



Code of Conduct

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1. Introduction

- a. This policy outlines the manner in which all members belonging to Hockey PEI shall conduct themselves.
- b. Coaches, team officials, players, and parents/guardians shall read the Code of Conduct and their respective oath each season to understand what kind of behaviour is expected of them throughout the season.
- c. Other members of Hockey PEI are required to review the Code of Conduct and familiarize themselves with it.

2. Application of Policy

- a. The following individuals can be classified as members and therefore would be subject to application of this policy.
 - i. Staff
 - ii. Board
 - iii. Players
 - iv. Coaches and team officials
 - v. Officials
 - vi. Parents/Guardians
 - vii. Volunteers
 - viii. Administration
- b. Any reference to “Member Organization” refers to any accepted member group under the Hockey PEI auspice, including Minor Hockey Associations, Junior Teams, Major U18 Franchises, etc.

3. Code of Conduct

- a. Hockey PEI is committed to providing an environment where all individuals are treated with respect and kindness. Therefore, all members and participants of Hockey PEI are expected to:
 - i. Conduct themselves, at all times, in a manner consistent with the values of Hockey PEI and Hockey Canada which includes fairness, integrity, and respect.
 - ii. Demonstrate the spirit of good sportsmanship, leadership and ethical conduct.
 - iii. Avoid behaviour which brings Hockey PEI, its members or the sport of hockey into disrepute.
 - iv. Adhere, at all times, to:
 - The bylaws, policies, procedures, rules, regulations, and directives set forth by Hockey PEI and its Member Organizations
 - Operational policies, procedures, rules, and regulations set forth by Hockey Canada



- Rules and regulations governing any competitions, in which another member participates on behalf of Hockey PEI
 - Rules and regulations established by the facilities in which the member participates in any activity on behalf of Hockey PEI
 - Any contracts or agreements executed with or by Hockey PEI
 - Any sanction imposed by Hockey PEI
- v. Care for and respect the property and assets of Hockey PEI, its Member Organizations, and the facilities in which the member participates.
- vi. Refrain from engaging 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.
- vii. Refrain from comments or behaviours, whether in person, online or on social media, which are disrespectful, humiliating, demeaning, offensive, abusive, racist or sexist. In particular, behaviour which constitutes bullying, harassment, abuse, misconduct, or neglect will not be tolerated, and will be dealt with accordingly.
- viii. Refrain from engaging in activity online or on social media which interferes with the policies and regulations set forth by Hockey PEI.

4. Social Media Usage

- a. All members of Hockey PEI are expected to conduct themselves online (including social media) in a manner that is appropriate, respectful and generally follows the conduct outlined in this Code of Conduct, especially while representing their teams, Member Organization, and Hockey PEI. This applies to, but is not limited to, the following individuals:
- i. Staff
 - ii. Board
 - iii. Players
 - iv. Coaches and team officials
 - v. Officials
 - vi. Parents/Guardians
 - vii. Volunteers
 - viii. Administration

5. Minor Infractions

- a. Situations can include but are not limited to the following minor infractions:
- i. Unsportsmanlike conduct such as disrespectful comments or gestures, angry outbursts or arguing.
 - ii. Non-compliance with the rules and regulations under which Hockey PEI sanctioned events are carried out.
 - iii. Any complaint or infraction considered to be minor in nature.



- iv. Comments or remarks of an inappropriate nature which are detrimental to a team, association, league, an individual or Hockey PEI.
- v. Any statement deemed to be publicly critical of association officials or detrimental to the welfare of a member of a team, association, league, Hockey PEI or individual.
- vi. Divulging confidential information of a personal or team related nature, business or game strategy that could provide another team or individual a competitive advantage, or injury information about any player. Divulging confidential information may include, but is not limited to the following:
 - Player injuries
 - Trades or any other player movement
 - Game strategies
 - Any other matter of a sensitive nature to a member of a team, association, league, Hockey PEI, or an individual
- vii. Negative or derogatory comments about any team, association, league, Hockey PEI staff, volunteers, programs, stakeholder, players or any Hockey PEI member.
- viii. Online activity that contradicts the current policies of Hockey Canada, Hockey PEI or any of its member associations.

