



## **CODE OF CONDUCT**

### **Core Values**

All participants will treat others with respect.

Discrimination and harassment will not be tolerated.

Participants will act ethically and with integrity.

Participants will foster a safe and fun environment.

Participants will emphasize teamwork and co-operation.

Participants will strive to achieve excellence both on and off the ice.

### **APPLICABILITY**

1. This policy applies to all participants in SWRA Ringette and relates to conduct during Ringette business, activities and events, including but not limited to board and committee meetings, games, practices, evaluations, skill camps, competitions and Ringette social events.
2. Participants are defined as players, coaches, trainers, managers, volunteers, parents/guardians, members of the SWRA Committee and individuals assisting the Committee.
3. This policy extends to the use of telecommunications and computers including but not limited to phone calls, text messages, e-mail and internet social networking programs such as "Facebook", "Instagram" and "SnapChat"
4. Behaviour that violates this Code of Conduct will be subject to disciplinary action pursuant to SWRA's Disciplinary Procedure.

## **COACH RESPONSIBILITIES**

1. Consistently treat individuals fairly and reasonably.
2. Ensure that the rules of the sport of Ringette, and the spirit of such rules, are adhered to.
3. Ensure a safe environment for athletes/participants by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment.
4. Encourage and facilitate athletes to be responsible for their own behaviour, performance and decisions.
5. Give athletes the opportunity to discuss, contribute to and agree with proposed training and performance standards.
6. Provide athletes and the parents/guardians with the information necessary to be involved in the decisions that affect the athlete.
7. Consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic success.
8. At all times an open and observable environment should be maintained for all interactions between adults and athletes. Private or one-on-one situations should be avoided. Common sense should be used to move such a meeting to an open and observable location if the meeting inadvertently begins in private.
9. Ensure regular parent meetings are held to ensure open lines of communication are maintained and strive to involve parents in key decisions.
10. Ensure a minimum of 2 members of the coaching staff are present at all on ice practices.

## **ATHLETE RESPONSIBILITIES**

1. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
2. Participate and appear on time at all competitions, practices, training sessions, events, activities or projects.
3. Adhere to the relevant rules and requirements regarding clothing and equipment.
4. Present themselves in a positive manner to all other athletes, members and Team Staff.
5. Listen and take direction from Team Staff and people in authority positions as required.
6. Attend practices and competitions well-nourished and prepared to participate at one's best abilities.

7. Encourage other athletes to play by the rules and to resolve conflicts without resorting to hostility.
8. Engage only in supportive, positive interactions.
9. Not take cell phones or any other devices with audio or visual recording abilities into the dressing room.
10. SWRA operates a Zero Tolerance bullying policy following Ringette Canada rules.

## **PARENT / GUARDIAN RESPONSIBILITIES**

1. Commit to ensuring your daughter is at all mandatory team events.
2. Commit to volunteering.
3. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
4. Emphasize Team Spirit and support my child with positive encouragement.
5. Respect and adhere to the ideals, policies and rules determined by Ringette Manitoba, Ringette Canada, SWRA and my child's team.
6. Show respect for the decisions, judgment and authority of the officials and timekeepers.
7. Recognize the importance of volunteers, leave the coaching to the coaches and respect the time and knowledge they bring to the team.
8. Communicate appropriately any concerns to the Head Coach, having waited the requisite 24 hours. Should the matter be unresolved, then the Age Group Convenor should be contacted.
9. Refrain from using foul language towards other parents, coaches, officials or opponents.
10. Refrain from yelling at or threatening referees, opposing players or coaches.
11. Refrain from expressing negative opinions of the coaches or players.
12. Not post on social media anything that is negative / harmful regarding any Minor Official, Coaching Staff, team, any player, Association, or Volunteer that is part of any Ringette Association.
13. Not enter the dressing room without coach approval, except in an emergency.
14. Understand that if an athlete does not attend mandatory team events, the Head Coach may choose to adjust that players game time accordingly.
15. Refrain from interacting with coaches and players during a game unless requested to do so by the coaching staff.

## Code of Conduct

### Parents/Guardians

- I will emphasize Team Spirit and support my child with positive encouragement
- I will respect and adhere to the ideals, policies and rules determined by the Ringette Manitoba, Ringette Canada and SWRA.
- I will show respect for the decisions, judgment and authority of the officials and timekeepers
- I recognize the importance of volunteers. I will leave the coaching to the coaches and respect the time and knowledge they bring to the team.
- I will communicate my concerns appropriately after waiting 24 hours before contacting team staff directly.
- I commit to ensuring my daughter is present at all mandatory team events.
- I commit to volunteering.
- I will maintain self-control and refrain from using foul language towards other parents, coaches, officials or opponents
- I will refrain from expressing my opinion of the coaches or players in front of my child/teammates.
- I will not enter the dressing room without prior permission from the coaches.
- I will not interact with coaches / players during a game.
- I will not post on social media anything that is negative/harmful regarding any Minor Official, Coaching Staff, team, any Player, Association, or Volunteer.

