

Transcona Minor Hockey Association



Code of Conduct Policy
August 1, 2013

TMHA Code of Conduct Policy

TMHA will implement a Code of Conduct Policy that provides a positive and respectful hockey experience for all participants: players, coaches, officials, parent(s) and caregiver(s), spectators and volunteers. All participants will be provided with a safe and sportsmanlike environment where individuals or groups of individuals are free from abuse, discrimination, harassment, and bullying. Inappropriate behaviour, as defined by this Policy, in any form, will not be tolerated. TMHA will make every reasonable effort to respond quickly and effectively to written complaints or disclosures of inappropriate behaviour.

The framework for the Code of Conduct Policy will outline the following:

1. Role of the Parent Liaison
2. Team's Code of Conduct Form
3. Scope of the Code of Conduct Policy
4. Definitions for Inappropriate Behaviour
5. Process for Dealing with Incidents of Inappropriate Behaviour
6. Process for Issuing Complaints and Disclosures
7. TMHA Response to Written Complaints and Disclosures
8. TMHA Rulings and Remedies
9. Remedies
10. Application of Code of Conduct Policy

1. Role of the Parent Liaison

Each TMHA team shall select a Parent Liaison. This individual plays an important role in ensuring that his or her fellow parents don't become over-exuberant when cheering on their child's team. While the Parent Liaison is not expected (nor should ever) place themselves in a confrontational position with a fellow parent, he or she is the front line of TMHA's Code of Conduct Policy. The Parent Liaison shall only act in accordance with Section 5 herein.

NOTE: Under no circumstances shall the Parent Liaison escalate his or her intervention beyond a respectful request to the offending participant to refrain from their inappropriate behaviour(s).

2. Team's Code of Conduct Form

Each team's Parent Liaison shall ensure that every player, coach, parent(s) and caregiver(s), and volunteer on his or her team signs the TMHA Code of Conduct form. The TMHA Code of Conduct form and policy will be made available by the TMHA Board of Directors. All signatures acknowledge that the TMHA Code of Conduct policy has been reviewed by player(s) and coach(s) and received by parent(s) or caregiver(s), and volunteer(s) and agree to be bound by the said policy. The Parent Liaison is to forward the completed TMHA Code of Conduct form to the Director of "A" Hockey for TMHA. All TMHA Code of Conduct forms will then be presented by the Director of "A" Hockey to the TMHA Board of Directors.

NOTE: Any player(s), parent(s) or caregiver(s), and volunteer that refuse to sign the TMHA Code of Conduct form will not be permitted to attend any team practices, games, or other functions. TMHA is not responsible for educating parent(s) or caregiver(s), and volunteer(s) on the contents within Code of Conduct policy. Once the individual(s) have signed the Code of Conduct form, they will be reinstated by TMHA and permitted to attend team practices, games, or other functions. The Code of Conduct form must be completed and returned to the Director of "A" Hockey prior to the first game (league or tournament) of the season.

3. Scope of the Code of Conduct Policy

The TMHA Code of Conduct policy operates independently of, but in conjunction with, the Rink Behaviour Policy of Hockey Winnipeg (formerly Winnipeg Minor Hockey Association).

4. Definitions for Inappropriate Behaviour

Abuse: Abuse means any form of physical or emotional mistreatment which causes physical injury or emotional damage.

Physical abuse: Physical abuse is when one person purposefully injures or threatens to injure another person. This may include, but not be limited to: slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving or grabbing.

Emotional abuse: Emotional abuse includes name-calling, threats, berating or intimidating comments.

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Discrimination: Discrimination means the differential treatment, whether intended or not, of an individual or groups of individuals based on:

- ancestry
- ethnic background
- gender-determined characteristics
- source of income
- race
- religion or religious belief, creed, association or activity
- gender identity
- political belief
- colour
- age
- sexual orientation
- physical size or weight
- nationality or national origin
- sex
- marital or family status
- physical or mental disability

Bullying: Bullying is any conduct, comment, display, action, or gesture that adversely affects a person's psychological or physical well-being. Examples of bullying may include, but not be limited to:

- personal ridicule (put-downs, teasing) or malicious gossip
- repeated or continuous incidents of inappropriate yelling, screaming or name-calling
- malicious or uncalled-for interference with another's work or role
- interfering with or vandalizing/damaging a person's personal property
- physical or verbal abuse/violence, threats, intimidation
- insulting or derogatory comments, jokes or gestures
- shunning or ostracizing a person

5. Process for Dealing with Incidents of Inappropriate Behaviour

During incidents of inappropriate behaviour(s), it shall be the team's Parent Liaison, either individually or with a team representative, that will address the individual(s) inappropriate behaviour(s). The inappropriate behaviour(s) displayed by an individual should be corrected promptly and informally, with the team's Parent Liaison taking a constructive approach. The goal is to bring about a change in the negative behaviour(s).

If the participant refuses to discontinue his/her inappropriate behaviour(s), the Parent Liaison and a team representative will ask the participant to leave the premises. If the participant refuses to leave the premises, the rink attendant shall be instructed to phone the police and the referee shall be advised to suspend or cancel the game. The Parent Liaison will subsequently report the incident in writing to TMHA.

6. Process for Issuing Complaints and Disclosures

In order for TMHA to address a complaint or disclosure, the complainant or Parent Liaison must forward the complaint or disclosure, in writing to the Director of "A" Hockey. The Director of "A" Hockey will present all written complaints or disclosures to the TMHA Board of Directors.

NOTE: TMHA will ensure that any written complaint or disclosure will be classified as confidential and forwarded to the TMHA Review Committee.

7. TMHA Response to Written Complaints and Disclosures

TMHA recognizes that all incidents involving inappropriate behaviour(s) are equally serious and should be corrected promptly and informally. TMHA also recognizes that behaviour(s) do not necessarily require the involvement of the TMHA Review Committee and can be resolved amongst all parties involved in the incident and team officials.

Upon receipt of a written complaint or disclosure, a member of the TMHA Review Committee will contact the complainant within 48 hours. The Review Committee will determine if further investigation is required.

8. TMHA Rulings and Remedies

After displaying expulsion from the game and arena, the participant can appeal his/her expulsion before a TMHA Review Committee. The TMHA Review Committee will include a minimum of 3 TMHA Board Members which will hear the participant's version of incident. The TMHA Review Committee will consult with any witnesses and then issue a ruling. The ruling of the TMHA Review Committee shall be final.

9. Remedies

For incidents involving inappropriate behaviour(s) the TMHA Review Committee shall enforce the following:

1st offense: Removal of the participant from the game or practice in which the offending behavior occurred plus a subsequent one practice and one game suspension.

2nd offense: Removal of the participant from the game or practice in which the offending behavior occurred plus a subsequent three practice and a three game suspension.

3rd offense: Removal of the participant from the game or practice in which the offending behavior occurred and suspension from all practices and games for the balance of the season, including playoffs.

NOTE: Consequences for incidents involving inappropriate behavior(s) will be determined at the discretion of the TMHA Review Committee. These suspensions are in addition to any Hockey Winnipeg imposed punishment.

10. Application of Code of Conduct Policy

This policy applies to all age groups operating under the jurisdiction of TMHA and is applicable to all participants (home or away) that are on the premises of any arena operating under the administration of TMHA and/or its affiliated premises and its member community centres. The Code of Conduct Policy is effective August 1, 2013.