



Disciplinary policy - Derogatory conduct

Objectives :

The purpose of this policy is to ensure that parents, coaches and players behave appropriately during Minor Hockey Association (MHA) activities. Otherwise, sanctions may be applied when:

- 1) A parent, coach or player behaves in a **derogatory conduct** with respect to their respective code of ethics (ref.: Bylaw 10.4, Administrative Regulations Hockey Québec)
- 2) One or more penalties are called by an official or officials to a coach or player for **derogatory conduct during a game**. (ref. : Codification des punitions de Hockey Québec – Groupe 5_Fautes relatives au comportement)

Definitions :

- **Parent**: any person with a family and/or authority relationship with the player (father, sister, grandfather, guardian, etc.).
- **Coach**: any team personnel listed on the team's T112 (head coach, assistant coach, manager, etc.)
- **Player**: any regular or substitute player appearing on the team's T112
- **Team activities**: any on-ice or off-ice team activity organized between the beginning and end of the season (**practices_player/spectator**, **games_player/spectator**, off-ice training, end-of-season party, fundraising, etc.).
- **Witness**: any person physically present at the team's activity who has seen and/or heard derogatory conduct can certify and report it.

Derogatory conduct:

Categories:

Derogatory conduct by parents, coaches and players can be divided into three categories:

- Non-compliance with the code of ethics:
 - Verbal : verbal abuse/violence, threats, insults, discriminatory remarks, etc.
 - Psychological: bullying, harassment, rejection, etc.
 - Physical: physical abuse/violence, aggression, etc.
- Penalty obtained during a match:
 - A: MINOR or MINOR bench penalty
 - B: MAJOR penalty
 - C: INCONDUCT penalty
 - D: EXTREME INCONDUCT or GROSS INCONDUCT penalty
 - E: MATCH penalty



Identification :

Derogatory conducts by parents, coaches and players **are reported to one of the members of 1) the Board of Directors and/or 2) the MHA Discipline Committee** at plaintes@hmip.org in 2 ways:

- Non-compliance with the code of ethics:
 - Corroborated testimony from **2 witnesses present** at the team activity during which derogatory behavior was observed
- Penalty obtained during a match:
 - Penalty code indicated on the game sheet

Each sanction reported for a parent, coach or player will be recorded in a register maintained by the AHM. Each reported derogatory behavior will be reported to Hockey Lac St-Louis, the regional league, and **will be kept in the register for a period of 5 years.**

Nature :

The nature of the various sanctions applicable to derogatory behavior is as follows:

- Non-compliance with the code of ethics:
 - Warning
 - Prohibition from participating in team activities
 - Arena attendance ban
 - Refusal to register a player for the following season
- Penalty obtained during a match:
 - MHA suspension
 - Increase in suspension following a penalty (games)
 - Refusal to register a player
 - Prohibition from holding a coaching position



Sanctions:

Non-compliance with the code of ethics

Sanction* _Parents - <u>Non-compliance with the code of ethics</u>			
	Derogatory conduct categories		
Reported event	Verbal	Psychological	Physical
1st event	Warning	Warning	Ban on attendance and/or participation in team activities for 2 months
2 nd event	Ban on attendance and/or participation in team activities for 2 weeks	Ban on attendance and/or participation in team activities for 2 months	Ban on attendance and/or participation in team activities for the rest of the season
3 rd event	Ban on attendance and/or participation in team activities for 2 months	Ban on attendance and/or participation in team activities for the rest of the season	
4th event	Ban on attendance and/or participation in team activities for the rest of the season		

*** Sanctions not respected will result in suspension of team activities (cancellation of practices and forfeiture of games). Team activities may resume once the sanction has been served in full.**



Sanction*_Coaches - Non-compliance with the code of ethics			
	Derogatory conduct categories		
Reported Event	Verbal	Psychological	Physical
1st event	Warning	Warning	Ban on attendance and/or participation in team activities for 2 months
2nd event	Ban on attendance and/or participation in team activities for 2 weeks	Ban on attendance and/or participation in team activities for 2 months	Ban on attendance and/or participation in team activities for the rest of the season / Banned from coaching for 5 years
3rd event	Ban on attendance and/or participation in team activities for 2 months	Ban on attendance and/or participation in team activities for the rest of the season / Banned from coaching for 2 years	
4th event	Ban on attendance and/or participation in team activities for the rest of the season / Banned from coaching for 1 year		

