

# Code of Conduct

2025/2026 Season



## **Introduction**

Sarnia Girls Hockey Association (SGHA also known as Sarnia Jr. Lady Sting, SJLS) Code of Conduct and Ethical Standards abides by the Code of Conduct standard outlined by the Ontario Women's Hockey Association (OWHA).

SGHA's responsibility is to foster an environment that enhances sportsmanship and to make competition a developmental experience. SGHA requires its players and parents to meet minimum standards of deportment. All coaches, athletes, and parents in the SGHA are required to sign a copy of Code of Conduct forms by the rules contained therein.

## **General Responsibilities**

All Individuals have a responsibility to:

1. Maintain and enhance the dignity and self-esteem of all Individuals by:
  - a. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status.
  - b. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, and members.
  - c. Consistently demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct.
  - d. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
  - e. Consistently treating individuals fairly and reasonably.
  - f. Ensuring that the rules of girls' hockey, and the spirit of such rules, are adhered to.
2. Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:
  - a. Written or verbal abuse, threats, or outbursts.
  - b. The display of visual material which is offensive or which one ought to know is offensive.
  - c. Unwelcome remarks, jokes, comments, innuendos, or taunts.
  - d. Leering or other suggestive or obscene gestures.
  - e. Condescending or patronizing behavior, which is intended to undermine self-esteem, diminish performance, or adversely affect working conditions.
  - f. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance.
  - g. Any form of hazing.
  - h. Unwanted physical contact including touching, petting, pinching, or kissing.
  - i. Unwelcome sexual flirtations, advances, requests, or invitations.
  - j. Physical or sexual assault.

- k. Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment.
  - l. Retaliation or threats of retaliation against an individual who reports harassment.
  - m. Any of the latter that is disseminated through the use of media, including but not limited to:
    - i. Online social media,
    - ii. texting, online forums,
    - iii. online chatrooms, blogs, etc.
- 3. Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
  - a. Sexist jokes.
  - b. Display of sexually offensive material.
  - c. Sexually degrading words used to describe a person.
  - d. Inquiries or comments about a person's sex life.
  - e. Unwelcome sexual flirtations, advances, or propositions.
  - f. Persistent unwanted contact.
  - g. Sexual assault.
- 4. Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.
- 5. In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with SGHA events.
- 6. Respect the property of others and not willfully cause damage.
- 7. Respect and understand that Cellphones, Cameras are not permitted in change rooms.
- 8. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. Always comply with the Constitution, Bylaws, policies, rules, and regulations of the SGHA, as adopted and amended from time to time.
- 9. Adhere to all Federal, Provincial, Municipal or host country laws.

## **Coaches Responsibilities**

In addition to the General Responsibilities listed above, Coaches have additional responsibilities. The athlete-coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will always:

- 1. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment.
- 2. Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.

3. Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological problems.
4. Under no circumstances provide, promote, or condone the use of drugs or performance enhancing substances.
5. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise.
6. At no time engage in an intimate or sexual relationship with an athlete of under the age of 18 years and at no time engage in an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete.
7. Where an athlete has qualified for a training camp, provincial team, national team, etc., the Coach will support the program, applicable coaching staff and the SGHA.
8. Give athletes the opportunity to discuss and contribute to proposed training and performance standards as appropriate. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete as appropriate.
9. Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach.
10. Act in the best interest of the athlete's development as a whole person.
11. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
12. Act reasonably when scheduling games and practices taking into consideration young athletes have other interests and obligations.
13. Teach athletes to play fairly and to respect the rules, officials, opponents, and teammates.
14. Ensure all athletes receive equal instruction, discipline, support, and appropriate fair playing time.
15. Remember that children play to have fun and encourage confidence in them.
16. Ensure that equipment and facilities are safe and match the athlete's age and ability.
17. Act generously with praise and set a good example. Not place themselves into a position where they are alone with an athlete, therefore ensure another coach or parent is always present when meeting with an athlete.

