
2019/20

CODE OF CONDUCT & ETHICS POLICY

GHC Policy Manual, Section 18

**GIRLS HOCKEY CALGARY
ASSOCIATION (GHC)**
GIRLSHOCKEYCALGARY.COM



18. CODE OF CONDUCT & ETHICS POLICY

18.1. GENERAL

- 18.1.1. Rules and regulations are in place to promote an environment where the participants feel safe and find encouragement to share in the social aspects, athletic growth and friendships constant with hockey through the Association.
- 18.1.2. The Association focuses on the child and operates on the generosity and willingness of the volunteer. No Board Member, Coach or Manager (apart from the honorarium paid to coaches at the Bantam Elite, Midget Elite and Midget AAA level) may receive any monetary payment for the countless hours that they offer to the Association and to your child.
- 18.1.3. No parent/guardian or athlete member will contact the Hockey Calgary Office or personnel for any reason. No parent/guardian or athlete member will contact the AFHL offices or executive for any reason. It is the responsibility of the Head Coach and/or Manager to inform Girls Hockey Calgary or Hockey Calgary through the Director of Community, VP of Operations or other designated GHC representative of all issues regarding the team and play.
- 18.1.4. GHC has a zero-tolerance policy regarding bullying/harassment. Bullying is defined as a conscious, willful, deliberate and hostile activity marked by an imbalance of power, intent to harm and/or threat of aggression.
- 18.1.5. It is the responsibility of parents/guardians, athlete members and spectators to control themselves and always conduct themselves in a sportsmanlike manner when representing GHC.

18.2. PURPOSE

- 18.2.1. The Code of Conduct & Ethics identifies and upholds the conduct and ethics, with the assistance of the Bylaws, Policies and Procedures and the Governing Bodies rules and regulations, expected of all GHC members, including athletes, coaches, parents, guardians, executives, directors, volunteers, staff, chaperones, members and representatives.
- 18.2.2. The purpose of this Code of Conduct & Ethics is to ensure a safe and positive environment within GHC programs, activities and events, by ensuring that all individuals are aware that there is an expectation of appropriate behavior, consistent with the mission, vision and values of GHC.
- 18.2.3. GHC is committed to providing an environment in which all individuals are treated with respect. Further, GHC supports equal opportunity and prohibits discriminatory practices. Members of GHC are expected to conduct themselves at all times in a manner consistent with the values that include fairness, integrity, open communication and mutual respect.
- 18.2.4. Conduct that violates this Code of Conduct & Ethics may be subject to sanctions pursuant to GHC's policies related to Discipline (Section 21) and Conflict Resolution (Section 23 & 24)

18.3. APPLICATION

18.3.1. This policy applies to conduct that may arise during GHC's and its member clubs' business, activities and events, including but not limited to, office environment, practices, tournaments, training camps, travel, and any meetings.

18.3.2. This policy applies to conduct that may occur outside of GHC's and its member clubs' business and events when such conduct adversely affects relationships within GHC and its member clubs' work and sport environment and is detrimental to the image and reputation of GHC. This includes all social media posts pertaining to the association, governing bodies and hockey related activities.

18.4. RESPONSIBILITIES

18.4.1. All **individuals** have a responsibility to:

- Maintain and enhance the dignity and self-esteem of all individuals by:
 - Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender identification, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status;
 - Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
 - Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
 - Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - Consistently treating individuals fairly and reasonably;
 - Ensuring that the rules of female hockey, and the spirit of such rules, are adhered to.
- Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:
 - Written or verbal abuse, threats or outbursts;
 - The display of visual material which is offensive or which one ought to know is offensive;
 - Unwelcome remarks, jokes, comments, innuendos or taunts;

- Leering or other suggestive or obscene gestures;
 - Condescending or patronizing behavior, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - Any form of hazing;
 - Unwanted physical contact including touching, petting, pinching or kissing;
 - Unwelcome sexual flirtations, advances, requests or invitations;
 - Physical or sexual assault;
 - Cyber harassment or bullying of any type;
 - Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
 - Retaliation or threats of retaliation against an individual who reports harassment.
- Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
 - Sexist jokes;
 - Display of sexually offensive material;
 - Sexually degrading words used to describe a person;
 - Inquiries or comments about a person's sex life;
 - Unwelcome sexual flirtations, advances or propositions;
 - Persistent unwanted contact;
 - Sexual assault.
- Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
 - In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages or legal marijuana use in adult-oriented social situations

associated with GHC events.

