

PARENT CODE OF CONDUCT POLICY

HYHA expects its players' parents will abide by the following Code of Conduct Policy:

- I will not force my children to participate in ice hockey, but support their desire to play the sport. Remember children are involved in organized hockey for their enjoyment. As a parent you will try to make it FUN for your children.
- I will encourage my child(s) to play by the rules and to resolve any conflict without resorting to hostility or violence. Remember, your children learn best by example, so applaud the good plays of both teams.
- I will teach my child that doing one's best is as important as winning, so that my child will never feel defeated by the outcome of the game. I will make my child feel like a winner every time by offering praise for competing fairly and hard.
- I will not embarrass my child(s) by yelling at players, coaches, or officials. Showing a positive attitude toward the game and all of its participants will benefit your child. This includes, but not limited to, ridiculing them in public/private or yelling at them for making a mistake or losing a game.
- I will never question the official's judgment or honesty in public. I recognize that officials are being developed in the same manner as players.
- I will never yell, taunt, threaten, or inflict physical violence upon any player, coach, official, or spectator at ANY youth hockey activity. I will refrain from the use of abusive or vulgar language, racial, ethnic, or gender-related slurs at any time at the rink or any youth hockey function. I will support all efforts to remove verbal and physical abuse from the youth hockey games.
- I will leave the coaching to the coaching staff. I will encourage my child to play in a manner consistent with the team's strategy or plans. Recognize the importance of volunteer coaches. They are important to the development of your child and the sport of hockey. Communicate with them and support them.
- I will emphasize skill development and a serious approach to practices and explain how skill development will benefit my child.
- I will attempt to learn about the game of hockey (USA Hockey Rules, equipment, levels, skills, etc.) so that I may best support my child's development in the game.
- I will not throw objects of any kind on the ice, or lean over and pound on the glass.
- I will not approach the player's benches of either team during the game in an effort to gain attention of coaches or players. Nor shall I attempt to gain access to the bench before, during, or after a game. This will be viewed as a non-verbal violation of the 24-hour rule. The

only exception to this rule is for your son/daughter having an injury or an illness on the bench.

- I will communicate all and any concerns regarding appropriate behavior to the Coach, Coaching Director, HYHA Board Member, or the local youth hockey association representative.
- I will insist that my child plays in a safe and healthy environment. I will support a sports environment that is free of alcohol, drugs or tobacco and I will refrain from their use at all youth hockey events.
- I understand that the benefits from participating in a team sport, the commitment, the discipline, and the social skills learned and acquired.

COACHES CODE OF CONDUCT POLICY

HYHA expects its coaches to adhere to the following Code of Conduct Policy.

Winning is a consideration, but not the only one, nor the most important one. You should care more about the child than winning the game. Remember, players are involved in hockey for fun and enjoyment.

- Be a positive role model to your players; display emotional maturity and be alert to the physical safety of players.
- Be generous with your praise when it is deserved; be consistent and honest; be fair and just; do not criticize players publicly; learn to be a more effective communicator and coach; don't yell at players.
- Adjust to the 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 confidence, and develop self-esteem; teach them the basics.
- Organize practices that are fun and challenging for your players. Familiarize yourself with the rules, techniques, and strategies of hockey; encourage all your players to be team players.
- Maintain an open line of communication with your player's parents. Explain the goals and objectives of your association.
- Be concerned with the overall development of your players. Stress good health habits and clean living.

RESPONSIBILITIES

- I understand that I am representing the Henniker Youth Hockey Association (HYHA) as well as my team and will act accordingly at all times. Any inappropriate conduct directed towards members of the HYHA Board of Directors or the representatives of other associations, other volunteers, parents, players, and officials will not be tolerated.
- I understand that coaching is a position of trust. Therefore, I will be a positive role model for my players and will maintain my personal integrity and dignity at all times.
- I understand that being a coach means being, first and foremost, a teacher. I will teach my players basic hockey skills, techniques and strategies, and will give all my players the opportunity to improve their skills, gain confidence, and develop self-esteem.
- I will learn and know the rules of the game and the policies of the league and shall support and uphold them to the best of my ability.
- I will know and understand the principle of fair ice time and will give every player an opportunity to play as much as possible. I will never, knowingly or intentionally, violate the principle of fair ice time.
- I will always display good sportsmanship and fair play, and will encourage the same from my players, colleagues, opponents, parents, and spectators.
- I will respect the referees and game officials and their authority during every game. I will not dispute, challenge, or excessively argue any decisions made by them, or confront any referee or league official at the rink before, during, or after a game. If necessary, I will take the time to calmly and rationally discuss the situation or call made during the game with a league official or HYHA Board Member.
- I will not swear, use profanity or make obscene gestures, or engage in any inappropriate behavior or conduct, while acting in a coaching capacity or representing the Henniker Youth Hockey Association.
- I understand that the game of hockey is a team sport and will treat all my players in a fair and equal manner. I will stress that teamwork and being a team player are more important than any individual goals.
- I will have a positive attitude and will always praise my players for trying hard, playing fair, and doing their best, regardless of the outcome of the game. I will not criticize or yell at any player for making a mistake or losing a game. I will not tolerate physical or verbal abuse in youth sports.
- I will maintain an open line of communication with my players' parents. I will explain my goals and objectives for the team, as well as the rules of the game and the policies of the league, whenever requested or necessary, to the best of my ability.

