

## **Code of Conduct**

Code of Conduct TCQHA is a hockey league for all in LGBTQIA community and allies. TCQHA members agree to refrain from any unsafe play on the ice, including but not limited to checking, physical fighting, verbal fighting and threatening language of any kind. Specifically any threatening language on OR off the ice, verbal threats and slurs against race, ethnicity, sexuality or gender... will not be tolerated under any circumstances. Any player who deliberately tries to harm or intimidate another player through the use of force will be subject to removal from TCQHA permanently.

As a member of the Twin Cities Queer Hockey Association (TCQHA), it is your responsibility to conduct yourself, at all times, to be a positive reflection of your team, league, and the LGBTQIA+ community.

Please read, understand, and acknowledge the TCQHA Member's Code of Conduct. All rules will be strictly enforced. The term "individual" includes: manager, coach, player, spectator, umpire, and league directors. The team is responsible for the conduct of its individuals at any of the following: league games, league/team sponsored events, on and off the ice at events and games, at sanctioned tournaments, or other city tournaments.

Misconduct may result in penalizing an individual and/or a team with respect to:

**No Individual Shall:** At any time lay a hand upon, shove, strike, or threaten (either verbally or physically) to strike an individual.

**No Individual Shall:** Unreasonably disparage, verbally or in writing, the personal character of umpires, officials, coaches, board members, or other individuals in the process of pursuing grievances or complaints, which includes the use of social media.

**No Individual Shall:** Be guilty of objectionable demonstration of dissent by throwing gloves, sticks, pucks, helmets, or any other forceful action.

**No Individual Shall:** Discuss with an official, on or off the ice, the decision reached by that official, except for a manager, coach, or captain who should limit the interaction to the ice. This being said, it is the wish of our reffing staff that you feel safe to ask questions off the ice for the purpose of learning the game, not arguing a call they made.

**No Individual Shall:** Physically attack or assault any individual, including aggressively responding to threats or actions initiated by others when such response is not reasonably necessary in the situation.

**No Individual Shall:** Be abusive towards, verbally attack, bully, or otherwise harass any individual on or off the ice, which includes the prohibition of ongoing, unwanted, and reasonably offensive sexual advances which were known or should have been known at the time to make the targeted individual uncomfortable.

**No Individual Shall:** Use profane, obscene, or vulgar language directed at or towards any player, official, or umpire, on or off the playing ice at any time.

**No Individual Shall:** Be on the ice, at any time, in an intoxicated condition or under the influence of any drug if either will unreasonably infringe upon the safety of the individual and/or the safety of others.

**No Individual Shall:** Damage, destroy, or steal property, including but not limited to all forms of property owned by the city, TCQHA, umpires, officials, coaches, or players.

**No Individual Shall:** Demonstrate unsportsmanlike conduct on or off the ice.

**No Individual Shall:** Violate rules, regulations, and laws regarding the consumption of alcohol and tobacco, especially when participating in a TCQHA and/or related events.

**No Individual Shall:** Damage league property through intent or negligence.

**No Individual Shall:** Use team or league activities to generate personal financial profit.

### **TCQHA Code of Conduct Penalty Guidelines**

Remember, the goal of TCQHA is to provide a sports outlet for individuals to meet like-minded people, improve their athletic abilities, promote good sportsmanship, and organize and promote participation of its members in social, cultural, or charitable activities as may serve our community. The Code of Conduct is intended to be and will be enforced in accordance with this goal. Additionally, the Code of Conduct applies equally to all members of TCQHA.

The severity of an infraction will determine the penalty. Penalties can range from a warning from the official, suspension from the current or future games to as severe as expulsion from the TCQHA for the year of the infraction, or permanently from TCQHA. Penalties such as warnings and ejections during a game are enforced by the official of the game and any decisions made by any such officials will be adhered to by the TCQHA Board of Officers and are not subject to reversal. For any of the above listed infractions, officials may eject player(s) from the game and report the incident to the Board. Please refer to the TCQHA rules page at [TCQHA League Game Rules](#) as to penalties for ejection and/or other misconduct.

For any flagrant action on or off the ice, the suspension will remain in effect until the player(s) are brought before the TCQHA Board. Before making penalty recommendations, the Board will review the previous year's grievance documentation. The Board has the power and full discretion to recommend penalties for violations of the TCQHA Code of Conduct with the TCHQA Board having the ability to issue final approval, to reject, or to modify any recommended penalty. All TCQHA Board decisions are rendered final.

Any and all policies are subject to change at any time. Please see our website at [TCQHA.org](http://TCQHA.org) for updates.

By registering today you agree to this code of conduct.

Signature: \_\_\_\_\_