



**Beiseker Minor Hockey Association  
Game and Conduct Management Plan  
Effective – February 12, 2018**

## **I. Introduction**

The Beiseker Minor Hockey Association administers a minor hockey program of approximately 120 players from local communities, including Beiseker, Irricana, Acme, Linden, Keoma, and Kathyrn. The BMHA current hockey program consists of Initiation/Tyke, Novice, Atom, Peewee, Bantam, and Midget divisions.

The program exists for players from 4 years – 18 years of age. BMHA has a formulated constitution with Hockey Alberta, and the Government of Alberta under the societies act.

The Beiseker Minor Hockey Association Executive committee and Board of Directors is elected by the general membership at the Annual General Meeting, thus responds to the needs of the membership. Part of the mandate is that the Executive Committee and Board of Directors is to establish conduct management guidelines for all participants in the hockey program.

The Boundaries of the Association are established as follows:

“North Boundary “, commencing at the south east corner of Section 3, Township 30, Range 24 W4, proceed west to the south west corner of Section 4, Township 30, Range 24 W4, proceed north to the south east corner of Section 17, Township 30, Range 24 W4, proceed west to the south west corner of Section 18, Township 30, Range 24 W4, proceed north to the south east corner of Section 25, Township 30, Range 25 W4, proceed west to the south west corner of Section 30, Township 25, Range 30 W4, proceed north to the north east corner of Section 36, Township 30, Range 26 W4, proceed west to the north west corner of Section 34, Township 30, Range 27 W4

“South Boundary”, commencing at the southeast corner of Section 28, Township 26, Range 24 W4, proceed west to the southeast corner of Section 25, Township 26, Range 27 W4, then south to the southeast corner of Section 1, Township 26, Range 27 W4, proceed west to the southeast corner of Section 4, Township 26, Range 28 W4.

“East Boundary”, commencing at the south-east corner of Section 3, Township 30, Range 24 W4, proceed south to the southeast corner of Section 3, Township 27, Range 24 W4, then east to the northeast corner of Section 33, township 26, Range 24 W4, then south to the southeast corner of Section 28, Township 26, Range 24 W4.

“West Boundary”, commencing at the southeast corner of Section 4, Township 26, Range 28 W4, proceed north to the northeast corner of Section 33, Township 26, Range 28 W4, then east to the southeast corner of Section 2, Township 27, Range 28 W4, then north to the south east corner of Section 2, Township 28, Range 28 W4, then east to south east corner of Section 1, Township 28, Range 28 W4, then north to the south east corner of Section 13, Township 29, Range 28 W4, then east to the southeast corner of Section 16, Township 29, Range 27 W4 then north to the north west corner of Section 34, Township 30, Range 27 W4.

## **II. Beiseker Minor Hockey Association Philosophy**

### **A. Game and Conduct Management Plan**

The Beiseker Minor Hockey Association views the Game and Conduct Management Plan as support and confirmation to our many coaches, players, officials, parents, and volunteers who are in the majority, and who have always participated in the game, following the fundamental principles of respect, positive development, and fun. We see this program as a vehicle to assist them to further these values and make the game even better and more enjoyable.

### **B. Objectives of the Game and Conduct Management Plan**

- 1. To provide a program that 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 other participants
  - Respect for the game of hockey
  - Protection from harm.
  - Development of ethical conduct towards others.
  - Notions of justice, fairness, equity.
  - Caring attitudes
  - Freedom to enjoy
- 2. It is a must that every participant abides by these principles. A participant is defined as (but not limited to) officials, parents, players, fans, team officials, volunteers, executive committee members. This program is not intended to be a new process for complaints about officiating or general hockey rules. The objective is to promote and ensure acceptable behaviour.**

### **C. Definition of "Unacceptable Behaviour"**

An individual is displaying unacceptable behaviour if they are verbally or physically harassing and/or abusing a game participant (coach, player, official, or spectator). This would also include any actions considered offensive or inappropriate to a game participant. When there is a situation of "unacceptable behaviour", the responsibilities of BMHA coaches, players, officials, spectators and administrators are outlined below. The focus is on achieving the Game and Conduct Management Plan objectives. Confrontation should be avoided. Practice the "24 Hour Rule" and then report the incident, as it is an important step in attaining the programs objectives.

### **D. Providing an Incident Report**

Rumours, innuendo and supposition will not be accepted by BMHA. Complainants not willing to present their observations/concerns in writing with their name provided will NOT receive standing. ALL those who do provide this, will receive a formal response. For the protection of all those involved, at minimum, two BMHA representatives should be present to hear/address a complaint.

