



## **6.33 CODES OF CONDUCT FOR HEO DIRECTORS, LEAGUE/DISTRICT/ASSOCIATION EXECUTIVES AND STAFF, COACHES, OFFICIALS, PLAYERS, AND PARENTS/GUARDIANS**

### **i) PURPOSE**

The purpose of this Code of Conduct is to ensure a safe and positive environment by instituting a Zero Tolerance Policy. Hockey Eastern Ontario (HEO) is committed to providing a sport environment in which all individuals are treated with respect and dignity. All individuals will be aware that there is an expectation, always, of appropriate behaviour consistent with the values of HEO. Conduct that violates this Code may be subject to disciplinary action enforced by the HEO Appeals Committee.

### **ii) EFFECTIVE DATE**

April 1, 2018  
Rev. 1 February 22, 2021  
Rev. 2 March 23, 2023  
Rev. 3 November 29, 2023

### **iii) APPLICATION**

This Code of Conduct applies to the conduct that may arise during the course of HEO business, activities and events. This includes but is not limited to any sanctioned HEO activities including games, tournaments, practices, training camps, tryouts, travel, any meetings of HEO and in the HEO office environment.

### **iv) RESPONSIBILITIES**

All individuals have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of HEO members and other individuals by:
  - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, political beliefs, disability, or economic status.
  - ii. Focusing comments or criticisms appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, and members.
  - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct.
  - iv. Consistently treating individuals fairly and respectfully.





- b) Refrain from behaviour that constitutes harassment, where harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals.
- c) Comply at all times with the bylaws, policies, regulations of HEO and the Hockey Canada playing rules.
- d) Avoid behaviours which bring HEO or the sport of hockey into disrepute including the but not limited to the abusive use of alcohol or non-medical use of drugs.





## **Conduct Policy for Directors, League/District/Association Executives, and Staff.**

### **Definition**

It is a requirement of all minor and junior member teams, leagues, districts and associations, within HEO to assume responsibility for the conduct of athletes, coaches, officials, and spectators under their jurisdiction.

### **Goal Statement**

Any member team, league, district or association, within HEO will be expected to adhere to Hockey Canada's Fair Play Code and this Code of Conduct Policy.

### **Actions**

In addition to the responsibilities of the HEO Code of Conduct, members of HEO will:

- Follow all HEO bylaws, policies and procedures.
- Refrain from negative communications with or against any other member
- Support the game of hockey.
- Ensure that all players, coaches, bench staff and officials participating in sanctioned activities are registered in good standing with HEO.
- Be supportive of the players, team, coach, opponents, and officials.
- Maintain a supportive, constructive environment for all participants.
- Be a Leader, positive influence, and a role model.
- Seek the prior approval/authorization of the HEO league, district or association in which players and their families are currently registered to conduct surveys, for any purpose, of players and their families. If the surveys relate to a new Branch-wide policy or program initiative, the prior approval/authorization of the relevant HEO governance entity must be obtained.
- Refrain from behaviour that constitutes harassment, where harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals.
- Comply at all times with the bylaws, policies, regulations of HEO and Hockey Canada including the Hockey Canada playing rules.
- Avoid behaviours which bring HEO or the sport of hockey into disrepute including but not limited to the abusive use of alcohol or non-medical use of drugs.





## **Conduct Policy for Coaches**

### **Definition**

Anyone who is registered in the Hockey Canada registry to a team as a Head Coach, Assistant Coach, Instructor, on Ice Helper or on ice Volunteer.

### **Goal Statement**

Any coach participating in HEO sanctioned activity will be expected to adhere to Hockey Canada's Fair Play Code and the Conduct Policy for Coaches. Coaches within HEO will:

- Be a Leader, a positive influence and a role model.
- Obtain the proper training and continue to upgrade my coaching skills.
- Reward effort, Fair Play and commitment.
- Recognize and respect differences in your players.
- Demonstrate respect for all individuals involved in the game.
- Always consider the physical and emotional well-being of the athletes.
- Communicate in a positive and rational manner and use inoffensive language.
- Respect and coach within the spirit of the game.
- Always attempt to contribute to the betterment of the game of hockey.
- Refrain from behaviour that constitutes harassment, where harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals.
- Comply at all times with the bylaws, policies, regulations of HEO and Hockey Canada including the Hockey Canada playing rules.
- Avoid behaviours which bring HEO or the sport of hockey into disrepute including but not limited to the abusive use of alcohol or non-medical use of drugs.

### **Actions**

In addition to the responsibilities of the HEO Code of Conduct, Coaches have added accountability. The coach-player relationship is a privileged one. It plays a critical role in the personal, sport and athletic development of the players and coaches must not abuse this relationship.





## **Conduct Policy for Players**

### **Definition**

Anyone registered as a player in the Hockey Canada Registry, including but not limited to participation in games, practices, and tournaments, is considered a player.

### **Goal Statement**

Any player participating in HEO sanctioned activities will be expected to adhere to Hockey Canada's Fair Play Code and the Conduct Policy for Players.