6. Major Infractions

- a. Situations can include but are not limited to the following major infractions:
 - i. Any incidents of abusive, racist, sexist or otherwise discriminatory comments.
 - ii. Repeated incidents of unsportsmanlike conduct such as disrespectful comments or gestures, angry outbursts, or arguing.
 - iii. Activities or behaviour which interfere with the organization of a competition or with any player's or team's preparation for a competition.
 - iv. Pranks, jokes, or other activities which endanger the safety of others.
 - v. Deliberate disregard for the rules and regulations under which Hockey PEI events are sanctioned.
 - vi. Abusive use of alcohol or cannabis where abuse means a level of consumption which impairs the individual's ability to speak, walk, or drive; causes the individual to behave in a disruptive manner; or interferes with the individual's ability to perform effectively and safely.
 - vii. Any use of, or condoning the use of, alcohol or cannabis by minors.
 - viii. Use of, or condoning the use of, illicit drugs and narcotics.
 - ix. Use of, or condoning the use of, banned performance enhancing drugs or methods.
 - x. Any harassment, bullying, or abuse.



- xi. Any action that can be considered a criminal offence. Criminal offences shall be reported to the local RCMP immediately.
- xii. Photographs, video, or comments promoting negative influences or criminal behaviour that can be detrimental to the reputation of a team, association, league, an individual or Hockey PEI. This includes, but is not limited to:
 - Drug use
 - Alcohol abuse
 - Public intoxication
 - Hazing
 - Sexual exploitation, etc.
- xiii. Repeated comments or remarks of an inappropriate nature which are detrimental to a team, association, league, an individual or Hockey PEI.
- xiv. Repeated statements deemed to be publicly critical of association officials or detrimental to the welfare of a member of a team, association, league, Hockey PEI or individual.)
- xv. Inappropriate, derogatory, racist, or sexist comments made online or verbally of any kind, in keeping with this Code of Conduct.
- xvi. Repeated negative or derogatory comments about any team, association, league, Hockey PEI staff, volunteers, programs, stakeholder, players or any Hockey PEI member.
- xvii. Repeated instances of any form of bullying, harassment, or threats against players or officials.
- xviii. Repeated online activity that contradicts the current policies of Hockey Canada, Hockey PEI or any of its member associations.
- xix. Online activity that is meant to alarm other individuals.
- xx. Any other complaint or infraction which is considered to be serious or major.

7. Harassment, Bullying & Abuse

- a. It is Hockey PEI's responsibility to make sure its members fully understand what constitutes as harassment, bullying, and abuse. The following definitions can be found in Hockey Canada's Bullying, Harassment, and Abuse Policies:
 - i. **Harassment** – Harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions. Any of the different forms of harassment must be based on the grounds prohibited in human rights legislation, such as race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation. Harassment may occur among anyone between peers (e.g. player to player of



the same age group, parent to official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (e.g. coach to player, sports administrator to employee). The following is a non-exhaustive list of examples of harassment:

- Unwelcome jokes, innuendo, or teasing about a person's body, looks, race, sexual orientation, etc.
 - Condescending, patronizing, threatening or punishing actions which undermine self-esteem
 - Practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
 - Degrading or inappropriate hazing rituals
 - Unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation, or which might on reasonable grounds be perceived as placing a condition of a sexual nature on employment or on any opportunity for training or advancement
 - Sexual assault or physical assault
- ii. **Bullying** – Bullying involves a person expressing their power through the humiliation of another person. Bullying occurs between people at any age and is not addressed under human rights legislation. It is inappropriate behaviours that are typically cruel, demeaning and hostile towards the bullying target (most commonly occurs between children under the age of twelve but may also constitute behaviours between youth or between adults). The actual issue of bullying is not addressed by the law, except when the behaviour does become a criminal issue – e.g. extortion, physical assault, etc. Bullying can be broken down into four categories:
- Physical (hitting or kicking, taking/damaging personal property)
 - Verbal (name calling, insults, constant teasing)
 - Relational (try to cut off victims from social connection by convincing peers to exclude or reject a certain person)
 - Cyber bullying

The following is a non-exhaustive list of tactics used by bullies to control their targets:

- Unwarranted yelling and screaming directed at the target
- Continually criticizing the target's abilities
- Blaming the target of the bullying for mistakes
- Making unreasonable demands related to performance
- Repeated insults or put downs of the target
- Repeated threats to remove or restrict opportunities or privileges
- Denying or discounting the targets accomplishment
- Threats of and actual physical violence



