



CODE OF CONDUCT

The Flamborough Hockey Association, herein referred to as the FHA, strictly adheres to the OMHA Code of Conduct, City of Hamilton Zero Tolerance Policy and Hockey Canada Code of Conduct.

MISSION STATEMENT “Building Character Through Sport”

The purpose of the FHA is:

- ☐ to organize, develop and promote minor ice hockey for the youth in the community of Flamborough;
- ☐ to instill in all players, coaches, managers and members associated with the FHA, good sportsmanship, correct and proper behaviour on and off the ice, mutual respect for authority and team members;
- ☐ to provide the opportunity for all eligible individuals to participate in recreational house league hockey and to provide community based programs, which will allow a player to participate in an environment for fun, physical exercise and fair play; and
- ☐ to provide the opportunity for development of and participation in representative ice hockey and provide the opportunity to participate at the highest competitive level.

The FHA shall be operated without the purpose of pecuniary gain to any of the Members and any surplus or accretions of the FHA shall be used solely for the purposes of the FHA and for the promotion of its objects.

CODES OF CONDUCT

PLAYERS CODE OF CONDUCT

I will play by the rules of hockey and in the spirit of the game.

I will represent the FHA and my community in a responsible manner.

I will respect my teammates, opponents, game officials and spectators. I will do my best to be a true team player.

I will remember that winning is not everything; having fun, improving skills, making friends and doing my best are important.

I will, regardless of the outcome of the game, congratulate my teammates, coach, and coaching staff as well as the players, coach and coaching staff of the opposing team in a genuine and positive manner.

I will remember that coaches and officials are there to help me. I will accept their decisions and always show them respect.

I will work at achieving my personal best and will not get discouraged.. I will work hard to improve my skills. I will make every effort to attend all scheduled practices and games and to arrive on time. I will contact the team manager or coach if I am unable to attend for any reason.

I will respect the rights and consider the safety of other players; I will not set out to intentionally hurt or injure another player, in actions, words (whether in verbal form or through texts, emails or any other form of electronic communication), conduct or inaction and I shall not encourage, support or approve of this type of behaviour by others.



COACHES CODE OF CONDUCT

I will ensure all members of the coaching staff follow and enforce codes of conduct including rules and regulations as put forth by the CHA, OHF, OMHA and FHA.

I will treat all participants in a manner that promotes fairness, integrity and mutual respect. I will set an example for all players and be a role model for participants on and off the ice.

I will ensure all safety regulations are enforced to protect the health and welfare of all participants.

I will endeavor to provide an environment that promotes open communication with parents/guardians, coaching staff, players and Association officials. As a coach I will be approachable at any time regarding anything to do with players or the team beginning 24 hours after a game, practice, or other team event.

I will verify with the Trainer that all players are healthy and physically fit prior to allowing them on the ice.

I will remember that children are involved in hockey for the fun and enjoyment of the game. Players must learn how to win or lose with dignity and respect for all participants. I will promote teamwork and encourage all players to have confidence in themselves through effective coaching techniques and positive reinforcement. I must remember that all players need and deserve their fair share of ice time to improve and develop their hockey skills.

I must be reasonable when scheduling extra games or practices, remembering that players have other interests and obligations.

I will teach participants to play fair and respect the rules of the game, opponents and officials. I will strive to ensure that all players get equal instruction, guidance and support.

I must ensure that no player is subjected to harassment or physical/verbal for any reason a result of a poor performance or mistakes made during a practice or game.

I will obtain the necessary training and certification to upgrade and improve my coaching skills and knowledge.

I will work in cooperation with Flamborough Hockey Association Members and Board to provide a fun and safe environment that is free of harassment and abuse.

PARENT/GUARDIAN/SPECTATOR CODE OF CONDUCT

It is a policy of the FHA to provide a safe and fun environment for children to play organized hockey, as a parent/guardian/spectator, I am responsible for contributing positively to this environment. To do this I will:

- ☐ teach my youth and encourage all players that doing one's best is as important as winning so that my youth and all players will never feel defeated by the outcome of the game.
- ☐ encourage my child to play by the rules, to enjoy the game, and to respect all players, coaches, opponents, game officials and spectators.
- ☐ remember that youth learn by example. I will applaud good plays and performances by all players involved in the game.

