



CNHA COACHES CODE OF CONDUCT

Calgary Northstars Hockey Association (CNHA) and its players and coaches represent themselves at the highest possible level and will be regarded as the premier association in Calgary, Canada, as well as internationally. CNHA strives to instill:

Good Sportsmanship * Hard Work * Integrity * Respect for Others * Professionalism * Respect for the Game

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of the athletes. He or she must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must also recognize that the coach is a conduit through which the values and goals of a sport organization are channeled. Thus, how an athlete regards his/her sport is often dependent on the behavior of the coach. CNHA Code of Conduct has been developed to aid coaches in achieving a level of behaviors that will allow them to assist their athletes in becoming well-rounded, self-confident and productive human beings.

As a coach representing CNHA, I agree to the following:

1. I will respect the game and follow all rules and regulations of Hockey Canada and policies put forward by CNHA.
2. I will display control, respect, and professionalism to all involved with the sport. I will not engage in unsportsmanlike conduct with any opponents, coaches, officials, players, administrators, parents, spectators, the media, or other attendees. This includes verbal or physical threats, fights, abusive language or abuse aimed at any of the above listed attendees.
3. 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.
4. I will do my best to provide a safe playing environment for my team.
5. I will provide 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 CNHA, and does not allow for any type of bullying or abuse.
6. I will be reasonable in my demands on the player's time, energy, and enthusiasm. I will remember that they have interests and responsibilities other than hockey.
7. I will not ridicule or yell at my athletes 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 or a member of my staff will attend monthly coaches' meetings.
9. I agree not to run player programming outside of CNHA utilizing your position to recruit players to said programming. All private programming must be communicated with the GM for approval.
10. I will make a personal commitment to be informed on sound coaching principles as well as seek ways to professional develop as a coach in a variety of ways.
11. I will be aware of the importance of academic pursuits and the pressures placed on student-athletes and support athletes in a manner so as to allow academic success.
12. I will communicate all medical or injury status and concerns to parents and/or medical personnel as appropriate.
13. I will follow the advice of a physician to determine when an injured player is ready to resume play.
14. I will abstain from the use of tobacco products while in the immediate presence of his/her athletes and discourage their use by athletes.
15. I will refrain from the use of all illegal drugs, marijuana and alcohol when participating in CNHA games, practices, travel (hotel & arena bars, etc.) and/or 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 and/or function and may be barred from further participation in CNHA.
16. Never advocate or condone the use of drugs, alcohol or other banned performance enhancing substances.
17. Never provide under-age athletes with alcohol or other similar substances.
18. At all CNHA functions, I will conduct myself respectfully and professionally.



19. At no time become intimately and/or sexually involved with their athletes. This includes requests for sexual favours or threat of reprisal for the rejection of such requests.
20. I understand that any illegal or unprofessional activity may result in disciplinary action, up to and including dismissal. I agree that if I am charged with any misdemeanor or felony, I will notify CNHA within 72 hours of said charge being filed.

Failure to comply with these standards may result in disciplinary actions, including but not limited to:

- 1. A verbal warning regarding the infraction.**
- 2. A written warning regarding the infraction.**
- 3. Suspension or immediate ejection from a game, practice or team function for the infraction.**
- 4. Suspension from multiple games, practices or team functions for the infraction.**
- 5. Season suspension or expulsion for the infraction.**

Disciplinary actions shall be at the discretion of the CNHA Board or General Manager. The CNHA and GM reserves the right to bypass any or all of the foregoing steps.

SOCIAL MEDIA

I understand that as a coach for CNHA, I must be responsible and respectful in my use of social media. Social media includes, but is not limited to: Facebook, Twitter, Instagram, YouTube, LinkedIn, SnapChat, chat rooms, message boards, group text messages, etc. As such, I agree:

1. To protect confidential and proprietary CNHA and player information and to not disclose any such information through social media or otherwise.
2. To be respectful in postings, this includes exercising good judgment before posting materials or statements about CNHA or its opponents which:
 - a. Are or could be considered defamatory, vulgar, obscene, racially, culturally or ethnically offensive, harmful, harassing, inflammatory, intimidating, threatening, hateful, objectionable, discriminatory or abusive;
 - b. May 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.
3. To not use any CNHA logos, trademarks, or images in a negative manner on personal social media sites.
4. To not represent my personal views as those of CNHA or its related organizations;
5. To not engage in cyber bullying or other forms of electronic harassment.

USE OF IMAGE AND LIKENESS

I understand that my image or likeness may appear in photographs, pictures or other depictions related to CNHA and that these materials may be used to promote the organization. I agree to permit CNHA to use my image and likeness in connection with CNHA's marketing and promotional efforts. I agree not to challenge such use or seek any form of compensation therefore.

I have read all of the above and hereby agree to follow the rules as outlined or face the consequences as detailed in the side panel.

NAME _____ DATE _____

SIGNATURE _____

TEAM _____