**HAY RIVER MINOR HOCKEY ASSOCIATION**

**Game and Conduct Management Policy**

**Objective**

To provide Hay River Minor Hockey Association players with a policy that assists in the development of a positive, physically and mentally fit young person with the social skills to proceed in life. This policy defines and addressed unacceptable behavior. Participants are defined as players, coaches, directors, parents, officials, spectators, all volunteers, and arena staff. To ensure ALL participants have:

* Safety and protection from any harm
* Mutual respect to ensure an enjoyable experience
* An environment that fosters the learning and development of everyone, as we can always learn
* Respect for the facility and the Arena Code of Conduct
* Freedom to flourish
* Respect for the game of hockey

**Definition of “Unacceptable behavior**”

An individual who is verbally or physically abusive to any other participant (as defined in the objective) or otherwise undermines the objectives of the Hay River Minor Hockey Association to maintain an enjoyable, respectful and positive experience. The process to address this behavior is set out in this policy. Written reporting is strongly encouraged and direct confrontation discouraged.

**Complaint Handling**

The trigger is the complaint, whether verbal or written against any of the defined participants.

*Reporting Process:* If an incident occurs that meets the “unacceptable behavior” definition, an incident report should be generated. If the complaint is verbal then the receiver of the report will provide a written summary of the complaint to the Conduct Committee. (should be a committee, as one individual would delay the process) The incident should be dealt with at the first level, which may be the Director of the Division or the coach. All reports must be submitted to the Secretary of the Executive, complete with the resolution, for Executive to review to ensure consistency.

**REPORTING PROCESS and FLOW CHART**

1. incident occurs of unacceptable behavior
2. complainant witnesses incident
3. complainant provides a written or verbal complaint to the lowest level not involved in the incident

*Rumors, innuendo and supposition will not be accepted by HRMHA.*

*Complainants not willing to present their observations/concerns either*

*verbally or 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 HRMHA representatives should be present to hear/address a complaint.*

**Enforcement**

The incident shall be reviewed at the first level whenever possible, i.e.: coach or Director first, providing they are not involved in the incident and providing there is no conflict such as a direct personal relationship. (son, daughter, etc).

* Coaches/Directors shall have the authority to prescribe discipline for Level 1 incidents
* Conduct Committee will have the authority to prescribe discipline for all other Levels
* The President or their designate will have the authority to summarily prevent any spectator, player, coach or official whose behavior presents an immediate deterrent to the smooth conduct of game/tournament from entering/viewing any HRMHA activities in the Arena. The Executive, minus the President, will hear the appeal and a majority vote decision will be final.

**Appeal Process**

Upon receiving a request for appeal (form to be provided), the HRMHA will decide the level to which the appeal will proceed. If the Incident of Unacceptable Behavior has been dealt with at the Coach/Director Level then the appeal is to the Conduct Committee, if it was dealt with at the Conduct Committee Level then the appeal will be heard by an Appeal Committee, consisting of 3 members, appointed by the President. One member may be a peer. No members of any appeal can have been or be involved in the original incident or related to the individual or anyone else involved in the incident.

The appeal must be heard as soon as practical but no longer than seven (7) days. The appeal must be clear and concise. The appeal is not for re-deciding the issues but for determining if unfair procedures or bias was applied against the accused participant.

*Discipline Guidelines*

Under this section an activity is defined as any HRMHA activity including one game or one practice. It is assumed that ALL other HRMHA activities that span this suspension are also included. Example: team organized fun events.

**Severity of Discipline for Off Ice/Non Game Behavior**

*Level 1 (mild)*- (verbal reprimand to 2 activities) usually for first offenses and for those who display remorse for their actions:

* Verbal reprimand
* Written reprimand
* Parent/coach/director/player meeting
* Suspension (maximum 2 activity suspension) or alternative punishment
* Combination of the above

**Offences including but not limited to:**

* verbal abuse of coaches/other players at practice
* issues with lateness or unexcused absences
* excessive physical force at practice
* inattentiveness/non-compliance with a reasonable coaching request (age appropriate)
* teasing, rough housing, chastising or any other behaviors that interfere with the enjoyment/ experience for other players or coaches.
* any above behaviors on tournaments (or travel to and from)

*Level 2 (moderate) -*(written reprimand to 3 activities)

* Written reprimand
* Parent/ coach/player/director meeting
* Suspension (maximum 3 activities) or alternative punishment
* Combination of above

**Offenses include but not limited to:**

* unsportsmanlike conduct
* curfew violations
* displays of offensive, racist, and or sexist comments or behavior - hazing
* pranks or jokes that endanger the safety of others
* repeated disturbances or disruptions
* behavior that brings disrespect on the team.
* second offenses dealt with at a ***Level 1***
* fighting
* harassment of players
* theft

*Level 3 (major)*- (minimum 3 activities to 3 year suspension) infractions requiring a written report to the Conduct Committee.

