

**Finger Lakes Regional Hockey
Assoc. Inc.**

2019-2020

CODE OF CONDUCT



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Code of Conduct Overview

Hockey is a game played at numerous levels including professional, collegiate, interscholastic, community and recreational from the local to the international levels of competition. It is the obligation of all players, coaches, managers, officials, administrators and workers is to abide by only the highest level of sportsmanship and conduct.

Finger Lakes Regional Hockey Assoc. in cooperation with the New York State Amateur Hockey Association Adult Education Program and USA Hockey have developed a series of modules designed to assist coaches, managers, parents and program stakeholders in effective communication and administration of FLRHA Program Policies and Guidelines.

FLRHA Philosophy Statement

The primary purpose of FLRHA is to contribute to the development of our community's youth through the game of hockey. FLRHA is committed to providing our young people the opportunity to have fun on the ice, in a controlled environment, while learning the basic skills of ice skating and the game of hockey. Our programs are available to all interested youth, where diversity is celebrated.

As a team sport, hockey affirms the importance of commitment, self-discipline and sportsmanship among all participants. FLRHA has a commitment to assure that young people who participate on our teams develop skills and values, which will bring lifelong benefit to them and to society.

The FLRHA Code of Conduct consists of the following policies and procedures, as attached herein:

- 1.0 Coach Code of Conduct Agreement;
- 2.0 ICARE Policy
- 3.0 Coach Statement of Responsibility;
- 4.0 Locker Room Policy;
- 5.0 Parent/Legal Guardian Code of Conduct;
- 6.0 Parent/Legal Guardian Code of Conduct Agreement; and,
- 7.0 Uniform Policy.

1.0 COACH CODE OF CONDUCT AGREEMENT

An FLRHA coach (the “Coach”) must constantly uphold the honor and dignity of the position. In all forms of contact with athletes, officials, administrators, parents, state and national organizations, the media and the public, the Coach shall strive to set an example of the highest ethical and moral conduct.

The Coach must be aware that he or she has a tremendous influence, either good or bad, in the development of the athlete, and thus, shall never place the value of winning above instilling the highest desirable ideals of character.

As a Coach in the Finger Lakes Regional Hockey Association, I understand that I must comply with the following as approved by Finger Lakes Regional Hockey Association Board of Directors, and that failure to comply will subject me to the sanctions as stated in Section 10, below:

1. I will perform all my duties in accordance with USA Hockey Guidelines and FLRHA Guidelines under the supervision of the head Coach and/or the team manager(s) in charge of the team.
2. The possession or use of alcohol, tobacco products, or controlled substances by any Coach, player, manager or team administrator is prohibited throughout the duration of any organized team activities. I will report any violation of this policy to the head Coach or team manager(s) in charge of the team.
3. I will assist the Coaches, team manager(s), team administrator or qualified chaperones in enforcing all rules and policies established by FLRHA or the team.
4. I will assist the Coaches, team manager(s), team administrator or qualified chaperones with duties necessary for the safety and well-being of the team members.
5. I understand that the head coach or team manager(s) in charge of the team, at all times, may allow male and female athletes in the same room. In such instances, the room, locker room, hallway, hotel room or dorm room will remain open at all times. Occupants must be under direct supervision at all times. This task may be assigned to any Coach, manager or team administrator that has completed the mandatory certifications as required by USA Hockey and FLRHA
6. I understand that all cell phones, iPads, cameras or devices that are enabled to take photographs are strictly prohibited from the locker room.
7. I will attend all team functions, meetings, practices, exhibitions, press conferences and competitions unless otherwise excused or instructed by the head Coach or team manager(s) in charge of the team.
8. At all times, I will show proper respect, sportsmanship and courtesy toward coaches, officials, administrators, competitors, chaperones, parents, teammates, and the public.

9. I will behave in a manner that presents a positive image of FLRHA and will strive to promote an atmosphere conducive to meeting the competitive performance and development initiatives of FLRHA at all times.

10. Additional guidelines may be established as needed to ensure the safety and well-being of all FLRHA team members and subsequently must be adhered to. Failure to comply with the FLRHA Coach Code of Conduct as set forth in this document may result in disciplinary action, at the discretion of the FLRHA, including but not limited to the following:
 - a. Immediate dismissal from the team and the Finger Lakes Regional Hockey Association.
 - b. Immediate disqualification from future Finger Lakes Regional Hockey Association Hockey Association sponsored games and events.

