



TEMISKAMING SHORES MINOR HOCKEY ASSN.

THIS POLICY APPLIES TO ALL MEMBERS REGISTERED WITH THE NOHA AND OWHA WITHIN TSMHA

CODE OF CONDUCT

The Temiskaming Shores Minor Hockey Association (TSMHA) and the Northern Ontario Hockey association (NOHA) identifies the standard of behavior which is expected of all Temiskaming Shores Minor Hockey members and participants, which for the purpose of the policy shall include all players, parents, coaches, officials, volunteers, directors, officers, committee members, conveners, team managers, trainers, administrators and employees involved in any and all of TSMHA and NOHA activities and events.

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

During the course of all TSMHA activities and events, members shall avoid behavior which brings the TSMHA and the NOHA 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.

Temiskaming Shores Minor hockey members and participants shall at all times adhere to the TSMHA and NOHA's operational policies and procedures, rule and regulations governing all TSMHA and NOHA events and activities and rules and regulations governing any competitions in which any member of the TSMHA participates.

Members and participants of the TSMHA shall not engage in any activity or behavior, 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 TSMHA shall refrain from comments or behaviors, which are disrespectful, offensive, abusive, racist or sexist. In particular, behavior, which constitutes harassment or abuse, will not be tolerated and will be dealt with under the NOHA "Speak Out Policies and Procedures".

Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the Discipline Policy of the NOHA. Such action may result in the member losing all privileges which come along with membership in the TSMHA, NOHA, Ontario hockey federation (OHF), Ontario Women's Hockey Association (OWHA) and Hockey Canada (HC), including the opportunity to participate in TSMHA or NOHA activities and events, both present and future.

Any further reference to the NOHA also refers to the OHF, OWHA, and HC.

CONDUCT AND DISCIPLINE POLICY

The TSMHA has a Conduct & Discipline committee consisting of three (3) TSMHA Executive members. One (1) Executive member will hold the Director's portfolio of "Conduct & Discipline" within the TSMHA,



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and two (2) Executive members will be assigned by the President to assist with the Director in charge of this portfolio.

Membership in the TSMHA, as well as participation in the activities of the TSMHA, brings with it many benefits and privileges. At the same time members and participants are expected to fulfill certain responsibilities and obligations, including but not limited to complying with the Code of Conduct, Policies, Regulations and Rules of the TSMHA.

The TSMHA code of Conduct and the Rules and Regulations of Competition identify the standard of conduct, which is expected of members, and other persons involved in TSMHA activities and events. Individuals who fail to meet this standard may be subject to the disciplinary sanctions identified within this policy.

This policy applies to all members of the TSMHA, as well as to all individuals participating in activities, including but not limited to players, parents, coaches, officials, volunteers, directors, officers, conveners, committee members, team managers, trainers and administrators.

This policy applies to discipline matters, which may arise during the course of all TSMHA business, activities and events, including but not limited to competitions (including exhibition games), practices, training camps, meetings and travel associated with these activities.

Under this policy, there shall be three types of infractions, which may warrant discipline:

1. Technical infractions – these are violations of the Regulations and Rules of Competition of the NOHA, which shall result in automatic sanctions as specified in the NOHA Operations Manual.
2. Minor infractions – these are infractions under the TSMHA Code of Conduct which are not severe but which may warrant immediate corrective action as specified in this Policy. See Appendix A at the bottom of page.
3. Major infractions – these are infraction under the TSMHA Code of Conduct, which are more severe and may warrant disciplinary action as specified in this Policy. See Appendix A at bottom of page

Disciplinary situations involving minor infractions occurring within the jurisdiction of the TSMHA will be dealt with by the appropriate person having authority over the situation and the individual involved (this person may include, but is not restricted to, executive or committee member, Convener, tournament chairperson, officials, coach, team manager).

Procedures for dealing with minor infractions shall be informal as compared to those for major infractions and shall be determined at the discretion of the person responsible for discipline of such infractions, provided the individual being disciplined is told the nature of the infraction and has an opportunity to provide information concerning the incident.

All disciplinary action shall be documented on the Progressive Discipline Report and sent to the Discipline chair within 7 days. All documentation may be used at a later date, as supporting evidence should there be reoccurrence of a similar violation. See Appendix B – Progressive Discipline Report.

