

Central Vermont Youth Hockey Code of Conduct

To play the game is great. To love the game of hockey is greater. USA Hockey has published a set of core values and codes of conduct for players, parents & guardians, spectators and coaches. The full version of the USA Hockey Code of Conduct can be found within the link shown below:

<https://www.usahockey.com/annualguide>

The primary components of the USA Hockey Code of Conduct is built on the core values which are defined below

SPORTSMANSHIP - Foremost of all values is to learn a sense of fair play. Be humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.

RESPECT FOR THE INDIVIDUAL - Treat all others as you expect to be treated.

INTEGRITY - We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.

PURSUIT OF EXCELLENCE AT THE INDIVIDUAL, TEAM AND ORGANIZATIONAL LEVELS - Each member of the organization, whether player, volunteer or staff should seek to perform each aspect of the game to the highest level of their ability.

ENJOYMENT - It is important for the hockey experience to be fun, satisfying and rewarding for all participants.

LOYALTY - We aspire to teach loyalty to the ideals and fellow members of the sport of hockey

TEAMWORK - We value the strength of learning how to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience.

It is expected that all participants in Central Vermont Youth Hockey (CVYH) will adhere to the USA Hockey Code of Conduct. This includes players, parents & guardians, spectators and coaches.

Consistent with our mission, participation in youth hockey with CVYH is meant to be an enjoyable experience for all. This policy is intended to promote fair play and respect for all participants in CVYH. It is expected that all players read and understand the Code of Conduct and will continue to abide by all principles contained in the Code of Conduct.

The CVYH's Code of Conduct as it applies to Player, Parents & Guardians and Spectator is defined in the following sections of this document.

I. Players

A. Standards & Code of Conduct

1. I will always respect the game of hockey and I will always play to have fun.
2. I will play and train to the best of my ability, giving 100% effort, 100% of the time.
3. I will respect my coaches at all times and listen carefully to their instructions.
4. I will demonstrate a team first attitude in my behavior and my play.
5. I will do my best to be a coachable player, absorbing the instruction provided by my coaching staff.
6. I will have a positive attitude and never give up on myself, my teammates or my coaches.
7. I will maintain a healthy lifestyle which will contribute to my commitment to develop as a hockey player.
8. I will abide by all team rules.
9. I will arrive at practices and games on time, will be prepared to play at my highest level and will abide by all USA Hockey & CVYH equipment policies.
10. I will exemplify good sportsmanship in winning and in losing.
11. I will respect officials and accept their calls without challenge.
12. I will respect my opponents and their fans.
13. I understand that there is no place for fighting, violent or overly aggressive play in youth hockey. I will refrain from fighting and any other activity that could injure me, another player, coach, volunteer or spectator.
14. I will respect all facilities that I play in, home and away, and leave all locker rooms clean and undamaged.
15. I will not curse, use foul language or use obscene or offensive gestures in the locker room, on the ice, at a game or in practice.
16. I will not use drugs, alcohol or tobacco products.
17. I will not use social media to embarrass or harass a teammate, coach, opponent or another team.
18. I will not use cell phones or other mobile devices with sound/audio, video or photo recording capabilities in the locker room.
19. I understand that being part of Central Vermont Youth Hockey is a privilege, not a right.
20. I will follow policies set by the Central Vermont Youth Hockey.

I understand that failure to adhere to Section I of Central Vermont Youth Hockey - Code of Conduct will lead to disciplinary action in the form of a potential suspension, loss of ice time or possibility of team expulsion.

B. Violations

Violations to the Central Vermont Youth Hockey Player Standards & Code of Conduct are defined by two separate categories (Major & Minor Violations).

1. Criteria for Major Violations

CVYH has zero tolerance for the following behaviors:

- a. The use of alcohol, tobacco products (including, but not limited to cigarettes, e- cigarettes, dip, chew, vaping, etc.), all illegal substances and drugs, and legal substances used in a way to get high or for recreational purposes, has no place in hockey. The use of any of these items whether at a CVYH activity or not, is prohibited. Each player is a representative of CVYH and use of these substances will not be tolerated and there will be no exceptions.
- b. Endangering others or creating safety hazards by throwing objects haphazardly on or outside the playing surface or bench area.
- c. Violent or overly aggressive play where the obvious intent is to injure or harm another player.
- d. The use of vulgar or profane language, racial, ethnic or gender-related slurs or comments, toward teammates, coaches, officials, opponents or spectators. This criteria also applies to gestures which are considered to be obscene or offensive.
- e. Physical abuse, sexual abuse and other types of misconduct, including emotional abuse, bullying, threats, harassment and hazing.
- f. Acts of vandalism at home or away rinks may result in suspension for the remainder of the year.
- g. Failing to adhere to the determined consequence of the original violation.

2. Reporting Major Violations

Reporting of a violation is everyone's responsibility. Reporting of incidents which are considered infractions to the Code of Conduct shall be written and recorded to meet all known guidelines associated with the Grievance Report Form or Internal Incident Report Form. The report, at a minimum, shall include information in all of the required form fields. All reports will be automatically filed with the Disciplinary Committee. CVYH has two primary methods for reporting an incident.

