



Code of Conduct/Member Expectations

The CRBL Code of Conduct identifies the standards of behavior which are expected of all league participants including players, coaches, parents, coordinators, directors, volunteers, and staff. The CRBL is committed to providing a safe, fun and respectful environment. It is the responsibility of each participant to understand the expectations established below, and to understand their role. CRBL league participants will conduct themselves at all times in a fair and responsible manner. Members shall refrain from comments or behaviors that are disrespectful, offensive, abusive, racist or sexist. Issues specific to harassment (deemed to include bullying) are outlined in further detail below.

All participants in the CRBL shall avoid behavior that brings HDC, the CRBL or the sport of hockey into disrepute, including but not limited to:

- Any use of alcohol, tobacco or tobacco products (deemed to include 'vaping'), or drugs;
- Any activity or behavior that interferes with a competition or with any athlete's preparation for a competition; or
- Actions that endanger the safety of others.

CRBL participants are expected to adhere to operational policies and procedures, to the rules governing CRBL events and activities including activities such as functions and/or evaluations. Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the Discipline Policy of the CRBL.

Member Resources

- Member's Handbook.
- Evaluation Guidelines

Section 1: Definitions:

Harassment

Harassment is a form of discrimination. Harassment is prohibited by human rights legislation in each province of Canada. In its most extreme forms, harassment can be an offence under Canada's Criminal Code. Harassment is defined as conduct which is insulting, intimidating, humiliating, offensive, or physically harmful. Types of behavior which constitute harassment include, but are not limited to:

- Unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex or sexual orientation
- Condescending, patronizing, threatening or punishing actions which undermine self-esteem or diminish performance
- Practical jokes, which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance
- Unwanted or unnecessary physical contact including touching, patting or pinching
- Any form of hazing
- Any form of physical assault or abuse
- Any sexual offence

Bullying

Bullying is defined by the combined use of aggression and power. It occurs when one or more individuals abuse power and direct verbal, physical or social aggression at another individual.

Harm inflicted by bullying may be physical, psychological, social or educational. Bullying includes a continuum of hurtful behaviors that can range in severity from name-calling to criminal assault.

Criminal Abuse/neglect

When any person in authority, including CRBL volunteers/personnel, parents/guardians etc., has a reasonable belief that a minor is being criminally abused or neglected, he or she shall report this belief to the Police and shall advise the CRBL League Chair of having made this report. The CRBL shall take no further action until such time as the authorities and/or Police have concluded their investigation. The matter shall then be dealt with pursuant to this policy

and the report of the investigation carried out by authorities may be used as evidence under these proceedings.

The CRBL recognizes the sensitive and serious nature of harassment and will strive to keep all matters relating to a complaint confidential. However, if required by law to disclose information, the CRBL will do so. This shall not preclude publication of the outcome of any matter, where a sanction imposed under this policy includes publication.

Section 2: Complaint process

A person who experiences harassment, any person who witnesses harassment, or any person who believes that harassment has occurred is encouraged to make it known that the behavior is unwelcome, offensive, and contrary to the values of the CRBL and its policies.

Section 3: Infractions

Minor Infractions - these are infractions under the CRBL Code of Conduct, which are deemed not to be severe, but which may warrant immediate corrective action as specified in this Policy. Disciplinary situations involving Minor Infractions occurring within the jurisdiction of the CRBL will be dealt with by the appropriate persons/committee having authority over the situation and the individual involved.

Major Infractions - these are infractions under the CRBL Code of Conduct, and terms of the CRBL Members Handbook, which are more severe and may warrant disciplinary action as specified in this Disciplinary situation involving Major Infractions occurring within the jurisdiction of the CRBL will be dealt with by the CRBL Discipline Committee

Criminal Infractions-a complainant may report to the Police as warranted. The CRBL League Chair need to be advised if this occurs. Notwithstanding the procedures set out in this Policy:

- Any member or participant of the CRBL who is convicted of a criminal offence involving sexual exploitation, invitation to sexual touching, sexual interference or sexual assault, shall face automatic suspension from participating in any activities of the CRBL for a period corresponding to the length of the criminal sentence imposed by the Court, and may face further disciplinary action by the CRBL in accordance with this Policy.
- Any member of the CRBL, coach, trainer, manager or player who deliberately damages or defaces facilities used by, or equipment belonging to CRBL shall be suspended from the CRBL until the full cost of repair and/or replacement of the damaged equipment or

facilities (or other prescribed remedy) has been completed. In addition to the suspension and the payment of damages, the offending individual may be subject to further disciplinary action and/or suspension at the discretion of the Discipline committee of the CRBL.

