



## Code of Conduct for CBBFHA Volunteers and Staff

The Cape Breton Blizzard Female Hockey Association (CBBFHA) is committed to providing an environment in which all individuals are treated with respect. Members and participants of the CBBFHA shall conduct themselves at all times in a manner consistent with the values of the CBBFHA which include fairness, integrity and mutual respect. CBBFHA is committed to breaking down barriers related to equity, diversity, inclusion and accessibility in hockey, and recognizes the importance of sport in reconciliation.

All CBBFHA volunteers participating in CBBFHA sanctioned activity will be expected to adhere to Hockey Canada's Fair Play Policy and Hockey Nova Scotia Code of Conduct (located on the website).

All CBBFHA Volunteers and Staff will:

- Respect the 24-hour Cool Down Period;
- Be a leader, positive influence, and role model;
- Obtain the proper training and continue to upgrade qualifications.;
- Seek out additional resources or guidance when required;
- Reward effort, fair play, and commitment;
- Recognize and respect differences in your players;
- Demonstrate respect for all individuals involved in the game;
- Always consider the physical and emotional well-being of the athletes;
- Communicate in a positive and rational manner and use inoffensive language;
- Always attempt to contribute to the betterment of the game of hockey;
- Will promote a positive hockey culture where inclusiveness and belonging and is free from racism, discrimination or harassment;
- Will not participate in or initiate any bullying, intimidating, harassing, or abusive behavior in any form (i.e. verbal, physical, or through the use of electronic applications such as email, social media, etc.) either to an individual or towards a group as we understand it to be unbecoming and harmful behaviour;
- Respect the decisions and judgements of officials and encourage players to do the same. We are role models to our players and parents. When a disagreement arises, the issue is to be resolved through the appropriate process. This includes coaching staff on the bench who disagree with the officials decision. Disrespectful behaviours or comments will not be tolerated;
- Respect other CBBFHA volunteers and the volunteers of other associations;
- Safety is a primary concern. Ensure players are provided with the proper return to play documentation before coming back to participate in games or practice after injury;
- Provide the highest standard of training appropriate to players' ages, strength, and skills and will seek medical advice whenever necessary;
- Ensure information obtained is treated as confidential;
- Ensure transparency in all actions and decisions;



- Use social media responsibly and strategically, modelling appropriate behaviour expected of representatives of Hockey Nova Scotia in keeping with the Hockey Nova Scotia Social Media Policy;
- Will abide by the NO cell phone use in dressing room rule;
- Conduct themselves openly, professionally, lawfully and in good faith as well as avoiding behaviours such as abusive use of alcohol or non-medical use of drugs;
- Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol, tobacco/vaping or other legalized drugs;
- Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- Comply at all times with the bylaws, policies, regulations of Hockey Canada, HNS and CBBFHA policies and procedures; and
- For coaching staff - Coaching staff have added accountability, in that the coach-player relationship is a privileged one. It plays a critical role in the personal, sport and athletic development of the players and bench staff must not abuse this relationship.

HNS outlines requirements for all volunteers at each division and level. The minimum requirement for any volunteer, regardless of the role, is a valid Criminal Reference Check/Vulnerability Sector Check and completion of the Respect in Sport for Activity Leaders course. It is the responsibility of CBBFHA volunteers to provide the CBBFHA board proof of meeting requirements prior to the annual deadline.

**I agree to abide by the above principles and also agree to abide by the rules, regulations, and decisions as set by CBBFHHA. Failure to abide by this Code of Conduct may result in disciplinary action, suspension, or release from Association membership. I agree to abide by the above principles and also agree to abide by the rules, regulations, and decisions as set by CBBFHA. Failure to abide by this Code of Conduct may result in disciplinary action, suspension, or release from Association membership.**

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Name

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Signature

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Date