**CODE OF CONDUCT – ARIZONA LEGACY PRIDE HOCKEY ASSOCIATION**

**1. Expectations**

**1.01 Rules**

All players will abide by the Rules and Policies set forth by the Arizona Legacy Pride Hockey Association (ALPHA), the ice rink we populate and USA Hockey.

**1.02 Sportsmanship**

Players are expected to demonstrate a high standard of sportsmanship; defined as fairness and respect for one’s opponent and graciousness in winning or losing.

**1.03 Safety**

Members will refrain from any behavior that puts themselves or others at risk while participating in games or other league events. This includes but is not limited to the misuse of drugs or alcohol. Players under the influence of alcohol or drugs are not permitted on the ice.

**1.04 Threats, intimidation, and physical harm**

Threatening language, verbal threats and slurs against race, ethnicity, sexuality or gender… will not be tolerated under any circumstances. Each team is responsible for the actions of its members before, during and after competition. Unsportsmanlike conduct, including intimidation and infliction and/or threat of bodily harm, will not be tolerated and will result in ejection from the remainder of competition and/or facilities the day of the conduct is observed or reported. If, however, it is reported after the game a one to two game suspension may be assessed to the player after a disciplinary committee investigation into the behavior is conducted.  No game is important enough to warrant physical or verbal abuse of officials, participants, or spectators. Please remember that these games are not professional sporting events. No one’s job is on the line. The officials are doing the best they can, just like the players. Please make the utmost effort to win with class, lose with dignity, and treat the game officials, staff and opponents with respect. Any player who deliberately tries to harm or intimidate another player through the use of force will be subject to the consequences described below.

**1.05 League Representation**

No member of the ALPHA shall represent the league in any official capacity or as spokesperson for the league or its operations without written permission from the board.

**2. Consequences**

Depending on the seriousness of the offense, an ALPHA member found to be behaving outside of the Code of Conduct may receive a warning from the board, be suspended from the current game, be suspended for the two following games, or in extreme cases, be expelled from the league and ice rink.

Because coaches and captains set the example for their teams, it is especially important that they be held to the highest standard of conduct. If a coach or captain is suspended, he or she will be removed from their position and the ALPHA Board will appoint a new coach or captain.

**2.01 Player Penalties and Suspensions**

**-Minor Penalties**

**1.**A player who receives four (4) minor penalties in one game will be ejected for the remainder of the game.

**2**. A player who receives four (4) minor penalties in one game twice in a single season will receive a minimum 1 game suspension to be served during their next scheduled game.

**3**. A player who receives four (4) minor penalties in three separate games in a season, regardless of whether this occurs in consecutive games, will be suspended for a minimum of three (3) games.

**-Major and Misconduct Penalties**

**1.**A player who receives a major penalty, regardless of whether a Game Misconduct is issued, may receive a minimum 1 game suspension to be served during their next scheduled game.

**2.**A player who receives a Game Misconduct will be ejected for the remainder of the game and will receive a minimum 1 game suspension. The length of all Game Misconduct suspensions will be determined by ALPHA Disciplinary Committee but will be no less than 1 game.

**3.**A player who receives two (2) Game Misconduct penalties in any season will be subject to a Suspension to be determined by the ALPHA Disciplinary Committee that will not be less than a three (3) game suspension.

**4.**A player who receives 3 Game Misconduct penalties in any season will be subject to a Suspension to be determined by the ALPHA Disciplinary Committee that can be up to a 10-game suspension.

**5.**Game misconducts for Butt-ending, Elbowing, Kicking, Kneeing, Spearing, Checking from Behind, or Head-butting will be subject to a Suspension to be determined by the ALPHA Disciplinary Committee that can be a two (2) game suspension or more up to and including ejection from the league.

**Accrued Penalty Minutes**

Any player who accrues 40 penalty minutes during the regular season can receive a one game suspension. This will be in addition to any other suspensions the player may have received as a result of those penalty minutes.

If the player accrues more than 70 penalty minutes in a season they can be suspended for the remainder of the season and all other ALPHA sponsored events.

**Match Penalties**

Any player receiving a match penalty shall be ejected from the current game and is automatically suspended from any USA Hockey sanctioned events and all ALPHA game play until a hearing is held. Gross Misconducts and Match Penalties may result in league expulsion (including all ALPHA sanctioned events).

**2.02 Zero Tolerance**

1. ALPHA enforces a zero-tolerance policy for abuse of officials and scorekeepers.
2. Abuse includes verbal, physical etc.
3. Abuse of an official will result in an immediate suspension pending a hearing of the State Disciplinary Committee.
4. Racial slurs, Homophobia, Xenophobia, and all other hate speech will not be tolerated. Any player guilty of such will be assessed a Match Penalty.
5. This includes discriminatory or exclusionary comments and acts in regard to but not limited to gender identity; sexual orientation; race; creed; disability, and age.
6. The ALPHA Disciplinary Committee reserves the right to impose expulsions of the player from the league, and from future leagues, with no refund.

**2.03 Ineligible Players**

Any team found to be using any non-rostered player, or player determined to be ineligible due to suspension or age, shall forfeit the games the player has participated in and the team rep will be suspended for a minimum of 2 games.

A player who is suspended is not eligible for any refund of any season fee nor are they allowed on, or behind, the team bench or in the locker room during any game.

Should a suspended player attempt to participate while suspended, the ramifications for the team and the team representative are the same as using an illegal player as listed above.

When a player is expelled, they forfeit any unused portion of their league fee. An expelled player can apply for probationary reinstatement to the league after two seasons.

