

Fair Play Mission Statement:

To promote a culture of SAFETY and RESPECT by establishing a standard of acceptable behaviour and attitude between the Executive, Parents (spectators), Coaches, Players and Officials, before, during and after the game, this will produce a positive environment throughout the Labrador West Minor Hockey Association.

Fair Play Program

- There will be mandatory Fair Play Meeting for at least one parent/guardian and the player(s) at the beginning of each season during registration. No player will be permitted to participate in LWMHA until they and their parent/guardian have attended this meeting. If the parent/guardian/player are out of town during the registration process, additional meetings will be scheduled as the need arises.
- There will be a mandatory meeting for all coaches of House League and Travelling Teams at the beginning of each season. No coach will be permitted behind the bench until they have attended this meeting.
- To promote the safety and well being of all children participating in the LWMHA ALL coaches and managers will be required to obtain a “Cleared Child Protection Record Check” every three years in addition to the Certificate of Conduct. Additionally it is the responsibility of coaches to notify LWMHA if any changes in their status arise during this 3 year period.

Fair Play Committee

- This committee is separate from the LWMHA executive.
- The committee is responsible for implementing the Fair Play program, including educating members about the program, and dealing with any issues/concerns that are reported to the committee relating to breeches in Fair Play concepts/codes/pledges.
- The committee would investigate these complaints by speaking with the individuals involved in an effort to correct the complaint expressed through using the progressive discipline guidelines.
- The Fair Play Committee would report only the types of issues they have dealt with and the corrective action taken to the Executive at their monthly meetings thus maintaining confidentiality for all parties involved (I.E. no names of individuals who made complaints or were found to be in breach of the Fair Play code would be brought to the executive or any other member.
- Additionally only when a suspension was necessary because of failure to respond to the progressive corrective discipline would the President of LWMHA need to know the individual’s name.

A Fair Play Program Can:

- Make all individuals aware that playing in the Labrador West Minor Hockey Association is a PRIVILEGE, not a right.
- Outline a clear set of expectations and guidelines that everyone can follow.
- Promote and develop a positive set of values to coaches, player's parents and officials.
- Develop a guide by which the Association executive body runs its programs, in addition to existing rules, regulations and objectives.

5 BASIC PRINCIPLES OF FAIR PLAY

1. Respect the rules
2. Respect the players and Parents
3. Respect the Coaches, Officials and their decisions
4. Have everyone participate
5. Maintain your self control at all times

POSITIVES OF FAIR PLAY

- Increased SAFETY and RESPECT on and off the ice by participants.
- Increased positive team unity.
- More appropriate spectator behaviour.
- Decrease the win-at-all-cost attitude.
- Increase of on-ice positive behaviour.
- Participants take more responsibility for their actions.
- Increase in sportsmanship.
- More parents become promoters of positive attitudes.
- Fair ice time for all players.
- New participants are drawn to the game of hockey by the positive aspects of Fair Play.
- Refocusing of the intent of minor hockey as a positive recreational program for many young players and other participants.

Fair Play Codes of Conduct

PLAYERS

All LWMHA players are ambassadors for the Association, the communities of Labrador West and their teams. All players must understand that minor hockey is a recreational activity. The LWMHA encourages all players to be as competitive as possible, but play within the rules of the game. All LWMHA players must maintain SAFETY and RESPECT during all hockey activities. All players are reminded the all governing minor hockey bodies maintain that playing minor hockey is a privilege, not a right.

All players will agree to abide by the following FAIR PLAY Code:

- I will play hockey because I want to, not just because others or my coaches want me to.
- I will control my temper – “fighting” and “mouthing off” spoil hockey for everybody.
- I will do my best to be a true team player.
- I will remember that winning isn’t everything – that having fun, improving skills, making friends and doing my best are also important.
- I will respect my teammates and my opponents.
- I will acknowledge all good plays/performances – those of my team and of my opponents.
- I will respect the safety of other players by playing within the rules of the game.
- I will respect my coaches and officials at all times and remember that they are providing me with an opportunity to learn and play the game of hockey.
- FUN, learning skills and winning is the philosophy of this team, and in this order.
- I will not use offensive, abusive, racist or sexist language or behaviour towards anyone at anytime.
- I understand that school is more important than hockey.

PARENTS/GUARDIANS

Parents/guardians are role models for all players on the ice. Parents and other spectators must understand that minor hockey is a recreational activity NOT an NHL farm club. The teams are not there to entertain the parents. The players are on the ice because you, as a parent/guardian, paid for your child to participate in a minor hockey program and your son/daughter enjoys playing the game. Your son/daughter is not on the ice to entertain you!

