

WORTHINGTON HOCKEY ASSOCIATION – CODE OF CONDUCT (Parents, Guardians, and Coaches)

The Worthington Hockey Association (WHA) is committed to providing a positive, safe, and respectful environment for all players, parents, coaches, officials, and volunteers. This Code of Conduct outlines expectations for behavior on and off the ice to ensure our program represents Worthington with pride and integrity.

EXPECTATIONS

- Treat all players, coaches, officials, volunteers, and spectators with respect at all times.
 - Encourage fair play, effort, and teamwork. Celebrate improvement and sportsmanship over winning.
 - Use appropriate language and behavior. Swearing, yelling at players or officials, or disruptive conduct will not be tolerated.
 - Allow coaches to coach, players to play, and officials to officiate. Avoid coaching from the stands.
 - Support all participants, including other teams, and represent WHA in a positive manner at home and away events.
 - Follow arena rules and staff directions. Any damage to property or facilities will result in responsibility for repair or replacement.
 - Refrain from any form of harassment, bullying, discrimination, or intimidation - both in person and online.
 - Report concerns through the proper process if issues arise.
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REPORTING AND REVIEW

The Worthington Hockey Association encourages all concerns to be addressed at the team level whenever possible. Coaches are the first point of contact for most issues, and in many cases, they can resolve concerns quickly and appropriately. **A 24 hour cool off period should occur prior to any reporting/discussion.**

If you experience or observe a conduct issue:

1. Start with your Coach.

- Discuss the issue directly with the coach- most concerns can and should be handled at this level.
- The coach will review the situation, address it as needed, and communicate any resolution or next steps.

2. If you do not feel comfortable going to the coach, or if you disagree with how the coach handled the situation, complete an incident report in writing and send it to:

- Reed Fricke (r.fricke2@hotmail.com) or Tyler Nienkerk (tyler.nienkerk@gmail.com)
- Reed and Tyler will review the written report, may contact involved parties for additional information, and will determine a resolution.

3. If you are not satisfied with the outcome from Reed and Tyler, you may request a review by the Hockey Operations Committee.

- The Hockey Operations Committee will review the written incident report, discuss the situation with the involved parties, and make a recommendation for resolution.
- Send the request to tyler.nienkerk@gmail.com, and he will coordinate a meeting for the committee to review.

4. If you remain unsatisfied with the outcome from the Hockey Operations Committee, you may appeal to the Worthington Hockey Association Board.

- The Board will review the written report and recommendations from the previous steps and issue a final decision.
- Board members are listed on the website at www.worthingtonhockey.com/facility-info.

Reports must be submitted in writing. It is recommended that reports be submitted within ten (10) days of the incident. Anonymous reports will not be reviewed.

All reports and discussions will be handled confidentially and respectfully. Information will only be shared with individuals directly involved in the review process.

The review process should be completed within fourteen (14) days. If additional time is required, the parties involved will be notified in writing.

The intent of this process is to encourage open communication and resolution at the appropriate level while maintaining fairness and accountability throughout the Association.

This Code of Conduct applies to all WHA events, practices, games, and tournaments. Failure to follow these expectations may result in disciplinary action as determined by the Hockey Operations Committee and the WHA Board.

WORTHINGTON AREA HOCKEY ASSOCIATION
INCIDENT REPORTING FORM

Please complete this form or submit the required information by email.

If submitting by email, you must include all of the following details:

- Your name, phone number, and email
- The individuals involved
- The date of the incident
- The location of the incident
- A detailed description of what occurred

Submit to:

Tyler Nienkerk (tyler.nienkerk@gmail.com) or Reed Fricke (r.fricke2@hotmail.com)

REPORTER INFORMATION

Name: _____

Phone: _____

Email: _____

INDIVIDUAL(S) INVOLVED

DATE OF INCIDENT

LOCATION

DESCRIPTION OF INCIDENT

Reporter Signature: _____ Date: _____