18. Obtain proper training and continue to upgrade coaching skills.

### **Athletes Responsibilities**

In addition to the General Responsibilities listed above, Athletes will have additional responsibilities to:

1. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
2. Participate and appear on time in all competitions, practices, training sessions, events, activities, or projects.
3. Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification, or other reasons.
4. Adhere to the SGHA's rules and requirements regarding clothing and equipment.
5. Play hockey because they want to, not because others or coaches require it.
6. Play by the rules of the SGHA, hockey and in the spirit of the game.
7. Control their temper and refrain from fighting.
8. Be a true team player.
9. Take into consideration that winning is not everything – that having fun, improving skills, making friends, and doing their best are very important.
10. Respect coaches and officials as they are there to support and help the athlete.
11. Act as an ambassador of the game of hockey and conduct themselves in a manner that reflects such a position.

### **Parents/Guardians and Spectators Responsibilities**

In addition to the General Responsibilities listed above, Parents/Guardians of Individual and Spectators will:

1. Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence.
2. Condemn the use of violence in any form.
3. Never ridicule a participant for making a mistake during a performance or practice.
4. Provide positive comments that motivate and encourage participants continued effort.

5. Respect the decisions and judgments of referees and encourage athletes to do the same.
6. Never question an officials' judgment or honesty.
7. Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm from the sport of hockey.
8. Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers who give their time to the sport of hockey.
9. Refrain from the use of bad language, nor harass competitors, coaches, officials, parents/guardians or other spectators.
10. Never force their daughter to participate in the sport of hockey.
11. Remember that their daughter plays the sport of hockey for her enjoyment.
12. Teach their daughter that doing one's best is as important as winning so that their child will never feel defeated by the outcome of a game.
13. Ensure that their daughter feels like a winner every time by offering praise for competing fairly and hard.
14. Support all efforts to remove verbal and physical abuse from the game of hockey.

### **Implementation Process**

All parents and athletes must complete, sign, and submit the applicable Code of Conduct and Ethics Forms to complete their registration process with SGHA. Athletes will be prohibited to be registered or evaluated by the SGHA if the Pledge Forms have not been completed, signed, and submitted.

Coaches and all team management personnel must complete, sign, and submit the applicable Code of Conduct and Ethics Forms to complete their registration process with SGHA. Coaches and team management will be prohibited to act as a SGHA Coach or team manager prior to completing, signing, and submitting the Form.

At the commencement of each season, each SGHA team will be required to have a meeting with all management, parents, and players to review the SGHA Code of Conduct and Ethics and reiterate that the expectation of the SGHA is one hundred percent (100%) compliance. The meeting will cover the following:

- a) Detail the objectives for the year
- b) Outline the team's expectation
- c) Lay out the consequences
- d) Explain the team's responsibilities
- e) Explain SGHA's responsibilities

If a parent, coach, athlete or team manager does not sign their Code of Conduct Form, such individual is still subject to this Code of Conduct and Ethical Standard document.

## **Process Origination & Change Log**

<b>Process Identification</b>	
<b>Process Originator:</b>	<b>Tony Mancusi</b>
<b>Effective Date:</b>	<b>09/01/2024</b>
<b>Category/Function:</b>	<b>Code of Conduct</b>
<b>Process Owner</b>	
<b>Association Owner:</b>	<b>President</b>
<b>Contact Information:</b>	<a href="mailto:President@sarniagirlshockey.com">President@sarniagirlshockey.com</a>
<b>Association Approved Date:</b>	<b>08/01/2024</b>

## **Review/Add/Change Log**

<b>Review Date</b>	<b>Description of Revision</b>	<b>Annual Review Y or N</b>	<b>Version</b>	<b>Version Revision By</b>
01/17/2024	Process document created	N	1.0	Tony Mancusi
05/10/2024	Governance Meeting Sub-committee updates	N	1.1	Tony Mancusi
08/01/2024	Approval of Final Draft	N	1.2	Tony Mancusi
08/16/2024	Revisions to branding template	N	1.3	Amy Carlaw
05/10/2025	Yearly Review	Y	1.4	Amy Carlaw