

AYHA CODE OF CONDUCT

TABLE OF CONTENTS

Coaches Code of Conduct and Guidelines	page 2
Parents Code of Conduct and Guidelines	page 3
Players Code of Conduct and guidelines	page 4
AYHA procedures for conflict resolution	page 6
Strikes and Disciplinary Action	page 6
Appeal Process	page 7
Formation of Code of Conduct Committee	page 8

COACHES CODE OF CONDUCT

First and foremost, have fun - “Athletes First–Winning Second”

Family, school and church are more important than hockey.

Winning is a consideration, but not the only one, nor the most important one. Care more about your player’s development, safety and enjoyment. Be a positive role model to your players, display emotional maturity and be alert to the physical safety of players.

The most important goal of every coach is to promote the game of hockey by encouraging participation of every player in practices and games. Equally important is the emphasis of good sportsmanship, both on and off the ice.

All coaches should stress the importance of “team work” and all players should be treated equally. Coaches will strive to provide each player with fair and equal ice time.

Be generous with your praise when it is deserved; be consistent, honest, fair and just. Do not criticize players publicly. Strive to be a more effective communicator and refrain from yelling at your players.

Adjust to personal needs and problems of players, be a good listener, never verbally or physically abuse a player or official, give all players the opportunity to improve their skills, gain confidences, and develop self -esteem, teach the basics.

Help players develop psychologically by learning to control their emotions, and develop feelings of self -worth.

Help players develop socially by learning to cooperate in a competitive context, by learning appropriate standards of behavior (sportsmanship) and respect for referees, coaches, teammates, opponents, and parents.

Maintain an open line of communication with your players’ parents. Explain the goals and objectives of our association.

Organize practices that are fun, challenging, and result in learning hockey skills. Familiarize yourself with rules, techniques, and strategies of hockey. Encourage team play.

Players learn both skills and attitude by watching and emulating those in authority. Coaches will maintain a positive attitude toward referees, parents, players and other coaches, including language use.

Coaches will respect all players, opponents, parents and game officials. Be a positive role model to your players, by displaying maturity to opponents, coaches, officials, parents and spectators. Remember, your actions are being closely watched by your players, and “Monkey SEE, monkey DO!”

Alcohol is prohibited prior to and during practices and games.

Communicate with assistant coaches. Utilize and let assistant coaches know what to do.

All head coaches and assistant coaches, must have a USA Hockey coaching education card by December 31 of the calendar year.

You as the coach are responsible for your team’s behavior during any practice and or game. This includes on and off ice activities.

The following guidelines are recommended for dealing with discipline problems:

A coach will, at a pre-season meeting, explain to both player and parents, how he or she will deal with discipline problems and handout a written set of rules and guidelines that will be adhered to at games and practices.

A player should be given a warning before action is taken. Disciplinary action, whether it is push -ups, sitting in the penalty box, etc., should be left up to the coach. If the problem persists, the player will be asked to leave the practice. If a problem still persists, the coach should make a written complaint to the COCC to take appropriate action. Players will be held to the Players Code of Conduct.

- During a game, the coach has the right to bench a player, depending on the severity of the problem or players actions during said game.
- Coaches are to let both players and parents know their policy on missed practices at the beginning of the season. Be consistent and fair with all of your players.
- Players, who miss practice, might not be allowed to play in part or all of the next scheduled game. It will be the coach’s responsibility to let the player and parents know of a full game suspension at least one day before that game, when possible.
- The coaches are responsible for leaving the locker room clean after practices and games. Cooperation by all players is mandatory.

PARENTS CODE OF CONDUCT

First and foremost, have fun - “Athletes First – Winning Second”

Family, school and church are more important than hockey.

Winning is a consideration, but not the only one, nor the most important one. Care more about your child's development, safety, and enjoyment. Be a positive role model to your child and display emotional maturity. The parents' role should be one of support and not criticism.

The sport of ice hockey for youth is greatly enhanced by the support, cooperation, and assistance given by parents. The most important part of a parents' support is the encouragement they give to their child, the player. Parents can help by showing an interest in the sport and supporting the team. Parents are essential in supporting the team games and other functions, and are needed to volunteer to help the AYHA in any way that they can.

As parents or guardians, we must be positive in our attitudes and actions towards the game of hockey. Negative and rowdy behavior in the hockey arena reflects directly and poorly on the whole organization. Children are great imitators, we as adults must set positive examples for our own children as well as their teammates.

Once your child makes a team, you, the parent, and your child must understand that you are now part of a team.

