
Game and Conduct Manual



AUGUST 7, 2019

**Fort McMurray Minor
Hockey Association**

INTRODUCTION

Minor Sport is exciting and emotional! It allows our youth to develop in the sport, it helps to build character and life skills. Because of the emotion that sport brings, there are unfortunately times where behavioral expectations are not met. In the grand scope, these instances are few and far between. However, when improper behavior issues arise, the situation must be managed in an appropriate manner that respects the rights of all parties.

Improper behavior is detrimental to the development of players, coaches, officials and volunteers in minor hockey and can be directly linked to many quality participants exiting the game. It is the role of the FMMHA to manage conduct related concerns as outlined in Hockey Alberta's Conduct Management Guide. Hockey Alberta's role is only to review the process to ensure it meets standard expectations and will only review the process used once it has been completed.

The goal of this Manual is to provide a clear understanding of defining, identifying and managing improper behavior through a fair and consistent *Incident Review Process*. The FMMHA Game and Conduct plays a significant role in the development of a young person's values, morals, social maturity, physical fitness and mental fitness. The program aims to promote acceptable behavior principals which provide:

- Respect for persons
- Protection from harm
- Development of ethical conduct towards others
- Notions of justice, fairness and equality
- Caring attitudes
- Freedom to enjoy and flourish
- Respect for the game

Every participant at FMMHA activities must abide by these principles. The Code of Conduct/Pledge Forms for Coaches, Parents, Players and Officials, outline unacceptable/acceptable guidelines for the membership.

The FMMHA Game and Conduct Manual's aim is to remind all participants in minor

hockey that it is up to everyone to set a good example.

Purpose

The FMMHA Game and Conduct Manual provides support and confirmation to the majority of our excellent volunteers, coaches, officials and parents who have always practiced and subscribed to the fundamental principles of fun, respect and positive development of the game.

We see this program as a vehicle to assist them to further these values and make the game even better and more enjoyable.

“Hockey for life”

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1.0 Vision and Mission

The Mission statement set out by Hockey Alberta is; *“ To create positive opportunities and experiences FOR ALL PLAYERS through innovative leadership and exceptional service.”*

The Vision is “Hockey for Life”

1.1 FMMHA Association Philosophy

FMMHA has taken Hockey Alberta’s Vision and Mission statement and developed our individual association philosophy to deliver our minor hockey program:

Promote hockey as a means of providing an enjoyable and rewarding learning experience for players, to improve and maintain their fitness level and to lead an active life.

- Provide opportunities for players to learn the fundamental skills of hockey and acquired sport skills that will be the cornerstone of their future athletic development;
- Promote and develop sportsmanship, fair play, pride, self-worth and confidence and learn life skills by participating in an organized team sport activity;
- Provide opportunities for coaches to improve their skills and abilities to teach players and become role models in the community;
- Offer Minor Hockey Players the opportunity to participate in a recreational hockey program by operating the Wood Buffalo Hockey League from Initiation to Midget, ensuring all players have an equal opportunity to participate, play and develop their skills; and
- Establish and enforce policies, procedures and rules governing the operations of all minor hockey in the Regional Municipality of Wood Buffalo
- Promote female hockey; Alberta currently has close to 8,000 females participating in hockey and female hockey is currently one of the fastest growing sports in the province. FMMHA is committed to creating opportunities for females to become more involved in hockey.

1.2 Coach Philosophy

FMMHA has worked with our volunteer coaches and division directors to clearly identify the coach direction derived from our association philosophy as follows in the form of “I will” statements. Our coaches should strive to complete these statements in their role.

I WILL ... be a positive role model and mentor for all players.

I WILL ... ensure equity in play on the team.

I WILL ... make player growth and development a priority.

I WILL ... act respectfully during game play and treat all participants; players, officials, opposing coaches and players, fans with dignity and in a way I would want to be treated.

I WILL ... not compromise the integrity of our association and act in accordance with our code of conduct.

