



## POLICY #1: CODES OF CONDUCT

VERSION: 3

EFFECTIVE DATE: September 2024

### 1. Introduction

The purpose of the policy is to set the expected behavior of all players, team staff, on-ice officials, parents, and spectators to maximize the positive experience of all members of Vancouver Minor Hockey Association (VMHA). The Association seeks to create an environment where all players are actively involved, continuously improving, learning, and developing a lifelong love of the game.

Players participate in any sports activity because it is fun, challenging, socially stimulating, and creative. It is the role of coaches and other team officials to ensure that the environment that is created during training sessions and games is conducive to meeting the players' reasons for participating. This Code of Conduct applies at the rink, during team or VMHA organized or sponsored activities, and any behaviour even if outside of hockey hours, (including on-line behaviour). The following Codes of Conduct are designed to enhance and support player development under the association's programs. It will be the responsibility of coaches, players, parents, and volunteers/staff to read, understand, and adhere to these Codes as we strive to create and maintain an environment that is in line with our core values.

Registration to participate in VMHA's programs include an agreement that you have read, understand, and agree to abide by these Codes of Conduct and acknowledge that any breach may be subject to disciplinary action, including suspension and expulsion from all Association programs and activities.

### 2. Definitions

- Player: any registered participant with the association
- Team Staff: encompasses all rostered and unrostered personnel who are involved with any association team in a manner involved with the players in a supervisory manner. This includes, but is not limited to, coaches, on-ice volunteers, team managers, and HCSPs.
- Rule of Two: A minimum of two adults, with at least one but preferable both being rostered team staff who have submitted criminal record checks with the association, always providing supervision for the players from arrival to the team activity to the final departure of all players.

### 3. Player's Code of Conduct

Players agree to:

- Respect and adhere to the policies and rules determined by the Universal Code of Conduct to Prevent and Address Maltreatment in sport (UCCMS) and is followed by Hockey Canada, BC Hockey, PCAHA, VMHA and their team. This includes the BC Hockey non-discrimination statement to *"Treat everyone fairly within the context of their activity, regardless of; race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex,*

*sexual orientation, gender identity or expression, or age of that person or class of persons, religion, politics or economic status.”*

- Treat all players as they would like to be treated. Don't interfere with, bully, or take unfair advantage of any player. This includes all online behaviour.
- Be a team player – get along with their teammates.
- Control their temper: don't slam sticks, trash talk or throw equipment as it spoils everyone's enjoyment.
- Remember that winning isn't everything – that having fun, improving skills, making friends, and doing their best are also important.
- Never argue with the officials' decisions.
- Attend as many games and practices as reasonably possible.
- Be present before games and practices in a timely manner.
- Acknowledge all good plays/performances – those of their team and those of their opponents.
- Congratulate their coach, their team, and their opponents. Without them, no games are possible.
- Learn the rules and play by them. Always be a good sport.
- Respect their coach, teammates, parents, opponents, and officials.
- Remember they are a representative of their team, family, association, and community in all actions during all team activities.

#### 4. Team Staff Code of Conduct

All team staff and leaders agree to:

##### General Principles

- Respect and adhere to the policies and rules determined by the Universal Code of Conduct to Prevent and Address Maltreatment in sport (UCCMS) and is followed by Hockey Canada, BC Hockey, PCAHA, VMHA and their team. This includes the BC Hockey non-discrimination statement to *“Treat everyone fairly within the context of their activity, regardless of; race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or class of persons, religion, politics or economic status.”*
- Exercise integrity in all dealings with the team and be honest, fair, and respectful of others, accept appropriate responsibility for behaviour and adapt methods to the needs of participants.
- Respect the fundamental rights, welfare, dignity, values, opinions and worth of all participants.
- Be aware of cultural and individual differences, including those due to age, sex, gender, place of origin, colour, sexual orientation, religion, political belief, or economic status.
- Participate in all required training and information meetings pertaining to their role, while embracing any additional optional opportunities provided.
- Act as a leader of the team, always maintain self-control and consistently display high personal standards. Demonstrate and model a positive attitude with a high degree of sportsmanship and focus on teamwork when representing their team and the association.
- Always remember, this is a GAME, that they are there for the players, that those players play for enjoyment, and work in cooperation with all participants to create a respectful sports culture that delivers an enjoyable and safe experience for all.

### Ethical Standards

- Refrain from the use of profane, insulting, harassing or otherwise offensive language to players, coaches, officials, volunteers, parents, and spectators.
- Communicate with players, coaches, officials, volunteers, parents, and spectators honestly, fairly, and respectfully.
- Will not engage in or condone behaviour that is harassing, abusive, bullying, harmful or demeaning to participants on and off the ice (including online through social media sites and on any and all communication via TeamSnap).
- Will guard against the misuse of influence and understand any action or judgment that may affect participants.
- Never become intimately and/or sexually involved with their athletes. This includes requests for sexual favours or the threat of reprisal for rejecting such requests.
- Will not make deceptive, false, fraudulent, or misleading statements.
- Avoid behaviour that brings the Association or the sport of hockey into disrepute, including, but not limited to, excessive use of alcohol, use of non-medical drugs, use of tobacco, tobacco-related products, e-cigarettes while acting in an official capacity at an association sanctioned event or other events under the jurisdiction of the association.
- Understand that the association has a zero-tolerance policy concerning hazing or any other initiation or unequal treatment of rookie athletes and that team staff are ultimately responsible for the conduct of the athletes under their supervision.
- Ensure that the activities being undertaken are suitable for the age, experience, ability, fitness level of the athletes and be reasonable in their demands on the player's time, energy, and enthusiasm.

