

Game & Conduct Management

SPURRING POSITIVITY PROGRAM



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(11 Pages)

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STEP 1.0: CNN Conduct Management Policy “SPURRING POSITIVITY” program

Key Focus: The CNN Minor Hockey Association encourages the growth and development of minor Hockey in the Gibbons and Bon Accord areas. Its focus is on the safe and positive experiences that can be enjoyed and developed through everyone’s involvement in hockey at the grassroots level. To encourage the positive and enjoyable atmosphere that should be experienced by all those involved in minor hockey, CNN has introduced the “SPURRING POSITIVITY” program.

“SPURRING POSITIVITY”

Over the past several years it has become increasingly apparent that participating in hockey, whether as a player, coach, official or spectator, has become less and less enjoyable. People are leaving hockey for the wrong reasons and with bad memories. Conduct of spectators, coaches, officials and players amongst themselves is increasingly more unacceptable, both on and off the ice.

CNN Minor Hockey Association (the “Association”) views the “SPURRING POSITIVITY” program as support and confirmation to the many excellent volunteers, coaches, officials and parents who are in the majority and who have always practiced and subscribed to the fundamental principles of fun, respect and positive development of hockey (the “Game”). We see this program as a vehicle to assist them to further these values and make the Game even better and more enjoyable. One could view the “SPURRING POSITIVITY” program as a celebration of the positive elements of the Game that will overwhelm those negative elements that have unfortunately tainted the reputation of hockey today. Those few who may question the program are the very ones that many of the elements of the program are aimed at and are indicative of a problem and not a solution. It is not a time to be defensive, but rather offensive and proactive in advocating a program that is totally positive. We encourage the majority to confidently come forward with energy and support the “SPURRING POSITIVITY” program to make our Game even better.

STEP 2.0: Objective(s) of the Program:

The objective of the “SPURRING POSITIVITY” program is to provide a program which plays a significant role in the development of a young person’s values, morals, social maturity, physical fitness and mental fitness. To promote acceptable conduct which provides:

- Respect for persons
- Protection from harm
- Development of ethical conduct towards others
- Notions of justice, fairness, equity
- Caring attitudes
- Freedom to enjoy, to flourish
- Respect for the game

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It is a must that every participant abides by these principles. A participant is defined as (but not limited to) a player, coach, official, parent or spectator.

This program is not intended to be a new process for complaints about officiating or general hockey rules. The objective is to promote and insure acceptable behavior.

STEP 3.0: Definition of "Unacceptable Behavior"

An individual is displaying unacceptable behavior if they are verbally or physically harassing and/or abusing a game participant (player, coach, spectator or official). When there is a situation of "unacceptable behavior", the responsibilities of CNN Minor Hockey Association, coaches, spectators and on-ice officials are as set out herein. The focus is on achieving the program objectives. Confrontation should be avoided and reporting is encouraged, as it is an important step in attaining the objective.

STEP 4.0: Complaint Handling Procedure

4.1 Implementation Trigger

The reporting of unacceptable behavior by a director, spectator, coach, player or official is the triggering event of the complaint handling procedure. This reporting process will govern the person(s) responsible for investigating the complaint. The methods of enforcement will vary dependent on the severity of the event.

4.2 Reporting Process

If an incident occurs which meets the definition of unacceptable behavior and in the opinion of a player, spectator, coach, official or administrator, is serious enough to warrant a formal complaint, then an Incident Report Form (Appendix B) must be completed.

The Incident Report Form should be submitted to the team manager (following the established and recognized line of communication) for the commencement of the review and (if necessary) action processes. If the manager is not available or is otherwise involved then the form can be submitted to the CNN Minor Hockey Association's appropriate level director(s). Verbal reporting and/or reporting that does not follow the appropriate line of communication may not be investigated by the CNN Disciplinary Committee.

