
- c) Verbal apology by the individual;
- d) Written apology by the individual;
- e) Termination of team service or other voluntary contribution to the team, the minor hockey organization or to the PMHA;
- f) Suspension from the current competition and/or for a specified number of games;
- g) Any other sanction(s) as may be deemed appropriate in the circumstances where the matter has been dealt with at the local Association level, and a final decision rendered, on appeal, the matter will proceed by way of a Code of Conduct Appeal as set out in section 10.0 herein.

6.0 MAJOR INFRACTIONS

6.1 Situations involving Major Infractions, could include, but are not limited to the following:

- a) repeated incidents of disrespectful, offensive, abusive, racist or sexist comments or behavior directed towards others, including but not limited to peers, opponents, players, parents, coaches, officials, managers, trainers, administrators, spectators and sponsors;
- b) repeated unsportsmanlike conduct such as angry outbursts or arguing;
- c) activities or behavior which interferes with the organization of a competition or with any player's or team's preparation for a competition;
- d) pranks, jokes or other activities which endanger the safety of others;
- e) deliberate disregard for the rules and regulations under which PMHA events are conducted;
- f) abusive use of alcohol where abuse means a level of consumption which impairs the individual's ability to speak, walk or drive; causes the individual to behave in a disruptive



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- manner; or interferes with the individual's ability to perform effectively and safely;
- g) any use of alcohol by minors;
 - h) use of illicit drugs and narcotics;
 - i) use of, or condoning the use of, banned performance enhancing drugs or methods;
 - j) any Harassment, Abuse or Bullying complaint;
 - k) lack of reporting, activity or action of a local executive or association;
 - l) any other complaint or infraction which is considered serious.

6.2 Sanctions for Major Infractions

The PMHA Dispute Resolution and Discipline Committee may apply the following disciplinary sanctions for major infractions, which may include, but are not limited to, any or all, or any combination thereof, of the following:

- a) Written reprimand to be placed in individual's file;
- b) Written or verbal apology by the individual;
- c) Suspension from certain OMHA events which may include suspension from the current game or competition or from future competitions;
- d) Suspension from certain or all OMHA activities (e.g., competing, coaching or officiating) for a designated period of time;
- e) Referral to counseling;
- f) Removal of certain privileges of membership;

Any other sanction(s) as may be deemed appropriate in the circumstances

7.0 HARASSMENT

NOTE: For the purpose of this policy/procedure manual:

- Pelham Minor Hockey Association will be referred to as PMHA
- Member will refer to any athlete and/or parent/guardian as defined in By-Law No. 1 of the PMHA;
- Volunteer will refer to elected/appointed directors, conveners, coaches, managers, trainers and non- paid officials
- Employees will refer to any paid personnel or official.

POLICY STATEMENT

- (a) The PMHA is committed to providing a sport and volunteer environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and



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volunteer in an environment which promotes equal opportunities, prohibits discriminatory practices and is free from all forms of harassment. The reasons for this are:

- Harassment is form of discrimination.
- Harassment is prohibited by the Canadian Charter of rights and Freedoms and by human rights legislation in every province and territory in Canada.
- Harassment is offensive, degrading and threatening. In its most extreme forms, harassment can be an offence under Canada's Criminal Code.
- Whether harasser is a member, volunteer or employee, harassment is an attempt by one person to assert abusive, unwarranted power over another.
- The PMHA is committed to providing a sport environment free of harassment on the basis of race, nationality, ethnic, origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, or pardoned conviction.

(b) This policy applies to all members, volunteers and employees of the PMHA.

The PMHA encourages the reporting of all incidents of harassment, regardless of who the offender may be.

(c) This policy applies to harassment which may occur during the course of all PMHA activities and events. It also applies to harassment between individuals associated with PMHA but outside PMHA activities and events when such harassment adversely affects relationships within the PMHA sport and volunteer environment.

(d) Notwithstanding this policy, every person who experiences harassment continues to have the right to seek assistance from the Ontario Human Rights Commission at any time during the process.

WHAT IS HARASSMENT?

- *Harassment can be defined as comment, conduct, or gesture directed toward an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading, offensive or which creates an unwelcome environment.*
- Types of Behavior which constitute harassment include but are not limited to:
- Written, physical or verbal abuse or threats,
- The display of visual material which is offensive or which one ought to know is offensive;
- Unwelcome remarks, expletives, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
- Leering or other suggestive or obscene gestures;



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- Unwanted physical contact including touching, petting, pinching or kissing;
- Physical or sexual assault.

