



**Hockey New Brunswick**

## **Parent Code of Conduct Policy**

### **1.0 Policy Statement**

Hockey New Brunswick (HNB) expects any individual who is considered to have a vested interest in amateur hockey, and/or a strong influence on any of its members; for example, parents/guardians, family members or spectators to conduct themselves in a fair and responsible manner, and are to refrain from comments or behaviours which are disrespectful, offensive, abusive, racist, sexist or any conduct not conducive to the well-being of the game. This policy is complement to existing Hockey Canada and Hockey New Brunswick policies and procedures.

### **2.0 Definitions**

*Executive Director of HNB means* the Executive Director of Hockey New Brunswick, or any person directed to act on his / her behalf.

*HNB Conduct Review Hearing means* a panel hearing to address the behavior of individuals who are not volunteers, paid staff members of the Branch, for example, parents/guardians, family members or spectators.

*HNB Conduct Review Hearing Committee means* a minimum three person committee appointed by the President HNB, which shall include a HNB Board Member, Risk Management Committee Member, and Minor Council Executive Committee Member.

### **3.0 Background**

HNB and Hockey Canada have taken important and necessary steps towards the prevention of abuse, bullying and harassment within amateur hockey. Included in this process is the educational program Speak Out, designed to impact on the attitudes, skills and knowledge of “front-line volunteers” which will result in the safe, sportsmanlike environment for all of our members and especially the players.

As the governing body of amateur hockey within province, HNB promotes an environment whereby all individuals are treated with respect. HNB considers any form of abuse, bullying or harassment to be unacceptable and will do all it can to prevent this intolerable social problem. With the evolution Speak Out, HNB has developed both an

intervention and prevention plan in response to abuse, bullying and harassment. It also applies to any individual who, although not directly employed by, nor a registered member of a team within, nor a volunteer for any association of HNB, is considered to have a vested interest in amateur hockey, and/or a strong influence on any of its members; for example, parents/guardians, family members or spectators.

Nationally, attention to incidents of violence, abuse, and poor judgments in behaviour are on the rise in the media, social networking sites and in conversations around arenas. This rests not with the players on the ice, but parents/guardians, family members and spectators in the stands. In order to establish a safe and enjoyable environment for everyone, parents are expected to follow a code of conduct. If you disagree with the team's philosophy, development or coaching techniques, contact the coach or manager in a professional, proactive manner. Negative and unfounded rumors towards coaches or players create an air of discomfort for everyone. Yelling and screaming at young officials, players or fellow parents shows poor judgment and not tolerated by HNB.

HNB's commitment to educating and promoting positive parent/guardian behaviour is a progressive and vital component in identifying abuse, bullying and harassment and ultimately defining the elements of safety for all participants.

#### **4.0 Scope**

It is the intent of this policy to:

1. Prevent abuse, bullying and harassment in the sport environment
2. Engage those parents/guardians, family members or spectators who do not adhere to safe, sportsmanlike behaviours
3. Provide an avenue for others to address the behaviours of parents/guardians, family members or spectators through a complaint process
4. Address of parents/guardians, family members or spectators in a firm, fair process

#### **5.0 Directive**

**5.1** Any parent of a Hockey Canada player whose conduct in an arena is deemed to be disruptive and not conducive to the well being of the game, may be banned from such arena(s) as determined by the jurisdiction, Branch/Association, for a specified period of time.

**5.2** HNB has adopted this policy and implements the following three level processes to address conduct not conducive to the well being of the game. HNB will accept and review all complaints brought forward a complaint, against any individual who is considered to have a vested interest in amateur hockey, and/or a strong influence on any of its members; for example, parents/guardians, family members or spectators to conduct themselves in a fair and responsible manner, and are to refrain from comments or behaviours which are disrespectful, offensive, abusive, racist, sexist or any conduct not conducive to the well-being of the game.

**5.3** Pending the severity of the complaint the HNB Risk and Safety Committee reserves the right to advance to step two or three in the process if required.

**5.3.1** Initial Complaints

HNB will take the following action:

1. HNB will draft a standard letter to any individual identified in a complaint relating poor conduct.
2. The letter shall
  - a. Be mailed
3. The letter shall:
  - a. Inform them of this policy
  - b. Advise that their behavior has been identified as having contravened this policy,
  - c. Inform that the letter is the first notice
  - d. The letter shall be kept on file for 2 hockey seasons.
  - e. Conclude that no further action is warranted if no further complaints are received in a two year hockey calendar.

**5.3.2** Repeat Complaints

1. HNB will draft a standard letter to any individual identified in a complaint relating to poor conduct.
2. The letter shall
  - a. Be mailed
3. The letter shall:
  - a. Inform them of this policy
  - b. Advise that their behavior has been identified as having contravened this policy,
  - c. Inform that the letter is the second notice this season.
  - d. Advise them to complete and register results with HNB within 30 days one of the following:
    - i. Respect in Sport Parent Program
  - e. The letter shall be kept on file for 2 hockey seasons.
  - f. Conclude that no further action is warranted if no further complaints are received in a 2 year hockey calendar.

**5.3.3** Third Complaint

1. HNB will draft a standard letter to any individual identified in a complaint relating to poor conduct.
2. The letter shall
  - a. Be mailed
3. The letter shall:
  - a. Inform them of this policy
  - b. Advise that their behavior has been identified as having contravened this

- policy.
- c. Inform that the letter is the third final notice in a two year period,
  - d. Inform that their conduct in an arena has legitimately deemed to be disruptive and not conducive to the well being of the game, and is banned from such arena(s) as determined by the jurisdiction, Branch/Association effective immediately,
  - e. Advise that their sons / daughters, or individuals with whom they have a vested interest in, and/or a strong influence on is also banned from participating in any sanctioned activity until this complainant has attended a HNB Conduct Review hearing.
  - f. Advise that she or he is required to attend a HNB Conduct Review Hearing, and the ban is in effect until the recommendations are made delivered to their Minor Hockey Association President.
  - g. Failure to comply with the ban or failure to participate at a HNB Conduct Review Hearing will result in the loss of playing privileges of the HNB members until such time the HNB Conduct Review Committee Hearings is conducted.

## **6.0 HNB Conduct Review Hearings**

- 6.1** HNB Conduct Review Hearings shall be heard at such time and place as the HNB Conduct Review Committee Chair decides.
- 6.2** Expenses to attend the HNB Conduct Review are the responsibility of the individual whom was requested to attend the meeting.
- 6.3** A full disclosure package will be provided to the complainant no less than seven days prior to the hearing.
- 6.4** Shall an individual fail to attend a HNB Conduct Review Hearing their situation will be heard by the HNB Conduct Review Hearing Committee at the next available sitting of the HNB Conduct Review Hearing; and the ban shall remain in effect.
- 6.5** The HNB Conduct Review Hearing Committee after reviewing all information shall inform the Executive Director of HNB of their findings within 48 hours of the hearing.
- 6.6** HNB Conduct Review Hearing Committee may:
  - a. Take no further action,
  - b. Recommend a ban from such arena(s) as determined by the Committee, Branch/Association, for a specified period of time,
  - c. Recommend any course or program be completed at a cost to the individual.
  - d. Recommend a letter of apology, and/or
  - e. Make any other recommendations it deems appropriate.