

**Policies & Procedures
of the
Vancouver
Minor Hockey Association**

P-2

CODES OF CONDUCT

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1. Organization

- 1.1. One of the purposes of the VMHA is to promote and encourage good citizenship and sportsmanship among its members. Similarly, the mission statement of PCAHA states that the Association exists to promote sportsmanship, fair competition, development and safety for hockey players of all skill levels. Such statements are typical of the goals, which underlie all organized sport, the more so when the participants in those sports are minors and other persons at risk. It is not the sport itself which provides the ultimate purpose for the activity; rather, it is the opportunity the sport creates to develop the participants as individuals, as teammates, and, ultimately, as citizens.
- 1.2. In the past few years it has become painfully apparent that the environment in which young persons participate in organized sports, such as minor hockey, is not always consistent with these commendable goals. It has become necessary for everyone involved in organized sport to re-examine that environment and to put in place more effective safeguards to protect the participants.
- 1.3. It is against this background that the VMHA has moved to create policy statements and codes of conduct for the various participants - directors, coaches and other team officials, players, parents and others - so as to facilitate the creation of a climate in which minors may safely play hockey and to make it clear that conduct inconsistent with that climate will not be tolerated.

2. Code of Conduct - General

- 2.1. No person shall abuse or harass any participant in any activity directed by, or involving, the VMHA. Abuse includes all forms of harmful, demeaning or degrading behaviour toward another person, whether physical, emotional or sexual in nature. Harassment includes all forms of discriminatory conduct towards another person. This policy applies to all participants in VMHA activities and to all relationships in those activities such as, for example:
 - coach - player
 - parent - coach
 - player - player
 - team official/player/parent - referee
 - home team players/officials - visiting team players/officials.
- 2.2. No person shall use, or condone the use of, illegal or harmful substances in any activity directed by, or involving, the VMHA. Such substances include proscribed drugs and performance-enhancing drugs. The consumption of alcohol and tobacco products (including chewing tobacco) by minors - or by any VMHA participant in connection with any on-ice activity - is also strictly prohibited.
- 2.3. All participants, but especially coaches and other team officials, in any activity directed by, or involving, the VMHA, shall take reasonable steps to ensure that the physical and emotional environment in which these activities take place is safe. These steps include the adoption of procedures to deal with safety both on the ice and during off-ice activities. Such procedures

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should include adequate preparation to deal with injuries or other emergencies.

- 2.4. It is the responsibility of all persons connected with the VMHA, from the directors to the players, to implement the foregoing policies through their own conduct and by reporting any breach or suspected breach to an appropriate person or, if the appropriate person is not known, to the president or one of the vice-presidents of the VMHA. For more information see Policy P-1: *Harassment and Abuse Policy*, and Policy P-3: *Discipline and Suspension Policy*.
- 2.5. The procedures whereby breaches of the foregoing policies are reviewed and, where warranted, discipline meted out, shall ensure that all affected or interested persons are heard or kept informed, shall be open where such openness is consistent with the rights of the individuals involved, and shall take place without unnecessary delay. Any procedure involving a minor child, whether as complainant or as a party to be disciplined should involve the parents or guardians of that child.
- 2.6. Notwithstanding the existence of a review and disciplinary procedure within the VMHA, any conduct or failure to act which constitutes the commission, or suspected commission, of an act regulated by law, such as the duty to report cases of suspected child abuse or such as a possible criminal act, shall immediately be reported to the proper authorities as well as an appropriate person in the VMHA.
- 2.7. Care must be taken to ensure that the existence of these policies does not create an atmosphere of hostility, fear or mistrust. These policies are intended to enhance the ability of the VMHA to promote its objectives, not to resolve interpersonal disagreements, which arise in the normal course.

3. Individual Codes of Conduct

- 3.1. The following Codes of Conduct shall be adhered to:
 - Code of Conduct - Coaches (and Team Officials)
 - Code of Conduct - Players
 - Code of Conduct - Parents
- 3.2. All coaches, players and parents must sign and submit to the VMHA their respective statements accepting the applicable codes of conduct. The player and parent codes of conduct may, alternatively, be accepted electronically as part of an on-line registration process.

Code of Conduct - Coaches (and Team Officials)

Every coach and other team official has a responsibility to:

1. Create an environment that is safe and healthy, both physically and emotionally, to the end that the growth and development of all participants, particularly players, is enhanced.
2. Treat all persons fairly, with respect and without discrimination, making appropriate allowances for anyone who is at a disadvantage, and regardless of gender, place of origin, race, colour, sexual orientation, religion, political belief or economic status.
3. Create opportunities for players to take responsibility, develop leadership skills and acquire self-esteem.
4. Recognize individual objectives, needs and differences in designing and implementing programs or activities.
5. Develop and communicate rules which are reasonable and which are fairly and consistently applied.
6. Ensure that winning takes second place to fair play and good sportsmanship, both in one's own conduct and that of others, particularly players.
7. Not take advantage of another person's error or oversight and accede to any reasonable request that does not prejudice one's own team.
8. Consistently display high personal standards, modeling behaviour that is expected of others, and projecting a favourable image of the sport of hockey, and in particular:
 - Show respect for the rules of the game, and showing respect for and refraining from criticism of officials, other coaches and other teams' players;
 - With respect to one's own players, offer comment or criticism in a constructive manner;
 - Abstain from the use of tobacco products or while in the presence of children;
 - Abstain from drinking alcoholic beverages while acting as coach;
 - Refrain from the use of profane, insulting, harassing or otherwise offensive language in the performance of duties.
9. Regularly engage in activities designed to acquire skills and knowledge appropriate to one's responsibilities and then implement that skill and knowledge.
10. Evaluate the effectiveness and appropriateness of programs and activities and be willing and able to make changes when that evaluation so indicates.
11. Seek out criticism and be able to accept and benefit from such criticism.
12. Subordinate one's own objectives and needs to those of the players.
13. Apart from disciplinary considerations, ensure that all "C" players receive equal ice time and that all "A" players receive a fair share of ice time.
14. Communicate effectively with others and, when dealing with a minor, his or her parents or guardians.
15. Initiate remedial or disciplinary action when appropriate, and participate co-operatively in disciplinary proceedings when underway.

