



CODE OF CONDUCT

ABUSE POLICY

SUBSTANCE ABUSE POLICY

SHA SOCIAL MEDIA/NETWORKING POLICY

BILLET POLICY

2023-2024

www.paminorhockey.ca

Prince Albert Hockey
Code of Conduct

1.0 General Conduct

- 1.1 Players and coaches must show respect for the game, their opponents, the officials, and the fans. Those displaying unruly conduct or causing off ice altercations before, during or after games in or around the rinks or a violation of these regulations may be suspended. Any Board Member present at a Prince Albert Hockey event may issue an indefinite suspension and, at first opportunity, shall refer the matter to the PAH Board for a review and determination of any disciplinary action or suspension.
- 1.2 Parents' actions must be tempered towards good conduct and the welfare of the players. Spectator or parental abuse of the coaches, players or officials will not be tolerated. Those exhibiting such conduct may be required to leave the rink and may, along with the player, be suspended from the league for a period of time to be determined by the PAH Board.
- 1.3 It is the expectation of the Prince Albert Hockey that referees and linesmen will demonstrate positive conduct towards the game of hockey and all participants. Mutual respect between officials and all players, coaches and parents is to be exhibited in all divisions.
- 1.4 During team activities, no one associated with a team, including players, coaches, officials, managers, trainers or persons transporting players shall be under the influence of, or use, alcohol or illegal drugs. Prince Albert Hockey supports *zero tolerance*. Participants violating this rule are subject to indefinite suspensions.
- 1.5 Coaches are not allowed to consume alcohol, tobacco, or nicotine products at during team activity.
- 1.6 PAH Abuse Policy, Substance Abuse Policy and Hockey Sask Social Media and Networking Policy will be followed and enforced. Players are expected to adhere strictly to these policies as set out by PA Hockey and the Hockey Sask at all times. The policies can be located on the PAH website under the Coaches/Teams Tab .
- 1.7 **** NOTE**** Cell phones are not allowed to be used in dressing rooms. Players using cell phones in the dressing rooms will be disciplined, up to and including indefinite suspension.

2.0 Coach Conduct

- 2.1 Coaches are to meet with the player's parents at the start of the season. A PAH Board Member is available to assist at this point. PAH Board Member contact information can be found on the PAH website, or they can be invited to the initial parent meeting where the manager is approved.
- 2.2 A coach is responsible for the discipline and conduct of his/her players and may impose reasonable sanctions when necessary. PAH will support the Coaches/Managers in these situations provided team expectations and sufficient warnings have been provided to the Player/Parents. A record of these transactions should be kept and made available to PAH upon request. Examples may be attitude, missing practice, being late for games etc.
- 2.3 A maximum of five (5) team officials (coach, manager, trainer and assistant coach(s)), as listed on the Hockey Sask certification form will be allowed on the team bench during the game. All coaches and assistant coaches are required to have their proper certification level as per Hockey Sask regulations. Even if circumstances arise that may prevent team officials from helping on the bench it is still that person's responsibility to attend and complete all certification required.
- 2.4
 - a) **Player Ice Time Equality Policy House League:** Prince Albert Hockey specifies that player ice time allocation is to be equal for all players over a period of time. Equity of ice time per player cannot be assessed on a one or two game basis. Violations of this policy shall result in the suspension of the coach.
 - b) Every goalie should have a reasonable expectation to play $\frac{1}{2}$ of all games (whether that is $\frac{1}{2}$ of each game or rotating games is decision of the coach). The goaltending rotation should be communicated to the player and parents. If a player is absent for any reason from a game, it would not be reasonable to expect to make up the shifts lost. For example, if a goalie misses a game that they were expected to play in, it is not reasonable to expect that the rotation would change to accommodate.
 - c) Injuries: If a player is injured during a game and sits out a few shifts, they should not expect to make up for the missed shifts.
- 2.5 Prince Albert Hockey teams are accountable for payment of all repairs to arena equipment and facility damage that their players/teams are responsible for.
- 2.6 Do not lower yourself to the level of fans or other coaches who throw tantrums, use profanity, make a spectacle of themselves by abusing the game official, and in general degrade themselves and the game.
- 2.7 **Coaches are responsible for supervision of the dressing rooms.**
- 2.8 Coaches are reminded that involvement in the minor hockey system includes the development of referees. Failure to control the bench and/or abuse of officials is not conducive to developing and retaining quality referees.

