

Foothills Minor Hockey Association

Conduct Management Plan

Introduction

Over the past several years it has become increasingly apparent that participating in the Game, whether as a player, coach, official, spectator, or administrator has become less and less enjoyable. People are leaving the game for the wrong reasons. Unacceptable conduct by coaches, players, officials and spectators is increasing both on and off the ice.

This Conduct Management Plan is for all members of the Association. With this plan, the Foothills Minor Hockey Association wants to address the fundamental values of the game:

- Shared Respect for all participants of the game.
- Development of the players, coaches, and officials involved in the game.
- Fun while participating in the game.

In order to achieve this, the FMHA wants to BREAK-AWAY from the past and present problems our great game is experiencing, and focus on respect, positive development, and fun. The BREAK-AWAY Conduct Management Plan is not a short-term solution to the serious problems the game is facing. It has been created as a long-term guiding principle for the minor hockey program in Foothills.

1. Foothills Minor Hockey Association Philosophy

The FMHA views the BREAK-AWAY program as support and confirmation to our many coaches, players, officials, parents, and volunteers who are in the majority and who have always participated in the game following the fundamental principles of respect, positive development, and fun. We see this program as a vehicle to assist them to further these values and make the game even better and more enjoyable. One could view the BREAK-AWAY program as a celebration of the positive elements of the game that will overwhelm those negative elements that have unfortunately tainted the reputation of the game today. It is not a time to be defensive, but rather offensive and proactive in advocating a program that is totally positive. We encourage the majority to confidently come forward with energy and support the BREAK-AWAY program to make our game even better.

Objectives of the BREAK-AWAY Program

i) To provide a program which plays a significant role in the development of a young person's values, morals, social maturity, physical fitness and mental fitness. To promote acceptable conduct which provides:

- Respect for other participants
- Respect for the great game of hockey
- Protection from harm
- Development of ethical conduct towards others
- Notions of justice, fairness, equity
- Caring attitudes
- Freedom to enjoy

ii) It is a must that every participant abides by these principles. A participant is defined as (but not limited to) a player, coach, official, or spectator.

iii) This program 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.

The focus is on achieving the BREAK-AWAY program objectives. Confrontation should be avoided. Practice the "24 Hour" rule and then report the incident, as it is an important step in attaining the programs objectives.

2. Complaint Handling Procedure

- a) Types of behavior which constitute unacceptable conduct include, but are not limited to:
- (a) Violation of the Parents, Players or Coaches Pledge.
 - (b) Unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex or sexual orientation.
 - (b) Condescending, patronizing, threatening or punishing actions which undermine self-esteem or diminish performance.
 - (c) Practical jokes that cause awkwardness or embarrassment endanger a person's safety or negatively affect performance.
 - (d) Unwanted or unnecessary physical contact including touching, patting or

pinching.

(e) Any form of hazing.

(f) Any form of physical assault or abuse.

(g) Any sexual offense.

(h) Verbal or physical harassment and/or abuse of a game participant (coach, player, official or spectator).

(i) 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. This includes hostile and harassing behaviour towards bench staff, team members, parents, committees or the board of directors.

b) Implementation Trigger

i) The reporting of unacceptable behavior by a coach, player, official, spectator, or administrator is the triggering event of the complaint handling procedure. This reporting process will govern the person(s) responsible for investigating the complaint. The methods of enforcement will vary dependent on the severity of the event.

c) Reporting Process

i) If an incident occurs which meets the definition of unacceptable behavior and in the opinion of a coach, player, official, spectator, or administrator, is serious enough to warrant a formal complaint, then an Incident Report Form (Appendix E) must be completed.

ii) The Incident Report Form should be submitted to President and Vice President, Foothills Minor Hockey Association, P.O. Box 5294, High River AB T1V 1M4.

d) Responsible Reporters

i) If, in the opinion of a Coach, Player, Official, Spectator, or Administrator an individual is verbally or physically harassing or abusing a game participant (coach, player or official), at the next stoppage of play, the offending individual will be identified and through discussion with one or both coaches, request that the offending individual(s) cease this unacceptable behavior. If the behavior continues, the official will document the offense on an incident report form or the back of the game sheet. A copy of the write-up will be forwarded to (the

Association's designated individual outlined in step 3.b.ii), triggering the complaint handling process. The FMHA's Executive Committee Members are responsible for the management of the BREAK-AWAY plan and will determine if an investigation team is required or the President or Designate can deal with the matter.

d) Investigation and Enforcement

i) If an Investigation Team is required, the team will be established and the investigation will be conducted per Section 17 Discipline and Suspensions of the FMHA Rules and Regulations. Consideration will be given to help meet the objectives of the plan.

ii) Any resulting disciplinary action we follow guidelines set out in Section 17 Discipline and Suspensions of FMHA Rules and Regulations.

