

POSITIVE IMPACT

CODE AND CONDUCT MANAGEMENT SYSTEM

SLMHA

THE SYLVAN LAKE MINOR HOCKEY ASSOCIATION | BOX 9089, SYLVAN LAKE AB.

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INTRODUCTION

It has been determined that respectful conduct is beneficial to the development of players, coaches, officials, and volunteers in minor hockey. Improper conduct can be linked directly to many participants leaving the game. It is a constant struggle that other local Associations encounter when dealing with improper behavior. As an Association we want to handle these negative situations in a private and timely fashion.

POSITIVE IMPACT

SLMHA does not want players or parents leaving the game for the wrong reasons. Our objective is to create a positive and fun environment for not only the players but for the Association as a whole. We want Sylvan Lake Minor Hockey to have a positive impact on all those around us. Hockey is supposed to be fun and exciting, generating positive memories, not full of harassing and bullying of the players, coaches, referees, or any other part of the community.

SLMHA wants to hold people responsible for their negative actions towards the conduct of spectators, coaches, officials, and players amongst themselves both on and off the ice.

The *POSITIVE IMPACT* program is here to support the many excellent volunteers, coaches, officials, and parents who have always practiced and adhered to the fundamental principles of Minor Hockey in a fun, respectful and positive development of the Game. We see this program as a vehicle to assist you to further those values and make the game even better and more enjoyable.

One could view the *POSITIVE IMPACT* 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. Those few who may question the program are the very ones that many of the elements of the program are aimed at and are indicative of a problem and not a solution.

This is the time to be proactive in advocating for a program that is positive. We encourage you to come forward confidentially in support of the *POSITIVE IMPACT* program to make our game experience better.

The Sylvan Lake Minor Hockey Association is a non-profit organization, which was established to provide the youth in the town of Sylvan Lake, and its zone boundaries, the opportunity to participate in the sport of hockey. Our goal is to provide training in the development of physical and mental skills on and off the ice and building a greater sense of community. We feel children of all skill levels should have the ability to play hockey.

OBJECTIVE(S) OF THE POSITIVE IMPACT PROGRAM

To provide a program which plays a significant role in the development of a young person's physical health and mental wellbeing on and off the ice. And to nurture desirable behavior which provides:

- Respect for others
- Teamwork
- Discipline
- Equality
- Camaraderie
- To have fun
- Respect for the Game

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

This program is not intended to be a new process for complaints about officiating or general hockey rules. This program is to promote and ensure acceptable behavior by all parties involved on and off the ice.

INAPPROPRIATE BEHAVIOR

An individual who is displaying inappropriate behavior, by verbally or physically harassing and/or abusing a game participant (player, coach, official).

When there is a situation of "inappropriate behavior" confrontations should be avoided. Report the situation through the proper channels listed below. This is an important step in the follow through of SLMHA objectives.

COMPLAINT HANDLING PROCEDURE

4.1 Implementation Trigger

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

If an incident occurs which meets the definition of unacceptable behavior and in the opinion of a player, spectator, coach, official or administrator, is serious

enough to warrant a formal complaint, then an Incident Report Form (Appendix B) must be completed.

The Incident Report Form should be faxed to the Senior Vice President (403) 887-0041 or dropped off at the SLMHA Hockey Office in a sealed envelope in the arena for the review and actions.

4.2 Reporting Process

4.2.1 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 at a stoppage of play, identify the offending individual and through discussion with one or both coaches, request that the offending individual 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 Association's designated individual outline in step 4.1 initiating the complaint handling process)

4.2.2 Directors, Spectators, Players

If in the opinion of a Director, spectator or player an individual is verbally or physically harassing or abusing a game participant (coach, player, official or spectator), an incident report form is to be completed and forwarded to (the individual responsible for complaint handling outlined in step 4.1). This will initiate the complaint handling procedure.

4.3 Enforcement

After investigation, the SLMHA Senior Vice President 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 Vice President is deemed to be unbecoming or detrimental to the game.

The SLMHA Senior Vice President shall have the power to prevent summarily any spectator from viewing any game or other activity or entering a facility to view such game or activity under the auspices of the Association for any conduct, which in the sole discretion of the Vice President is deemed to be unbecoming or detrimental to the game.

