



Casper Amateur Hockey Club

## CODE of CONDUCT

The Casper Amateur Hockey Club (CAHC) utmost responsibility is to protect all members of the organization, its affiliates, and volunteers.

In all reported or observed events of misconduct by player, coach, and/or any individual acting in a capacity to which their role would be considered an active member of the CAHC Oilers Hockey organization, there shall be a formal and official complaint request to be submitted through the following process.

**24 HOUR RULE: When an issue occurs and a party has a resulting complaint to make or issue to be resolved, they are expected to wait 24 hours, then put the issue in writing and submit it to the appropriate party. Whether this issue is labeled as coaching concern, teammate interference, parent conflict or any other of a number of possible situations, it is very important that all parties involved take a full 24 hours to remove or decrease the emotional element so that the actual issue can be solved quickly, in a civilized manner, and to everyone's satisfaction.**

### COACH

If any complaint is brought forward regarding a current active Coach of the CAHC, the complaint will be communicated with the proper Team Representative and Division manager. Complaints about playing time, lines, and/or any other general coaching decisions, will not be reviewed.

The Team Representative and/or Division Manager will without delay bring forward the complaint in an email form to the Disciplinary Committee which will include the following:

- Date, time, and location of the incident.
- Name of the Coach and the complainant.
- A brief narrative of the complaint of the misconduct alleged against the Coach, along with the original complaint filed by the complaint.

The Disciplinary Committee and the Club Coach will follow up to determine if the situation can be resolved and if action is needed. The Disciplinary Committee and Club Coach will schedule a formal meeting with the Coach to review all documentation regarding the misconduct. It will be the responsibility of the Disciplinary Committee and the Club Coach to determine, for the best interest of the organization and the safety of all players, if the coach should be put on a multiple-game suspension, which will include not being allowed to coach games and/or practices.

In the event of any subsequent offenses, the Disciplinary Committee and the Club Coach will review the complaint per procedure above and after the review, the Disciplinary Committee will advise the CAHC Board, their recommendation, with the following options.

- Multiple game suspension
- Season-ending suspension
- Expulsion from CACH

The current President and Club Coach, will within 48 hours notify the involved party of the CACH Board decision.

In the event of a season-ending suspension, expulsion from CAHC or resignation of the Coach, hereby acknowledges that there will be no damages awarded or reimbursement made to said Coach.

### **Parent**

Every parent(s)/guardian of each player registered/playing/participating in the Casper Amateur Hockey Club, is responsible for the actions (considered detrimental to any player, official, coach, or supporter of any teams) of every family member or attending guests of the family at every CAHC event.

The complaints are considered detrimental to any player, official, coach or supporter of any other team. These include the following but not limited to them.

- Verbal abuse towards players of either team.
- Verbal abuse towards coaches of either team.
- Verbal abuse towards officials before, during, or after the game.
- Verbal abuse towards parents/supporters of either team.
- Any physical altercations with players, coaches, officials, or other parents.
- Any discrimination language or gestures at any CAHC involved event.

Any complaint brought forward to the Disciplinary Board will be investigated and reviewed by the Disciplinary Committee. If any action is needed, the Disciplinary Board will meet with the offending parent(s) and inform the parent(s) of the decision of recourse given, which can include the following options:

- Single Game suspension
- Multiple Game suspensions
- Season Ending suspension
- Expulsion from CAHC

The Division Manager will be informed of the Disciplinary Committee decision. All consequences will be made to benefit the CAHC organization and with the safety of all other players and parents at the forefront of the final decision. In the event of a season ending suspension or expulsion from CAHC, the parent acknowledges that there will be no refund of dues.

## **PLAYERS**

The CAHC utmost responsibility is to protect all members of this organization.

The following complaints are considered detrimental to any player, parent, official, and supporter of CAHC. These include the following but not limited to these acts.

- Abide by the rules of hockey, the policies of CAHC, and the principles of good sportsmanship.
- Respect my teammates, coaches, the officials, referees, opponents, and other participants in CAHC games, practices and other association activities.
- Not to make any derogatory comments as to another individual's race, ethnic origin, color, religion, gender and/or sexual orientation.
- Work hard to improve my skills both as an individual and as a team player.
- Support my teammates including those who are less skillful both on and off the ice.
- Not behave in a manner or engage in any activity that would cause embarrassment or disrespect to my team or CAHC, including smoking, drinking alcohol or using drugs.
- Verbal abuse towards players of either team.
- Verbal abuse towards coaches of either team.
- Verbal abuse towards officials before, during, or after the game.
- Verbal abuse towards parents/supporters of either team.