Do not force your children to participate in sports, but support their desires to play their chosen sport. Children are involved in organized sports for their enjoyment. Make it fun for them by your support.

- Emphasize skill development and practices
- Be on time for practices and games.
- Never argue with the officials on or off the ice.
- Applaud a good effort in victory and in defeat, enforcing the positive points. Never yell at or physically abuse your child after a game or practice.
- Recognize the importance of volunteer coaches.
- If you enjoy the game, get involved, become a volunteer.
- Respect your environment, including the locker rooms, bathrooms and arenas.
- Take care of your child's equipment.

USA Hockey and the AYHA adhere to the zero tolerance rule. Parents are prohibited from displaying inappropriate and disruptive behavior that interferes with a game or event, which results in the stoppage of the event by an on ice official or a person in a position of authority. If this happens, the parent can be removed from the event viewing area and/or the arena entirely.

No parent will be in the scorer's box, unless they are acting in a Minor Official role (music/ announcing, scoring or clock operations).

Parents must be familiar with the players' responsibilities.

Notify your child's coach of any medical condition, in case of an emergency.

Parents must help players be responsible for their own equipment. They must make sure they have all their required equipment present and in good, clean condition, for every game and practice.

Parents are responsible for tying their own child/children's skates. Do not depend on the coaches to tie skates and dress your child.

Parents must make sure their player notifies their coach if they will be late or will miss a game

or practice. Parents must be aware of the coach's guidelines and expectations.

Get your kids to be proud of their community and where they are from ALTOONA !

If you are unhappy with a decision a coach makes, use the "wait a day" rule. Address the coach or team rep to resolve the situation. If it can't be resolved, or if you are uncomfortable, use the COCC members to help you.

PLAYERS CODE OF CONDUCT

First and foremost, have fun - "Athletes First – Winning Second"

Family, school and church are more important than hockey.

You play for Altoona! Represent your community with pride!

Play for FUN, play hard and always play to win. If you don't win, know that you gave your best effort, be proud and hold your head high. There is no shame in losing.

This is a team sport. Everyone makes a contribution in their own way. You don't have to be the best player on a team to make a huge contribution to the team.

Work to improve your skills.

Be a team player – get along with your teammates.

Learn teamwork, sportsmanship and discipline.

Work together, win as a team or lose as a team, but always remember you are a team. Be humble in victory and humble in defeat. Always play clean hockey no cheap shots!

Be on time for practices and games.

Be dressed and ready before you are to be on the ice. Coaches are not responsible to dress you or tie your skates. If you need help, ask your parents.

Learn the rules of the game and play by them. If you do not understand something, ask your coach. It is your responsibility to know your coaches rules regarding behavior, practices and games.

Respect your coach, your teammates, your parents, opponents and officials.

If you have an issue with a coach or another player, talk to your parents. You may also contact the COCC members for help and advice.

The players are responsible for leaving the locker room clean after practices and games. Cooperation by all players is mandatory.

USA Hockey and the AYHA adhere to the Zero Tolerance rule as defined by WAHA, and USA Hockey. The following actions will not be tolerated:

- The use of obscene or vulgar language to anyone at anytime.
- The taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical force or physical violence.
- Throwing any objects in the spectator viewing area, at the player's bench or penalty box and the throwing of objects on the ice surface, which is directed as to create a

safety hazard.

- Act in any manner that does not promote good sportsmanship, incites players, coaches and other spectators in a manner that is detrimental to the sport of hockey.
- Yelling at or threatening referees, opposing players, coaches before, during or after the games or practices.
- Unnecessary or exaggerated celebration of a goal scored or game won that would embarrass or demean the opposing team.
- Any physical abuse of any other person.
- Direct confrontations with parents, players, coaches or officials.

NOTE: All disruptive and/or abusive behavior will result in being asked, by either an executive board member, on-off ice official or acting member of the code of conduct committee, to leave the arena and compliance is expected!!

AYHA PROCEDURES FOR CONFLICT RESOLUTION

These procedures will assure the prompt and fair resolution to conflicts between coaches, players and/or parents in accordance with the AYHA bylaws, coaches, players and parent's codes of conduct. AYHA adheres to the "three strike and you're out" philosophy and the Zero Tolerance rule.

The acting Code of Conduct Committee (COCC), with discretion, fairness and without bias, will carry out these procedures and determine when a complaint is a strike. It is not any member's position or duty to look for violations.

