

MAPLE CREEK MINOR HOCKEY ASSOCIATION (MCMHA)

CODES OF CONDUCT AND CONTRACTS

All participants of MCMHA will be required to read and sign a Code of Conduct Agreement indicating their understanding of and commitment to, the accepted behaviors of the association. It is expected that all agreements will be signed at the 1st coach's team meeting with a member of the Maple Creek Minor Recreation Board present. Copies of the Codes of Conduct and Contracts are included in the Appendix of this document.

Zero Tolerance Statement

- The MCMHA will not tolerate the abuse of officials, coaches, players, parents, and volunteers.
- The Executive of Maple Creek Minor Recreation Board reserves the right to remove any person from the arena facility whose behavior is detrimental to the association and its members.
- The Maple Creek Minor Recreation Board and Maple Creek Arena Board will work together to ensure a Zero Tolerance attitude is reinforced in our community.
- The Maple Creek Minor Recreation Board will deal with any behavior deemed inappropriate and abusive.

The Maple Creek Minor Recreation Board also believes that all members have the responsibility to conduct themselves with high standards and to ensure that fellow members conduct themselves appropriately as well.

DISCIPLINE & DISPUTE RESOLUTION PROCESS

General Policy

The Maple Creek Minor Hockey Association expects all team officials & members to exhibit leadership qualities that promote player sportsmanship and decorum, as well as acceptable levels of propriety, towards opponents, game officials, and spectators.

As such, standards of behaviour should be clearly defined and maintained throughout the season, within a climate of mutual respect.

It is recognized, however, that from time to time, sanctions may be necessary, from an external source, for behaviour that transgresses acceptable standards.

Such sanctions may be applied to any player, team official, team follower, parent or member, and may take the form of:

1. A verbal reprimand from a Board member.
2. A written reprimand from the Maple Creek Minor Recreation Board.
3. A suspension from the Maple Creek Minor Recreation Board.
4. An expulsion from the team or Association.
5. A combination of the above.

The Maple Creek Minor Hockey Association through its elected or appointed officials, has the authority to discipline any player, team official, team follower, parent or member.

The Maple Creek Minor Recreation Board must ensure that written regulations exist that ensure each disciplinary incident is dealt with consistently within the process set out below.

Two different Discipline Stages are possible, namely:

STAGE 1 - The Informal Process:

- The Informal Process means that rules are automatic and based upon the playing rules of the game, Hockey Canada and Saskatchewan Hockey Association regulations.

STAGE 2 - The Formal/Appeal Process:

- The Formal Process means that a more serious action has occurred and the Maple Creek Minor Recreation Board is involved to make decisions that are consistent and in line with the Policies and Procedures of the Association. This also includes the Appeal Process, which is the process members must follow to appeal decisions of the Maple Creek Minor Recreation Board.

Examples of incidents that may warrant disciplinary action:

- Profanity by players, team officials or club representatives.
- A player who receives a game misconduct, gross or match penalty.
- A team assessed two or more bench minors in one game.
- A coach or bench assistant who is ejected from a game.
- A team who, in the opinion of the Maple Creek Minor Recreation Board, is being assessed too many penalties of a serious nature.
- A team member or team follower who repeatedly brings discredit to the team and the Hockey Association, through violent, abusive, or gross behavior, on or off the ice.
- Use of alcohol or other illegal substances while representing MCMHA through participation in any team activities.
- A parent or guardian who exhibits conduct unbecoming to the integrity of the Maple Creek Minor Hockey program.
- A team that fails to utilize ice time without prior notification.
- A team that fails to show up for league and exhibition game commitments.

The Informal Process - Stage 1

Standard Suspensions

Where the current Playing Rule Book dictates a suspension to a player for a rule violation, and game officials write-up the incident, the coach in consultation with the Manager/Board, will automatically implement the suspension.

Examples of these rulebook infractions include: match penalties and game misconducts.

Non-Standard Suspensions

This category of suspension is applied to incidents that may involve parents, coaches and players.

An Incident Report Form should be used to bring serious behavior concerns to the attention of the Maple Creek Minor Recreation Board. This form must be given to a Board Member.

When incidents with players occur which may warrant disciplinary action, the coach(s) shall report to the Board Chairperson, the incident as quickly as possible, and definitely prior to the next game.

The Board Chairperson shall convene the Maple Creek Minor Recreation Board, excluding any board members involved in the incident (who may be in a position of a conflict of interest), and shall have no less than 3 people.

The Maple Creek Minor Recreation Board and coach(s) shall meet and investigate the incident, if necessary, the Board shall establish a hearing and invite such persons as they deem necessary to provide information to the Board. In investigating the incident they may consult game officials, players, parents, or other observers to gain the relevant facts of the incident.

The Board shall, with all dispatch, render a decision and communicate that decision to the offending party (ies). Such communication may be verbal at the outset but shall be confirmed in writing and copies, along with the Incident report form, should be maintained in a file by the Board Chair/Secretary.