*** Sanctions not respected will result in suspension of team activities (cancellation of practices and forfeiture of games). Team activities may resume once the sanction has been served in full.**



Sanction* _Players - Non-compliance with the code of ethics			
	Derogatory conduct categories		
Reporter event	Verbal	Psychological	Physical
1st event	Warning	Warning	Ban on attendance and/or participation in team activities for 2 months
2nd event	Ban on attendance and/or participation in team activities for 1 week	Ban on attendance and/or participation in team activities for 2 months	Ban on attendance and/or participation in team activities for the rest of the season
3 rd event	Ban on attendance and/or participation in team activities for 2 months	Ban on attendance and/or participation in team activities for the rest of the season	Expulsion from association / Registration refused for 2 years
4 th event	Ban on attendance and/or participation in team activities for the rest of the season	Expulsion from association / Registration refused for 2 years	
5 ^e évènement	Expulsion from association / Registration refused for 1 year		

* Sanctions not respected will result in suspension of team activities (cancellation of practices and forfeiture of games). Team activities may resume once the sanction has been served in full. In the event of expulsion from the MHA, the player will not be released to register with another MHA.



Match Penalties

Sanction* _Coach – Match Penalty				
	Derogatory conduct categories			
Reported event	A – MINOR (A61 ou A70)	C – INCONDUCT (C61 ou C70)	D – EXTREME INCONDUCT / GROSS INCONDUCT (D61, D62, D63, D64, D66, D67 ou D70)	E – MATCH (E67, E77, E78 ou E79)
1 st event	Warning	Warning	Suspension from team activities for the duration of the suspension imposed by the league	Suspension from team activities for the duration of the suspension imposed by the league
2 nd event	Ban on attendance and/or participation in team activities for 1 week	Ban on attendance and/or participation in team activities for 2 weeks	Ban on attendance and/or participation in team activities for 1 month	Ban on attendance and/or participation in team activities for 2 months
3 rd event	Ban on attendance and/or participation in team activities for 1 month	Ban on attendance and/or participation in team activities for 2 months	Ban on attendance and/or participation in team activities for the rest of the season / Banned from coaching for 2 years	Ban on attendance and/or participation in team activities for the rest of the season / Banned from coaching for 5 years
4 th event	Ban on attendance and/or participation in team activities for the rest of the season	Ban on attendance and/or participation in team activities for the rest of the season / Banned from coaching for 1 year		

* Sanctions not respected will result in suspension of team activities (cancellation of practices and forfeiture of games). Team activities may resume once the sanction has been served in full.



Sanction* _Players – Game penalty				
	Derogatory conduct categories			
Reported event	A – MINOR (A61 or A70)	C – INCONDUCT (C61 or C70)	D – EXTREME INCONDUCT / GROSS INCONDUCT (D61, D62, D63, D64, D66, D67 or D70)	E – MATCH (E67, E77, E78 or E79)
1 st event	Warning	Warning	Suspension from team activities for the duration of the suspension imposed by the league	Suspension from team activities for the duration of the suspension imposed by the league
2 nd event	Ban on attendance and/or participation in team activities for 1 week	Ban on attendance and/or participation in team activities for 2 weeks	Ban on attendance and/or participation in team activities for 1 month	Ban on attendance and/or participation in team activities for 2 months
3 rd event	Ban on attendance and/or participation in team activities for 1 month	Ban on attendance and/or participation in team activities for 2 months	Ban on attendance and/or participation in team activities for 2 months	Ban on attendance and/or participation in team activities for the rest of the season
4 th event	Ban on attendance and/or participation in team activities for 2 months	Ban on attendance and/or participation in team activities for the rest of the season	Ban on attendance and/or participation in team activities for the rest of the season	Expulsion from association / Registration refused for 5 years
5 th event	Ban on attendance and/or participation in team activities for the rest of the season	Expulsion from association / Registration refused for 1 year	Expulsion from association / Registration refused for 2 years	

*** Sanctions not respected will result in suspension of team activities (cancellation of practices and forfeiture of games). Team activities may resume once the sanction has been served in full.**



PARENTS' CODE OF ETHICS

By-law 10.4 of Hockey Québec's Administrative Regulations stipulates that each parent must read and sign the "Parents' Code of Ethics". Failure to comply with this code of ethics will result in a sanction.