4.3 Responsible Reporters

4.3.1 On/Off Ice Officials

If, in the opinion of an official (on-ice or off-ice), an individual is verbally or physically harassing or abusing a game participant (coach, player or official), the official will at a stoppage of play, identify the offending individual and through discussion with one or both coaches, request that the offending individuals cease this unacceptable behavior. If the behavior continues, the official will document the offense or action on a game incident report form or the back of the game sheet. A copy of the write up on the game sheet will be forwarded to the appropriate CNN Minor Hockey Association's individual as outlined in step 4.2, triggering the complaint handling process.

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4.3.2 Directors, Spectators, Players

If in the opinion of a Director, spectator or player an individual is verbally or physically harassing or abusing a game participant (coach, player, official, or spectator), an incident report form is to be completed and forwarded to the appropriate CNN Minor Hockey Association's individual as outlined in step 4.2. This will trigger the complaint handling procedure.

4.4 Enforcement

After investigation, the CNN Minor Hockey Association President (or discipline committee) shall have the power to suspend summarily any player, coach, trainer, manager, official or spectator of any team under the auspices of the Association for any conduct on or off the ice which in the discretion of the President (or discipline committee) is deemed to be unbecoming or detrimental to the game.

The CNN Minor Hockey Association President (or discipline committee) shall have the power to prevent summarily any spectator from viewing any game or other activity or entering a facility to view such game or activity under the auspices of the Association for any conduct which in the discretion of the President (or discipline committee) is deemed to be unbecoming or detrimental to the game.

Further, the President (or discipline committee) shall have the power to suspend summarily the player, coach, team official or the team to which the spectator is attached.

This authority may be delegated to such Association directors and officials as the President may designate.

The power and delegation granted to the President allows for effective and quick action against conduct unbecoming or detrimental to the Game and its participants, as well as action against the team of the contravening spectator. The Association is prepared to enforce these provisions as required and are an integral part of the reporting and enforcement initiatives.

4.5 Appeal Process

Upon receiving a request for an appeal, the CNN Minor Hockey Association will establish a Special Committee comprised of three (3) members to hear any appeals related to the discipline or actions undertaken as a result of the outcome of an investigation. Appeals should be heard as soon as is practical (within 7 days). The appeal must contain a clear and concise summary of the grounds for the appeal. Notice of the appeal must be submitted to the President of the CNN Minor Hockey Association within five (5) days from the date of notification of discipline. If the appeal is denied, further appeals can be made to Hockey Alberta under the normal appeals process.

STEP 5.0: Implementation Process

5.1 Introducing the Program

At the start of the hockey season, a meeting is to be held with all team management and representatives of the officials to present the program. At this presentation, the CNN Minor Hockey Association will:

Detail the objectives

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Outline the expectations

Lay out the consequences

Explain the team's responsibilities

Explain the Association's responsibilities

Explain the distribution & collection method that will be used

The teams will be given packages with the Fair Play Pledge forms (Appendix A) and a program outline. These will be distributed to the Parents, Players, Coaches and Officials for completion. Once complete they will be collected and returned to the Association.

5.2 Pledge Forms and/or Code of Conducts

CNN Minor Hockey Association has incorporated the following pledges into the "SPURRING POSITIVITY" program. An individual must complete all pledge forms that apply to them, as various positions within a team may require the completion of additional pledge forms due to the added responsibility of the position(s). All applicable pledge forms are to be signed, completed and returned to the Association prior to Nov 15th in order for the Association member to remain eligible to participate in any Association events. Any teams with outstanding pledge forms after Nov 15th also may not be eligible to receive reimbursement of any fees paid to referees until such time that all forms are received by CNN. Regardless of whether the pledge forms are signed or not, all members are still subject to the consequences for unacceptable behavior as the "SPURRING POSITIVITY" Program is part of the Policies and Procedures of CNN Minor Hockey Association and must be followed as a condition of membership.

The consequences of not having all applicable pledge forms completed by the above indicated date is the removal of said participants (and any associated players) from any CNN Minor Hockey Association event or function.

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CNN MINOR HOCKEY ASSOCIATION

PARENTS PLEDGE

It is the intention of this pledge to promote proper behavior and respect for all participants within the Association. All parents must sign this pledge before being allowed to participate in hockey and must continue to observe the principles of Fair Play.

