



ATHLETIC THERAPIST CODE OF CONDUCT

The Calgary Northstars Hockey Association (the "CNHA") wants to be regarded as the premier hockey association in Calgary, Canada, and internationally. To do so, the CNHA must instill:

- Love for the Game
- Great Sportsmanship
- Hard Work
- Integrity
- Respect for Others
- Professionalism

Each Athletic Therapist ("AT") plays an integral role in the physical and mental well-being of our players and teams. The CNHA developed this Code of Conduct to ensure you professionally safeguard our athletes physical and mental well-beings, while promoting the values the CNHA wishes to uphold.

As an AT representing the CNHA, I understand that my role is critical to the physical and mental health of the CNHA athletes under my supervision and I hereby agree that:

QUALIFICATIONS

1. I will provide my Police Clearance to the CNHA Corporate Secretary (Secretary@CalgaryNorthstars.ca) every two years in accordance with CNHA policies, prior to my first team function.
2. I will ensure the CNHA Secretary (Secretary@CalgaryNorthstars.ca) always has my current AT Certificate.
3. I will read and familiarize myself with the Hockey Calgary Regulations Handbook and the CNHA Handbook, and will follow all the rules and regulations applicable to my position set out therein.
4. I will read and familiarize myself with all completed Player Medical Information Sheets.

BEING A TEAM PLAYER

5. I will, and will encourage all athletes to, be committed and accountable to all team objectives and rules.
6. I will always support a team environment on the ice, at team functions, in the dressing room, and anywhere the team is publicly or privately representing CNHA that is positive, demonstrates respect for oneself, others and the CNHA, and does not allow for any type of bullying or abuse.

ACTING PROFESSIONALLY

7. I will always respect all participants including athletes, parents, Coaches, Team Managers, opponents, game officials and spectators.
8. I understand that I am directly or indirectly representing the CNHA at all hockey related events and that I will always act in a professional and courteous manner.
9. I will abstain from the use of all illegal drugs at all times and from the use of vaping and tobacco products while in the presence of any athletes.
10. I will refrain from the use of alcohol when attending a CNHA game, practice or function as a formal representative of the CNHA.
11. I will never provide any athlete with, or condone the use of, alcohol, vaping or tobacco products, smelling salts, or performance enhancing drugs.
12. I will never become intimately or sexually involved with an athlete, including the making of threats of reprisal for the rejection of such requests.
13. I will not use profane, insulting, harassing or otherwise offensive language in the conduct of my duties.
14. I will respect the volunteers who donate their time to hockey and I will never harass, slander or degrade the CNHA or the efforts of those who provide or participate in the CNHA hockey program.
15. I will treat everyone equally regardless of gender, place of origin, sexual orientation, religion, political belief or economic status, so that all participants have an equal opportunity to learn and improve.



CARING FOR ATHLETES

16. I will always ensure an athlete's health takes precedence over the needs of the team by erring on the side of caution with respect to any injury.
17. I will keep up-to-date the Hockey Canada Safety Program Player and Team Injury Log and I will ensure that information is readily available to be reviewed by any attending medical professional.
18. If an injury requires medical attention, I will complete and submit a Hockey Canada Injury Report to GM@CalgaryNorthstars.ca, to the relevant divisional Vice President (VPofOpsU18@CalgaryNorthstars.ca or VPofOpsU15@CalgaryNorthstars.ca) and to the AT Coordinator (Trainer@CalgaryNorthstars.ca).
19. I will communicate and cooperate with any minor (less than 18) athlete's parents or legal guardians, involving them in all decisions pertaining to their child's physical and mental well-being.
20. I will always consider an athlete's future health and well-being as the number one priority when making decisions regarding an injured athlete's ability to continue playing or training.
21. I will always communicate and cooperate with any medical professionals involved in the management of an athlete's medical and psychological needs.
22. I will report any inappropriate behavior by an athlete to the coach on a private basis and, should my concerns not be addressed or satisfied, then I will report the inappropriate behaviour to the Policy & Discipline Director.
23. I will report any inappropriate behavior by a Coach to the CNHA General Manager or a CNHA Executive and, should my concerns not be addressed or satisfied, then I will report the inappropriate behaviour to the Director responsible for Policy & Discipline.
24. I will never administer medication without the consent of any minor athlete's parent or guardian.
25. I will respect and maintain the confidentiality of all medical information I obtain, disclosing it only to the team Coach and any medical professionals who need to know the information.

CARING FOR ALL EQUIPMENT AND FACILITIES

26. I will ensure players respect all facilities used by the CNHA, including rinks, training centres, hotels and buses.
27. I will encourage and promote the proper care and maintenance of player equipment and apparel.

SOCIAL MEDIA

28. I will be respectful in disseminating information, including exercising good judgment before communicating, using Facebook, Twitter, Instagram, MySpace, YouTube, LinkedIn, SnapChat, chat rooms, message boards, group text messages, etc., materials or statements about CNHA or its opponents which:
 - a) could be considered defamatory, vulgar, obscene, racially, culturally or ethnically offensive, harmful, harassing, inflammatory, intimidating, threatening, hateful, objectionable, discriminatory or abusive;
 - b) could violate any laws, rules or regulations; or
 - c) could incite violence or hostility. (This is especially important on public message boards or chat rooms where even a positive comment about CNHA players, coaches or the organization could be seen as inflammatory.)
29. I will protect all confidential and proprietary CNHA and player information and will not disclose any such information through social media or otherwise.
30. I will not use any CNHA logos, trademarks, or images in a negative manner on personal social media sites.
31. I will not represent my personal views as those of the CNHA or its related organizations.
32. I will not engage in cyber bullying or other forms of electronic harassment.

DISCIPLINARY ACTION

Any failure to comply with these standards may result in disciplinary action, including but not limited to:

1. A verbal warning;
2. A written warning;
3. Suspension or immediate ejection from a game, practice or team function;
4. Suspension from multiple games, practices or team functions; or





5. Suspension or expulsion from a season or seasons.

Disciplinary actions shall be at the discretion of the General Manager, the Policy & Discipline Committee, or our Board of Directors. All CNHA officials hereby reserve the right to bypass any or all of the foregoing steps.

I hereby acknowledge having read and agree to the foregoing.

NAME _____ DATE _____

SIGNATURE _____

TEAM _____

Board Approved July 20, 2020