The Board Chair reports the outcome of the hearing to the board.

The Coach and Board implements the sanctions with the player(s).

The Formal / Appeal Process - Stage 2

Notwithstanding the above, should a coach, player, or parent feel that Stage 1 has not satisfactorily resolved the issue, it may be appealed, in writing to Stage 2. However, Stage 1 sanctions remain in effect until Stage 2 is complete.

For incidents of a very serious nature, the Board Chair or Committee may elect to suspend the player(s) indefinitely and proceed directly to Stage 2.

All appeals regarding disciplinary actions taken are subject to a fee of \$150.00. This fee will go into the general account. If the appeal is upheld, the \$150.00 fee will be refund. This fee must be submitted with the written appeal before an appeal committee will be appointed.

The appeal committee will only review written submissions from any parties that are directly involved or impacted by the disciplinary action taken. The appeal must be submitted within 72 hours of the Board's decision. The appellant will receive a written response from the appeal committee within 7 days of receiving the written appeal. The appeal committee decision shall be final and binding. If the parties are not satisfied with the final decision brought forth, they can further appeal to Saskatchewan Hockey Association, whose bylaws can be obtained from their website (www.sha.sk.ca).

The appeal committee will consist of a Chairman, appointed by the president from the Board, and 2 or more members of the Maple Creek Minor Recreation Board as appointed by the Board President and Chairman. No members can be appointed if there is a conflict of interest or if such members were directly involved in the disciplinary action taken. The appellant may be provided with up to 30 minute of time to present their appeal in front of the appeal committee. After the appeal is presented, the committee shall discuss the case in private and come to a decision by a majority vote. The Chairman can only vote if a deciding vote is required in the event of a tie.

Any legal actions against MCMHA, by any member, will result in an immediate suspension from the association and all member privileges revoked, including on ice privileges, until the action is resolve. This suspension will apply to the player, parents and/or legal guardians, and any other family members who are also players, coaches or managers.

The decision of the Board of Directors shall be final and binding on all parties, except where there is an avenue of recourse provided by Saskatchewan Hockey Association and Hockey Canada.

Without restricting the foregoing, the following general guidelines apply:

- a. First infractions by players will normally be satisfactorily concluded at Stage 1.
- b. Second infractions by players could proceed directly to Stage 2 under extreme circumstances.
- c. Infractions that involve coaches, team followers, or parents will normally proceed directly to Stage2.
- d. Suspensions, when applied to players, shall specify: The number of games to which the suspension applies, both league and exhibition, or the time-period for which the suspension applies including its application to practices or other team functions.
- e. Player suspension includes no activity in bench area, prior to or after the specified games, or during the specified time period.
- f. Suspensions when applied to parents, coaches, or team followers shall normally restrict the access of those persons to dressing rooms, bench areas, and possibly spectator areas of arenas.

GRIEVANCES

Fair Play Concerns

All issues should be dealt with through the Maple Creek Minor Recreation Board.

- Example: A complaint of inequitable ice time is outlined by MCMHA Codes of Conduct.

When a written or verbal complaint, substantiated by facts is brought to the attention of a team manager, it shall be referred to the Maple Creek Minor Recreation Board.

If the Maple Creek Minor Recreation Board determines that action should be taken, the following must occur:

1. The Board Chair will immediately contact the coach involved and discuss the situation/complaint & provide appropriate direction to this coach. A report by the Board Chair is required for the next meeting of the Board.

2. If unresolved, the coach will receive a letter from the Board asking him/her to attend the next available Board meeting. In the event, where a coach chooses to ignore the Board's request, he/she may receive a suspension by the Board.

Other Grievance Statements

Parental, player, or team problems not resolved by the Team Staff, including the Team manager, will be addressed by the Maple Creek Minor Recreation Board or Board Chair.

All Grievances shall be initiated in writing to the Maple Creek Minor Recreation Board. Upon receipt of written notification, a Discipline/Grievance hearing date shall be set within 7 days.

The decision of the Maple Creek Minor Recreation Board shall be given in writing within 48 hours. All decisions have the right of appeal as per the process identified within this document. All decisions shall be subject to appeal to the Saskatchewan Hockey Association.

COURT ACTIONS

It is understood that membership in MCMHA is voluntary.

The Maple Creek Minor Recreation Board, including officials and team representatives and the membership, where the case may be, have exclusive jurisdiction to deal with all matters arising by virtue of membership in the association. No decision, order, direction, declaration, or ruling of the Board of Directors, or membership, as the case may be, shall be questioned or reviewed by any court.

Any member bringing legal action against the Directors or appointed team representatives or the Association before all rights and remedies as provided by these regulations and the Association Bylaws, as well as those as provided for by the Saskatchewan Hockey Association and Hockey Canada, will be deemed by MCMHA to be unsportsmanlike enabling the Chairperson to suspend and/or disqualify the person or persons bringing legal actions against the association or its representatives.

