



LEASIDE HOCKEY ASSOCIATION

Mission, Vision, Values, Code of Conduct

Mission and Background

The Leaside Hockey Association (LHA) has been offering minor hockey programs to the youth of our community since 1952. Currently we offer hockey school, house league, CDS, Select, and GTHL A and AA programs for players aged 4 to 18. We represent and serve approximately 1,350 players, their team staff, and their families.

The LHA is a not-for-profit community organization governed by a Board of Directors elected annually by the members of the Association. The financial statements of the Association are audited on an annual basis and are presented to our members and the public each year at an Annual General Meeting. The goal of the Association is to be completely accessible to its members and fully accountable in every way.

MISSION

The Leaside Hockey Association provides safe, recreational, and competitive hockey programs for the youth of our community.

VISION

- ✓ To be a leading community-based hockey organization that adopts and encourages best practices in all aspects of its programs.
- ✓ To provide safe and challenging hockey programs where children are able to realize their potential through appropriate levels of play.
- ✓ To develop and improve the hockey skills of the players on the team and ensure these skills are used for the overall benefit of the team.
- ✓ To promote participation on a fair and equitable basis for all players.
- ✓ To provide a positive environment that encourages respect and good behavior among and by all team staff, players, parents/guardians, and game officials.
- ✓ To ensure a high level of discipline both on and off the ice and to encourage a strong work ethic and consistency of effort without taking the fun out of the game.
- ✓ To promote the principles of team play, good sportsmanship, and companionship to all of the players.
- ✓ To involve the parents/guardians in their child's development by maintaining open lines of communication among the players, the team staff, and the Association.

VALUES

Integrity

Respect

Discipline

Sportsmanship

Compassion

Community

Diversity

Fairness

Inclusion

Code of Conduct

In furtherance of the Articles, Bylaws, Mission, Vision, and Values of the Leaside Hockey Association (LHA), the following Code of Conduct has been adopted by the Association. This Code of Conduct applies to all LHA Members (including without limitation players, parents/guardians and coaches/team management, officials, volunteers, officers, directors and employees) participating in LHA activities.

The Members of the Association, as defined in the Bylaws include:

1. Each player 18 years of age or younger registered in the LHA's Hockey School, House League, or GTHL hockey program for the current hockey season;
2. The parent or guardian having signed the registration application form for each player under the age of 18 registered in the LHA's Hockey School, House League, or GTHL hockey program for the current hockey season;
3. Officers, Directors of the Association, and duly appointed conveners, coaches, managers, and trainers registered in one of the above programs for the current hockey season; and
4. Such other persons as the Board of Directors may by resolution admit to membership.

I. Provisions Applicable to All Members

1. Members and participants of the LHA shall conduct themselves at all times in a manner consistent with the Mission, Vision, and Values of the LHA, which include integrity, sportsmanship, honesty, respect, compassion, and fairness.
2. During the course of all LHA activities and events, members shall avoid behaviour which brings the LHA or the sport of hockey into disrepute, including but not limited to:
 - a. use of alcohol by minors and abusive use of alcohol by other members;
 - b. use of non-medical drugs;
 - c. use of abusive language; and
 - d. objectionable conduct.
3. In particular, Members of the LHA shall refrain from comments or behaviours which are disrespectful, offensive, abusive, racist, or sexist behavior which constitutes harassment or bullying.
4. All contact with the GTHL or other clubs must go through the GTHL, CDS/Select Coordinator.

II. Provisions Applicable to Members who are Players

Every LHA player agrees that she or he will:

1. Make a commitment to her/his team at all times by attending all practices, games, meetings, special events, and by playing to the best of her/his ability;
2. Respect her/his Coaches at all times and remember that her/his Coaches are providing her/him with the opportunity to learn and play the game of hockey;
3. Respect the safety of other players by playing the game within the rules at all times;
4. Respect the Officials and their decisions at all times;
5. Strive to act in accordance with the Mission, Vision, and Values of the LHA, the provisions of the Code of Conduct applicable to all LHA Members and these specific provisions;
6. Accept such disciplinary action as may be imposed if she/he does not fulfill her/his obligations under this Code of Conduct.

III. Provisions Applicable to Members who are Parents or Guardians

Every parent or guardian of an LHA player will:

1. Enroll her/his child for the pure enjoyment of the game and the opportunity to learn the skills of the sport;
2. Recognize that at a hockey rink, her/his child's development is in the hands of volunteers who are giving their time and energy for the sake of all participants;
3. Respect the decisions of the Coaches, whether at practice, special events, or during a game;
4. Strive to conduct herself/himself in a manner consistent the Mission, Vision, and Values of the LHA, the provisions of the Code of Conduct applicable to all LHA Members and these specific provisions when attending games, practices, and special events, and strive to be positive and encouraging to all players at all times;
5. Encourage her/his child to play by the rules and to resolve conflicts without resorting to hostility, profanity, verbal or physical violence;
6. Never verbally abuse a Coach, Assistant, Manager, Trainer, or Official and remember that they have difficult jobs and not undermine them by contradicting, interfering, or questioning their character, motivation, or judgment in public;
7. Acknowledge that she/he remains responsible, as a parent/guardian, for the safety of her/his child while she/he is participating in LHA activities and will therefore do her/his part to protect and enhance the safety of my child and others;
8. Communicate concerns and attempt to resolve conflicts directly with the coaching staff before communicating with LHA officials.

