

BEHAVIOUR POLICY

The Halifax Hawks Minor Hockey Association is a non-profit organization that supports the on and off ice development of children. Policies have been developed to ensure that all participants are aware of the expectations of all members.

The objects of the 'association' are to:

- Conduct, foster, organize and instigate for the provision of minor hockey as a recreational activity in the community of Halifax for participants as defined for minor hockey by Hockey Canada;
- Foster and encourage sportsmanship and respect;
- Organize and administer all teams for internal and inter-association competition; and
- Organize and conduct programs and initiatives designed to develop the skills of its participants. The core values of the 'association' are to:
 - Create a positive hockey experience for all participants in a safe, fun, sportsmanlike environment;
 - Foster the development of life skills, including respect for all people by all participants;
 - Nurture teamwork, through which we strive to be the best we can be;
 - Demonstrate consistency in our decisions and applications of policies and regulations;
 - Encourage innovation and creating an environment where learning and flexibility are the tools we use to wisely handle changing circumstances;
 - Encourage teamwork, as a lifelong skill; and
 - Maintain perspective and a healthy balance between life and the game.

This document, in conjunction with the Association's Code of Conduct outlines the expected actions and behaviour of all members of the Association. Members are defined but not limited to children, parents and relatives of participants, coaches, and team staff. It is the responsibility of all members of the association who are at minor hockey events to use appropriate and respectable behaviour that fosters a positive environment for children and the community at large.

It is the responsibility of every member to model the behaviours outlined in the code of conduct. All members of the association must share the burden of achieving the behaviours required for a positive, fun minor hockey experience. The Association's Behaviour Policy outlines the general behavioural expectations of all participants and the process that will be followed should unacceptable behaviour occur.

The mission of the Halifax Hawks Minor Hockey Association is to lead, develop and promote positive hockey experiences. The well-being and safety of its participants are of primary importance. This includes, among other things, a shared responsibility with parents, guardians and family members to nurture the physical and emotional well-being and safety of its participants.

The Respect in Sport, Hockey Nova Scotia Intervention policy, insurance, and safety programs provide resources to help foster and maintain a respectful and safe environment. The additional policies and procedures adopted by Association are meant to supplement these programs to ensure we achieve this environment.

Complaints and Sanctions

All complaints, concerns or questions related to incidents that violate the Association's 'Code of Conduct' and 'Behaviour' policies at a team level must first be disclosed to the team manager. We encourage the twenty-four (24) hour cooling off period before discussions to ensure that proper thought and reflection of the situation has occurred. Managers and coaches may utilize the Divisional Director and/or members of the Resolution and Discipline Committee as information resources if they require assistance in dealing with a situation.

When a team level concern cannot be resolved at the team level, the complaint must be submitted in writing by the Team Manager to the Secretary or Vice President, Risk Management.

Examples include unresolved conflicts with coaching staff, parents, game or practice incidents that do not involve or include officiating decisions, member's actions which may be deemed unacceptable behaviour, and/or actions contrary to the Code of Conduct.

In all cases, the Vice President, Risk Management, will review the complaint and an investigation will occur if warranted. The offending party involved in the complaint will be notified by a member of the Executive that a complaint has been filed. Discussions of complaints of a sensitive or personal nature will not be open to the general membership and will be kept confidential at all times. The results of any investigation and findings will be reported to the Board of Directors only.

Disciplinary measures may include restitution, apology, requirement to participate in education courses (e.g. Respect in Sport), coach/player/parent/relative suspensions, and, most severely, cancellation of the membership of the offender and his/her children. Registration fees will not be refunded in these situations.

The Halifax Hawks Minor Hockey Association uses a progressive discipline policy in that penalties for breeches of the Code of Conduct and Behavioural policies are more severe for repeat offenders. An Appeal Committee, as outlined by the Hockey Nova Scotia Constitution shall be convened by Hockey Nova Scotia to hear appeals from decisions rendered. All properly filed complaints shall receive a written reply.

Progressive Discipline

STEP 1: The Association's Secretary, President and Vice President, Risk Management are made aware of an incident via the incident report that is in violation of the Association's Code of Conduct and Behavioural Policy. The complaint will be reviewed and an investigation will be conducted. The Association will provide a ruling on the issue, file documentation of the incident, and issue an official status to the involved offender to advise where they are within the progressive disciplinary process. Failure to comply with any request from the Association or any further insubordination will result in an immediate progression to step two (2).

STEP 2: In the event that there is a progression or continuation of issues specific to the same individual (family or association member) the Association will immediately call a hearing and the individual will be advised that they are to have no further contact with the team (not permitted to be at any minor hockey event related to that team) until the hearing is completed. Ranges of discipline may include a variety of disciplinary measures as outlined in Complaints and Sanctions. Failure to appear as requested will result in progression to step three (3).

STEP 3: In the event that there is a need for an additional investigation involving the same individual (family or association member) and if it is determined that they are behaving in a manner contrary to the Association's Code of Conduct the individual could be suspended from any further contact with the team for a 30 day period.

STEP 4: In the event there is any further action required by the entire family, including the player, could be suspended from any further association with the team for the balance of the season. Reinstatement the following season will be on the condition of understanding that any activity will automatically escalate to step two (2).