I WILL ... follow through on the things I have agreed to do with players, families and the association and do so fairly and consistently.

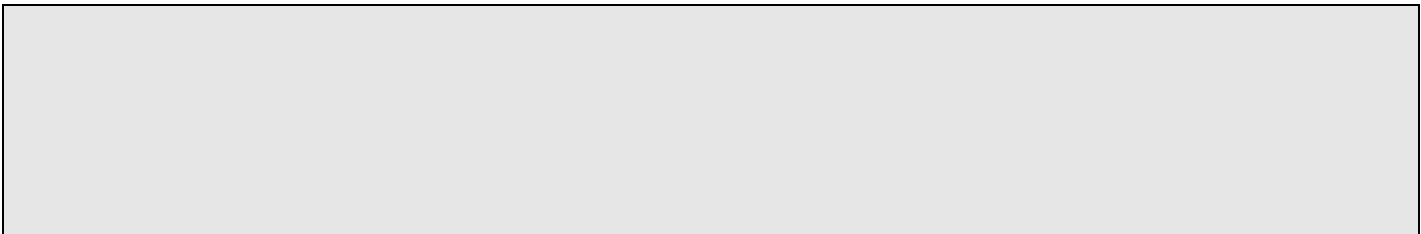
I WILL ... always be mindful of the awesome responsibility and reward that comes with the opportunity to be a coach; therefore remembering that we are helping to form leaders in life, that being a good person is more important than being the best hockey player.

I WILL ... always strive to inspire, motivate and promote fun for our players.

I WILL ... maintain a good work ethic but planning and communicating appropriately and holding myself accountable to all players.

I WILL ... always do my best to enjoy the time spent with players, and at the very least act like I am.

I WILL ... take my role seriously by being committed, reliable and kind.



2.0 Definitions

2.1 Participant

A participant is defined as (but not limited to) a player, coach, official, or spectator. The FMMHA Game and Conduct Manual is not intended to be a new process for complaints about officiating or general hockey rules. The objective is to promote and ensure acceptable behavior.

Members of FMMHA take accountability for the behavior and actions of all invited guests to any Minor Hockey function. For example; grandparents, siblings and friends.

2.2 “Improper Behavior”

All forms of *improper behavior* will NOT be tolerated by FMMHA. An individual is displaying unacceptable behavior if they are:

- Verbally or physically harassing and/or abusing a game participant (player, coach, spectator or official).
- Disregarding any FMMHA Policy on the website.
- Disregarding any of the FMMHA code of Conduct contracts.
- Disrespecting a facility/ and or facility staff at any FMMHA sanctioned event (Games, practices, Tournaments, Team building, etc.).

When there is a situation of "improper behavior", the responsibilities of FMMHA coaches, spectators, members, administration and officials is to intervene. Confrontation should be avoided, and reporting is encouraged, as it is an important step in attaining the objectives of the FMMHA Game and Conduct Manual.

Please Note: If a game official, team official, chair, director or executive asks a spectator to leave a facility because of improper behavior and they refuse, the RCMP will be called.

2.2 “Member Not in Good Standing”

Membership is defined in section 1.03 of the Fort McMurray Minor Hockey By-Laws as:

- a) Any parent or legal guardian, eighteen (18) years of age or older, having a player registered with FMMHA as per Hockey Alberta regulations;
- b) Any coach, assistant coach or manager that is officially registered with FMMHA;
- c) Any volunteer who has previously been a Member of FMMHA under Article 1.02 (a) or 1.02 (b) and who is approved by the Executive Committee to be a member;
- d) Any person holding a position of Executive Board of Directors in the Association or in a “ratified” position of the association.
- e) Any registered player eighteen (18) years of age or older.
- f) Any member of the community that is eighteen (18) years of age or older, interested in participating in the work of the Society and the promotion and achievement of its objectives that have submitted a membership application to the association providing name, address and reason for becoming a member.

