



## **Chesapeake Wild Hockey Club**

### **2015-2016 STANDARDS OF CONDUCT ENFORCEMENT POLICY**

#### **PURPOSE**

To consistently and fairly address, discipline, and resolve inappropriate behaviors and conduct of members of the Chesapeake Wild Hockey Club (CWHC). All CWHC members are expected to fulfill their responsibilities and display reasonable conduct at all times.

Members who fail to comply with the Standards of Conduct will be managed through a series of behavioral management interventions by the Disciplinary Chairperson with support from the CWHC Board.

Appropriate behavior is defined as any reasonable conduct to advocate and support hockey inside and outside of CWHC. Examples of appropriate behavior include, but are not limited to the following:

- Athletes reporting to practices and games regularly and on time
- Following specific team rules and regulations as determined by the coaches
- Observing all safety regulations
- Respecting the rights of all hockey players, coaches, parents, and referees
- Constructive criticism conveyed in a respectful and professional manner, without blame or with intent for an adverse outcome
- Encouraging clear communication
- Use of a cooperative approach to problem resolution
- Professional comments to any coach, referee, board member, parent, or community member
- Reporting adverse events or violations of this policy
- Adhering to CWHC Standards of Conduct

The objective of this policy is to ensure a safe and positive environment. It is also intended to prevent or eliminate, to the extent possible, conduct that disrupts the ability to promote hockey in a safe and fun environment. This policy will also address anyone who knowingly or unknowingly creates a hostile environment or affects the ability of others to enjoy the game or anyone who interferes with the game in a negative manner. The following examples of unacceptable behavior are intended to be illustrative, but not all inclusive:

1. Verbal or physical attacks directed to players, coaches, parents, or referees, including taunting
2. Making physical contact with any player, coach, official, league representative, arena personnel, or spectator
3. Impertinent and inappropriate comments made to players, coaches, parents, or referees.
4. Criticism that is conveyed in such a way as to intimidate, undermine confidence, belittle, or imply stupidity or incompetence.
5. Using profane and/or vulgar language or mannerisms
6. Entering the locker/dressing room of an opposing team or obstructing their access to



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- or exit from said room and arena
7. Throwing of any object onto the ice surface, into the player area(s), or at another individual
  8. Pounding or climbing on the glass or entering the ice surface
  9. Defacing or damaging property belonging to any individual, team, association, or arena
  10. Being involved in any activity that would warrant the summoning of law enforcement officials
  11. Any other conduct that is not in compliance with the CWHC, Potomac Valley Amateur Hockey Association, or USA Hockey

If a CWHC member breaches any of these expectations and the Disciplinary Chairperson has been notified, measures will be taken to address the situation and to curtail additional occurrences. These measures include, but are not limited to the following:

1. **First Offense:** Identification to the member that he/she is in violation of the Code of Conduct with a formalized **Verbal Warning** delivered by the Disciplinary Chairman to include a formal review of the Code of Conduct with a renewed signature from the offender (see attached Violation—Code of Conduct Form).
2. **Second Offense:** On notification that a second violation has occurred, a complete investigation of the alleged violation will be completed. The Disciplinary Chairman will address actions to correct behavior through a series of defined actions. These actions are designed to encourage satisfactory behaviors through discussion and education **first** and to identify the root cause of the event and determine the appropriate follow-up.

If the violation is validated, the Disciplinary Chairman shall impose one or more of the following penalties depending on the severity of the violation:

1. The offender will provide a formalized written apology to those affected by the negative behavior. The apology will be reviewed and preapproved by the Disciplinary Chairman and will be disseminated to the appropriate individuals by the Disciplinary Chairman.
2. Suspension from participating on the sideline (if the offender is a parent) or in the game (if the offender is a coach or player) for 1-3 games. The decision to suspend the coach, player, or parent is at the discretion of the Disciplinary Chairman with approval from the Executive Chairman. **Note: If the offender is a parent, the parent, player, or coach may be suspended depending on the severity of the offense and situation.**
3. If the offender is a parent or player, the player is removed from playing for CWHC for the remainder of the season or permanently.
4. If the offender is a coach, the coach is removed from CWHC for the remainder of the season or permanently.

