



Redcliff Minor Hockey Association (RMHA)

Code of Conduct and Disciplinary Procedures

Code of Conduct (Zero Tolerance Policy)

1. Members, players and participants are required to abide by the Bylaws, Rules and Policies of the Association, and their behaviour is expected to mirror the spirit of the Bylaws, Rules and Policies of this code.
2. All members and participants of the Association shall respect other members, officials, parents, players, fans, team officials, volunteers, executive committee members, employees and property of the Association. Any inappropriate conduct, threats, harassment or abuse (including the use of profanity) directed towards game or team officials, members, parents, players, fans, volunteers, executive committee members, employees, damage to the property of the association or another Association will not be tolerated.
3. All members, fans and participants of the Association shall respect the game of hockey and shall behave in a manner so as not to make a travesty of the game.
4. The Association will not tolerate loud, obscene, obnoxious coaches, managers, assistants, players, parents/fans. Individuals may be subject to discipline outlined in the disciplinary section.
5. Parents and fans are not permitted in the dressing rooms except as expressly permitted by the respective head coach or assistant to help their child in changing before/after a game or practice.
6. In no circumstances is a parent or fan to enter the opposing team's dressing room.
7. Coaches and other team officials, players, parents and fans are not permitted in the official's dressing room, nor are they permitted to confront game officials about the game.
8. Violation by any member, fan, or participant of any provision of this Code of Conduct will result in disciplinary action taken by the Association against such individuals as provided in this code.
9. Harassment and bullying in all its forms, including cyber-bullying (e.g.: via Facebook, Instagram, etc.) will not be tolerated during any Redcliff Minor Hockey activity or program. Accordingly, all those involved with Redcliff Minor Hockey, including its volunteers, players and guardians of players are responsible for making every reasonable effort to uphold this commitment. Specifically, this includes refraining from harassing or bullying behaviour, responding promptly and informally to minor incidents of harassment or bullying and following local or national policy guidelines for reporting or responding to more serious complaints of harassment or bullying. Players and other participants are expected to refrain from harassing or bullying behaviour and are encouraged to report incidents of harassment or bullying.
10. The use of cameras, cell phones, or any type of recording device is strictly prohibited in dressing rooms, including coaches, parents, players and visitors. Disciplinary action, including possible suspension will follow any breach of this rule.

ANY VIOLATION OR BREACH OF THE PROVISIONS IN THIS CODE OF CONDUCT BY MEMBERS, FANS, OR PARTICIPANTS OF RMHA WILL RESULT IN DISCIPLINARY ACTION BY THE ASSOCIATION AGAINST SUCH INDIVIDUALS WHICH WILL INCLUDE SUSPENSION AS OUTLINED IN THE DISCIPLINARY PROCEDURES OF THE CODE OF CONDUCT



Redcliff Minor Hockey Association (RMHA)

Code of Conduct and Disciplinary Procedures

Discipline Policy

All members, players, participants and fans are expected to abide by RMHA's Code of Conduct. Violation of the Code of Conduct may result in disciplinary action being taken by the board.

Failure to comply with the Code of Conduct may result in the following disciplinary actions for **players, parents and guardians**.

1st Offence – Minimum of 1 week (7 days) suspension to maximum of thirty (30) days suspension from participation in any and all Redcliff Minor Hockey activities. This includes all practices, dry land training, exhibition games, league games, arenas/attendance, tournament play as well as any team functions hosted with Minor Hockey.

2nd Offence or Failure to comply with 1st offence action items will result in – Removal of the offending player, parent(s) or guardian(s) from all activities within Redcliff Minor Hockey Association for 30 days from the date of infraction.

3rd Offence or Failure to comply with 1st and 2nd offense action items will result in – Instant removal of players, parent(s) or guardian(s) from all activities within Redcliff Minor Hockey Association for the remainder of the season with potential for longer penalties imposed at the discretion of the board.

Parent(s)/ guardians(s) and player Code of Conduct signed is good for one season. One season is from May 1st to the following year April 30.

Physical abuse of another person will carry indefinite suspension from all Redcliff Minor Hockey events until reviewed by Redcliff Minor Hockey Association for further discipline and decision.

Any complaint must be in writing, and should outline the concern or issue by providing a summary of the incident. It must also identify the complainant... no anonymous complaints will be reviewed. Communication protocol and lines of communication as outlined on the following page must be followed. It should be delivered in person to a member of the RMHA executive or emailed to our association's primary email at contact@redcliffminorhockey.com.

Once a formal complaint has been received it will be forwarded to the RMHA executive. All disciplinary hearings are to be held in camera and documented.

All formal complaints will be documented and kept on file for the duration of the offender's time in Redcliff Minor Hockey.



Redcliff Minor Hockey Association (RMHA)

Code of Conduct and Disciplinary Procedures

Communication Protocol

Prior to reporting or filing a complaint, all members must wait 24 hours and then submit their concern. If the 24-hour policy is not adhered to, the complaint may be subject to a 1st offence condition, and will be reviewed and decided on by Redcliff Minor Hockey for any disciplinary action and/or length.

Lines of Communication

Parent → Manager/Coach → Division Director → Vice President and/or President

or

Manager/Coach → Division Director → Vice President and/or President → Hockey Alberta/Zone Admin

Appeal Process

Once the Board hearing has been completed, and the RMHA Executive has levied discipline or sanction of a specified duration, the subject of the complaint has the right to request an appeal.

An appeal will only be considered if the subject of the complaint can provide evidence that indicates:

- the RMHA's disciplinary processes were not followed;
- there were facts that were not heard, and/or
- there was bias or conflict of interest by the investigator or the panelists involved on the Board (any executive deemed to be in a conflict of interest will be asked to remove themselves)

Should either the complainant or respondent feel that a decision of the Disciplinary Committee has not satisfactorily resolved the issue, the decision may be appealed to an Appeals Committee, which is to be composed of three individuals independent from the RMHA executive. The RMHA secretary will also attend as a neutral party for the purpose of documentation. Appeals are to be made in written form within three days of the written decision of the Disciplinary Committee.

The Appeals Committee shall convene a meeting to hear the appeal within a reasonable period of time.

The Appeals Committee shall determine whether the appeal shall be in the form of a new hearing or whether it can be dealt with based upon the written material and summaries before the board. The Appeals Committee may request further written material from the complainant and/or respondent or their witnesses.

The Appeals Committee may dismiss the appeal, grant the appeal, or vary the decision of the board to lessen or increase the discipline imposed to ensure that such discipline is fair and reasonable in all circumstances.