

Code of Conduct & Disciplinary Guidelines for Players

The purpose of this document is to communicate the Northfield Hockey Association Code of Conduct for players and parents/guardians, the process for reporting concerns, and the disciplinary guidelines for offenses. NHA abides by the Youth Rules and Regulations, adopted and approved by the MN Hockey Board. To the extent that any provision of this handbook is not consistent with these rules, the Youth Rules and Regulations override this document.

NHA expects all players and adults associated with NHA to thoroughly read the Codes of Conduct and understand/acknowledge consequences for violations. The Codes of Conduct are subject to change per the NHA Board of Directors.

PLAYER CODE OF CONDUCT

As a NHA hockey player, I want to help create a fun and positive environment and become the best player and person that I can be. Therefore, I agree:

1. I will engage in good sportsmanship and will represent NHA in a positive manner.
2. I will take pride in my team and contribute to the team's unity. I will adhere to the coach's rules and be supportive of the coach's practice plans, game plans, and other decisions. I will be at the rink by the appointed time as set by the coach; participate in all games and practices unless properly excused; and notify the coach or manager in advance when I will be absent.
3. I will NOT criticize another teammate's play or demean, threaten or harass a teammate. Hockey is recognized as a team sport; as such the interests of the team shall take precedence over individual achievements. NHA has adopted the USA Hockey and SafeSport policies for, among other things, physical and emotional misconduct, abusive behavior, bullying, threats, and harassment. There is zero tolerance for abusive behavior (including social media) intended to demean or harass a teammate. Additionally, obscene language or gestures, and other detrimental behavior directed toward teammates, coaches, other NHA members, referees, opponents, or spectators will not be tolerated. This section also applies to conduct and interaction with players from other associations.
4. I will NOT criticize referees. The only individuals who may speak to officials are the coaches and/or designated captains under the instructions of their coaches. Players will not openly dispute or argue any decision by an official and will not use obscene or vulgar language or gestures at any time. There is zero tolerance for disrespectful conduct toward referees and officials.
5. I will conduct myself in a respectable manner. All players are expected to be attentive when coaches explain practice drills, game strategies, or pass along other information or instructions; and to be respectful to coaches. Demeaning, divisive and/or disruptive behavior in the locker room and/or before, during, or after a game or practice, will not be tolerated.
6. I will be committed to cultivating an environment where diverse backgrounds and experiences are welcome. I will support all teammates, coaches, fans, officials, facility workers, volunteers and opponents who provide their time and effort to make hockey possible. All interactions should be safe and inclusive of all walks of life regardless of race, color, religion, national origin, gender, disability, sexual orientation or social-economic status.
7. I will not attempt to deliberately injure another player(s). Any player incurring a MATCH PENALTY for "Attempt to Injure" or other offense deemed equally serious by the coach shall be subject to suspension beyond the USA Hockey rules and District Disciplinary Board's determination, as deemed appropriate by the NHA Board. The NHA President and Vice President should be notified immediately if this occurs.

8. I will adhere to the Northfield School district policy on drug, alcohol and tobacco use of minors. Any minor caught using alcohol, drugs, or tobacco (including vape) will be suspended for 2-weeks or 2-games, whichever is longer. A second offense carries a 6-week or 6-game suspension, whichever is longer. A third offense carries a 12-week or 12-game suspension, whichever is longer. Admittance to an appropriate rehabilitation program will be required to be readmitted to the NHA.
9. I will adhere to NHA and SafeSport policies regarding social media. Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras, are not permitted to be used in the locker rooms.
10. I will agree to abide by all the rules set forth by USA Hockey, MN Hockey, District 9, SafeSport and NHA.

PLAYER CODE OF CONDUCT DISCIPLINARY GUIDELINES

1. First Offense:
 - a. The player will be verbally warned by the Coach.
 - b. The Coach will document the incident with an email/written communication sent to the parent/guardian.
 - c. The Coach will notify the Level Coordinator, NHA President and Vice President by email.
2. Second Offense:
 - a. The player will be verbally warned by the Coach with the parent/guardian present.
 - b. The Coach will document the incident with an email sent to the parent/guardian.
 - c. The Coach will notify the Level Coordinator, NHA President and Vice President by email.
3. Third Offense:
 - a. The player will be verbally warned by the Coach with the parent/guardian present.
 - b. The Coach will document the incident with an email sent to the parent/guardian.
 - c. The Coach will notify the Level Coordinator, NHA President and Vice President by email.
 - d. A Code of Conduct hearing will take place under the direction of the NHA President, Vice President, Program Director and Level Coordinator. That hearing will produce a decision on penalty ranging from a 3-game suspension to removal from the team for the remainder of the season or longer including future seasons. All rulings will be reported in writing to the parties involved and a written report will be submitted at the next NHA Board meeting.