Parents who are concerned about their child's development must take an interest in their child's well-being, and be aware of the educational values conveyed by the sport or leisure activity in question. They must therefore collaborate in the use of sport or leisure activities as a means of education and expression, so that their child can benefit from them. To fulfill their duties, parents must adopt the following behaviors:

- A. Demonstrate respect for coaches, managers and officials.
- B. Behave and use appropriate language.
- C. Avoid all verbal and **physical** violence towards participants and support all efforts in this direction.
- D. *Never forget that their child is playing a sport or participating in a leisure activity for his or her own enjoyment, not for their parents'.*
- E. *Encourage their child to respect the sportsmanship charter, the rules of the game or the team or program house rules.*
- F. *Recognize their child's good performances as well as those of opposing participants.*
- G. *Help their child strive to improve his or her skills and develop sportsmanship and camaraderie.*
- H. *Teach their child that honest effort is just as important as winning.*
- I. *Objectively judge their child's potential and avoid projections.*
- J. *Help their child choose an activity or activities that suit his or her tastes.*
- K. *Never ridicule a child for committing a foul or losing a game.*
- L. *Encourage their child by their example to respect the rules and resolve conflicts without aggression or violence.*
- M. *Take note of the guidelines offered on this website www.sportbienetre.ca.*
- N. Use social networks, the internet and other electronic media ethically and respectfully of colleagues, coaches and leaders, not to use them to provoke opponents or other members.
- O. Ensure that everyone is treated with respect and fairness.
- P. Undertake to comply with all requirements and recommendations of the Santé publique du Québec and other governmental authorities, and to implement and adopt all necessary measures to this effect in connection with the Federation's return to field hockey plan.
- Q. Maintain confidentiality in all files, including those related to COVID19.
- R. Strictly comply with Hockey Québec's Return to Hockey Plan and Public Health regulations.



- S. Accept and respect at all times the decisions of the administrators, coaches and officials in relation to the Federation's return to field hockey plan and the rules of Public Health.



COACHES' CODE OF ETHICS

By-law 10.4 of Hockey Québec's administrative regulations stipulates that each coach must read and sign the "Code of Ethics for Coaches". Failure to comply with this code of ethics will result in a sanction.

Above all, the coach must be aware of the importance of his role and the great influence he has on the participants and those around him. He must assume a mission of physical, moral and social education and training for participants, and show himself worthy of this responsibility. He must be more concerned with the well-being and interests of his participants than with their results. He must not consider sport and leisure as an end in itself, but as an educational tool. In order to accomplish his task successfully, the coach must :

Physical safety and health of participants

- A. *Ensure that training, competition and activity sites are safe at all times.*
- B. *Be prepared to intervene quickly and appropriately in the event of an emergency.*
- C. *Avoid putting participants in situations that present unnecessary risks or are not adapted to their level.*
- D. Seek to preserve the health, safety, integrity and present or future well-being of participants.**
- E. *Obtain parental permission to drive a minor participant to or from a practice, competition or activity.*

Train responsibly

- A. *Use the authority associated with one's position judiciously and make decisions that are in the best interests of participants.*
- B. *Promote the development of participants' self-esteem.*
- C. *Avoid taking personal advantage of a situation or decision.*
- D. *Know your limits in terms of knowledge/skills when making decisions, giving instructions or taking action.*
- E. *Honor commitments, promises and agreed-upon objectives. Maintain confidentiality and privacy of personal information and use it appropriately.*
- F. Use social networks, the internet and other electronic media ethically and respectfully of colleagues, coaches and leaders, not to use them to provoke opponents or other members.**
- G. Refrain from consuming alcoholic beverages or drugs in the course of their duties, and make their players aware of the problems associated with the use of these products and with doping in sport.**



- H. Ensure that everyone is treated with respect and fairness, regardless of age, sex, color, race, citizenship, ethnic origin, language, religion, disability, gender identity or sexual orientation.**

