

NWCHARGERS.ORG

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PLAYER & PARENT CONDUCT POLICY

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PLAYER & PARENT CONDUCT POLICY

Northwest Chargers Hockey is committed to creating and maintaining a sports community and participation environment where all persons who participate can work and learn together in an atmosphere free from all forms of emotional, physical, and sexual misconduct, including harassment, hazing, and bullying. Furthermore, Northwest Chargers Hockey does not permit harassment, intimidation or bullying against its participants, employees, coaches, trainers, team staff, medical or paramedical personnel, administrators, officials or other athlete support personnel, or volunteers by anyone, including managers, supervisors, co-workers, executives, directors, officers, other persons, vendors, or third parties. Protected status includes race, color, age, religion, marital status, sex, ancestry, national origin, citizenship, veteran's status, pregnancy, disability, sexual orientation, protected activity, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other characteristic protected by federal, state or local law.

Any violation of these policies by a player or parent may result in disciplinary action and potential expulsion from the club.

Harassment, Intimidation, and Bullying

No person involved in any way with Northwest Chargers Hockey programs, including participants, employees, coaches, trainers, team staff, medical or paramedical personnel, administrators, officials or other athlete support personnel, or volunteers, shall harass, intimidate, or bully a participant or other person involved in a Northwest Chargers Hockey program on the basis of actual or perceived: race; color; national origin; sex; sexual orientation; veteran's status; pregnancy; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic or characteristic protected by federal, state, or local law. Northwest Chargers Hockey will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of participation, that unreasonably interferes with a participant's ability to participate in the program or his/her performance, or that creates an intimidating, hostile, or offensive environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening, or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above. This policy applies to behavior conducted online or distributed electronically using email, text messages or any other electronic medium, including without limitation, blogs, web postings, chats and social networking sites.

Harassment

Prohibited harassment includes repeated and/or severe conduct that (a) causes fear, humiliation, or annoyance, (b) offends or degrades, (c) creates a hostile environment, or (d) reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual based on a protected characteristic as described above; or (e) any act or conduct described as harassment under federal or state law.

Sexual Harassment or Misconduct

Sexual harassment and sexual misconduct includes harassment of a sexual nature or based on sex by any employee, coach, trainer, team staff member, medical or paramedical personnel, administrator, official or other athlete support personnel, volunteer, participant, or other person involved in a Northwest Chargers Hockey program toward a participant or other person involved in a Northwest Chargers Hockey program and is strictly prohibited by Northwest Chargers Hockey. Sexual harassment includes, but is not limited to, (a) sexual advances, requests for sexual favors, or other verbal or physical behaviors of a sexual nature; or (b) conduct which is sufficiently severe, persistent or pervasive and objectively offensive that it negatively affects a person's performance, participation, or work. Prohibited sexual misconduct includes, but is not limited to, any intentional bodily contact of a sexual nature, however slight, whether clothed or unclothed, of a person's intimate body parts with any object or body part. Non-contact behaviors of a sexual nature are prohibited by Northwest Chargers Hockey and this policy and include: behaviors which expose a person to a sexual situation; sexual comments, sexually explicit photographs; or filming, taking or disseminating photographs of a sexual nature.



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Emotional Misconduct

Emotional misconduct in all forms is prohibited. Emotional misconduct is a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to another person. Non-contact behaviors include verbal acts, physical acts, or acts that deny attention or support; or any act or conduct described as emotional abuse or misconduct under federal or state law. Emotional misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

Emotional misconduct does not include professionally accepted coaching methods for skill enhancement, physical conditioning, team building, appropriate discipline, or improving athletic performance.

Physical Misconduct

Physical misconduct in all forms is prohibited. Physical misconduct is defined as contact or non-contact conduct that results in or reasonably threatens to cause physical harm to another person; or any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect, assault). Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improving athletic performance. For example, hitting and punching are well-regulated forms of contact in combat sports but have no place in hockey.

Hazing

Hazing in all forms is prohibited. Hazing is defined as coercing, requiring, forcing, or willfully tolerating any humiliating, unwelcome, or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

Bullying

Bullying in all forms is prohibited. Bullying is defined as an intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the target(s). Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

Forms of prohibited bullying conduct can be:

- Physical conduct such as hitting, pushing, punching, beating, biting, striking, kicking, choking, spitting or slapping; throwing objects such as sporting equipment at another person.
- Verbal conduct such as teasing, ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.
- Social conduct, including cyberbullying, such as using rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.
- Conduct based on sex or gender, such as teasing, ridiculing or taunting based on gender or sexual orientation (real or implied), gender traits or behavior or teasing someone about their looks or behavior as it relates to sexual attractiveness.

Making a Complaint; Enforcement

Participants, employees, coaches, trainers, team staff, medical or paramedical personnel, administrators, officials or other athlete support personnel, and volunteers, are encouraged to report claims or incidences of bullying, harassment, sexual harassment, or any other prohibited conduct to the Northwest Chargers Hockey Rules & Ethics Chairperson. Complaints will be kept confidential to the extent possible given the need to investigate and to inform the alleged victim of misconduct of the outcome of any investigation. Any person who makes a good faith complaint will not be disciplined and/or retaliated against.

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USA Hockey Code of Conduct

- No swearing or abusive language on the bench, in the rink, or at any team function.
- No lashing out at any official, no matter what the call is. The coaching staff will handle all matters pertaining to officiating.
- Anyone who receives a penalty will skate directly to the penalty box.
- Fighting will not be tolerated. Fighting will result in an appearance before the Discipline Committee.
- There will be no drinking, smoking, chewing of tobacco, or use of illegal substances at any team function.
- I will conduct myself in a befitting manner at all facilities (ice rink, hotel, restaurant, etc.) during all team functions.
- Any player or team official who cannot abide by these rules or violates them will be subject to further disciplinary action.

Program Rules

- All players will treat teammates, coaches, parents, referees, opponents and all others with respect as YOU are a representative of your team and the hockey club.
- All players will respect our home facilities at Mount Prospect Ice Arena and Barrington Ice Arena as well as away facilities. Locker rooms will be clean, removed of tape and other debris before the team vacates the locker room.
- All players will adhere to the AHAI's and USA Hockey's Drug, Alcohol, Tobacco and Vape zero tolerance policies. Repercussions will be dealt with via the NWC R&E committee.
- All players are to be cognizant of social media and will not defame the NWC, any of its members, any opponents or officials. See the Electronic Media policy on our website for further information.
- Cell phones or iPads are NOT ALLOWED in the locker rooms (unless approved by the coach for the purpose of Bluetooth speakers only). If teams are caught in violation of this the TEAM will have to home dress for all practices and games until further notified. See the Locker Room policy on the website for more information.
- Team-specific rules can be set by the Head Coach and must be followed, including arrival times and dress code. All games, practices, skills, dryland sessions, and any other team event including film and team bonding are MANDATORY.