I understand that if I do not follow this Parent / Guardian Code of Conduct, I may be suspended or asked to leave the arena during a practice and/ or game.

- Name .....
- Signed .....
- Date .....

## Code of Conduct

## Athletes

- I will commit fully to my team and be at all practices, training sessions and games.
- I will let my coach know if I have any medical problems that may affect my ability to travel, train or compete.
- I will arrive on time at all competitions, practices, training sessions, events, activities or projects.
- I will arrive for all practices and competitions well fed and ready to give my best effort.
- I will listen respectfully to my coaches and follow their direction.
- I will encourage my teammates to play by the rules and to resolve conflicts without resorting to hostility.
- I will engage only in supportive, positive interactions.
- I will not take my cell phone (or any device with audio or visual recording abilities) into the dressing room.
- I will not post on social media anything that is negative or harmful about any Official, Coach, Player, Team or member of ANY Ringette Association.
- I understand that the SWRA operates a Zero Tolerance bullying policy.
- I will do everything I can to ensure that my season is great!

Name .....

Signed .....

Date .....

## Disciplinary Procedure

(Adapted from the Ringette Canada Policy Manual)

### Minor Infractions

**Definition;** Minor infractions are single incidents of failing to achieve expected standards of conduct that generally do not result in harm to others or the sport of ringette.

Examples of minor infractions can include, but are not limited to, a single incident of:

- a) Disrespectful, offensive, abusive, racist, or sexist comments or behaviour.
- b) Disrespectful conduct such as outbursts of anger or argument
- c) Conduct contrary to the values of SWRA
- d) Being late for or absent from team events and activities at which attendance is required
- e) Non-compliance with SWRA's policies, procedures, rules or regulations

Minor infractions will be dealt with by the appropriate person who has authority over both the situation and the individual involved. If applicable, discipline specific to the event or competition shall be applied. The person in authority can be, but is not restricted to being, staff, officials, coaches, judges, organizers, or SWRA's decision-makers.

Provided that the Respondent being disciplined is told the nature of the infraction and has an opportunity to provide information concerning the incident, procedures for dealing with minor infractions will be informal and will be determined at the discretion of the person responsible for discipline of such infractions (as noted above).

Penalties for minor infractions, which may be applied singularly or in combination, include but are not limited to the following:

- a) Verbal or written reprimand from SWRA.

- b) Verbal or written apology from one Party to the other Party.
- c) Service or other voluntary contribution to SWRA.
- d) Removal of certain privileges of membership for a designated period.
- e) Suspension from the current competition, activity or event
- f) Fines.
- g) Discipline specific to the event or competition, where applicable.

Minor infractions that result in discipline will be recorded and records will be maintained by SWRA. Repeat minor infractions may result in further such incidents being considered a major infraction.

## **MAJOR INFRACTIONS.**

**Definition;** Major infractions are instances of failing to achieve the expected standards of conduct that result, or have the potential to result, in harm to other persons or to the sport of ringette.

Examples of major infractions include, but are not limited to:

- a) Repeated minor infractions.
- b) Any incident of hazing.
- c) Incidents of physical abuse.
- d) Behaviour that constitutes harassment, sexual harassment, or sexual misconduct.
- e) Pranks, jokes, or other activities that endanger the safety of others.
- f) Conduct that intentionally interferes with a competition or with any athlete's preparation for a competition.
- g) Conduct that intentionally damages SWRA's image, credibility, or reputation.
- h) Disregard for SWRA's bylaws, policies, rules, and regulations.
- i) Major or repeated violations of Ringette Canada's Code of Conduct and Ethics

Major infractions occurring within competition should be dealt with immediately by an appropriate person having authority. Disciplinary sanctions will be for the duration of

the competition, training, activity, or event only. Further sanctions may be applied but only after review of the matter in accordance with the Procedure for Major Infraction set out in the Ringette Canada Policy Document.

Penalties for major infractions, which may be applied singularly or in combination, include but are not limited to the following:

- a) Verbal or written reprimand from SWRA.
- b) Verbal or written apology from one Party to the other Party.
- c) Service or other voluntary contribution to SWRA.
- d) Removal of certain membership privileges.
- e) Suspension from certain SWRA teams, events and/or activities.
- f) Suspension from all SWRA activities for a designated period.
- g) Withholding of prize money or awards.
- h) Payment of the cost of repairs for property damage.
- i) Any other sanction considered appropriate for the offence.
- j) Expulsion from SWRA.

Any disciplinary sanctions issued will be effective immediately and failure to comply will result in automatic suspension until compliance occurs.

Details of major infractions that result in discipline will be recorded and records will be maintained by SWRA.