



6.33.1 Officiating Program Code of Conduct

Purpose

Hockey can be competitive and emotionally intense for all participants. Officials need to maintain the highest level of professionalism and positive attitude regardless of any criticism or scrutinizing from other game participants. Officials must show leadership and earn the respect of other game participants with good teamwork, consistent application of the rules, and putting forth maximum effort every game, regardless of level of hockey. Moreover, officials involved in a game in another capacity, such as a coach, player, or spectator, should set an example for others by showing respect and supporting the in-game officials at all times.

The HEO OP Code of Conduct establishes a set of rules and guidance to ensure that members of the HEO OP act in a consistent and professional manner in carrying out their officiating functions.

General

1. Professional Conduct
 - a. Officials must treat each other with respect and should never directly criticize the performance of another official, on or off the ice, but rather employ the prescribed mechanisms to deal with performance issues. Inappropriate comments or communications will not be tolerated.
 - b. Calls should not be made in anger and at no time should any official (on-ice or off-ice) engage in conflicts with players, coaches, parents, or spectators. Belligerence or vengeance, on behalf of the officials, will not be tolerated

2. HEO Policies and Rule Knowledge
 - a. For consistency throughout the Member (Branch), Officials must actively maintain their knowledge of any and all necessary HEO Policies as well as the Hockey Canada playing rules and how they are applied. Furthermore, it is the responsibility of the official to be aware and fully understand any League or Tournament playing rules relating to games they are working. Non-compliance or improper application of policies or rules may be subject to discipline





Arrival to Arena Before Game

1. Officials are to either be in the Officials' Dressing Room or make their fellow crew members aware of their presence in the facility, at the prescribed time prior to game time,
 - a. for Junior A/B/C and U18
 - i. Officials are to be in the dressing room forty-five (45) minutes before game time.
 1. If an official is not there thirty (30) minutes before game time, attempt to contact that official first and if you are unable to reach him/her, call the appropriate Assignor.
 - b. for competitive games not included in (a)
 - i. Officials are to be in the dressing room thirty (30) minutes before game time.
 1. If an official is not there twenty (20) minutes before game time, attempt to contact that official first and if you are unable to reach him/her, call the appropriate Assignor.
 - c. for House League games
 - i. Officials are to be in the dressing room twenty (20) minutes before game time.
 1. If an official is not there fifteen (15) minutes before game time, attempt to contact that official first and if you are unable to reach him/her, call the appropriate Assignor.

No-Show or Injury to On-Ice Official

1. HEO Officiating Program members shall adhere to HEO Policy 6.53 – On-ice Officials No-Show/Injury Policy





Dress Code

1. To and from the arena,
 - a. for competitive levels above Competitive B:
 - i. officials must wear dress pants or skirts, blouse/collared shirt/turtleneck and tie (if appropriate), a jacket or sweater and appropriate footwear. Blue jeans, ball caps, team jackets and running shoes (sneakers) are strictly prohibited.
 - b. for Competitive B:
 - i. officials must wear “business casual” attire, which means slacks, khakis, or skirts; blouses, polo shirts, shirts with a collar, or a sweater, and appropriate footwear. Blue jeans, tee-shirts, sweatpants, ball caps, team jackets and ripped/torn clothing are prohibited.
 - c. for House League:
 - i. officials must be dressed cleanly and neatly. Tee-shirts, sweatpants, ball caps, team jackets and ripped/torn clothing are prohibited.
2. While on the ice,
 - a. Officials **shall** be garbed in the following items, plus any additional items indicated in the Hockey Canada Rulebook.
 - i. A black CSA approved helmet, with proper chinstrap and earpieces.
 - ii. A CSA approved and properly installed visor.
 - iii. black and white striped official’s sweater with proper cresting.
 1. HEO crest **shall** be centered and affixed to the left breast area of the jersey.
 2. Hockey Canada crest shall be centered and affixed to the top of the left sleeve of the jersey.
 - a. approximately 2.5cm below the seam where the left sleeve attaches to the body of the jersey.
 3. The Referee(s) in the three or four official system **shall** wear, on each arm above the elbow either;
 - a. a six-inch red arm band; or
 - b. a four-inch red arm band with a one-inch black stripe on each side of the band.





- iv. black trousers
 - 1. Black track pants or jeans are not sufficient.
 - 2. Pants must remain on the outside of the skates at all times.
- v. Skates must have clean, plain white laces.
- vi. Officials under the age of 18 must wear a green armband as per HEO policy 6.50 - On-Ice Officials Green Armband Policy
- b. Officials may optionally wear black gloves as per HEO policy 6.52 – On-Ice Officials Glove Policy.