11. I understand, acknowledge and agree that by affixing my signature below, I am agreeing to indemnify and hold harmless the FLRHA and its respective affiliates, directors, officers, employees and agents (each an “**Indemnified Party**” and together the “**Indemnified Parties**”) from and against any and all Claims that result from a breach of this Coach Code of Conduct by me, or by a breach of the representations, warranties, or covenants made by me herein, or by any damages to any of the Indemnified Parties and/or FLRHA property caused by my misconduct or negligence. “**Claims**” as used herein shall mean any claim, action, suit, proceeding, or litigation and any loss, deficiency, damages, liabilities, costs and expenses, including without limitation, reasonable attorneys’ fees and all related costs and expenses, to be paid to a third party or otherwise incurred in connection with the defense of any claim, action, suit, proceeding or litigation.

Any disciplinary action taken may be appealed in accordance with Part _____ of The Finger Lakes Regional Hockey Association Rules and Regulations and USA Hockey Article _____.

IN WITNESS WHEREOF, I acknowledge and agree to the terms and conditions of this Coach Code of Conduct Agreement as of the date below written.

Coach Signature: _____
 Date: _____

Print Name of Coach: _____

2.0 ICARE POLICY

I

Integrity

Finger Lakes Regional Hockey Association and it's members endeavor
To maintain the highest level of integrity and professionalism
At all times. We are Role Models.

C

Compassion

Be compassionate and understanding when interacting with young
athletes.

A

Accountability

Make all members of your team accountable. TEAM First.
Encourage an environment of cooperation and trust.

R

Respect

Instill the value of respect for one another, the game and your
Surroundings at all times.

E

Expectations

Communicate clear, understandable and attainable expectations for
All members of your team. Teach and practice those expectations.

3.0 COACH STATEMENT OF RESPONSIBILITY

I recognize my responsibility for the entire behavior of the athletes on my team (the "Team") throughout their entire relationship with the Finger Lakes Regional Hockey Association _____ Team 2019-2020 Season. These responsibilities begin at the time of the Team's arrival at the practice or competition facility and conclude after the Team's departure from the practice or competition facility or other sites, which might be related to the Team's participation in an FLRHA sponsored or approved event.

The responsibilities include complete supervision while players are in their respective competition and engaged in an FLRHA sponsored or approved event.

I recognize that FLRHA has established a set of Operating Procedures and Policies to assist in the orderly management of athletes, parents and the public. I also recognize that Finger Lakes Regional Hockey Association Board Members, managers and administrators are available to assist me with discipline problems and conflict resolution.

Coach's Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Home Phone: _____ Cell Phone: _____

Email: _____

Responsible for one team ONLY:

Team Name: _____

I have reviewed the above FLRHA Coach Code of Conduct, the FLRHA Coach Statement of Responsibility, and the Adult Education Program Information provided by the New York State Amateur Hockey Association and USA Hockey (together, the "FLRHA Coach Conduct Policy"). I agree to comply with all areas of the FLRHA Coach Conduct Policy with regard to the conduct of my team and its individual members.

Signature of Coach: _____ Date: _____

This form must be returned to FLRHA Coaching Coordinator and filed with all Current USA Hockey Forms.

4.0 LOCKER ROOM POLICY

4.0.1 Locker Room Policy Overview

In addition to the development of our hockey players and enjoyment of the sport of hockey, the safety and protection of our participants is the most important role we serve as Finger Lakes Regional Hockey Association Coaches, Managers and Administrators. FLRHA adheres to USA Hockey's SafeSport Program as a means to help protect its participants from physical abuse, sexual abuse, mental abuse and other types of misconduct (including emotional abuse, bullying, threats, harassment and hazing). To help prevent abuse or misconduct from occurring in the locker rooms, FLRHA has adopted this Locker Room Policy. (the "Policy") This Policy is designed to maintain personal privacy as well as to reduce the risk of misconduct and strives to create a healthy, productive environment for all participants.

FLRHA maintains home ice operations at the following facilities; The Rink, C.R.C.. Each of the facilities offers locker room facilities for players and coaches. Some of the locker room facilities have common area restrooms and shower areas. Some teams in our program may also occasionally or regularly travel to play games at other rinks or arenas and those locker rooms, rest rooms and shower facilities will vary from location to location. At arenas or facilities that are unfamiliar, parents should plan to have extra time and some flexibility in making arrangements for their child to dress, undress and shower if desired.

4.0.2 Locker Room Monitoring

FLRHA has limited and predictable use of locker rooms and changing areas (e.g., generally 30-45 minutes before and following practices and games). This allows direct and regular monitoring of locker room areas. While constant monitoring inside the locker rooms and changing areas might be the most effective way to prevent problems, FLRHA understands that this is not always feasible. FLRHA works with all the coaches, managers and administrators to assist in creating and maintaining a safe and respectful locker room environment. FLRHA requires that all coaches, managers and administrators that have supervisory responsibilities or access to locker room supervision be certified in current season by _____.

4.0.3 Parents in Locker Rooms

Except for players at younger age groups, including but not limited to Mite & Squirt, FLRHA discourages parents from entering locker rooms unless it is truly necessary. If a player needs assistance with his or her uniform or gear, if the player is or might be injured, or a player's disability warrants assistance, then FLRHA asks that parents let the coach know beforehand that he or she will be helping the player.

