



# CHESTERMERE MINOR HOCKEY ASSOCIATION

## CONDUCT MANAGEMENT POLICY Section 6.26



# CHESTERMERE MINOR HOCKEY ASSOCIATION

## SECTION 6.26 CONDUCT MANAGEMENT POLICY

This Conduct Management Policy is for all members of the Association. With this policy, the Chestermere 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 Chestermere Minor Hockey Association wants to break away from the past and present problems our great game is experiencing, and focus on respect, positive development, and fun.

- Membership and participation in CMHA activities is a privilege not a right. Members, Players and participants are required to abide by the Bylaws, Rules and Policies of the Association and their behavior is expected to mirror the spirit of the Bylaws, Rules and Policies of our Code of Conduct.
- CMHA has adopted a behavioral stance against persons who feel they need to harass, insult, threaten or assault other persons at a game where CMHA members are involved.
- All members, fans and participants of the Association shall respect the game of hockey and shall behave in a manner so as not to make a travesty of the game.
- CMHA will not tolerate loud, obscene, obnoxious Coaches, Managers, Assistants, Players, Parents or Fans. Such individuals will be subject to disciplinary action.
- If a person is identified or reported to be in violation of Bylaws, Rules and Policies of the Association, that person (and their child(ren)) could be subject to disciplinary action being taken by the Association as provided in the By-laws of the Association, which may include suspension from ANY AND ALL CMHA activity for the remainder of the season.

CMHA is committed to help reduce and prevent the bullying of participants. Written and Cyber Bullying is defined as harmful actions that are communicated via written or electronic media and are intended to embarrass, harm, or slander another CMHA participant.

Written and or cyber bullying in CMHA will be dealt with in accordance to the CMHA Code of Conduct Policy. Information will be gathered from sources pertaining to the incident and reviewed by CMHA.

**Examples of bullying online include...** Continually criticizing the target's abilities - Blaming the target of the bullying for mistakes - Repeated insults or put downs of the target -Denying or discounting the targets accomplishments -Threats of an actual physical violence toward the target.

The Conduct Management Policy is not a short-term solution to the serious problems the game is facing. It has been implemented as a long-term guiding principle for the minor hockey program in Chestermere.

### **Chestermere Minor Hockey Association Philosophy:**

#### **The Conduct Management Policy**

- 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 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.
- The Chestermere Minor Hockey Association views the **Conduct Management Policy** 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 **Conduct Management Policy** as a celebration of the positive elements of the game that will overwhelm those negative elements that have



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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 (see 6.25.3(b) for reporting procedures) with energy and support the **Conduct Management Policy** program to make our game even better.

## 6.26.1 Objectives

- 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:
  - To promote positive cheering behaviors among spectators and fans
  - Respect for other participants
  - Respect for the great game of hockey
  - Protection from harm
  - Reduce or eliminate abusive behavior towards all
  - 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.

## Definition of "Unacceptable Behavior"

- Disrespectfully disputes or argues any decision made by an official.
- Uses obscene or vulgar language in a boisterous manner at anyone at any time.
- Aggressive behavior, including threats and attempts to intimidate, throwing of articles in a deliberate or aggressive manner, aggressively approaches another individual and physical violence of another individual.
- Coaches, and other team officials, players, parents and fans are not permitted in the official's dressing room, nor are they permitted to confront game officials about the game. Entering the official's dressing room or confronting an official will be considered abusive behavior.
- Coaches, and other team officials, players, parents and fans are not permitted to confront off-ice officials about the game, including the official Time-keeper(s), official Score-keeper(s) and other off-ice officials located in the Time-keepers area. Confronting off-ice officials will be considered abusive behavior.

When there is a situation of "unacceptable behavior", the responsibilities of Chestermere Minor Hockey coaches, players, officials, spectators and administrators are outlined below. The focus is on achieving the **Conduct Management Policy** objectives. Confrontation should be avoided. Report the incident within 7 days, as it is an important step in attaining the programs objectives. (See 6.25.3(b) for reporting procedures)

## 6.26.2 Complaint Handling Procedure

### a) 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 committee responsible for investigating the complaint. The methods of enforcement will vary dependent on the severity of the event.



