

The background of the slide features a large, light beige shield with a blue border. Inside the shield, the letters 'KIMH' are written in a large, white, serif font. Overlaid on this is the title 'Turning Point Program' in a bold, blue, sans-serif font.

# Turning Point Program

Conduct Management

“Change...for the better.”



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## **Turning Point Program**

Over the past several years it has become apparent that participating in the game of hockey, whether as a player, coach, official or spectator, has become less and less enjoyable. People are leaving the game for the wrong reasons and with bad memories. Conduct of spectators, coaches, officials and players amongst themselves is increasingly more unacceptable, both on and off the ice.

Kitscoty Minor Hockey views the **Turning Point Program** as support and confirmation to the many excellent volunteers, coaches, officials and parents who are the majority and who have always practiced and subscribed to the fundamental principles of fun, respect and positive development of the Game. We see this program as a vehicle to assist them to further these values and make the Game even better and more enjoyable. One could view the **Turning Point Program** as a celebration of the positive elements of the game that will overwhelm those negative elements that have unfortunately tainted the reputation of the Game today. Those few who may question the program are the very ones that many of the elements of the program are aimed at and are indicative of a problem and not a solution. It is not a time to be defensive, but rather offensive and proactive in advocating a program that is totally positive. We encourage the majority to confidently come forward with positive energy and support the **Turning Point Program** to make our Game even better.

### **1.0 Objectives of the Program:**

To provide a program which plays a significant role in the development of a young person's values, morals, social maturity, physical fitness and mental fitness. To promote acceptable conduct which provides:

- Respect for persons
- Protection from harm
- Development of ethical conduct towards others
- Notions of justice, fairness and equity
- Caring attitudes
- Freedom to enjoy and flourish
- Respect for the game

It is a must that every participant abides by these principles. A participant is defined as (but not limited to) a player, coach, official or spectator.

This program is NOT intended to be a new process for complaints about officiating or general hockey rules. The objective is to promote and insure acceptable behaviour.

## **2.0 Definition of “Unacceptable Behaviour”**

An individual is displaying unacceptable behaviour if they are verbally or physically harassing and/or abusing a game participant (player, coach, spectator or official).

When there is a situation of “unacceptable behaviour” the responsibilities of Kitscoty Minor Hockey, coaches, spectators and on-ice officials are set out herein. The focus is on achieving the program objectives. Confrontation should be avoided and reporting is encouraged, as it is an important step in attaining the objective.

## **3.0 Complaint Handling Procedure**

### **3.1 Implementation Trigger**

The reporting of unacceptable behaviour by a director, spectator, coach, player or official is the triggering event of the complaint handling procedure. This reporting process will govern the person(s) responsible for investigating the complaint. The methods of enforcement will vary dependent on the severity of the event.

### **3.2 Reporting Process**

If an incident occurs which meets the definition of unacceptable behaviour and in the opinion of a player, spectator, coach, official or administrator, is serious enough to warrant a formal complaint, then an Incident Report Form (appendix B) must be completed.

The incident Report Form should be submitted to KMH President or Vice President or emailed to ***kitscotyminorhockey@gmail.com*** for the review and actions.

### **3.3 Responsible Reporters**

#### **3.3.1 On/Off Ice Officials**

If, in the opinion of an official (on-ice or off-ice), an individual is verbally or physically harassing or abusing a game participant (coach, player or official), the official will at a stoppage of play, identify the offending individual and through discussion with one or both coaches, request that the offending individuals cease this unacceptable behaviour. If the behaviour continues, the official will document the offence or action on a game incident report form or the back of the game sheet. A copy of the write up on the game sheet will be forwarded to (the Association’s designated individual outlined in step 3.2), triggering the complaint handling process.

### **3.3.2 Directors, Spectators, Players**

If in the opinion of a Director, spectator or player an individual is verbally or physically harassing or abusing a game participant (coach, player, official, or spectator), an incident report form is to be completed and forwarded to (the individual responsible for complaint handling outlined in step 3.2). This will trigger the complaint handling procedure.