* Parent/coach/director/player meeting
* **Suspension as per Alcohol and Drug Policy**
* **Suspension as per Smoking Policy**
* Suspension (minimum 3 activities to maximum 3 years) as decided by Conduct Committee for other unacceptable behavior
* Expulsion

**Offenses include but not limited to**:

* incidents of unacceptable behavior off ice including but not limited to:
* use of alcohol
* use of drugs
* underage smoking
* curfew violations
* abuse of minors
* destruction of property
* unacceptable behavior dealt with at ***Level 2*** earlier in the season

**NOTE:**

* **If the Alternative Punishment is not successful the entire suspension will stand.**
* **The goal in the setting of suspensions and punishments should be a deterrent for unacceptable behavior with a minimal disruption to the player and the team. Positive alternative sentencing with an aim at education and role modeling should be used if possible.**
* **No alternative sentencing should be embarrassing or physically excessive for the player involved.**

**Guidelines for Suspension: Severity of Discipline for On Ice/Game Behavior**

The following chart lists the compulsory suspensions for on ice/game behavior. The Canadian Hockey Association (CHA) rule numbers are included.

|  |  |  |
| --- | --- | --- |
| ***Definition*** | ***Minimum Suspension*** | ***Rule\**** |
| **MATCH PENALITES** |
| Deliberate injury | Indefinite suspension | 49a |
| Deliberate attempt to injure | 3 activities |  |
| Hair pulling | 2 activities | 49d |
| Kicking | 3 activities | 49c |
| Head butting | 2 activities | 49b |
| Grabbing the face mask | 2 activities | 49d |
| Butt ending (when match penalty assessed) | 3 activities | 49f |
| Facial protector as a weapon | 3 activities | 49e |
| Spearing (when match penalty assessed) | 3 activities | 49g |
| Slashing, high sticking, cross checking (match penalty) | 3 activities | 49h |
| **SPITTING** |
| Spitting at an Official | 8 activities | 80 |
| Spitting at an opponent | 8 activities | 80 |
| **ABUSE OF OFFICIALS** |
| Intentional touches, holds or pushes (requires a written report from each official present at game) | 5 activities | 71a |
| Intentional strike, trip or body check | 7 activities | 71b |
| Threaten or attempt to strike (match penalty) | 3 activities | 71c |
| **CHECKING FROM BEHIND** |
| Checking from behind (when match penalty assessed) | 4 activities | 53b |
| Checking from behind (major penalty and game misconduct) | 2 activities | 53a |
| **HIT FROM BEHIND** |
| Hitting from behind (minor penalty and game misconduct) | 1 activities |  |
| Any time during a game, the penalized player is ejected from that game and suspended from the next practice/game. |
| **MISCONDUCT** |
| Misconduct penalty received in last 10 minutes of game or before leaving ice. | 1 activities |  |
| **ABUSE OF OFFICIALS** |
| Abuse of Officials, unsportsmanlike conduct/misconduct, game misconduct (zero tolerance) |  | 47 |
| 1st offense | 2 activities |  |
| 2nd offense | 3 activities |  |
| 3rd offense | 4 activities |  |
| **FIGHTING** |
| 1st offense | 3 activities | 59 |
| 2nd offense | 5 activities | 59 |
| 3rd offense | 7 activities | 59 |
| Third man in a fight (game misconduct) additional | 1 activities | 59d |
| Any player receiving two (2) major penalties during the same stoppage of play (game misconduct) | 2 activities | 59d |
| Instigator of a fight (additional) |  | 59a 1 |
| 1st offense | 1 activities |  |
| 2nd offense | 2 activities |  |
| 3rd offense | 4 activities |  |
| Any player wearing a ring or rings, tape or other material on their hands, who becomes involved in a fight and who used such to gain an advantage or to inflict punishment and/or injury, shall be assessed a match penalty in addition to any other penalties incurred. (additional) | 3 activities | 59a 4 |
| **LEAVING THE BENCH FOR THE PURPOSE OF A FIGHT** |
| Coach of a team whose player is penalized under the rule | 3 activities | 70 |
| Player who is identified as first to leave the players bench during a fight or for the purpose of fighting (double minor and game misconduct) | 3 activities | 70b |
| Leaving the penalty box as above (triple minor and game misconduct) | 4 activities | 70b, d |
| Coach whose player is not identified as the first to leave the players bench or penalty box during on ice altercations (game misconduct) | 1 activities | 70c |
| **INELIGIBLE PLAYERS** |
| Coach who is party to or had knowledge or playing a player under suspension | indefinite | 16 |
| Coach who is party to or had knowledge or playing a player not properly registered with that team or properly affiliated with that team | 3 years | 16c |
| **PRE/POST GAME ALTERCATIONS** |
| Any player involved where majors, game misconduct’s, gross misconduct’s and match penalties as assessed | 2 activities | 27 |
| Coach of a team whose players are so penalized | indefinite | 27 |
| Any team involved in a pre or post game brawl | indefinite | 27 |
| **EXCESSIVE PENALITES BY PLAYERS OR TEAMS** |

