



Code of Conduct- Board, Coaches, Officials, Athletes and Parents

The Ontario Ball Hockey Federation (OBHF) is committed to providing a sport and work environment in which all individuals are treated with respect. Further, the OBHF supports equal opportunity and prohibits discriminatory practices.

Members of the OBHF and participants in the OBHF's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of OBHF: fairness, team work, two way commitment, financial responsibility, achievement, athlete wellbeing, athlete centered. Conduct that violates these values may be subject to sanctions pursuant to the OBHF's Discipline Policy.

Section 1: Code of Conduct for all OBHF Members

All athletes, coaches, officials, organizers, volunteers, employees, directors, officers and members of OBHF have a responsibility to maintain and enhance the dignity, self-esteem and well-being of members and participants of OBHF by:

1. Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
2. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, directors, officers and members;
3. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices;
4. Ensuring that all programs provide for the safety and the physical, psychological and emotional well-being of participants;
5. Ensuring that the rules of the sport, and the spirit of such rules are adhered to;
6. Take reasonable steps to manage the responsible consumption of alcoholic beverages in social situations associated with OBHF events;
7. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods;
8. Respect the confidentiality of personal and privileged information, and share confidential information only with consent;
9. Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct that is cruel, intimidating, humiliating, offensive or physically harmful;
10. Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment; and,

11. Comply at all times with the Constitution, bylaws, policies, rules and regulations of OBHF, as adopted and amended from time to time, including complying with any contracts or agreements executed with OBHF.

Section 2: Code of Conduct for Directors, Committee Members and Employees

In addition to the OBHF Membership Code of Conduct responsibilities outlined in Section 1, the OBHF's Directors, Committee Members and Employees will have additional responsibilities to:

1. Function primarily as a member of the board and/or committee(s) of the OBHF, not as a member of any other particular member or constituency.
2. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the OBHF's business.
3. Ensure that the OBHF's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
4. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of the OBHF.
5. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
6. Behave with decorum appropriate to both circumstance and position.
7. Keep informed about the OBHF's activities, the provincial, national and international ball hockey and ice hockey community, and general trends in the sectors in which they operate.
8. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the OBHF is incorporated.
9. Respect the confidentiality appropriate to issues of a sensitive nature.
10. Respect the decisions of the majority and resign if unable to do so.
11. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
12. Have a thorough knowledge and understanding of all OBHF governance documents.
13. Conform to the bylaws and policies approved by OBHF.

Section 3: Coach Code of Conduct

In addition to the OBHF Membership Code of Conduct responsibilities outlined in Section 1, coaches have many additional responsibilities. The coach-- athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously.

As such, OBHF Coaches will:

1. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes.
2. Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.
3. Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments.
4. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate.
5. Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs.

6. Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete.
7. Act in the best interest of the athlete's development as a whole person.
8. Comply with the OBHF's *Screening Policy*.
9. Report to the OBHF any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance.
10. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance enhancing substances and, in the case of minors, alcohol and/or tobacco (including the use of vaporizers).
11. Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions that are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes.
12. Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete.
13. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
14. Dress professionally, neatly, and inoffensively.
15. Use inoffensive language, taking into account the audience being addressed.

Section 4: Athlete Code of Conduct

In addition to the OBHF Membership Code of Conduct responsibilities outlined in Section 1, athletes will have additional responsibilities to:

1. Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete or in the case of carded athletes, interfere with the athlete's ability to fulfill their carded athlete requirements.
2. Participate and appear on time, well nourished, and prepared to participate to the best of their abilities in all competitions, practices, training sessions, tryouts, tournaments, and events.
3. Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason.
4. Adhere to the OBHF's rules and requirements regarding clothing and equipment.
5. Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches or spectators.
6. Dress in a manner representative of the OBHF, focusing on neatness, cleanliness, and discretion.
7. Act in accordance with the OBHF's policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

Section 5: Code of Conduct for Officials

In addition to the OBHF Membership Code of Conduct responsibilities outlined in Section 1, officials will have additional responsibilities to:

1. Maintain and update their knowledge of the rules and rules changes.
2. Work within the boundaries of their position's description while supporting the work of other officials.
3. Act as an ambassador of the OBHF by agreeing to enforce and abide by national and provincial rules and regulations.
4. Take ownership of actions and decisions made while officiating.

5. Respect the rights, dignity, and worth of all individuals.
6. Not publicly criticize other officials, any club, the OBHF, CBHA, ISBHF or Hockey Canada.
7. Act openly, impartially, professionally, lawfully, and in good faith.
8. Be fair, equitable, considerate, independent, honest, and impartial in all dealings.
9. Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals.
10. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or the OBHF at the earliest possible time.
11. When writing reports, set out the true facts.
12. Dress in proper attire for officiating.

Section 6: Code of Conduct for Parents/Guardians and Spectators

In addition to the OBHF Membership Code of Conduct responsibilities outlined in Section 1, Parents/Guardians and Spectators at events will:

1. Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence.
2. Condemn the use of violence in any form.
3. Never ridicule a participant for making a mistake during a performance or practice.
4. Provide positive comments that motivate and encourage participants' continued effort.
5. Respect the decisions and judgments of officials, and encourage athletes to do the same. Feedback on competition performances is provided by officials only to the coaching staff. Parents are encouraged to discuss any questions with their athlete's coach.
6. Recognize that officials, executives and staff act in good faith, and in the best interests of the athletes and sport as a whole.
7. Respect the decisions and judgments of officials, and encourage athletes to do the same.
8. Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm.
9. Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers.
10. Refrain from the use of bad language, nor harass competitors, coaches, officials, parents/guardians or other spectators.
11. Agree to Fair Play standards and Respect in Sport Parent Program enforcement procedures through the signing of the Canadian Centre for Ethics in Sport (CCES) Parents Code of Ethics found in Appendix A of this policy.

Approved OBHF Board of Directors February 2019



Appendix A- Code of Ethics- Parents/Guardians

If children are to grow and develop in their sport or physical activity, an environment of positive communication and respect must exist. Parents should observe the OBHF Code of Conduct for Parents and the following Code of Ethics with their child athletes. The following code is taken from a resource manual developed by the Canadian Centre for Ethics in Sport (CCES).

- I will remember that my child plays sport for his or her enjoyment, not for mine.
- I will encourage my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- I will teach my child that doing one's best is as important as winning, so that my child will never feel defeated by the outcome of a game/event.
- I will make my child feel like a winner every time by offering praise for competing fairly and trying hard.
- I will never ridicule or yell at my child for making a mistake or losing a competition.
- I will remember that children learn best by example. I will applaud good players' performances by both my child's team and their opponents.
- I will not force my child to participate in sports.
- I will never question the official's judgement or honesty in public.
- I will support all efforts to remove verbal and physical abuse from children's sporting activities.
- I will respect and show appreciation for the trained volunteer coaches who give their time to provide sport activities for my child, understanding that I have a responsibility to be a part of my child's development.

I agree to Play Fair. _____ (signature of parent)

Enforcement- Respect in Sport for Parents

This document is provided to all parents at the start of each season to sign and give back to their child's coach or manager.

All parents are encouraged to also take the Respect in Sport Parent Program-
<http://respectinsport.com/parent-program/> however this is not mandatory.

If a parent violates the code of conduct the OBHF does mandate they take the Respect in Sport Parent Program before being able to return to their children's games in any capacity.

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