- iii. **Abuse** – Child abuse is any form of physical, emotional, and/or sexual mistreatment or lack of care which causes physical injury or emotional damages to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust.
- **Emotional Abuse** – Emotional abuse is a chronic attack on a child’s self-esteem; it is psychologically destructive behaviour by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child’s needs.
 - **Physical Abuse** – Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.
 - **Neglect** – Neglect is chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. This may occur in hockey when injuries are not adequately treated or players are made to play with injuries, equipment is inadequate or unsafe, no one intervenes when team members are persistently harassing another player, or road trips are not properly supervised.
 - **Sexual Abuse** – Sexual abuse is when a young person is used by an older child, adolescent or adult for his or her own sexual stimulation or gratification. There are two categories:
 - Contact – touched or fondled in sexual areas, forced to touch another person’s sexual areas, kissed or held in a sexual manner, forced to perform oral sex, vaginal or anal intercourse, vaginal or anal penetration with an object or finger, sexually oriented hazing, etc.
 - Non-Contact – Obscene remarks on phone/computer or in notes, voyeurism, shown pornography, forced to watch sexual acts, sexually intrusive questions and comments, forced to pose for sexual photographs or videos, forced to self-masturbate or forced to watch others masturbate, etc.
 - **Misconduct** – Misconduct refers to any behaviour or pattern of behaviour that is found to be in violation of this Code of Conduct and that does not otherwise classify as harassment, abuse or bullying.

8. Duty to Report

- a. All members belonging to Hockey PEI and its associations, are required to report their knowledge of any harassment, bullying or abuse that has occurred.



9. Failure to Comply

- a. Failure by a member to comply to this Code of Conduct shall constitute an infraction, whether it be minor or major, and may result in disciplinary action from their Member Organization or Hockey PEI.

10. Discipline Pathway and Procedure

- a. Major Infractions
 - i. All major infractions shall be under the jurisdiction by the Hockey PEI Discipline & Ethics Committee with the support of the respective Member Organization(s).
- b. Minor Infractions
 - i. Discipline for all minor infractions shall be conducted by the member's respective Member Organization and that Member Organization shall have the ability to render discipline that it deems appropriate.
 - ii. Should the Member Organization require assistance with a resolution, the complaint shall be forwarded to Hockey PEI Discipline & Ethics Committee for consultation.

11. Code of Conduct Hearing

- a. For hearings, refer to Bylaw 21 under the Hockey PEI Constitution.

12. Code of Conduct Appeal

- a. For appeals, refer to Bylaw 21.06 under the Hockey PEI Constitution.



Appendices

A. Hockey PEI Code of Conduct Oaths

Coach/Team Officials Code of Conduct

Every coach and team official volunteering with Hockey PEI has a responsibility to:

1. Create an environment that is safe and healthy, both physically and emotionally, to the end that the growth and development of all participants, particularly players, is enhanced.
2. Treat all persons fairly, with respect, and without discrimination, making appropriate allowances for anyone who is at a disadvantage, and regardless of gender, place of origin, race, colour, sexual orientation, religion, political belief, or economic status.
3. Create opportunities for players to take responsibility, develop leadership skills and acquire self-esteem.
4. Recognize individual objectives, needs and differences in designing and implementing programs and activities.
5. Develop and communicate rules which are reasonable, and which are fairly and consistently applied.
6. Ensure that winning takes second place to fair play and good sportsmanship, both in one's own conduct and that of others, particularly players.
7. Not take advantage of another person's error or oversight and accede to any reasonable request that does not prejudice one's own team.
8. Consistently display high personal standards, modeling behaviour that is expected of others, and projecting a favourable image of the sport of hockey, and in particular:
 - a. Show respect for the rules of the game and showing respect for and refraining from criticism of officials, other coaches, and other teams' players.
 - b. With respect to one's own players, offer comment or criticism in a constructive manner
 - c. Abstain from the use of tobacco, alcohol, or cannabis products while in the presence of children.
 - d. Refrain from the use of profane, insulting, harassing or otherwise offensive language in the performance of duties.
9. Regularly engage in activities designed to acquire skills and knowledge appropriate to one's responsibilities and then implement that skill and knowledge.
10. Evaluate the effectiveness and appropriateness of programs and activities and be willing and able to make changes when that evaluation so indicates.
11. Seek out criticism and be able to accept and benefit from such criticism.
12. Subordinate one's own objectives and needs to those of the players.
13. Apart from disciplinary considerations, ensure that all players receive a fair share of ice time.
14. Communicate effectively with others and, when dealing with a minor, their parents or guardians.
15. Initiate remedial or disciplinary action when appropriate and participate cooperatively in disciplinary proceedings when underway.