The following disciplinary sanctions may be applied, singly or in combination, for minor infractions:

1. Verbal reprimands
2. Written reprimand to be sent to the individual
3. Verbal apology by the individual



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4. Written apology by the individual
5. Termination of Team service or other voluntary contribution to the team, the minor hockey organization or to the TSMHA
6. Suspension from the current competition and/or for a specific number of games, other sanctions as may be considered appropriate for the offense.

Note: All Discipline and Suspensions must be approved at the discretion of the TSMHA Executive Committee.

Upon receipt of a Progressive Discipline Report, the Discipline Committee shall determine if the incident is better dealt with as a major infraction, or if a hearing is required to address the incident as a major infraction.

If the incident is to be dealt with as a major infraction and a hearing is required, the alleged offender shall be notified as quickly as possible and in any event no later than 7 days from date of receipt of the Progressive Discipline Report, and shall be advised of the procedures outlined in this Policy.

If the Discipline Committee of the TSMHA decides that the infraction be dealt with by means of a hearing, he or she shall have a panel consisting of not less than 3 other executive members.

The Discipline Panel shall hold the hearing as soon as possible, but not more than 14 days after the Progressive Discipline Report is first received by the Discipline Chair. The panel may decide to conduct the hearing in person or by telephone.

The Panel shall govern the hearing by such procedures as it may decide, provided that:

1. The person alleged to have committed an infraction should be given written notice (by courier registered mail or in person) of the day, time and place of the hearing.
2. The Panel may request that witnesses to the infraction be present or submit written evidence.

If at any point in the proceedings, the Alleged becomes reluctant to continue it shall be at the sole discretion of the Discipline Committee to continue the review of the infraction in accordance with this policy.

After reviewing and deciding the infraction matter, the Panel shall present its findings in a written report to the President of TSMHA, with a copy provided to the Alleged. This report shall contain:

1. A summary of the relevant facts
2. A determination as to whether the acts complained of constitute an infraction as defined in this policy
3. Disciplinary action to be taken, if the act constitutes an infraction

When directing appropriate disciplinary sanction, the Disciplinary Committee shall consider factors such as:

1. The nature and severity of the infraction
2. Whether the infraction involved any physical contact
3. Whether the infraction was an isolated incident or part of an ongoing pattern
4. The nature of the relationship between the parties involved
5. The age of the Complainant
6. Whether the alleged had been involved in previous infractions of similar nature



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7. Whether the alleged admitted responsibility and expressed a willingness to change Failure to comply with a sanction as determined by the panel shall result in further disciplinary action up to and including legal action if required.

Where the individual acknowledges the facts of the incident, he or she may waive the hearing, in which case the Disciplinary Committee shall determine the appropriate disciplinary sanction. The Disciplinary Committee may hold a hearing for the purpose of determining an appropriate sanction.

If the individual being disciplined chooses not to participate in the hearing, the hearing shall nonetheless proceed.

The Disciplinary Committee may apply the following disciplinary sanctions singly or in combination, for major infractions:

1. Written reprimand to be placed in the individual's file
2. Written apology by the individual
3. Suspension from certain TSMHA events, which may include suspension from the current game or competition or from future competitions.
4. Suspension from certain TSMHA activities, (i.e. competing, coaching or officiating) for a designated period of time.
5. Suspension from all TSMHA activities for a designated period of time
6. Expulsion from the TSMHA
7. Other sanctions as may be considered appropriate for the offense.

The preceding sanctions may be modified, or added to, as required by the provisions of any other pertinent TSMHA policy, such as those dealing with harassment, doping, personnel or event-specific matters.

Unless the Discipline Committee decides otherwise, any disciplinary sanctions shall commence immediately.

In applying sanctions, the Disciplinary Committee may have regard to the following aggravating or mitigating circumstances:

1. The nature and severity of the offense
2. Whether the incident is the first offense or has occurred repeatedly
3. The individual's acknowledgement of responsibility
4. The individual's extent of remorse
5. The age, maturity or experience of the individual
6. The individual's prospects for rehabilitation

Notwithstanding the procedure set out in this Policy, any member or participant of the TSMHA who is convicted of a criminal offense involving sexual exploitation, invitation to sexual touching, sexual interference or sexual assault, shall face automatic suspension from participating in any activities of the TSMHA for a period of time corresponding to the length of the criminal sentence imposed by the Court, and may face further disciplinary action by the TSMHA in accordance with this Policy.



