



Brooks Minor Hockey Association Code of Conduct & Disciplinary Procedures

CODE OF CONDUCT ZERO TOLERANCE POLICY

1. Members, players and participants are required to abide by the Bylaws, Rules, and Policies of the Association, and their behaviour is expected to mirror the spirit of the Bylaws, Rules, and Policies of this code.
2. All members and participants of the Association shall respect other members, officials, parents, players, fans, team officials, volunteers, executive committee members, employees, and property of the Association. Any inappropriate conduct, threats, harassment or abuse (including the use of profanity) directed towards game or team officials, members, parents, players, fans, team officials, volunteers, executive committee members, employees, or damage to the property of the Association or another Association will not be tolerated.
3. All members, fans, and participants of the Association shall respect the game of hockey and shall behave in a manner so as not to make a travesty of the game.
4. The Association will not tolerate loud, obscene, obnoxious coaches, managers, assistants, players, parents, or fans. Such individuals will be subject to disciplinary action as outlined in the disciplinary section.
5. Parents and fans are not permitted in the dressing rooms except as expressly permitted by the respective division head and/or coach to assist their child in changing before or after a game or practice.
6. In no circumstances is a parent or fan to enter the opposing team's dressing room.
7. Coaches and other team officials, players, parents, and fans are not permitted in the officials' dressing room, nor are they permitted to confront game officials about the game.
8. Violation by any member, fan, or participant of any provision of this Code of Conduct may result in disciplinary action being taken by the association against such individuals as provided in this code.
9. Harassment and bullying in all its forms, including cyber-bullying (e.g. via Facebook, Twitter, etc) will not be tolerated during the course of any Brooks Minor Hockey activity or program. Accordingly, all those involved with Brooks Minor Hockey, including its volunteers, players, and parents/guardians of players are responsible for making every reasonable effort to uphold this commitment. Specifically, this includes refraining from harassing or bullying behaviour, responding promptly and informally to minor incidents of harassment or bullying and following local or national policy guidelines for reporting or responding to more serious complaints of harassment or bullying. Players and other participants are expected to refrain from harassing or bullying behaviour and are encouraged to report incidents of harassment or bullying.
10. The use of cameras, cell phones, or any type of recording device be strictly prohibited in dressing rooms, including coaches, parents, players, and visitors. Disciplinary action, including possible suspension will follow any breach of this rule.



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DISCIPLINE POLICY

All members, players, participants, and fans are expected to abide by BMHA's Code of Conduct. Violation of the Code of Conduct may result in disciplinary action being taken by the Board.

1. The Association expects members to exhibit qualities of leadership, sportsmanship, and decorum consistent with acceptable levels of propriety towards opponents, game officials, and spectators.
2. As such, high standards of behaviour should be maintained throughout the season, within a climate of mutual respect. It is recognized, however, that behaviour may transgress acceptable standards and disciplinary action may be required. Such discipline may be applied to any member of the Association including executive, directors, division heads, coordinators, team officials, players, parents, and spectators and may take the form of, but is not limited to:
 - Verbal Reprimand
 - Written Reprimand
 - Demand for an apology, either written or verbal, to any affected party
 - Suspension from participation in or at Association activities
 - Recommendation for an expulsion from the Association
 - A combination of two or more of the above
3. A complaint may be raised by any member of the Association, by members of another Association (through their Association's executive), by league officials, or by members of the Associations executive acting in response to a report from game officials or by any other parties.

A complaint must be in writing, must identify the Discipline Issue by providing a summary of the incident and must identify the complainant. It should be delivered in person to a member of the BMHA executive or the Association office at the Lakeside Leisure Centre, emailed to bmhadmin@telus.net or mailed Brooks Minor Hockey.

Brooks Minor Hockey
Box 2002
Brooks, AB T1R 1C7

Examples of incidents which may warrant disciplinary action are as follows:

- Profanity by any member of the Association
- A player or team official who receives a game misconduct, gross, or match penalty
- A team assessed two or more bench minors in one game
- A coach, who in the opinion of the Director or Board, is being assessed too many penalties of a serious nature
- Any member of the Association who repeatedly brings discredit to a team and the Association, through violent, abuse, or gross behaviour, on or off the ice
- Use of alcohol or other illegal substances while representing the Association, through participation in a team activity
- Any other inappropriate incident.



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APPEAL PROCESS

Should either the complainant or respondent feel that a decision of the Board has not satisfactorily resolved the issue, the decision may be appealed to the Appeals Committee, which is to be comprised of the Vice-President, League Director where applicable, and Division Director by filing written applications to appeal, within three (3) days of the verbal rendering of the decision of the Board.

The Appeals Committee shall convene a meeting to hear the appeal within a reasonable period of time.

The appeals Committee shall determine whether the appeal shall be in the form of a new hearing or whether it can be dealt with based upon the written material and summaries before the Discipline Committee. The Appeals Committee may request further written material from the complainant and/or respondent or their witnesses.

The Appeals Committee may dismiss the appeal, grant the appeal, or vary the decision of the Board to lessen or increase the discipline imposed to ensure that such discipline is fair and reasonable in all of the circumstances.