



PARENT / GUARDIAN CODE OF CONDUCT AGREEMENT

Youth sports are supposed to be fun – for the children. Actions by parents, fans, and coaches, whether verbal or nonverbal, can have a lasting emotional effect on children. Too many of today’s youth are leaving sports activities because the fun is unfairly taken away by adults. The Princeton Junior Tigers Hockey organization strongly believes the essential elements of character-building and ethics in sports are embodied in the concept of sportsmanship and six core principles: Trustworthiness, Respect, Responsibility, Fairness, Caring and Good Citizenship. As a parent or guardian of a player in the Princeton Junior Tigers Hockey organization, your actions reflect not only on you, but your child, his/her team, and the organization.

As a parent in the Princeton Junior Tigers Hockey Organization, you agree to abide by and follow the rules and guidelines below:

Princeton Junior Tigers utilizes Crossbar as its official platform for communicating team game and practice schedules, player availability, rosters, and team staff and parent contact information. The club also provides access to the Crossbar chat feature for team staff and parents to communicate operational and logistical matters related to team activities. The chat functionality is intended strictly for program-related communication and is not to be used for expressing personal opinions, grievances, or engaging in debate. Failure to use Crossbar in a manner consistent with the Princeton Junior Tigers Parent/Guardian - Player Code of Conduct may result in the chat feature being disabled and could lead to further corrective action.

Princeton Junior Tigers has a Zero Tolerance Policy related to substances and weapons. I will adhere to this Zero Tolerance Policy and never be under the influence of drugs and alcohol (except for Princeton Junior Tigers formally hosted nongame or practice events –please refer to the Alcohol Consumption Policy for Banquet and Tailgates) of any kind at practices, games, trips, or other events.

I understand that the use of foul language towards anyone (coaches, teammates, officials, opponents, or spectators) will not be tolerated. I will not engage in any language or actions with the intent to initiate, hurt, intimidate, or humiliate any player, coach, official or spectator. I will not tolerate these acts from any players, coaches or adults associated with Princeton Junior Tigers. These acts shall be considered harassment and will result in the immediate removal from the practice, game, or event.

I will not post on any social media site or other forums with the intent to initiate, hurt, intimidate, or humiliate any player, coach, official or spectator. The posting of negative, demeaning, or derogatory comments will not be tolerated. These acts shall be considered harassment and may result in the



immediate removal from the organization. Furthermore, if I see anything of concern from or about an official, another Princeton Junior Tigers coach, player organization member on a social media site, I will immediately contact my child's coach or the Princeton Junior Tigers Board. As a parent, I understand that I am accountable for the actions of my child on social media sites. I will stress to my child the importance of proper conduct on these sites and provide parental oversight to prevent any type of cyber-bullying by my child.

I (and my guests) will not engage in any kind of unsportsmanlike conduct with any official, coach, player, or parent such as booing, taunting or using profane language or gestures. I will maintain self-control at games, practices, and other organization events.

I (and my guests) will be a positive role model for my child and encourage sportsmanship by showing respect and courtesy, and demonstrate positive support for all players, coaches, officials and spectators at every game, practice or event.

I will not encourage any behaviors or practices that would endanger the health and wellbeing of the athletes.

I will encourage my child to play by the rules and to resolve conflicts without resorting to hostility or violence. I will demand that my child treat all players, coaches, officials, and spectators with respect.

I will praise my child for playing hard and competing fairly.

I will never ridicule or yell at my child or other participant for making a mistake or losing a game.

I will not complain or become confrontational about penalties or calls made by the officials, and I will respect the referees and their decisions.

I will support the coaches allowing them to do their job by not coaching my child or other players during games and practices. I will not openly question or confront coaches before, during or after games or practices. I will take the time to speak with coaches about any concerns calmly, privately and at an agreed upon time and place.

I will not force my child to participate in ice hockey.

I will promote the emotional and physical well-being of the athletes ahead of any personal desire I have for my child or his/her team to win.

I will inform the coach of any physical disability, illness or injury that may affect the safety of my child or the safety of others.



As part of the Princeton Junior Tigers Board, the Committee for Compliance and Discipline will review all violations of this Code of Conduct and it reserves the right to impose disciplinary action as appropriate. I realize that if I violate this Code of Conduct, I may be subject to disciplinary action that could include one or more, but not limited to the following:

1. Verbal warning by Head Coach and/or Princeton Junior Tigers Board
2. Parental Game suspension with written documentation of incident kept on file by Princeton Junior Tigers Board.
3. Parental Season suspension
4. Parental Suspension from all future Princeton Junior Tigers Hockey Games (Home or Away), Practices and Events

If you do not abide by the penalties levied or suspensions. The game will not begin with the suspended parent in the building. This defaults to the USA Hockey's Zero Tolerance. Policy:

"The game will be stopped by game officials when parents/ spectators displaying inappropriate and disruptive behavior interfere with other spectators or the game. The game officials will identify violators to the coaches for the purpose of removing parents/ spectators from the spectator's viewing and game area. Once removed, play will resume. Lost time will not be replaced and violators may be subject to further disciplinary action by the local governing body."

