

Fundy Bay Youth Hockey - Code of Conduct

PURPOSE

The purpose of the Fundy Bay Youth Hockey Code of Conduct (the “Code”) is to provide a safe, fun and positive environment within Fundy Bay Youth Hockey’s programs, events and activities to ensure all individuals including players, parents, spectators, volunteers, coaches, team personnel, staff and officials are aware of expectations at all times on and off the ice. To ensure that appropriate behavior is consistent with Fundy Bay Youth Hockey’s core values and standards. It is the commitment of Fundy Bay Youth Hockey to provide an environment where all individuals are treated equally and with respect, free of bullying, harassment or maltreatment. The Code is not intended to specifically outline every instance of misconduct.

There may be instances where misconduct is either not outlined within this Code or may be inconsistent with the values of Fundy Bay Youth Hockey and may still be considered a breach of the Code. These instances may be subject to sanctions although not specifically referenced in the Code.

DEFINITIONS

The “Code” is defined as the Code of Conduct document which outlines expected guidelines, behaviors and best practices.

“Fundy Bay Youth Hockey Program” means any program, tournament (including any level of championship event), on-ice, or off ice activity, or event whether business or social, sponsorship, direct control or supervision of Fundy Bay Youth Hockey or any other On-ice or off-ice activity, event or program designated as a Fundy Bay Youth Hockey Program or by Fundy Bay Youth Hockey.

“Players” means a youth participating in the Fundy Bay Youth Hockey Program.

“Team Personnel” includes, but is not limited to, coaches, assistant coaches, equipment managers, or other team support personnel engaged in a Fundy Bay Youth Hockey Program.

“Staff” means any person paid by, employed by, BGC Greater Saint John or Fundy Bay Youth Hockey.

“Officials” mean on-ice referees who maintain and enforce the rules and regulations of the game of hockey in accordance with Fundy Bay Youth Hockey’s guidelines.

“Volunteers” means any person who is not a paid employee of BGC Greater Saint John or Fundy Bay Youth Hockey that is donating their time to assist with the operation of Fundy Bay Youth Hockey and its programs or support in any Fundy Bay Youth Hockey activities or events.

“Participants” would include any player, coach, volunteer, team personnel, staff, official, parent or spectator involved in Fundy Bay Youth Hockey.

RESPONSIBILITIES

All Fundy Bay Youth Hockey Players, Officials, Staff, Coaches, Team Personnel and Volunteers have a responsibility to:

- Adhere to the highest standard of behavior, and refrain at all times from any behavior that could reflect poorly on Fundy Bay Youth Hockey or BGC Greater Saint John.
- Comply, at all times, with the Fundy Bay Youth Hockey’s By-laws, Playing Rules, Regulations, policies, procedures, directives, guidelines and Board of Directors’ decisions.
- Work in partnership with Fundy Bay Youth Hockey and all of its members and stakeholders in an aligned effort to achieve the mission and vision of Fundy Bay Youth Hockey.
- Resolve all conflicts in a professional and civilized manner and in accordance with Fundy Bay Youth Hockey procedures
- Reasonably cooperate with the [Canadian Centre for Ethics in Sport](#) or any other anti-doping organization investigating anti-doping rule violations that has jurisdiction over Fundy Bay Youth Hockey. Failure to cooperate may be the basis for disciplinary action within the sport. Offensive conduct towards a doping control official or any other individual involved in doping control, whether it constitutes tampering, can result in a charge of misconduct under the [CADP](#), or such other anti-doping program or code as may be applicable.
- Reasonably cooperate with any investigation relating to a breach of this Code of Conduct Policy or arising out of a Fundy Bay Youth Hockey Program. Failure to cooperate may be the basis for disciplinary action including, but not limited to, a prohibition from participation in any current or future Fundy Bay Youth Hockey Program.

FAIR PLAY

All Fundy Bay Youth Hockey Players, Coaches, Team Personnel and Officials will promote fair play and respect and follow the rules and regulations outlined by Fundy Bay Youth Hockey to

ensure every participant enjoys a positive experience. All participants will demonstrate and encourage positivity and sportsmanship regardless of skill level, experience or limitations on performance.

SPORTSMANSHIP

All Fundy Bay Youth Hockey Participants will display good sportsmanship win or lose. It is expected that all Players, Coaches and Team Personnel will shake hands immediately following the conclusion of every game regardless of the outcome, encouraging and motivating one another to put their best effort into every game or practice.

All participants will accept the decisions of officials and decision makers with good grace and respect the rules, policies and guidelines developed by Fundy Bay Youth Hockey. It is forbidden for any Coach, Player, Team Personnel, Official or Spectator to use any form of foul language or derogatory gestures of any kind.

RESPECT

All Fundy Bay Youth Hockey Participants are required to demonstrate the highest level of respect toward all those involved in the Fundy Bay Youth Hockey program including Players, Coaches, Officials, Team Personnel, Parents and Spectators.

Respect includes accepting the decisions made by officials during all games regardless of the outcome, understanding and giving fair consideration to diverse or opposing views, demonstrating honesty, good faith, openness, transparency, good and caring judgment in your activities.

