

# *HOCKEY*



**Player/Parent Agreement**

## 1.0 PURPOSE AND GUIDING PRINCIPLES

The purpose of this policy is to establish the terms by which the player ("Player") and the player's undersigned parent or guardian ("Parent") agrees to upon their acceptance of the offer of a participation within Hockey NL.

### Definitions

For the purpose of this policy the following definitions apply:

Social Media	any website, application, or digital platform that allows users to create, share, or exchange content and engage in online networking. This includes, but is not limited to, platforms such as Twitter, Facebook, Instagram, Pinterest, YouTube, LinkedIn, blogs, live streaming services, and similar technologies. Email, text messaging, and other electronic communication tools used for team or organizational purposes are also included. As technology evolves, all emerging platforms will be subject to this policy. Users are expected to exercise sound cybersecurity practices when engaging on any digital platform.
Cyberbullying	means any electronic communication—such as a text, image, audio, or video—that is meant to harm, embarrass, intimidate, harass, or insult another person in a deliberate, repeated, or aggressive way. Any communication that damages a safe and positive environment may also be considered cyberbullying. These actions are treated the same whether they are done under a real or fake identity.
Hockey NL Community	all Associations, Leagues, Teams, and individuals involved in the sport of ice hockey. This covers directors, administrators, coaches, managers, players, officials, staff, parents, and family members connected to the Branch.
Unregistered Participant	as any parent, guardian, family member (by birth or marriage), spouse/partner, or any individual with a connection to a Member of Hockey NL.
Member	any individual who falls under Bylaw 2 of Hockey NL's Bylaws or who is registered as a participant in Hockey NL programming.
Board	the Board of Directors of the Corporation;
By-Laws	these By-Laws, including any schedules attached hereto, which are, from time to time, in force;

Council Executive Committees	are the elected Committees of the four (4) membership groups that report to the Board and have the authority as defined in these By-Laws to operate and administer the affairs of the Divisions;
Director	an individual elected or appointed to serve on the Board pursuant to these By-Laws;
Divisions	the four (4) membership groups of Senior, Junior, Minor and Female, each individually referred to as a "Division".
Executive Director	shall have the meaning set forth in subsection 5.05e) of these By-Laws.
Governing Documents of Hockey NL	the Articles, By-Laws, Regulations, Playing Rules and Policies of Hockey NL, all as amended from time to time;
Governing Documents of Hockey Canada	the Articles, By-Laws, Regulations, Playing Rules and Policies of Hockey Canada, as amended from time to time;
Hockey Canada	the self-governing body of all amateur hockey, including Sledge Hockey, in Canada;
Leagues	defined by the Corporation, including sanctioned by the Corporation and complying with Hockey Canada regulations, each individually referred to as a "League";
Non-Voting Member	shall have the meaning set forth in section 2.01 of these By-Laws;
Officer	an individual elected or appointed to serve as an Officer of the Corporation pursuant to these By-Laws;
Regulations	the Regulations of Hockey NL, as amended from time to time;
Teams	A collection of players so defined and sanctioned by the Corporation and complying with Hockey Canada Regulations, each individually referred to as a "Team";

## 2.0 Guiding Principles

- 2.1 **Professionalism:** Maintain conduct consistent with the obligations of Members, volunteers and the Hockey NL Code of Conduct Policy.

- 2.2 **Transparency:** Distinguish personal opinions from official Hockey NL positions and use disclaimers when appropriate.
- 2.3 **Confidentiality:** Protect sensitive, privileged, or proprietary information.
- 2.4 **Respect:** Ensure interactions are courteous and do not include discriminatory, defamatory, or offensive content when communicating.
- 2.5 **Compliance:** Adhere to Hockey NL's Code of Conduct policy and applicable bylaws, regulations, and policies.
- 2.6 **Pause before you post:** Others may perceive your comments to represent the entirety of a situation or issue, or to be speaking on behalf of a particular group, even if that is not the case. Consider this perception before using social media.
- 2.7 **Good Communication:** Using the appropriate communication channels within Hockey NL is required of all involved with Hockey NL programming. Remember: all content posted on social media becomes public, searchable and can be immediately shared. Thoughts and opinions shared can remain online forever and can spread beyond your control quickly (become viral). This can have an unwanted impact and go beyond what is intended.

### 3.0 Expected Conduct of Players and Parents

- 3.1 Players must be well behaved during any and all team related activities where they represent Hockey NL. While not limiting a coach's right to discipline a player, behaviour, which is unacceptable, may result in the player being disciplined.
- 3.2 All Members and Unregistered Participants shall treat each other, opposing players, coaches, game officials and others with respect and show good sportsmanship at all times.
- 3.3 All Members and Unregistered Participants will not damage any property.
- 3.4 Unregistered Participants agree to allow volunteers to perform their duties to the best of their ability and not openly criticize their attempts coaching or undermine their authority.
- 3.5 Unregistered Participants wishing to raise a concern with a volunteer's actions shall follow the appropriate Communication Pathway. At no time does this include the use of social media.