- I will demand a sports environment that is free from drugs and alcohol and will refrain from their use at all games, exhibitions, practices, and events. I will never coach a game or conduct practice if I am under the influence of drugs or alcohol.
- I will be humble in victory and gracious in defeat.
- I understand that I must uphold HYHA policies and procedures to the best of my ability.

UNIFORM AND EQUIPMENT POLICY

All Huskies' players from Mites through Bantam shall wear a **black** colored helmet and all Huskies' players shall wear **black** colored pants or shells to keep the team uniform . Players must wear league approved sock patterns and team jerseys. Coaches are encouraged to wear attire with the Huskies logo (e.g. Huskies wind shirt, Huskies sweatshirt), and in all cases must dressed appropriately and presentable.

Players are required to wear all necessary hockey equipment to participate in any on-ice activity. All HYHA's players (Learn-to-Skate through Bantams) shall wear a neck guard to participate in any on-ice activity. Mites through Bantam shall wear a mouthpiece in their mouth to participate in any on-ice activity. Coaches must wear hockey gloves and a helmet with the chin strap attached for any on-ice activity.

DISCIPLINE AND DISPUTE RESOLUTION POLICY AND PROCEDURE

I. Player Discipline

The HYHA coaches have the right and the responsibility to maintain team and player discipline. Disciplinary action may be taken by a coach to enforce appropriate conduct including compliance with the Association's policies and rules, compliance with the USA Hockey Code of Conduct for players and compliance with team rules as set by the coaching staff of a team. Disciplinary consequences are in the coaches' reasonable discretion, and may include sitting a player out for portions of a practice or game. Suspension from play beyond one consecutive game requires approval from the Disciplinary Committee. The HYHA Board will stand behind its coaches in enforcing appropriate discipline.

If a player is suspended for a violation of team, USA Hockey, League, or Association Rules the following policy will be implemented per USA Hockey regulations. When a player is suspended for a game(s) they do not need to be present for the game(s) they are suspended.

II. Coaches Discipline

The Coaching Director, Disciplinary Committee, or the HYHA Board of Directors has the right and the responsibility to maintain team and coach discipline. Disciplinary action may be taken by the Coaching Director, Disciplinary Committee, or the HYHA Board of Directors to enforce appropriate conduct including compliance with the Association's policies and rules, compliance with the USA Hockey Code of Conduct for coaches and compliance with league rules. Disciplinary consequences are in the Associations' reasonable discretion, and may include sitting a coach out for portions of a practice or a game(s) or suspension from coaching for HYHA for a definitive time period depending on the severity of the offense.

III. Disciplinary Process for Parents

Think Before You Act

Understand that coaching hockey is in many ways an art not a science. There is not any one best way to coach. Some shifts are going to be shorter than others. Some kids are going to sit longer during a penalty kill. Just because you and your coach differ in opinion, does not necessarily make either of you wrong.

Observation of the 24-hour Rule

Parents must wait 24-hours before approaching a coach with any game or practice complaint. If you really have a problem it will still be there in a day. Many times, a situation that seems all consuming at the time turns out to be totally manageable after you leave the rink. The HYHA Board of Directors and Coaching Director view the 24-hour rule as the procedure in dealing with an issue with a coach. Its main purpose is to reduce temper flair-ups that come with the heat-of-the-moment issues that occur on and off the ice.

Talk to Your Coach

After waiting 24-hours, try to work things out with your coach. When discussing the issue with the coach remember to stay calm, stick to the facts, and explain your views. Remember, your coach is a volunteer donating many hours of his/her time to be on the ice with your son/daughter. Keep in mind that your coach has many players' interest in mind along with the welfare of the team. Also,

remember that we (parents and hockey coaches) all make mistakes from time to time. Expecting perfection is a recipe for disappointment.

Further Assistance

If, after these 3 steps, you are still unable to resolve the issue with your child's coach please contact the HYHA Divisional Director and explain your situation to him/her. If you have not gone through steps 1 through 3 then the Conduct Committee Director is going to refer you back to talking with the coach first before he/she gets involved.

Inappropriate conduct by parents that may call for disciplinary action includes the breach of the HYHA's policies and procedures, breach of the HYHA Parent Code of Conduct Policy and breach of team rules set by the coaching staff of a team. Examples of inappropriate conduct include, but are not limited to, abusive language or conduct towards players, other parents, coaches, or referees.

In the event disciplinary action is warranted in respect of a parent, the coach or their Divisional Director will first warn the parent that the behavior in question is inappropriate and will not be tolerated. The Board may, in its discretion, deem their actions to warrant further disciplinary action.