- Respect the property of others and not willfully cause damage.
- Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
- Always comply with the Constitution, Bylaws, Policies, Rules and Regulations of GHC, as adopted and amended from time to time.
- Adhere to all Federal, Provincial, Municipal or host country laws.

18.4.2. **Coaches** have additional responsibilities in addition to Section 18.4.1 above. The athlete-coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will always:

- Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment;
- Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes;
- Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical and psychological problems;
- Under no circumstances provide, promote or condone the use of drugs or performance-enhancing substances;
- Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;
- At no time engage in an intimate or sexual relationship with an athlete of under the age of 18 years and at no time engage in an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust or authority over the athlete.
- Where an athlete has qualified for a training camp, provincial team, national team, etc., the Coach will support the program, applicable coaching staff and GHC.
- Give athletes the opportunity to discuss and contribute to proposed training and performance standards as appropriate. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete as appropriate;

- Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach;
- Act in the best interest of the athlete's development as a whole person;
- Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy); informed participation and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
- Act reasonably when scheduling games and practices taking into consideration young athletes have other interests and obligations.
- Teach athletes to play fairly and to respect the rules, officials, opponents and teammates.
- Ensure all athletes receive equal instruction, discipline, support and appropriate fair playing time.
- Remember that children play to have fun and encourage confidence in them.
- Ensure that equipment and facilities are safe and match the athlete's age and ability.
- Act generously with praise and set a good example.
- Not place themselves into a position where they are alone with an athlete, therefore ensure another coach or parent is always present when meeting with an athlete.
- Obtain proper training and continue to upgrade coaching skills.

18.4.3. **Athletes** will have additional responsibilities, in addition to Section 18.4.1 above, to:

- Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
- Participate and appear on time in all competitions, practices, training sessions, events, activities or projects.
- Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons.
- Adhere to GHC's rules and requirements regarding clothing and equipment.
- Play hockey because they want to, not because others or coaches require it.
- Play by the rules of GHC, hockey and in the spirit of the game

- Control their temper and refrain from fighting.
- Be a true team player.
- Not participate in any hazing, bullying or cyber bullying
- Refrain from any negative or damaging social media posts regarding GHC or GHC activities
- Take into consideration that winning is not everything – that having fun, improving skills, making friends and doing their best are very important.
- Respect coaches and officials as they are there to support and help the athlete.
- Act as an ambassador of the game of hockey and conduct themselves in a manner that reflects such a position.

18.4.4. In addition to Section 18.4.1 above, **Officials** will have additional responsibilities to:

- Be fair and objective.
- Avoid situations which a conflict of interest may arise.
- Make independent judgments.

18.4.5. In addition to Section 18.4.1 above, **Parents/Guardians** of Individual and **Spectators** will:

- Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence;
- Condemn the use of violence in any form;
- Never ridicule a participant for making a mistake during a performance or practice;
- Provide positive comments that motivate and encourage participants continued effort;
- Respect the decisions and judgments of referees, and encourage athletes to do the same;
- Never question an officials' judgment or honesty.
- Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm from the sport of hockey;
- Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers who give their time to the sport of hockey;

- Refrain from the use of bad language, not harass competitors, coaches, officials, parents/guardians or other spectators.
- Never force their daughter to participate in the sport of hockey.
- Remember that their daughter plays the sport of hockey for her enjoyment.
- Teach their daughter that doing one's best is as important as winning so that their child will never feel defeated by the outcome of a game.
- Ensure that their daughter feels like a winner every time by offering praise for competing fairly and hard.
- Support all efforts to remove verbal and physical abuse from the game of hockey.

18.5. *IMPLEMENTATION*

- 18.5.1. All parents and athletes must complete, sign and submit the applicable Respect in Sport in order to complete their registration process with GHC. Athletes will be prohibited to be registered or evaluated by the GHC if the RIS requirements have not been completed and submitted.
- 18.5.2. Coaches and all team management personnel must complete and submit the applicable Respect Activity Leader course in order to complete their application process with GHC. Coaches and team management will be prohibited to act as a GHC Coach or team manager prior to completing and submitting the RIS requirements.