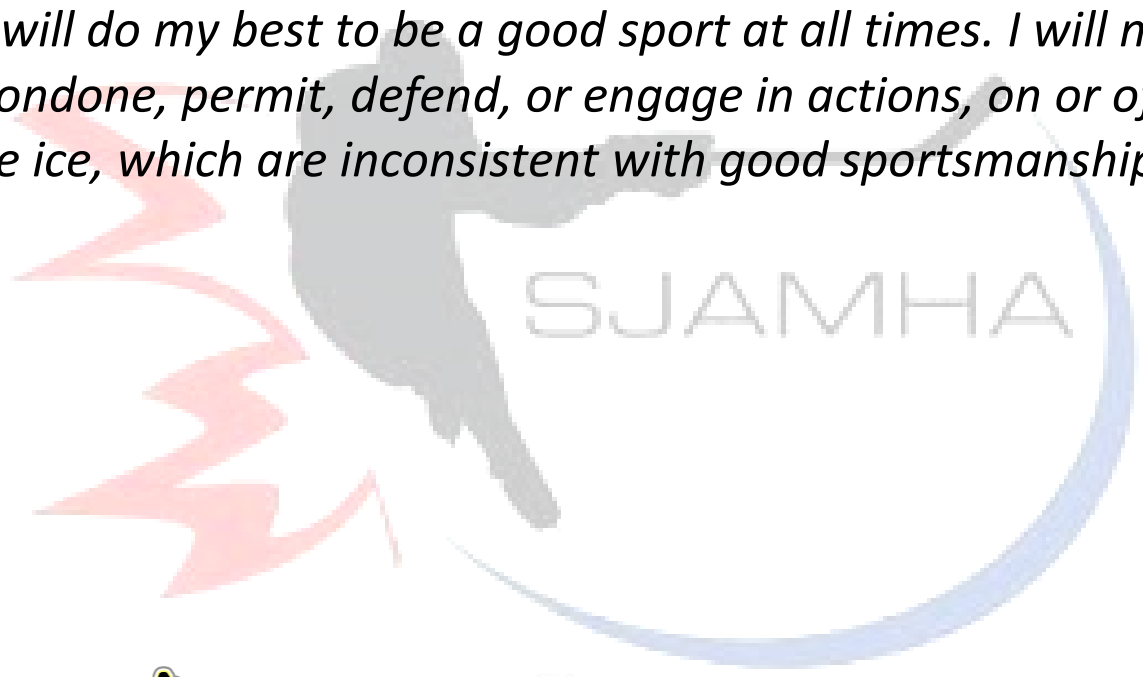


St. James Assiniboia
Minor Hockey Association (SJAMHA)
Inappropriate Behaviour Policy

“I will do my best to be a good sport at all times. I will not condone, permit, defend, or engage in actions, on or off the ice, which are inconsistent with good sportsmanship.”



St. James Assiniboia Minor Hockey Association (SJAMHA) Inappropriate Behaviour Policy

SJAMHA is committed to providing a positive and respectful hockey experience for all participants – players, coaches, officials, spectators and volunteers – in a safe and sportsmanlike environment where individuals or groups of individuals are free from abuse, discrimination, harassment and bullying. Inappropriate behaviour, as defined by this Policy, in any form, will not be tolerated. SJAMHA will make every reasonable effort to respond quickly and effectively to complaints or disclosures of inappropriate behaviour.

Remember, playing organized hockey is a privilege. The SJAMHA, along with Hockey Winnipeg, reserves the right to revoke that privilege and / or revoke the viewing privileges of any spectator found to be in violation of this Policy.

1. Parent Liaison

Each SJAMHA team shall select a Parent Liaison. The Parent Liaison plays an important role in ensuring that his / her fellow parents don't become over-exuberant when cheering on their child's team. While the Parent Liaison is not expected (nor should ever) place themselves in a confrontational position with a fellow parent, he or she is the front line of the SJAMHA's Inappropriate Behaviour Policy. The Parent Liaison shall only act in accordance with **Section 5.1** and **5.2** herein.

NOTE - Under no circumstances shall the Parent Liaison escalate his or her intervention beyond a respectful request to the offending participant to refrain from their inappropriate behaviour.

2. Code of Conduct

At the start of each season, each team's Parent Liaison shall remind every parent / guardian on his or her team - that by registering their son / daughter to play hockey organized by the SJAMHA - they have agreed to be bound by the SJAMHA's Inappropriate Behaviour Policy.

As well, they shall ensure every parent / guardian signs the Team's Code of Conduct form (available on the SJAMHA website). The parent's signature further acknowledges that the parent has read the SJAMHA Inappropriate Behaviour Policy and agrees to be bound by said policy. The Parent Liaison is to forward the completed Team Code of Conduct form to the Board Member responsible for Conduct and Leadership **prior** to the beginning of the current SJAMHA season.