IV. Complaint Procedures

If a Parent, Player or Coach has a complaint with another member of the HYHA Association they need to follow the guidelines set forth to resolve their conflict.

A. Step One:

For a minor issue approach the individual(s) who you have a concern with and try to resolve it amicably.

You should discuss the situation and agree to a mutual understanding of each other's concerns. Then come to a mutual resolution to the issue at hand. As always this process should be done in a positive and respectful manner for both parties.

B. Step Two "A":

If the issue involves a player or a parent on the team, approach the head coach with the issue.

Remember to keep in mind the 24-hour rule in regards to the situation you are going to discuss. If it is something that occurred that day, unless it is life threatening to a child or yourself, you must wait 24-hours to discuss it with the coach. The Conduct Committee Director will then bring all of the parties together to help facilitate a resolution to the issue at hand. The representative may request the disciplinary committee to preside over this meeting. This meeting will be handled in a courteous and respectful manner for all parties involved.

C. Step Two "B":

If the issue involves a coach, please discuss the situation with the appropriate coach after the 24-hour rule has been met. You need to follow the guidelines set forth in the 24-hour rule in handling this situation with the coach.

D. Step Three:

If steps One and Two have been successfully met and there is still no resolution to your issue, all parties in question may contact the Disciplinary Committee Director for a resolution.

V. Disciplinary Committee

A. Disciplinary Committee Purpose:

The Committee is convened to review actions as noted in the section of this Code of Conduct Policy covering suspensions and other disciplinary matters. The Committee will enforce those rules set forth by the USA Hockey, NHAHA By-Laws, and the HYHA Code of Conduct.

The committee must follow the USA Hockey rules in setting minimum responses to infractions, but should and may exercise its discretion to impose a more severe penalty should the Committee believe in its sole discretion that such a penalty is warranted. It is not the purpose of the Disciplinary Committee to "second guess" or evaluate the decisions made by on-ice officials.

B. The Committee and Officer Responsibilities:

The Disciplinary Committee shall consist of three/four members: three will be considered a quorum. At the least, the Committee will consist of a Chairperson, Vice-Chairperson, and Secretary.

The Chairperson shall preside at all meetings and in his/her absence the Vice-Chairperson should preside. The Secretary of the Committee is responsible for collecting all evidence for orderly presentation at the hearing and for notifying all "charged" individuals no later than seven days before a hearing of the charges against them and the time, place, and date of the hearing. The Secretary will be responsible for issuing a written report documenting decisions made by the Committee. This report will be made available to the entire HYHA Board of Directors upon its completion.

C. Meetings and Hearings:

The Disciplinary Committee will meet on an as needed basis. Advanced notice will be given to all parties involved. Each case will be heard separately. Only those individuals associated with a particular case will be in the hearing room at a given time. Each hearing will begin with the Chairman reciting the charges or offenses. No hearsay evidence is to be allowed except that written and signed statements from persons who are not able to be present may be accepted for the Committee's consideration.

The individual charged will be expected to make a brief statement regarding the charges.

Coaches, parents and other appropriate individuals will also be permitted to make statements, but only as they are recognized by the Chairman. Each person who is scheduled to give a statement should be allowed to make his or her statement without interruption. A short rebuttal should be allowed by each person after all witnesses have made their statements.

The Committee may make inquiries of clarification to individuals participating in the hearing process. Only panel members may ask clarifying or supplementary questions during the hearing. Normally these questions will be asked at the conclusion of a person's statement. All questions and replies should be addressed through the Chairperson.

At the conclusion of all statements and supplementary questions, all witnesses should be excused from the hearing and the Committee should discuss the matter and make their decisions.

The individual(s) will be advised of the Committee's decision orally within five (5) business days of making their decision. Decisions will be documented in writing and distributed to the individual, their parent, the Coach, all Disciplinary Committee members and the HYHA Board of Directors within fourteen (14) business days of the decision.

In the event that a Disciplinary Committee member or family member is the subject of a charge or hearing, that member will not participate as a member of the Committee for that particular deliberation. The Chairman shall appoint a replacement for that deliberation (the person selected shall not be a part of the Executive Committee of the Board of Directors).

D. Appeal Process:

What Constitutes an Appeal?

New evidence not used in the original hearing can be presented which may have an effect on the decision. An appeal may be filed on the grounds of irregularities in the proceedings of the original hearing that may have caused an unjust decision. An appeal may be filed on the grounds that the decision of the original hearing was too severe or was too lenient. An appeal may be filed on the grounds that there is proof to establish that the decision of the original hearing was reached in an unjust manner.

Decisions and sanctions handed down by the Disciplinary Committee may be appealed. A written appeal must be submitted to the President of the HYHA Board (in the case of absence, his/her surrogate) no later than ten (10) days following the Disciplinary Committee decision.

Appeal Decisions will be documented in writing and distributed to the individual, their parent, the Coach, all Disciplinary Committee members and the HYHA Board of Directors within (48) hours of the decision. Upon this decision or sanctions handed down by the HYHA Board of Directors, the Disciplinary case shall be considered closed.

