



Code of Conduct

Disciplinary Action

Resulting from a Breach of the EMHA code of conduct

First Offense

- Verbal warning to the player and/or parents/guardians by head coach who will also provide a written notice to the EMHA Secretary

Second Offense

- Written warning by Head Coach to the player and/or parents/guardians along with an automatic one game suspension. The Head Coach will provide a written notice to the respective EMHA Contact who will provide a copy to the EMHA Secretary

Third Offense

- In the case of a player, immediate suspension from all team activities until further notice. The head coach will provide a written notice to the EMHA Secretary who will provide a copy to the EMHA President. The President will initiate a Disciplinary Committee review of the player's conduct and issue a formal written response along with details of the term of suspension.
- In the case of a parent/guardian, immediate suspension of rights to attend all team activities until further notice. The Head Coach will provide a written notice to the Secretary who will provide a copy to the President. The President will initiate a Disciplinary Committee review of the parent's/guardian's conduct and issue a formal written response along with details of the term of suspension.

Fourth Offense

- In the case of a player, immediate suspension from all team activities until further notice. The Head Coach will provide a written notice to the EMHA Secretary who will provide a copy to the EMHA President. The President will initiate a Disciplinary Committee review of the player's conduct and issue a formal written response informing the player of his suspension for the remainder of the season. At the Executive's discretion, the player may also permanently lose his/her right to membership in the Essa Minor Hockey Association.
- In the case of a parent/guardian, immediate suspension of rights to attend all team activities. The Head coach will provide a written notice to the EMHA Secretary who will provide a copy to the EMHA President. The President will initiate a Disciplinary Committee review of the parent's/guardian's conduct and issue a formal written response informing the parent/guardian of their suspension for the remainder of the season. At the Executive's discretion, the parent/guardian and therefore the associated player may also permanently lose their right to membership in the Essa Minor Hockey Association.



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The EMHA Executive Committee will maintain a permanent record of all breaches of the EMHA Code of Conduct and will take into account historical information when ruling on disciplinary action

EMHA's Drug & Alcohol Policy

The Essa Minor Hockey Association enforces a "ZERO TOLERANCE" policy with respect to the use of drugs and alcohol by all EMHA Players, coaches and bench staff. Any player, coach or bench staff found to be under the influence of drugs and/or alcohol during practices or games will be subjected to an automatic 1 (one) game suspension. Multiple violations of this policy will be severely dealt with by the EMHA Executive Committee and may lead to multigame suspensions and ultimately removal of EMHA membership privileges.

EMHA's 24 Hour Rule

The best way to avoid situations that can lead to a violation of the EMHA Code of Conduct is to use the "24 Hour Rule" The EMHA endorses this rule and mandates its application to all its sanctioned events.

Simply put, if an incident occurs at a game or practice that is likely to create a conflict, everyone involved must step back and reflect on the situation for a period of 24 hours. After 24 hours have passed the Participant having an issue must first raise the concern with the team Manager or Designate. The Manager or Designate will discuss the issue with the Team Coach who will render a decision on the matter.

Where the Participant remains dissatisfied with the Coach's resolution of the matter, the issue must be reduced to writing with full particulars and submitted to the EMHA President for further deliberation in accordance with EMHA policy and procedures.

I have reviewed Essa Minor Hockey's Code of Conduct for the 2018-2019 season, and if I am a Player I have discussed its contents with my Parent or Guardian, who also agrees to be bound by the standards outlined above.

Player's Name (PRINT) _____

Signature _____

Parent/Guardian Name (PRINT) _____

Signature* _____

*(Signature of one parent/guardian constitutes agreement by all of the player's parents/guardians to abide by the Code of Conduct)