**Please note:**You may or may not agree with the calls made by the officials but it is important to remember that as a part of the ALPHA hockey league, you are expected to be responsible for the way you conduct and handle yourself, which is in a professional and appropriate manner on and off the ice.

**Due Process:**

* All ejections and suspensions will be considered final. All ejections and suspensions are subject to review by the Disciplinary Committee and/or league president.
* All ejections result in a mandatory one-game suspension with possible extended suspensions after review.
* The league coordinator will determine if an extended suspension is necessary based on the Suspension Review Board’s findings.
* In the event of an extended suspension, the ALPHA Disciplinary Committee will notify the team captain and/or suspended person of any further disciplinary action taken.
* In addition any decisions made by Arizona Amateur Hockey Association State Board Disciplinary Committee will be reviewed for further action.

**3. Reporting and Responding to Code of Conduct Violations**

Players should report Code of Conduct violations to their respective coach and/or captain as soon as practical or as soon as possible who should then notify the ALPHA Disciplinary Committee as soon as practical or as soon as possible. In the case that a coach or captain has violated the Code of Conduct, reports should be made directly to the ALPHA Disciplinary Committee as soon as practical or as soon as possible.

Other reports of code of conduct violations may come from on-ice or tournament officials, arena staff, or from team officials outside the ALPHA. Any official suspensions or ejections handed down by arena ice or game officials are considered to be violations of the Code of Conduct.

Reports will be kept confidential and will be investigated in a timely manner by the ALPHA disciplinary committee. The ALPHA Disciplinary committee can issue warnings and suspensions with a consensus decision. The League President will be considered a tie breaking vote if the Disciplinary Committee cannot reach a consensus. . Expulsions require a unanimous vote of the Executive Committee after referral from the ALPHA Disciplinary Committee. All decisions by the Executive committee are final.

In some cases, an ALPHA team captain may decide that a member of their team has violated the Code of Conduct and can choose to take appropriate action while a game is in progress. Any further disciplinary action requires approval from the ALPHA Disciplinary Committee. These cases may not require an investigation by the executive committee or disciplinary committee.

**3.01 Committee Members**

Committees shall be comprised of the following board members:

**ALPHA Disciplinary**Committee: Committee Chair – Player Safety and Health

Director of Player Safety and Health

**Executive Committee:**

ALPHA President

ALPHA Vice President

ALPHA Treasurer

ALPHA Secretary

[**Contact Information**](https://www.azpridehockey.org.app.crossbar.org/about/our-board/107230)

**4. Sexual Harassment Policy**

Arizona Legacy Pride Hockey Association (ALPHA) seeks to provide an environment within ALPHA that is free from all types of discrimination, including sexual harassment or abuse. Sexual harassment can occur in various ways, including (without limitation) volunteer to player, player to volunteer, player to player, volunteer to volunteer, adult to adult, male to female, female to male, male to male and female to female.

Any volunteer member, player or other person who has been found by ALPHA to have engaged in sexually harassing conduct will be subject to disciplinary action up to and including discharge (for a volunteer), expulsion (for a player), or other appropriate corrective action deemed appropriate by ALPHA Board of Directors.

ALPHA will investigate promptly any complaint of discrimination or harassment received and take immediate and appropriate corrective action where warranted, including the notification of law enforcement if deemed appropriate by ALPHA.

**4.01 Definitions**

Sexual harassment is defined to include (but may not be limited to) the following types of behavior:

* Unwelcome conduct of a sexual nature about or because of the recipient’s gender. Examples include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually-related comments. Depending upon the circumstances, harassment can also include unwelcome sexual joking, teasing or other conduct directed toward a person because of his or her gender which creates hostile, intimidating or offensive environment.
* The threat, suggestion or innuendo that a volunteer’s position or advancement, assignment, etc., or a player’s position, playing time or other various opportunities depends on tolerance of or submission to sexual demands.
* Unwelcome sexual advances, requests for sexual favors, physical contact of sexual nature, or other verbal conduct or communications of a sexual nature if: (1) Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining a position or any other promise;(2) Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual’s volunteerism or play; or(3) That conduct or communication has the purpose or effect of substantially interfering with an individual’s performance, or of creating an intimidating, hostile, or offensive environment.

**4.02 Reporting Responsibilities**

Individuals are strongly encouraged to report any incidents of behavior that they consider to be sexual harassment, whether the behavior was directed at them or was observed to have been directed at another individual as soon as possible. All volunteer staff members are responsible for informing a member of the ALPHA Board of Directors of any such behavior they observe, and of any complaint or report of sexual harassment received from a parent, player or other third party as soon as possible.

All volunteer members, parents and players are expected to cooperate fully with the investigation of any complaints of possible sexual harassment, and to provide complete and truthful information to ALPHA.

**4.03 How and Where to Report**

Complaints or reports may be brought to the attention of any member of the ALPHA Disciplinary Committee. If the complaint in any way implicates a member of the ALPHA Disciplinary Committee, the complaint should be made to a Disciplinary Committee Member not involved with the incident. If all Disciplinary Committee members were involved in the incident, the complaint may be made directly the League President.

Any investigation of a complaint will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. ALPHA prohibits retaliation against an individual who reports in good faith a claim of sexual harassment, under this policy or who cooperates in good faith in an investigation of such a report in accordance with this policy.

ALPHA has a ZERO TOLERANCE POLICY for sexual harassment. All players and volunteers agree to take personal responsibility for their actions. ALPHA will execute disciplinary actions to any persons violating this policy, but each player and volunteer agrees not to hold ALPHA liable for any sexual harassment.