### **Actions**

In addition to the responsibilities of the Code of Conduct, players will:

- Follow Hockey Canada's Fair Play Code.
- Participate to the best of my abilities.
- Properly represent oneself and not attempt to enter a competition which one is not eligible.
- Participate for the love and enjoyment of the game.
- Respect the efforts and accomplishments of your teammates and opponents.
- Respect officials, coaches, spectators, and administrators.
- Respect that facility you visit or in which you play.
- Respect the rules of the game.
- Refrain from behaviour that constitutes harassment, where harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals.
- Comply at all times with the bylaws, policies, regulations of HEO and Hockey Canada including the Hockey Canada playing rules.
- Avoid behaviours which bring HEO or the sport of hockey into disrepute including but not limited to the abusive use of alcohol or non-medical use of drugs.





## **Conduct Policy for Bench Staff**

### **Definition**

Anyone registered as a Trainer or Manager in the Hockey Canada Registry.

### **Goal Statement**

Any bench staff participating in HEO sanctioned activities will be expected to adhere to Hockey Canada's Fair Play Code and the Conduct Policy for Bench Staff.

### **Actions**

- Be a Leader, a positive influence and a role model.
- Obtain the proper training required for my bench staff role.
- Safety is my primary concern.
- I will strive to provide the highest standard of training appropriate to players' ages, strength, and skills and will seek medical advice whenever necessary.
- I will ensure players are providing the proper to return to play documentation before coming back to participate in games or practise after injury.
- Refrain from behaviour that constitutes harassment, where harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals.
- Comply at all times with the bylaws, policies, regulations of HEO and Hockey Canada including the Hockey Canada playing rules.
- Avoid behaviours which bring HEO or the sport of hockey into disrepute including but not limited to the abusive use of alcohol or non-medical use of drugs.





## **Conduct Policy for Officials (also refer to HEO Policy 6.33.1)**

### **Definition**

Individuals who are certified through the Hockey Canada Officiating Program (HCOP) for the current playing season.

### **Goal Statement**

The purpose of this code of conduct is to establish a standard for officials who are working HEO sanctioned games. Officials will be expected to adhere to Hockey Canada's Fair Play Code for officials.

### **Actions**

#### **In addition to the Hockey Canada Fair Play Code, officials will:**

- Obtain the proper training required by HEO in addition to the HCOP levels.
- Be fully aware of the rules of the game and the mechanics to enforce the rules in a fair and impartial manner.
- Work with each other, leagues, and associations in a constructive and cooperative manner.
- Uphold the dignity of the profession in all interactions with players, coaches, bench staff, timekeepers, convenors, league/association personnel and spectators.
- Be punctual and professional.
- Conduct all events according to Hockey Canada rules.
- Accept mistakes; do not get frustrated or let the learning process affect performance or professionalism.
- Contribute to the continuing growth of the Hockey Canada Officiating Program and its officials within HEO through support, encouragement, and positive attitude.
- Respect and accept constructive feedback from supervisors.
- Understand and will comply with the Official's Code of Ethics. Non-compliance will be subject to disciplinary action.
- Refrain from behaviour that constitutes harassment, where harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals.
- Comply at all times with the bylaws, policies, regulations of HEO and Hockey Canada including the Hockey Canada playing rules.
- Avoid behaviours which bring HEO or the sport of hockey into disrepute including but not limited to the abusive use of alcohol or non-medical use of drugs.





## **Conduct Policy for Parents**

### **Definition**

Parent or legal guardian of registered players.

### **Goal Statement**

Any player participating in HEO sanctioned activities will be expected to adhere to Hockey Canada's Fair Play Code and the Conduct Policy for Players.

### **Actions**

In addition to the responsibilities of this code of Conduct, parents will:

- e) Complete the Shift Forward Program as required by HEO policy based on the age group your son or daughter is participating in
  - f) Refrain from behaviour that constitutes harassment, where harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals.
  - g) Support the game of hockey
  - h) Encourage players and coaches to play by the rules and resolve conflict without resorting to hostility or violence
  - i) Avoid spectator-imposed pressures to win
  - j) Be supportive of players, teams, coaches, bench staff, opponents and officials
  - k) Respect the decisions and judgements of officials and encourage players to do the same
  - l) Refrain from negative communication with players, coaches, bench staff, timekeepers, officials, association or tournament administrators
  - m) At no time should a parent go to the timekeeper's bench/ penalty box area or approach the players bench area. This includes during the warm-up, intermission and after the game.
- As parents and guardians, refrain from imposing decisions on minor players under their custodianship to participate in both sanctioned and non-sanctioned programs post September 30<sup>th</sup> of the season.







## **Hockey Canada's Fair Play Code**

A copy of Hockey Canada's Fair Play code can be found on our website [www.hockeyeasternontario.ca](http://www.hockeyeasternontario.ca) or Hockey Canada's website: [www.hockeycanda.ca](http://www.hockeycanda.ca).

**Any behaviour by any participant outlined in this policy that constitutes bullying, harassment, where harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals either inside or outside of the Hockey Environment may result in sanctions as outlined below.**

## **Sanctions**

Failure to comply with this Code of Conduct may result in disciplinary action, including but not limited to, the loss or suspension of certain or all privileges connected with HEO (including the opportunity to participate in HEO activities, the removal or ban from an arena, games, practices and other team activities).