Code of Conduct - Coach's Statement

As a coach for the Vancouver Minor Hockey Association, I confirm that:

1. I have read and I understand the Vancouver Minor Hockey Association's "Codes of Conduct".
2. I will abide by these codes, in particular that which is contained in the sections "Code of Conduct - General" and the "Code of Conduct - Coaches (and Team Officials)".
3. I will give a copy of the Codes of Conduct to all persons assisting me (including assistant coaches, team manager, trainer, etc.) and advise them that they are expected to abide by these codes.
4. I will give a copy of the "Codes of Conduct" to all players whom I coach, and I will advise them that I expect them to abide by the "Code of Conduct - Players". I will also ensure that all players sign and return the player's statement to me for submission to the VMHA.

Coach's Signature: _____

Coach's Name: _____

Coach's Team: _____

Date: _____

Please give the signed copy of this statement to one of the following:

- Coaching Coordinator;
- Division Manager (Recreational teams);
- Administrator;
- any member of VMHA Board of Directors.

Code of Conduct - Players

As a player, I shall:

1. Abide by the rules of hockey, the policies of the VMHA and principles of good sportsmanship.
2. Respect my teammates, coaches, team officials, referees, opponents, opposing coaches, opposing team officials and other participants in VMHA games, practices and other association activities.
3. Not make any derogatory comments as to another individual's race, ethnic origin, colour, religion, gender and/or sexual orientation.
4. Not put anyone down, or say or do anything that could hurt someone else physically or emotionally.
5. Work hard to improve my skills both as individual and as a team player.
6. Act in a safe and responsible manner at games, practices and all Vancouver Minor Hockey Association activities.
7. Support my teammates including those who are less skillful both on and off the ice.
8. Attend all practices and games and in the event that I have a legitimate reason for not being able to attend a practice or game, I will provide my coach with as much notice as possible of my anticipated absence.
9. Be on time and prepared to commence a game or practice in keeping with the schedule established by the coach.
10. Play whatever position I am assigned by my coach to the best of my ability.
11. Not lose my temper at games, practices or Association activities.
12. Not behave in a manner or engage in any activity that would cause embarrassment or disrespect to my team or the VMHA including smoking, drinking alcohol or using drugs.
13. I understand that to be a Vancouver Minor player, I must comply with this Code of Conduct and that my failure to do so could result in disciplinary action against me including suspension from my team and playing hockey.

Code of Conduct - Parents/Supporters

As a parent or guardian of a VMHA player, you have a responsibility to:

1. Ensure to the best of your ability that your child abides by the rules of hockey, the policies of the VMHA and principles of good sportsmanship.
2. Ensure to the best of your ability that your child respects his/her teammates, coaches, team officials, referees, opponents, opposing coaches, opposing team officials and other participants in VMHA games, practices and other association activities.
3. Ensure to the best of your ability that your child conducts himself/herself in a manner that minimizes the risk of injury, both physical and psychological, to himself/herself and others which includes refraining absolutely from making any derogatory comments as to another individual's race, ethnic origin, colour, religion, gender and/or sexual orientation.
4. Ensure you and all supporters of your child refrain from criticism of coaches, team officials, referees, teammates, opponents, opposing coaches, opposing team officials and other participants in VMHA games and other association activities and, when you feel that criticism is warranted, you shall offer it in a manner that is fully respectful, through proper channels and away from the hockey rink in any event.
5. Ensure you and all supporters of your child refrain from directing comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to players, team officials, referees and association volunteers including but not restricted to division managers, board members, executive members (directors) and paid association staff such as the Director of Hockey Operations. If you feel that criticism of any such person is warranted, you shall offer it in a manner that is fully respectful, through proper channels and away from the hockey rink in any event.
6. Ensure you and all supporters of your child refrain from discussing the weaknesses of other team players and/or coaching staff with your child.
7. Familiarize yourself with, and abide by the policies and procedures of the VMHA.

Code of Conduct - Player's and Parents' Statement

As a player and parent in the Vancouver Minor Hockey Association, I confirm that:

1. We have read the Vancouver Minor Hockey Association's "Code of Conduct. - Players";
2. I (Parent) have read the Vancouver Minor Hockey Association's "Code of Conduct. - Parents";
3. We will abide by these codes to the best of our ability.

Player's Signature: _____

Player's Name: _____

Player's Team: _____

Parent's Signature *: _____

Date: _____

* All players under the age of 19 must have a parent or guardian sign this statement, confirming that the parent/guardian is aware of and agrees with the "Code of Conduct - General", the "Code of Conduct - Players" and the "Code of Conduct - Parents".

*FAILURE TO SIGN THIS STATEMENT MAY RESULT IN THE PLAYER'S SUSPENSION
UNTIL THIS STATEMENT IS SIGNED.*

Please give the signed copy of this statement to your coach or team manager.