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## b) 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.
- i) The Incident Report Form should be emailed to the President of Chestermere Minor Hockey for review and action. Incident Report Forms can be found on the CMHA website [www.chestermereminorhockey.com](http://www.chestermereminorhockey.com)
- ii) All incident report forms will be kept on a yearly basis and repeat offenders will not have a clean slate at the beginning of the next season.

## c) 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 President, triggering the complaint handling process. The Chestermere Minor Hockey Association's Board is responsible for the management of the **Conduct Management Policy** and will determine if an investigation team is required or the President or Designate can deal with the matter.

## d) Conduct Management Committee

- i) If an Investigation Team is required, it will consist of a minimum of three (3) members of the Association appointed by the President or Designate. They will be given a copy of the **Conduct Management Policy** to ensure they conduct the investigation according to the objectives of the policy. The investigation will take place within 1 week after the committee is formed.

## e) Enforcement

- i) Reports handled by the Conduct Management Committee
  - (1) After the investigation, the Chestermere Minor Hockey Association President shall email the recommendations of the Investigation team that could include suspending any player, coach, official, spectator, or administrator of any team under the auspices of the Chestermere Minor Hockey Association. The CMHA board will have 1 day to respond to the email.
- ii) Reports handled by the President or Designate
  - (1) The President or Designate has the power to suspend any coach, player, 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 President or Designate is deemed to be unbecoming or detrimental to the game.
  - (2) The President or Designate shall have the power to prevent 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 President or Designate is deemed to be unbecoming or detrimental to the game. Further, the President or Designate has the power to suspend the player, coach, team official or the team to which the spectator is attached.
- iii) This authority may be delegated by the President, to other members of the Association's Executive Committee if there is a conflict of interest.



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- iv) The power and delegation granted to the President or Designate allows for effective and quick action against conduct considered detrimental to the game and its participants. The Chestermere Minor Hockey Association is prepared to enforce these provisions as required and is an integral part of the reporting and enforcement initiatives.

## f) **Appeal Process**

- i) Upon receiving a request for an appeal, the Chestermere Minor Hockey Association will establish an appeal committee made up of three (3) members to hear the appeal related to any disciplinary action handed down as a result of an investigation. Appeals should be heard as quickly as is practical (within seven (7) days). The appeal must contain a clear and concise summary stating the grounds for the appeal. Appeals must also be accompanied by a \$200 cheque before being heard. Notice of the appeal must be submitted, in writing, to the President of the Chestermere Minor Hockey Association within five (5) days from the date of discipline notification was received. If the appeal is denied, further appeals can be made to Hockey Alberta under Hockey Alberta Rules & Regulations 13.03 "Appeal from Decision of Local Minor Hockey Association." If the appeal is won, the \$200 fee will be returned.

### 6.26.3 Discipline Guidelines

In many instances, offences that are similar to those identified in the Hockey Alberta Minimum Suspension Guidelines will be dealt with in the same manner. The only difference being that when we are dealing with adults who should know better, they would be given an additional game suspension.

When an individual is suspended, they are suspended from all Minor Hockey activities. This includes attending other sibling's games if they are a parent with other children-playing hockey. It also includes refereeing games if they are a referee.

#### **Severity of Discipline for off ice misconduct**

##### **a. Mild (Verbal/written Reprimand + Possible Suspension)**

This would be applied when it is a first offence that is less severe in nature. The offending individual has shown true remorse and the actions are out of character. There is little chance of this person re-offending.

##### **b. Moderate (Written Reprimand + Minimum 2 Game Suspension)**

This is for offences that are mild to moderate in severity. Application of this type of discipline would be for a second offence. It would also be applied to individuals who have not accepted responsibility for their actions, show no remorse and the likelihood of re-offending is high.

##### **c. Severe (Written Reprimand + Min. 5 Games to indefinite)**

This is for the most serious offences. An example could be physically threatening or assaulting another individual. 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.

