



CNHA TRAINING STAFF CODE OF CONDUCT

Calgary Northstars Hockey Association (CNHA) and its support staff 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

Trainers play an integral role in the physical and mental well-being of the players and the team. CNHA Code of Conduct has been developed to aid trainers in achieving a level of behaviors that will allow him or her to assist the athletes in staying physically and mentally well, while promoting the spirit of the game.

As a member of CNHA training staff, representing the Calgary Northstars, I understand that I take responsibility and must follow the rules below to stay in good standing within the organization:

1. Read and understand the CNHA policies and procedures applicable to my position.
2. 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.
3. 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 CNHA, and does not allow for any type of bullying or abuse.
4. Consistently display high personal standards and project a favorable image of hockey and of training. A trainer should:
 - (1) Refrain from public criticism of fellow trainers/teams/coaches.
 - (2) Abstain from the use of vaping and tobacco products while in the immediate presence of his/her athletes and discourage their use by athletes.
 - (3) Abstain from drinking alcoholic beverages when working directly with athletes and discouraging the use of alcohol in conjunction with athletic events/ celebrations.
 - (4) Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.
5. Consider the athletes' future health and well-being as the number one priority when making decisions regarding an injured athlete's ability to continue playing or training. Communicate and cooperate with medical professionals involved in the management of the athletes' medical and psychological problems.
6. Allow athletes' health to take precedence over the needs of the team. Err on the side of caution.
7. Regularly seek ways of increasing professional development and self-awareness.
8. In the case of minors, communicate and cooperate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's physical and mental well-being.

Medical and Equipment Staff Must:

- Ensure the health of the athletes (mental and physical) with whom they work is respected.
- Maintain a record of medically relevant information respecting the confidentiality of that information, but also ensuring that information is readily available in time of need and communicated to medical professionals should an emergency present.
- 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.
- Respect athlete's dignity; verbal or physical behaviors that constitute harassment or abuse are unacceptable.
- Respect the volunteers who give their time to hockey. Never verbally or in written statements including electronic form, harass, slander or degrade the Association or the efforts of those who provide or participate in the CNHA hockey program



- Report any inappropriate behavior by an athlete to the coach, and any inappropriate behavior by a coach to the CNHA General Manager and/or Executive.
- Never administer medication without the consent of the athlete's parent or guardian, or the confidence/knowledge/clarity of what medication you are giving.
- Never advocate or condone the use of drugs, alcohol or other banned performance enhancing substances.
- Never provide under-age athletes with alcohol.

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 Trainer 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, MySpace, 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.

I have read and understand the above statements and agree to conduct myself in a manner that demonstrates the standards established in this CNHA Trainer Code of Conduct.

NAME _____ DATE _____

SIGNATURE _____

TEAM _____