- 3.6 Any violation of the appropriate Communication Pathway may result in sanction as outlined within the Policies of Hockey NL or a Member Association, League, or Team.
- 3.7 All Members and Unregistered Participants shall review the Bylaws of their Association/League/Team, the Communication Pathway, and Social Media Policy of Hockey NL.

#### **4.0 Rules Regarding Players Status on a Team**

- 4.1 All players shall be subject to the Rules and Regulations of Hockey NL and their Member Association, League, and Team(s).
- 4.2 If a Player's Registration Fee is deemed to be outstanding by an Administrator after the final date for payment, the player may be subject to sanction by their Association, League or Team.
- 4.3 Player Participation shall be compliant with Hockey NL, Association, and League bylaws, regulations, and policies. Any violation may result in sanction as outlined under the appropriate governing document.
- 4.4 Members, Volunteers, and Unregistered Participants are representatives of Hockey NL and must conduct themselves accordingly. Any violation or conduct deemed unbecoming shall result in sanctions as outlined under the appropriate governing document.

## **Parent Guide to Hockey Participation**

### **GENERAL**

Hockey NL has various programs for children, young adults, and adults across our province. Each Division offers the opportunity to participate in a program appropriate for a player's age, skill level and interest. It is important to remember that participation in Hockey NL Programming is a **PRIVILEGE** and, as such, there are expectations to using that privilege. It is expected that all players, coaches, volunteers, and unregistered participants will conduct themselves in a professional, polite, and courteous manner. Hockey NL has a zero tolerance policy for bullying, harassment, or abuse either in person or on social media.

It is understandable that everyone involved with our game wants the best for the player they are supporting in Hockey NL programming. It is important to remember some honest facts about our game and the realities of hockey from a local, provincial, national, and global perspective. The following table highlights some key facts that all parents should be aware of:

STAT	ANSWER
0.50%	Players in Canada make the NHL
0.20%	Global Players who make the NHL
32	Number of NHL Teams
712	Total Players in the NHL
4	Number of Newfoundlanders in the NHL Currently
1026	Total Players in the AHL
7	Number of PWHL Teams
162	Total Players in the PWHL
1	Number of Newfoundlanders in the PWHL Currently
400	Approximate Number of Players in the QMJHL
35	Number of Men's Teams in CIS
35	Number of Women's Teams in CIS
64	Number of Men's D1 NCAA Teams
35	Number of Women's D1 NCAA Teams
28	Number of Men's D2 NCAA Teams
15	Number of Women's D2 NCAA Teams
84	Number of Men's D3 NCAA Teams
77	Number of Women's D3 NCAA Teams

Numbers do not lie, and these stats speak to the reality of the challenge facing every hockey player. Hockey NL encourages all members to use the sport for the valuable lessons that it can provide – including leadership, exercise and healthy living, being part of a team and something greater than an individual, sacrifice and commitment, as well as possibly providing access to educational opportunities. More than this, hockey will offer the opportunity to make friends for life and, most importantly, to have fun in a safe and inclusive environment.

Associations, Leagues, Teams and Hockey NL High Performance Programming hold tryouts each season. These sessions are available to members depending on age and, in some instances, skill level or invitation (for High Performance Programming). It is expected that a minimum level of skill and ability is required for each level. Some tryout sessions are competitive process, with many players attempting to earn a place on a particular roster and an independent evaluation process determining who is successful.

The following guide is for parents to help families through the competitive hockey experience.

## **PARENT'S ROLE**

There is no question that participating in the tryout process can be both an exciting and stressful time for young hockey players and their parents. All players will be working hard to make the team, but the added pressure of tryouts can lead to feelings that players do not normally experience in a practice or game. To help alleviate some of the pressure your child is

feeling and allow them to have a fun, positive tryout experience (regardless of the outcome) here are some tips:

- **Remain positive throughout the entire tryout process.**
- **Acknowledge your child's effort through verbal and physical cues.**
  - a quick comment like "good job" or "well done" or a "pat on the back" can go a long way in building your child's confidence.
  - You do not need to critique the tryout, your job as a parent is to be a support system for your child.
- **Keep the tryout process in perspective.**
  - Not only does your child want to make the team but they want to make you proud.
  - Whether your child makes the team or not do not let them feel like they have disappointed you in any way as this can affect their self-esteem.
- **Do not question the evaluators or the process.**
  - Leave the technical aspect of the tryout to the evaluators and the Association as this is what they are certified to do. Coach your child by being there for them, motivating them and making sure they are having fun.
- **Prepare your child for the possibility of not making a team**
  - Being overly optimistic puts extra pressure on your child and if they do not make the team, it can be devastating for them.
  - Remind them there will be another team to try out for and to use this as an opportunity to continue developing their skills and to be ready for the next chance to show what they can do.
- **Encourage your child to have fun.**
  - If your child is having fun and treating the tryout like a normal practice or game, their positive attitude will translate into their on-ice play giving them a better chance at making the team.
- **Take this opportunity to teach your child life lessons whether they make the team or not.**
  - If they make the team congratulate them and let them know it was because of their hard work and dedication.
  - If they do not make the team teach them the lessons of acceptance, humility and perseverance.
- **It is ok to seek feedback if your child does not make the team.**