### **III. Code of Conduct – Zero Tolerance Policy**

- 1. Members, players and participants are asked to, and are expected to, abide by the Bylaws, Rules, and Policies of the Beiseker Minor Hockey Association. Their behavior is expected to align with the spirit of the Bylaws, Rules, and Policies of this code.**
- 2. All members and participants of the Association shall respect other members, officials, parents, players, fans, team officials, volunteers, executive committee members, employees and property of the association. Any inappropriate conduct, threats, harassment or abuse (including the use of profanity) directed towards game or team officials, members, parents, fans, volunteers, executive committee members, employees, damage to the property of the Association or another Association will not be tolerated.**
- 3. All members, fans, and participants of the Association shall respect the game of hockey and shall behave in a manner so as not to make a travesty of the game.**
- 4. Beiseker Minor Hockey Association will not tolerate disruptively LOUD, obscene, obnoxious coaches, managers, assistants, players, parents, or fans. Such individuals will be subject to disciplinary action as outlined in the disciplinary section.**
- 5. Parents and fans are not permitted in the dressing room except as expressly permitted by the respective division head and/or coach to assist their child in changing before or after a game or practice except during a medical emergency.**
- 6. Under no circumstances will a parent or fan enter the opposing team's dressing room.**
- 7. Within the Beiseker Minor Hockey Association Membership, Coaches and other team official's players, parents, and fans are not permitted under any circumstance in the official's dressing room, nor are they to confront game officials about the game.**
- 8. Violation by any member, fan, or participant of any provision of this Code of Conduct – Zero Tolerance will result in disciplinary action being taken by the Association against such individuals as provided in this document.**
- 9. Harassment and Bullying in all its forms, including cyber bullying (i.e. Facebook, Twitter, etc.) will not be tolerated during any Beiseker Minor Hockey activity or program. All those involved with Beiseker Minor Hockey, including its volunteers, players and parents/guardians of players are responsible for making every reasonable effort to uphold this commitment. Specifically, this includes refraining from harassing or bullying behavior, responding promptly and informally to minor incidents of harassment or bullying and following Local or National policy guidelines for reporting or responding to more serious complaints of harassment or bullying. Everyone is encouraged to report incidents of harassment or bullying. Please refer to the BMH Social Media Policy.**
- 10. The inappropriate use of Cameras, Cell Phones, PDA (iPads, iPod, Blackberry) or any other type of recording device is strictly prohibited in dressing rooms OR the inappropriate use of any Camera's, Cell Phones, PDA's (iPad's, iPods, Blackberry's) or any other type of recording device is also strictly prohibited in and around player's benches. This includes coaches, parents, players, and**

visitors. Disciplinary action, including possible suspension will follow any breach of this rule. Again, please refer to the BMHA Social Media Policy.

11. Any alcohol, tobacco, vaping paraphernalia or related equipment is not allowed in the dressing rooms.
12. Coaches and Assistant Coaches will have their Cell phone available in Case of Emergency for that use only.
13. Also, after a game a picture may be taken by a team official or parents for a memory photo of the team under a special occasion such as a tournament or playoff win. Privacy Rules apply to any of these photos taken.

**ANY VIOLATION OR BREACH OF THE PROVISIONS IN THIS CODE OF CONDUCT – ZERO TOLERANCE BY MEMBERS, FANS, OR PARTICIPANTS OF BMHA WILL RESULT IN DISCIPLINARY ACTION BY THE ASSOCIATION AGAINST SUCH INDIVIDUALS WHICH WILL INCLUDE SUSPENSION AS OUTLINED IN THE DISCIPLINARY PROCEDURES OF THIS CODE OF CONDUCT – ZERO TOLERANCE.**

#### **IV. Complaint Handling Procedure**

##### **A. Implementation Trigger**

The reporting of unacceptable behavior by a coach, player, official, spectator, or administrator, 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.

##### **B. Reporting Process**

1. If an incident occurs which meets the definition of unacceptable behavior and in the opinion of a coach, player, official, spectator, or administrator, is serious enough to warrant a formal complaint, then an Incident Report Form (Appendix D) must be completed and forwarded to BMHA Division Director with seven days of occurrence.
2. The Incident Report Form will then be submitted to the President for the review and actions. Incident Reports must be filed within the season which the incident occurs.

