



# OOAA Team Staff Code of Conduct

*Okotoks Oilers Athletic Association*

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## Statement of Principle

As representatives of the **Okotoks Oilers Athletic Association (OOAA)**, coaches serve as mentors and role models both on and off the ice. Your conduct sets the standard for the development of athletes and the culture of our program.

- The OOAA expects coaches to uphold the values of sportsmanship, accountability, professionalism, and the principles outlined by Hockey Alberta and Hockey Canada.
- Coaches are publicly seen as the face of the organization. Any behavior that undermines our reputation reflects on the entire OOAA Family.
- This Code of Conduct reinforces our commitment to safe, inclusive, and high-performance hockey environments.

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## General Coaching Principles

Coaches shall:

- Exercise honesty, fairness, integrity, and respect in all interactions.
- Accept responsibility for behavior and decisions, adapting coaching methods to suit the needs of individual athletes.
- Respect the fundamental rights and dignity of all participants, acknowledging differences due to age, sex, gender, race, religion, place of origin, sexual orientation, political belief, or socioeconomic status.
- Maintain professional competence through ongoing education, training, and self-reflection.
- Foster team environments that prioritize development, communication, accountability, and sportsmanship.

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## Ethical Standards

Coaches must:

- Refrain from the use of profane, insulting, harassing, or offensive language toward anyone in the hockey community.
- Communicate with players, staff, officials, volunteers, parents, and spectators fairly, honestly, and respectfully.
- Reject and prevent harassment, bullying, abuse, and hazing in any form, both on and off the ice.
- Guard against the misuse of influence, and remain mindful of the coach–athlete power dynamic.
- Never engage in intimate or sexual relationships with athletes, regardless of age or consent. Requests for sexual favors or retaliation for rejection are strictly prohibited.
- Avoid making misleading, deceptive, or false statements.
- Refrain from conduct that brings the OOAA or the sport of hockey into disrepute, including the use of alcohol, tobacco, vape, or non-medical drugs while acting in an official coaching role.
- Acknowledge that OOAA has zero tolerance for hazing or rookie initiation practices.
- Design activities that are appropriate to the age, experience, fitness, and enthusiasm of the players.

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## Hockey Canada Rule of Two

The Rule of Two ensures coach–athlete interactions are safe, transparent, and protective of all parties:

### Open, Observable & Justifiable Environments

- Interactions must occur in settings that are:
  - **Open:** Not isolated or behind closed doors
  - **Observable:** Viewable and interruptible by others
  - **Justifiable:** Reasonable and appropriate in sport context (e.g. arena, dressing room, bench)

### Dressing Room Protocols

- Dressing rooms are justifiable but not always observable.
- Coaches may only interact with players in dressing rooms when two screened adults (team staff, parents, or volunteers) are present.
- No coach may ever be alone with an athlete in a private or closed setting.

### Communication Protocol

- All communications must be professional, transparent, and accessible to parents or designated staff.
- In-person meetings should occur in public or semi-public spaces, never in isolation and should be documented for future reference.
- Digital communication with minors must be appropriate and supervised where possible.

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## Resolving Issues – Disciplinary Process

Coaches are expected to comply with the rules and policies of:

- OAAA, applicable League(s), Hockey Alberta, and Hockey Canada

Failure to understand or be aware of these policies will not excuse violations.

### Administering Team/Player Discipline

- Discipline must be age-appropriate, consistent, and aimed at teaching—not punishment.
- Coaches must avoid using discipline impulsively, angrily, or to embarrass athletes.
- All disciplinary interactions must reflect the association’s standards for leadership and professionalism.
- Disciplinary action must be documented for future reference and reported to the Division Director even if it is only being addressed at the team level. This is for the event that the issue is ongoing and needs to be reviewed by Director of Code and Conduct.

### Complaint & Violation Review

- All complaints or potential violations are reviewed by the Director of Code and Conduct.
- A Disciplinary Subcommittee may be formed to evaluate the issue and recommend disciplinary action.
- Outcomes may include coaching support, education, verbal warnings, suspension, or removal depending on severity.

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## Coach Acknowledgement

I acknowledge that I have read, understand, and agree to comply with the standards outlined in this Coach’s Code of Conduct. I understand that failure to follow these guidelines may result in disciplinary action.

**Team Name:** \_\_\_\_\_

**Coach/Manager Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

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