

ESPANOLA MINOR HOCKEY ASSOCIATION		
Subject: Code of Conduct		
Revised: NEW	Last Reviewed: NEW	Approved: Sept 11/2012

The Espanola Minor Hockey Association (EMHA) and the Northern Ontario Hockey association (NOHA) identifies the standard of behaviour which is expected of all EMHA members and participants, which for the purpose of the policy shall include all players, parents, coaches, officials, volunteers, directors, officers, committee members, conveners, team managers, trainers, administrators and employees involved in any and all of EMHA and NOHA activities and events.

The EMHA and the NOHA are committed to providing an environment in which all individuals are treated with courtesy and respect. Members and participants of the EMHA shall conduct themselves at all times in a manner consistent with the values of the EMHA and the NOHA which includes fairness, integrity and mutual respect.

During the course of all EMHA activities and events, members shall avoid behaviour which brings the EMHA and the NOHA or the sport of hockey into disrepute, including but not limited to abusive use of alcohol, use of non- medical drugs and use of alcohol by minors.

EMHA members and participants shall at all times adhere to the EMHA and NOHA's operational policies and procedures, rule and regulations governing all EMHA and NOHA events and activities and rules and regulations governing any competitions in which any member of the EMHA participates.

Members and participants of the EMHA shall not engage in any activity or behaviour, which interferes with a competition or with any player or team's preparation for a competition or which endangers the safety of others.

Members of EMHA shall refrain from comments or behaviours, which are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour, which constitutes harassment or abuse, will not be tolerated and will be dealt with under the NOHA "Speak Out Policies and Procedures".

Failure to comply with this Code of Conduct may result in disciplinary action in

accordance with the Discipline Policy of the NOHA. Such action may result in the member losing all privileges which come along with membership in the EMHA, NOHA, Ontario hockey federation (OHF), Ontario Women's Hockey Association (OWHA) and Hockey Canada (HC), including the opportunity to participate in EMHA or NOHA activities and events, both present and future.

Any further reference to the NOHA also refers to the OHF, OWHA, and HC.