



## Russell & District Girls Hockey Association



### Code of Conduct

The RDGHA operates under the jurisdiction of the OWHHA, follows the code of conduct and recognizes the requirements as laid out under the OWHHA. It is the responsibility of all RDGHA members and participants to know and follow the OWHHA By-Laws, Regulations, Rules, Policies, Procedures and Code of Conduct. The Association also follows the Fair Play Code of Conduct as outlined by Hockey Canada and the *Respect in Sport* program.

The intent of this policy is to provide additional guidelines by which the Association expects all of its members, including players, parents, coaches, and volunteers to follow.

The RDGHA is committed to providing and maintaining an athlete-centered minor hockey environment where all individuals are treated with respect. During the course of all RDGHA activities and events, members of the RDGHA shall conduct themselves at all times in a fair and responsible manner.

#### 1. General Responsibilities

All Individuals have a responsibility to:

##### 1.1 Maintain and enhance the dignity and self-esteem of all individuals by:

- a) 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, religious belief, political belief, disability or economic status;
- b) Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
- c) Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
- d) Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
- e) Consistently treating individuals fairly and reasonably;
- f) Ensuring that the applicable rules of hockey, and the spirit of such rules, are adhered to.

##### 1.2 Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious.

Types of behavior that constitute harassment include, but are not limited to:

- a. Written or verbal abuse, threats or outbursts;
- b. The display of visual material which is offensive or which one ought to know is offensive;
- c. Unwelcome remarks, jokes, comments, innuendos or taunts;



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- d. Leering or other suggestive or obscene gestures;
- e. Condescending or patronizing behavior which is intended to undermine self - esteem, diminish performance or adversely affect working conditions;
- f. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;

1.3 Members shall avoid behavior that brings the RDGHA or the sport of hockey into disrepute, including but not limited to abusive use of alcohol and non-medicinal use of drugs, or that endangers the safety of others.

1.4 RDGHA members shall at all times adhere to RDGHA operational policies and procedures, to rules governing RDGHA events and activities and to rules governing any events and activities that the member participates on behalf of the RDGHA.

1.5 Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the policy and guidelines of the RDGHA. Such action may result in the member losing the privileges that come with membership in the RDGHA, including the opportunity to participate in RDGHA activities.

1.6 Point of contact for this policy will be the Director of Risk and Safety. This role will receive regular updates regarding disciplinary matters from game sheet information and coaches or team managers as required.

### 2. Process for Complaints

All members must read and complete the Respect in Sport program that prescribe the expected behavior of all members at all official functions of RDGHA. Failure to agree to abide by these terms will be considered a breach of the Code of Conduct. Failure to sign and return the pledges may affect participation in RDGHA activities.

Complaints of breaches of the Code of Conduct will only be considered once these complaints have been put in writing, signed and submitted to the President of RDGHA.

An initial review of the complaint will be undertaken by the President or their designate. This will include any written or electronically recorded evidence. The respondent will be contacted (by phone or in person) and the details of the complaint will be reviewed. An outcome to this review will be documented and kept with the RDGHA Secretary. The outcome of this review will be shared with the involved parties. This review process may take 2-4 weeks.

Where warranted (multiple complaints or complaints of a more grievous nature), a more complete and thorough Discipline Hearing will be convened with a Discipline Committee, which will follow the OWHG Guidelines for Conducting Hearings. At this time, all parties involved will be invited to attend and give evidence of the complaint. Written and signed submissions may be considered but given little weight as the respondent will not have a chance to discuss the contents with the complainant if they are not present.

### 3. Discipline



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All bench staff and player suspensions must be reported to the team's Convener immediately following the relevant game. A disciplinary committee will be formed to deal with player/parent/official/team discipline problems that cannot be handled by the team's Head Coach or OWHA Officials. The Committee will consist of the Vice-Presidents, one acting as Chairperson; the President, acting as a non-voting observer; and a RDGHA Director, normally the Director of Risk and Safety; provided that these individuals are not directly associated with the matter in question. Alternates will be drawn from members of the RDGHA Board as necessary. Such discipline may take the form of, but is not limited to:

- i A verbal reprimand
- ii A written reprimand
- iii A demand for an apology, either written or verbal, to any affected party
- iv A suspension from participation in or at Association activities
- v An expulsion from the Association
- vi A combination of two or more of the above
- vii Any other consequence as deemed appropriate and suitable

Should it be necessary for RDGHA to conduct a disciplinary hearing, the following procedures will go into effect:

- i The hearing will be conducted within five (5) days of the event.
- ii A parent or legal guardian shall accompany minor aged players appearing at RDGHA Disciplinary hearings.
- iii Following completion of the hearing, the Committee will have 24 hours to consider their decision pertaining to the matter.
- iv The Chairman of the Committee will be responsible for contacting the parties and advising them of the decision and following up with a written summary.
- v The Committee's decision can be appealed within two (2) days, only if the President receives a written request, which must contain some information that was not previously known or some reason why the matter should be reviewed further. The President will then decide if such an appeal might be granted. His or her decision will be considered final.

### 3.1 Player Conduct and Suspensions

Team officials are responsible for supervising and controlling the conduct of their players, before, during and after each game or practice. Failure by team officials to control the conduct of their team (i.e. vandalism, lobby or parking lot altercations etc.) may result in suspensions or other disciplinary action with the cost of any damages being paid by those involved.

Any player who is under the influence or in possession of alcohol or drugs while participating in a minor hockey game or practice will be suspended. This includes arriving at or leaving the arena. Smoking, swearing and verbal harassment in dressing rooms, hallways or players' benches are also offences liable for suspension.

A Coach may suspend using appropriate judgement and discretion, for disciplinary reasons, any player for up to one game at their discretion. RDGHA, through the team's Manager, will be advised of all such suspensions. Suspensions of more than one game must have the approval of the Disciplinary Committee.

### 3.2 Players with excessive penalty minute patterns



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Coaches will ensure that all match and gross penalties and suspensions, as outlined in the OWHHA Minimum Suspension List, are reported to the appropriate Director of Risk and Safety without exception. In addition, where an undesirable penalty pattern or attitude is deemed to be developing in any hockey player, the Coach and Manager will discuss the problem with the appropriate RDGHA Executive to correct the matter. If the problem is considered to be of a serious nature, the Executive member will, after consultation with the Coach, have the player referred to the Disciplinary Committee for corrective action.

The first review will take place with the player, parent or guardian for minor age players, and Head Coach of the team. A written summary of this review will be filed with the team's manager.

The second review will take place with the player, parent, Head Coach, and the team's manager. A written summary of this review will be filed with the Vice-President.

Players that continue to show excessive patterns of penalty minutes and disregard for the Code of Conduct after having been reviewed will be called before the Disciplinary Committee for review.

After a review, action may be taken in accordance with RDGHA Disciplinary Committee guidelines. A written summary of this review will be filed with the Vice-President for future reference.