

Code of Conduct

The code of conduct sets a minimum standard the Fundy Highland Female Hockey Committee expects all members to uphold, including athletes, coaches, parents, volunteers, chaperones, and others. The Committee is committed to providing a sport environment in which all individuals are treated with respect. Members of the Fundy Highland zone shall conduct themselves at all times in a fair and responsible manner. Members shall refrain from comments or behaviors which are disrespectful, offensive, abusive, racist or sexist. In particular, behavior which constitutes harassment, abuse, bullying, including cyber-bullying, will not be tolerated by the Committee. The FHFH adheres to the Hockey Canada policy on harassment.

<http://www.hockeynovascotia.ca/user/File/Governance/Policy%20on%20Prevention%20of%20Harassment.pdf>

Harassment is a behavior by one person towards another, which is insulting, intimidating, humiliating, malicious, degrading or offensive. It creates negative uncomfortable feelings for the person, or group of persons, to whom it is directed. Such a person may feel anything from discomfort or embarrassment in the presence of the person or group of people displaying such behavior, to a feeling of terror or even fear of their safety. It is the policy of Hockey Canada that harassment and bullying in all its forms will not be tolerated during the course of any Hockey Canada activity or program. Accordingly, all Fundy Highland personnel (volunteers, team or on-ice officials) and partners (parents, guardians) are responsible for making every reasonable effort to uphold this commitment. Specifically, this includes refraining from harassing or bullying behaviour, responding promptly and informally to minor incidents of harassment or bullying and following local or national policy guidelines for reporting or responding to more serious complaints of harassment or bullying. Players and other participants are expected to refrain from harassing or bullying behaviour and are encouraged to report incidents of harassment or bullying.

FHFH is committed to providing a nurturing and enjoyable environment for all members. The FHFH executive wishes to emphasize its zero tolerance policy with respect to abuse and harassment. The consequences for violating abuse and harassment policies include:

1. The filing of an incident report
2. A hearing with the FHFH Disciplinary Committee
3. Possible temporary suspension from the team or Fundy Highland zone activities
4. Possible permanent expulsion from the team or Fundy Highland zone activities

The following are all reviewed with zero tolerance by the FHFH executive and apply to all parents/spectators, players, coaches and officials at all FHFH sanctioned events, home and away and all locations of FHFH sanctioned activities (e.g. rinks, hotels, restaurants, fundraising locations, etc.):

- Cyber bullying (the act of harassment, in the forms of threats, name calling, racial slurs, ridicule and intimidation through online sources. Via the internet through online social networks, web sites and emails). The Hockey Nova Scotia policy on Social Media applies to all members of the Fundy Highland zone. www.hockeynovascotia.ca/files/hockey_nova_scotia_social_media_policy.docx1

- Sexual abuse / harassment.
- Emotional abuse / harassment (in the form of name calling, threatening, ridiculing, isolating, hazing, or ignoring)
- Physical abuse / harassment (injuring or threatening to injure)
- Neglect (improper attention to injuries, inadequate or unsafe equipment, or improper road trip supervision) • Obscene language directed to any person at any time
- Racial slurs
- Taunting of players, coaches, officials, or other spectators (by means of baiting, ridiculing, threats of physical violence or actual physical violence)
- Retaliation and / or intimidation against any individual who has filed a complaint FHFH also takes very seriously bullying that can occur on the ice.

The Fundy Highland zone adheres to the on-ice bullying policy of Hockey Nova Scotia.

<http://www.hockeynovascotia.ca/user/File/OnIce%20Bullying%20Policy.pdf>

If a player or parent feels that a player is being bullied on the ice and the officials have not noticed or dealt with it, the player or parent should discuss the matter with the coach of their child's team after the game. The coach will then either report the concerns to FHFH president and monitor the situation to verify that the bullying is taking place (if they have not witnessed it) and report back to the parent or/and FHFH President. Once reported to the President, it is their job to take the matter to the local Hockey Nova Scotia Female Council representative to review and determine the next course of action. Actions may include but are not limited to:

- HNS rep will monitor the games
- Speak with the FHFH and Coach of the offending player/team
- Meet with offending player and coach
- Possible suspension if actions continue

All FHFH members are reminded that alcohol or drugs have no place in youth sports. Any player caught under the influence (or in possession) of alcohol or drugs will be immediately suspended pending a hearing of the Disciplinary Committee. Under no circumstances should coaches interact with players if under the influence of alcohol, and coaches should not engage in any alcohol consumption around players including at hotels during tournament travel.

The FHFH Disciplinary Committee consists of three members and is directed by the FHFH Risk Manager. Violations / complaints about 1) coach or team official, 2) parent / spectator. Please note that the proper format would be to follow this guideline: 1) Manager, 2) Fundy Highland President 3) Discipline Committee. For players, a coach may suspend, for discipline, a player for up to one game. The Disciplinary Committee must approve suspensions of more than one game. Parents and coaches should note that the proper channel for game complaints about referees and linesmen is in writing through the FHFH Referee-In-Chief. It should also be noted that actions directed toward officials after a game may be

perceived as threatening or intimidating and may, thus, constitute harassment. Members of the Fundy Highland zone shall always adhere to the Fundy Highland Female Hockey Committee operational policies and procedures, to rules governing Fundy Highland events and activities, and to rules governing any competition in which the member participates on behalf of Fundy Highland, including tournaments in other provincial zones or provinces. Failure to comply with this Code of Conduct may result in disciplinary action, including a warning letter, suspension or release from membership, as determined by the Executive.