The following definition of a “member not in good standing” is drawn from sections 1.03, 1.04 and 1.05 of the By-Laws:

- Anyone with any outstanding fees to FMMHA (including player fees, volunteer commitments, jersey, equipment, special Events, elite try outs, etc.)
- Anyone seeking recourse to another hockey branch, commission, or the courts of any jurisdiction prior to exhausting our review process. (I.e. recourse must first be sought from FMMHA, then Hockey Alberta, then Hockey Canada respectfully.)
- Anyone who has been disciplined multiple times in a season and has not accepted responsibility for their actions or shown remorse and has received a letter from the President indicating such.

If a member is considered “**Not in Good Standing**”, the following are in effect:

- Ineligible to register a player to FMMHA, without approval of the President
- Ineligible for release to a different organization
- Ineligible to vote at any special Meetings or AGM

2.3 Abuse and Neglect

Abuse is any form of physical, emotional and/or sexual mistreatment, or lack of care which causes physical injury or emotional damages to a child, whether done in person or through technology, by a person in a position of power.

Abuse is a PROTECTION issue for the victim.

When any person has reasonable grounds, during any FMMHA business, activities or event that a child is being abused or neglected, he or she shall report this belief to the child protection authorities and/or the RCMP.

The Division Director and VP of Operations should be notified of intent to report. However, FMMHA shall take no further action until law enforcement have concluded their investigation, unless there is cause for an immediate suspension on an interim basis to protect the child from further harm.

2.4 Harassment

Harassment is a form of discrimination. Harassment is prohibited by human rights legislation. In its most extreme forms, harassment can be an offence under the Criminal Code of Canada.

Harassment is defined as conduct, which is disrespectful, insulting, intimidating, humiliating, offensive or physically harmful. Types of behavior which constitute harassment include, but are not limited to:

- Unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex or sexual orientation.
- Condescending, patronizing, threatening or punishing actions which undermine self-esteem or diminish performance.
- Practical jokes that cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance.
- Unwanted or unnecessary physical contact including touching, patting or pinching.
- Any form of hazing.

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- Any form of physical assault or abuse.
 - Any sexual offense.
 - Behaviors such as those described above which are not directed towards individuals or groups, but which have the effect of creating a negative, hostile or uncomfortable environment.

2.5 Bullying

Bullying is repeated, unwanted aggressive behavior by one or more individuals towards another. Bullying involves an observed or perceived power imbalance, and can result in physical, social or academic harm or distress for the targeted individual. Bullying is typically behavior that is repeated.

A bully is usually someone both you and your child know and who misuses his/her power over your child. This may be a peer, a young person, or an adult. A child is most vulnerable when s/he is alone with another person, or in a group setting where there is inadequate supervision.

Bullying is not:

- Conflict between friends
- An argument between people of equal power
- Accidental
- A “one-time” event (usually)
- Friendly teasing that all parties are enjoying
- Something people grow out of (Beyond the Hurt, Canadian Red Cross, Beyond the Hurt, 2016)

Types of Bullying

- Physical - Hitting, shoving, kicking, spitting on, grabbing, beating up others, damaging/stealing property
- Verbal- Name-calling, humiliation, degrading behavior, hurtful teasing, threatening. Verbal bullying can occur in notes, in person, over the phone, through text messaging or chat rooms, and/or via social media.

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- Relational - Making others look foolish, excluding peers, spreading gossip or rumors. Relational bullying can occur in person, over the phone, through text messaging, or over the computer
 - Cyber - Impersonate other people, send threatening/ harassing emails, spread lies/ rumors, trick people into revealing personal information, send/forward mean text messages, post pictures of people without consent. Cyberbullying includes the use of email, cell phones, text messages and Internet sites.

3.0 Reporting a Concern

FMMHA has established a procedure to handle formal concerns of improper behavior, which includes incident reporting, investigation review procedure, and enforcement process.

3.1 When to file a formal incident report

The reporting of concerns is the triggering event of the concern handling procedure. This procedure will govern the person(s) assigned to the review committee responsible for investigating the complaint. The methods of enforcement will vary dependent on the severity of the event.