Integrity in relations with others

- A. Avoid situations that may affect the objectivity, impartiality or integrity of coaching functions.*
- B. Refrain from any behavior constituting abuse, harassment, neglect or violence, or any inappropriate relationship with a participant. Page 2 Articles in bold are those modified for the 2022-2023 season.**
- C. As a general rule, all activities must be planned in such a way that a coach is never alone in a closed private area with a participant, or a person involved in the environment. This place can be real (room, dressing room, car) or virtual (messaging system, social network).**

Specifically:

- Electronic communications between a participant and a coach must include the participant's parents if the participant is under 18 years of age.
 - Group e-mails should be preferred to private messages.
 - The coach must request the presence of another adult when a participant visits his or her office or premises.
 - The coach must not take participants under 18 to or from an activity (practice, match, competition or other) without their parents' consent. Parental consent must be obtained for all exceptions.
 - For trips involving overnight stays, the coach must ensure that chaperones remain in a room adjacent to the participants' bedrooms.
 - The coach must limit visits to hotel rooms to visitors of the same sex.
 - The coach must ensure that room checks are carried out by trained adults, preferably in mixed-gender pairs.
- D. Ensure that participants understand that abuse, harassment, neglect, violence or inappropriate behavior will not be tolerated under any circumstances, and foster the habit of disclosing and reporting such behavior among participants.*
- E. Take note of the guidelines offered on this website www.sportbienetre.ca.*

Respect

- A. Ensure that everyone is treated equally, regardless of age, ancestry, color, race, citizenship, ethnic origin, place of origin, language, creed, religion, athletic potential, disability, family status, marital status, gender identity, gender expression, sex or sexual orientation.**
- B. Preserve the dignity of each person when interacting with others.**



C. Respect the principles, rules or policies in force.

Honouring sport

A. Strictly observe and enforce all rules and regulations.

B. Want to compete fairly with an opponent.

C. Maintain dignity and self-control in all circumstances.

D. Respect officials and accept their decisions without questioning their integrity.



PLAYERS CODE OF ETHICS

By-law 10.4 of Hockey Québec's administrative regulations stipulates that each player must read and sign the "Player's Code of Ethics". Failure to comply with this code of ethics will result in a sanction.

To get the most out of a sport or leisure activity, the player, athlete or participant must have an attitude and behavior that stems from the purest spirit of sportsmanship or camaraderie. What's important is not winning or losing, but the way in which he or she practises the discipline (sport or leisure). He or she must never lose sight of the fact that it's a game. To get the most out of the game, every player, athlete and participant should :

- A. *Play for fun, remembering that sport and leisure are not ends in themselves, but means to an end.*
- B. *Strictly observe the rules of the game and the sportsmanship charter.*
- C. *Accept and respect the decisions of officials at all times.*
- D. **At all times respect officials, opponents and their supporters, who must not become enemies.**
- E. *Always stay in control.*
- F. **Behave in an exemplary manner on and off the set, using language free of insults, vulgar expressions or profanity. Respecter son entraîneur et ses dirigeants et suivre leurs directives lorsque celles-ci ne sont pas contraires à son bien-être.**
- G. *Commit all your strength to the game, avoiding discouragement in failure and vanity in victory.*
- H. *Respect the property of others and avoid theft or vandalism.*
- I. **Refuse and not tolerate the use of drugs, medication or any stimulant to enhance performance.**
- J. **Know that abuse, harassment, neglect, violence or other inappropriate behavior will not be tolerated, and promptly report to the coach or to a person in authority any such act committed against another person or against oneself.**
- K. *Get to know the "athlete" section of the platform SportBienetre.ca.*
- L. **Use social networks, the Internet and other electronic media ethically and respectfully of colleagues, coaches and leaders, not to use them to provoke opponents or other members.**
- M. **Ensure that everyone is treated with respect and fairness.**
- N. *Undertake to comply with all requirements and recommendations of the Santé publique du Québec and other governmental authorities, and to implement and adopt all necessary measures to this effect in connection with the Federation's return to field hockey plan.*
- O. *Maintain confidentiality in all files, especially those related to COVID-19.*
- P. *Strictly observe the rules of Hockey Québec's Return to Hockey Plan as well as the rules of Public Health.*
- Q. *Accept and respect at all times the decisions of administrators, coaches and officials in connection with Hockey Québec's Return to Hockey Plan and the rules of Public Health.*