Maintain and enhance the dignity and self-esteem of the participants of Fundy Bay Youth Hockey by:

- a)** Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, color, race, religion, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation or any other grounds protected under Human Rights legislation in Canada;
- b)** Demonstrating respect toward all people through actions and words;
- c)** Directing comments or criticism appropriately and avoiding public criticism of Fundy Bay Youth Hockey;
- d)** Consistently demonstrating the spirit of fair play, sport leadership and ethical conduct;
- e)** Consistently treating all individuals fairly and reasonably;
- f)** Adhering to the [World Anti Doping Agency](#) (WADA) and the Canadian Anti Doping Program Code ([CADP](#));
- g)** Demonstrating respect for the principle of fair play, which includes:

- Respect for all rules and regulations outlined by Fundy Bay Youth Hockey;
 - Respect for referees/officials and their decisions;
 - Respect for opponents, which includes maintaining modesty in victory and composure in defeat;
 - Facilitation of access to sport; and
 - Maintenance of self-control at all times
- h)** Refraining from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
- i)** Promoting the sport of hockey in the most constructive and positive manner possible;
- j)** Respecting the property of others and not willfully causing damage;
- k)** Respecting the facilities in which Fundy Bay Youth Hockey operates within including all rinks or locations occupied by any Fundy Bay Youth Hockey based event; and
- l)** Adhering to all federal, provincial, municipal laws

SEXUAL HARASSMENT

All Fundy Bay Youth Hockey Participants will refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:

- Sexist jokes
- Sexual violence
- Display of sexually offensive material
- Sexually degrading words used to describe a person
- Inquiries or comments about a person's sex life
- Unwelcome sexual flirtations, advances, requests, invitations or propositions
- Inappropriate sexual touching, advances, suggestions or requests
- Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing; and
- Physical or sexual assault

CONFIDENTIALITY

All Fundy Bay Youth Hockey Participants will abide by the Confidentiality agreement to maintain the highest standards of confidentiality. In accordance with the Privacy Act and PIPEDA

([Personal Information Protection and Electronic Documents Act](#)), BGC Greater Saint John Fundy Bay Youth Hockey requires all participants to handle sensitive client information in a confidential and appropriate manner. It is understood that Participants of Fundy Bay Youth Hockey may become aware of confidential information regarding youth that we serve. Fundy Bay Youth Hockey Participants understand that if confidential information is not effectively protected, the operations of both BGC Greater Saint John and Fundy Bay Youth Hockey may be threatened, and the well-being and privacy of our clients may suffer irreparably.

All Fundy Bay Youth Hockey Participants are required to keep all confidential information and relevant medical knowledge regarding both the club and our clients confidential both during and after their time of service with BGC Greater Saint John Fundy Bay Youth Hockey.

The following is classed as Confidential Information:

- Client lists
- Client medical histories
- Client personal information
- Labor relations
- Any information, or documentation labeled “Confidential” by the Club, or listed as such by separate memorandum, or e-mail that informs of confidential status
- Any information pertaining to the Club’s clients and visitors

Any information relating to the Club that is freely in the public domain may not be considered “Confidential”. In the event that a Participant can prove that information was possessed before it was received from the BGC Greater Saint John or Fundy Bay Youth Hockey, or that information was gained from an unrelated third party, said information will not be classified as “Confidential”.

PROFESSIONAL BOUNDARIES

All Fundy Bay Youth Hockey Participants will agree to follow the BGC Professional Boundaries Policy to ensure they maintain professional and personal boundaries between staff/volunteers, our child and youth members and their families.

CHILD SAFETY

All Fundy Bay Youth Hockey Participants must abide by our child and safety guidelines to ensure no child is placed at any sort of physical, emotional or psychological risk.

CONDUCT OF VOLUNTEERS

All Fundy Bay Youth Hockey volunteers at all times will conduct themselves in a manner that:

- Supports the objectives of Fundy Bay Youth Hockey;
- Acts in the best interest of Fundy Bay Youth Hockey;

- Sets personal interests aside in the event of a conflict to support the best interests of Fundy Bay Youth Hockey;
- Bring credibility and goodwill to Fundy Bay Youth Hockey;
- Respects the principles of fair play. Teamwork and good sportsmanship;
- Demonstrates respect for all individuals and adheres to human rights guidelines;
- Respects and gives fair consideration to diverse and opposing viewpoints;
- Demonstrates dedication and due diligence in preparation for, and attendance at, meetings, special events and any other activities on behalf of Fundy Bay Youth Hockey;
- Demonstrates honesty, good faith, openness, transparency, good and caring judgment in their activities on behalf of Fundy Bay Youth Hockey;
- Ensures that the financial affairs of Fundy Bay Youth Hockey are conducted in a responsible and transparent manner with due regard for their fiduciary responsibilities;
- Avoids and discloses all potential, perceived or actual conflicts of interest;
- Confirms to all by-laws, policies and procedures of Fundy Bay Youth Hockey and their Board of Directors, including this Code of Conduct.