

GREENSBURG SALEM ICE HOCKEY
P. O. BOX 1733
GREENSBURG, PA 15601



GREENSBURG SALEM ICE HOCKEY
STUDENT ATHLETE CONDUCT POLICY

The Greensburg Salem Ice Hockey Association will provide a safe, healthy and civil athletic environment, in which all members of the school sponsored teams (Varsity team, Junior Varsity team, and Middle School team) are treated with mutual respect, tolerance, and dignity. To that end, the Hockey Association has in place policies, procedures, and practices that are designed to reduce and eliminate behaviors that deter from the goal of hockey instruction and competition to all students in a safe and secure environment. Inappropriate behaviors including, but not limited to, verbal and/or written threats, verbal, written or physical intimidation, harassment, bullying, cyber bullying (including but not limited to all social media), personal degradation or disgrace, taunting, directed abusive language, substantial disruption of the athletic instruction process and lack of respect for coaching staff will not be tolerated. Each student is responsible to respect the rights of others and to ensure an atmosphere free from bullying, intimidation, harassment and any other detrimental behaviors. This policy is in effect while students are representing their respective teams at all ice rink facilities (practices and/or games) and while students are traveling to or from games and/or practices. Any violation of this policy shall be considered an infraction of the *Student Athlete Conduct Policy* with disciplinary sanctions implemented accordingly.

The GS Hockey Executive Board and Coaching Staff encourages students who have been victims of, or witnesses to, inappropriate behaviors to promptly report such incidents to the coaching staff present at the time of the incident. Confidentiality of all parties involved shall be maintained consistent with the Association's moral, legal, and investigative obligations. Students, who, in good faith, file a complaint, make a report, or who have assisted or participated in any manner in the investigation of such a complaint or report *may not* be retaliated against.

Definition of Bullying (aka Hazing)

Bullying shall mean an intentional electronic (cell phone), written, verbal or physical act or series of acts:

1. Directed at another student or students; and
2. Which occur in an athletic instructional setting.

- An athletic instructional setting is defined as meaning at an ice rink, on ice rink grounds, or while traveling to or from a school sponsored athletic event (practice or game); and
3. That are severe, persistent or pervasive; and
 4. That has the effect of doing any of the following:
 - a. Substantially interfering with or threatening a student's athletic participation, instruction, and competition.
 - b. Creating a threatening environment.
 - c. Substantially disrupting the orderly operation of the ice hockey program.
 - d. Threaten physical or emotional violence or harm.
 5. Additionally, direct physical contact (fighting) will be considered bullying and is subject to the same disciplinary procedures.

Prohibited bullying acts could also occur outside of the athletic setting if those acts are directed at another student or students and meet the requirements of items 3 and 4 above. Prohibited bullying acts occurring outside of the athletic activity setting specifically include, but are not limited to, a student's use of a personal computer or other electronic device outside of school (cyber bullying; including but not limited to all social media).

Consequences for Violations

A student who violates this policy shall be subject to appropriate disciplinary action, consistent with USA Hockey Code of Conduct (signed by each player), by the Greensburg Salem Ice Hockey Coaching Staff and the Greensburg Salem Executive Board, which will consist of the following:

First Offense

If the offense occurs at an ice facility (i.e. ice rink) the student athlete will be removed immediately from a practice and or game environment. The student athlete will be asked, by the approved team coaching staff, to leave the ice surface and go to the locker room. The athlete's participation in the practice or game is terminated. If the offense occurs off the ice (i.e. cyber bullying on the GS Hockey Facebook page) or at the end of a practice or game session, the student will be banned from attendance at the next practice and/or game.

Second Offense

The student athlete will be subject to the aforementioned consequences and additional consequences including, but not limited to, non-participation in practice, non-participation in level games (their primary teams) and call-up games, and non-participation in off-ice activities including dry land training, team meetings, and team dinners. The duration of non-participation will be determined by recommendations made by the Greensburg Salem Ice Hockey coaching staff to the Executive Board.

Third Offense

The student athlete will be subject to the aforementioned consequences and additional consequences including, but not limited to, extended non-participation (multi-practice and/or multi-game suspension) and termination of participation from the ice hockey program.

Awareness of Policy

This policy will be provided to each student athlete and their parents for review and acknowledgement via student athlete and parent signature. Additionally, the policy will be included in each team book (available at all home and away games) and shall be disseminated annually to students. This policy will also be reviewed and acknowledged by each member of the Greensburg Salem Coaching Staff and by each Greensburg Salem Ice Hockey Executive Board Member.

Violation Investigation Process

The investigation and confirmation of the violation of the *Student Athlete Conduct Policy* shall be determined in the following manner:

Direct observation of the incident, of the offending individual, by a member of the Greensburg Salem Ice Hockey Coaching Staff or Greensburg Salem Executive Board.

Corroboration of the incident by two or more parents, who were present at the time of the incident, will be considered by the coaching staff and/or executive board.

Corroboration of the incident by three or more student athletes (players), of the Greensburg Salem Ice Hockey team(s), who were present at the time of the incident, will be considered by the coaching staff and/or executive board.

Incident Reporting and Resolution Process

All incidents are to be reported to *only* The Player/Parent Representative, Greensburg Salem Ice Hockey Association *after* a 24 hour waiting period from the time of the observed offense. All reported incidents will be processed, by the association, as per the Greensburg Salem Ice Hockey Association by-laws. Multiple violations by a particular student athlete, occurring within a season and all pertinent information related thereto, will be reported to the Greensburg Salem School District. During this time period, all team participation privileges *will be* revoked. The problem-resolution process is identified within the club by-laws as an addendum.

I hereby acknowledge that I have read and completely understand the Greensburg Salem Ice Hockey Association *Student Athlete Conduct Policy*. I also acknowledge that refusal to sign the policy *will result* in automatic reporting to the school district for a first observed offense.

Parent

Player

Printed Name

Printed Name

Signature

Signature

Date

Date