##### **C. Responsible Reporters**

If, in the opinion of a Coach, Player, Official, Spectator, or Administrator, an individual is verbally or physically harassing or abusing a game participant (coach, player or official), at the next stoppage of play, the offending individual will be identified and through discussion with a team official, request that the offending individual(s) cease this unacceptable behavior. If the behavior continues, the official will document the offense on an incident report form or the back of the game sheet. A copy of the write up will be forwarded to (the Association's designated individual outlined in the Complaint Handling Procedure section – Division Director), triggering the complaint handling process. The BMHA's Executive Member responsible for management will determine if an investigation team is required, or if the matter can be dealt with by the President or Director of the division.

##### **D. Investigation Team**

If an Investigation Team is required, it will consist of 3 members of the association appointed by the President. They will be given a copy of the Game and Conduct Management Plan to ensure they conduct the investigation according to the objectives of the plan.

##### **E. Enforcement**

###### **1. Reports handled by an Investigation Team:**

After the investigation, the Beiseker Minor Hockey Association President shall have the power to implement the recommendations of the Investigation team that could include suspending any player, coach, official, spectator, or administrator of any team under the auspices of the Beiseker Minor Hockey Association.

###### **2. Reports handled by the President:**

The President has the power to suspend any coach, player, 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 President shall have the power to prevent any spectator from viewing any game or other activity or entering a facility to view such game or activity under 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.

**3. Authority**

This authority may be delegated by the President, to other members of the association’s executive committee or board of directors.

**4. Power and Delegation**

The power and delegation granted to the President allows for effective and quick action against conduct considered detrimental to the game and its participants. The Beiseker Minor Hockey Association is prepared to enforce these provisions as required and are an integral part of the reporting and enforcement initiatives.

**5. Appeal Process**

Upon receiving a request for an appeal, the Beiseker Minor Hockey Association will establish an appeal committee made up of three (3) impartial members to hear the appeal related to any disciplinary action handed down as a result of an investigation. Appeals should be heard as quickly as is practical (within 7 days). The appeal must contain a clear and concise summary stating the grounds for the appeal. Notice of the appeal must be submitted, in writing, to the President of the Beiseker Minor Hockey Association within five (5) days from the date of discipline notification was received. If the appeal is denied, further appeals can be made to Hockey Alberta under Hockey Alberta Rules & Regulations 13.03 Appeal from Decision of Local Minor Hockey Association.

**V. Communication Protocol**

1. Prior to reporting and or filing a complaint all members must wait 24 hours before submitting their concern.

**Figure 1.**



**This will be strictly enforced.**

## **2. Accompanying procedure**

Under no circumstances shall issues be advanced without first seeking resolution at the correct level. If a resolution cannot be secured at the appropriate level, the communication must be delivered as per chart (figure 1). Once the communication has been received you will be contacted by a representative of BMHA. If a fine is incurred on the Association as a result of a member breaching the proper chain of communication, that fine will be assessed upon the member. Refusal or failure to pay the fine may result in participation privileges of the member/player being revoked.

## **VI. Implementation Process**

### **A. Introducing the program**

#### **1. Season Start**

At the start of each season, a meeting is to be held with all participants of the game to present the program. At this meeting, Beiseker Minor Hockey Association representative will:

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

#### **2. Team Packages**

The teams will be provided packages with the Pledge forms and the program outline. Players, parents, and coaches will have access to a copy of the BMHA Game and Conduct Management plan on the website.

#### **3. Other Notifications and/or Partnerships**

Notification will be given to the following groups to help support this program.

- Village of Beiseker
- Beiseker Ag Society
- Local RCMP Detachment
- Central Alberta Hockey League

## **VII. Appendices**

Appendix A – Parents Pledge Form

Appendix B – Player Pledge Form

Appendix C – Coach Pledge Form

Appendix D – Incident Report Form

Appendix E – Discipline Guidelines

Appendix F – Hockey Alberta Game & Conduct Management and Abuse & Harassment Description

Appendix G – Social Media Policy



## Appendix A – Parent's Pledge



**BEISEKER MINOR HOCKEY  
ASSOCIATION  
PARENT'S PLEDGE**

It is the intention of this pledge to promote proper behavior 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 one's best is more important than winning so that my child will never feel defeated by the outcome of the 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 question the official's judgment or honesty in public. I recognize officials are being developed in the 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.
11. I will adhere to the BMHA Social Media policy.

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.