It is the aim of the PMHA that the values embodied in this policy statement become part of the everyday beliefs that guide all our behaviors.

DEFINITIONS:

- (a) Harassment takes many forms but can generally be defined as comment, conduct, or gesture directed toward an individual or group of individual which is insulting, intimidating, humiliating, malicious, degrading, or offensive.
- (b) For the purpose of this policy sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:
- Submitting to or rejecting this conduct is used as the basis for making decisions which affect the individual; or
 - Such conduct has the purpose or effect of interfering with an individual's performance; or
 - Such conduct creates an intimidating hostile or offensive environment.
- (c) Types of behavior which constitute harassment include but are not limited to:
- Written, physical or verbal abuse or threats;
 - The display of visual material which is offensive or which one ought to know is offensive;
 - Unwelcome remarks, expletives, jokes, comments or taunting about a person's looks, age, race; religion, sex or sexual orientation;
 - Leering or other suggestive or obscene gestures;
 - Condescending paternalistic, or patronizing behavior which undermines self-esteem, diminishes performance, or adversely affects or volunteering conditions;
 - Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - Unwanted physical contact including touching, petting, pinching, or kissing;
 - Unwelcome sexual flirtations, advances requests, or invitations; or
 - Physical or sexual assault.
 - Violation of all fair play codes
- (d) Sexual harassment most commonly occurs in the form of behavior by males towards females; however, sexual harassment can occur between males, between females, or as behavior by females towards males.



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- (e) For the purpose of this policy, retaliation against an individual for having filed a complaint under this Policy or for having participated in any procedure under this Policy will be treated as harassment and will not be tolerated.

Responsibility

- (a) A PMHA director will be appointed by the PMHA Executive to be responsible for this policy. This individual will be responsible for:
- Implementing this policy;
 - Discouraging and preventing harassment within the PMHA;
 - Investigating formal complaints of harassment in a sensitive, responsible, and timely manner;
 - Imposing appropriate disciplinary or corrective measures when a complaint of harassment has been substantiated regardless of the position of authority of the offender;
 - Providing advice to persons who experience harassment;
 - Doing all in their power to support and assist any member, volunteer, or employee of the PMHA;
 - who experiences harassment by someone who is not member, volunteer, or employee;
 - Making all members, volunteers, and employees aware of the problem of harassment, and in particular, sexual harassment, and of the procedures contained in this policy;
 - Informing both complainants and respondents of the procedures contained in this policy and of their rights under the law;
 - Regularly reviewing the term of this policy to ensure that they adequately meet the organization's legal obligations and public policy objectives;
 - Appointing harassment officers and providing the training and resources they need to fulfill their responsibilities under this policy; and
 - Appointing unbiased case review panels and appeal bodies and providing the resources and support they need to fulfill their responsibilities under this policy.
- (b) Every member, volunteer, and employee has a responsibility to play a part in ensuring that the PMHA sport environment is free from harassment. This means not engaging in, allowing, condoning, or ignoring behavior contrary to this policy. In addition, any member, volunteer or employee who believes another member, volunteer, or employee has experienced or is experiencing harassment is encouraged to notify a harassment officer appointed under this policy.



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- (c) In the event that the PMHA director and the designated PMHA executive person responsible for this Policy are involved in a complaint which is made under this policy, the PMHA president shall appoint a suitable alternate(s) for the purpose of dealing with this complaint.

DISCIPLINARY ACTION

- (a) Members, volunteers, or employees of the PMHA against whom a complaint of harassment is substantiated may be severely disciplined up to and including a termination of membership or termination of volunteer position or employment dismissal in cases where the harassment takes the form of assault, sexual assault or a related sexual offense.

Confidentiality

- (a) The PMHA understands that it can be extremely difficult to come forward with a complaint of harassment and that it can be devastating to be wrongly convicted of harassment. The PMHA also recognizes the interests of both the complainant and the respondent in keeping the matter confidential.
- (b) The PMHA shall not disclose to outside parties the name of the complainant the circumstances giving raise to the complaint or the name of the respondent unless a disciplinary or other remedial process requires such disclosure.