It is important to note that members who fail to abide by the Disciplinary Chairman's penalties will heed a more severe penalty up to and including discharge from membership in CWHC.



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### **DISCHARGE**

Certain forms of behavior or performance (referred to as “major offenses”) may warrant immediate discharge from CWHC. These violations are listed below. Other forms of behavior or performance may result in being discharged after the member has been given sufficient opportunity to make improvement and has failed to do so.

### **MAJOR OFFENSES**

Major offenses carrying a possible penalty of immediate discharge from CWHC shall include but are not limited to the following:

1. Failure to follow CWHC’s Standards of Conduct that results in harm to a player, coach, family member, or member of our community. CWHC members are also required to respect and uphold USA Hockey’s Code of Conduct.
2. Threatened or actual physical violence, profane or abusive language, profane gestures, or harassment of another team, player, coach, referee, or parent.
3. Failure to comply with safety rules to an extent that it might or does cause injury to another person, or there is substantial damage to or loss of equipment, facilities, or other property.
4. The use of intoxicants, such as alcohol and non-medically prescribed narcotic drugs, while participating in hockey events.
5. Any act of dishonesty, including theft of or misappropriation of CWHC property.
6. Any act that may create a dangerous situation, such as carrying a weapon, threatened or actual physical violence or abusive language against another individual, or disregard for property and safety standards.
7. Making false, fraudulent, or malicious statements to or about another member or any of the CWHC entities.
8. Engaging in discourteous behavior, including but not limited to, rude, abrupt, inconsiderate, and/or indifferent conduct toward people.
9. Any other activity, in the CWHC’s Disciplinary Chairman’s opinion, that justifies immediate loss of CWHC membership.
10. Failure to report adverse events or outcomes that jeopardize a member’s safety and failure to report adverse events or outcomes that jeopardize the safety of CWHC parents, players, coaches, or property.



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### **DISCIPLINARY CHAIRMAN'S RESPONSIBILITY**

1. Investigate and obtain the facts related to the problem and/or incident. This may include interviewing members and witnesses to acquire objective statements in gathering supporting documentation.
2. Analyze all the facts and weigh the merits of using a particular disciplinary action. Behavior problems should have already been brought to the member's attention before notification to the Disciplinary Chairman.
3. The Disciplinary Chairman will meet with the violator privately and verbally address the problem with the member.
4. Provide timely decision on penalties.
5. Disclose all violations with the Executive Chairman and/or the Board.

### **REPORTING A VIOLATION**

To report a violation of the Standards of Conduct:

1. Report directly to any Board Member and/or the Disciplinary Chairperson
2. Go to the CWHC website at [www.ChesapeakeWildGirlsHockey.com](http://www.ChesapeakeWildGirlsHockey.com) and report under "Contact Us"



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### VIOLATION—CODE OF CONDUCT FORM

CWHC Member in Violation: \_\_\_\_\_

Date of Violation: \_\_\_\_\_

FIRST VIOLATION

☐

SECOND VIOLATION

☐

#### *Complete for First Offense:*

I am aware that I have violated the CWHC Standards of Conduct. I have reviewed the Code of Conduct policy with the Disciplinary Chairperson or designee and understand that a second violation will result in additional penalties up to and including termination of my CWHC membership.

Notes:

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#### *Complete for Second Offense:*

☐ The offender will provide a formalized written apology to those affected by the negative behavior. The apology will be reviewed and preapproved by the Disciplinary Chairman and will be disseminated to the appropriate individuals by the Disciplinary Chairman.

☐ Parent: Suspension from participating on the sideline for \_\_\_\_\_ (1-3) games.  
Parent: Coach and/or Player is suspended for \_\_\_\_\_ (1-3) games.  
Coach or Player: Suspension from game for \_\_\_\_\_ (1-3) games.

☐ Parent or Player: The parent and/or player is removed from playing for CWHC for the remainder of the season or permanently for \_\_\_\_\_ (list penalty).

☐ Coach: The coach is removed from CWHC for the remainder of the season or permanently for \_\_\_\_\_ (list penalty).

Notes:

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Member/Player Signature: \_\_\_\_\_

Disciplinary Chairperson or Designee Signature: \_\_\_\_\_

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