Any player misconduct not specifically addressed above will be dealt with on an individual basis by the NHA Board. The Board reserves the right to modify the disciplinary guidelines case by case. The Board reserves the right to conduct a hearing for any offense, first or subsequent.

All conduct deemed to be in violation of the Player Code of Conduct, and resulting sanctions will, to the extent possible, be maintained in confidence by the NHA Board or Directors and be cumulative throughout the families' participation in NHA. If appropriate, all sanctions will be forwarded to MN Hockey and District 9 for enforcement at any away games and tournaments.

The NHA Board of Directors, or any committee appointment by the NHA Board of Directors, will enforce all violations and notify the individual(s) in writing, after any applicable disciplinary hearing, outlining the sanction that is being set forth. This will be done in timely manner.

Code of Conduct & Disciplinary Guidelines for Parents/Guardians

PARENT/GUARDIAN CODE OF CONDUCT

As a parent/guardian of a NHA player, I understand the importance of embracing the values of good sportsmanship while demonstrating fairness, respect, and self-control by supporting ALL players, coaches, team managers, referees and parents. Therefore, I agree:

1. It is a privilege, not a right, for my child to play hockey for NHA.
2. In order to fully support team unity, I will get my player to the rink by the appointed time as set by the coach; my player will participate in all games and practices unless properly excused; and I will assist my player by notifying the coach or manager in advance when my player will be absent.
3. **24-HOUR RULE:** NHA has adopted a 24-hour waiting period for discussing certain problems or concerns that occur during the season. No parent/guardian of any NHA player in a fit of frustration or anger, shall contact the Coach, Assistant Coaches, Level Coordinator, or any member of the NHA Board of Directors, regarding a player's ice time, position, game time, practice time discipline, coach's strategy decisions regarding a player, and/or a player's team selection/status during tryouts until 24 hours have expired from the incident in question. This 24-hour waiting period applies to any communication whether in-person, or by email, phone call, text message, written/typed letter or any means of social media. After 24 hours have passed from the conclusion of the event/incident, the parent/legal guardian can then contact the Coach with the issue. If communication with the Coach is not possible, or not advisable due to extenuating circumstances, contacting the Level Coordinator, NHA President and Vice President is advised. In situations involving safety concerns, or the need to report issues of abuse, harassment, bullying, or other misconduct, including possible SafeSport violations, the 24-hour rule does NOT apply. The SafeSport issue should be reported immediately.
4. No parent/guardian of a NHA player may contact the coaching staff or team manager in a derogatory manner about another NHA player. It is highly recommended that any derogatory comments among parents about another NHA player be avoided at all times.
5. I will respect the officials and their authority during the games and refrain from questioning, discussing or confronting officials during or immediately after a game.
6. I will respect the locker rooms as private areas for players, coaches, managers and officials and seek approval before entering.
7. I will encourage good sportsmanship by demonstrating positive support for all players, coaches, fans, volunteers, building facility workers and referees at every game.
8. Intoxication pre-, during or post-games (while representing NHA) is strictly prohibited.
9. I will recognize the importance of all Coaches and Team managers and act accordingly. At no time will I publicly accuse, question or slander any of these volunteers, nor will I harass them about decisions as applied to my player's team.
10. I agree to follow proper reporting procedures for NHA. Any concerns and complaints I have will be first brought to the attention of the Level Coordinator, NHA President and Vice President. From there, these issues will be redirected as necessary.
11. I understand that my actions are subject to the USA Hockey Playing Rules, SafeSport, NHA Bylaws, NHA Code of Conduct and MN Hockey District 9 guidelines and that regardless of my knowledge of the same, I understand that my actions will be gauged by their content and agree to conduct myself accordingly.
12. I will not use social media to make inappropriate or disrespectful comments or convey disregard towards my player's teammates, teammate's families, coaching staff or other team volunteers.

13. I understand that it is my responsibility to respect all equipment, supplies and facilities and to ensure that my player does the same.
14. I understand that while traveling/representing NHA at other rinks or in other cities that I will positively reflect the association in all my actions, language, and behaviors including displaying respectful demeanor to opponents, hotel staff and any outside vendor or facility.

PARENT/GUARDIAN CODE OF CONDUCT DISCIPLINARY GUIDELINES

Violation of the Parent/Guardian Code of Conduct is detrimental to the team and may be brought forward to the NHA Board by either the team's coach, manager or a parent/guardian. A meeting with the NHA Board of Directors (or appointed committee) will occur as soon as possible. The NHA Board may set forth a penalty ranging from a verbal warning up to suspending a parent from all team functions for 1-week to the duration of the season. Continual abuse of conduct may result in permanent removal from NHA. During the sanction, the parent will NOT be allowed in any facility during a youth hockey event, regardless if that parent has another child on a different team.