3.0 Player Conduct

- 3.1 'AA' Players are required to participate in:
 - 3.1.1 A minimum of two team practices per week.
 - 3.1.2 Regular season and playoff games as scheduled by the league.
 - 3.1.3 A maximum of two (2) parent approved tournaments per season not including their division tournament sponsored by the league.
- 3.2 House League players are required to participate in:
 - 3.2.1 A minimum of one team practice per week.
 - 3.2.2 Regular season and playoff games as scheduled by the league.
- 3.3 Players are encouraged, but are not required, to participate in any additional tournaments and/or non-league exhibition games, which may be arranged by the team. Coaches shall not impose sanctions or otherwise discipline any player who does not participate in such additional games.
- 3.4 Players are expected to conduct themselves in a positive manner and with a positive attitude toward our great game including your teammates, parents, coaches, referees, rink attendants, opposition players and coaches, bus drivers, hotel personnel, PAH Board of Directors all PAH Sponsors and anyone else affiliated with the game of hockey.
- 3.5 Players at all levels are expected to adhere strictly to PAH Abuse Policy, Substance Abuse Policy and Hockey Sask Social Media and Networking Policy will be followed and enforced Social Media Policies as set out by Prince Albert Hockey and the Hockey Sask at all times.

4.0 Parent Conduct/Charter

- 4.1 Parents expect that their child will be treated fairly and equally on the ice as well as off the ice.
- 4.2 Players are to be taught the skills of the game that he/she are capable of performing at their age level.
- 4.3 Players continue throughout minor hockey to improve individual skills and to start to learn the importance of cooperation, team play and understand competition.
- 4.4 Parents are expected to have their child at all practices and games at times specified by the coaches and equipped sufficiently according to CSA standards.
- 4.5 Parents should notify absences due to illness, travel, etc. to the coach at least 48 hours before the said activity, if possible. If you are aware of scheduling conflicts sooner, communicate that knowledge to the team coach(s) at that time to help prevent line-up shortages.
- 4.6 House league players will usually practice once or twice a week and have one or two games. Expect to be at the rink three to four times per week. Developmental players can expect to be at the rink five days a week.
- 4.7 Parents are expected to conduct themselves in a positive manner and with a positive attitude toward our great game including your child's teammates, fellow parents, coaches, referees, rink attendants, opposition players, coaches, parents, bus drivers, hotel personnel, PAH Board of Directors all PAH Sponsors and anyone else affiliated with the game of hockey.
- 4.8 Your child has a coach on the ice. They do not require a mixed message from home that may be contradictory to the coach.



Abuse Policy

DEFINITIONS OF ABUSE

Child abuse is any form of physical, emotional, and /or sexual mistreatment or lack of care which causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust. Across Canada a person is considered a child up to the age of 16 to 19 years depending on provincial legislation.

EMOTIONAL ABUSE

Emotional abuse is a chronic attack on a child's self-esteem; it is psychologically destructive behavior by a person in a position of power, authority, or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing, or ignoring the child's needs. This includes cyber bullying (Facebook or otherwise).

PHYSICAL ABUSE

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, and grabbing, hazing or excessive exercise as a form of punishment.

NEGLECT

Neglect is chronic inattention to the necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise, and fresh air. This may occur in hockey when injuries are not adequately treated or players are made to play with injuries or when equipment is inadequate or unsafe; no-one intervenes when team members are persistently harassing another player, or road trips are not properly supervised.