If an incident occurs which meets the definition of improper behavior and in the opinion of reporter, is minor in nature and is **not** serious enough to warrant a formal complaint, then they are expected to address the concerns through the following escalation path after 24 hours:

1. Coach or Manager
2. Division Director

Examples of minor infractions: name calling in the dressing room, a spectator blurts out an inappropriate statement is addressed and immediately stops, a spectator does not feel a coach is issuing fair ice, etc.

When a verbal and or written concern comes into affect they will try and mediate or diffuse a situation. However, if they feel this concern needs investigation, they may fill in the report on behalf of another party.

If an incident occurs which meets the definition of improper behavior and in the opinion of a player, spectator, coach, official or administrator, **is** serious enough to warrant a formal complaint, than an Incident Report Form **must** be completed. A review will not begin until a formal complaint has been filed via the form on the FMMHA website.

Please note: Any complaint of an ON-ICE incident that has been reported by a game official is not subject to this review process and will not be investigated unless the VP

Operations and Ref In Chief agree to extenuating circumstances at their discretion. For example: perception of 2 players Fighting on the ice, a missed call by a referee.

3.2 How to file an incident report

The Incident Report Form will be submitted to the League Governor through the report submission on the FMMHA website. (FMMHA Info/Hockey operations Committee/Incident Reporting)

The Vice-President Operations serves as the WBHL League Governor as per the by-laws and has the accountability to receive and investigate complaints. This individual remains independent of the executive board to protect the appeal process. If this governor feels that they are unable to objectively deal with the concern, due to a personal involvement or other conflict, they must delegate this responsibility to the Vice-President Administration.

All submitted incident reports are to be reviewed by the league governor within 24 hours.

If in the opinion of the league governor, the concern is severe in nature, a temporary suspension from all sanctioned event may be issued to the subject of complaint while the review committee completes its investigation. Any games served during this time may be considered and or included in the final decision.

If in the opinion of the league governor, the concern is of a legal nature, the investigation will be referred to law enforcement to complete an independent investigation. Law enforcement agent will advise the league governor if an internal investigation review should proceed; or the association will accept and align with the outcome of law enforcement.

It is the responsibility of the league governor to select a minimum of a 3-person review committee made from hockey operations (directors or chairs).

PLEASE NOTE: Any person who bypasses their division director, the reporting process or the review committee and goes straight to any FMMHA executive member waives their right to an appeal of the league Governors final decision.

3.3 Who is responsible to report an incident?

Development and administration of minor hockey programs is to promote hockey as a means of providing an enjoyable and rewarding learning experience for players. Improper conduct is detrimental to the development of players, coaches, officials and volunteers in minor hockey and can be directly linked to many quality participants exiting the game.

Therefore, it is EVERYONE'S RESPONSIBILITY to intervene and report on any incident of improper behavior which they are witness to.

On/Off Ice Officials

If, in the opinion of an official (on-ice or off-ice), an individual is verbally or physically harassing or abusing a game participant (coach, player or official), the official will call a stoppage of play, identify the offending individual and through discussion with one or both coaches, request that the offending individuals cease this unacceptable behavior. If the behavior continues, the official will document the offense or action on a game incident report form or the back of the game sheet. A copy of the write-up on the game sheet will be forwarded to the Division Director & the Ref in Chief who is required to fill in the incident review form on behalf of their officials.

Facility Managers

If in the opinion of any employee of any facility in which a sanctioned Minor Hockey event takes place, an individual or group is causing risk, damage or rule violation to the facility property, they will request the individuals to cease this unacceptable behavior and leave the property. If the behavior continues, or damage has occurred they will identify the offending individual and through discussion with coaches, adults, etc. They may email the hockey operations manager or any executive member, who is required to fill in the incident review form on their behalf.