Where a person believes that a PMHA member, volunteer, or employee has experienced or is experiencing harassment they should report the alleged harassment to the Dispute Resolution and Discipline Committee in accordance with the Complaint Procedure as outlined in the PMHA Dispute Resolution Policy. It can be found on the PMHA website at:
https://pelhamminorhockey.com/Public/Documents/Administration/Policy_on_Dispute_Resolution_Process.pdf

HARASSMENT OFFICERS

- (a) In the event a case of alleged harassment is reported to the PMHA Dispute Resolution and Discipline Committee, the Committee at its discretion may appoint at least two persons, one male and one female, who are a member, volunteer or employee of the organization in good standing to serve as harassment officers under this policy. If more than two officers are appointed the PMHA shall ensure a gender balance.



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- (b) The role of the harassment officers is to serve in a neutral unbiased capacity; investigate formal written complaints and assist in resolution of complaints. In carrying out their duties under this policy, officers shall be directly responsible to the PMHA director responsible for this policy.

8.0 PMHA CODE OF CONDUCT VIOLATIONS AND COMPLAINTS

Where a person believes that a PMHA member, volunteer, or employee has experienced or is experiencing Code of Conduct violations, whomever is making a report shall proceed in accordance with the Complaint Procedure as outlined in the PMHA Dispute Resolution Policy. It can be found on the PMHA website at:

https://pelhamminorhockey.com/Public/Documents/Administration/Policy_on_Dispute_Resolution_Process.pdf



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APPENDIX A: DEFINITIONS

The following are definitions that will be used to determine the grounds on which the complaint is made and the process to address it. The pMHA acknowledges and supports Hockey Canada's definitions of harassment, abuse and bullying.

Abuse

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care which causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust.

Abuse is an issue of child protection. Protection refers to provincial, territorial or Aboriginal band-appointed child protective services. A child may be in need of protection from harm if abuse or neglect is suspected. Information about one's legal duty to report and circumstances under which reporting must occur according to child protection legislation is available at www.hockeycanada.ca.

Emotional Abuse

Emotional abuse may include a chronic attack on a child or youth's self-esteem; it is psychologically destructive behaviour by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child or youth's needs.

Physical Abuse

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

Neglect

A general definition of neglect is the chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air.

Sexual Abuse

Sexual abuse may include a child or youth being used by an individual with more power for his or her own sexual stimulation or gratification. There are two categories of sexual abuse: contact and non-contact.



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Bullying

Bullying describes behaviors that are similar to harassment, but occur between child and youth that are not addressed under human rights laws. Bullying is intentionally (or non-intentional) hurting someone in order to insult, humiliate, degrade or exclude him or her.

There are a number of specific categories of Bullying, as set out below:

Physical Bullying:

Hitting, shoving, kicking, spitting on, grabbing, beating others up, damaging or stealing another person's property.

Verbal Bullying:

Name calling, hurtful teasing, humiliating or threatening someone, degrading behaviors; may happen over the phone, through text messaging or chat rooms, through social media sites, in notes or in person.

Relational Bullying:

Trying to cut off victims from social connection by convincing peers to exclude or reject a certain person. This may happen in person, over the phone, through the computer.

Reactive Bullying:

Engaging in bullying as well as provoking bullies to attack by taunting them.

Cyber Bullying:

Involves the use of information and communication technologies such as email, cell phones and text messaging, camera phones, instant messaging, social networking sites such as Facebook and Twitter, defamatory personal websites, to support deliberate, repeated and hostile behavior by an individual or group that is intended to harm others, threaten, harass, embarrass, social exclude or damage reputations and friendships.

Complaint

Any written form of an alleged contravention of the OMHA Code of Conduct.

Harassment

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 which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions. **Any of the different forms of harassment must be based on a prohibited ground of discrimination in human rights legislation, including**



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race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation.

Infraction

Any action or alleged action or complaint that violates the OMHA Code of conduct.

Member

Includes but is not limited to all players, guardians, parents, coaches, officials, volunteers, directors, officers, committee members, convenors, team managers, trainers and administrators involved in OMHA activities and events.

Misconduct

Misconduct refers to the behaviour or a pattern of behaviour that is found, by a formal (for example an independent investigation) or informal process (i.e. for example an internal fact finding); to be contrary to the OMHA Code of Conduct and that is not harassment, abuse or bullying.