*\*rule numbers are subject to change and new rules added as Hockey Canada’s Rule book changes and grows*

* Altercations before or after games by players, coaches, managers, etc. will be dealt with severely by HRMHA Executive
* Any player receiving his/her 3rd penalty during a game will be required to leave the ice for the remaining time of that game
* Suspended players, coaches, managers, etc. are not permitted in or near the dressing rooms or players boxes or stands under direction of the President from one (1) hour before to one (1) hour after the game
* When a player is assessed a penalty that renders them ineligible to play in the next game, such as a match or game misconduct, it is the responsibility of the coach or manager to ensure that the player has been cleared by the proper authorities before the coach or manager permits the player to play again
* Anyone removed from a game will go directly to their respective dressing rooms and remain there until the conclusion of the game
* Where a coach, manager, trainer, team official, etc. is assessed a game misconduct, they shall receive, in addition to the game in which they received the game misconduct; and additional suspension, which shall be a minimum of one activity
* HRMHA will not tolerate abuse of any kind directed towards Officials by player, coach, manager, trainer, team officials, parent spectators, etc. of any team. Any such abuse will render the offending individual liable to suspension or expulsion
* All incident reports must be written and delivered or faxed by each team to the President within twenty- four hours after game completion or prior to their next team event
* Suspensions will be served on practices, games and sanctioned tournament games immediately following an infraction

Failure to comply with any suspensions results in disciplinary action towards the coaching staff.

**Appendix A**

**Hay River Minor Hockey Association**

**Policy on Drug and Alcohol Abuse**

Any HRMHA player **found in possession of/or attempting to purchase** alcohol or drugs while participating in a HRMHA activity (includes all time spent on out of town tournaments) will be suspended immediately. Any player **observed** to be under the influence of alcohol and/or drugs while participating in a HRMHA activity will be immediately suspended from participation in this and any further activities until:

* the suspension is served; and
* the appeal is heard through the appeal process

Suspension will be: 1st offense: 30 days

2nd offense: 365 days

**Appendix B**

**Hay River Minor Hockey Association**

**Policy on Underage Smoking/Vaping**

Any player under 18 years of age observed purchasing cigarettes while on a HRMHA activity will be suspended. All smoking/vaping will be **STRONGLY DISCOURAGED.**

Suspension will be: 1st offense: parents will be notified

**Appendix C**

**Hay River Minor Hockey Association**

**Incident Report Form**

Submit completed form to: President

Hay River Minor Hockey Association

Box 4589

Hay River, NT

X0E 1G3

This form is to be used by anyone in the HRMHA to report an incident of unacceptable behavior. An individual is considered to be displaying unacceptable behavior 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: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

TEAM ASSOCIATED WITH: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

**On a separate sheet (or back) please provide a clear description of the unacceptable behavior witnessed. Please write/print/type clearly. Reports that are not legible will not be reviewed. Unsigned forms will not be reviewed.**

All reports will be investigated. We are unable to provide a written response to all reports. We will try to contact all complainants at some point. Please allow 2 to 4 weeks from receipt.

YOUR EXPECTATIONS OF THE OUTCOME ARE: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*NAME: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

*ADDRESS: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ CITY: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

*PHONE #’s: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

*SIGNATURE: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ DATE: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

**Appendix D**

**Hay River Minor Hockey Association**

**Alternative Punishments**

Alternative punishments ***MUST NOT***:

* seek to humiliate or embarrass any HRMHA member
* cause undue physical or emotional duress
* by its design, cause an increase in animosity between teammates or any other HRMHA member

Alternative punishments ***MUST***:

* directly relate to the unacceptable behavior being addressed
* seek to teach/direct the behavior
* be readily achievable
* be readily measurable

Examples:

* repair/replace any damage done in the arena, HRMHA property or to a member’s personal property
* witnessed verbal apology to an individual or team (if the entire team was involved)
* written apology
* assist with clean up in the arena with staff approval
* helping with puck retrieval, etc, after practice

