



FFMHA CODE OF CONDUCT – Board Members

This Code for Conduct identifies the standard of behavior which is expected of all FFMHA members and participants, which for the purpose of this policy shall include all board of directors involved in Association activities and events.

FFMHA is committed to providing an environment in which all individuals are treated with respect. Members and participants of FFMHA shall conduct themselves at all times in a manner consistent with the values of the FFMHA Association, which include fairness, integrity and mutual respect.

Association members and participants shall at all times adhere to FFMHA and Hockey Manitoba's operational policies and procedures, to rules and regulations governing FFMHA events and activities, and to rules and regulations governing any competitions in which the member participates on behalf of FFMHA.

During the course of all Association activities and events, members shall avoid behavior, which brings the FFMHA or the sport of hockey into disrepute.

Members and participants of FFMHA shall not engage in any activity or behavior which interferes with a competition or with any player or team's preparation for a competition, or which endangers the safety of others.

Members of FFMHA shall refrain from comments or behaviors, which are disrespectful, offensive, abusive, racist or sexist. In particular, behavior, which constitutes harassment or abuse, will not be tolerated. In addition, parent and/or coaches accused or convicted of a sexual offence are prohibited from change rooms for all FFMH related activities.

Failure to comply with this Code of Conduct may result in disciplinary action. Such action may result in the member losing the privileges, which come with membership in the FFMHA, including the opportunity to participate in Association activities and events, both present and future.

Code of Conduct for Board Members

These standards of conduct shall apply to all Board Members of the Association. This statement does not attempt to define all items of acceptable conduct. These items are minimum standards of behavior which board members are expected to observe. Violation of the standards by a board member may lead to a review by the Board of Directors and/or the Discipline Committee for subsequent exoneration, reprimand or expulsion.

1. In relation to the Association:

- a) Board Members shall adhere to Association policy and seek to change such policy through the proper channels of the Association.
- b) Board Members shall maintain the integrity of the Association at all times, and do not initiate or participate in any activity that will place the Association in ill repute.
- c) Board Members shall honor commitments made on behalf of the Association.
- d) Board Members shall not divulge to the membership or the general public any item raised in Executive Session.
- e) Board Members shall resign from their position immediately if they become unable to fulfill the duties or obligations of the position.

- f) Board Members will refrain from making decisions regarding the operations of the association on an individual basis. Decisions will be brought forth to the board and the board as a whole will decide for the better of the association.

2. In relation to other Board members:

- a) Board Members shall not criticize the sphere of operation of another Board Member except to that Board Member or the President. Criticism or reports to the President shall only be made after the Board Member has been made aware of the nature of the criticism to be levied.
- b) Board Members shall not comment, render opinion or decisions, with respect to operations not under their control, to the membership or the general public.
- c) Board Members shall refer to appropriate Association Board Member's issues arising in the association with respect to their sphere of operation.
- d) Board Members shall put all personal differences aside so that they can work with others towards a common goal knowing that each person must support the group consensus.
- e) Board Members shall respect the dignity of others and ensure that they are criticizing the ideas presented rather than the person presenting them. Personal attacks, undermining and bullying of others are unacceptable.
- f) Board Members shall help create an atmosphere where there is a high level of cooperation and trust.
- g) Board Members must be knowledgeable, well organized and research facts, as well as listen to each and every person, before making a decision.
- h) Board Members shall carry out their duties to the best of their abilities, with the experienced helping the inexperienced.
- i) Board Members shall refrain from criticizing Past Board Members.

3. In relation to the membership:

- a) Board Members shall fulfill the duties and obligations of their position to the best of their ability, always serving the best interests of all participants registered with the Association.
- b) Board Members shall treat members with dignity and respect and are considerate of their circumstances.
- c) Board Members shall not use their position to influence the placement of any players.
- d) Board Members shall not use their position to influence the selection of any coach or team official.

Board Member Name & Position _____
(PRINT)

Board Members Signature _____ Date _____