



# CANTERBURY ICE HOCKEY ASSOCIATION

## Code of Conduct Policy

### 1. INTRODUCTION

This Code of Conduct identifies the standard of behaviour which is expected of all Canterbury Ice Hockey Association (hereafter “CIHA”) Members and participants, which for the purpose of this policy shall include all:

- Players
- Parents and Guardians
- Coaches, Trainers, and Team Managers
- Game Officials
- CIHA Committee Members, Volunteers, Employees, and Contractors

CIHA endeavours to provide a healthy, caring, enjoyable, respectful, and safe environment for all of our Members. In this spirit, we have adopted policies outlining expectations of Member conduct.

Membership in the CIHA and participation in CIHA activities, whether as a player, coach, game official, or in any other role, is a privilege. Any Member or participant whose conduct the CIHA Committee determines is inconsistent with this Code of Conduct may face consequences, including:

- The filing of an incident report; and/or
- A hearing with the CIHA Disciplinary Committee; and/or
- Temporary suspension from teams, ice sessions, and/or CIHA; and/or
- Permanent expulsion from teams, ice sessions, and/or CIHA.

### 2. MEMBER POLICIES

#### A. ALL MEMBERS

All CIHA Members are expected to:

- Conduct themselves at all times in a manner consistent with the values of CIHA, which include fairness, integrity, and respect, and encourage others to do the same.
- Refrain from behaving in a way that is discriminatory, abusive, harassing, violent or otherwise inappropriate towards others, in person and online.
- Refrain from any actions that could bring the sport of ice hockey or the CIHA into disrepute.
- Understand the policies contained herein and abide by them.

## *B. ADULT PLAYERS (Age 18+)*

Adult players are expected to:

- Treat teammates, opponents, coaches, managers, officials, administrators, and spectators with fairness and respect, both on and off the ice.
- Compete with good sporting behaviour, honesty, and integrity.
- Adhere to the rules and regulations of the game, avoiding actions that could purposely endanger the safety of players or on-ice officials.
- Manage emotions and behaviour, refraining from any form of physical or verbal abuse, including taunting, harassment, or other emotional abuse.
- Respect the officials and their decisions at all times, do not argue with on-ice officials' decisions, and accept on-ice penalties without delay.
- Pay all CIHA fees in full by payment deadlines. Players with overdue payments are not eligible to register for any CIHA activity unless they have established a written payment plan with the CIHA and are up to date on those payments.
- Refrain from playing ice hockey under the influence of alcohol or illicit drugs; and acknowledge that doing so is unacceptable and that the use of illicit drugs is prohibited by law.

## *C. YOUTH PLAYERS (Under Age 18)*

In addition to the conduct expectations in 2A and 2B, above, youth players are expected to:

- Learn the rules of the game and play by them, work to improve skills, put in best efforts during practices and games, and exhibit good sporting behaviour.
- Make a commitment to their team to attend all practices, games, meetings, and special events to the best of their ability.
- Respect coaches, managers, and other CIHA representatives, abiding by their decisions and instructions.
- Not possess, use, or distribute tobacco, vapes, alcohol, stimulants, or illicit drugs at, or in connection with, any CIHA event. Violation of this policy will result in immediate indefinite suspension pending a hearing with the CIHA Disciplinary Committee.

## *D. PARENTS/GUARDIANS*

Parents and guardians are expected to:

- Ensure your child understands and abides by CIHA's conduct expectations for youth players, as described in the "YOUTH PLAYERS" section above.
- Encourage and support your child's participation in sports, emphasising enjoyment, skill development, and personal growth over winning at all costs.
- Respect the authority and decisions of coaches, officials, and administrators, refraining from interfering with play or engaging in confrontational behaviour.
- Lead by example, demonstrating good sporting behaviour, respect for others, and appropriate rink-side behaviour during practices and games.
- Maintain open and respectful communication with coaches, administrators, and other parents, observing a 24-hour "cooling off" period for any grievance before engaging the proper channel in a constructive manner.
- Prioritise the safety and well-being of your child, ensuring that playing equipment is properly maintained, and adhering to all safety guidelines and protocols.