- a. Grievance Report Form: Reporting of an incident via Grievance Report Form is intended to be used for anyone who may not be considered as part of the organization's direct internal chain of command but wishes to file an incident to be evaluated for a possible infraction. The Grievance Report Form may also be used by CVYH members to report incidents which are either outside of their direct chain of command or if the incident directly involved a non-participant. For major infractions, reports shall be filed immediately after the incident.

- i. The Grievance Report Form is filed electronically and can be found at the following web address: <https://www.blackbearhockey.org/pr>
- b. Internal Incident Report Form: Reporting of an incident via Internal Incident Report Form would typically be completed by members of the organization when the incident occurs within their chain of command. Internal Report Forms would commonly be completed by the team's Parent Representative(s), Team Manager(s) or Coach(es). For major infractions, reports should be filed immediately after the incident.
 - i. The Incident Report Form is filed electronically and can be found at the following web address: <https://www.blackbearhockey.org/pr>

3. Consequences for Major Violations

The Disciplinary Committee will receive the report and will investigate the allegation directly. The results of the investigation will be known and discussed with all of the members of the Disciplinary Committee. Based on the severity of the violation, the Disciplinary Committee will confirm the incident to be of major violation. The Disciplinary Committee will determine the consequence(s) associated with the violation.

The Board of Directors, its committee or sub-committee reserves the right to tailor the consequence to the severity of the incident. A change to the defined consequence will require full consensus from the Board of Directors.

4. Criteria for Minor Violations

A violation as defined in *Section I B(1) - Criteria for Major Violations* which does not rise to the severity of a major violation, is considered a minor violation.

5. Reporting Minor Violations

Reporting of a violation is everyone's responsibility. Reporting of incidents which are considered infractions to the Code of Conduct shall be written and recorded to meet all known guidelines associated with the Grievance Report Form or Internal Incident Report Form. The report, at a minimum, shall include information in all of the required form fields. All reports will be automatically filed with the Disciplinary Committee. CVYH has two primary methods for reporting an incident.

- a. Grievance Report Form: Reporting of an incident via Grievance Report Form is intended to be used for anyone who may not be considered as part of the organization's direct internal chain of command but wishes to file an incident to be evaluated for a possible infraction. The Grievance Report Form may also be used by CVYH members to report incidents which are either outside of their direct chain of command or if the incident directly involved a non-participant. For major infractions, reports shall be filed immediately after the incident.
 - i. The Grievance Report Form is filed electronically and can be found at the following web address: <https://www.blackbearhockey.org/pr>
- b. Internal Incident Report Form: Reporting of an incident via Internal Incident Report Form would typically be completed by members of the organization when the incident occurs within their chain of command. Internal Report Forms would commonly be completed by the team's Parent

Representative(s), Team Manager(s) or Coach(es). For major infractions, reports should be filed immediately after the incident.

- i. The Incident Report Form is filed electronically and can be found at the following web address: <https://www.blackbearhockey.org/pr>

6. Consequences for Minor Violations

CVYH grants the head coach the authority to determine an appropriate consequence in response to a minor violation to the Code of Conduct. It is important to note that multiple minor infractions could result in a major infraction under the discretion of the Disciplinary Committee.

Upon finding of a minor violation, the head coach may use the general guidance outlined below:

a. First Infraction:

- i. Verbal warning to the player and player's parent or guardian. The head coach shall inform the player and the player's parent(s)/guardian(s) as soon as practicable in accordance with applicable CVYH and SafeSport policies and procedures related to meetings involving players.
- ii. The head coach shall prepare a report of each violation of the Player Code of Conduct and will follow the incident reporting guidelines.

b. Second and Subsequent Infraction:

- i. The head coach is authorized to take any immediate actions as necessary to promote sportsmanlike behavior and to preserve the reputation of CVYH.
- ii. The coach will give the player a verbal warning stating that they have committed a second infraction.
- iii. The head coach will follow the internal incident Report guidelines.
- iv. The head coach will issue a consequence in response to the second infraction.
- v. At any moment during this process, the head coach may request that the Disciplinary Committee assist in determining a consequence to commensurate with the violation, including, but not limited to, suspensions, private apologies to those involved, public apologies to those involved, community service or other remedial activities, or ultimately, dismissal from the team and team activities.

I have read and understood all of the above items. I will ask questions of a coach or Board Member if I do not understand these rules. I agree to abide by Section I of Central Vermont Youth Hockey - Player Code of Conduct for the entire season.

II. Parents & Guardians

A. Standards & Code of Conduct

The intention of this code of conduct is to promote Fair Play and Respect for all participants of CVYH. It is expected that all parents and guardians of CVYH participants read and

understand Section II of Code of Conduct and are dedicated to honoring to all the principles herein throughout the entire season.