### Resolving Issues

- Abide by the rules and policies set forth by the association, PCAHA, BC Hockey, Hockey Canada and the principles of fair play and the spirit of the game.
- Be familiar with the Code of Conduct, association, and all other governing body policies.
- Lack of awareness or misunderstanding of general principles or ethical standards will not excuse violations of the Code or other policies.
- Administer discipline in an appropriate and controlled manner, mindful of the player's age, with a clear goal of teaching proper behaviour. Discipline must not be used impulsively or out of anger or to embarrass or humiliate players.
- Inform participants of any perceived violation of the Code of Conduct and commit to reporting the breach to the appropriate designee of the Association(s).

Always adhere to the “rule of two” approach and have another rostered team staff member present in any interaction with a player and/or their parent.

## 5. Parent Code of Conduct

Parents agree to:

- Respect and adhere to the policies and rules determined by the Universal Code of Conduct to Prevent and Address Maltreatment in sport (UCCMS) and is followed by Hockey Canada, BC Hockey, PCAHA, VMHA and their team. This includes the BC Hockey non-discrimination statement to *“Treat everyone fairly within the context of their activity, regardless of; race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex,*

*sexual orientation, gender identity or expression, or age of that person or class of persons, religion, politics or economic status.”*

- Avoid making any negative or critical comments about players or parents on your team or others.
- Never ridicule or yell at any child for making mistakes.
- Be a positive role model for their child and encourage sportsmanship by showing respect and courtesy and by demonstrating positive support for all players, coaches, officials and spectators at every game, practice, or team event.
- Observe the “24-hour” rule when providing communication to the team staff or the association.
- Follow the team rules set out by the team staff regarding access to the dressing room.
- Ensure all financial commitments are made on time unless prior arrangements are made.
- Avoid behaviour that brings the Association or the sport of hockey into disrepute, including, but not limited to, abuse of any intoxicating substance and/or supporting the consumption of intoxicating substances by minors.
- Treat any time spent discussing the game with your child as a positive opportunity to grow their love of the game, their teammates and sport in general.
- Ensure that their behaviour is appropriate and aligned with our values and Codes of Conduct at all hockey-related events.
- Cooperate with any disciplinary investigations conducted by VMHA, Independent Third-Party Investigator, or law enforcement.

## 6. Association Board of Directors’ Code of Conduct

The Board is charged with the responsibility of providing a program that is organized and operated in the best interests of the members it serves. It exercises this responsibility through the setting of a clear strategic direction and the responsible use of resources in alignment with the strategic plan and VMHA policies.

Members of the Association’s Board of Directors agree to:

- Respect and adhere to the policies and rules determined by the Universal Code of Conduct to Prevent and Address Maltreatment in sport (UCCMS) and is followed by Hockey Canada, BC Hockey, PCAHA, VMHA and their team. This includes the BC Hockey non-discrimination statement to *“Treat everyone fairly within the context of their activity, regardless of; race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or class of persons, religion, politics or economic status.”*
- Provide an environment that is safe, accessible, and inclusive in which all individuals are treated with respect and in an environment free from maltreatment, harassment, bullying and misconduct.
- Provide opportunities that allow all players the same chance to participate, regardless of gender, ability, ethnic background, or race.
- Ensure all reasonable steps will be taken to prevent retaliation against a player, parent or team staff member who has made a complaint of a breach of the Association’s expected behaviours outlined in the Codes of Conduct.
- Endeavor to ensure that all equipment and facilities are safe and match the athletes' ages and abilities.

- Ensure that the age and maturing level of the participants are considered in program development, rule enforcement and scheduling.
- Remember that play is done for its own sake and make sure that winning is kept in proper perspective.
- Distribute fair play codes to coaches, athletes, officials and parents.
- Appropriately screen all those who provide service on behalf of the organization, both before, but especially after they are involved, seeking to have Coaches and Officials who can promote fair play as well as the development of good technical skills.
- Provide ongoing support to all team staff to allow them to be successful in their roles.
- Ensure all interactions with members, external parties and other Board members are respectful and conducted in a professional manner.
- Support all volunteer program leaders and any paid staff/contractors in an appropriate manner.
- Cooperate with any disciplinary investigations conducted by VMHA, Independent Third-Party Investigator, or law enforcement.

## 7. Version History

Version 2 – August 2016

Version 3 – September 2024