### **3.4 Enforcement**

After investigation, the Kitscoty Minor Hockey Association President shall have the power to suspend summarily any player, coach, trainer, manager, official or spectator of any team under the auspices of the Association for any conduct on or off the ice which in the sole discretion of the President is deemed to be unbecoming or detrimental to the game.

The Kitscoty Minor Hockey President shall have the power to prevent summarily any spectator from viewing any game or other activity or entering a facility to view such game or activity in the auspices of the Association for any conduct which in the sole discretion of the President is deemed to be unbecoming or detrimental to the game.

Further, the president shall have the power to suspend summarily the player, coach, team official of the team to which the spectator is attached.

This authority may be delegated to such Association directors and officials as the President may designate.

The power and delegation granted to the President allows for effective and quick action against conduct unbecoming or detrimental to the game and its participants, as well as action against the team of the contravening spectator. The Association is prepared to enforce these provisions as required and are an integral part of the reporting and enforcement initiatives.

### **3.5 Appeal Process**

Upon receiving a request for an appeal, Kitscoty Minor Hockey will establish a Special Committee comprised of five (5) members to hear any appeals related to the discipline or actions undertaken as a result of the outcome of an investigation. Appeals would be heard as soon as is practical (within 7 days). The appeal must contain a clean and concise summary of the grounds of the appeal. Notice of the appeal must be submitted to the President of Kitscoty Minor Hockey within five (5) days from the date of notification of discipline. If the appeal is denied, further appeals can be made to Hockey Alberta under the normal appeals process.

#### 4.0 **Implementation Process**

##### **Introducing the Program**

At the start of the season, a meeting is to be held with all team management and representatives of the officials to present the program. At this presentation the Kitscoty Minor Hockey association will:

- Detail the objectives
- Outline the expectations
- Lay out the consequences
- Explain the team's responsibilities
- Explain the association's responsibilities
- Explain the distribution and collection method that will be used

Teams will be given packages with the Fair Play Pledge forms (Appendix A) and a program outline. These will be distributed to the Parents, Players, Coaches and Officials for completion. Once complete they will be collected and returned to the Association.

*Improper conduct is detrimental to the development of players, coaches, officials and volunteers in minor hockey and can be directly linked to many quality participants exiting the game. It is the goal of Kitscoty Minor Hockey to make a positive change in our Association with this Turning Point Program and bring back a fun, safe and fair environment for our players.*



## **Parents Pledge**

It is the intention of this pledge to promote proper behaviour and respect for all participants within the Association. All parents **must** sign this pledge before being allowed to participate in hockey and must continue to observe the principles of Fair Play.

### **CODE OF CONDUCT 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 mine.*
- 3. I will encourage my child to play by the rules and to resolve conflict without resorting to hostility or violence.*
- 4. I will teach my child that doing ones best is as important as winning so that my child will never feel defeated by the outcome of a game.*
- 5. I will make my child feel like a winner every time by offering praise for competing fairly and 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 by example. I will applaud good plays and performances by both my child's team and their opponents*
- 8. I will never judge the officials judgement or honesty in public. I recognize officials are being developed in the same same manner as players.*
- 9. I will support all efforts to remove verbal and physical abuse from children's hockey games*
- 10. I will respect and show appreciation for the volunteers who give their time to hockey for my child*

*I agree to abide by the the principles of this code as set and supported by this Association.*

*I also agree to abide by the rules, regulations and decisions as set for this Association.*

Print Name \_\_\_\_\_ Date \_\_\_\_\_

Print Name: \_\_\_\_\_

Signatures: Parent: \_\_\_\_\_

Parent: \_\_\_\_\_



## **Players Pledge**

It is the intention of this pledge to promote proper behaviour and respect for all participants within the Association. All players must sign this pledge before being allowed to participate in hockey and must continue to observe the principles of Fair Play.

