

ACHL CODE OF CONDUCT POLICIES AND PROCEDURES

Preamble

The Agincourt Church Hockey League (ACHL) is a Christian-based not-for-profit recreational hockey league for children. The primary aim of the ACHL is to teach and promote good sportsmanship and fair play in a relatively “non-competitive”, house league level hockey environment. The ACHL Executive trust that all participants, including parents, will acknowledge and respect these values, and act accordingly. Conversely, all behaviour that does not conform with these values, which are reflected in the Code of Conduct Policy, will be taken seriously, and dealt with accordingly.

Code of Conduct Policy

This Code of Conduct Policy identifies the standard of behaviour which is expected of all ACHL members and participants, including but not limited to all players, guardians, parents, coaches, officials, volunteers, executive committee members, and convenors, involved in ACHL activities and events. Individuals who fail to meet this standard may be subject to the disciplinary sanctions identified within these Policies.

Player safety and protection is our utmost concern and highest priority. The ACHL is committed to providing an environment in which all individuals are treated with respect. Members and participants of the ACHL shall conduct themselves always in a manner consistent with the values of the ACHL which include fairness, integrity, and mutual respect.

During all ACHL activities and events, members shall avoid behaviour which brings the ACHL or the sport of hockey into disrepute.

ACHL members and participants shall always adhere to the ACHL operational policies and procedures, to rules and regulations governing ACHL events and activities, and to rules and regulations governing any events in which the member participates on behalf of the ACHL.

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

Members of the ACHL shall refrain from comments or behaviours, which are disrespectful, offensive, abusive, racist, or sexist. Profanity of any type is also unacceptable. Behaviour that constitutes harassment, abuse, or bullying, will not be tolerated.

Failure to comply with this Code of Conduct may result in disciplinary action, in accordance with the ACHL Code of Conduct Procedures, including but not limited to, the loss or suspension of certain or all privileges in the ACHL including the opportunity to participate in the ACHL activities and events, both present and future.

General Procedure

When a written (digital or otherwise) or verbal complaint is received by a coach, convenor or member of the Executive, or an infraction occurred to the knowledge of any of the above individuals, the said individual must determine if the complaint or infraction ought to be considered minor or major. If the matter is a minor infraction it should be dealt with by the coach and/or convenor. If not resolvable at this level, then the complaint or infraction should be brought to the ACHL executive. If the infraction or complaint is thought to be a major infraction, then the matter must be referred to the ACHL executive for review.

Minor Infraction

i. *Definition*

Situations involving Minor Infractions shall include, but are not limited to the following:

- a) a single incident of disrespectful, offensive, abusive, racist, or sexist comments or behavior directed towards others, including but not limited to, peers, opponents, players, parents, coaches, officials, administrators, spectators and sponsors
- b) unsportsmanlike conduct such as angry outbursts or arguing, including the use of profanity
- c) any complaint or infraction considered minor in nature.

ii. *Sanctions*

Sanctions may include any or all the following:

- a) Verbal apology by the individual
- b) Written apology by the individual
- c) Termination of team service or other voluntary contribution to the team, or the organization

- d) Suspension from the current game and/or for a minimum of one (1) to a maximum of four (4) additional games in the current season or future seasons
- e) Any other sanction(s) as may be deemed appropriate in the circumstances

Major Infraction

i. Definition

Situations involving Major Infractions, could include, but are not limited to the following:

- a) repeated incidents of disrespectful, offensive, abusive, racist or sexist comments or behavior directed towards others, including but not limited to peers, opponents, players, parents, coaches, officials, administrators, spectators and sponsors
- b) repeated unsportsmanlike conduct such as angry outbursts or arguing, including the use of profanity
- c) activities or behavior which interferes with the organization of a competition or with any player's or team's preparation for a competition
- d) overly aggressive physical play and/or physical altercations (fighting)
- e) pranks, jokes, or other activities which endanger the safety of others
- f) deliberate disregard for the rules and regulations under which ACHL events are conducted
- j) any harassment, abuse (physical, emotional, or sexual) or bullying complaint. Harassment, abuse, and bullying is prohibited by human rights legislation, and can also be an offense under Canada's Criminal Code. The ACHL has a zero-tolerance policy regarding harassment, abuse (physical, emotional or sexual) or bullying
- (k) any other complaint or infraction which is considered serious.

ii. Sanctions

Sanctions may include any or all the following:

- a) Written reprimand from the ACHL executive to the individual
- b) Written or verbal apology by the individual
- c) Suspension from certain ACHL events which may include suspension from the current game and/or current season and/or from future seasons

- d) Suspension from certain or all ACHL activities (e.g., competing, coaching or officiating) for a designated period
- g) Any other sanction(s) as may be deemed appropriate in the circumstances
- h) Referral of the infraction and the associated individuals by the ACHL executive to the appropriate authorities

Confidentiality

The ACHL recognizes the sensitive and serious nature of complaints and infractions and will strive to keep all matters relating to a complaint or infraction confidential, for both the complainant and the respondent. However, if required by law to disclose information, the ACHL will do so.