**Appendix E**

**Hay River Minor Hockey Association**

**Notice of Player Discipline/Suspension**

***Notice of:* □ player discipline □ player suspension (please check one)**

Name of Player involved: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Division: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The Player named above was involved in the following incident: (concise statement)

(If more room is required for the description of the incident, please use back of this page)

As a result, and in accordance with the *Hay River Minor Hockey Association policies on Game and Conduct Management and Severity of Discipline for Off Ice/Non – Game Behavior*, the Player named above is being disciplined/suspended from Hay River Minor Hockey as outlined below:

**□** Suspended from \_\_\_\_\_ (#) of Hay River Minor Hockey Association activities starting \_\_\_\_\_\_\_\_\_\_\_\_\_\_ and ending \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, inclusive

**□** Suspended from **ALL** Hay River Minor Hockey Association activities starting \_\_\_\_\_\_\_\_\_\_\_\_\_\_ and ending \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, inclusive

During these time/circumstances the Player will:

**□** lose the privilege of participating in games

**□** lose the privilege of participating in practices

**□** lose the privilege of participating in social activities with HRMHA

**□** lose the privilege of participating in any NWT Hockey Association sanctioned events/games

**□** lose the privilege of participating in any Canadian Hockey Association sanctioned events/games

*page 1 of 2*

In accordance with *Hay River Minor Hockey Association guidelines for Suspensions, Severity of Discipline for On Ice/Game Behavior,* this incident is being categorized under:

Rule #:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Definition: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**□** Suspended from \_\_\_\_\_ (#) of Hay River Minor Hockey Association activities starting \_\_\_\_\_\_\_\_\_\_\_\_\_\_ and ending \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, inclusive

**□** Suspended from **ALL** Hay River Minor Hockey Association activities starting \_\_\_\_\_\_\_\_\_\_\_\_\_\_ and ending \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, inclusive

During these time/circumstances the Player will:

**□** lose the privilege of participating in games

**□** lose the privilege of participating in practices

**□** lose the privilege of participating in social activities with HRMHA

**□** lose the privilege of participating in any NWT Hockey Association sanctioned events/games

**□** lose the privilege of participating in any Canadian Hockey Association sanctioned events/games

**Follow up:**

**□** No meeting is required with the Parent/Guardian before the Player returns to normal Minor Hockey activities

**□** A meeting is required with the Parent/Guardian before the Player returns to normal Minor Hockey activities. At this meeting the Player will be expected to make a commitment that the unacceptable behavior will not happen again. The Parent/Guardian will be expected to support that commitment

***You have the right to question and appeal this decision. If you disagree with this decision, you should send written notice of your disagreement to the President of the Hay River Minor Hockey Association.***

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Representative Date

HRMHA Discipline Committee

**Appendix F**

**Hay River Minor Hockey Association**

**Appeal Form**

Name of Appellant: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Division: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Suspended for: (concise statement)

(*Attach additional information if needed*)

Appeal on grounds: (brief clear statement on what basis you are appealing)

(*If more room is required for the description of the incident, please use back of this page*)

Witnesses and/or supporting evidence for appeal:

***Response***

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Members: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Result***

**□**Suspension reduced by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **□**Suspension upheld

**□**Suspension extended by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Appendix G**

**Hay River Minor Hockey Association**

**Code of Conduct for Midget and Bantam Hockey Players**

The Hay River Minor Hockey Association provides a venue for children and youth to play hockey in a positive and supportive environment. The community of Hay River supports the HRMHA. This includes its citizens, organization, and businesses. In return for this support, HRMHA players, coaches, and directors must represent Hay River in a positive manner both at home and away.

***Player’s Fair-play Code***

√ I will play by the rules and in the spirit of the game

√ I will respect my teammates, opponents, and do my best to be a team player

√ I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect

***Code of Conduct***

√ I agree to follow the directions of my coaches and officials both on and off the ice

√ I agree that I am representing Hay River and Hay River Minor Hockey both at home and wherever my team may visit

√ I agree to abstain from alcohol and illegal drugs while I represent Hay River Minor Hockey both at home and away

√ I understand that my behavior both on and off the ice must adhere to the policies of HRMHA

√ If my conduct does not meet these policies, I understand that I will be subject to the appropriate discipline, which may include suspension from Hockey Canada sanctioned activities

I have read and agree to the terms of this Code of Conduct.

Player’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I have read and will support the HRMHA as a parent/guardian. I may also be further involved as a chaperone or volunteer.

Parent/Guardian: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_