- Illegal use of alcohol or drugs at any CRBL sponsored function or in any arena or other facility used for such function, by any coach, trainer, manager, official, or player affiliated with the CRBL will not be tolerated and may lead to suspension without refund (where applicable), for the balance of the season. Under this policy, two different Discipline Stages are possible, as follows:

Section 4: Process

The Formal Process is used primarily for the CRBL Discipline Committee to address major infractions as outlined in Appendix "A".

Once a major infraction occurs the team official, coach, CRBL director, or CRBL member must file a complete CRBL Incident Report with the CRBL League Chair within 7 calendar days (link to incident report). Any previous documentation relating to prior infractions will be reviewed and the League Chair to determine if a hearing is required. Where the individual acknowledges the facts of the incident, he or she may waive the hearing, in which case the Disciplinary Committee shall determine if any disciplinary sanction is required. The Disciplinary Committee may hold a hearing for the purpose of determining an appropriate sanction. If the individual being disciplined chooses not to participate in the hearing, the hearing shall nonetheless proceed.

If a hearing is required:

- The respondent shall be notified as quickly as possible but no later than 7 days from date of receipt of the written Incident Report
- The respondent alleged to have committed an infraction shall be given notice via email to the primary email address given at registration, of the day, time and place of the hearing.
- The respondent shall be advised of the procedures outlined in this Policy.
- Besides the respondent, any other parties involved or that have relations to the parties involved will be recused from the hearing The Committee may request that witnesses to the infraction be present or submit written evidence.
- If, at any point in the proceedings, the respondent becomes reluctant to continue it shall be at the sole discretion of the Discipline Committee to continue the review of the infraction in accordance with this policy.

The Committee may decide to conduct the hearing in person or by telephone. When directing appropriate disciplinary sanction, consideration shall be given, but not limited to:

- The nature and severity of the infraction
- Whether the infraction was an isolated incident or part of an ongoing pattern
- The age of the Respondent
- Whether the Respondent had been involved in previous infractions of similar nature
- Whether the Respondent acknowledged responsibility
- The Respondent's extent of remorse
- The age, maturity and experience of the Respondent
- The Respondent's prospect for rehabilitation

The Discipline Committee may apply the following disciplinary sanctions singly or in combination, for major infractions:

- Written reprimand to be placed in individual's file
- Suspension from certain CRBL events, which may include suspension from the current game or competition or from future competitions
- Suspension from certain CRBL activities (i.e. competing, coaching or officiating) for a designated period
- Suspension from all CRBL activities for a designated period
- Expulsion from the CRBL
- Other sanctions as may be considered appropriate for the offence

The preceding sanctions may be modified, or added to, as required by the provisions of any other pertinent CRBL Policy, such as those dealing with harassment, doping, personnel or event-specific matters. Unless the Discipline Committee decides otherwise, any disciplinary sanctions shall commence immediately.

After reviewing and deciding the infraction matter, the Discipline Committee shall present its findings in a written hearing report to the CRBL League Chair.

The Discipline Committee will complete a Hearing report which includes:

- A summary of the relevant facts
- A determination as to whether the acts complained of constitute an infraction as defined in this policy
- Disciplinary action to be taken, if the acts constitute an infraction.

Appendix A

Examples of minor infractions:

- A single incident of disrespectful, offensive, abusive, racist or sexist comments or behavior (including bullying) directed towards others, including but not limited to peers, opponents, players, parents, coaches, officials, managers, trainers, administrators, spectators and sponsors;
- Unsportsmanlike conduct such as angry outbursts or arguing;
- being late for or absent from CRBL events and activities at which attendance is expected or required;
- Non-compliance with the rules and regulations;
- Defamation of CRBL directors, coaches, parents, players, or officials either written or expressed (including through social media).

Examples of major infractions:

- Repeated incidents of disrespectful, offensive, abusive, racist or sexist comments or behavior (including bullying) directed towards others, including but not limited to peers, opponents, players, parents, coaches, officials, managers, trainers, administrators, spectators and sponsors;
- Repeated unsportsmanlike conduct such as angry outbursts or arguing;
- Activities or behavior which interfere with the organization of a competition or with any player's or team's preparation for a competition;
- Pranks, jokes or other activities, which endanger the safety of others;
- Deliberate disregard for the rules and regulations
- Repeated or serious cases of defamation of CRBL, its policies, directors, coaches, parents, players, or officials either written or expressed including social media.
- Abusive use of alcohol where abuse means a level of consumption which impairs the individual's ability to speak, walk or drive; causes the individual to behave in a disruptive manner; or interferes with the individual's ability to perform effectively and safely;
- Any use of alcohol by minors;
- Use of illicit drugs and narcotics;
- Use of, or condoning the use of, banned performance enhancing drugs;
- Repeated minor infractions.