IV. Provisions Applicable to Coaches and Team Management

Every LHA Coach, Assistant, Manager, Trainer and other member of team management acknowledges that she/he is in a position of trust and authority and will:

1. Be reasonable when scheduling games and practices, remembering that players have other interests and obligations;
2. Teach players to play fairly and to respect the rules, Officials, opponents, and teammates;
3. Remember that players play to have fun and must be encouraged to have confidence in themselves;
4. Ensure that all players receive equal instruction, support and appropriate, fair playing time;
5. Remember that participants need a Coach they can respect;
6. Be generous with praise and set a good example;
7. Respect all participants and recognize that she/he is in a position of trust and power, and she/he will do nothing to take advantage of or abuse it;
8. Do her/his best to be a competent Coach or team official, well prepared and adequately skilled and will obtain training and certification as required by the LHA;
9. Not ridicule or yell at players for making mistakes or for performing poorly;
10. Not address players of an opposing team except to provide positive encouragement or congratulations;
11. Take reasonable steps to ensure that equipment and facilities are safe and appropriate to their players;
12. Cooperate with Officials and address them and coaches of opposing teams only in a civilized and respectful tone;
13. Encourage fair and open communication with parents and players and proactively address and seek to resolve all issues and conflicts directly with parents and players and report all material issues and conflicts to the appropriate LHA VP (ie. VP GTHL, VP Select, or VP House League as applicable);
14. Cooperate with LHA team officials at all levels of a given birth year with a view to the best interests of all LHA players of the birth year.

V. Social Media Guidelines Applicable to All Members

The LHA recognizes the importance of participating in online interactions and wants to ensure that all team officials, players and their parents/guardians associated with the LHA receive guidance on how to participate in social media in a positive and responsible manner. All team officials, players and their parents/guardians are required to comply with the LHA's

social media guidelines when participating or engaging in communications and/or sharing content via any form of social media that can be linked to or in any way associated with the LHA.

Social media includes, but is not limited to, Social Networking Sites (e.g. Facebook, Instagram, LinkedIn, Snapchat); Micro-blogging Sites (e.g. Twitter, Tumblr, Reddit); Online Video and Photo Sharing Communities (e.g. YouTube, Flickr, Vimeo, Tumblr); Online Discussion Forums; Website Encyclopedias (e.g. Wikipedia); Online User Review Forums (e.g. TripAdvisor, Yelp!); and Personal or Corporate Blogs.

Below are guidelines to aid team officials, players and their parents/guardians associated with the LHA when using social media and to help protect the LHA's members, brand, and goodwill in the social space.

1. DO NOT post, shoot video, or take photos inside any dressing room or mode of transportation used by or in connection with the LHA without the prior written consent and approval from the VP of the relevant (GTHL, CDS/Select, HL) division.
2. DO NOT post video filmed of any GTHL, CDS/Select, or HL sanctioned practice or game, be it a regular season, playoff, tournament or exhibition game, on the internet or any social media platform without the prior written consent of the VP of the relevant (GTHL, CDS/Select, HL) division.
3. DO NOT divulge secrets, confidential, proprietary, or personal and/or health information or status, whether concerning you or anyone else who is an LHA team official or player.
4. ALWAYS comply with all laws, including those relating to libel, copyright, trademark and data protection, and regulations, including those made or issued by Hockey Canada and the Ontario Hockey Federation.
5. ALWAYS remember that even in your private communications, your actions and/or words — in any media — may reflect on the LHA and may cause irreparable harm to the LHA and its members.
6. ALWAYS remain courteous and professional at all times.

Team officials, players and their parents/guardians are reminded that they continue to act as representatives of the LHA, even outside the hockey arena, and should conduct themselves in accordance with these guidelines at all times to protect the LHA as well as its team officials and players from illegal, unauthorized, irresponsible, or abusive use of social media.

Persons who reasonably believe that circumstances have occurred which may constitute conduct offensive to this Code of Conduct or Social Media guidelines (1 – 6, above) are asked to immediately speak with any director, officer, or other recognized representative of the LHA. Where a matter cannot be resolved informally or is of a very serious nature, it may be reported directly to the VP of the relevant (GTHL, CDS/Select, HL) division for investigation and determination by way of a Discipline Committee in accordance with the guidelines established by Hockey Canada (HC) and the Ontario Hockey Federation (OHF).