



## **Taber Minor Hockey Association**

### **Code of Conduct**

#### **Zero Tolerance Policy**

1. Members, players and participants, fans are required to abide by the Bylaws, Rules, and Policies of the Association, and their behavior 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. Creating serious danger to the safety of another person or making credible threats of a serious physical or emotional injury to another person 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, or fans. Such individuals will be subject to disciplinary action as outlined the disciplinary section.
5. Parents and fans are not permitted in the dressing rooms except as expressly permitted by the coach to assist their child in changing before or after a game or practice.
6. In no circumstances is a parent, fan, player or coach to enter the opposing team's dressing room.
7. Coaches and other team official's players, parents, and fans are not permitted in the officials' dressing room, nor are they permitted to confront game officials about the game.
8. Harassment and bullying in all its forms, including cyber-bullying (e.g.: via Snapchat, Twitter, etc.) will not be tolerated during any Taber Minor Hockey (TMHA) activity or program. Accordingly, all those involved with TMHA, including its volunteers, players and parents/guardians of players are responsible for making every reasonable effort to uphold this commitment. Specifically, this includes refraining from harassing or bullying behavior, 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 behavior and are encouraged to report incidents of harassment or bullying.
9. The use of cameras, cellphones, 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.
10. There will be zero tolerance for use of alcohol for any off-ice officials or team officials, any such behavior will be subject to disciplinary action as outlined in the disciplinary section.
11. Zero tolerance for any inappropriate alcohol induced behavior by any member or fan of the association. Any such behavior will be subject to disciplinary action as outlined in the disciplinary section and will factor into the length of the suspension.



## Taber Minor Hockey Association

### Code of Conduct and Disciplinary Procedures

#### **Discipline Policy**

All members, players, participants, and fans are expected to abide by TMHA's Code of Conduct. Violation of the Code of Conduct will result in disciplinary action being taken by the board. Failure to comply with the Code of Conduct will result in the following disciplinary actions for **players, parents, guardians and fans**

**1<sup>st</sup> Offence** – Minimum of 1 week (7 days) suspension to maximum of thirty (30) days suspension from participation in any and all Taber Minor Hockey activities. This includes all practices, dry land training, exhibition games, league games, arenas, tournaments as well as any team functions hosted by Taber Minor Hockey.

**2<sup>nd</sup> Offence or Failure to comply with 1<sup>st</sup> offence action items** will result in – Instant removal of the offending player, parent(s), or guardian(s) from any and all activities within Taber Minor Hockey Association, for 1 year from the date of infraction.

**3<sup>rd</sup> Offence or Failure to comply with 1<sup>st</sup> and 2<sup>nd</sup> offense action items** will result in – Instant removal of entire family (all family members) from any and all activities within Taber Minor Hockey Association, for 1 year from the date of infraction.

Taber Minor Hockey reserves the right to review any and all Hockey Alberta or league suspensions for supplementary disciplinary action, which may include additional suspensions or sanctions.

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

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

A complaint must be in writing, must identify the Discipline Issue by providing a summary of the incident and must identify the complainant. It should be delivered in person to a member of the TMHA executive, emailed to [president@taberminorhockey.com](mailto:president@taberminorhockey.com)

Once a formal complaint has been received it will be forwarded to the Disciplinary Committee for review. This committee will be comprised of the Vice President, Category Director, and a 3<sup>rd</sup> Party Member. The TMH secretary will also attend all disciplinary hearings as a neutral party to document all proceedings.

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



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#### Communication Protocol

Prior to reporting and or filing a complaint all members must wait 24 hours and then submit their concern. If the 24 hour policy is not adhered to, this offence will be subject to a 1<sup>st</sup> offence condition, and will be decided on by Taber Minor Hockey for discipline action length.

Please follow the path below for appropriate complaint communication

Parent -> Manager/Coach -> Category Director -> Vice President -> TMHA Board

Manager/Coach -> Category Director -> Vice President -> TMHA Board

#### Appeal Process

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 the Appeals Committee, which is to be comprised of President, League Director, and a 3<sup>rd</sup> Party Member. The TMH secretary will also attend as a neutral party for documentation. Appeals are to be made in written form within three days of the verbal rendering of the 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 Discipline Committee. 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 Disciplinary Committee to lessen or increase the discipline imposed to ensure that such discipline is fair and reasonable in all of the circumstances.



### Code of Conduct Agreement for Players

1. I will play hockey because I want to, not just because my parents or others want me to.
2. I will play by the rules of hockey, and in the spirit of the Game.
3. I will control my temper – fighting or “mouthing off” can spoil the activity for everyone.
4. I will respect my opponents.
5. I will do my best to be a true team player.
6. I will remember that winning isn’t everything – that having fun, improving skills, making friends and doing my best are also important.
7. I will acknowledge all good plays and performances – those of my team and my opponents.
8. I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.
9. I will follow the TMHA Code of Conduct.

### Code of Conduct Agreement for Parents

1. I will not force my child to participate in hockey.
2. I will remember that my child plays hockey for his or her enjoyment, not mine.
3. I will encourage my child to play by the rules and to resolve conflict without resorting to hostility or violence.
4. I will teach my child that doing one’s best is as important as winning so that my child will never feel defeated by the outcome of the game.
5. I will make my child feel like a winner every time of offering praise for competing fairly and hard.
6. I will never ridicule or yell at any player for making a mistake or losing a game.
7. I will remember that children learn by example, I will applaud good plays and performances by both my child’s team and their opponents.
8. I will never question the official’s judgement or honesty in public. I recognize officials are being developed in the same manner as players.
9. I will support all efforts to remove verbal and physical abuse from children’s hockey games.
10. I will respect and show appreciation for the volunteers who give their time to teach my child hockey.
11. I will show respect to all other spectators and will not confront anyone in a negative, critical or detrimental manner.
12. I will do to the best of my ability participate in any all functions and roles given to me by my team throughout the season as it is for the children’s benefit. It’s my responsibility to find a replacement should I not be able to fill my roles.
13. I will follow the TMHA Code of Conduct.

**I agree to the terms stated above and will adhere to them throughout the 2019-2020 hockey season. I**

**understand that TMHA Board of Directors may use this agreement for discipline purposes, if not all the terms are complied with.**

\_\_\_\_\_ Parent/Guardian Signature \_\_\_\_\_ Parent/Guardian Signature

\_\_\_\_\_ Player One Signature \_\_\_\_\_ Player Two Signature

Only one form per family is required but all children registered in Taber Minor Hockey must sign the form. Must be signed by both parents/guardians. Form must be signed and returned to TMHA prior to any player participating in team activities.