4.0 Incident Review Process

1. The VP of Operations, as League Governor, will receive the initial report that is filed. If the VP of Operations is directly involved in the incident the VP of Administration will take the accountability as League Governor for the review.
2. League Governor will assign a three-person (at minimum) investigation review team from any of the Operations committees (Director and Chairs).
3. Review Committee will nominate a chair of the review team; the review chair will take accountability for all communications for the duration of the investigation and review.
4. Review chair sends a notice of investigation via email to all effected parties asking for statements, witnesses and clarifying questions – all responses must be documented and returned to the committee in writing.
5. If there is not enough information from these notes, subsequent interviews and possibly a hearing may be scheduled (see 4.1).
6. If there is enough evidence to decide, the investigation committee will schedule a decision meeting and the outcome will be:
 - a. Issue an email of, “no findings” submit send a response to the named subject and close the investigation; or
 - b. If they feel discipline is necessary, submit their recommendation to the League Governor.
7. The League Governor will issue a discipline letter to the subject.
8. Once a decision has been made, and an investigation is complete: the initial reporter will receive notification the investigation is closed, but they will not be privy to the decision, as this is not in line with our privacy standards.

4.1 Hearing process

1. Review chair will inform the League Governor if they require a hearing for more information.
2. The League Governor will schedule a location and a time and send notice to all required participants, giving all parties a minimum of 3 days notice. FMMHA Board Secretary will be invited to collect formal discussion notes.

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3. The League Governor and review chair will prepare an agenda for the hearing that must allow review members to ask direct questions and allows all participants the opportunity to express their views and respond to any allegations.
 4. The League Governor will chair the hearing and bring the discussions to a close at the end of the agenda.
 5. The discussion notes will be shared to the review committee as their final evidence in the investigation.

4.2 Discipline Guidelines

When an individual is suspended, they are suspended from **all Minor Hockey activities**. This includes any minor hockey games, practices; try outs, evaluations, team building events, dryland events. In the case of an adult being suspended, they must refrain from contacting any team officials during the time of their suspension.

ALL SUSPENSIONS WILL BE REVIEWED BY THE LEAGUE GOVERNOR TO ENSURE CONSISTENCY IN THE APPLICATION OF DISCIPLINE IS MAINTAINED.

Mild (minimum verbal warning)

This would be applied when the offence is a first offence and is less severe in nature. The offending individual has shown true remorse in their statements and the actions seem to be out of character. The review team feels there is little chance of this person re-offending.

Examples of Discipline (not limited)

- *Verbal or written warning from division director*
- *A request to review and sign off on appropriate Code of Conduct*
- *1 game suspension*

Moderate (minimum 2 game suspension)

This is for offences that are deemed to be more significant than a mild offence in severity such as bullying, or verbal assault. Application of this type of discipline could be for a second offence. It could also be applied to individuals who have not accepted responsibility for their actions, those who show no remorse and if the review

committee feels that the likelihood of re-offending is high (even if this is a first offence).

Examples of Discipline

- *A request to review and sign off on appropriate Code of Conduct with Division director*
- *A request for a written apology letter*
- *Suspension from traveling with team or utilizing team bus*
- *2-4 Game suspension*

Severe (Minimum 5 games)

This is for the most serious offences, such as harassment or physically threatening or assaulting another individual. As well, application of this type of discipline would be for individuals who have re-offended multiple times or have not accepted responsibility for their actions, show no remorse and are likely to re-offend.

Examples of Discipline

- *A request to review and sign off on appropriate Code of Conduct with Executive Board in a review meeting*
- *A request for a written apology letter*
- *Suspension from traveling with team or utilizing team bus*
- *5-unlimited amount of game suspension*
- *Expulsion from league*

4.3 Enforcement

Within FMMHA, the following individuals have the power to issue discipline within the Association:

- Vice President Operations / League Governor, WBHL
- Vice President Administration/ Discipline Governor, Elite Stream
- Another member of the FMMHA Executive, delegated by either Governor, in their absence, and
- The President (though the President is not typically engaged in the complaint handling process unless the League Governor's decision is appealed).