SEXUAL ABUSE

Sexual abuse is when a young person is used by an older child, adolescent, or adult for his or her own sexual stimulation or gratification. There are two categories:

Contact	Non-Contact
touched or fondled in sexual areas	obscene remarks on phone/computer or in notes
forced to touch another person's sexual areas	voyeurism
kissed or held in a sexual manner	shown pornography
forced to perform oral sex	forced to watch sexual acts
vaginal or anal intercourse	sexual intrusive questions and comments
vaginal or anal penetration with an object or finger	forced to pose for sexual photographs or videos
sexually oriented hazing	forced to self-masturbate or forced to watch others masturbate

DEFINITIONS OF HARASSMENT

Harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions. Any of the different forms of harassment must be based on the grounds prohibited in human rights legislation, such as race, ethnicity, color, religion, age, sex, marital status, family status, disability, pardoned conviction, and sexual orientation. Harassment may occur among anyone over the age of 12, between peers (e.g.: player to player of the same age group, parent to official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (e.g.: coach to player, sports administrator to employee).

The following is a non-exhaustive list of examples of HARASSMENT:

1. unwelcome jokes, innuendo or teasing about a person's body, looks, race, sexual orientation etc.
2. condescending, patronizing, threatening, or punishing actions which undermine self-esteem
3. practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
4. degrading or inappropriate hazing rituals
5. unwanted or unnecessary physical contact including touching, patting, pinching
6. unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation, or which might on reasonable grounds be perceived as placing a condition of a sexual nature on employment or on any opportunity for training or advancement
7. sexual assault or physical assault

It is important to note that the behaviors described in items 5 to 7, when directed towards a child or youth, constitutes abuse under child protection legislation. This may also be true of other behaviors, for example, certain hazing practices. In such cases, the duty to report provisions of the Recognition and Prevention of Abuse Policy are applicable.

DEFINITIONS OF BULLYING

Bullying involves a person expressing their power through the humiliation of another person. Bullying describes behaviors that are similar to harassment, but occur between children under the age of twelve, or behaviors between youth or between adults that are not addressed under human rights laws. Bullies are typically cruel, demeaning and hostile towards the targets of their bullying. The issue of bullying is not addressed by the law; however, bullying behavior is similar to harassment in that it is defined as hurtful interpersonal mistreatment of a person. Bullying can be broken down into four types; physical (hit or kick victims; take/damage personal property), verbal (name calling; insults; constant teasing), relational (try to cut off victims from social connection by convincing peers to exclude or reject a certain person), and reactive (engage in bullying as well as provoke bullies to attack by taunting them). The following is a non-exhaustive list of tactics used by bullies to control their targets:

1. unwarranted yelling and screaming directed at the target
2. continually criticizing of target's abilities
3. blaming the target of the bullying for mistakes
4. making unreasonable demands related to performance
5. repeated insults or put downs of the target
6. repeated threats to remove or restrict opportunities or privileges
7. denying or discounting the targets accomplishments
8. threats of and actual physical violence

DUTY TO REPORT ABUSE, HARASSMENT, OR BULLYING

Report to Authorities and PA Hockey

Any member having a reasonable suspicion that a child has been subject to an incident of abuse, harassment, or bullying shall immediately report the suspected abuse, harassment, or bullying to the appropriate authority, namely a child protection worker, Ministry of Social Services, or a police officer.

Any member making a report to the authorities shall also report the incident to the President or Vice President of PA Hockey for review and to present to the Executive for any further action required by the Executive. Any allegation made verbally or by email by a member of PA Hockey of abuse, harassment, or bullying by another member of PA Hockey and/or independent team official will be required to be followed up in writing to the President of PA Hockey. In the event a report is made to PA Hockey by any person that has not yet reported to the appropriate authority, PA Hockey shall immediately make such report to the authority.

PA Hockey Process

PA Hockey follows the Hockey Canada protocol for harassment/abuse situations. In the event any PA Hockey member is under investigation by the authorities, the member shall be suspended pending the outcome of such investigation or process. At the conclusion of any investigation or criminal or civil process by the authorities, an individual/committee as designated by the President will review the situation and make recommendations to the PA Hockey Executive for the follow-up. The PA Hockey Executive will make recommendations for further action if required. PA Hockey may convene a hearing to have the matter heard if there is enough evidence to do so, and to give both parties equal opportunity to provide evidence, witnesses, and an opportunity to dispute any and all allegations.

