



JUNIOR BEHAVIOR MANAGEMENT POLICY

SAIHF and all their affiliates will place player safety and welfare above all else and be impartial and consistent when making decisions.

SAIHF Officials and Coaches will not allow prejudice, will address unsporting behavior and promote respect for all people.

SAIHF Officials and Coaches will help each player reach their potential - respect the talent, developmental stage and goals of each player and compliment and encourage with positive and supportive feedback.

1. Child Protection

SAIHF considers child protection to be of great importance.

Wherever practical, SAIHF Officials and coaches will avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.

Any physical contact with a player should be appropriate to the situation and necessary for the player's skill development.

2. Bullying and Cyber Bullying

Every person in sport, in every role, has the right to participate in an environment that is fun, safe and healthy, and to be treated with respect, dignity and fairness.

1. Bullying is deliberately hurting a specific person either physically, verbally, psychologically or socially. It can be carried out by one person or several people who are either actively or passively involved. In a sports context bullying, can take many forms, for example:

- a parent telling their child that they are incompetent, hopeless, useless
- a coach alienating a player
- several people ganging-up on an individual team member
- spectators verbally abusing players from the opposition
- an athlete calling a referee names and using put-downs

2. Types of bullying

Bullies may use one or several types of bullying to hurt their victim including:

- Physical** - pushing, shoving, punching, hitting, kicking, taking away a person's belongings
- Verbal** - name calling, threatening, teasing, intimidating, yelling abuse, using put-downs.

- **Psychological** - ganging up, preventing a person from going somewhere, taking a person's possessions, sending hostile or nasty emails or text messages
- **Socially** - excluding, alienating, ignoring, spreading rumors.
- **Cyber Bullying** - Cyber bullying is a form of bullying, which is carried out through an internet service such as email, a chat room, discussion group, instant messaging or web pages. It can also include bullying through mobile phone technologies such as SMS.

Examples of cyber bullying behavior are:

- teasing and being made fun of
- spreading rumors online
- sending unwanted messages

2. Discipline

- As a Member of SAIHF – Juniors you are an ambassador for SAIHF. Take pride in your team/association and demonstrate your loyalty and commitment to it whenever and wherever appropriate. Behave in a responsible manner always when at the rink, when representing SAIHF/your team/association elsewhere, and when in team or association clothing.
- Please get changed for games in the assigned team change room. Change rooms must be left clean and tidy. The appropriate disposal of tape, drinks and all other rubbish is the responsibility of each member. Failure to keep the change rooms clean will result in disciplinary action.
- Do not enter the ice without all mandatory safety equipment including but not limited to neck guard, mouth guard and helmet. Failure to do so will result in access to the ice being denied.
- Show respect for all SAIHF Coaches, Team Managers, On-ice Officials, Off-ice Officials and Members of the SAIHF/associate Councils. Failure to do so may result in disciplinary action.
- Show respect for the rink, rink property and staff, and abide by the rules set by rink management always. Misconduct on, or damage to, the rink premises may be dealt with by rink management independently of SAIHF/association. Members will be personally liable for any fines or repairs that become payable by SAIHF because of damage they have caused. Members banned from the rink for poor behavior will not be refunded any payments made to SAIHF/associations.
- Players will treat each other and all officials in a safe and respectful manner. This includes but is not limited to:
 - Respecting each other's differences – no teasing, bullying, harassment or discrimination
 - Respecting each other's personal space – no pushing, shoving, deliberate tripping etc. on and off the ice
 - Talking to each other respectfully – no shouting and no abusive language
- All on-ice offences will be dealt with by match officials. This could result in a player being suspended.

- Serious breaches of discipline will not be tolerated. This includes but is not limited to: bullying, cyber bullying, fighting, swearing, property damage, theft, consuming alcohol or drugs, and bringing SAIHF/associated into disrepute by any other means. This behavior will not be tolerated at the rink or when representing SAIHF elsewhere. This includes on buses and airplanes to and from events, at other rinks and in overnight accommodation at tournaments. The penalties for such misconduct may include suspension and instant dismissal from SAIHF/associations.

Minor discipline issues will be dealt with by Team Coaches and Team Managers. Major issues will be referred to the Board of Ice SAIHF/associates.