### **CODE OF CONDUCT FOR PLAYERS**

1. *I will play hockey because I want to, not 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 or "mouthing-off" can spoil the activity of everybody*
4. *I will respect my opponents.*
5. *I will do my best to be a true team player.*
6. *I will remember that winning isn't everything - that having fun, improving skills, making friends and doing my best are also important.*
7. *I will acknowledge all good plays and performances - those of my team and my opponents.*
8. *I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.*
9. *I will accept defeat gracefully...love the game above the prize.*

*I agree to abide by the the principles of this code as set and supported by this Association.*

*I also agree to abide by the rules, regulations and decisions as set for this Association.*

Print Name \_\_\_\_\_ Date \_\_\_\_\_

Signature:

Player: \_\_\_\_\_ Team: \_\_\_\_\_





## **Coaches Pledge**

It is the intention of this pledge to promote proper behaviour and respect for all participants within the Association. All coaches must sign this pledge before being allowed to participate in hockey and must continue to observe the principles of Fair Play.

### **CODE OF CONDUCT FOR COACHES**

1. *I will be reasonable when scheduling games and practices remembering that young athletes have other interests and obligations.*
2. *I will teach my athletes to play fairly and to respect the rules, officials, opponents and teammates.*
3. *I will ensure all athletes receive equal instruction, discipline, support and appropriate, fair playing time.*
4. *I will not ridicule or yell at my athletes for making mistakes or for performing poorly. I will remember that children 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 athlete's ages and ability.*
6. *I will remember that children 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.*

*I agree to abide by the principles of this code as set and supported by this Association.  
I also agree to abide by the rules, regulations and decisions as set for this Association.*

Print Name \_\_\_\_\_ Date \_\_\_\_\_

Signature:

Coach: \_\_\_\_\_ Team: \_\_\_\_\_



## **Officials Pledge**

It is the intention of this pledge to promote proper behaviour and respect for all participants within the Association. All officials must sign this pledge before being allowed to participate in hockey and must continue to observe the principles of Fair Play.

### **CODE OF CONDUCT FOR OFFICIALS**

1. *I will make sure that every player has a reasonable opportunity to perform to the best of his or her ability, within the rules.*
2. *I will avoid or remedy any situation that threatens the safety of the players.*
3. *I will maintain a healthy atmosphere and environment for competition.*
4. *I will not permit the intimidation of any player either by word or action. I will not tolerate unacceptable conduct towards myself, other officials, players, coaches or spectators,*
5. *I will be consistent and objective in calling all infractions, regardless of my personal feelings towards a team or individual player.*
6. *I will handle all conflicts firmly but with dignity.*
7. *I will accept my role as teacher and role model for fair play, especially with young participants.*
8. *I will be open to discussion and contact with players before and after the game.*
9. *I will remain open to constructive criticism and show respect and consideration for different points of view.*
10. *I will obtain proper training to upgrade my officiating skills.*
11. *I will work in co-operation with coaches for the benefit of the game.*

*I agree to abide by the the principles of this code as set and supported by this Association.  
I also agree to abide by the rules, regulations and decisions as set for this Association.*

Print Name \_\_\_\_\_ Date \_\_\_\_\_

Signature:

Official: \_\_\_\_\_



## **Incident Report Form**

*Please Submit to:*  
*KMH President or*  
*KMH Vice President*  
*kitscotyminorhockey@gmail.com*

*This form is to be used by anyone in the Kitscoty Minor Hockey Association to report an incident of unacceptable behaviour. An individual is considered to be displaying unacceptable behaviour if they are verbally or physically harassing and/or abusing a game participant (player, coach, spectator, or official).*

*TIME & DATE OF INCIDENT* \_\_\_\_\_

*NAME OF OFFENDING INDIVIDUAL* \_\_\_\_\_

*ASSOCIATED WITH (TEAM NAME)* \_\_\_\_\_

*NAME(S) OF ADDITIONAL WITNESSES* \_\_\_\_\_

***On a separate piece of paper, please provide a clear description of the unacceptable behaviour witnessed. Please use blue or black ink or type the report. Reports that are not legible will not be reviewed.***

*You can expect a board member of KMH to investigate your report. Unfortunately a written response to all reports is not possible as our volunteers do not have the resources to do so. We do however hope to be able to contact complainants at some point during or after the investigation. Resolution typically takes 2 to 4 weeks from receipt.*