Every parent wants his or her son/daughter to do well on the ice. Players do not play hockey to make mistakes! Mistakes will be made. Do not judge any young player by 'professional NHL' standards. DON'T JUDGE OR IMPOSE ADULT EXPECTATIONS

ONTO PLAYERS in minor hockey! Whether your son/daughter is in Novice or Midget, they will make mistakes and games will be lost. No player loses a game or makes a mistake on purpose. BE POSITIVE AND SUPPORTIVE TO ALL PLAYERS.

- Don't yell abuse at anyone in the rink.
- Don't tolerate others doing this.
- Respect visiting players and their parents.

All parents/guardians agree to abide by the following FAIR PLAY Code:

- I will be positive and supportive to ALL players, coaches and officials.
- I will encourage my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- I will support the whole team, not just my child.
- I will leave the coaching to the coaching staff; I will communicate all and any concerns to the Team Manager or Division Director.
- I will inform all spectators attending the game with me about the FAIR Play Program.
- FUN, learning skills and winning is the philosophy of this team, and in this order.
- I will not use offensive abusive, racist or sexist language or behaviour towards anyone at anytime.
- I understand that school takes precedence over hockey

COACHES

All LWMHA coaching staff volunteers are role models for the players they have been selected to coach. Coaching staff members are also ambassadors for the LWMHA, the communities of Labrador West and their teams. All staff must understand that minor hockey is a recreational activity, not an NHL farm club!

The LWMHA encourages all staff to be as competitive as possible, but play within the rules of the game. The primary focus of any team staff is to ensure all their players have FUN and all players play. Staff must encourage and foster SAFETY and RESPECT during all hockey activities.

No matter how important a game seems to be at the time, treat all participants with respect including the opponents and the officials. Maintain your self-control at all times. Demonstrate self-control to your players, a mature attitude, and appropriate communication skills. As coaching staff you must demonstrate respect for the officials and their decisions. In many cases, the officials are also learning their game. Do not

expect NHL calibre officiating. Remember if you can do better, you should be on the ice officiating. The LWMHA will provide you such opportunities.

Ensure you play all your players during every game and that each player receives fair ice time. Regardless of how important a game is, all players have to know what it is like to play under pressure situations, not only the higher ability players. You are a coach of a recreational hockey team, regardless whether the team is 'A, B, AAA' or House league. You are not coaching NHL! You are coaching kids!!

- Always maintain emotional and physical self control when in the presence of your players.
- There is absolutely no need for foul language anywhere near your players.
- Give every player fair and equal treatment during practices, games and any other activities you are in charge of.
- Your main goal is not to win titles, but to ensure your players have fun and maintain their love for the game of hockey.
- Always encourage, foster, and maintain SAFETY and RESPECT.
- Don't be the cause for any player to stop playing hockey.
- Control your player's tempers and actions on the ice. As coach you are accountable for your player's actions in the rink!
- Communicate with a player's parents if you are having problems with the player.

Coaches agree to abide by the following FAIR PLAY code:

- We will be reasonable when scheduling games and practices, remembering that players have other interests and obligations.
- We will ensure that all players get equal instruction, support and playing time.
- We will not ridicule or yell at players for making mistakes or for performing poorly. We will remember that players play to have fun and must be encouraged to have confidence in themselves.
- We will teach our players to play fairly and to respect the rules, officials, players and spectators and their opponents.
- We will act as positive role models, providing positive reinforcement and recommendations to players to improve their skill level.
- We fully understand the needs of our players come first, and not the needs of other coaches or parents.
- We will emphasize respect, teamwork, and attempt to build a love for the game in our players.
- We will respect other coaches within our system and work with them to ensure maximum benefit to players.
- We understand that FUN, learning skills and winning is the philosophy of this team, and in this order.
- We will not use offensive, abusive, racist or sexist language or behaviour towards anyone at anytime.
- We understand that school takes precedence over hockey

Labrador West Minor Hockey Association (LWMHA) Executive

The LWMHA executive agrees to abide by the following Fair Play Code:

- We will treat all individuals with respect and dignity.
- We will respect that not everyone will agree with our decisions – even though these decisions will be made with the best interests of the Association’s players in mind.
- We will abide by the Associations constitution, rules, by laws and guidelines.
- We will abide by all rules and regulations set down by Hockey Newfoundland and Labrador and Hockey Canada.
- We will strive to ensure that all volunteers of the Association abide by the Associations constitution, rules, by laws, and guidelines.
- We will work with parents, volunteers, coaches and officials to ensure every child is aware of the Fair Play program.
- We will strive to ensure all our volunteers are supported in their very important roles within the Association.
- By acting as role models and through working with coaches, officials, volunteers and parents we aim to teach kids that **Safety, Respect** and **Fun** are more important than winning.
- We will not use offensive, abusive, racist or sexist language or behaviour towards anyone at anytime.
- We understand that school takes precedence over hockey.