3. Scope

This policy operates independently of, but in conjunction with, the *Rink Behaviour Policy* of Hockey Winnipeg (formerly Winnipeg Minor Hockey Association). The SJAMHA reserves the right to escalate any / all violations of its Inappropriate Behaviour Policy to Hockey Winnipeg whereby a formal, legal investigation will be conducted.

4. Definitions – Inappropriate Behaviour 4.1 Abuse

Abuse means any form of physical or emotional mistreatment which causes physical injury or emotional damage. Physical abuse is when one person purposefully injures or threatens to injure another person. This may include, but not be limited to: slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving or grabbing.

Emotional abuse can take the form of name-calling, threats, ridiculing, berating or intimidating comments.

4.2 Discrimination

Discrimination means the differential treatment, whether intended or not, of an individual or groups of individuals based on:

- ancestry
- race
- colour
- nationality or national origin
- ethnic background
- religion or religious belief, creed, association or activity
- age
- sex
- gender-determined characteristics
- gender identity
- sexual orientation
- marital or family status
- source of income
- political belief
- physical size or weight
- physical or mental disability.

4.3 Personal Harassment (Bullying)

Bullying is offensive behavior that is not connected to any human- rights based characteristic. It is any conduct, comment, display, action, or gesture that adversely affects a person's psychological or physical well-being. Examples of bullying may include, but not be limited to:

- personal ridicule (put-downs, teasing) or malicious gossip
- repeated or continuous incidents of inappropriate yelling, screaming
- or name-calling
- malicious or uncalled-for interference with another's work or role
- interfering with or vandalizing/damaging a person's personal property
- physical or verbal abuse/violence, threats, intimidation
- insulting or derogatory comments, jokes or gestures
- shunning or ostracizing a person.

5. Response

SJAMHA recognizes that not all incidents of inappropriate behaviour are equally serious in their consequences. To that end, incidents shall be deemed as either "minor" or "serious". It shall be the team's Parent Liaison - either individually or in discussion with the team's Manager or other representative – that determines the initial type of response.

5.1 Minor Incidents

Minor incidents of inappropriate behaviour displayed by a participant should be corrected promptly and informally with the team's Parent Liaison taking a constructive approach with the aim of bringing about a change in the negative attitude or behaviour(s).

5.2 Serious Incidents

If the participant refuses to discontinue his/her inappropriate behaviour, the Parent Liaison **and** the team's Manager or another representative will ask the participant to leave the premises and shall then report the incident to the SJAMHA. If the participant refuses to leave the premises, the rink attendant shall be instructed to phone the police and the referee shall be advised to suspend or cancel the game. The Parent Liaison will subsequently report the incident to the SJAMHA.

5.3 Appeal

After expulsion from the game, the participant can appeal his/her expulsion before a Review Committee assembled by the SJAMHA. The Committee will hear the participant's version of events; consult with any witness(es); and then issue a ruling. The ruling of the Committee shall be final.

NOTE – The participant will be prohibited from attending any / all SJAMHA and Hockey Winnipeg sanctioned events and will be prohibited from entering any / all SJAMHA and Hockey Winnipeg arenas during the appeal process.

6. Remedies

Serious incidents of inappropriate behaviour shall result in:

- **1st offense** – removal of the participant from the game or practice in which the offending behavior occurred plus a subsequent one week suspension;
- **2nd offense** – removal of the participant from the game or practice in which the offending behavior occurred plus a subsequent three week suspension;
- **3rd offense** – removal of the participant from the game or practice in which the offending behavior occurred and suspension from all practices and games for the balance of the season including playoffs.

NOTE – These remedies are in addition to any Hockey Winnipeg imposed punishment. A suspension not served in full, due to the expiry of one season will be carried into the subsequent season. Any / all suspension(s) will be universally applied. With the intention to be supportive of Hockey Winnipeg decisions related to suspensions of a serious nature, in some instances when HW issues a suspension to any individual (parent/guardians, player, bench official) associated with SJAMHA, the Conduct and Leadership Board member for SJAMHA **may also match the suspension, up to a maximum of five games**, depending on the seriousness of the incident.

7. Application

This policy applies to all age groups operating under the jurisdiction of the SJAMHA and is applicable to all participants (home or away) that are on the premises of any arena / facility hosting a SJAMHA, Hockey Winnipeg, or Hockey Manitoba sanctioned event.

This policy is effective October 1, 2011 and it will be at the SJAMHA's sole discretion as to whether reported behavior is deemed to be minor or serious.

Remember that when you attend a hockey game or practice your behavior reflects on you, your family, your friends and the entire SJAMHA community. We ask that as you cheer on your son, daughter, grandson, granddaughter, niece, nephew or neighbour's child that you do nothing to tarnish the reputation of our game and our Association. Thank you.