



## NIAGARA FALLS MINOR HOCKEY ASSOCIATION CODE OF CONDUCT POLICY

The Niagara Falls Minor Hockey Association (the “NFMHA”) is a member of the Ontario Minor Hockey Association (the “OMHA”). The OMHA Code of Conduct Policies and Procedures provide, among other things, as follows:

- “1.1 This Code of Conduct identifies the standard of behaviour which is expected of all Ontario Minor Hockey Association (“OMHA”) members and participants, including but not limited to, all players, guardians, parents, coaches, officials, volunteers, directors, officers, committee members, convenors, team managers, trainers and administrators involved in any OMHA sanctioned activities and events.
- 1.2 The OMHA is committed to providing an environment in which all individuals are treated with respect. Members and participants of the OMHA shall conduct themselves at all times in a manner consistent with the values of the OMHA which includes fairness, integrity and mutual respect.
- 1.3 During the course of all OMHA activities and events, members shall avoid behaviour which brings the OMHA or the sport of hockey into disrepute, including but not limited to, misuse of alcohol or drugs and the use of alcohol or drugs by minors.
- 1.4 OMHA members and participants shall at all times adhere to the OMHA’s operational Policies and Procedures, to the Rules and Regulations governing OMHA events and activities, and to the Rules and Regulations governing any competitions in which the member participates on behalf of the OMHA. Members and participants of the OMHA shall not engage in any activity or behaviour which interferes with a competition or with any player’s or team's preparation for a competition, or which endangers the safety of others.
- 1.5 The OMHA is committed to providing an environment that is safe, accessible, and inclusive in which all individuals are treated with respect and in an environment free from maltreatment, harassment, bullying and misconduct.
- 1.6 Failure to comply with this Code of Conduct may result in disciplinary action, including but not limited to, the loss or suspension of certain or all privileges connected with the

respective Member Association in the OMHA including the opportunity to participate in the OMHA and its Member Association activities and events, both present and future.

- 2.3 These Policies and Procedures outline discipline for breaches of the Code of Conduct and the Social Media Policy including maltreatment, harassment, bullying and misconduct which may arise during the course of all OMHA activities and events.”

The OMHA Social Media Policy is attached as an appendix to the OMHA Code of Conduct Policies and Procedures. It provides, among other things, as follows:

“The OMHA’s Social Media Policy applies to all members of the OMHA Community. This includes Local Minor Hockey Associations’ Directors and staff, teams, on-ice and off-ice officials, players, players’ family members and supporters.

This Social Media Policy applies to all public communications through all social media platforms that allow users to communicate online.

Comments or remarks of an inappropriate nature which are detrimental to a team, the Local Minor Hockey Association, any individual or the public at large will not be tolerated and will be subject to disciplinary action as provided for in the OMHA’s Code of Conduct Policy.

Everyone, including Local Minor Hockey Association and/or team personnel, players, corporate partners and the media can review social media communications. Everyone should conduct themselves in an appropriate and professional manner at all times.

Language – The OMHA is proud to be an open, inclusive organization. Members of the OMHA shall refrain from comments or behaviours which are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour which constitutes maltreatment, harassment, and/or bullying, will not be tolerated.

Respect – Any concerns or disputes involving a member organization and another team, referee, or the OMHA should not be dealt with online. Any references or examples of bullying, threats,

drug abuse, exploitation and harassment will not be tolerated. Negative and derogatory comments involving any team, association, league, staff, volunteers, programs, stakeholders, players or any OMHA member are considered violations.

The following are examples of conduct through social media that are considered violations of the OMHA Social Media Policy and may be subject to disciplinary action by the team, Local Minor Hockey Association, and/or OMHA.

- Any statement deemed to be publicly critical of Association officials or detrimental to the welfare of a member team, the Association or an individual.
- Negative or derogatory comments about teams, Local Minor Hockey Associations, and/or OMHA programs, stakeholders, players or any member of another team.
- Any form of bullying, harassment, intimidation or threats against players or officials.
- Photographs, videos or comments promoting negative influences or criminal behavior, including but not limited to:
  - o Drug use;
  - o Alcohol use;
  - o Public intoxication;
  - o Hazing;
  - o Sexual exploitation;
  - o Online activity that contradicts the current Policies of the OMHA or any of its Member Associations.
- Inappropriate, derogatory, racist, or sexist comments of any kind, in keeping with the OMHA Code of Conduct.
- Online activity that is meant to alarm other individuals or to misrepresent fact or truth.

The NFMHA will enforce compliance with the OMHA Code of Conduct Policies and Procedures, including, but not limited to, the OMHA Social Media Policy, by all “members and participants, including but not limited to, all players, guardians, parents, coaches, officials, volunteers, directors, officers, committee members, convenors, team managers, trainers and administrators” involved in any NFMHA sanctioned activities or events.