Part of this process also includes the right of the facility to support the necessary discipline, which may include restricting a participant from entering a facility during an FMMHA event.

After investigation, the FMMHA League Governor shall have the power to suspend summarily any player, coach, trainer, manager, official or spectator of any team under the auspices of the association for any conduct on or off the ice which in the sole discretion of the League Governor is deemed to be improper behavior that is unbecoming or detrimental to the game.

The Association is prepared to enforce any provisions and suspensions as issued by league governor as they are an integral part of the reporting and enforcement initiatives, up to and including removing a member from good standing and/or expulsion from League.

4.4 Appeal Process

To ensure that a complaint has been handled with impartiality and fairness, FMMHA has an appeal process; in cases where there is a perception that an incident has been mishandled or discipline improperly applied, the member has the right to appeal.

Upon receiving a request for an appeal of the League Governor's decision, the FMMHA President and two other executive board members that were not involved in the original investigation, will hear any appeals related to the discipline or actions undertaken as a result of the outcome of an investigation.

The appeal committee will have full access to the original review committee's investigation notes, email exchanges and collected statements.

Appeals should be heard as soon as is practical; i.e. within 7 days of appeal submission. The appeal must contain a clear and concise summary of the grounds for the appeal. Notice of the appeal must be submitted to the President of the FMMHA by email within five (5) days from the date of the notification of discipline.

If this FMMHA appeal committee denies the appeal, further appeals can be made to Hockey Alberta under the normal appeals process.

5.0 Code of Conducts

FMMHA has established a set of guidelines for acceptable and unacceptable behavior that its members must adhere to. The Code of Conducts provides the foundation and accountability of the membership when enforcing a sanction becomes a reality. The Pledge Forms are available on FMMHA website. FMMHA has elected to make the signing of the forms mandatory and it should be very clear to all members that whether the pledge form is signed or not, all members are still subject to the consequences for improper behavior. The program is consistent with the Bylaws and Regulations of Association and must be followed as a condition of membership.

5.1 FMMHA Parent Code of Conduct

Parents play a major role when it comes to influencing youth hockey players to display good sportsmanship. Children often see their parents as role models and look to replicate their actions. Here are 10 principles that parents can use to promote good sportsmanship by displaying it themselves and teaching it to their kids. **It is expected that all FMMHA parent members observe the following principles:**

1. I will not put pressure upon my child to participate in hockey and always remember that my child plays hockey for their own enjoyment, not mine. I will not place unreasonable expectations on my child.
2. I will follow the expected *24 hour rule*. And such, if I have an issue that I wish to discuss with a coach, I agree to wait a minimum period of 24 hours after the event before contacting the coach in person, by phone or email. I will resolve all conflict without resorting to verbal hostility or violence.
3. I will support and promote *fair play* by encouraging my child to play by the rules. I will display good sportsmanship by applauding a good effort by both teams in victory and defeat. I will be respectful of all players, coaches, officials and fans - regardless of race, sex, religion or abilities.
4. I will recognize the importance of volunteer coaches and managers. I will take the time to attend team meetings to get to know the coaching philosophy, expectations, and guidelines. I will communicate with my child's coaches and support them.
5. I understand that when my child is on the ice, the coaches do the coaching. I will not yell instructions to my child from the sidelines or give my child instructions counter to those of the coach in the arena or on the way home. I will teach my child that doing their best and learning from their coaches is as important as winning.
6. I will remember that "wins" are based on my child's performance, teamwork, and playing within the rules. I will never ridicule or yell at my child or their teammates for making a mistake or losing a game. I will avoid saying or acting in any manner that will hurt, degrade or insult any player
7. I will remember that children learn by example. I will applaud good plays and performances by both my child's team and their opponents. I will encourage good sportsmanship from other

parent, coaches, officials and players by demonstrating good sportsmanship myself and I will support all efforts to remove verbal and physical abuse from all FMMHA sanctioned events.

