

The St. Albert Ringette Association (SARA) has a ZERO TOLERANCE policy. Basically this means that no-one in SARA should have any sort of inappropriate conduct, threats, harassment, or abuse directed towards them. For SARA refs, this means that no ref should be faced with a situation where this conduct is happening, whether from the players, coaches, fellow refs, and even the fans.

Should a ref face a situation where they are the target of such behavior, they should:

- first offence – talk to the team captain and issue a warning that such behavior will result in a penalty being assessed. Should such behavior be coming from the fans, provide a warning to the appropriate coach/captain; or two both teams should the ref not be able to identify which team the fan is with.
- Second offence – issue a penalty to the offending team.
- Third offence – issue a match penalty

All inappropriate behavior should be noted and given to the Ref-In-Chief so the situation can be resolved in a suitable manner.

Exerpt from SARA's Policies and Procedures:

St. Albert Ringette Association – Policies and Procedures

Section 2.0 – Code of Conduct

The Association supports the concept of **Zero Tolerance**. This section describes what is expected of **all** Members and Players.

200. Membership and participation in the activities of the Association are **privileges**, not **rights**. **All** Members and Players shall abide by the Bylaws and Policies of the Association and any similar documents set forth by Ringette Canada, Ringette Alberta, and Zone 5.

201. **All** Members and Players shall respect **all** Members, Players, parents, officials, fans, Team Personnel, volunteers and employees of this Association or any entity (Association, Society, Ringette Alberta, etc.) that the Association represents or is represented by. Any inappropriate conduct, threats, harassment or abuse (including the use of profanity) directed at such individuals or groups **will not be tolerated**.

202. **All** Members, Players, and fans of the Association shall respect the game of Ringette and shall behave in a manner so as not to make a travesty of the game.

203. The Association will not tolerate loud, obscene, abusive, or obnoxious behavior by Team Personnel, Players, Parents, or Fans.

204. Parents and fans are not permitted in the dressing rooms except, as expressly permitted by the respective Team Personnel, to assist their child in changing before or after the game or practice.

205. Conduct that is contrary to any provision of the Code of Conduct as defined by these policies **will result in disciplinary action** being taken by the Association.