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APPENDIX B

PELHAM MINOR HOCKEY ASSOCIATION

Fair Play - Respect in Sport

(Please note: for information related to Fair/Equal Ice Time please see section 1, article 7 of the PMHA Operations Manual (Philosophy of PMHA Local League and Rep BB/AE programs))

WHAT IS FAIR PLAY?

Fair Play is introduced to promote SAFETY and RESPECT, and a positive environment in minor hockey for all participants. The four main participant groups are: the players, the coaches, the officials, and the parents. How these four groups interact at any game determines how positive, or how negative the event becomes.

Fair Play has five basic principles:

1. Respect the rules.
2. Respect the opponents.
3. Respect the officials and their decisions.
4. Have everyone participate.
5. Maintain self-control at all times.

Fair Play does not change any rules of the game.

Fair Play encourages all players on all teams to be as competitive as possible but within the rules of the game

There are an increasing number of concerns becoming more evident in minor hockey today. These concerns go against the principles of Fair Play, what minor hockey represents, and the objectives of recreational minor hockey organizations.

Some concerns in minor hockey are:

- the lack of respect for opponents,
- verbal abuse of officials,
- inappropriate spectator behavior in the stands,
- violence on the ice,
- the win-at-all-costs attitude,
- the increased pressure on young players to win,
- and the lack of FUN for many.

FAIR PLAY PROGRAM RATIONALE

A Fair Play Program will:

- outline the rights and responsibilities to all participants involved in our minor hockey association.



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- make all individuals aware that playing minor hockey is a PRIVILEGE, not a right.
- provide our Association with a visible commitment that promotes the concepts of SAFETY and RESPECT
- outline a clear set of expectations and guidelines that all participants involved in our minor hockey program will follow.
- will define a positive set of expectations that our minor hockey association will provide, as a recreational organization, to all our participants.
- be used to educate participants of the many positive contributions that minor hockey offers as a recreational activity in our community.
- ensure that all participants are aware of our minor hockey association's philosophies and objectives.
- promote and develop a positive set of values to coaches, players, parents, and officials in the association. These values can further enhance the many positive aspects of the minor hockey program.
- will develop a comprehensive guide by which this Association's executive body can run its programs, in addition to existing rules, regulations and objectives.

THE BENEFITS OF FAIR PLAY

- Increased SAFETY and RESPECT on and off the ice by participants.
- Increased positive team unity.
- More appropriate spectator behavior.
- Decrease the win-at-all-cost attitude.
- Increase of on-ice positive behavior.
- Participants take more responsibility for their actions.
- Increase in sportsmanship.
- More parents become promoters of positive attitudes.
- Fair ice time for all players.
- New participants are drawn to the game of hockey by the positive aspects of Fair Play.
- Refocusing of the intent of minor hockey as a positive recreational program for many young players and other participants involved.

Fair Play is a win-win program for our minor hockey association.

FAIR PLAY PROGRAM COMMITMENTS

Development of a Fair Play program is a long term project.

The following represent the PMHA's commitment to promote SAFETY and RESPECT, and a positive environment in minor hockey for all participants. *(The commitments adopted, developed and*



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tailored to meet the needs of an association will be determined by the associations' budget, logistics, and volunteer resources.)

Commitment No. 1 – Coach Selection

The PMHA has a formalized coaching selection policy. The criteria for coach selection should include experience and attitude towards the principles of Fair Play – Respect in Sport.

(For more information related to the Coaching Selection Process please see PMHA Manual Operations Manual, Section 45 Coaching Staff Selection and Approval Process)

Commitment No. 2 – Member Acknowledgement of Code of Conduct

The Code of Conduct was developed to identify the standard of behaviour which is expected of all Pelham Minor Hockey Association (“PMHA”) members and participants, including but not limited to all players, guardians, parents, coaches, officials, volunteers, directors, officers, committee members, convenors, team managers, trainers and administrators involved in PMHA activities and events. All members of PMHA are required to sign the Member Acknowledgement which ensures that they have read, understood, and will comply with the Code of Conduct and association rules.