***Please summarize your expectation of the outcome resulting from your report:***

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*NAME:* \_\_\_\_\_

*ADDRESS:* \_\_\_\_\_

*City/Town:* \_\_\_\_\_ *PHONE:* \_\_\_\_\_

*SIGNATURE:* \_\_\_\_\_ *DATE:* \_\_\_\_\_

## **Discipline Guidelines**

In most instances, offences that are similar to those identified in the *Hockey Alberta Minimum Suspension Guidelines* (Appendix D) will be dealt with in the same manner. The only difference being that when we are dealing with adults, who should know better, they would be given additional game suspension.

When an individual is suspended, they are suspended from **ALL** Minor Hockey activities. This includes attending other siblings games if they are a parent of other children playing hockey. It also includes refereeing games if they are a referee.

### Severity of Discipline

- a. **Mild (Reprimand to 2 game suspension)**  
This would be applied when it is a first offence which is less severe in nature. The offending individual has shown true remorse and the actions are out of character. There is little chance of this person re-offending.
- b. **Moderate (Minimum 3 game suspension)**  
This is for offences which are mild to moderate in severity. Application of this type of discipline would be for a second offence. It would also be applied to individuals who have not accepted responsibility for their actions, show no remorse and the likelihood of re-offending is high.
- c. **Severe (Minimum 5 games to 3 years suspension)**  
This is for the most serious offences. An example could be physically threatening or assaulting another individual. Application of this type of discipline would be for individuals who have re-offended multiple times or have not accepted responsibility for their actions, show no remorse and are likely to re-offend.

The President of Kitscoty Minor Hockey, or a person designated by the President, will have the authority to assess suspensions on behalf of Kitscoty Minor Hockey Association.



## MINIMUM SUSPENSION GUIDELINES MINOR

### 13.2 MINOR HOCKEY MINIMUM SUSPENSIONS

#### RULE #

#### INELIGIBLE PLAYERS

- 2.2c Team official who is party to or had knowledge of; playing a Player not properly registered with that team or properly affiliated to that team and/or allowing a Team Official who is not properly registered to that team to participate on the bench. **Indefinite Suspension**
- 2.2c Team official who is party to or had knowledge of playing a player, or allows a Team Official to participate on the bench, who is under suspension. **Indefinite Suspension**

#### 3.6 REMOVING HELMET INFRACTIONS

- 3.6c **Any player who removes their chinstraps before or during fights.**  
**Game Misconduct plus 1 game**
- 3.6c **If a player removes his helmet and releases his chinstrap to fight and the opposing player doesn't, the former gets an additional two-minute minor penalty.**  
**Game Misconduct plus 1 game**
- 3.6c **If the player removes his opponent's helmet or releases the chinstrap before or during a fight.**  
**Game Misconduct plus 1 game**

#### PRE/POST GAME ALTERCATIONS

- 4.1b Any Player involved where Majors, Game Misconducts and Match Penalties are assessed. **2 games**
- 4.1b Coach of the Team whose Players are so penalized. **Indefinite Suspension**
- 4.1b Any Team involved in a pre or post game brawl. **Indefinite Suspension**
- 4.7 Gross Misconducts **2 games**

#### ABUSE OF OFFICIALS

- 9.2 Verbal Abuse of Officials, Game Misconduct (zero tolerance). **2 games**  
Game Misconduct



## MINIMUM SUSPENSION GUIDELINES MINOR

### MATCH PENALTY (PHYSICAL FOULS)

6.1a match	Deliberate Injury	Indefinite Suspension
6.1a match	Use of Blocker	3 games
6.1d match	Hairpulling	2 games
6.1c match	Kicking	3 games
6.1b match	Headbutting	2 games
6.1d match	Grabbing the Facemask	2 games
6.1f match	Buttending	3 games
6.1e match	Facial Protector as a weapon	3 games
6.1g match	Spearing	3 games
6.1h match	Slash, high sticking, cross checking	3 games