PLAYER AND PARENT JOINT CODE OF CONDUCT

Player Code of Conduct

As a player, I shall:

1. Abide by the rules of hockey, the policies of Hockey PEI and principles of good sportsmanship.
2. Respect my teammates, coaches, team officials, referees, opponents, opposing coaches, opposing team officials and other participants in Hockey PEI sanctioned games, practices, and other association activities.
3. Not make any derogatory comments as to another individual's race, ethnic origin, colour, religion, gender and/or sexual orientation.
4. Not say or do anything that could hurt someone else physically or emotionally.
5. Work hard to improve my skills both as an individual and as a team player.
6. Act in a safe and responsible manner at games, practices and all Hockey PEI sanctioned activities.
7. Support my teammates including those who are less skillful both on and off the ice.
8. Attend all practices and games and in the event that I have a legitimate reason for not being able to attend a practice or game, I will provide my coach with as much notice as possible of my anticipated absence.
9. Be on time and prepared to commence a game or practice in keeping with the schedule established by the coach.
10. Play whatever position I am assigned by my coach to the best of my ability.
11. Not lose my temper at games, practices or Association activities.
12. Not behave in a manner or engage in any activity that would cause embarrassment or disrespect to my team or Hockey PEI including smoking, vaping, drinking alcohol or using drugs.

I understand that to be a part of Hockey PEI and my respective Minor Hockey Association, I must comply with this Code of Conduct and that my failure to do so could result in disciplinary action against me including suspension from my team and playing hockey.

Parent/Guardian's Code of Conduct

As a parent/guardian of a player, you have the responsibility to:

1. Ensure, to the best of your ability, that your child abides by the rules of hockey, the policies of Hockey PEI and principles of good sportsmanship.
2. Ensure, to the best of your ability, that your child respects their teammates, coaches, officials, opponents and other participants in Hockey PEI sanctioned games, practices, and other association activities.
3. Ensure, to the best of your ability, that your child conduct themselves in a manner that minimizes the risk of injury, both physical and psychological, to themselves and others which includes refraining from making any derogatory comments regarding another individual's race, ethnic origin, colour, religion, gender and/or sexual orientation.
4. Ensure you and all supporters of your child refrain from criticism of coaches, officials, teammates, opponents, and other participants in Hockey PEI sanctioned games and other



association activities. When you feel that criticism is warranted, you shall offer it in a manner that is fully respectful, through proper channels and away from the hockey rink in any event.

5. Ensure you and all supporters of your child refrain from directing comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to players, coaches, officials, opponents, and association volunteers including, but not restricted to division coordinators, board members, executive members and staff. If you feel that criticism of any such person is warranted, you shall offer it in a manner that is fully respectful, through proper channels and away from the hockey rink in any event.
6. Ensure you and all supporters of your child refrain from discussing the weaknesses of other team players and/or coaching staff with your child.
7. Familiarize yourself with and abide by the policies and procedures of Hockey PEI and your respective Minor Hockey Association.



Officials – Code of Conduct

As an official with Hockey PEI, it is my responsibility to:

1. Avoid or put an end to any situation that threatens the safety of the players.
2. Not permit the physical or verbal intimidation of any player
3. Not tolerate unacceptable conduct toward myself, other officials, players or spectators.
4. Be consistent and objective in calling all infractions, regardless of my personal feelings towards a team, coach, or individual player.
5. Handle all conflicts firmly, but with dignity.
6. Obtain proper training and continue to upgrade my officiating skills.
7. Present myself with a professional appearance and demeanour.
8. Work in cooperation with all involved for the benefit of the game.



B. Hockey PEI Dispute Resolution Process (Minor Hockey Association)

