

NEW PRAGUE HOCKEY ASSOCIATION: Code of Conduct & Discipline Policy

Effective Date: July 15, 2026

1. Purpose

The New Prague Hockey Association (NPHA) is committed to providing a safe, respectful, inclusive, and positive environment for all participants. Every individual involved with the Association shares responsibility for maintaining an atmosphere that promotes sportsmanship, integrity, accountability, and respect.

This policy establishes the standards of conduct expected of all participants and outlines the disciplinary process that may be followed when those standards are not met.

The purpose of this policy is to:

- Promote a positive youth sports environment.
- Protect the safety and well-being of all participants.
- Encourage accountability and personal responsibility.
- Ensure disciplinary matters are handled fairly and consistently.
- Preserve the integrity and reputation of the Association.

2. Scope

This policy applies to all individuals participating in or attending New Prague Hockey Association activities, including but not limited to:

- Players
- Parents and guardians
- Coaches
- Team managers
- Board members
- Volunteers
- Spectators
- Independent contractors acting on behalf of the Association

This policy applies to all Association-related activities, including:

- Practices
- Games
- Tournaments
- Team travel
- Locker rooms
- Dryland training
- Team meetings
- Association meetings
- Fundraising events
- Social events sponsored by the Association
- Electronic communications and social media when related to the Association or its members

3. Standards of Conduct

All participants are expected to conduct themselves in a manner that reflects the Mission, Vision, and Core Values of the New Prague Hockey Association.

Individuals are expected to:

- Treat others with dignity and respect.
- Demonstrate good sportsmanship at all times.
- Follow the instructions of coaches, officials, and Association representatives.
- Respect facilities and property.
- Promote a safe and welcoming environment.
- Represent the Association in a positive manner both in person and online.

Conduct that is abusive, intimidating, threatening, discriminatory, or otherwise inconsistent with these expectations may result in disciplinary action.

4. Administration of Discipline

The NPHA Board of Directors is responsible for administering this policy.

When an alleged violation is reported, the Board of Directors, or individuals designated by the Board, may:

- Gather relevant information.
- Speak with individuals involved.
- Review available documentation or evidence.
- Determine whether a violation has occurred.
- Determine appropriate disciplinary action.

The Board reserves the authority to temporarily suspend an individual from Association activities while a reported incident is being reviewed when necessary to protect participants or the interests of the Association.

Each matter will be reviewed individually. While consistency is important, the Board may consider the severity of the conduct, prior history, intent, cooperation, and any other relevant circumstances when determining appropriate discipline.

5. Progressive Discipline

The Association believes discipline should be educational whenever possible while maintaining accountability and protecting participants.

Depending on the nature and severity of the conduct, disciplinary action may include:

- Verbal warning
- Written warning
- Required meeting with the Board
- Educational or corrective action
- Suspension from practices
- Suspension from games
- Suspension from Association activities
- Removal from volunteer or coaching responsibilities
- Suspension from the Association

- Permanent removal from the Association

Nothing within this policy limits the Board's authority to impose a more significant consequence when circumstances warrant.

6. Level I Violations

General Description

Level I violations involve conduct that is inconsistent with the expectations of sportsmanship, respect, or cooperation but does not present an immediate threat to the safety of others.

Typical Consequences

Players

- One (1) game suspension.

Parents/Guardians

- Suspension from one (1) Association event or game.

Coaches

- Suspension from five (5) consecutive team activities, including practices, games, scrimmages, or other official team events.

Examples of Level I Violations

Examples include, but are not limited to:

Players

- Obscene or vulgar language or gestures.
- Disrespectful language toward teammates, coaches, officials, volunteers, or spectators.
- Unsportsmanlike conduct.
- Taunting or ridiculing others.
- Refusal to follow reasonable coaching instruction.
- Minor property damage.

Parents/Guardians

- Unsportsmanlike behavior.
- Use of inappropriate language.
- Public criticism of officials or coaches.
- Approaching coaches or officials immediately following games to argue or complain.
- Minor property damage.

Coaches

- Unsportsmanlike conduct.
- Public criticism of officials.
- Abusive or inappropriate language.

- Confronting officials after contests.
- Minor property damage.

7. Level II Violations

General Description

Level II violations involve conduct that significantly disrupts Association activities or creates a risk to the safety or well-being of participants.

Typical Consequence

A suspension of approximately thirty (30) days from all Association activities.

Examples

Examples include, but are not limited to:

- Threats of physical violence.
- Throwing objects that create a safety hazard.
- Intentional physical contact with another individual.
- Knowingly making false public accusations against another Association member.
- Repeated Level I violations.
- Significant harassment, bullying, or intimidation.

8. Level III Violations

General Description

Level III violations involve serious misconduct that jeopardizes participant safety, violates law or Association standards, or significantly damages the integrity of the organization.

Typical Consequence

A minimum one (1) year suspension from Association activities up to permanent removal from the New Prague Hockey Association.

Level III disciplinary actions require approval by a two-thirds (2/3) vote of the Board of Directors when a quorum is present.

Examples

Examples include, but are not limited to:

- Physical assault.
- Use or possession of illegal drugs at Association activities.
- Alcohol use during Association activities where prohibited.
- Criminal conduct creating risk to participants.
- Serious harassment or intimidation.
- Repeated Level II violations.

9. Electronic Communications & Social Media

The expectations contained within this policy extend to electronic communications and online conduct related to the Association.

This includes, but is not limited to:

- Social media platforms
- Text messages
- Group messaging applications
- Email
- Online gaming communication
- Sharing of digital photographs or videos

Bullying, harassment, intimidation, threats, inappropriate sharing of information or images, or conduct that harms the reputation of another participant or the Association may result in disciplinary action.

10. Appeals

Individuals subject to disciplinary action may request that the Board reconsider its decision.

Appeals must:

- Be submitted in writing.
- Be received within forty-eight (48) hours of notification of the disciplinary action.
- Clearly state the basis for the appeal and include any supporting information.

The Board of Directors will review the appeal and communicate its decision in writing. The decision of the Board shall be final.

11. End-of-Season Violations

If a disciplinary consequence cannot reasonably be completed before the conclusion of the current season, the Board may determine an appropriate alternative, including:

- Carrying the discipline into the following season.
- Requiring a meeting with the Board before participation resumes.
- Imposing another corrective action consistent with this policy.

12. Relationship to SafeSport and Governing Bodies

Nothing within this policy replaces or limits the reporting obligations established by:

- USA Hockey
- Minnesota Hockey
- USA Hockey SafeSport Program
- Applicable federal, state, or local laws

Allegations requiring mandatory reporting will be handled in accordance with those governing organizations and applicable law.

13. Board Authority

The examples provided throughout this policy are intended to illustrate common violations and are not intended to represent a complete list of prohibited conduct.

The New Prague Hockey Association Board of Directors retains the authority to determine whether conduct violates Association standards and to impose disciplinary action that is reasonable, appropriate, and in the best interests of the Association and its members.

The Board may modify disciplinary action based upon the specific facts and circumstances of each situation.