## Appendix B – Player’s Pledge



**BEISEKER MINOR HOCKEY  
ASSOCIATION**

### **PLAYER’S PLEDGE**

It is the intention of this pledge to promote proper behavior 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 and in the spirit of the Game.
3. I will control my temper – fighting and “mouthing-off” can spoil the activity for everyone.
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 teams 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 adhere to the BMHA Social Media policy

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.

## Appendix C – Coaches Pledge



**BEISEKER MINOR HOCKEY  
ASSOCIATION**

### **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.
8. I will adhere to the BMHA Social Media policy

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.

## Appendix D – Incident Report Form

Submit completed form to the Director of the appropriate division. Email address can be obtained from the association website.

This form is to be utilized by anyone in Beiseker Minor Hockey Association to report an incident of unacceptable behavior. 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).

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

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

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

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

Please provide a clear description of the unacceptable behaviour witnessed.

You can expect an official to investigate your report. We will contact complainants at some point during or after the investigation.

Resolution typically takes 2 to 4 weeks.

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

If additional space is required, please attach separately.

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

Email address: \_\_\_\_\_

Phone: \_\_\_\_\_

## Appendix E – Discipline Guidelines

In many instances, offences that are similar to those identified in the Hockey Alberta Minimum Suspension Guidelines 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 an additional game suspension. When an individual is suspended, they are suspended from all Minor Hockey activities. This includes attending other sibling's games if they are a parent with other children playing hockey. It also includes refereeing games if they are a referee.

**ALL SUSPENSIONS SHOULD BE REVIEWED BY THE SAME PERSON TO ENSURE CONSISTENCY IN THE APPLICATION OF DISCIPLINE IS MAINTAINED.**

### Severity of Discipline (Code of Conduct - Pledges)

- a) **Mild (Verbal Reprimand + Possible 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 actions are out of character. There is little chance of this person re-offending.
- b) **Moderate (Written Reprimand + Minimum 2 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 reoffending is high.
- c) **Severe (Written Reprimand + Min. 5 games to Max. 3-year 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 reoffended multiple times or have not accepted responsibility for their actions, show no remorse and are likely to re-offend.

Please note that the association President and members of the Discipline Committee have the authority to assess suspensions. If a conflict of interest arises, they will remove themselves from the assessment.

### Severity of Discipline (Zero Tolerance Policy)

- a) **1<sup>st</sup> Offence**  
Suspension to be determined to a maximum of twenty-one (21) days suspension from participating in any Beiseker Minor Hockey activity. This will include all dryland, practices, exhibition games, league games, arenas, tournaments as well as any team functions.
- b) **2<sup>nd</sup> Offence (or failure to comply with the 1<sup>st</sup> offence ruling)**  
Will result in: instant removal of the offending player, parent(s), or guardian(s) from any and all activities within BMHA for the remainder of the season from the date of the infraction.

- c) **3<sup>rd</sup> Offence (of failure to comply with 1<sup>st</sup> or 2<sup>nd</sup> offence rulings)**  
**May result in: instant removal of the entire family (all family members) from any and all activities within BMHA for the remainder of the season from the date of the infraction.**

**The Code of Conduct (Player/Parent/Coaches/Pledge) signed at the beginning of the season is good for one season.**

**Any physical abuse of another person will carry an indefinite suspension from all BMHA events until reviewed by BMHA for further discipline.**

**A permanent suspension will entail NO refund of registration monies.**

**Use the Incident Report to document and file the Zero Tolerance breach with BMHA**

**All formal complaints will be kept on file for the time the offender is a member of BMHA.**

## **Appendix F - HOCKEY ALBERTA GAME & CONDUCT MANAGEMENT**

### **ABUSE & HARRASSMENT DESCRIPTION**

#### **3.0 MATTERS OF UNACCEPTABLE CONDUCT AND BEHAVIOUR**

##### **3.1 Abuse and Neglect**

**3.1.1** When any person has reasonable grounds, in the course of Hockey Alberta business, activities or events that a child is being abused or neglected, he or she shall report this belief to the child protection authorities and/or Police. Hockey Alberta's General Manager should also be advised of the intent to report.

**3.1.2** Hockey Alberta shall take no further action until such time as the authorities and/or Police have concluded their investigation, unless there is cause for an immediate suspension on an interim basis to protect the child from further harm.

**3.1.3** The matter shall than be dealt with as a disciplinary matter pursuant to this policy, and the report of the investigation carried out by authorities may be utilized as required by Hockey Alberta.

##### **3.2 Harassment**

Harassment is a form of discrimination. Harassment is prohibited by human rights legislation. In its most extreme forms, harassment can be an offence under the Criminal Code of Canada.