Following the hearing, the President of PA Hockey will communicate in writing the decision and any appropriate disciplinary actions will be made and communicated to the parties.

WILFULL DAMAGE TO BOTH PUBLIC AND PERSONAL PROPERTY

Any intent to willfully damage or the destruction of rink property and personal property of anyone associated with PA Hockey. These measures will be viewed as abuse and follow under this jurisdiction.

DIRECT REFUSAL TO KEEP THE PEACE AND RESPECT OF ALL SUSPENSIONS

When an individual who is either under suspension or is involved in a hostile or confrontational situation refuses to leave the rink when requested by any Executive or Board member, the General Manager along with the President will review and may/will impose further suspensions.

Anyone who is a member of PA Hockey in any of the aforementioned categories found guilty of any form of abuse, will be suspended from their team until a formal investigation has been conducted. This investigation may also include the police or other authorities.

*** NOTE: ALL SUSPENSIONS WILL COME WITH NOTIFICATION TO PRINCE ALBERT CITY POLICE THAT THERE WILL BE NO PRESENCE OF ANY EVENT ASSOCIATED WITH PA HOCKEY.**



Substance Abuse Policy

In recognizing the problem that substance abuse poses in our society, PA Hockey has developed a policy that not only protects our players, Coaches, etc. but also works with our athletes to give them the best chance at getting the help they might need.

We also recognize that any issue regarding substance abuse needs to be treated as an illness and in these unfortunate situations proper treatment is more important than the game of hockey.

Due to the wide array of problems or issues every case under this policy will be handled on an individual basis. The policy will cover but will not be limited to the misuse of Alcohol, illegal or prescription drugs, or any other stimulants or performance enhancing drugs.

This policy will not be limited to players but will also be in place for Officials, Coaches, etc. This policy will cover our players and team officials at any and all team functions, games, practice, tournaments, etc.

Anyone who is a member of PA Hockey in any of the aforementioned categories found guilty of any form of substance abuse, will be suspended from their team until a formal investigation has been conducted. This investigation may also include the police or other authorities.

Once a length of suspension has been decided upon it will also be a condition of the discipline that the person in question will also be expected to attend substance abuse counselling at a provincial addiction services office. If the person in question is a minor their parents must attend the counselling sessions as well.

Besides the time suspension handed down by PA Hockey it is understood that the member must follow all instructions and recommendations set out by the addiction's councillor. It is further understood that PA Hockey will be able to access attendance records through the addiction's councillor, which may require authorization from the PA Hockey member.

With this two pronged approach it is hoped that PA Hockey in conjunction with Addiction services is showing our members that we truly want what's best for them in every aspect of their life.

Social Media Policy

Hockey Saskatchewan recognizes and appreciates the value of social media and the importance of social networking to all its stakeholders. Hockey Saskatchewan also respects the right of all Teams and Association personnel to express their views publicly. At the same time, the membership must be aware of the dangers social media and networking can present.

7.01.01 SOCIAL MEDIA POLICY

1. INTRODUCTION

For the purpose of this Social Media and Networking Policy, the policy will encompass public communications including posting pictures and videos through such internet platforms as Twitter, Facebook, Instagram, Google+, LinkedIn, Snapchat and any other social media network that allows users to communicate online as well as other forms of electronic communication, but not limited to, methods such as texting and instant messaging.

The policy will be applicable to all members of the Hockey Saskatchewan Community, including Directors, Teams, Hockey Saskatchewan members and staff, on-ice and off-ice officials, billets, players, players' family members and supporters.

Hockey Saskatchewan recognizes and appreciates the value of social media and the importance of social networking to all of its stakeholders. Hockey Saskatchewan also respects the right of all Teams and Association personnel to express their views publicly. 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 Hockey Saskatchewan 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 Saskatchewan.