Further, the Senior Vice President shall have the power to suspend summarily the player, coach, team official or the team to which the spectator is attached.

This authority may be delegated to such Association directors and officials as the Senior Vice President may designate.

The power and delegation granted to the Senior Vice President allows for effective and quick action against conduct unbecoming or detrimental to the game and its participants, as well as action against the team of the contravening spectator. The Association is prepared to enforce these provisions as required and is an integral part of the reporting and enforcement initiatives.

4.4 Appeal Process

Upon reviewing a request for an appeal, the Sylvan Lake Minor Hockey Association will establish a Special Committee comprised of three (3) members to hear any appeals related to the discipline or actions undertaken as a result of the outcome of an investigation. Appeals should be heard as soon as is practical (within 7 days). **The appeal must contain a clear and concise summary of the grounds for the appeal.** Notice of the appeal must be submitted to the Senior Vice President of the Sylvan Lake Minor Hockey Association within **72 hours** from the date of notification of discipline

IMPLEMENTATION PROCESS

5.0 Incorporation into Bylaws

By-law 9.1

The President will have the power to suspend summarily, any Member or Hub Member, including without limitation any Player, Parent, coach, referee or on ice official, trainer, or manager of any Team or Hub Team for any breach of the Acceptable Standards of Conduct, on or off the ice, including without limitation any abusive or unacceptable language or behavior exhibited or threatened towards any official or towards their own or opposing coaches, managers, parents or players; or for any other infraction, which in the sole discretion of the President, is deemed to be a breach of the Acceptable Standards of Conduct. Any such summary suspension shall be effective until referred to the Stage 2 discipline process set forth in Bylaw 18 and dealt with by the Discipline Committee within a reasonable timeframe after the implementation of the summary suspension. The Board of Directors may provide more specific procedures and guidelines for summary suspensions from time to time in the Rules and Regulations

By-law 9.2

The President shall also have the power to summarily prevent or suspend any Member, Hub Member or any other spectator from viewing or attending any

game, meetings, Team or Hub Team functions, practices or other activity, or to enter a facility to view such games or activity falling under the auspices of the Association, including the Hub Teams, for any conduct, which in the sole discretion of the President is deemed to be a contravention of the Acceptable Standards of Conduct. Further the President shall have the power to suspend summarily the Member or Hub Member (including without limitation any Player, Parent, coach, Team or Hub Team manager, trainer or team official) or the Team or Hub Team to which the individual is affiliated. Such suspension to be effective until the same is referred to the Stage 2 discipline process set forth in Bylaw 18 and dealt with by the Discipline Committee within a reasonable period of time, as determined by the chairman of the Discipline Committee.

By-law 9.3

The President may (but shall not be required to, regardless of any past practice) to delegate the authority to summarily suspend as stated herein to such Directors, Hub Team committees or Hub Committee, or any other committees as he so designates in his sole discretion from time to time. The Board of Directors may from time to time provide general procedures and guidelines for delegation of such summary suspension authority to the parties as aforesaid in its Rules and Regulation. (In this case, Senior Vice President for *Positive Impact*).

5.1 Introducing the Program

At the start of the season, a meeting is to be held with all team management and representatives of the officials to present the program. At this presentation, the Sylvan Lake Minor Hockey Association will:

- Detail the objectives
- Outline the expectations
- Lay out the consequences
- Explain the team's responsibilities
- Explain the Association's responsibilities
- Explain the distribution & collection method that will be used

The teams will be given packages with the Fair Play Pledge forms (Appendix A) and a program outline. These will be distributed to the Parents, Players, Coaches and Officials for completion. Once complete, they will be collected and returned to the Association.

5.2 Other Notifications and/or Partnerships

The following are local stakeholders that will be made aware of the Program as they may be requested to support in the enforcement of some sanctions.

- City Recreation Board
- Arena Operating Staff
- Town Council
- Local Police Department

5.3 Pledge Forms and/or Code of Conducts

Sylvan Lake Minor Hockey Association has made the signing of the form's mandatory. However, it must be made clear to all members that whether the pledge forms are signed or not, all members are still subject to the consequences for unacceptable behavior as the *POSITIVE IMPACT* program is part of the By-laws and Regulations of Sylvan Lake Minor Hockey Association and must be followed as a condition of membership.