I will accept all penalties and suspensions levied against me by the Board of Directors for violations of policy.

By signing below, the Parent/Guardian agrees to abide by and be subject to this Code of Conduct.

Parent/Guardian Name (printed): _____

Parent/Guardian Signature: _____

Date: _____

Whistleblower Code of Conduct

Purpose

This code establishes guidelines for individuals who report misconduct, ensuring a safe and supportive environment for whistleblowers.



Scope

This code applies to all Coaches, Managers, Players, and Parents within or outside the organization.

Key Principles

1. Integrity and Honesty

- a. Whistleblowers should report information that they believe to be true and based on reasonable evidence.

2. Confidentiality

- a. Reports should be made in a confidential manner. The identity of the whistleblower will be fully protected if possible.

3. Non-Retaliation

- a. The organization will not tolerate any retaliation against individuals who report misconduct in good faith. This includes threats, harassment, or any adverse actions.

4. Responsibility to Report

- a. Members of the organization are encouraged to report suspected misconduct, including but not limited to discrimination, harassment, or safety violations.

5. Cooperation

- a. Whistleblowers should be prepared to cooperate with any investigation conducted by the organization.

6. Respectful Communication

- a. All communications regarding reports should be respectful and professional. Whistleblowers should avoid using defamatory language or making baseless accusations.

7. Awareness of Procedures

- a. Whistleblowers should familiarize themselves with the organization's reporting procedures and channels for raising concerns.



Reporting Procedures

1. How to Report

- a. Reports can be sent to a designated email, or in person to a specified officer.

2. Documentation

- a. Whistleblowers should provide as much detail as possible regarding their concerns, including dates, times, locations, and any witnesses.

3. Follow-Up

- a. Whistleblowers may be informed about their report's status, keeping in mind the need for confidentiality.

Enforcement

- Any violation of this code may result in disciplinary action, up to and including termination from the organization.

Review and Updates

- This code will be reviewed annually to ensure its effectiveness and relevance.



Discipline Procedures

Purpose

To provide a clear and consistent process for addressing behavioral issues within the organization.

I. Introduction

- **Objective:** Ensure all members of the organization (Coaches, Managers, Players, and Parents) understand the procedures for addressing misconduct.
- **Scope:** Applicable to all members of the organization.

II. Reporting Misconduct

1. How to Report

- a. Encourage reporting of observed misconduct through designated channels (e.g., Coaches, Managers and Board Members)

2. Confidentiality

- a. Assure confidentiality for the person reporting, to the extent possible. Refer to the Whistleblower Code of Conduct Policy.

III. Investigation Process

1. Initial Review

- a. Upon receiving a report, conduct a preliminary review to determine if further investigation is warranted.

2. Investigation

- a. If necessary, members of the Discipline and Compliance Committee conduct a thorough investigation, which may include:
 - i. Interviews with the complainant, accused, and any witnesses.
 - ii. Review of relevant documents or evidence.

3. Timeline

- a. Aim to complete investigations promptly (e.g., within 15 days), keeping the parties involved informed of progress.



IV. Determining Outcomes

1. Assessment of Findings

- a. Based on the investigation, determine whether the allegations are substantiated.

2. Documentation

- a. Document findings, including evidence gathered and rationale for conclusions.

V. Disciplinary Action

1. Types of Violations

- a. Classify violations as minor, moderate, or severe, with corresponding potential actions:
 - i. **Minor Violations:** Verbal warning.
 - ii. **Moderate Violations:** can be up to a Suspension or other corrective actions.
 - iii. **Severe Violations:** Termination or immediate suspension.
- b. Repeat offenders
 - i. Third offense within a season classified as Severe Violation

2. Notification

- a. Inform the parties involved of the findings and any disciplinary actions to be taken.

VI. Appeals Process

1. Right to Appeal

- a. Outline the process for an organization member to appeal a disciplinary decision, including:
 - i. Who to contact.
 - ii. Timeline for filing an appeal (e.g., within 10 business days).

2. Review of Appeal

- a. Designate a neutral party or committee to review the appeal and make a final decision.



VII. Follow-Up

1. Monitoring Compliance

- a. After disciplinary action, monitor the individual's behavior and compliance with any corrective measures.

2. Review Effectiveness

- a. Periodically review the outcomes of disciplinary actions to assess effectiveness and make necessary adjustments.

VIII. Training and Awareness

- **Training Programs:** Provide training in the discipline procedures to all members (Safesport), ensuring they understand their rights and responsibilities.

IX. Policy Review

- **Regular Review:** Schedule regular reviews of the discipline procedures to ensure they remain relevant and effective.