Officials' Dressing Room

- 1. HEO Officiating Program members shall adhere to the HEO Dressing Room Policy for the HEO Officiating Program and the HEO Dressing Room Protocol for Officials.

Alcohol, Drugs and Cannabis

- 2. HEO Officiating Program members shall adhere to the 6.45 – HEO Policy and Procedures for Alcohol, Drugs and Cannabis.

Game Sheets

- 1. A Game Sheet must be complete for all games, including exhibition and scrimmages, involving HEO Officials.
 - a. Officials must ensure the game sheet is available and contains all the required pre-game information prior to the start of the game. This shall include,
 - i. Date of game
 - ii. Category
 - iii. League
 - iv. Time of periods
 - v. Names of teams
 - vi. Curfew time initialed by both teams, if required
 - vii. Team line-ups
 - viii. Team official signature verifying the line-up
- 2. Officials will ensure that all assessed penalties are clearly and accurately recorded on the game sheet before releasing it to the teams.





3. Officials shall ensure their name is clearly printed in the appropriate section on the game sheet along with their signature.

Game Incident Reporting

1. Officials must submit a Game Incident Report (GIR) for any of the following:
 - a. all Misconducts
 - b. all Game Misconducts
 - c. all Gross Misconducts
 - d. all Match penalties
 - e. any situation(s) or altercations(s) that occur following the conclusion of the game and prior to teams entering their respective dressing rooms.
 - f. any circumstance an official may consider to be warranted.
 - i. circumstances may include, but are not limited to:
 1. arena power failure
 2. an ambulance called for an injured player
 3. an on-ice official injury
 4. ice resurfacing equipment issues
 5. significant problems with spectators
2. Match penalties for Physical Harassment of Officials (Rule 11.5) **SHALL** be reported to the appropriate Referee-in-Chief by telephone as soon as possible.
3. GIR **shall** be submitted no later than twenty-four (24) hours after the scheduled start time of the game for which the report is required.
4. If extraordinary circumstances prevent an official from submitting a GIR on time, the official is to contact the appropriate Referee-in-Chief as soon as possible to provide a verbal report. The written report will still be required as soon as possible.
5. The precise method of submitting a GIR can be subject to change. The HEO Referee-in-Chief/HEO Assistant Referee-in-Chief will communicate the method of submitting GIRs to all RICs of the HEO Officiating Program.
 - a. All officials are responsible to ensure that they remain current as to the active GIR reporting method.





HCOP Certification

1. Officials have until the date of the last annual Hockey Canada Officiating Program (HCOP) certification/recertification clinic in HEO to become certified for each hockey season.
 - a. Officials who are not certified for the current hockey season may not continue to work games or accept assignments after the date of the last clinic.
2. The HEO office staff will ensure all HCOP certification/recertification clinic details will be advertised and distributed to HEO Officiating Program RICs.
 - a. RICs are expected to distribute clinic information to member officials in their respective groups.

Suspensions

1. HEO Officiating Program members receiving a time suspension as a team official or player by HEO shall not participate as on-ice or off-ice official until their suspension is lifted or fully served.
2. HEO Officiating Program members receiving any suspension from HEO, as a team official or player, for any infractions under the Maltreatment section of the playing rules, directly related to on-ice or off-ice officials, shall not participate as an on-ice or off-ice official until their suspension is lifted or fully served.
3. Officials' suspensions, issued by any HEO Officiating Program entity, will be respected and upheld by all District RICs and League RICs.

Discipline

1. HEO Referee-in-Chief and HEO Assistant Referee-in-Chief shall have the authority, on their own initiative, to impose disciplinary measures for any HEO OP Code of Conduct violation committed by HEO On-ice Officials.
2. HEO Officiating Program Code of Conduct violations are expected to be addressed by the appropriate League RIC or District RIC depending on where the responsibility for the official lies at the time of the incident.
 - a. Violations brought directly to the HEO RIC or HEO Assistant RIC will, in most cases, be redirected to the appropriate League RIC or District RIC for attention and action, as required.





- b. Any disciplinary action against officials, not specifically outlined in League or District level officiating documentation, should be communicated to the HEO OP Director of Discipline before the decision is communicated with the affected official. HEO OP Director of Discipline will advise if the disciplinary action is consistent with similar decisions, involving officials, across the Member (Branch).
3. Disciplinary measures for any violation of the HEO OP Code of Conduct shall, at a minimum, range from the following,
 - a. a warning
 - b. a fine
 - c. require activities to be completed that are intended to improve the HEO Officiating Program and/or its members
 - d. removal from future game assignments
 - e. as appropriate,
 - i. suspension from Senior Body officiating duties for up to 30 days
 - ii. suspension from Minor Body officiating duties for up to 21 days.
 - f. as appropriate,
 - i. removal from High Performance roster
 - ii. removal from Central Assigning roster
 - g. suspension from all officiating duties in HEO for up to 45 days
 - h. dismissal from the HEO Officiating Program
4. HEO Officiating Program Director, League RIC, or District RIC who is consciously not fulfilling the duties of their position or contravening the decisions and directions of HEO Officiating Program will be subject to disciplinary action.
 - a. disciplinary action will be determined by a Disciplinary Review Panel as described in Annex A.