### CHECKING FROM BEHIND

6.4 major	Checking from behind where a five (5) minute major penalty plus a Game Misconduct is assessed.	1 game
6.4 match	Checking from behind (when match penalty is assessed).	4 games

### FIGHTING

6.7a	<b>Any player who engages in their 1<sup>st</sup> fight in a season.</b>	<b>Game Misconduct plus 1 game</b>
6.7a	<b>Any player who engages in their 1<sup>st</sup> fight in a season which occurs within the last 10 minutes of regular time or any time in overtime, or at the conclusion of the game.</b>	<b>Game Misconduct plus 2 games</b>
6.7a	<b>Any player who engages in their 2<sup>nd</sup> fight in a season.</b>	<b>Game Misconduct plus 2 games</b>
6.7a	<b>Any player who engages in their 2<sup>nd</sup> fight in a season which occurs within the last 10 minutes of regular time or any time in overtime, or at the conclusion of the game.</b>	<b>Game Misconduct plus 3 games</b>
6.7a	<b>Any player who engages in their 3<sup>rd</sup> fight in a season.</b>	<b>Indefinite Suspension</b>
6.7b	Instigator or aggressor of a fight.	First Offence Second Offence Third Offence
		1 game 2 games 3 Games



## MINIMUM SUSPENSION GUIDELINES MINOR

6.7e match	Any Player wearing a ring or rings, tape or any other material on his/her hands, who becomes involved in a fight and who uses such to gain an advantage or to inflict punishment and/or injury shall be assessed a Match Penalty in addition to any other penalties he/she may incur.	2 games
6.7h	Third man in a fight.	2 games
6.7h	<b>Any Player receiving a fighting major penalty, which is a result of a second or subsequent fight during the same stoppage of play.</b>	<b>2 games</b>

### LEAVING A BENCH FOR THE PURPOSE OF FIGHTING

9.5 b	<b>Any player identified as the first to leave the players' bench during a fight.</b>	<b>2 games</b>
9.5 b,c,d	<b>Any player identified as the first to leave the penalty bench during a fight.</b>	<b>3 games</b>
9.5b	<b>The Coach of the team whose player is penalized under the above two points.</b>	<b>3 games</b>
9.5b	<b>The Coach whose player left the bench but is not identified as the first to leave the players or penalty bench during an on-ice altercation.</b>	<b>1 game</b>
9.5b	<b>Any player identified as being the first to leave the players' bench to start a fight.</b>	<b>3 games</b>
9.5b	<b>The Coach of the team whose player is penalized under the above two points.</b>	

<b>1<sup>st</sup> Offence</b>	<b>Game Misconduct</b>
<b>2<sup>nd</sup> Offence</b>	<b>2 games</b>
<b>3<sup>rd</sup> Offence</b>	<b>3 games</b>

### ABUSE OF OFFICIALS

9.6a match	Threaten or attempt to strike.	1 month
9.6b match	Intentionally touches, holds or pushes.	3 months
9.6c match	Intentionally Strike, trip or body check.	1 year

10.14	<b><u>REFUSING TO START PLAY</u></b>	Indefinite Suspension
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### SPITTING

9.7 match	Spitting on an Official.	8 games
9.7 match	Spitting on an Opponent.	3 games

**MINIMUM SUSPENSION GUIDELINES  
MINOR****CHECKING TO THE HEAD**

6.5b major      Checking to the head where a five (5) minute major penalty plus a Game Misconduct is assessed.      1 game

6.5c match      Checking to the head when match penalty is assessed).      4 games

13.4 In all Hockey, any Player or Team Official who is assessed a Minor Penalty and a Game Misconduct or a Major and a Game Misconduct or any other infraction resulting in a Game Misconduct/Gross Misconduct penalty, that occurs in the last ten (10) minutes of regular time or any overtime, or at the conclusion of the game and prior to the Player or Team Official entering his/her dressing room, shall automatically be suspended for a minimum of the next regular League/Playoff/Pre-Season/Tournament/Provincials Game. This is in addition to any other suspensions directed by HA Minor Hockey Minimum Suspensions.