Member Discipline Guidelines

All discipline situations in MCMHA will be dealt with on an individual basis by the Maple Creek Minor Recreation Board and in accordance with the Discipline, Appeal and Grievance Procedures indicated previously in this document.

General Guidelines For Players

- 1st Incident- Verbal reprimand and notification that a suspension could be given for a second incident. Create a file at MCMHA office.
- 2nd Incident- Written warning and assignment to be completed:
- Hit From Behind- Watch Mike Bossy Tape or NCCP Checking Video
- Fighting or an Injury Situation- Write a note of explanation
 - Why did I fight? Why did I cause injury to an opponent?
 - What has to change in terms of my behavior?
- If not willing to watch videos or write a note of explanation then immediate suspension is implemented and remains in effect until the assignment is completed.
- 3rd Incident- Immediate suspension for three games.

Specific Situations

If a serious situation exists or where potential for serious injury occurs, the athlete, coach or parent may be asked to meet with the Maple Creek Minor Recreation Board to explain their side of the situation.

Examples of serious situations include:

Players-

- Major Penalties
 - Hit From Behind & Fighting
 - Match Penalties
 - Intent to Injure or Abuse of Officials
 - Gross Misconducts
- Poor Sportsmanship including Respect Issues
- Bullying or Lack of respect to coaches, officials, facilities, or Volunteers of MCMHA
- Drug and Alcohol Concerns or significant school problems

Coaches

- Abuse and/or lack of respect shown towards MCMHA volunteers or Board
- Abuse and/or lack of respect shown towards League Directors or officials
- Not following Rules and Regulations of MCMHA
- Not following Rules and Regulations of Hockey Canada and Saskatchewan Hockey Association

Drug & Alcohol Concerns

Adults (Coaches, Parents and Volunteers)

Zero Tolerance with coaches, managers, directors, staff, officials, and spectators / parents:

- 1st Incident Asked to leave facility. Written Notice and file created.
- 2nd Incident Suspension for a time period to be assigned by Maple Creek Minor Recreation Board.
- 3rd Incident Suspension or Expulsion from Association.

Players

Zero Tolerance for athletes with alcohol or drugs:

- 1st Incident Suspension and Written Notice, Meeting with Parents and the Board
- 2nd Incident Suspension for remainder of season.

MAPLE CREEK MINOR HOCKEY - PLAYER CODE OF CONDUCT

It is the intention of this contract to promote fair play and respect for all participants within the Association. All players must sign this contract stating that they will observe the principles of the Player Code of Conduct before being allowed to participate in hockey.

PLAYER CODE OF CONDUCT

I will:

- Respect and adhere to the ideals, policies, and rules determined by Hockey Canada, Saskatchewan Hockey Association, Maple Creek Minor Hockey and my team.
- Respect the rules of the game, opponents, officials and their decisions.
- Maintain self-control at all times.
- Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
- Respect other athlete's dignity; verbal or physical behaviors that constitute harassment or abuse are totally unacceptable.
- Refrain from participating in or condoning any actions involving hazing or inappropriate behavior that degrades, demeans or segregates certain players from the team
- Never advocate or condone the use of alcohol, mind altering drugs or other banned performance enhancing substances.
- Consistently display high personal standards and project a favorable image of their sport. Specifically, athletes shall:
 - a. Refrain from public criticism of athletes, coaches or officials.
 - b. Refrain from the use of profane, insulting, harassing or otherwise offensive language towards teammates, coaches, officials or opponents
- Attend as many games and practices as reasonably possible.
- Follow the annual training, competitive programs, and rules of conduct as mutually agreed upon by Coaches and Athletes, recognizing the responsibilities of the Athletes to adhere to and complete.
- Regularly seek ways of increasing development and self-awareness.
- Participate in a manner that ensures the safety of athletes, coaches and officials also participating in the game.
- Be present before games and practices in a timely manner.
- Notify the coach/manager ahead of time if I will be absent.
- Respect the facilities and other user groups, either home or away, in which I'm privileged to play.
- Exhibit a high degree of sportsmanship, teamwork and positive attitude at all times when representing my team and the Association.
- Uphold the rules of the sport, the spirit of such rules and encourage other athletes to do the same.
- Show respect for the decisions, judgment and authority of the officials and timekeepers.
- Treat opponents and officials with due respect both in victory and defeat. Encourage other athletes to act accordingly.
- Show respect for the feelings and abilities of the players on the other team.
- Direct comments or criticism at the performance rather than the individual.
- Accept the capabilities of other players.
- Accept defeat gracefully - love the game above the prize.

I have read and understand this Code of Conduct and agree to abide by the principles contained therein. Breach of this Code of Conduct will be subject to review by the MCMHA and face possible disciplinary action as per the Maple Creek Minor Recreation Board Disciplinary Policy & Procedures.

PLAYER: _____ SIGNATURE: _____

PARENT/GUARDIAN: _____ SIGNATURE: _____

TEAM STAFF SIGNATURE: _____ DATE: _____