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☐ I will address any concerns I have with the coach or parent representative first, where this is not possible I will contact the Risk Director of the FHA Board.

The FHA enforces a zero tolerance policy towards situations of harassment or abuse directed against game officials, players, coaches or spectators. To support this I will:

☐ remember that every Member of the FHA is a volunteer. I will help and encourage all volunteers whenever possible to allow them to work to the best of their ability.

☐ practice and encourage open communication with the coaches and coaching staff. I will bring concerns forward and adhere to a 24 hour cool down period before addressing an issue or contentious point. I will respect the coach's decisions and not interfere with or undermine the coaches or coaching staff.

Your child will benefit when you show a positive attitude towards the game and all of its participants.

OMHA CODE OF CONDUCT

This Code of Conduct identifies the standard of behaviour which is expected of all Ontario Minor Hockey Association ("OMHA") members and participants, including but not limited to all players, guardians, parents, coaches, officials, volunteers, directors, officers, committee members, convenors, team managers, trainers and administrators involved in OMHA activities and events.

The OMHA is committed to providing an environment in which all individuals are treated with respect. Members and participants of the OMHA shall conduct themselves at all times in a manner consistent with the values of the OMHA which include fairness, integrity and mutual respect.

During the course of all OMHA activities and events, members shall avoid behaviour which brings the OMHA or the sport of hockey into disrepute, including but not limited to abusive use of alcohol, use of non-medical drugs and use of alcohol by minors. OMHA members and participants shall at all times adhere to the OMHA operational policies and procedures, to rules and regulations governing OMHA events and activities, and to rules and regulations governing any competitions in which the member participates on behalf of the OMHA.

Members and participants of the OMHA shall not engage in any activity or behaviour which interferes with a competition or with any player or team's preparation for a competition, or which endangers the safety of others.

Members of the OMHA shall refrain from comments or behaviour, which are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour, which constitutes harassment, abuse or bullying, will not be tolerated.

Failure to comply with this Code of Conduct may result in disciplinary action, including but not limited to, the loss or suspension of certain or all privileges connected with the respective Member Association in the OMHA including the opportunity to participate in the OMHA and its Member Association activities and events, both present and future.

The full OMHA Code of Conduct may be found at:

<http://www.omha.net/page/show/885511-code-of-conduct>



HARASSMENT AND ABUSE POLICIES

The FHA strictly adheres to the Bullying Harassment and Abuse Policies outlined by Hockey Canada, found at:

<http://www.hockeycanada.ca>

and

<http://www.hockeycanada.ca/en-ca/Hockey-Programs/Safety/Essentials/Downloads.aspx>

The FHA's goal is to eliminate all forms of harassment and abuse, including physical and sexual abuse. The FHA's first priority is to protect its players and at the same time, coaches, parents, and officials who can also be the targets of harassment and abuse. The FHA believes that all Members should have the ability to discuss any concerns that might be classified as harassment or abuse. The FHA further believes that false allegations can be devastating to a person's career and personal life.

If you believe there is a need to discuss any incident that, in your opinion, is an issue of harassment or abuse, please contact one of many FHA officials available to receive your concern. These FHA officials include convenors, and Board Members (all Directors, the Vice President, and President).

Any incidents of harassment and/or abuse will be handled directly by representatives of the FHA Board of Directors.

CITY OF HAMILTON ZERO TOLERANCE POLICY

Policy Statement

The City of Hamilton's recreational properties and facilities, including but not limited to, arenas, recreation centres, outdoor pools, parks, and sports pitches, exist to provide residents with opportunities to participate in sport and other recreational activities in a safe and positive environment. Prominent among residents making use of the recreational properties and facilities are the children of Hamilton. The City will ensure the most supportive climate possible for Hamilton Children, so that they can enjoy their sport, and learn about competition, teamwork, sportsmanship, and fair play.

As with many Ontario communities, Hamilton's minor sport system is managed and operated by volunteers. These community-minded citizens contribute in many ways to the success of minor sport in Hamilton. It is the City's responsibility that they, too, have the ability to work in a safe and positive environment.