8. I will never question the official's judgment or honesty in public. I recognize that young and new officials are being developed in the same manner as players.
9. I will respect and show appreciation for all the volunteers who give their time to FMMHA and for my child. If I have questions or concerns, I will attempt to have them addressed appropriately and respectfully, versus questioning the Board, my directors, Event Chairs, Coaches or Managers publically - including group email, social media platforms and team meetings.
10. I will make every effort to complete my own volunteer commitment hours to FMMHA and understand **these are different than my team responsibilities.**
11. I will accept responsibility for any guests that come to a FMMHA sanctioned event on my behalf.

I have read and I understand the principles stated above put forth by FMMHA. I agree to abide by these principles with the understanding that if I do not follow them, I may be asked to leave any practice, game, or event.

Parent Signature _____ Date _____

Print Parent Signature _____

Player(s) Name(s) _____

5.2 FMMHA Players Code of Conduct

It is the intention of FMMHA to promote and develop sportsmanship, fair play, pride, self-worth and confidence and learn life skills in all our players. **It is expected that all FMMHA players follow the following principles to learn teamwork, sportsmanship and discipline:**

1. I will play hockey for fun and I will tell my coach and parents if hockey stops being fun for any reason.
2. I will learn and play by the rules of hockey and in the spirit of the game.
3. I will always remember that *winning isn't everything* and that having fun, improving skills, making friends and doing my best are also important.
4. I will always be a good sport win or lose, and I will control my temper. Name calling, swearing, mouthing-off, fighting or being disrespectful to officials reflects poorly on myself, my family, my team and my association and spoils the activity for everyone.
5. I will respect my opponents. I will not be mean or bully my teammates or other players, nor will I participate in or support other players that are behaving as a bully or in a mean-spirited way physically or emotionally. This includes on and off the ice, any minor hockey event and any social media platforms.
6. I will acknowledge all good plays and performances - those of my team and my opponents.
7. I will do my best to be a true *team player*. I will work equally hard for my own benefit and gain and for that of my team – I will play whatever position and role that I am assigned by my coach to the best of my ability.
8. I will do my best to be on time for practice and games and provide my coach with as much notice as possible of my anticipated absence.
9. I will remember that my coaches are there to help me learn. I will accept their decisions and show them respect. I will refrain from talking back to my coaches or our team manager.
10. I will remember that officials are there to help me and keep our game safe. I will accept their decisions and show them respect. I will never argue with the officials over a call, nor will I make disrespectful gestures en route to the penalty box or in the penalty box.

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11. I will practice and play games with energy and enthusiasm, but never in a dirty, reckless or dangerous manner.
 12. I will leave my cell phone at home or with my parents during games and practices. I will never bring my device into the dressing room without the consent of my coach.
 13. I understand that I am representing FMMHA. Thus I will do my best to not behave in a manner or engage in any activity that would cause embarrassment or disrespect to my team or the FMMHA. This includes smoking/vaping, drinking alcohol or using drugs while wearing any FMMHA, Junior Oil Barons or WBHL apparel or participating in any FMMHA activities including tournaments and out of town games.

I have read and understood the principles stated above that were put forth by FMMHA. I agree to abide by those principles with the understanding that if I do not follow them, I may be asked to leave any practice, game, or event.

Player Signature _____ Date _____

Parent Signature _____ Date _____

Print Player Name _____

5.3 FMMHA Coaches Code of Conduct

The primary responsibility of all FMMHA coaches is to provide a leadership role for promoting sportsmanship and skill development for players and parents. Here are 10 principles that coaches can use to promote sportsmanship and athletic skill development in all activities and avoid a “Win at all cost” behavior. **It is expected that all FMMHA coaches observe the following principles:**