Naturally, with the youngest age groups it is necessary for parents to assist the players in getting dressed. FLRHA encourages parents to teach their players as young as possible how to get dressed so that players will learn early how to get dressed correctly and independently. In circumstances where parents are allowed in the locker room (which will be indicated solely by coaches), the coaches are permitted to ask the parents to leave for a short time before the game and for a short time after the game so that coaches may address the players. As players get older, the coach may at his or her discretion, prohibit parents from the locker room.

4.0.4 Mixed Gender Teams

Some FLRHA teams consist of both male and female players. It is important that the privacy rights of all players are given consideration and appropriate arrangements made.

Where possible and if requested, FLRHA will have the male and female players dress/undress in separate locker rooms and then convene in a single locker room before the game or team meeting. Once the game or practice is finished, the players may come to one locker room for a team meeting and then the male and female players proceed to their separate locker rooms to undress and shower, if available. If separate locker rooms are not available, then the players will take turns using the locker room to change (if requested by the player(s) or parent(s)). FLRHA understands that these arrangements may require that players arrive earlier or leave later to dress, but that this is the most reasonable way to accommodate and respect all FLRHA players.

4.0.5 Cell Phones and Other Mobile Recording Devices

Cell phones and all other mobile devices with recording capabilities, (including, but not limited to, voice recording, still photography, video recording capabilities) are not permitted in the locker rooms. If phones or other mobile devices must be used, these devices should be taken outside of the locker room. **This policy will be strictly enforced.**

4.0.6 Locker Room Decorum

FLRHA expects and demands the highest level of respect and behavior in the locker room by players, coaches, administrators and volunteers. FLRHA will not tolerate swearing or abusive language at any time by any person. FLRHA will not tolerate fighting or physical abuse at any time by any person. FLRHA will not tolerate theft, abuse or vandalism of personal or public property at any time by any person. FLRHA will not tolerate horseplay or unsafe behavior in or around the locker room at any time by any person. All members of FLRHA will conduct themselves in a befitting manner at all times and will represent FLRHA, the team, your family and our community in a positive and respectful way. Any player, coach, administrator or volunteer who does not abide by and administer these rules or violates these rules, will be subject to disciplinary action.

4.0.7 Prohibited Conduct and Reporting

FLRHA prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Hockey SafeSport Handbook. Participants, coaches, administrators and volunteers in FLRHA may be subject to disciplinary action for violation of these locker room policies or for engaging in any misconduct or abuse or that violates the USA Hockey SafeSport Policies. Reports of any actual or suspected violations can be emailed to USA Hockey at SafeSport@usahockey.org or you can call 1-800-888-4656.

5.0 PARENT/LEGAL GUARDIAN CODE OF CONDUCT

FLRHA believes strongly in the values of teamwork, sportsmanship and leadership through example. The Program's overall goal of player development both on and off the ice relies heavily on our ability as a group of families, to create and maintain a safe, fun and positive environment for all FLRHA players.

FLRHA is taking this opportunity to both ask for your support in this effort and to remind you that proper conduct and sportsmanship is expected of all families at all times.

Parent/Legal Guardian Code of Conduct Agreement

As a parent/legal guardian of a child involved in the Program, I agree to abide by and follow the rules and guidelines below:

5.0.1 I will promote the social, emotional and physical well-being of the athletes ahead of any desire to win.

5.0.2 I will encourage good sportsmanship by demonstrating positive support for all players.

5.0.3 I will leave the coaching to the coaching staff. I will encourage my child to play in a manner consistent with the team's strategy or plans. I will not undermine the coaches' authority by trying to be a coach instead of a parent.

5.0.4 I will provide support for coaches and officials working with athletes to provide a positive experience for all. I understand that coaching is a difficult endeavor and I will always give coaches the benefit of the doubt and treat them with respect.

5.0.5 I will never ridicule or yell at any child, including my own child, for making a mistake or losing a game. I understand that making mistakes is a key part of learning.

5.0.6 I will remember that children learn by example. I applaud good plays by both my child's team and their opponents. I will not be critical of or embarrass any player, coach, official, administrator or spectator.

5.0.7 I will treat all players, coaches, officials, administrators, parents and spectators with dignity and respect in language, attitude, behavior and mannerisms. I understand that my behavior reflects on my child, my team and FLRHA, and I will require the same of my child.

5.0.8 I will not question the official's judgment or honesty in public. I recognize that officials are being developed in the same manner as players.

5.0.9 I will never yell, taunt, threaten or inflict physical violence upon any player, coach, official or spectator at any youth hockey activity. I will refrain from the use of abusive or vulgar language, racial, ethnic or gender-related slurs at any time at the rink or any youth hockey function. I will support all efforts to remove verbal and physical abuse from youth hockey games.