The following lists individuals that have been delegated authority to assess suspensions on behalf of the Chestermere Minor Hockey Association:

Association President (As noted above)  
Vice-President (5 Games)  
CMHA board with program enforcement (up to 3 years)



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## 6.26.4 Hockey Alberta Game & Conduct Management

<https://www.hockeyalberta.ca/members/game-conduct-management/>

### Fair Play Means Safety for All

Hockey Alberta is committed to providing a safe environment for everyone involved in the game.

**Any form of bullying, harassment, or abuse – whether physical, emotional or sexual – of any participant in any program is unacceptable.**

It can happen between peers, younger and older players, or adults and young players. Each association, team, parent, volunteer and staff member is expected to take all reasonable steps to safeguard the welfare of participants – especially young participants – and protect them from any form of violence. There is a shared responsibility with parents and guardians to nurture the physical and emotional well-being of our players.

### Abuse

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. In Alberta, a person is considered a child up to the age of 18 years. For more information on abuse please refer to Service Alberta (<http://www.servicealberta.ca/>).

### 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.

### Harassment

Harassment is offensive behavior – emotional, physical, and/or sexual – that involves discrimination against a person because of their race, national or ethnic origin, age, color, religion, family status, sexual orientation, sex/gender, disability, marital status, or pardoned conviction. It is conduct that is disrespectful, insulting, - intimidating, humiliating, offensive or physically harmful. Harassment is a HUMAN RIGHTS violation. Harassment may be a single event or a pattern of mistreatment. Harassment occurs when someone attempts to negatively control, influence or embarrass another person or group based on a prohibited ground of discrimination. Examples include displays of favoritism, subtle put downs or ostracism. Dealing with harassment can sometimes be difficult as what is viewed as harassment by one person may be viewed as a “joke” by another person. It is the **impact of the behavior on the victim** that is the most critical issue, not the intention of the person who harasses.

### Who is Responsible for Safety?

**Each association, team, parent, volunteer and staff member is expected to take all reasonable steps to safeguard the welfare of participants – especially young participants – and protect them from any form of violence. There is a shared responsibility with parents and guardians to nurture the physical and emotional well-being of our players.**



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## JOINT RESPONSIBILITIES

It is everyone's responsibility to:

- Manage minor conflicts with respect
- Report to hockey administration (your local association) serious bullying, harassment, hazing, and verbal abuse situations
- Report criminal behavior such as physical and sexual abuse, assault, criminal harassment, neglect, and chronic emotional abuse to appropriate authorities

## HOCKEY ALBERTA RESPONSIBILITIES

Any Hockey Alberta personnel (part-time and full-time staff, volunteer, participant, team official, on ice official) or partner (parent, guardian) who has reasonable grounds to suspect that a participant is, or may be suffering, or may have suffered from emotional, physical abuse and neglect and/or sexual abuse, shall immediately report the suspicion and the information on which it is based to appropriate authorities – local police or child protection agency.

If a participant safety concern is brought forward regarding a Hockey Alberta team, program, or event Hockey Alberta will manage it in accordance to Hockey Alberta's policies and procedures regarding unacceptable conduct.

If a concern about a Member's management of a situation is brought forward Hockey Alberta will review the process used by the Member to ensure it has been managed in an appropriate manner as outlined by that Member's bylaws, policies and/or any legislative procedures.

## MEMBER RESPONSIBILITIES

It is required by Hockey Alberta that each Local Minor Hockey Association and club team have policies and procedures in place for dealing with unacceptable conduct that is alleged of a member of its organization, or is alleged to have occurred within one its teams or events. It is expected that every member will take action to prevent any type of harassment and/or abuse within the confines of their organization.

If a member of a local minor hockey association or club team feels there is a participant safety concern it must be brought forward to the local association or club team to be managed in accordance with their unacceptable conduct policies and procedures.

## PARENT/GUARDIAN RESPONSIBILITIES

As a parent/guardian, your contribution is key throughout this process:

- Ensure your own behavior models respect and integrity towards coaches, officials, participants, and other parents.
- Understand the issues and become knowledgeable.
- Know and support your Association's policies and procedures.
- Act when you see a bullying, harassing or abusive situation.
- Speak Out and promote safe environments.