



The Pas Minor Hockey Association

thepasminorhockey.ca

Box 794

The Pas, MB R9A 1K8

CODE OF CONDUCT

Executive Board Members

This Code of Conduct identifies the standard of behaviour which is expected of all TPMHA members and participants, which for the purpose of this policy shall include all Executive Members involved in Association activities and events. TPMHA is committed to providing an environment in which all individuals are treated with respect. Members and participants of TPMHA shall conduct themselves at all times in a manner consistent with the values of the TPMHA Association, which include fairness, integrity, and mutual respect. Association members and participants shall at all times adhere to TPMHA and Hockey Manitoba's operational policies and procedures, to rules and regulations governing TPMHA events and activities, and to rules and regulations governing any competitions in which the member participates on behalf of TPMHA. During the course of all Association activities and events, members shall avoid behaviour which brings the TPMHA or the sport of hockey into disrepute. Members and participants of TPMHA shall not engage in any activity or behaviour 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 TPMHA shall refrain from comments or behaviours that are disrespectful, offensive, abusive, racist, and/or sexist. In particular, behaviour which constitutes harassment or abuse will not be tolerated. In addition, parent/guardian and/or coaches accused or convicted of a sexual offence are prohibited from all TPMHA-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 TPMHA, including the opportunity to participate in Association activities and events, both present and future.

Code of Conduct for Executive Board Members

These standards of conduct shall apply to all Executive Board Members of the Association. This statement does not attempt to define all items of acceptable conduct. These items are minimum standards of behaviour which executive board members are expected to abide by. Violation of the standards by an executive board member may lead to a review by the Disciplinary Committee for subsequent exoneration, reprimand, or expulsion.

1. In relation to the Executive Board Members of the Association:

- Shall adhere to Association policy and seek to change such policy through the proper channels of the Association
- 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

- Shall honour commitments made on behalf of the Association
- Shall not divulge to the membership or the general public any item raised in Executive Session
- Shall resign from their position immediately if they become unable to fulfill the duties or obligations of the position
- 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 Executive 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.
- Shall not comment, render opinion or decisions to the membership or general public with respect to operations not under their control
- Shall refer to appropriate Association Board Member's issues arising in the Association with respect to their sphere of operation
- 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
- 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
- Shall help create an atmosphere where there is a high level of cooperation and trust
- Must be knowledgeable, well organized, and research facts, as well as listen to each and every person before making a decision
- Shall carry out their duties to the best of their abilities, with the experienced helping the inexperienced
- Shall refrain from criticizing past Board Members

3. In relation to the membership:

- 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
- Shall treat members with dignity and respect and are considerate of their circumstances
- Shall not use their position to influence the placement of any players
- Shall not use their position to influence the selection of any Coach or Team Official

Executive Board Member Name (PLEASE PRINT) _____

Executive Board Member Position (PLEASE PRINT) _____

Executive Board Member Signature _____

Date _____