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Any member of the TSMHA, coach, trainer, manager, or player who deliberately damages or defaces facilities used by or equipment of the TSMHA shall be suspended from the TSMHA until the cost of repair or replacement of the damaged equipment has been paid in full. In addition to the suspension and the payment of the damages, the offending individual may be subject to further disciplinary action and/or suspension at the discretion of the Discipline Committee of the TSMHA.

The use of alcohol or drugs at any TSMHA sponsored function or in any arena or facility used for such function, by any coach, trainer, manager, official or player affiliated with the TSMHA will not be tolerated and may lead to suspension without refund (where applicable), for the balance of the season.

Any TSMHA board member, who deems disciplinary action to be necessary against an individual for any reason, must institute the use of Progressive Disciplinary Report. Any coach, who deems disciplinary action to be necessary against an individual for any reason, must institute the use of Progressive Discipline Report up to but not inclusive of suspensions. A coach may make a recommendation for suspension although must be approved by the Discipline Committee.

See Appendix B – Progressive Discipline Report

Such forms are to be sent to the current President within 48 hours. the President has the responsibility to ensure that a copy is also sent to the Discipline Committee within 7 days.

All league presidents are responsible to ensure that all NOHA issued suspensions are reported directly to the Discipline Committee within 48 hours. If it is found that any TSMHA player has received an excessive amount of suspensions the player's eligibility to play within the TSMHA will be reviewed by the Discipline Committee.

If a TSMHA board member decides that circumstances warrant immediate suspension (disciplinary problem of a violent nature or drug/alcohol nature) the suspension may be immediate but must be brought to the Discipline Committee within 8 hours of the incident. A discipline committee meeting must take place within 7 days of the immediate suspension. Further progressive discipline may be administered at the discretion of the Discipline Committee.

Any player who willfully plays or any coach or manager who allows a player to play, who is found to be ineligible shall be subject to progressive discipline up to and including suspension.

Any player, coach, trainer or manager who is suspended by the NOHA and/or under TSMHA rules may, at the discretion of the Discipline Committee have their suspension reviewed for further action.

Any player receiving 3 suspensions through the Progressive Discipline Report will be required to meet with the Discipline Committee prior to being allowed to continue play within the TSMHA organization.

FILING A COMPLAINT: A complaint shall be made in writing and signed by the complainant. The written complaint shall be forwarded in person or by mail to the President of the TSMHA who will in turn direct it to the Conduct & Discipline Committee for review.



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Appendix A

Examples of minor infractions:

1. An incident of disrespectful, offensive, abusive, racist or sexist comments or behavior towards others, including but not limited to peers, opponents, players, parents, coaches, officials, managers, trainers, administrators, spectators and sponsors.
2. Unsportsman like conduct such as angry outbursts or arguing.
3. Being late for or absent from TSMHA/NOHA events and activities at which attendance is expected or required without just cause
4. Non-compliance with the rules and regulations under which NOHA/TSMHA events are carried out

Examples of major infractions:

1. 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, managers, trainers, administrators, spectators and sponsors
2. Repeated unsportsmanlike conduct such as angry outburst or arguing
3. Repeated incidents of being late for or absent from NOHA/TSMHA events and activities at which attendance is expected or required
4. Activities or behavior which interfere with the organization of the competition or with any player's or team's preparation for a competition
5. Pranks, jokes or other activities, which endanger the safety of others
6. Deliberate disregard for the rules and regulations under which NOHA/TSMHA events are conducted
7. Abusive use of alcohol where abuse means a level of consumption which impairs the individual's ability to speak, walk or drive; causes the individual to behave in a disruptive manner; or interferes with the individual's ability to perform effectively and safely
8. Any use of alcohol by minors
9. Use of illicit drugs or narcotics
10. Use of, or condoning the use of, banned performance enhancing drugs or method

Harassment & Abuse

Behavior, which constitutes harassment or abuse, will not be tolerated and be dealt with under the NOHA "Speak Out Policies and Procedures"

[http://www.noha-hockey.com/Safety-](http://www.noha-hockey.com/Safety-Risk_Management/Speak%20Out%20information/NOHA%20Speak%20Out%20Policies%20-%20February%2028,%202006.pdf)

[Risk_Management/Speak%20Out%20information/NOHA%20Speak%20Out%20Policies%20-%20February%2028,%202006.pdf](http://www.noha-hockey.com/Safety-Risk_Management/Speak%20Out%20information/NOHA%20Speak%20Out%20Policies%20-%20February%2028,%202006.pdf)

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