1. I will remember that players are involved in hockey for fun and enjoyment. Winning is a consideration, but not the only one, nor the most important one. I will care more about the development of the player, than winning the game.
2. I will model and teach my athletes to play fairly and to respect the rules, officials, opponents and teammates and always model emotional maturity.
3. I will ensure that all athletes receive equal instruction, discipline, support and appropriate, fair playing time.
4. I will use age appropriate language and verbal tone when dealing with players and I will be generous with praise when it is deserved. I will be consistent, honest and fair in communicating with my players and I will never criticize players publicly.
5. I will look at mistakes my players make as teaching opportunities. I will not ridicule or yell at my players for making mistakes or for performing poorly or uncharacteristically. I will be patient and remember that children play to have fun and must be encouraged to have confidence in themselves.
6. I will make sure that equipment and facilities are safe and always consider the players’ age and ability. I will always place the safety and wellbeing of every player ahead of all other concerns and goals
7. I will support the officials and opposing coaches and I will take responsibility to address my players on any unacceptable conduct, even if it is not seen or called by an official.
8. I will remember that children need a coach whom they can respect. I will adjust to personal needs and problems of players; be a good listener; never verbally or physically abuse a player or official; give all players the opportunity to improve their skills; gain confidence and develop self-esteem; teach them the basics.

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9. I will obtain proper training and continue to improve my coaching skills. I will support all FMMHA’s development initiatives, including attending development sessions from time to time and coordinating and executing development plans.
 10. I will be open to all learning opportunities for my team – I will expose my players & affiliated players to all development opportunities offered to us. I am concerned with the overall development of each of my players, regardless of their abilities
 11. I will maintain open communications with players and parents regarding skill development, discipline problems, and practice/game schedules and enlist assistance from my manager or director if communication is strained.
 12. I will ensure that my players understand the social media policy in place by FMMHA.
 13. I will be accountable for developing dressing room etiquette and set rules to protect my coaches and players.
 14. I will take responsibility for players in the arena, arriving (to the maximum extent possible) at least 30 minutes before each session and establishing a presence among players in the locker room. I will always make every effort to ensure appropriate language and behavior. I understand that coaches are responsible for the condition in which their team leaves the dressing room.
 15. I will allow only rostered players and certified coaches on the ice and/or bench.
 16. I agree to read and abide by the FMMHA policies in effect.

I have read and understood the principles stated above that were put forth by FMMHA. I agree to abide by those principles with the understanding that if I do not follow them, I may be asked to leave any practice, game, or event.

Coach Signature _____ Date _____

Coach Player Name _____

5.4 FMMHA Administration Code of Conduct

Executive board members, directors, team managers, and event chairs all play a major role when it comes to influencing the delivery of youth hockey players. Players, parents and coaches often look to their administration for leadership and support. Here are 10 principles that Administration can use to promote good sportsmanship by displaying it themselves. **It is expected that all FMMHA administration observe the following principles:**

1. I will make sure that every player has a reasonable opportunity to perform to the best of their ability, within the rules.
2. I will avoid or remedy any situation that threatens the safety of the players.
3. I will make decisions for the good of all the players, parents and the association by being knowledgeable, well organized and research facts.
4. I will strive to create an atmosphere where there is a high level of cooperation and trust.
5. I will put my personal differences aside so that I can work with others towards a common goal knowing that each person must support the group consensus.
6. I will respect the dignity of others and ensure that I when I disagree with someone that it the ideas being presented rather that the person presenting them. Personal attacks are unacceptable.
7. I will communicate with parents by holding parent/player orientation meetings, as well as by being available to answer questions and address problems throughout the season.
8. I will support programs that train and educate players, coaches, parents, officials and volunteers.
9. I will not permit the intimidation of any player either by word or action. I will not tolerate unacceptable conduct towards other officials, players, coaches, spectators our association or myself.
10. I will handle all conflicts firmly but with dignity.

I have read and understood the principles stated above that were put forth by FMMHA. I agree to abide by those principles with the understanding that if I do not follow them, I may be asked to leave any practice, game, or event.

Signature _____ Date _____

Print Name _____

Print Role _____