



COACHES 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**

As a CNHA Coach, you are the main conduit through which these values and goals are channeled. We must start with developing a love for the game in our players and parents, and it is incumbent upon you to further this goal. The CNHA developed the Code of Conduct to aid you in this endeavor, and to help you achieve a level of behavior that will permit your athletes to become well-rounded, confident and productive members of society.

As a coach representing the CNHA, I understand the goals of the CNHA and I hereby agree that:

QUALIFICATIONS

1. I will follow all the rules and regulations of Hockey Canada, and all the policies and procedures of the CNHA, after reading and familiarizing myself with the Hockey Calgary Regulations Handbook and the CNHA Handbook.
2. I will obtain my Respect in Sport Coach Edition and the Hockey Canada Safety Program certification in accordance with the Hockey Calgary Regulations Handbook, prior to my first team function.
3. I will obtain my mandatory Police Clearance every two years in accordance with CNHA policies, prior to my first team function.

FAIR PLAY CODE

4. I will be reasonable in my demands on each player's time and energy, always remembering that they have interests and responsibilities other than the game of hockey.
5. I will teach my players to play fairly and to respect the rules, officials and opponents.
6. I will ensure that all players receive instruction and playing time in accordance with Hockey Calgary Regulations and the Policies of the CNHA.
7. I will not ridicule or yell at my players for making mistakes or for performing poorly. I will remember that players play to have fun and must be encouraged to have confidence in themselves.
8. I will make sure that equipment and facilities are safe and match the players' ages and abilities.
9. I will remember that participants need a coach they can respect. I will be generous with praise and set a good example.
10. I will obtain proper training and continue to upgrade my coaching skills.
11. I will work in cooperation with officials for the benefit of the game.

CNHA POLICIES

12. I understand and respect the inherent power imbalance that exists in the relationship with my players, and I will be extremely careful to ensure the relationship is not abused.
13. I will treat everyone fairly within the context of his or her activity, regardless of gender, place of origin, sexual orientation, religion, political belief or economic status.
14. I will provide a team environment on the ice, in the dressing room, and anywhere the team is publicly or privately representing the CNHA that is positive, demonstrates respect for oneself, others and the CNHA.
15. I, or a member of my staff, will attend monthly coaches' meetings.
16. I will communicate all medical or injury status and concerns to parents and or medical personnel as appropriate.



17. I will follow the advice of a physician to determine when an injured player is ready to resume play.
18. I will abstain from the use of tobacco products while in the immediate presence of our athletes and I will discourage the use of tobacco products by athletes.
19. At no time will I become, or attempt to become, intimately involved with any athletes.
20. I will notify the CNHA within 72 hours of being charged with any misdemeanor or felony.
21. I acknowledge the conflict and perceived conflict that exists when a coach runs ice sessions that are not affiliated with the CNHA. I therefore agree that all outside coaching activities must be approved by our General Manager, who is only authorized to approve activities that do not compete with current or anticipated CNHA programs.

CARING FOR ALL EQUIPMENT AND FACILITIES

22. I will respect all facilities used by the CNHA, including rinks, training centres, hotels, restaurants and buses.
23. I will encourage and promote the proper care and maintenance of player equipment and apparel.

ACTING PROFESSIONALLY

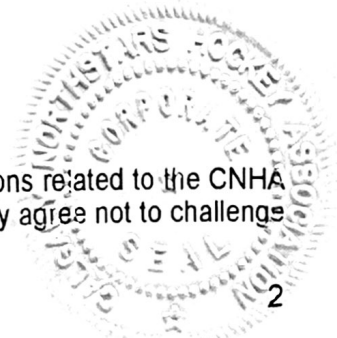
24. I will always respect all participants including athletes, parents, Coaches, Team Managers, opponents, game officials and spectators.
25. I understand that I am directly or indirectly representing the CNHA at all times and that I will always act in a professional and courteous manner.
26. I will refrain from the use of, and never condone the use of, all illegal drugs, marijuana, alcohol and performance enhancing drugs when participating in CNHA games, practices, travel (hotel & arena bars, etc.) and functions. I understand that if I am under the influence of alcohol or any drugs that I will be asked to leave a CNHA game or function and may be barred from further participation in the CNHA.

SOCIAL MEDIA

27. I understand that as a coach for CNHA, I must be respectful in my use of social media, including but not limited to: Facebook, Twitter, Instagram, MySpace, YouTube, LinkedIn, SnapChat, chat rooms, message boards, group text messages, etc.
28. I will protect all confidential and proprietary CNHA and player information and will not disclose any such information through social media or otherwise.
29. I will be respectful in disseminating information, including exercising good judgment before posting 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.
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.

USE OF YOUR IMAGE AND LIKENESS

I understand that my image or likeness may appear in photographs, pictures or other depictions related to the CNHA and agree that these materials may be used to promote and market the organization. I hereby agree not to challenge such use or seek any form of compensation therefore.





DISCIPLINARY ACTION

Note that 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 and we 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 _____