- Pay all CIHA fees in full by payment deadlines for programs in which you register your child. Parents with overdue payments for their child (or themselves if they play) are not eligible to register their child (or themselves) for any CIHA activity, unless they have established a written payment plan with the CIHA and are up to date on those payments.

#### *E. COACHES, TRAINERS, AND TEAM MANAGERS*

Coaches, Trainers, and Team Managers are expected to:

- Conduct themselves with professionalism and integrity, adhering to the highest ethical standards in all interactions and decisions.
- Serve as positive role model, fostering an environment of respect, fairness, and inclusivity.
- Provide constructive feedback, guidance, and encouragement to players, focusing on skill development, teamwork, personal growth, and enjoyment of the sport of ice hockey and sports in general.
- Treat all players fairly and equitably, providing equal opportunities for development and advancement.
- Respect game officials, cooperate with their decisions, and refrain from public criticism of them.
- Uphold the principles of good sporting behaviour and fair play, promoting respect for opponents, officials, and the integrity of the game.
- Prioritise player safety and take appropriate steps to see that equipment, facilities, and training plans are safe.
- Watch for possible incidents of taunting and other abuse, and raise concerns through the appropriate manager or administrative channel.

#### *F. ON-ICE GAME OFFICIALS*

On-ice officials are expected to:

- Officiate games to the best of one's ability with impartiality, integrity, and professionalism, enforcing the rules consistently and fairly for all teams and players.
- Maintain clear and respectful communication with players, coaches, and off-ice officials, explaining decisions when appropriate and addressing concerns in a calm and professional manner. Maintain cordial interactions even when not officiating.
- Strive for continuous improvement and professional development, staying updated on rule changes, officiating techniques, and best practices.
- Prioritise the safety of all participants, taking appropriate action to prevent or address unsafe conditions or behaviour on the ice, including penalising all injury-potential infractions.
- Uphold the authority and dignity of the officiating role at all times.
- Inform CIHA at least 24 hours in advance, where possible, if unable to officiate an assigned game.
- Refrain from consuming alcohol prior to or during officiating a game; and acknowledge that doing so is unacceptable, and that the use illicit drugs is prohibited by law.

#### *G. CIHA COMMITTEE MEMBERS, VOLUNTEERS, CONTRACTORS, EMPLOYEES*

CIHA Committee Members, Volunteers, Contractors, and Employees are expected to:

- Serve as positive role model, whilst demonstrating full compliance with this CIHA Code of Conduct and fostering an environment of respect, fairness, and inclusivity.
- Strive to be competent, well prepared and adequately skilled in one's area of responsibility, obtaining proper training and upgrading skills when appropriate.
- Fulfil obligations and responsibilities toward the association to the best of one's abilities.
- Emphasise the importance of the Code of Conduct to players, parents, and all other CIHA Members, and help Members understand and abide by it.

### **3. GRIEVANCE COMMUNICATION POLICIES**

The CIHA strongly encourages conflict resolution through open dialog, understanding, and good faith efforts to reach common ground.

A Member with a grievance must (1) observe a minimum 24-hour "cooling off" period, excepting urgent cases; (2) consider whether their grievance would likely be deemed serious and have merit in the eyes of a fair-minded and fully-informed observer (or review committee); and, (3) review expectations for their own conduct as described in Section 2, and ensure compliance at all times with this CIHA Code of Conduct when expressing grievances and seeking resolution.

Members should, in the first instance, act in good faith to seek sensible resolutions before lodging a formal grievance. In circumstances when a serious issue cannot be satisfactorily resolved through common sense, consideration of all perspectives, and respectful dialog, the issue may be communicated to the appropriate channels, as outlined below.

#### **A. PARENTS/GUARDIANS**

Parents/guardians wishing to meet with a coach or other team official to discuss a grievance must follow the below guidelines:

- i. Parents/guardians will not approach team staff during or immediately after a training session or game. Parents must observe a 24-hour "cooling off" period. Individuals in violation of this may be subject to CIHA disciplinary actions.
- ii. After 24 hours, the following lines of communication shall be followed:
  - Speak with the Team Manager, who is the liaison between the Coaching staff and the parents.
  - If there is no Team Manager, or if the Team Manager is the subject of the grievance, or if the grievance has otherwise not been satisfactorily resolved, speak with the League Director.
  - If not satisfactorily resolved, the issue may be forwarded, in writing, to the CIHA Vice President.