1. Parents/guardians are encouraged to attend practices and games and be vocal in their encouragement of their child(ren). Do not single out individual players for critical commentary. I will remember that children learn by example. I will applaud good plays both by my child's team and their opponent's. I will not be critical of, or embarrass any player, including opposition players.
2. Parents/guardians are required to inform other parents/guardians or care givers associated with the player of the CVYH - Code of Conduct.
3. Refrain from "coaching" from the stands/bleachers or anywhere off the ice surface. This does not help the team or any players on the ice. 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 of plans.
4. Your attitude and your conduct towards the fans from the opposing team should remain positive and respectful.
5. Your child's on-ice and off-ice attitude is a reflection of the actions of the parent/guardian. Try to maintain a positive attitude about your child's team and their progress.
6. Parents/guardians should not approach the player's bench and talk with the coach(es) or players during a game.
7. I will encourage my child to play by the rules and to resolve conflict without resorting to hostility, violence or vulgar language.
8. I will attempt to learn about the game of hockey (USA Hockey rules, equipment, levels, skills etc.) such that I may best support my child's development in the game. I will familiarize myself with the rules of the game and will support the officials on and off the ice. Criticism of the officials could lead to compromising CVYH's ability to effectively schedule organized games.
9. I will respect and show gratitude for the volunteers who donate their time to CVYH for my child(ren). This includes parent representatives, team managers, coaches and Board members.
10. 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 (including gender, gender identity/expression or sexual orientation) 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.
11. I will communicate all and any concerns regarding inappropriate behavior to the Parent Representative(s), Team Manager, Coach(es) or Coaching Director.
12. I will remember that my child plays hockey for their enjoyment, not mine.
13. Transportation to and from the local rink and for "away" games/scrimmages is the responsibility of the parent or guardian.
14. Coaches, CVYH Disciplinary Committee, CVYH Board of Directors have the authority to discipline players for late arrival, missing a game or practice, or unsportsmanlike conduct.
15. I will communicate all concerns to the Parent Representative(s) or Team Manager after a 24 hour cool down period. If the conflict or problem cannot be resolved at the team

level, the Team Manager or Coach will bring the issue to the attention of the CVYH Disciplinary Committee

16. I will follow and will adhere to all policies set by the Central Vermont Youth Hockey.

17. I understand the benefits from participation in a team sport, the commitment, the discipline and the social skills learned and acquired.

B. Reporting

Reporting of a violation is everyone's responsibility. CVYH has one primary method for reporting an incident involving the Code of Conduct related to parents/guardians.

- a. Grievance Report Form: Reporting of an incident via Grievance Report Form is intended to be used for anyone who may not be considered as part of the organization's direct internal chain of command but wishes to file an incident to be evaluated for a possible infraction. The Grievance Report Form may also be used by CVYH members to report incidents which are either outside of their direct chain of command or if the incident directly involved a non-participant. For major infractions, reports shall be filed immediately after the incident.
 - i. The Grievance Report Form is filed electronically and can be found at the following web address: <https://www.blackbearhockey.org/pr>

C. Consequences

Violating any part of what is described in Section II of the *Central Vermont Youth Hockey - Code of Conduct* can lead to punishments including but not limited to: being asked to no longer attend on or off ice events, practices, and games, removal or suspension of their child from the team and team activities.

III. Spectators

A. Standards & Code of Conduct

1. Display good sportsmanship. Always respect players, coaches and officials.
2. Act appropriately; do not taunt or disturb other fans; enjoy the game together.
3. Cheer good plays of all participants; I will not boo opponents.
4. Cheer in a positive manner and encourage fair play; profanity and objectionable cheers or gestures are offensive.
5. Help provide a safe and fun environment; throwing any items on the ice surface can cause injury to players and officials.
6. Do not lean over or pound on the glass; the glass surrounding the ice surface is part of the playing area.
7. Support the referees and coaches by trusting their judgment and integrity.

8. Be responsible for your own safety – be alert to prevent accidents from flying pucks and other avoidable situations.
9. Respect locker rooms as private areas of players, coaches and officials.
10. Follow policies set by the Central Vermont Youth Hockey.
11. Be supportive after the game. Win or lose, recognize good effort, teamwork and sportsmanship.
12. By entering a CVYH facility or event you are agreeing to abide by the Spectators Code of Conduct.

B. Reporting

Reporting of a violation is everyone's responsibility. CVYH has one primary method for reporting an incident involving the Code of Conduct as it relates to spectators.

- a. Grievance Report Form: Reporting of an incident via Grievance Report Form is intended to be used for anyone who may not be considered as part of the organization's direct internal chain of command but wishes to file an incident to be evaluated for a possible infraction. The Grievance Report Form may also be used by CVYH members to report incidents which are either outside of their direct chain of command or if the incident directly involved a non-participant. For major infractions, reports shall be filed immediately after the incident.
 - i. The Grievance Report Form is filed electronically and can be found at the following web address: <https://www.blackbearhockey.org/pr>

C. Consequences

Violating any part of what is described in Section III of the Central Vermont Youth Hockey - Code of Conduct can lead to restricted access to attending games/scrimmages and practices, and player suspensions.