Manvers Minor Hockey Association
Bench Staff Code of Conduct

The main objective of this initiative is to promote the values of fun, respect, fair play and positive development in the game of hockey for our children. We wish to ensure that we promote a respect of the game and the entire hockey experience that it deserves. This initiative will affect all participants, the executive, parents, players and bench staff. It is our intention that with this Code of Conduct and policies you will consider your behaviour at the rink at all times and the effect it can have on all Manvers Minor Hockey members. A necessary part of this initiative will be the enforcement of the Code of Conduct. To further this end, every member will be required to sign a Code of Conduct (Appendix A). Refusal to sign will result in immediate removal from MMHA.

General Code of Conduct for all MMHA members:

1. Members and participants of the MMHA shall conduct themselves at all times in a manner consistent with the Mission, Vision and Values of the MMHA which include integrity, sportsmanship, honesty, respect, compassion and fairness.
2. During the course of all MMHA activities and events, members shall refrain from any behaviour which brings the MMHA or the sport of hockey into disrepute, including and not limited to:
    a. Use of abusive language
    b. Consumption of alcohol/drugs
    c. Objectionable behaviour
    d. Comments or behaviour which is disrespectful, offensive, abusive, racist or sexist
    e. Behaviour which constitutes harassment or abusive or bullying
3. Every member agrees that any contravention may result in disciplinary action as determined by the executive up to and including suspension or revocation of membership and all associated rights and privileges.

Coaches, Trainers, and Managers Code of Conduct

Every MMHA Bench Staff acknowledges that he/she is in a position of trust and authority and will:

1. Be reasonable when scheduling games and practices remembering that players have other interests and obligations.
2. Teach players to play fairly and respect the rules, officials, opponents and teammates.
3. Remember that players play for fun and must be encouraged to have confidence in themselves.
4. Ensure that all players receive equal instruction, support and fair playing time.
5. Remember that players need a coach they can respect so by following our Code of Conduct, you can be that coach and earn the respect of your players.
6. Do his/her best to be a competent coach or team official, well prepared and adequately skilled by obtaining the training and certification required by OMHA.
7. Not ridicule or yell at a player for making a mistake or performing poorly.
8. Not address the players of an opposing team except to provide positive encouragement or congratulations.
9. Cooperate with officials and address them and coaches of opposing teams only in a respectful tone.
10. Encourage fair and open communications with players and parents to try to resolve minor issues. Report all unresolved issues to the coaching coordinator for possible resolution.

Resolution Process Objective

This dispute process guides the handling of all complaints related to the Code of Conduct. MMHA is committed to creating a healthy, fair and efficient environment for resolving conflict. The goal of the MMHA dispute resolution process is to design a process for resolving disputes that is straightforward and easy to follow. All complaints are required to be handled in a timely and efficient manner. In more complex cases where additional time is required, the parties will be notified of the status of the manner including any reason for the delay.

Resolution Process

1. If the complainant has an issue or concern it is imperative that you allow a 24 hour "cooling off period" before bringing your concern forward.
2. If the complainant has an issue or concern that needs to be addressed beyond the 24 hour period, it is encouraged that the complainant first meets the coach and manager.
3. If a resolution cannot be reached that the coach will take the issue to the head coach and the head coach will bring it to the executive. A written and signed complaint will be required from the complainant for the executive.
4. The executive will decide on any actions to be taken, disciplinary action may be necessary. For every disciplinary action, a strike will be given. If an individual receives 3 strikes, they will be asked to leave MMHA. The disciplinary action sanctioned will be determined by the executive will be based on:
    a. The severity of the complainant
    b. All the history of pervious complaints about the respondent
    c. Direction from the OMHA and Tri County if involved
    d. Direction from local law enforcement body if involved
5. Appeals of any decision by the executive must be in writing and signed. The executive will respond in writing within one week of receipt of the appeal.

Code of Conduct Acknowledgement and Agreement

I,_____acknowlegde that I have received and reviewed a copy of the Manvers Minor Hockey Association's Code of Conduct which identifies the standard of behaviour which is expected by all Manvers Minor Hockey Association members and participants. I understand that the Code of Conduct includes all players, guardians, parents, officials, and administrators involved in Manvers Minor Hockey and OMHA activities and events.

I understand the failure to comply with this Code of Conduct could result in loss of membership and privileges which came with the membership in the Manvers Minor Hockey activities and events both present and future.

_____

Bench Staff's Name

_____

Witness

_____

Date