#### **B. COACHES, MANAGERS, OFFICIALS, AND OTHER CIHA REPRESENTATIVES**

When a Coach, Team Manager, or other CIHA representative has an issue that requires resolution, the following lines of communication shall be followed:

- i. In the case of CIHA club leagues:
  - Speak with the League Director.

- If not resolved, the issue may be forwarded in writing to the CIHA Vice President.
- ii. In the case of CIHA representative teams:
  - Speak with the Director of Player & Coach Development.
  - If not satisfactorily resolved, the issue may be forwarded in writing to the CIHA Vice President.

### C. *PLAYERS*

When a player has an unresolved issue, it should be discussed with their Team Manager. If still unresolved, the player may follow communication channels described in Section 3B.

#### Grievances Regarding Game Officials

These grievance processes do not apply where players, coaches, or others do not like the way a referee or linesmen called particular games, nor are they for questioning interpretations or judgment calls. Additionally, players, coaches, and managers will not be allowed to dictate which officials may or may not officiate their games.

Any intimidating, disrespectful or hostile behaviour by a player, manager, coach, team official, parent/guardian, or other CIHA Member towards any on- or off-ice game official may result in disciplinary action, including suspension and expulsion.

Serious concerns by coaching staff or others regarding a game official's conduct—not their on-ice calls—may be reported in writing to the CIHA Director of Officiating, with a copy forwarded to the CIHA Vice President.

## 4. **DISCIPLINARY PROCESS**

The CIHA Disciplinary Committee shall consist of three to five members of the CIHA Committee. The CIHA Vice President shall be one of these members and will coordinate, organise, oversee, and Chair all disciplinary actions and proceedings. In the absence of the Vice President, the CIHA Committee may appoint another member of the CIHA Committee to act as an interim Disciplinary Committee Chair. All decisions made by the CIHA Disciplinary Committee are final.

### A. *GAME VIOLATIONS*

Game violations are subject to CIHA and NZIHF rules and regulations, which may involve an automatic suspension and/or hearing with the CIHA Disciplinary Committee, in accordance with NZIHF Disciplinary, Tribunal, & Suspension Regulations.

All game misconduct penalties will be reported from the game Referee and/or Director of Officiating to the CIHA Vice President. A game report containing a violation is to be delivered to the CIHA Vice President within 24 hours of the game completion. The CIHA may extend this reporting period to 48 hours when deemed justified to receive a complete and accurate game report. Disciplinary paperwork must be completed and dispatched by the Disciplinary Committee within 48 hours of receiving the game report.

### B. *NON-GAME VIOLATIONS*

Non-game Code of Conduct violations are subject to review by the CIHA Disciplinary Committee. Additionally:

- Members can be issued a verbal warning by any member of the CIHA Committee at any time. The Committee Member must be of the opinion that a warning is necessary to uphold the policies of the CIHA, the rules governing the play of hockey, or it is in the best interest of the CIHA and its Members.
- A League Director or duly-appointed Youth Coach or Team Manager may suspend, for discipline, any player for up to 1 game for conduct deemed in serious violation of this Code. Suspensions for more than 1 game must have the approval of the CIHA Disciplinary Committee. A suspension received while travelling applies to all tournament and exhibition games.
- The CIHA Vice President must be advised of all such verbal warnings and suspensions.

Game suspensions must be served in accordance with the suspension advice issued by the CIHA. CIHA game suspensions do not impact a Member's ability to play in non-CIHA leagues and non-CIHA league suspensions do not carry over to CIHA league play, unless otherwise advised by the CIHA.

## **5. POLICY CHANGES**

The CIHA Executive Committee may amend this Code of Conduct at any time. The current Code of Conduct in effect is available to all Members on the CIHA website.