Appeals

1. All members of the HEO Officiating Program may petition the HEO Referee-in-Chief or HEO Assistant Referee-in-Chief to convene a Disciplinary Review Panel for the purposes of an appeal of any disciplinary action imposed on the HEO Officiating Program member.
2. Prior to a Disciplinary Review Panel being convened,
 - a. all appeals process, within the League or District imposing the discipline, have been exhausted; and
 - b. notice of appeal is made through a representative.
 - i. the representative may not block the petition but must be consulted.
3. The HEO Referee-in-Chief/HEO Assistant Referee-in-Chief must convene a Disciplinary Review Panel, in accordance with Annex A, within seven days of receiving the written notice of appeal.
 - a. The appellant is to be notified of the time and place of this appeal hearing and invited to attend.
4. The appellant must pay a fee of one hundred fifty dollars (\$150), payable to Hockey Eastern Ontario, before the Disciplinary Review Panel convenes.
 - a. If the appeal is fully successful, then the fee will be returned.
 - b. If the discipline is upheld or partially rescinded the fee will be forfeited
5. If the Appellant wishes to appeal the decision of the Disciplinary Review Panel to the HEO Appeals Committee, then the Appellant is provided with the appropriate instructions by the HEO Referee-in-Chief/HEO Assistant Referee-in-Chief as per HEO policy 6.22 – HEO Appeals Committee Procedures/Protocol.





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ANNEX A

TERMS OF REFERENCE for DISCIPLINARY REVIEW PANEL

Any hearings conducted by the Disciplinary Review Panel will be behind closed doors and minutes of the hearing will not be available for public consumption.

Composition and Voting

1. If a Disciplinary Review Panel is convened to hear an appeal for disciplinary sanctions imposed against HEO Officiating Program members, the Panel *shall* be comprised of either or both the HEO Referee-in-Chief, HEO Assistant Referee-in-Chief, plus sufficient additional HEO Officiating Program Directors to comprise a three (3) member panel.
 - a. If the HEO RIC or HEO Assistant RIC were directly involved in the original sanction decision, they must recuse themselves from the panel.
2. If a Disciplinary Review Panel is convened to hear an appeal for disciplinary sanctions that have been imposed against an HEO Officiating Program Director, League RIC, or District RIC, the Panel *shall* be comprised of the HEO Referee-in-Chief and HEO Assistant Referee-in-Chief plus one additional HEO Officiating Program Directors, who has volunteered to serve.
3. HEO Referee-in-Chief or HEO Assistant Referee-in-Chief *shall* be the Chairperson of the three (3) member panel and shall speak for the panel and announce the decision of the panel.
4. All members of the panel *shall* have a vote and a simple majority of votes *shall* determine the outcome of the appeal.
 - a. Individual voting *shall not* be revealed.





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Powers of the Panel

A - As an appeal panel

1. The Disciplinary Review Panel, after careful consideration of all evidence heard at its hearing, **shall** at its discretion,
 - a. completely rescind the disciplinary sanctions that had been imposed; or
 - b. completely uphold the disciplinary sanctions that had been imposed; or
 - c. partially uphold the disciplinary sanctions that had been imposed, and reduce the fine amount or suspension time or both; or
 - d. uphold the entirety of the disciplinary sanctions that had been imposed and increase the fine amount or suspension time or both.
2. The Disciplinary Review Panel **shall** announce its decision forthwith and will provide the decision in writing, within 48 hours after the hearing.

B - For disciplinary actions against a League RIC, District RIC, or HEO Officiating Program Director

1. The Disciplinary Review Panel, after careful consideration, **may** impose the following, but not limited to, discipline action,
 - a. require activities to be completed that are intended to improve the program; or
 - b. suspend the individual from their HEO Officiating Program Director, League RIC, or District RIC duties for a period; or
 - c. suspend the individual from their HEO Officiating Program Director, League RIC, or District RIC duties for the remainder of the season; or
 - d. suspend them from all HEO Officiating Program related activities; or
 - e. remove them from their position as HEO Officiating Program Director, League RIC, or District RIC.
2. In addition to any disciplinary action assessed by the panel, the Disciplinary Review Panel may also recommend that HEO review the case for further discipline.
3. The Disciplinary Review Panel **shall** announce its decision forthwith and will provide the decision in writing, within 48 hours after the hearing.

