



Code of Conduct

2026-2027

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1.0 PURPOSE

Prince Albert Hockey (PAH) is committed to providing a safe, inclusive, respectful, and positive hockey environment for all participants.

This Code of Conduct establishes clear behavioral expectations and accountability standards consistent with:

Prince Albert Hockey (PAH) operates in alignment with the following governing frameworks, which collectively establish the standards for conduct, safety, discipline, and organizational accountability:

- a) Policies and procedures of Hockey Saskatchewan
- b) The Safe Sport framework of Hockey Canada
- c) The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)
- d) The Safe Sport policies and guidelines established by Sask Sport, including the Saskatchewan Safe Sport framework
- e) All applicable municipal, provincial, and federal legislation, including but not limited to:
 - i) The Child and Family Services Act
 - ii) The Saskatchewan Human Rights Code
 - iii) The Occupational Health and Safety Act
 - iv) Criminal Code of Canada

All participants have the right to engage in hockey free from abuse, harassment, bullying, discrimination, retaliation, and maltreatment.

2.0 APPLICATION

This Code applies to all individuals involved in PAH activities, including but not limited to:

- a) Players
- b) Coaches and team officials
- c) Parents and guardians
- d) Spectators
- e) Officials
- f) Board members and committee members
- g) Staff and volunteers
- h) Sponsors
- i) Billet families
- j) Any person representing or acting on behalf of PAH

This Code applies to conduct:

- During games, practices, meetings, travel, tournaments, and team events
- In dressing rooms, arenas, hotels, vehicles, and team accommodations
- Online, including social media
- Outside PAH activities where conduct negatively impacts PAH, its members, or the integrity of the sport

3.0 SAFE SPORT, UCCMS, AND JURISDICTION

Prince Albert Hockey (PAH) formally adopts and incorporates by reference the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), as required by Hockey Canada and Hockey Saskatchewan.

PAH further adopts and aligns with the Safe Sport policies and guidelines established by Sask Sport, including the Saskatchewan Safe Sport framework, as part of its commitment to providing a safe, respectful, and inclusive environment for all participants.

All members, participants, teams, and affiliated individuals are required to comply with the above frameworks. Allegations of maltreatment, abuse, harassment, discrimination, or other prohibited conduct shall be addressed in accordance with applicable Safe Sport policies and procedures.

Where required, complaints involving maltreatment may be referred to Hockey Saskatchewan, Hockey Canada, or an independent third-party complaint mechanism in accordance with Safe Sport protocols.

PAH recognizes that certain matters fall outside its jurisdiction and must be addressed at the provincial or national level. In such cases, PAH shall defer to the appropriate governing body and fully cooperate with any investigation, process, or decision arising from those authorities.

4.0 GENERAL CONDUCT EXPECTATIONS

All participants shall:

- a) Treat others with dignity, fairness, and respect
- b) Demonstrate sportsmanship and integrity
- c) Respect officials and accept decisions without abuse
- d) Avoid conduct that is abusive, intimidating, discriminatory, or retaliatory
- e) Act in a manner that reflects positively on PAH and the sport of hockey

Unruly conduct, off-ice altercations, or behavior detrimental to PAH may result in disciplinary action.

5.0 ZERO TOLERANCE – SUBSTANCES & IMPAIRMENT

No individual associated with PAH shall:

- a) Be under the influence of alcohol, cannabis, or illegal drugs during PAH activities
- b) Use, distribute, or possess illegal drugs
- c) Misuse prescription medication
- d) Consume alcohol or controlled substances when supervising players

Violations may result in immediate interim suspension pending investigation.

PAH recognizes substance dependency as a health issue and may require assessment or support measures in addition to discipline where appropriate.

6.0 COACHES AND TEAM OFFICIALS

Coaches and team officials shall:

- a) Maintain professional boundaries at all times
- b) Recognize the inherent power imbalance in coach-athlete relationships
- c) Provide a safe, age-appropriate, development-focused environment
- d) Supervise dressing rooms and team activities appropriately
- e) Model respectful behavior toward officials, players, parents, and opponents
- f) Maintain required certifications and screening
- g) Support referee development and retention

Coaches and team officials shall not:

- h) Engage in maltreatment, abuse, harassment, or bullying
- i) Enter into romantic or sexual relationships with minors
- j) Retaliate against individuals who raise concerns

7.0 PLAYER RESPONSIBILITIES

Players are expected to:

- a) Treat teammates, opponents, officials, coaches, and volunteers with respect
- b) Follow team rules and league regulations
- c) Refrain from bullying, hazing, harassment, or discriminatory behavior
- d) Use social media responsibly
- e) Respect facilities and equipment

Cell phones and recording devices are prohibited in dressing rooms to protect privacy and safety.

8.0 PARENT, GUARDIAN & SPECTATOR CONDUCT

Parents, guardians, and spectators shall:

- a) Encourage fair play and positive sportsmanship
- b) Refrain from yelling, intimidation, or abusive behavior
- c) Respect officials' decisions
- d) Support coaches and team officials
- e) Avoid undermining team leadership

Failure to comply may result in removal from facilities and/or suspension of attendance privileges.

9.0 PROHIBITED CONDUCT

PAH prohibits all forms of:

- a) Physical abuse
- b) Emotional abuse
- c) Sexual abuse
- d) Neglect
- e) Harassment (including sexual harassment)
- f) Bullying and hazing
- g) Discrimination based on protected grounds
- h) Online harassment or cyberbullying

Definitions are consistent with Hockey Saskatchewan and Hockey Canada Safe Sport standards.

10.0 DUTY TO REPORT

Any individual who has reasonable grounds to suspect abuse, harassment, bullying, or maltreatment must:

1. Report immediately to the appropriate child protection authority or police where required by law; and
2. Report to the PAH President or designate.

Failure to report may constitute a breach of this Code.

PAH shall follow all mandatory reporting and Safe Sport procedures.

11.0 NON-RETALIATION

Retaliation, reprisal, intimidation, or threats against any individual who reports a concern or participates in a complaint process is strictly prohibited.

Retaliatory conduct will be treated as a separate and serious breach of this Code.

12.0 DISCIPLINE & PROCEDURAL FAIRNESS

12.1 Interim Measures

To ensure safety, PAH may impose interim measures including:

- a) Removal from a venue
- b) Temporary suspension
- c) Restrictions on participation

Interim measures are not findings of guilt and shall be reviewed promptly.

12.2 Discipline Process

PAH shall ensure:

- Written notice of allegations is provided
- An opportunity to respond
- Impartial review process
- Proportionate sanctions
- Appeal rights consistent with Hockey Saskatchewan and PAH guidelines

Sanctions may include:

- Verbal or written warning
- Suspension
- Removal from team activities
- Permanent expulsion

13.0 GOVERNANCE & CONFLICT OF INTEREST

Board members and volunteers shall:

- a) Act honestly and in the best interests of PAH
- b) Avoid conflicts of interest
- c) Maintain confidentiality
- d) Recuse themselves from matters where impartiality may be compromised

14.0 SOCIAL MEDIA

a) All PAH participants are bound by the Hockey Saskatchewan Social Media and Networking Policy.

b) Online conduct that is abusive, discriminatory, defamatory, misleading, or harmful to PAH or its members is subject to discipline.

15.0 ACKNOWLEDGEMENT

Participation in PAH programs constitutes acceptance of and agreement to comply with this Code of Conduct.

All members are expected to familiarize themselves with this policy annually.