It is critical, then, for the City, through its Department of Culture and Recreation, to do all things necessary to ensure that preventative measures are in place so that incidents of violent or inappropriate behaviour do not occur in its recreational properties and facilities. Included in this commitment is an understanding that organizations using City recreational properties and facilities must take PRIMARY responsibility for the behaviour of all associated with them: players, officials, and spectators.

Statements of Principal

1. Participation by children in sport is an important element in the human development process.
2. To ensure maximum enjoyment and benefits from participation in sport, the

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maintenance of a safe and positive environment is essential.

3. The rules of each of the games exist to protect the players. Referees/officials are charged to ensure the fair and even application of the rules, and to ensure safety of the players.

4. The City must put measures in place to ensure the safety of referees/officials, as well as organizers of minor sport, who are for the most part volunteers.

5. Violent or abusive behaviours, such as verbal threats and insults, attempts to intimidate as well as physical assault have no place in the City's recreational properties and facilities.

6. Promotion of spectator "positive cheering" will assist in the reduction of violent behaviours in City recreational properties and facilities.

7. Our volunteers are charged with the education of our youth on the ideals of sportsmanship, fair play and appropriate behaviour.

Goals of the Policy

1. To reduce or eliminate violence from City recreational properties and facilities, inclusive of outdoor sports pitches.

2. To promote positive cheering behaviours among spectators and fans.

3. To increase the level of understanding among spectators and fans of the importance of creating a positive and supportive environment for children's sport.

Definition of Violence

The focus of this Policy is on the behaviour of non-players, except for those situations in which a player engages in a violent act outside the area of play. For the purposes of this Policy, violence includes, but is not limited to, the following behaviours:

- Loud verbal assaults
- Threats and attempts to intimidate
- Throwing of articles in a deliberate aggressive manner
- Aggressive approaches to another individual
- Physical striking of another individual
- Attempts to goad or incite violence in others
- Vandalism to building property
- Racial or ethnic slurs
- Illegal consumption of alcohol or drugs

The Consequences

Individuals who engage in any of the above behaviours will be subject to immediate ejection from the property or facility and a mandatory suspension from all City recreational properties and facilities for a period of time not less than two months. Two months is a minimum period only, and may be extended by the City's Director of Culture and Recreation (the Director).

Those individuals who are identified and suspended in accordance with this Policy shall further be prohibited from holding any positions within the City's affiliated sport community for a period of two years.

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Incidents may be reported to the City of Hamilton Police Service. Criminal charges may follow.

There will be no reconsideration by the City with respect to the length of a suspension or prohibition. Where new information is available, a suspended individual may request reconsideration of the facts on which the suspension is based. Such request must be addressed to the Director, who will consider the new information and make his or her decision. **ALL SUCH DECISIONS OF THE DIRECTORS ARE FINAL.** Those individuals desiring reconsideration must include with their request payment of a nonrefundable (unsuccessful) administration fee in the amount of \$250.00. In the event that the applicant is successful, we will refund the administration fee.

Where vandalism has been perpetrated, not only will the individuals responsible be subject to suspension as outlined above, but will be required to reimburse the City for the cost of repair, together with an additional administration charge of 100% of such cost.

The policy will take effect for the New City of Hamilton on September 1, 2001.

(In accordance with the Occupiers Liability Act, the Workers Health and Safety Act, and the Trespass to Property Act.)

GENDER IDENTITY AND GENDER EXPRESSION

The Ontario Hockey Federation (OHF) is pleased to announce the launch of a new training module for team officials, to support trans-inclusive hockey in Ontario, Understanding Discrimination based on Gender Identity and Gender Expression Training. There are two modules which will educate team officials on this important topic. For team officials already assigned to a team, completion of these modules will be required by October 1, 2017. For team officials named within a month of or after October 1, they will have 30 days to complete both modules.

“The Ontario Hockey Federation is proud to be at the forefront of trans-inclusive sport and is glad to be working with Hockey Northwestern Ontario and Hockey Eastern Ontario through this process,” said Tony Foresi, OHF President.

This process started in 2013, when a complaint to the Human Rights Tribunal of Ontario was filed against Hockey Canada alleging discrimination in services based on gender identity.