- Speaking with a Technical Director or other Association representative in a constructive way allows you to provide positive feedback to your child.
- Try to give your young athlete some direction on what they can do to improve and encourage them to try out again next year.
- Remember that other parents will feel bad for you if your child is not successful in making a team. They may offer support and empathize with the unfortunate outcome. Please remember to accept these offers of support and kindness

## **Supporting Your Child Through a Release**

When a player is released from a team, it can be an emotional experience—not just for the child, but for the parents as well. It is natural to feel disappointed, but it's important to focus on how best to support your child during this time. While it is easy to place blame on the association, the selection process, or perceived politics, doing so can take attention away from what really matters—your child's growth and resilience.

Parents play a key role in helping their child move forward. Encourage your child to reflect on both their strengths and areas for improvement. Remind them that setbacks are part of learning, and that continued effort, and a positive attitude can make a real difference. If you have questions, it is perfectly appropriate to ask for feedback on how your child can improve. But above all, maintaining your child's confidence and motivation to keep playing and developing their skills is the most valuable support you can give.

## **The Tryout Process**

At the start of each season, Associations, Leagues, and Teams hold tryouts to select players for their hockey programs. Players are evaluated by a team of qualified, independent evaluators under the supervision of the Executive and/or Technical Director(s). Any interested player must register by any stated deadline to be eligible to participate.

While tryout processes can differ amongst various groups, typically they can include practice sessions and a minimum number of games. While attendance at all sessions is not mandatory, players are strongly encouraged to attend all on-ice sessions to ensure a fair evaluation.

Players may be asked to declare their preferred position during registration. After registration closes, there may be a review of the number of eligible players at each position. If numbers are low, there are several options for the group:

- (i) choose not to field a team,
- (ii) invite players to consider switching positions,
- (iii) adjust the roster structure (e.g., fewer forwards or defense), or
- (iv) seek additional players from nearby associations.



**Any and all decisions in this area MUST comply with Hockey NL bylaw, regulation, and/or policy.**

### **What to Expect After Your Child Makes the Team**

Congratulations on your child being selected for a team. Here's what you can expect moving forward.

Teams may compete exhibition games, leagues, tournaments, or other events. Most games and practices are scheduled on weekdays, though some teams may have weekend games. Hockey NL supports and promotes the Hockey Canada Development model which has set outlines for the number of practices versus games that is expected for each team/age group of players. Attendance at both games and practices is expected, and any absences must be approved by the coach in advance. Please check with your Association, League, Team on their policies in this area. It is important to remember that practices are MORE IMPORTANT for your child's development than game situations, especially at younger ages. While it is important for them to have game time, learning the skills of the game and developing them will better help them grow and succeed as they progress through the age groups of Hockey NL programming.

At some point early in the season, families should receive a participation agreement outlining expectations and team commitments. This document must be reviewed and signed. This document would be from your Association, League, or Team, and is important for your child's participation in programming. In addition to regular games and practices, teams may take part in dryland training and attend tournaments across our province. Decisions regarding this portion of participation are made at the local and team level and would be expected to be aligned with Hockey NL Policy.

Lastly, it is the expectation of Hockey NL and all our Associations, Leagues and Teams, that all parents and guardians will be positive role models at every facility. Respectful behaviour is essential for a safe and enjoyable experience for all. Negative conduct will not be tolerated. Anyone behaving inappropriately in person, online, or via social media, may face further action.

Please sign below indicating your acceptance of the terms of this Hockey NL Player/Parent Agreement and return to your Association.

**I HAVE READ AND UNDERSTAND THIS AGREEMENT WHICH GOVERNS MY CHILD'S PARTICIPATION IN HOCKEY. ALSO, I HAVE DISCUSSED THE CONTENTS OF THIS AGREEMENT WITH MY CHILD TO ENSURE THEY ALSO UNDERSTAND THE EXPECTATIONS PLACED UPON THEM.**

Association/League/Team \_\_\_\_\_

Player's Name \_\_\_\_\_

Parent's Name \_\_\_\_\_

Parent's Signature \_\_\_\_\_

Date \_\_\_\_\_