



CMHA COACH CODE OF CONDUCT

POLICY

The Chilliwack Minor Hockey Association (CMHA) is committed to fostering a safe, inclusive, respectful, and equitable hockey environment. This commitment extends to all participants, including but not limited to individuals who are Indigenous, racialized, LGBTQ2S+, people with disabilities, and people of all gender identities, expressions, and cultural backgrounds.

All coaches are expected to act with integrity, respect, and sportsmanship before, during, and after all CMHA-sanctioned events. The CMHA Discipline Committee may review and address any contraventions of this Code of Conduct.

COACH EXPECTATIONS

As a coach, you play a vital role in shaping young athletes' experiences. To create a safe, positive, and inclusive environment, CMHA requires coaches to:

- Serve as a positive role model for all players.
- Value each child's well-being over winning; remember, hockey is played for fun.
- Demonstrate emotional maturity and self-control.
- Prioritize the physical and emotional safety of players.
- Offer genuine praise when deserved.
- Treat players fairly and never criticize them publicly.
- Teach and model good sportsmanship, respect for parents, opponents, and officials.
- Encourage fun and enjoyment, be patient, supportive, and positive.
- Stay knowledgeable about the rules, techniques, and strategies of hockey.
- Communicate clearly and constructively, avoid yelling at players or officials.
- Recognize your influence, act with honesty, consistency, and fairness.
- Emphasize teamwork and collaboration.
- Focus on developing players' fundamental hockey skills.
- Adapt to the individual needs and challenges of your players.
- Maintain open communication with parents, sharing the goals and objectives of CMHA.
- Never verbally or physically abuse a player, parent, or official.
- Be mindful of body language, avoid intimidating positions. Eye-level communication is best.
- Ensure all players have equal opportunities to build skills, confidence, and self-esteem.
- Plan practices that are fun, engaging, and challenging.
- Support the overall development of players, promoting healthy habits and positive lifestyles.
- Refrain from using profanity around players, parents, or officials.
- Treat everyone with dignity and never sexualize, demean, or objectify individuals in any context.
- Require parents/guardians to respect boundaries by not approaching coaches before, during, or immediately after games with grievances.
- Enforce a mandatory 24-hour "cooling-off" period for grievances. Issues must first be raised with the team manager, and if unresolved, escalated in the following order: Division Coordinator → Division Director → First Vice-President → President. Failure to follow this process may result in suspension or expulsion from CMHA.



BREACH OF CONDUCT

CMHA addresses breaches of conduct in a fair, educational, and restorative manner. If a coach violates the Code of Conduct:

- **A report or concern** may be submitted to the team manager, Division Coordinator, or CMHA Board member.
- **An investigation or review** will be conducted in a timely, respectful, and confidential manner.
- **Consequences** will depend on the nature and severity of the behaviour. These may include:
 - Verbal or written warnings
 - Restorative conversations or learning opportunities (e.g., equity, inclusion, or Safe Sport education)
 - Temporary suspension from practices or games
 - Permanent removal from the team or CMHA in severe or repeated cases

CMHA prioritizes restorative approaches that encourage accountability, repair of harm, and learning from mistakes. In situations involving discrimination, racism, or harassment, actions will align with BC Human Rights and Safe Sport policies to ensure the well-being of all participants.

ACKNOWLEDGEMENT & COMMITMENT

By signing this agreement, I acknowledge that I have read and understood this policy. I commit to upholding these principles and contributing to a respectful, inclusive, and safe team culture.

Coach Name (printed): _____

Coach Signature: _____ Date: _____

CMHA Representative Name: _____

CMHA Representative Signature: _____ Date: _____