(Please see Appendix C for a copy of the PMHA Member Acknowledgement)

Commitment No. 3 – Team Selection

Procedures for selection of competitive and recreational teams vary with associations. In player selection, 'skill/ability' and 'attitude' should be considered. All participants are to be made aware of these two criteria prior to selections. Players exhibiting poor sportsmanship, lack of honesty, and lack of safety and respect for others, should be made aware that attitudes such as these are not tolerated in Fair Play.

Attitude is important. Coaches should be allowed to select some players on a probationary basis giving these players an opportunity to improve their attitudes.

Commitment No. 4 – Coaches/Managers Meetings

Conduct an early season meeting with all coaches and team managers for the purpose of reviewing the Fair Play program, respond to the specific needs of the coaches and teams, and ensure that all members understand and are prepared to support and promote the principles of the Fair Play program.

Information is distributed outlining the program, the commitments and their purposes, and the roles and responsibilities team staff has in the Fair Play program. This meeting allows coaches and managers to ask questions, get clarification regarding any of their concerns, and allow input from team staff.

All team staff are expected to attend to clarify their roles in the Fair Play program.



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Commitment No. 5 – First Team Meeting

Once any team is formed, a meeting is held with all parents and team staff, and another meeting with coaching staff and players is also held.

The objective of these two meetings is to clarify the team's expectations regarding the upcoming season. Specifically, items discussed include PMHA rules and policies and expected compliance; timeline of the season (including playoffs and tournaments), fundraising possibilities etc.

FAIR PLAY CODE FOR PLAYERS

1. I will play hockey because I want to, not just because others or coaches want me to.
2. I will play by the rules of hockey, and in the spirit of the game.
3. I will control my temper – fighting and “mouthing off” can spoil the activity for everybody.
4. I will respect my opponents and team members.
5. I will do my best to be a true team player on and off of the ice.
6. I will remember that winning isn't everything – that having fun and improving skills, making friends and doing my best are also important.
7. I will acknowledge all good plays/performances – those of my team and of my opponents.
8. I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.

FAIR PLAY CODE FOR SPECTATORS

1. I will remember that participants play hockey for their enjoyment. They are not playing to entertain me.
2. I will not have unrealistic expectations. I will remember that players are not professionals and cannot be judged by professional standards.



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3. I will respect the officials' decisions and I will encourage participants to do the same.
4. I will never ridicule a player for making a mistake during a game. I will give positive comments that motivate and encourage continued effort.
5. I will condemn the use of violence in any form and will express my disapproval in an appropriate manner to coaches and league officials.
6. I will show respect for my team's opponents because without them, there would be no game.
7. I will not use bad language, nor will I harass players, coaches, officials or other spectators.

FAIR PLAY CODE FOR PARENTS

1. I will not force my child to participate in hockey.
2. I will remember that my child plays hockey for his or her enjoyment, not for mine.
3. I will encourage my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
4. I will teach my child that doing one's best is as important as winning, so that my child will never feel defeated by the outcome of the game.
5. I will make my child feel like a winner every time by offering praise for competing fairly and trying hard.
6. I will never ridicule or yell at my child for making a mistake or losing a game.
7. I will remember that children learn best by example. I will applaud good plays/performances by both my child's team and their opponents.
8. I will never question the official's judgment or honesty in public.



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FAIR PLAY FOR COACHES & TEAM OFFICIALS

1. I will be reasonable when scheduling games and practices, remember that players have other interests and obligations.
2. I will teach my players to play fairly and to respect the rules, officials and opponents.
3. I will ensure that all players get equal instruction, support and playing time.
4. I will not ridicule or yell at my players for making mistakes or for performing poorly. I will remember that players play to have fun and must be encouraged to have confidence in themselves.
5. I will make sure that equipment and facilities are safe and match the players' ages and abilities.
6. I will remember that participants need a coach they can respect. I will be generous with praise and set a good example.
7. I will obtain proper training and continue to upgrade my coaching skills.
8. I will work in cooperation with officials for the benefit of the game.

THE HOCKEY PARENT CONCERNS

Some parents may say their association doesn't need a Fair Play program.

Fair Play says we wouldn't need programs such as Fair Play if more participants respected the rules, the opponents, the officials, having everyone participate and everyone maintaining self-control at games. However, the basic principles of Fair Play are lacking in minor hockey to some degree. As a result, many associations are confronted with spectators abusing their officials, their coaches, their players and other volunteers. The win-at-all-cost attitude is still evident when players only play a couple of shifts a game. Fair Play is necessary in any association to curb such negative incidents.

