

## **Appendix B - Ethics and Dispute Resolution Policy**

### **Part 1 Ethics Standards**

Violation of the standards by a participant(s) may lead to permanent dismissal or temporary suspension from Melville Minor Hockey Association (MMHA).

This policy is in conjunction with the MMHA Code of Conduct, MMHA Behavioral Agreement and MMHA Complaint Submission.

#### **1. MMHA Board Members:**

- a) Members adhere to the Board of Directors policy and seek to change policy through the proper channels of MMHA.
- b) Members maintain the integrity of MMHA at all times, and do not initiate or participate in any activity, which will place MMHA in ill repute.
- c) Members do not divulge to the general public any item(s), which may cause personal embarrassment or humiliation.
- d) Members resign from their positions immediately when they become unable to fulfil the duties or obligations of their position.
- e) Members do not criticize the sphere of operation of another member except to that member or the President.
- f) Members treat the general public with dignity and respect and are considerate of their circumstances.
- g) Members do not use their position for personal profit, or for profit of immediate family.
- h) Members do not use their position to influence the placement of any player.
- i) Members do not use their position to influence the selection of any coach or team official when their player is involved.

#### **2. MMHA Parents:**

- a) Parents will be supportive of their child, other players and coaches. Praise your child and other players, not just the scoreboard success. Encourage and support positive attitude changes, cooperation with teammates, toleration and forgiveness of mistakes, team play and even discipline.
- b) Parents will help your child's team, the officials and the MMHA Hockey Board of Directors whenever and wherever you are able.
- c) Parents will abide by and follow the Code of Conduct set out for MMHA and its members.

### **3. MMHA Players:**

- a) Players will always strive to give their best play. They will play with pride for Melville. They will respect other players, coaches, referees, and parents.
- b) Players will not use foul language during any MMHA function, game(s) or practice(s).
- c) Players will be on time and ready for game(s) and practice(s).
- d) Players will abide by and follow the Code of Conduct set out for MMHA and its members.

### **4. MMHA Coaches:**

- a) Coaches will teach hockey skills as recommended by Hockey Canada.
- b) Coaches will develop their players and put a team together that displays good sportsmanship, cooperation and respect.
- c) Coaches must be well organized and prepared, both on the ice and off the ice.
- d) Coaches will balance winning and fair play of players, as set out by MMHA, SHA and Hockey Canada.
- e) Coaches will not abuse parents, players or referees. Verbal abuse (ex: yelling, screaming, name calling, etc) or physical abuse is not acceptable.

## **Part 2 Dispute Resolution**

Melville Minor Hockey Association (MMHA) expects its members (includes coaches, players, officials and board members) to respect one another and treat one another with dignity. The board recognizes that hockey is a passionate sport and at times individuals will have heated discussions. This policy is intended to guide individual actions when a confrontation has happened.

### Players

When two or more players are either verbally or physically abusing one another on or off the ice in a hockey related situation (games, practices), the coach will upon recognition of the situation confront the individuals involved. The coach will ask players for an immediate halt to their actions. The coach will find out what the program is. If the coach feels the situation is resolved, no further action is required. The coach may at his discretion give the player(s) a time out\*. If the problem persists amongst players, the coach will set up a meeting with the individuals involved. At this meeting the player's feelings will be heard. At the end of the meeting, a plan will be made that all parties can agree with to avoid any further confrontation. If this meeting fails to resolve the problem, a 2<sup>nd</sup> or 3<sup>rd</sup> meeting will take place with the players, parents and coaches. If requested, an executive member from MMHA, who is not in conflict of interest, will attend. A plan will be made that all parties can agree with to avoid any further confrontation.

*\*A time out is defined as, to sit a player down on the bench or in the dressing room for a reasonable amount of time.*

### Players and Coaches

When a player and coach have issues with one another, they should sit down together in private with a third party present. This third party should be someone both individuals are comfortable with. (Please remember – it is against policy that a coach meet with a player in private; a third party must always be present.) This meeting should be a free and open discussion that will outline the issues involved and have a plan for the future. Parents (younger kids especially) may be present at the meeting if mutually agreed upon by all three individuals.

### Coaches, Parents, Board Members

When coaches, parents, or any adults have a confrontation with one another, it is imperative that the individuals involved talk to one another. Feelings should be brought out and the situation should be resolved. Face to face meetings are recommended with all individuals involved. Telephone conversations are a 2<sup>nd</sup> choice if two individuals are involved. Emailing, letters or texting should be avoided unless it is an apology from one individual to another. If the individuals involved cannot resolve their differences amongst themselves, an executive member of MMHA will mediate the process.