



Minto Minor Hockey Association

PO Box 99
Palmerston, Ontario
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www.mintominorhockey.ca

Minto Minor Hockey Association (MMHA) – CODE OF CONDUCT

This code of conduct identifies the standard behavior, which is expected of all MMHA members and participants, which for the purpose of this policy shall include all players, guardians, parents, coaches, team managers, trainers and MMHA executive members involved in MMHA activities and events.

MMHA is committed to providing an environment in which all individuals are treated with respect. Members and participants of MMHA shall conduct themselves at all times in a manner consistent with the values of MMHA which include fairness, integrity and mutual respect. During the course of all MMHA activities and events, members shall avoid behavior which brings MMHA or the sport of hockey into disrepute, including but not limited to abusive use of alcohol, use of non-medical drugs and use of alcohol by minors.

MMHA members and participants shall at all times adhere to MMHA's operational policies and procedures, to rules and regulations governing MMHA events and activities, and to rules and regulations governing any competitions in which the member participates on behalf of MMHA.

Members and participants of MMHA shall not engage in any activity or behavior which interferes with a competition or with any player or team's preparation for a competition, or which endangers the safety of others. Members of MMHA shall refrain from comments or behaviors which are disrespectful, humiliating, demeaning, offensive, abusive, racist or sexist. In particular, behavior which constitutes bullying, harassment or abuse will not be tolerated, and will be dealt with under the OMHA's Harassment and Abuse policy.

Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the Discipline Policy of MMHA. Such action may result in the member losing the privileges which come with membership in MMHA, including the opportunity to participate in MMHA activities and events, both present and future.

POLICY STATEMENT

Participation in Minto Minor Hockey Association programs and activities is based on expectations of members to comply with MMHA policies and code of conduct. Violations of these policies may be subject to the disciplinary sanctions in this Policy.

APPLICATION

This policy applies to all members of MMHA as well as to all persons participating in MMHA activities including but not limited to all on-ice and off-ice team related activities, meetings and travel associated with these activities.

TYPES OF INFRACTIONS

Minor Infractions shall include, but are not limited to the following,

- a) a single incident of disrespectful, offensive, abusive, racist or sexist comments or behavior directed towards others, including but not limited to, peers, opponents, players, parents, coaches, officials, managers, trainers, administrators, spectators and sponsors;
- b) unsportsmanlike conduct such as angry outbursts or arguing;
- c) a single incident of being late for or absent from MMHA events and activities at which attendance is required;
- d) non-compliance with the rules and regulations under which MMHA events are carried out;
- e) any complaint or infraction considered minor in nature.

Major Infractions could include, but are not limited to the following:

- a) repeated incidents of disrespectful, offensive, abusive, racist or sexist comments or behavior directed towards others, including but not limited to peers, opponents, players, parents, coaches, officials, managers, trainers, administrators, spectators and sponsors;
- b) repeated unsportsmanlike conduct such as angry outbursts or arguing;
- c) activities or behavior which interferes with the organization of a competition or with any player's or team's preparation for a competition;
- d) pranks, jokes or other activities which endanger the safety of others;
- e) deliberate disregard for the rules and regulations under which MMHA events are conducted;
- f) abusive use of alcohol where abuse means a level of consumption which impairs the individual's ability to speak, walk or drive; causes the individual to behave in a disruptive manner; or interferes with the individual's ability to perform effectively and safely;
- g) any use of alcohol by minors;
- h) use of illicit drugs and narcotics;
- i) use of, or condoning the use of, banned performance enhancing drugs or methods;
- j) any Harassment, Abuse or Bullying complaint;
- k) lack of reporting, activity or action of a local executive or association;
- l) any other complaint or infraction which is considered serious.

DISCIPLINARY ACTION FOR MINOR INFRACTIONS

Discipline for MINOR infractions shall be informal and dealt with quickly by the head coach of the respective team or the MMHA Executive and/or MMHA Executive Liaison.

- Sanctions for Minor Infractions may include any or all of the following:
 - Verbal and/or written reprimand.
 - Verbal and/or written apology by the offending individual.
 - Suspension from team competition for no more five games
 - Any other sanction(s) as may be deemed appropriate in the circumstances by MMHA
- The head coach of the respective team or a MMHA Executive member will document the date, infraction, sanction(s) applied and sign the report for inclusion in the individual's file. All information collected by MMHA will be retained for a period of seven (7) years or as long as required to fulfill the purposes identified. After that period of time (unless consent is given to keep information for a longer period) the information will be destroyed in a responsible and secure manner.

DISCIPLINARY ACTION FOR MAJOR INFRACTIONS

All complaints alleging a MAJOR infraction(s) shall be delivered in writing to the MMHA Executive Liaison. The MMHA Executive will investigate the allegation as soon as possible to determine if the complaint will proceed as a minor infraction or a major infraction. The investigation may include interviews with the complainant and/or other observers. All major infractions will be dealt with by the MMHA Executive or its sub-committee.

- Infractions resulting in possible suspension or expulsion shall require a hearing as follows:
 - The Complainant and Offender shall be given written notification of the date, time and place of the hearing.
 - All parties shall receive a summary of the complaint investigation.
 - The Complainant and the Offender shall have the right to be present at the hearing.
 - The proceedings containing a summary of the facts and recommendations shall be forwarded to the MMHA Executive for disciplinary action.
- Sanctions for Major Infractions may include but not limited to the following:
 - Written reprimand to be placed in the individual's file.
 - Written or verbal apology by the offending individual.
 - Suspension for part or all team activities or competitions
 - Expulsion from the MMHA
 - Any other sanction(s) as may be deemed appropriate in the circumstances by MMHA
- The MMHA Executive member will document the date, infraction, sanction(s) applied and sign the report for inclusion in the individual's file. All information collected by MMHA will be retained for a period of seven (7) years or as long as required to fulfill the purposes identified. After that period of time (unless consent is given to keep information for a longer period) the information will be destroyed in a responsible and secure manner.

APPEALS

Anyone receiving disciplinary action has a right to appeal and may submit a Notice of Appeal in writing to the MMHA Executive Liaison.

- The appeal must be received no later than 14 days after receipt of the decision to be appealed.
- The notice of shall contain the reasons for the appeal.
- Within 7 days of receipt of appeal, the MMHA Executive as a whole shall convene (in a manner of their discretion) to hear appeal arguments.



I have read and agree with the contents of this Code of Conduct document*

Parent or Guardian Full Name(s):

(Print Name)

(Signature)

Date

(Print Name)

(Signature)

Date

Player(s) Full Name(s):

1.

(Print Name/Signature)

3.

(Print Name/Signature)

2.

(Print Name/Signature)

4.

(Print Name/Signature)