



Enfield Hockey Association

Code of Conduct

The Enfield Hockey Association (EHA) tries to provide a safe and positive environment for our youth to learn to skate, develop skills and play hockey. Three critical points are required to achieve a positive and healthy relationship between administrators, players, parents, and coaches. They are to clearly define the roles of each participant, establish rules of behavior, and insure communications of expected conduct to all parties. The contention is that a clear understanding will help to prevent or curtail negative behavior.

It is the policy of the Enfield Hockey Association to enforce and compliment the Connecticut Hockey Conference rules and USA Hockey's published Zero Tolerance Policy regarding administrators, players, coaches, officials, parents, and spectators. The Code of Conduct contained herein has been developed to aid the participants in achieving a level of behavior that will allow all concerned to maximize the benefits of youth hockey development and guide the athlete in becoming a well-rounded, self confident and productive human being. The provisions of this Code of Conduct are intended to be in addition to and/or in the absence of any action taken by USA Hockey officials at any Enfield Hockey Association function including but not limited to practices, games, parties, and tournaments. It includes the events themselves and a reasonable period of time before and after the event. It is the intention of this Code of Conduct to cover any times when administrators, players, parents, spectators, and coaches would gather for an Enfield Hockey Association event of any kind.

Administrators, players, parents and coaching staff are expected to adhere to sportsmanlike conduct and to a code of behavior that will not bring the Enfield Hockey Association into disrepute. Offensive language or gestures, malicious use of sticks, fighting, excessive protest of referees' calls, denigration of teammates or coaches and insubordination have no place in the Enfield Hockey Association.

As you will see, this is a very general set of standards, which all parties are expected to follow. In writing this Code of Conduct, it is virtually impossible to cover every situation that might arise and it is also very hard to spell out the penalty for each act of misbehavior; no two cases are exactly the same. Nevertheless, the following document is an attempt to make the Enfield Hockey Association's rules as clear, precise, and uniform as possible.

The Code of Conduct for the Enfield Hockey Association is centered on and incorporates the USA Hockey Code of Conduct. The various code provisions give a solid foundation for expectations and goals. The codes set the ground rules, standards of behavior and establish a perspective regarding the objectives of a youth hockey program. USA Hockey has emphasized a Zero Tolerance Policy for inappropriate behavior and has implemented a Parent Awareness Program. USA Hockey publishes a Code of Conduct for administrators, players, parents and coaches in its Annual Guide. All administrators, players, parents, guardians, and coaches are responsible for becoming familiar with and for supporting the USA Hockey Code of Conduct.

The Enfield Hockey Association has approved and adopted provision that all administrators, players, coaches, and parents are required to sign a Code of Conduct Agreement that will be kept by their team's manager. The document contains an acknowledgement that the participants have read, understand and pledge to behave in accordance with the Code of Conduct of the Enfield Hockey Association. The intent is that this process will help communicate the standards of behavior to all participants throughout the Enfield Hockey Association, and in doing so help elevate the level of the youth hockey experience for all concerned.

It must be clearly understood that any player violating the Code of Conduct may cause that player to be suspended for a specified period of time under Rule 410 of USA Hockey Official Rules, or to forfeit his/her member status in the Enfield Hockey Association. There will be no refund for any unused ice times, tournament or game fees as a result of such suspension and/or forfeiture. Any administrator, coach, parent or spectator violating the Code of Conduct may be suspended for a specified or indefinite period of time based on a review and ruling by the Enfield Hockey Association's Disciplinary Committee.

Administrator's Code of Conduct

- Follow the rules and regulations of the Enfield Hockey Association, USA Hockey, Connecticut Hockey Conference, and any other associated organizations to ensure that their philosophy and objectives are enhanced.
- Support programs that train and educate players, coaches, parents, officials and volunteers.
- Promote and publicize our programs; seek out financial support when possible.
- Communicate with parents by holding parent/players orientation meetings as well as by being available to answer questions and address problems throughout the season.
- Work to provide programs that encompass fairness to the participants and promote fair play and sportsmanship.
- Recruit volunteers, including coaches, who demonstrate qualities conducive to being role models to the youth in our sport.
- Encourage coaches and officials to attend USA Hockey clinics and education opportunities; support the necessity of that training to maintain Enfield Hockey Association's growth.
- Make every possible attempt to provide everyone, at all skill levels, with a place to play.
- Read and be familiar with the contents of the USA Hockey Annual Guide and Rule Books.
- Develop other administrators to advance to positions in the Enfield Hockey Association perhaps even your own.
- Any administrator found to be in violation of the rules and regulations as outlined in the By-laws and Constitution of the Enfield Hockey Association, or to be in violation of the Code of Conduct of the Enfield Hockey Association may be subject to suspension and/or removal from their position.

Parents' and Spectators' Code of Conduct

- Do not force players to participate in sports, but support their desires to play their chosen sport. Participants are involved in organized sports for their enjoyment. Make it fun.
- Encourage players to play by the rules. Remember, young players learn best by example, so applaud the good plays of both teams.
- Be respectful of and do not embarrass a participant by yelling at players, coaches, officials or other parents. By showing a positive attitude toward the game and all of its participants, the player will benefit.
- Emphasize skill development and practices and how they benefit your young athlete. Deemphasize games and competition in the lower age groups.
- Know and study the rules of the game, and support the officials on and off the ice. This approach will help in the development and support of the game. Any criticism of the officials only hurts the game.
- Display good sportsmanship. Applaud a good effort in both victory and defeat, and enforce the positive points of the game. Recognize good plays by both your team and the opposing team with applause. Act appropriately; do not taunt or disturb other fans; enjoy the game together.
- Never yell or physically abuse a player after a game or practice - it is destructive. Work toward removing the physical and verbal abuse in youth sports.
- Recognize the importance of volunteer coaches. They are important to the development of young athletes and the sport. Communicate with coaches, support their decisions and trust their judgment and integrity. Parents need to remember that they are not the coaches. If you don't agree with or understand something that's happening on the ice, calmly ask the coach about it after the practice or game. It's unfair to put children in a position of having to decide who to listen to - their parents or the coach.
- Cheer good plays of all participants; avoid booing opponents. Cheer in a positive manner and encourage fair play; profanity and objectionable cheers or gestures are offensive.
- Help provide a safe and fun environment; throwing any items on the ice surface can cause injury to players and officials. Be responsible for your own safety - be alert to prevent accidents from flying pucks and other avoidable situations.
- Do not lean over or pound on the glass. The glass surrounding the ice surface is part of the playing area.
- Respect locker rooms as private areas for players, coaches and officials.
- Be supportive after the game – win or lose. Recognize good effort, teamwork and sportsmanship.
- Refrain from the use of abusive, obscene or profane language or gestures in the rink area, lobby area, and outside the rink (i.e.) parking lot before, during, or after a game.
- Treat everyone fairly, regardless of gender, place of origin, color, sexual orientation, religion, political belief or economic status.
- Abstain from the use of any illegal substances at any EHA sanctioned activity or event.
- Any spectator who must be removed from the rink area whether inside or out will receive maximum penalties, which can include permanent suspension.
- Any behavior where law enforcement is required to settle disputes or actions will result in automatic suspensions.
- Parents who have confrontations with coaches in the rink areas will be considered in violation of the code of conduct.

Players' Code of Conduct

- Play for FUN.
- Abide by the rules of my team, the Enfield Hockey Association, the Connecticut Hockey Conference, and USA Hockey.
- Players are responsible for wearing a full set of approved equipment each time they are on the ice.
- Work hard to improve your skills.
- Be a team player - get along within a team environment. Never place blame for a loss or tie on teammates. Understand that you win or lose as a team.
- Players are expected to attend as many practices and games as possible. In the event a player cannot make the scheduled ice-time, it is their responsibility to give the coach as much notice as possible.
- Learn teamwork, sportsmanship and discipline.
- Players should arrive to games and practices in sufficient time for dressing, warm-up, and pre-ice instructions. It is recommended they be ready to go on the ice 15 minutes prior to scheduled times.
- Learn the rules and play by them. Always be a good sport.
- Respect and refrain from public criticism of your coach, your teammates, your parents, opponents and officials.
- Never argue with an official's decision. No lashing out at any official no matter what the call is. Let the coaching staff handle all matters pertaining to officiating.
- Anyone who receives a penalty will skate directly to the penalty box. Players will not visually demonstrate any sign of dissatisfaction with an official's decision.
- Understand that fighting or fisticuffs will not be tolerated and can result in disciplinary measures by the EHA Disciplinary Committee.
- Conduct oneself in a befitting manner and refrain from the use of abusive, obscene or profane language or gestures. No swearing or abusive language on the bench, in the rink, at the hotel or any team function.
- Treat everyone fairly, regardless of gender, place of origin, color, sexual orientation, religion, political belief or economic status.
- Abstain from use of tobacco, drinking alcoholic beverages, use of illegal substances, and use of performance enhancing or mind-altering drugs.
- Players are responsible for leaving dressing rooms, hotel rooms, buses, etc. in a clean and orderly condition.

Coaches' Code of Conduct

- Responsible coaching means that coaches act in the best interest of the athlete's development as a whole person. Coaches must recognize the power that is inherent in the position of coach and must in no way abuse that power.
- Understand that winning is a consideration, but not the only one, nor the most important one. Care more about the development of the player than the winning of the game. Remember players are involved in hockey for fun and enjoyment. Be reasonable, remembering that players have other interests and obligations.
- Be a positive role model to players, display emotional maturity and be alert to the physical safety of players. Teach players to play fairly and to respect the rules, officials and opponents. Ensure that player behavior is acceptable and non-threatening for all participants.
- Be generous with your praise when it is deserved; be consistent, honest; be fair and just; do not criticize players publicly; learn to be a more effective communicator and coach, don't yell at players. Refrain from the use of abusive, obscene or profane language or gestures.
- Adjust to personal needs and problems of players, be a good listener, never verbally or physically abuse a player or official; give all players the opportunity to improve their skills, gain confidence and develop self-esteem; teach them the basics. Give each team member a fair and honest chance to play.
- Organize practices that are fun and challenging for players. Familiarize yourself with the rules, techniques and strategies of hockey; encourage players to be team players. It is the responsibility of each coach to make every effort to attend Coaching Clinics as provided by and dictated by the EHA, the CHC, and USA Hockey.
- Maintain an open line of communication with players' parents. Explain your goals and objectives for the team.
- Abstain from the use of any illegal substances at any EHA sanctioned activity or event.
- Coaches must ensure that all players are properly supervised until the last player leaves the dressing room.
- The coach must advise players and parents of the required protective equipment and ensure it is being worn and used at all times. Coaches should schedule periodic equipment checks.
- It is the responsibility of the coach to ensure that all doors leading to the ice surface are closed at all times during a game or practice. They must report any areas of concern to the arena attendant and ensure that no player goes on to the ice until ice cleaning is complete (Zamboni off, doors closed) and there is a coach present. The coach must maintain control over players at all times and not allow unsafe activities or improper behavior. (Both on and off the ice)
- Coaches must ensure that all players, coaches, and student coaches attending ice times under his control are properly registered with the EHA, the CHC, and USA Hockey.
- A team should have no more than one student coach on the ice at one time.
- It is the coach's responsibility to ensure that the student coach is properly registered or a rostered player with the EHA.
- A student coach must always be under the supervision of a carded adult coach during all practices, clinics, try-outs and in the locker room.
- Student coaches may help out at practices, clinics, and try-outs only. They may not participate in scrimmages or games as a student coach and may not act as an assistant or head coach during games or practices.
- While on the ice, student coaches must wear a helmet with full face shield, gloves, and skates. A student coach must wear a helmet with full face shield while on the bench during games.
- Upon reaching the age of 18, the student coach must comply with the USA Hockey Screening Program and meet the USA Hockey Coaching Education Program requirements that will qualify him/her to act as an assistant or head coach.

Policy on Behavior and Discipline

The Enfield Hockey Association strives to provide its participants with an atmosphere that promotes its ideals of good sportsmanship, honesty, team loyalty, courage, fair play and respect for teammates, opponents, officials, coaches and parents. Unfortunately, these ideals are not always reflected in the behavior of our participants (players, coaches or parents). The Enfield Hockey Association believes that behavior that is inconsistent with these ideals or the purpose and philosophy of this Association must be addressed promptly and fairly. To that end, the EHA has adopted the following policies and procedures that are designed to address inappropriate behavior.

The Enfield Hockey Association Board of Directors has established a Disciplinary Committee consisting of the six Vice Presidents and chaired by the Vice President of Administration and Rules. The purpose of the committee is to review any infractions by participants, which require suspension or other judgment in accordance with USA Hockey and/or the Enfield Hockey Association's Code of Conduct as well as its previously adopted rules and by-laws. The committee is responsible to the Board of Directors for its actions in imposing or modifying suspensions in conjunction with, or in addition to, the game referee.

Reporting an Alleged Violation

Any individual wishing to report inappropriate behavior should do so in the following manner:

- The individual should bring the matter to the attention of any member of the Board or other league official, coach or team parent, in writing.
- The league official receiving the report should promptly bring the matter to the attention of the Association President and/or the Vice President of Administration and Rules.
- The President and/or the Vice President of Administration and Rules will determine the severity and urgency of the matter and the appropriate course of action. This could range from a discussion with the offending party(ies) up to a complete review by the disciplinary committee.
- All incidents brought to the attention of the Association in accordance with this policy will be reported and reviewed by the Board.

Review by the Disciplinary Committee

In the event that the Association President and/or the Vice President of Administration and Rules determine that the matter is of sufficient severity, the Disciplinary Committee of the Board of Directors will be convened.

The Committee will promptly review the matter. If, in the Committee's judgment, the matter could warrant disciplinary action, the Committee will promptly notify the offending party and provide them with a reasonable opportunity to respond to the accusations. The committee will keep a written report on all reviews and actions. At the conclusion of the Committee's review, a written response will be delivered to the parties involved indicating the Committee's findings and actions taken.

Disciplinary action may take whatever form the Committee deems appropriate up to and including removal from the Association.

The Committee will report all incidences and actions taken by the Committee to the Board of Directors.

Recommended Discipline Guide: Parents and Spectators

Parents and spectators at EHA functions are responsible for their own conduct. They must endeavor to exhibit appropriate behavior before, during or after any activities involving EHA teams. Parents or spectators may cause themselves to be ejected if they act in a manner that an on-ice or off-ice Official views as unacceptable. Examples of such misconduct include, but are not limited to:

- Use of obscene language or abusive behavior to any person on or off the ice surface.
- Continual disruptions, which may cause a delay in the game.
- Repeated disrespect for rulings of an Official.

Any parent or spectator, who, after 1 warning by a game Official, persists in unacceptable conduct, will be ordered to leave the building. The game will be halted as necessary until the person(s) has removed himself or herself.

When a Game Official ejects a person(s), the Official will report the incident, in writing, to the Vice President of Administration and Rules, who will review the incident and may assess further penalties. If the game Official is unable to identify the person(s) responsible for the offense, they may impose a bench minor to the offending team.

Offenses covering the abuse of Game Officials by a parent or spectator of an EHA event may result in the following penalties being assessed by the EHA Disciplinary Committee:

- The first offense will result in an ejection from the game and a suspension ranging from a minimum of 1 game to a maximum of 3 months from all EHA ice times.
- A second offense will result in an ejection from the game and a suspension ranging from a minimum of 3 months to a maximum of 2 years from all EHA ice times.
- Subsequent offenses will result in the permanent removal from the Enfield Hockey Association.
- First offenses will be erased from parent or spectators records after 2 calendar years, at the request of the individual.

The Disciplinary Committee will review reported and confirmed offenses of the Enfield Hockey Association's Code of Conduct by a parent or spectator. Actions against violators shall include, but are not limited to, restricting access to EHA games, practices or functions. Anyone found to disobey these sanctions as well as those that repeatedly violate the Association's Code of Conduct may be subject to the permanent dismissal from the Enfield Hockey Association.

Recommended Discipline Guide: Players

Any player, who disrupts the team, fails to follow the instructions of the coaches or who continually misses practices and/or games without a proper excuse is hurting their team. Severe or repeated infractions will be reported to the Division Director and the Vice President of Administration and Rules who will confer with the player's parents. In the event that after such a conference the infractions continue or are still unresolved, the matter shall be referred to the Disciplinary Committee for resolution.

In the event a player incurs a game misconduct, match penalty or any other penalty that results in the ejection from that game or a suspension from the following game(s), the coach shall notify his Division Director within twenty-four (24) hours and provide specific details of the Incident. The Director shall immediately notify the Vice President of Administration and Rules. Failure to report an incident shall be grounds for disciplinary action.

The Disciplinary Committee will review reported and confirmed offenses of the Enfield Hockey Association's Code of Conduct by a player. Actions against violators shall include, but are not limited to, suspension of playing privileges. Any player found to disobey these sanctions as well as those that repeatedly violate the Association's Code of Conduct may be subject to the permanent dismissal from the Enfield Hockey Association.

Recommended Discipline Guide: Coaches

Coaches are responsible for supervising and controlling the conduct of their players, before during and after each game or practice. Failure by a coach to control the conduct of their team (i.e. brawls, vandalism, lobby or parking lot altercations etc.) may result in suspensions or other disciplinary action with the cost of any damages being paid by those involved.

In the event that a coach incurs a penalty that results in the ejection from that game or a suspension from the following game(s), the coach shall notify his Division Director within twenty-four (24) hours and provide specific details of the Incident. The Director shall immediately notify the Vice President of Administration and Rules. Failure to report an incident shall be grounds for disciplinary action.

The Disciplinary Committee will review reported and confirmed offenses of the Enfield Hockey Association's Code of Conduct by a coach. Actions against violators shall include, but are not limited to, suspension of coaching privileges. Any coach found to disobey these sanctions as well as those that repeatedly violate the Association's Code of Conduct may be subject to the permanent dismissal from the Enfield Hockey Association.

Policy on Dressing Arrangements for Co-ed Teams

This policy is reflective of the Enfield Hockey Association's recognition of and concern for gender issues relating to dressing arrangements for co-ed teams. The Board considered guidance, recommendations and requirements of USA Hockey in adopting this policy.

It is the Association's position that the privacy rights of both male and female players be observed and protected in providing appropriate dressing arrangements for co-ed teams while recognizing that practical facility limitations will exist at many ice hockey facilities.

Therefore, the following procedures will be observed in this regard:

- 1) Any individual player (male or female) that is uncomfortable with any particular co-ed dressing room arrangement should immediately seek alternative dressing facilities. If the individual is unable to find suitable arrangements, the team's coaching staff will be responsible to make proper accommodations. This could include, but will not be limited to:
 - a) Locating an appropriate alternative dressing site for the individual.
 - b) Having the individual dress (and undress) alone, before or after the rest of the team, in the same dressing facility.
- 2) In any co-ed dressing facility, players will be reasonably clothed at all times. It is not acceptable for players to create, in any way, an uncomfortable environment for the opposite gender while they dress or undress.
- 3) In any co-ed dressing facility, an adult, preferably a member of the coaching staff or the team parent, will be present at all times to enforce this policy and insure that behavior in this regard is appropriate.



Enfield Hockey Association Code of Conduct Agreement

The undersigned player, coach, parent or guardian acknowledges that the Enfield Hockey Association has adopted a Code of Conduct for players, parents, and coaches and that each of the undersigned has individually read, understands, and has agreed to adhere to such currently issued Code of Conduct.

The undersigned state that they clearly understand that breaking any of the provisions in the Enfield Hockey Association's Code of Conduct may cause a suspension for a specified period of time or to forfeit his/her member status in the Enfield Hockey Association. Any player, coach, parent or spectator breaking any of the Enfield Hockey Association's Code of Conduct may be suspended for a specified or indefinite period of time based on a review and ruling by the Enfield Hockey Association Disciplinary Committee.

Player:

I have read, understand, and agree to be held accountable for behavior contrary to the Code of Conduct of the Enfield Hockey Association.

Printed Name _____

Player's Signature _____ Date _____

Parents or Guardians:

I/we have read, understand, and agree to be held accountable for behavior contrary to the Code of Conduct of the Enfield Hockey Association.

Printed Name (1) _____

Parent/Guardian's

Signature _____ Date _____

Printed Name (2) _____

Parent/Guardian's

Signature _____ Date _____

Coach:

I have read, understand, and agree to be held accountable for behavior contrary to the Code of Conduct of the Enfield Hockey Association.

Printed Name _____

Coach's Signature _____ Date _____