6.0 PARENT/LEGAL GUARDIAN CODE OF CONDUCT AGREEMENT

I understand that by affixing my signature on this Finger Lakes Regional Hockey Association Parent/Legal Guardian Code of Conduct Agreement (this “Agreement”), I am agreeing to follow, uphold, support and promote the FLRHA Parent/Legal Guardian Code of Conduct. Further, my failure to comply with this Agreement, or my participation in any conduct defined as unbecoming, or inconsistent with the Code of Conduct Policies described in the Finger Lakes Regional Hockey Association Parent/Legal Guardian Code of Conduct, will result in disciplinary action, up to and including expulsion from the Finger Lakes Regional Hockey Association Program.

Parent/Legal Guardian Name(s):

Address: _____

City: _____ State: _____ Zip Code: _____

Home Phone: _____ Cell Phone: _____

Email: _____

Team Name: _____

I have reviewed the above Finger Lakes Regional Hockey Association Parent/Legal Guardian Code of Conduct Information drafted in accordance with the Adult Education Program Information provided by the New York State Amateur Hockey Association and USA Hockey. I agree to comply with all areas of the Finger Lakes Regional Hockey Association Parent/Legal Guardian Code of Conduct Policy.

Signature of Parent/Legal Guardian(s):

_____ Date: _____

_____ Date: _____

7.0 UNIFORM POLICY

The following uniform policy must be adhered to:

Proper preparation for a game begins with having the proper equipment and uniform supplies ready and available for practices and games. All FLRHA players are responsible for the following:

Uniform Equipment Color Standards for All FLRHA Teams

- Red Helmet - FLRHA approved letters or logo stickers only
- Red Pants
- Socks - FLRHA approved color combo – red/white or white/red
- Gloves - Red

7.0.1 On Ice Attire

On Ice Practice Uniform will consist of a clean hockey jersey and a scrimmage vest (if required by coach), helmet with full facemask, pants, shin guards, protective cup, mouth guard, gloves and stockings (free of holes and tears). ***With the exception of manufacturer labeling, only FLRHA approved letters, numbers and logo stickers are permitted on player helmets.**

On Ice Game Uniform will consist of FLRHA issued home/away game jerseys. Red Helmet, Red Pants, FLRHA approved color combo socks, Red Gloves and ALL equipment. The ONLY allowable addition to a FLRHA game jersey is an FLRHA approved name plate.

7.0.2 Name Plate

Name Plate Standard is as follows:

NO NAME PLATES WILL NOT BE ALLOWED FLRHA POLICY IS NAME PLATES REFLECT INDIVIDUALALITY AND ARE NOT ALLOWED

7.0.3 Safety Equipment

Properly fitted equipment must be worn during all practices and games. This includes the following: **Current** HECC Certified Helmet with properly secured HECC Approved Full Facemask, Shoulder Pads (no cracks in protective shells), Pants with all protective pads included (free of rips or tears and no cracks in protective shells), Shin Pads (no cracks in protective shells), athletic supporter and cup (no cracks in protective shell), gloves (free of holes or tears), elbow pads (no cracks in protective shells), neck guard (optional), properly fitted/formed mouth guard, skates (metal runner firmly attached, plastic runner holder secured with ALL rivets) and laces in good condition.

All players are required to wear socks over their feet. No bare feet or peg style socks are allowed in skates as player's leg skin must be completely covered.

All protective equipment is to be worn under the jersey (shoulder pads, elbow pads) and under game stockings (shin guards).

It is the responsibility of the parent and the player to make sure that your equipment is properly fitted and in good condition and remains that way for the duration of the FLRHA season.

7.0.4 FLRHA Issued Game Jerseys – Parent/Legal Guardian Responsibility

FLRHA issued jerseys are on loan for the current season. As the parent/legal guardian of a player, you will be required to return all FLRHA issued game jerseys at the end of the season. Game jerseys are to be returned to the coach and/or the manager at the end of the season, **cleaned and in good condition (normal wear and tear expected)**.

If a/an FLRHA game jersey(s) is not returned by a player, the parent/legal guardian of such player will be billed the following amount \$__100.00__. This amount is the current replacement cost for the home and away jerseys on loan to you this season. This amount will be due immediately if FLRHA issued game jerseys are not returned or if they are not returned in good condition (normal wear and tear expected).

I have reviewed the above Finger Lakes Regional Hockey Association Uniform Policy. By affixing signature(s) below, I/we agree to comply with all areas of the Finger Lakes Regional Hockey Association Uniform Policy.

Signature of Parent/Legal Guardian(s):

_____ Date: _____

_____ Date: _____

[END OF FLRHA CODE OF CONDUCT]