CODE OF CONDUCT FOR PARENTS

1. I will not force my child to participate in hockey.
2. I will remember that my child plays hockey for his or her enjoyment, not mine.
3. I will encourage my child to play by the rules and to resolve conflict without resorting to hostility or violence.
4. I will teach my child that doing one's best is as important as winning so that my child will never feel defeated by the outcome of the game.
5. I will make my child feel like a winner every time by offering praise for competing fairly and hard.
6. I will never ridicule or yell at my child for making a mistake or losing a game.
7. I will remember that children learn by example. I will applaud good plays and performances by both my child's team and their opponents.
8. I will never question the official's judgment or honesty in public. I recognize officials are being developed in the same manner as players.
9. I will support all efforts to remove verbal and physical abuse from children's hockey games.
10. I will respect and show appreciation for the volunteers who give their time to hockey for my child.

I agree to abide by the principles of this CODE as set and supported by this Association.

I also agree to abide by the rules, regulations and decisions as set for this Association.

PRINT

NAME _____ DATE _____

SIGNATURES:

PARENT _____ PARENT _____

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CNN MINOR HOCKEY ASSOCIATION

PLAYERS PLEDGE

It is the intention of this pledge to promote proper behavior and respect for all participants within the Association. All players must sign this pledge before being allowed to participate in hockey and must continue to observe the principles of Fair Play.

CODE OF CONDUCT FOR PLAYERS

1. I will play hockey because I want to, not because others or coaches want me to.
2. I will play by the rules of hockey and in the spirit of the Game.
3. I will control my temper - fighting or "mouthing-off" can spoil the activity of everyone.
4. I will respect my opponents.
5. I will do my best to be a true team player.
6. I will remember that winning isn't everything - that having fun, improving skills, making friends and doing my best are also important.
7. I will acknowledge all good plays and performances - those of my team and my opponents.
8. I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.

I agree to abide by the principles of this CODE as set and supported by this Association.

I also agree to abide by the rules, regulations and decisions as set for this Association.

PRINT

NAME _____ DATE _____

SIGNATURE:

PLAYER _____ TEAM _____

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CNN MINOR HOCKEY ASSOCIATION

COACHES PLEDGE

It is the intention of this pledge to promote proper behavior and respect for all participants within the Association. All coaches must sign this pledge before being allowed to participate in hockey and must continue to observe the principles of Fair Play.

CODE OF CONDUCT FOR COACHES

1. I will be reasonable when scheduling games and practices remembering that young athletes have other interests and obligations.
2. I will teach my athletes to play fairly and to respect the rules, officials, opponents and teammates.
3. I will ensure all athletes receive equal instruction, discipline, support and appropriate, fair playing time.
4. I will not ridicule or yell at my athletes for making mistakes or for performing poorly. I will remember that children play to have fun and must be encouraged to have confidence in themselves.
5. I will make sure that equipment and facilities are safe and match the athlete's ages and ability.
6. I will remember that children need a coach they can respect. I will be generous with praise and set a good example.
7. I will obtain proper training and continue to upgrade my coaching skills.

I agree to abide by the principles of this CODE as set and supported by this Association.

I also agree to abide by the rules, regulations and decisions as set for this Association.

PRINT

NAME _____ DATE _____

SIGNATURE:

COACH _____ TEAM NO. _____

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INCIDENT REPORT FORM

This form is to be utilized by anyone in the CNN Minor Hockey Association to report an incident of unacceptable behavior. An individual is considered to be displaying unacceptable behavior if they are verbally or physically harassing and/or abusing a game participant (player, coach, spectator, or official).

DATE & TIME OF INCIDENT _____

NAME OF OFFENDING INDIVIDUAL _____

ASSOCIATED WITH (TEAM NAME) _____

NAME(S) OF ADDITIONAL WITNESSES _____

On a separate attachment, please provide a clear description of the unacceptable behavior witnessed. Please use black ink or type the report. Reports that are not legible will not be reviewed.

You can expect an official to investigate your report. Unfortunately, a written response to all reports is not possible as our volunteers do not have the resources to do so. We do however hope to be able to contact complainants at some point during or after the investigation. Resolution typically takes 2 to 4 weeks from receipt.