Some parents may say that Fair Play will interfere with their child's hockey career.

Fair Play, if anything, will enhance anyone's hockey career. Fair Play does not change the rules of the game. Fair Play encourages every player to be as competitive as possible, and to win as many games as possible, but within the rules. Fair Play teaches the players those aspects that will enhance hockey ability and team play.



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Some parents may say they don't agree with Fair Play.

The first question to ask of such parents is which one of the five Fair Play principles do they not agree with? If parents don't agree with the Fair Play principles, they do not agree with SAFETY and RESPECT in the game. Such parent's participation and purpose in becoming involved in minor hockey should be re-examined.

Some parents may say they don't have to sign any association and/or team Contract/Guidelines.

Fair Play says that every participant has the right to join a minor hockey association. That is a right. However, once a participant joins, they must abide by the rules of that association. If participants don't wish to abide by the rules, they give up their right to belong to that association. This is consistent with other clubs, organizations, businesses, or other public facilities such as public pools and public libraries. Participants must be informed of their rights and privileges. This is the purpose of the Contracts/Guidelines.

Some parents may say that they have always yelled at referees, that this is a tradition, and they won't stop yelling.

Fair Play says that verbally abusing a referee may have been done in the past. Abusing referees in a Fair Play program will not be tolerated. Using profanity or other forms of verbal abuse can result in that participant being ejected and/or barred from the arena under local Municipal By-Laws, or the facility rules and regulation. Fair Play says that spectators can yell and cheer as loud as they want during games, as long as it is positive and supportive towards the participants.

Some parents may say they don't agree with equal, or fair ice time for all players, especially at competitive levels of minor hockey.

Fair Play says that everyone who joins a minor hockey association pays a certain registration fee. If everyone pays the same amount, everyone should play the same amount. If a competitive team coach selects his/her team, all players should receive the same and fair amount of ice during the season.

In games, due to various situations such as penalties, injuries, illness and other factors, equal ice time for all players is very difficult to maintain on a game-to-game basis. Fair ice time based on everyone participating does accommodate the many factors that occur during games. Fair ice time is based on everyone participating, regardless of abilities, or level. In the over-all season however, each player should have equal ice time.

(Please note: for information related to Fair/Equal Ice Time please see section 1, article 7 of the PMHA Operations Manual (Philosophy of PMHA Local League and Rep BB/AE programs)

Some parents may say the association shouldn't have volunteers spending their time on programs like Fair Play when issues such as raising funds and the day-to-day running of the association are more important.



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Fair Play says that including a Fair Play program into a minor hockey association reinforces the objectives of any association's program. All the goals and objectives of a Fair Play program are positive and for the benefit of all participants, especially the players. Fund raising is important. SAFETY and RESPECT however, should not take a back seat to fundraising. Fair Play can also contribute to fund raising by bringing new sponsors to the minor hockey association.

Every association has volunteers who may want to become involved in some way with their children's hockey. Fair Play provides other opportunities for volunteers who don't have much time to offer. Fair Play program does not take away from an existing volunteer base.

Fair Play enhances the positive aspects of minor hockey. Volunteers spending time on Fair Play promote the mandate of their association.

The mandate of any minor hockey association is to provide a recreational opportunity for the young people of a community. These opportunities should exist in a positive, safe, respectful and fun environment.

Young people play hockey because they enjoy the game. Young people do not play hockey to entertain the parent group in the stands. An association has to focus upon the program for the players. A Fair Play program encourages this.



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APPENDIX C: Pelham Minor Hockey Association Member Acknowledgement

I (print name) _____ acknowledge that I have received a copy of the Pelham Minor Hockey Association Code of Conduct, which identifies the standard of Behavior, which is, expected of all Pelham Minor Hockey Associations members.

I understand the Code of Conduct includes all players, guardians, parents, coaches, officials, volunteers, directors, officers, committee members, conveners, team managers, trainers, administrators, and employees involved in Pelham Minor Hockey Association and PMHA activities and events.

I understand that failure to comply with this Code of Conduct and the Constitution of Pelham Minor Hockey Association may result in loss of membership and privileges which come with membership in the PMHA including the opportunity to participate in the PMHA and Pelham Minor Hockey activities and events both present and future.

Signature: _____

Date: _____

Member of:

