



AYR ROCKETS: Code of Conduct



Ayr Rockets Girls Hockey Association (ARGHA) strives to ensure a safe and positive environment by making individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with ARGHA's core values. ARGHA supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

DEFINITIONS:

The following terms have these meanings in this Code:

- a) "*Individuals*" – Individuals employed by, or engaged in activities with, ARGHA including, but not limited to, players, parents, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, and directors of the ARGHA
- b) "*Workplace*" – Any place where ARGHA-related activities are conducted

APPLICATION OF THE CODE OF CONDUCT AND ETHICS:

This Code applies to Individuals' conduct during ARGHA's business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with ARGHA's activities and any meetings.

An Individual who violates this Code may be subject to sanctions pursuant to ARGHA's Discipline and Complaints Policy. In addition, an Individual who violates this Code during a competition may be ejected from the competition or the playing area, the official may delay the competition until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the particular competition.

This Code also applies to Individuals' conduct outside of ARGHA's business, activities, and events when such conduct adversely affects relationships within ARGHA (and its work and sport environment) and is detrimental to the image and reputation of ARGHA. Such applicability will be determined by ARGHA at its sole discretion.

RESPONSIBILITIES:

Individuals have a responsibility to:

- Maintain and enhance the dignity and self-esteem of ARGHA members and other individuals by:
 - Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
 - Focusing comments or criticism appropriately and avoiding public criticism of players, coaches, officials, organizers, volunteers, employees, or members

- Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
 - Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
 - Consistently treating individuals fairly and reasonably
 - Ensuring adherence to the rules of the sport and the spirit of those rules
- Refrain from any behaviour 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 behaviour that constitute harassment include, but not limited to:
 - Written or verbal abuse, threats, or outbursts
 - The display of visual material which is offensive or which one ought to know is offensive in the circumstances
 - Unwelcome remarks, jokes, comments, innuendo, or taunts
 - Leering or other suggestive or obscene gestures
 - Condescending or patronizing behaviour which is intended to undermine self esteem, diminish performance or adversely affect working conditions
 - Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
 - Any form of hazing where hazing is defined as "Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior-teammate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability."
 - Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
 - Unwelcome sexual flirtations, advances, requests, or invitations
 - Physical or sexual assault
 - Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment to ARGHA
- Refrain from any behaviour that constitutes **harassment**, where harassment is defined as vexatious comment or conduct against an individual or group of individuals– a comment or conduct that is known or ought reasonably to be known to be unwelcome. Types of behaviour that constitute harassment include, but not limited to:
 - Bullying
 - Repeated offensive or intimidating phone calls or emails
 - Inappropriate sexual touching, advances, suggestions or requests
 - Displaying or circulating offensive pictures, photographs or materials in printed or electronic form
 - Psychological abuse
 - Personal harassment
 - Discrimination
 - Intimidating words or conduct (offensive jokes or innuendos)
 - Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning
- Refrain from any behaviour that constitutes **violence**, where violence is defined as the exercise of physical force by a person against an individual or group of individuals, that causes or could cause physical injury; an attempt to exercise physical force against an individual or group of individuals, that could cause physical injury to the individuals or group of individuals; or a statement or behaviour that it is reasonable for an individual or group of individuals to interpret as a threat to exercise physical force against the individual or group of individuals, that could cause physical

injury to the individuals. Types of behaviour that constitute violence include, but not limited to:

- Verbal threats to attack an individual
 - Sending to or leaving threatening notes or emails for an individual
 - Making threatening physical gestures to an individual
 - Wielding a weapon in a workplace
 - Hitting, pinching or unwanted touching of an individual which is not accidental
 - Throwing an object at an individual
 - Blocking normal movement or physical interference of an individual with or without the use of equipment
 - Sexual violence against an individual
 - Any attempt to engage in the type of conduct outlined above
- Refrain from any behaviour that constitutes **sexual harassment**, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but not limited to:
 - Sexist jokes
 - Display of sexually offensive material
 - Sexually degrading words used to describe a person
 - Inquiries or comments about a person's sex life
 - Unwelcome sexual flirtations, advances, or propositions
 - Persistent unwanted contact
 - Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, ARGHA adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to ARGHA's Discipline and Complaints Policy. ARGHA will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by ARGHA or any other sport organization.
 - Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in ARGHA programs, activities, competitions, or events
 - In the case of adults, avoid consuming alcohol in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with ARGHA's event.
 - Respect the property of others and not willfully cause damage
 - Promote the sport in the most constructive and positive manner possible
 - Adhere to all federal, provincial, municipal and host country laws
 - Comply, at all times, with ARGHA's By-Laws, policies, procedures, and rules and regulations, as adopted and amended from time to time

DRESSING ROOM POLICY:

This policy has been adopted to make the arena a safe, secure and comfortable place for all girls participating in the Association.

1. Dressing rooms will be off-limits to all males, including, but not limited to, fathers, brothers,

grandfathers, while any players are changing into or out of hockey equipment before or after a game or practice. In application this means that any equipment adjustment required to be done by a male, such as, but not limited to, skate tying, will be done outside the dressing room.

2. ARGHA observes the 2-deep rule for adult presence in dressing rooms. If adult supervision is required in the dressing room, a minimum of two adult females must be present at all times during which players are in the room. Preferably one of these individuals will be the registered team trainer, however, in her absence she may designate another suitable adult female as dressing room monitor. The team may also elect to appoint designated female parents to monitor dressing room activities. It is expected that the appointed individuals will observe the 2-deep rule at all times when in the presence of minors.
3. Male coaches will be admitted to the dressing room 10 minutes prior to official game or practice times to conduct pre-event talks and for up to 10 minutes after the game or practice is completed and players have left the ice, to conduct post-event discussions. During these two periods, a minimum of one adult female should be present in the dressing room as per the above.
4. In the event that a player arrives in the dressing room during the 10-minute pre-game period she is not to commence dressing until all male coaches have left the room for the start of the game or practice.
5. In the event that a player is still in the process of dressing when the 10-minute period is to commence, that player will be requested by the trainer or her designate to stop changing, to don suitable covering clothing and not continue to change until all male coaches have left the room for the start of the game or practice.
6. The only exception to the above will be in the event of a medical emergency as determined by and at the sole discretion of a qualified trainer or medical practitioner.
7. The use of cell phones, personal digital assistants (PDA's) or other image-taking devices is prohibited in all dressing rooms except when being used to deal with a medical emergency as determined by and at the sole discretion of a qualified trainer or medical practitioner.
8. Team Trainers are responsible for enforcement of the Dressing Room Policy.

SOCIAL MEDIA POLICY:

This policy encompasses public communications through internet mediums and websites including but not limited to: Email, Twitter, Facebook, MySpace, LinkedIn, Foursquare and any other social media network that allows users to communicate online. The policy will be applicable to all individuals of the ARGHA.

1. Comments or remarks of an inappropriate nature which are detrimental to an individual, team and/or the ARGHA will not be tolerated and will be subject to disciplinary action.
2. The following are examples of conduct through social media and networking mediums that are considered violations of the ARGHA Social Media and Networking Policy and may be subject to disciplinary action by the Ayr Rockets Girls Hockey Association or OWHA:
 - a. Any statement deemed to be publicly critical of ARGHA officials or detrimental to the welfare of a member, Team, the ARGHA or an individual.
 - b. Divulging confidential information that may include, but is not limited to the following: player injuries, game strategy or any matter of a sensitive nature to a member Team, ARGHA or any individual.
 - c. Negative or derogatory comments about any member of the Team, ARGHA, League and/or OWHA staff, programs, stakeholders, players or any member of an opposing team.
 - d. Any form of bullying, harassment or threats against players, ARGHA directors/staff/volunteers or officials.
 - e. Photographs, video or comments promoting negative influences or criminal behavior.
 - f. Online activity that contradicts the current policies of the ARGHA or its affiliated organizations.
 - g. Inappropriate, derogatory, racist, or sexist comments of any kind.
 - h. Online activity that is meant to alarm other individuals or to misrepresent fact or truth.

COMPLAINT PROCESS - 24 Hour Rule:

Sometimes parents have hockey-related concerns that need to be addressed.

We ask that parents follow the steps below when they have concerns of a serious nature. It is important to note that if your team by some uncontrollable factor is without a Parent Representative / Parent Liaison, or if the Parent Liaison is the problem, then the Director of Conflict Resolution should be contacted after the 24 hour waiting period.



DISCIPLINARY PROCESS:

The ARGHA will investigate reported violation(s) of this Code of Conduct. If the investigation determines that a violation has occurred, ARGHA will impose appropriate disciplinary action. Dependent on the severity of the violation, disciplinary action may include, but is not limited to:

1. Written or Verbal Warning to all impacted parties
2. Suspension from all ARGHA activities and events, including scheduled practices and games
3. Termination of membership within ARGHA

The Ayr Rockets Board of Directors will maintain a permanent record of all violations of the Ayr Rockets: Code of Conduct and will take into account historical information when ruling on disciplinary action.

NOTE : In offenses that are deemed to be bullying/harassment, etc. or a severe breach of the Code of Conduct by the ROCKETS Board of directors, it may move directly to the Third Offense actions and may include involvement of the Waterloo Region Police Service.

AGREEMENT:

I understand that being allowed to play hockey with the Ayr Rockets is a privilege and that I will follow the Code of Conduct at all times.

I understand that we must set an example, and conduct ourselves respectfully and with courtesy towards everyone associated with the game and that our team, the organization and myself will be judged by our behaviour.

I understand that winning is not everything and that having fun, improving skills, making friends and learning sportsmanship is the primary goal of the Ayr Rockets. Winning and losing will be done with equal grace and dignity.

I understand that failure to abide by this Code will result in disciplinary action as described.

I have reviewed this Code of Conduct, and if I am a Player I have discussed its contents with my Parent or Guardian, who also agree to be bound by the standards outlined above.

Player Signature

Parent/Guardian Signature

**** This form is now electronically acknowledged and signed by each player/parent/guardian during registration for the Ayr Rockets Girls Hockey Association through RAMP Registration**