Please summarize your expectation of the outcome resulting from your report:

If additional space is required, please use reverse side or attach separately.

NAME: _____

ADDRESS: _____ **City/Town:** _____

PHONE: _____

SIGNATURE: _____ **DATE:** _____

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Appendix C Discipline Guidelines

In many instances, offences that are similar to those identified in the Hockey Alberta Minimum Suspension Guidelines will be dealt with in the same manner. The only difference being that when we are dealing with adults who should know better, they would be given an additional game suspension.

When an individual is suspended, they are suspended from all Minor Hockey activities. This includes attending other siblings' games if they are a parent with other children playing hockey. It also includes refereeing games if they are a referee.

ALL SUSPENSIONS SHOULD BE REVIEWED BY THE SAME PERSON(S) TO ENSURE CONSISTENCY IN THE APPLICATION OF DISCIPLINE IS MAINTAINED.

Severity of Discipline

- a. Mild - Reprimand to One-month suspension - This would be applied when it is a first offence which is less severe in nature. The offending individual has shown true remorse and the actions are out of character. There is little chance of this person reoffending.
- b. Moderate - One-month to six-month suspension - This is for offences which are mild to moderate in severity. Application of this type of discipline would typically be for a second offence. It would also be applied to individuals who have not accepted responsibility for their actions, show no remorse and/or the likelihood of re-offending is high.
- c. Severe (six-month to indefinite suspension or association membership removal) This is for the most serious offences. An example could be physically threatening or assaulting another individual. Application of this type of discipline would be for individuals who have re-offended multiple times or have not accepted responsibility for their actions, show no remorse and are likely to re-offend. The CNN Discipline committee will produce a recommendation in these circumstances. A severe disciplinary action will be reviewed in a CNN executive or board meeting prior to being levied. The Association President will be removed from said executive or board meeting as they will be the primary means of appeal.

The following list is an example of individuals that have been delegated authority to assess suspensions on behalf of CNN Minor Hockey Association

Association President (in time sensitive, unusual or extreme cases)

Individual(s) or committee charged with program enforcement (up to indefinite suspension or membership removal)

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Appendix D

HOCKEY ALBERTA GAME & CONDUCT MANAGEMENT ABUSE & HARRASSMENT DESCRIPTION

3.0 MATTERS OF UNACCEPTABLE CONDUCT AND BEHAVIOUR

3.1 Abuse and Neglect

3.1.1 When any person has reasonable grounds, in the course of Hockey Alberta business, activities or events that a child is being abused or neglected, he or she shall report this belief to the child protection authorities and/or Police. Hockey Alberta's General Manager should also be advised of the intent to report.

3.1.2 Hockey Alberta shall take no further action until such time as the authorities and/or Police have concluded their investigation, unless there is cause for an immediate suspension on an interim basis to protect the child from further harm.

3.1.3 The matter shall than be dealt with as a disciplinary matter pursuant to this policy, and the report of the investigation carried out by authorities may be utilized as required by Hockey Alberta.

3.2 Harassment

Harassment is a form of discrimination. Harassment is prohibited by human rights legislation. In its most extreme forms, harassment can be an offence under the Criminal Code of Canada.

3.2.1 Harassment is defined as conduct, which is disrespectful, insulting, intimidating, humiliating, offensive or physically harmful. Types of behaviour which constitute harassment include, but are not limited to:

- (a)** Unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex or sexual orientation.
- (b)** Condescending, patronizing, threatening or punishing actions which undermine self-esteem or diminish performance.
- (c)** Practical jokes that cause awkwardness or embarrassment endanger a person's safety or negatively affect performance.
- (d)** Unwanted or unnecessary physical contact including touching, patting or pinching.
- (e)** Any form of hazing.
- (f)** Any form of physical assault or abuse.
- (g)** Any sexual offense.
- (h)** Behaviors such as those described above which are not directed towards individuals or groups but which have the effect of creating a negative, hostile or uncomfortable environment.