Officials

The LWMHA officials agree to abide by the following Fair Play Code:

- We will do the best job possible for each game no matter what the category of hockey.
- We will always show respect for our fellow officials, players, coaches and fans.
- We will represent ourselves and the rules of the game as fairly and as accurately as possible at all times.
- We will always be unquestionably impartial, keeping a professional and appropriate distance from teams.
- We will uphold the philosophy and right of all hockey participants to “Fair Play” and penalize accordingly all violet acts.
- We will treat every one fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief, or economic status.
- We will direct comments or criticism at the performance rather than the individual.
- We will display high personal standards and project a favourable image of our sport and officiating.

- We will refrain from public criticism of participants and fellow officials, even when I am a spectator.
- We will treat all other hockey participants with due respect and encourage all officials to maintain a high standard of self-discipline.
- We will accept the fact that we will make mistakes, but we will not get frustrated or let this learning process affect my performance or my professionalism.
- By acting as role models and through working with coaches, other officials, volunteers and parents/guardians we aim to teach kids that **Safety, Respect and Fun** are more important than winning.
- We will not use offensive, abusive, racist or sexist language or behaviour towards anyone at anytime.

COMMON CONCERNS ABOUT FAIR PLAY

1. Some parents may say their association doesn't need a Fair Play program.

Fair Play says we wouldn't need programs such as Fair Play if more participants respected the rules, the opponents, the officials, having everyone participate, and everyone maintaining self-control at games. However, the basic principles of Fair Play are lacking in minor hockey to some degree. As a result, many associations are confronted with spectators abusing their officials, their coaches, their players, and other volunteers. The 'win-at-all-cost' attitude is still evident when players only play a couple of shifts a game. Fair Play is necessary in any association to curb such negative incidents.

2. Some parents may say that Fair Play will interfere with their child's hockey career.

Fair Play, if anything, will enhance anyone's hockey career. Fair Play does not change the rules of the game. Fair Play encourages every player to be as competitive as possible, and to win as many games as possible, but within the rules. Fair Play teaches the player those aspects that will enhance hockey ability and team play.

3. Some parents may say they don't agree with Fair Play.

The first question to ask of such parents is which one of the five Fair Play principles do they not agree with? If parents don't agree with the Fair Play principles, they do not agree with SAFETY and RESPECT in the game. Such parent's participation and purpose in becoming involved in minor hockey should be re-examined.

4. Some parents may say they don't have to sign any association and/or team Contracts/ Guidelines.

Fair Play says that every participant has the right to join a minor hockey association. That is a right. However, once a participant joins, they must abide by the rules of that association. If participants don't wish to abide by the rules, they give up their right to belong to that association. This is consistent with other clubs, organizations, businesses, or other public facilities such as public pools and public libraries.

Participants must be informed of their rights and privileges. That is the purpose of the Contracts/Guidelines.

5. Some parents may say that they have always yelled at referees, that this is a tradition, and they won't stop yelling.

Fair Play says that verbally abusing a referee may have been done in the past. Abusing referees in a Fair Play program will not be tolerated. Using profanity or other forms of verbal abuse can result in that participant being ejected and/or barred from the arena under local Municipal By-Laws, or the facility rules and regulations.

Fair Play says that spectators can yell and cheer as loud as they want during games, as long as it is positive and supportive towards the participants.

6. Some parents may say they don't agree with equal or fair ice time for all players, especially at competitive levels of minor hockey.

Fair Play says that everyone who joins a minor hockey association pays a certain registration fee. If everyone pays the same amount, everyone should play the same amount. If a competitive team coach selects his/her team, all players should receive the same and fair amount of ice time during the season.

In games, due to various situations such as penalties, injuries, illness and other factors, equal ice time for all players is very difficult to maintain on a game-to-game basis. Fair ice time based on everyone participating does accommodate the many factors that occur during games. Fair ice time is based on everyone participating, regardless of abilities, or level.

In the over-all season however, each player should have received equal ice time.

7. Some parents may say that the association shouldn't have volunteers spending their time on programs like Fair Play when issues such as raising funds and the day-to-day running of the association are more important.

