
Hespeler Minor Hockey Association Board of Directors Code of Conduct Form

We will adhere to all rules and regulations as put forth by Hockey Canada, the OHF, OMHA and as identified in the HMHA By-Laws and Administrative Practices.

We will follow accepted rules of order when conducting Board of Director business.

We will maintain confidentiality of all business discussed at Board of Director/committee meetings unless/until there is agreement to publish/release the results of such discussions.

We will show fiscal responsibility in conducting the affairs of the association.

We will set aside personal issues and focus on our role within the Board to provide the best amateur hockey program possible for all members of HMHA.

We will comply with the HMHA Conflict of Interest policy.

We will conduct association business in an environment that encourages open discussion and consideration of all opinions on matters to be decided by the Board of Directors.

We will coordinate and support programs that train and educate players, coaches, parents, officials and volunteers.

We will work to provide programs that encompass fairness to all participants and promote fair play and sportsmanship.

We will respect game officials, coaching staff, players, parents and volunteers in a manner that promotes fairness, integrity and mutual respect.

We will not tolerate abusive comments, gestures or inappropriate behavior directed toward game officials, coaching staff, players, parents, competitors, volunteers or elected officials of this association.

We will demonstrate behavior conducive to being role models to the youth and families in our sport at all HMHA events, board of director meetings and committee meetings.

We will respect, support and encourage each other to do the best job possible in our individual tasks and collectively as the Board of Directors.

Failure to comply with this code of conduct will result in disciplinary action.



4. CODES OF CONDUCT, DISCIPLINARY ACTION AND EXPULSION

The essential elements of character-building and ethics in hockey are embodied in the concept of sportsmanship and six core principles: trustworthiness, respect, responsibility, fairness, caring and good citizenship. The highest potential of the game of hockey is achieved when competition reflects these “six pillars of character” and in an effort to achieve this potential, HMHA has developed and will enforce Codes of Conduct for every level of membership in the association.

All Team Officials, Parents, Players and HMHA Board Members must sign an appropriate Code of Conduct at the start of each hockey season.

The HMHA Board is adopting a ZERO tolerance policy and failure to adhere to these Codes of Conduct will result in appropriate disciplinary action at the discretion of the HMHA.

4.1 Disciplinary Action

- (a) Disciplinary action for Code of Conduct infractions will, as a general rule, follow a multi-tiered disciplinary approach, with the severity of the penalty increasing for each subsequent infraction. However, the HMHA Board reserves the right to impose a more severe penalty than the next subsequent tier in the process should the infraction warrant such a penalty. The penalties, in increasing order of severity are as follows:

- 1st Infraction - Written warning
- 2nd Infraction - Single game suspension
- 3rd Infraction - Multi game suspension
- 4th Infraction - Season long suspension (Pending fair hearing)
- 5th Infraction - Removal from HMHA Membership (Pending fair hearing)

- (b) All reports of Code of Conduct infractions must be submitted in writing to the President or Vice-President and will be subject to the same process that is in place for handling complaints.

4.2 Expulsion

- (a) HMHA reserves the right to reject membership in such a case where previous record of behaviour unbecoming a member of the HMHA has been evident.
- (b) Membership may be revoked at any time to an individual who has been deemed by the Board of Directors to be in contravention of the Bylaw or Operating Procedures. Such action shall only result after a fair hearing, and a majority vote of the Board of Directors.

Board Member _____

 Print Name

Witness _____

Date _____