- Any physical altercations with players, coaches, officials, or other parents.
- Any discrimination language or gestures at any CAHC involved event.
- Any Major Penalty other than too many Minor penalties and/or Misconduct penalties during a game

In all reported or observed events of misconduct by a player and a formal complaint has been submitted by the proper procedures, listed under CAHC policy and information included other than a Major penalty.

- Date, time, and location of the incident.
- Name of the Player and the complainant.
- A brief narrative of the original complaint filed by the complaint.

The Disciplinary Board will meet with the Player and their Parent(s) to review the complaint, the Disciplinary Board is not obliged at the time of the meeting to inform the player or the parent of any disciplinary action to be taken. The Disciplinary Board will have 48 hours to review and issue a decision. The Disciplinary Board can and is not limited to the following actions.

- Single Game suspension
- Multiple Game suspensions
- Season Ending suspension
- Expulsion from CAHC

. In the event of a season ending suspension or expulsion from CAHC, the player and parent acknowledges that there will be no refund of dues.

### **ELECTRONIC COMMUNICATION GUIDELINES**

Casper Amateur Hockey Club understands social media is a popular communication tool for players, parents and coaches. Casper Amateur Hockey Club is also aware that it is a venue where inappropriate behavior and misconduct can occur. Failure to comply with CAHC and USA hockey SafeSport policies can result in disciplinary action.

#### **Texting, Email and Similar Electronic Communications**

If it is necessary for a coach or staff to send a direct message via text or email to a player, the following guidelines must be followed.

- A parent or guardian must be copied.
- It must be signed so it is clear as to who is sending the message.

- It should be non-personal and for the purpose of communicating information about team activities.

- It should never contain offensive, sexual, or inappropriate language.

When a player must text or email a coach or staff member, the following guidelines must be followed.

- A parent or guardian must be copied.

- It should be sent only with information regarding the team or club activities.

#### Social Media

- Coaches are not to have contact with players on any social media sites.

- Players are never to post pictures of other club members or players that can be hurtful or embarrassing.

- Social media sites should not be used to abuse or criticize the organization, members, or players.

### **LOCKER ROOM POLICY**

All locker rooms are monitored by a SafeSport certified Coach or monitor.

- Locker rooms are monitored, by SafeSport monitor, when more than one player is in the locker room.

- Locker rooms will have two SafeSport monitors, if there is only one player in the locker room.

- Locker rooms must have two SafeSport monitors, if there are more than three players in the locker room.

- Parents, unless SafeSport certified and having a SafeSport monitor present, are not allowed into the locker room unless servicing as a designated monitor. 6U and 8U divisions, the parents are allowed into the locker room, as long as a SafeSport monitor is present.

### **Gender Mixed Teams**

- When possible, female and male players will get dressed in separate locker rooms. No adjoining door between the locker rooms if possible.

- When separate locker rooms are not available, the lowest number gender will have first change and when they are done dressing, the next gender players will have use of the locker room. Neither gender is allowed into the locker room while it is occupied by anyone of the opposite gender unless both genders are fully dressed.

### **Cell Phones and Other Devices**

Cell phones and any other devices that can capture/record pictures, videos, and voice but not limited to those specific capabilities are not allowed in the locker. If the need arises to use the cell phone, it must be immediately taken outside the locker room to use. First offense, the Coach will have the right to confiscate the device, to be returned after practice/game. Second offense the device will be confiscated again, and the player will appear before the Disciplinary committee.

### **Coaches and Team Managers**

-All coaches and Team Managers of different genders are not allowed into any locker rooms with the different gender, unless proper verification from a monitor inside the locker room, that all occupants are dressed appropriately.

-Any adult participant that needs to change before practice must do the following.

1. Have a base layer on while changing in the locker room.
2. Must change in a private area, if completely changing clothing.

Parent/Legal Guardian:

\_\_\_\_\_ Date: \_\_\_\_\_

Player:

\_\_\_\_\_ Date: \_\_\_\_\_