Fair Play says that including a Fair Play program into a minor hockey association reinforces the objectives of any association's program. All the goals and objectives of a Fair Play program are positive and for the benefit of all participants especially the players. Fundraising is important. SAFETY and RESPECT however, should not take a back seat to fundraising. Fair Play can also contribute to fundraising by bringing new sponsors to the minor hockey association.

Every association has volunteers who may want to become involved in some way with their children's hockey. Fair Play provides other opportunities for volunteers who don't have much time to offer. Fair Play program does not take away from an existing volunteer base.

Fair Play enhances the positive aspects of minor hockey. Volunteers spending time on Fair Play promote the mandate of their association.

The mandate of any association is to provide a recreational opportunity for the young people of a community. These opportunities should exist in a positive, safe, respectful and fun environment.

Young people play hockey because they enjoy the game. Young people do not play hockey to entertain the parent group in the stands. An association has to focus upon the program for the players. A Fair Play program encourages this.

Fair Play Interventions

INTERVENTIONS are components introduced into a hockey program to enhance SAFETY and RESPECT, and the principles of Fair Play: Respect the rules. Respect the opponents/players and parents. Respect the Coaches, Officials and their decisions. Have everyone participate. Maintain your self-control at all times.

The purpose of interventions is to ensure that any breach of the Fair Play code/contracts/rules/guidelines of the Association by any member of the LWMHA (parent/guardian, coach, executive member, official, volunteer) are handled quickly and in a consistent manner irregardless of the individual/individuals involved. Some issues that will require an intervention are:

- inappropriate spectator behaviour
- inappropriate player behaviour on and off the ice
- supporting a coach dealing with players and/or parents
- inappropriate coach behaviour towards players on and off the ice
- Fair Play participant behaviour at other rinks during games
- a coach constantly shortening his/her bench during games
- team manager requests for support in handling difficult parents
- abuse of officials by Fair Play participants (spectators, coaches, players etc)

If a situation arises where a member of the LWMHA or a spectator/visitor breeches the Fair Play Pledge/Code /rules /guidelines of the Association, progressive discipline will be instituted.

Progressive discipline is a process for dealing with behavior that does not meet expected and communicated standards of the LWMHA. The primary purpose for progressive discipline is to assist the individual to understand that a problem or opportunity for improvement exists.

The process of progressive discipline features increasingly formal efforts to provide feedback to the individual so he or she can correct the problem/behavior. The goal of progressive discipline is to improve the individual's performance/behavior.

The process of progressive discipline is not intended as a punishment for an individual, but to assist the individual to overcome behavior problems and satisfy LWMHA expectations of maintaining the 5 basic principles of Fair Play. Progressive discipline is most successful when it assists an individual to become an effectively performing member of the organization.

Failing that, progressive discipline enables the organization to fairly, and with substantial documentation, suspend or terminate the membership of individuals who are unwilling to abide by the rules/guidelines/principles of the Association.

Typical steps in a progressive discipline system may include:

Step 1

Speak to the individual about their behavior; it's effects on other participants. Review and reinforce the Fair Play Pledge/Principles with the individual (may include the parents/guardians depending on the age of the individual involved).

The resolutions may take the form of a verbal apology by a parent/youth to a coach/other participant, a coach explains his/her actions, or contract/guidelines are restated to a player or parent.

Step 2

Verbally reprimand the individual(s) involved clearly identifying how their behaviour /actions breached Association standards.

The resolutions may take the form of a verbal apology by a parent/youth to a coach/other participant, a coach explains his/her actions, or contract/guidelines are restated to a player or parent.

Step 3

Provide a written warning to the individual and or their parents depending on the age of the youth involved. This warning will clearly state that the individual will be suspended from the Association if they continue to exhibit unacceptable behaviour and/or conduct. The resolutions may take the form of a written apology by a parent/youth to a coach/other participant, a coach explains his/her actions in writing, and contract/guidelines are restated to a player or parent.

Step 4

Suspension from participating in Hockey for an escalating number of days (coaches/players/officials) or from entering the Arena (parents/spectators). Start with one day/game/activity and escalate to five if necessary.

Step 5

Terminate the membership of the individual in the LWMHA for the remainder of the season, i.e. a player will not be permitted to play for the Association.

Parents/spectators/coaches will not be permitted into Minor Hockey venues/arenas for the remainder of the season.

Some behaviour/conduct may be more serious (e.g. intentionally injuring a player/coach/spectator/official, drinking/drug use while representing the LWMHA). In these cases the executive of the LWMHA may proceed directly to suspension/termination of the individual(s) involved.