2. SOCIAL MEDIA GUIDELINES

i) Hockey Saskatchewan holds the entire Hockey Saskatchewan Community who participates in social media and networking to the same standards as it does for all other forms of media including radio, television and print.

ii) 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.

iii) It should be recognized that social media and comments such as 'texting and instant messaging' are on the record and can be 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.

iv) Refrain from divulging confidential information of a personal or 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.

v) Use your best judgment at all times – pause before posting or sending. Once your comments are posted or sent they cannot be retracted. Ultimately, you are solely responsible for your comments.

vi) If requested to participate in an online network, as a direct result of your affiliation with or participation in Hockey Saskatchewan, Hockey Saskatchewan recommends that you request approval from the Team or the Association.

vii) Players or hockey operations staff are not permitted to participate in social media or networking two (2) hours prior to the start of a Hockey Saskatchewan game and at least one (1) hour following the completion of a Hockey Saskatchewan game.

3. SOCIAL MEDIA VIOLATIONS

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

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

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

- a. player injuries;
- b. trades or other player movement; game strategies; or any other matter of a sensitive nature to a member Team, the Association or an individual.

iii) Negative or derogatory comments about any of the Team, Minor Hockey Association, League and/or Hockey Saskatchewan staff, programs, stakeholders, players or any member of a Hockey Saskatchewan Team.

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

v) Photographs, video or comments promoting negative influences or criminal behavior, including but not limited to: drug use, alcohol abuse, public intoxication, hazing, sexual exploitation, etc.

vi) Online activity that contradicts the current policies of Hockey Saskatchewan or any of its member Associations.

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

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

4. DISCIPLINE

The Team, Minor Hockey Association, League and/or Hockey Saskatchewan will investigate reported violation(s) of this policy in the manner set out in the Hockey Saskatchewan Handbook for other types of violations. If the investigation determines that a violation has occurred, the Team, Minor Hockey Association, League and/or the Hockey Saskatchewan Officer of Discipline involved will impose an appropriate suspension. Any appeal of the suspension will be dealt with as set out in a Minor Hockey Association, League and/or Hockey Saskatchewan Handbook for other types of suspensions.

5. SUMMARY

When using social media and networking mediums, the Hockey Saskatchewan community should assume at all times they are representing Hockey Saskatchewan and/or its member Associations or Teams. All members of the Hockey Saskatchewan community should remember to use the same discretion with texting, instant messaging, using all social media platforms and networking as they do with other traditional forms of media.

Should the identity or image of any member of the Hockey Saskatchewan community be used in social media and networking without the Individual, Team or Association authorization, this is considered to be identity theft. Please notify your Hockey Saskatchewan Team Management or the Hockey Saskatchewan Office immediately.



Billet Policy

This policy governs any PA Hockey teams that require billets for any players.

REQUIREMENTS

The following requirements **MUST** be met by any persons/households wishing to be billets for any player on a PA Hockey team:

1. Prior to any player being placed in a home, all adults (anyone 18 years of age or older) residing in the home must complete a criminal record check and provide the same to the team and to PA Hockey. Any cost for the criminal record checks shall be covered by the team.
2. All adults residing in the home must complete the Respect in Sport for Parents and provide a copy of the Certificate to the team and to PA Hockey, within thirty (30) days of a player being placed in the home.

RECOMMENDATIONS

The following recommendations are suggested by PA Hockey as guidelines for potential billets:

1. Prior to approving a home as a billet, a home check should be completed to ensure that the accommodation is appropriate for the player. This includes assessing the bedroom, bathroom, and living area the player will be using.
2. Team Policies and Rules should be explained and followed.
3. Both players and billets should raise any issues that arise, with the teams' billet coordinator, immediately.
4. All players must abide by the billet family house rules.
5. Expectations of the player should be clearly set out by the billet family, including telephone use, communication, meals, chores, guests, etc.
6. The Team's billet coordinator or Manager should check with the players periodically about potential billet concerns.