The Ontario Hockey Federation, Hockey Eastern Ontario, and Hockey Northwestern Ontario are ready to roll out the Understanding Discrimination based on Gender Identity and Gender Expression and a Guide to the Dressing Room Policy and Confidentiality Statement modules for all team officials, which is a mandatory requirement to be approved to a roster for the 2017-18 season.



All team officials will require an eHockey account in the Hockey Canada Registry (HCR) in order to register for and complete the two Modules. Once completed, notification will be posted to the team officials' member profile on the HCR.

People who are transgender, or gender non-conforming, come from all walks of life. Yet they are one of the most disadvantaged groups in society. Trans people routinely experience discrimination, harassment and even violence because their gender identity or gender expression is different from their birth-assigned sex.

Under the Ontario Human Rights Code (the Code) people are protected from discrimination and harassment because of gender identity and gender expression in employment, housing, facilities and services, contracts, and membership in unions, trade or professional associations.

Gender identity is each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation.

Gender expression is how a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender.

Trans or transgender is an umbrella term referring to people with diverse gender identities and expressions that differ from stereotypical gender norms. It includes but is not limited to people who identify as transgender, trans woman (male-to-female), trans man (female-to-male), transsexual, cross-dresser, gender non-conforming, gender variant or gender queer.

Discrimination happens when a person experiences negative treatment or impact, intentional or not, because of their gender identity or gender expression. It can be direct and obvious or subtle and hidden, but harmful just the same. It can also happen on a bigger systemic level such as organizational rules or policies that look neutral but end up excluding trans people. Friends, family or others who face discrimination because of their association with a trans person are also protected.

Harassment is a form of discrimination. It can include sexually explicit or other inappropriate comments, questions, jokes, name-calling, images, email and social media, transphobic, homophobic or other bullying, sexual advances, touching and other unwelcome and ongoing behavior that insults, demeans, harms or threatens a person in some way. Assault or other violent behavior is also a criminal matter. Trans people and other persons can experience harassing



behavior because of their gender identity or expression (gender-based harassment) and/or their sex (sexual harassment).

Social stereotypes about gender, and prejudice and fear towards trans people are often at the root of discrimination and harassment. Negative attitudes about a trans person's racial identity, family status or other grounds can combine or intersect to make things worse.

Everyone has the right to define their own gender identity. Trans people should be recognized and treated as the gender they live in, whether or not they have undergone surgery, or their identity documents are up to date.

An organization should have a valid reason for collecting and using personal information that identifies a person's gender. They should keep this information confidential. Trans people can have their name or sex designation changed on identity documents and other records. The criteria and process should not be intrusive or medically based.

Trans people should have access to washrooms, change rooms and other gender specific services and facilities based on their lived gender identity.

Dress code policies should be inclusive and flexible. They should not prevent trans people and others from dressing according to their expressed gender.

Organizations should design or change their rules, practices and facilities to avoid negative effects on trans people and be more inclusive for everyone. Any exceptions must be legitimate in the circumstances, and trans people must be provided any needed accommodation unless it would cause undue hardship.

The duty to accommodate the needs of trans people is a shared responsibility. Everyone involved should cooperate in the process, exchange only necessary information and explore options while respecting privacy.

Trans people and other gender non-conforming individuals should not be treated negatively while at work, at school, trying to rent an apartment, shopping, eating a meal in a restaurant, using health care services or shelters, dealing with law enforcement and justice services, or at any other time.

Example: A trans person going through transition raises safety concerns about threats in the boys locker room at his arena. The arena manager takes steps against the harassers, and explores possible solutions with the athlete. Options include privacy partitions for all shower and change stalls that will benefit everyone or a single-occupancy shower and change room that will also be accessible for persons with disabilities. The manager provides him with access to the staff facilities until a final solution is put in place.

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Organizations are liable for any discrimination and harassment that happens. They are also liable for not accommodating a trans person's needs unless it would cause undue hardship. They must deal with complaints, take steps to prevent problems and provide a safe, welcoming environment for trans people.

Organizations should learn about the needs of trans people, look for barriers, develop or change policies and procedures and undertake training. This will help make sure trans people and other gender non-conforming individuals are treated with dignity and respect and enjoy equal rights and freedom from discrimination.

* The FHA Board reserves the right to amend the FHA Code of Conduct as required including the current season.