**3.2.1** Harassment is defined as conduct, which is disrespectful, insulting, intimidating, humiliating, offensive or physically harmful. Types of behaviour which constitute harassment include, but are not limited to:

- (a)** Unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex or sexual orientation.
- (b)** Condescending, patronizing, threatening or punishing actions which undermine self-esteem or diminish performance.
- (c)** Practical jokes that cause awkwardness or embarrassment endanger a person's safety or negatively affect performance.
- (d)** Unwanted or unnecessary physical contact including touching, patting or pinching.
- (e)** Any form of hazing.
- (f)** Any form of physical assault or abuse.
- (g)** Any sexual offense.
- (h)** Behaviours such as those described above which are not directed towards individuals or groups but which have the effect of creating a negative, hostile or uncomfortable environment.

## **Appendix G - Social Media and Networking Policy**

### **1. Introduction**

For the purpose of this Social Media and Networking Policy, the policy will encompass public communications through such Internet mediums and websites as Snapchat, Facebook, Twitter, Instagram, and any other social media network that allows users to communicate online. The policy will be applicable to all members of the BMHA Community, including Directors, Teams, BMHA members and staff, on-ice and off-ice officials, players, players' family members and supporters.

The BMHA recognizes and appreciates the value of social media and the importance of social networking to all of its stakeholders. The BMHA also respects the right of all Teams and Association personnel to express their views publically. At the same time we must be aware of the dangers social media and networking can present.

The purpose of this policy is to educate the BMHA Community on the risks of social media and to ensure all Teams and Association personnel are aware that conduct deemed to be inappropriate may be subject to disciplinary action by the Team, the Minor Hockey Association, League, and/or Hockey Alberta.

### **2. Social Media Guidelines**

- a) The BMHA holds the entire BMHA Community who participate in social media and networking to the same standards as it does for all other forms of media including radio, television, and print.
- b) Comments or remarks of an inappropriate nature which are detrimental to a Team, the Association or an individual will not be tolerated and will be subject to disciplinary action.
- c) It should be recognized that social media comments are on the record and instantly published and available to the public and media. Everyone including Association and/or Team personnel, players, corporate partners and the media can review social media communications. You should conduct yourself in an appropriate and professional manner at all times.
- d) Refrain from divulging confidential information of a personal team related nature. Avoid revealing business or game strategy that could provide another team or individual a competitive advantage. Furthermore, do not discuss injury information about any player. Only divulge information that is considered public.
- e) Use your best judgement at all times - pause before posting. Once your comments are posted they cannot be retracted. Ultimately, you are solely responsible for your comments and they are published for the public record.
- f) If requested to participate in an online network, as a direct result of your affiliation with or participation in the BMHA, the BMHA recommends that you request approval from the Team or the Association.



### 3. Social Media Violations

The following are examples of conduct through social media and networking mediums that are considered violations of the BMHA Social Media and Networking Policy and may be subject to disciplinary action by the Team, Minor Hockey Association, League and/or Hockey Alberta.

a) Any statement deemed to be publicly critical of Association officials or detrimental to the welfare of a member Team, the Association or an individual.

b) Divulging confidential information that may include, but is not limited to the following:

Player injuries

Game strategies

Any other matter of a sensitive nature to a member Team, the Association or an individual.

c) Negative or derogatory comments about any of the Team, Minor Hockey Association, League and/or BMHA staff, programs, stakeholders, players, any member of BMHA Team or Hockey Alberta.

d) Any form of bullying, harassment or threats against players or officials.

e) Photographs, videos or comments promoting negative influences or criminal behaviour, including but not limited to:

- drug use
- alcohol abuse
- public intoxication
- hazing
- sexual exploitation, etc.

f) Online activity that contradicts the current policies of the BMHA or any of its member Associations.

g) Inappropriate, derogatory, racist, or sexist comments of any kind, in keeping with the BMHA policies and regulations on these matters.

h) Online activity that is meant to alarm other individuals or to misrepresent fact or truth.

### 4. Discipline

Beiseker Minor Hockey Association will investigate reported violation(s) of this policy. If the investigation determines that a violation has occurred, BMHA will impose an appropriate suspension. Any appeal of the suspension will be dealt with as set out in Beiseker Minor Hockey Association by-laws appeal process.

### 5. Summary

When using social media and networking mediums, the BMHA community should assume at all times they are representing the BMHA and/or its member Associations or Teams. All members of the BMHA community should remember to use the same

**discretion with social media and networking as they do with other traditional forms of media.**