Appendix A - PARENTS PLEDGE

It is the intention of this pledge to promote proper behavior and respect for all participants within the Association. All parents are asked to sign this pledge to show their support for the principles of Fair Play.

CODE OF CONDUCT

FOR PARENTS

1. I will not force my child to participate in hockey.
2. I will remember that my child plays hockey for his or her enjoyment, not mine.
3. I will encourage my child to play by the rules and to resolve conflict without resorting to hostility or violence.
4. I will teach my child that doing one's best is as important as winning so that my child will never feel defeated by the outcome of the game.
5. I will make my child feel like a winner every time by offering praise for competing fairly and hard.
6. I will never ridicule or yell at my child for making a mistake or losing a game.
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.
8. I recognize officials are being developed in the same manner as players, and will be supportive of their decisions during games.
9. I will support all efforts to remove verbal and physical abuse from the hockey environment.
10. I will respect and show appreciation for the volunteers who give their time to hockey for my child.

I agree to abide by the principles of this CODE as set and supported by this Association. I also agree to abide by the rules, regulations and decisions as set for this Association.

PRINT

PLAYER NAME _____ DATE _____

SIGNATURES:

PARENT _____ PARENT _____

Appendix B - PLAYERS PLEDGE

It is the intention of this pledge to promote proper behavior and respect for all participants within the Association. All players are asked to sign this pledge to show their support for the principles of Fair Play.

CODE OF CONDUCT

FOR PLAYERS

1. I will play hockey because I want to, not because someone else wants me to.
2. I will play by the rules of hockey and in the spirit of the Game.
3. I will control my temper so I do not spoil the activity of everyone.
4. I will respect my opponents.
5. I will do my best to be a true team player.
6. I will remember that winning isn't everything - that having fun, improving skills, making friends and doing my best are also important.
7. I will acknowledge all good plays and performances - those of my team and my opponents.
8. I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.

I agree to abide by the principles of this CODE as set and supported by this Association. I also agree to abide by the rules, regulations and decisions as set for this Association.

PRINT

NAME _____

DATE _____

SIGNATURE:

PLAYER _____

TEAM _____

Appendix C - COACHES PLEDGE

It is the intention of this pledge to promote proper behavior and respect for all participants within the Association. All coaches are asked to sign this pledge showing their support for the principles of Fair Play.

CODE OF CONDUCT

FOR COACHES

1. I will be reasonable when scheduling games and practices remembering that young athletes have other interests and obligations.
2. I will teach my athletes to play fairly and to respect the rules, officials, opponents and teammates.
3. I will ensure all athletes receive equal instruction, discipline, support and appropriate, fair playing time.
4. I will not ridicule or yell at my athletes for making mistakes or for performing poorly. I will remember that children play to have fun and must be encouraged to have confidence in themselves.
5. I will make sure that equipment and facilities are safe and match the athlete's ages and ability.
6. I will remember that children need a coach they can respect. I will be generous with praise and set a good example.
7. I will obtain proper training and continue to upgrade my coaching skills.

I agree to abide by the principles of this CODE as set and supported by this Association. I also agree to abide by the rules, regulations and decisions as set for this Association.

PRINT

NAME _____

DATE _____

SIGNATURE:

COACH _____

TEAM _____

Appendix E - INCIDENT REPORT FORM

Submit completed form to:

President, Foothills Minor Hockey Association, P.O. Box 5294, High River AB T1V 1M4

This form is to be utilized by anyone in the Foothills Minor Hockey Association to report an incident of unacceptable behavior. An individual is considered to be displaying unacceptable behavior if they are verbally or physically harassing and/or abusing a game participant (player, coach, spectator, or official).

DATE & TIME OF INCIDENT _____

NAME OF OFFENDING INDIVIDUAL _____

ASSOCIATED WITH (TEAM NAME) _____

NAME (S) OF ADDITIONAL WITNESSES _____

On a separate attachment, please provide a clear description of the unacceptable behavior witnessed. Please use blue ink or type the report. Reports that are not legible will not be reviewed.

You can expect an official to investigate your report. Unfortunately, a written response to all reports is not possible, as our volunteers do not have the resources to do so. We do however hope to be able to contact complainants at some point during or after the investigation.

Resolution typically takes 2 to 4 weeks from receipt.

Please summarize your expectation of the outcome resulting from your report:

If additional space is required, please use reverse side or attach separately.

Name: _____

Address: _____

City/Town: _____

Phone: _____

Signature: _____

Date: _____