It is recommended that the parties involved in a conflict try to work it out amongst themselves. If a resolution cannot be reached, the COCC will hear the complaint, investigate, validate, mediate and if needed, carry out the appropriate disciplinary action.

All complaints must be in writing, but can be anonymous and filed with the COCC. Only written, signed complaints may result in disciplinary action.

Definition of a complaint: An action or act witnessed by anyone that is construed, deemed, or implied to be in violation of the Code of Conduct and/or bylaws for the AYHA and is submitted, in writing, to the Code of Conduct Committee (COCC).

Where to go with the complaint: email to the link on the website, or in writing to the designated COCC chair's folder located in the office of the rink.

Persons submitting a complaint should be contacted within 72 hours.

The COCC will investigate the complaint. This will involve any combination of the following but is not limited to: watching games and practices, talking to team reps, coaches, parents, players, officials and spectators, and any other pertinent research.

After investigating the complaint, the COCC will determine if the complaint is valid and what additional action,

if any, will be needed. Actions can include mediation, verbal warning, written warnings, strikes resulting in permanent records, and suspension.

First and foremost, the COCC will offer mediation to all parties involved with the complaint.

STRIKES AND DISCIPLINARY ACTIONS

Strike one, two, and three must be determined by a majority vote of the COCC. Strike three will result in disciplinary action, and/or ejection from the association, recommended by the COCC and/or the current term (at the time of the decision) President.

Strike one will result in a permanent strike against your record. The COCC will carry this out.

Strike two will result in disciplinary action carried out by the COCC (situations other than described and outlined below).

- Strike two for coaches and/or players:

Strike two will result in a suspension of two consecutive practices followed by two consecutive games.

The COCC, immediately following the second strike, if no appeal has been filed, will set suspension dates.

- Strike two for parents, guardians and spectators:

Strike two will result in the parent being suspended for 14 consecutive days from the AYHA's rink.

The COCC, immediately following the second strike, if no appeal has been filed, will set suspension dates.

The COCC members will enforce strike three disciplinary actions and a special COCC meeting with the President will be called to formally notify the President of the COCC's intent. In the event a third strike is in question, the COCC will present all facts to the President. The complainant and the accused will have a chance to present their stories along with any new information, again to the COCC, and to the President. Deliberation and a vote will then take place. If the COCC and the President vote that the complaint is a third strike, the following actions will take place:

- Strike three for coaches:

Warrants immediate suspension from coaching in the AYHA permanently.

- Strike three for parents:

Warrants immediate suspension from all remaining home games for the current season.

- Strike three for players:

Warrants immediate suspension from playing in the AYHA for the remainder of the season. If the

current term President rules against the COCC, the result is not a strike. If said player wishes to play again in the AYHA, he or she and their parent or guardian will have to petition the Board for reinstatement.

Strikes: These actions may not necessarily be taken in an escalated manner, and the COCC and the President reserve the right to select and apply any penalty depending on the severity of the situation.

APPEAL PROCESS

In the event of a decision to issue strike one or strike two, the person to whom the strike is against, the person filing the complaint, and the COCC will have a chance to present their cases to the AYHA Executive Board members in a special meeting to be held **no later than 14 days from the date of the appeal**. A majority vote by the AYHA Executive Board members will determine the outcome. If the result is to uphold the strike, disciplinary action will **immediately** follow.

***NOTE: Any member of the Executive Board with a conflict of interest will refrain from the vote of appeal.

Strike three has a built in appeal process, therefore there is no appealing strike three to AYHA, you may appeal to WAHA and or USA Hockey.

FORMATION OF THE CODE OF CONDUCT COMMITTEE

Anyone can be on the Code of Conduct Committee.

The Code of Conduct Committee will be created at an Annual Association Meeting and Members will be voted in after volunteer nomination. The term for a member of the COCC will be one (1) year and can be extended by running again.

The COCC will be comprised of a representative from each level in the Association, (7) Members and one (1) Executive Board Member, decided by the Executive Board (Other than the President or Vice President due to said President's needed involvement in procedure stated herein, and that the Vice President is the direct successor to the President should said President step down, or, be removed from office/relieved of duties) who will be the Chair of the COCC. Decisions resulting from the deliberation of said COCC shall be affirmed by a majority vote of the COCC members. In the event of a tie vote, the Executive Member (Chair) will then have the deciding vote.

Note: A quorum is needed for there to be a vote by the COCC. In the event that there are 5 members of the COCC present for the vote, then the Executive Board Member (Chair) will not have a vote.