3. **Training and League Games**

- Training ice time is in great demand, so always be ready to take to the ice in plenty of time. Coaches may refuse access to any player who is late.
- On game days, please be at the rink at least 30 minutes before face off. This is to allow team officials plenty of time to accurately complete the required paperwork. Please be considerate.
- Coaches will decide the amount of ice time each player receives.
- No train – no game. Players are expected to train regularly. Failure to attend practice without a valid reason may result in a player being excluded from games.

If you have any issues in relation to on-ice matters please discuss these with your Team Manager or club owner, and not the Coaches. It is the Team Manager and club owners responsibility to mediate on your behalf and the Coaches will respond either directly, or via the Manager or club owner.

- **Parental Participation**

- SAIHF is a non-for-profit organisation with all tasks carried out by dedicated volunteers. Thus, we ask all parents to play a part in helping to run it. Tasks parents can assist with include, but are not limited to, opening gates, scoring, running the time clock, assisting with fundraising, managing representative teams. If you are not already helping and would like to do so, please speak with your Team Manager or club owner.

- **Responsible Adults**

Whilst we rely on members observing the Rules and Code of Conduct, parents and family members also have an important role to play.

- Support SAIHF/associations in enforcing the Rules and Code of Conduct. Club officials are all dedicated volunteers committed to ensuring Ice Hockey is a positive experience for your child.
- Encourage children to participate and have fun. Focus on your child's effort and performance rather than winning or losing.
- Encourage your child to play by the rules and resolve conflicts without resorting to violence.

- Remember that children learn by example. Please be an example of good sportsmanship to your child.
- Never yell at or ridicule your child for making a mistake or losing a competition.
- Please note that SAIHF/associations/clubs and the rink are not responsible for any loss or damage to members' equipment and possessions.

By signing this form, we agree to abide by the Rules and Code of Conduct of SAIHF – Juniors and we are aware that in breaching these rules we may be subject to disciplinary action.

Member: Print Name Signature Date

Parent: Print Name Signature Date

Junior Membership: Behavior Management Policy

Any violation of the “Junior Membership: Rules and Code of Conduct” will be managed according to this policy. There will be zero tolerance of deliberate tripping, hitting, or sticking on the ice. Accidental contact is not subject to this policy. There will be zero tolerance of bullying and cyber-bullying. It must be remembered that bullying and cyberbullying are considered serious breaches of discipline and can result in suspension and instant dismissal from SAIHF/associations.

Responsibilities of Coaches/Team Managers/Administrators

If a Coach/Team Manager/ \Administrators witnesses or is informed of any breach of the “Junior Membership: Rules and Code of Conduct” including deliberate or unsafe behavior, bullying or cyber-bullying, that occurs on or off-ice, they must immediately:

1. Speak with the player/s involved and remind them that the behavior is not acceptable and request that it stops immediately. If the behavior ceases the incident is deemed to be over, with the player/s involved to be treated without any prejudice.
2. Should the player/s continue the behavior the Coach/Team Manager/Administrator will give them one reminder that the behavior must stop. If the behavior ceases the incident is deemed to be over, with the player/s involved to be treated without any prejudice.
3. If the violation occurs on ice, should the player/s continue the behavior the Coach/Team Manager/Administrator will immediately remove them from the ice for 10 minutes (treated as per a misconduct penalty). After the 10 minutes, has elapsed the player/s will be free to return to the ice and train as normal. If the behavior ceases the incident is deemed to be over, with the player/s involved to be treated without any prejudice. If the violation occurs off-ice, should the player/s continue the behavior the Coach/Team Manager/Administrator will require them to serve a 10-minute penalty at the next available on ice opportunity i.e., training or game, whichever comes first (treated as per a misconduct penalty). After the 10

minutes, has elapsed the player/s will be free to return to the ice and train/play as normal. If the behavior ceases the incident is deemed to be over, with the player/s involved to be treated without any prejudice.

4. If the violation occurs on ice, should the behavior still not cease, the Coach/Team Manager/Administrator will immediately ask the player/s to leave the ice for the remainder of the training. After the training the player/s and their parents must meet with the Coach, Team Manager, Club owner and Coaching Director to discuss their behavior. If a suitable resolution is obtained, the incident is deemed to be over, with the player/s involved to be treated without any prejudice. If the violation occurs off-ice, should the behavior still not cease, the player/s and their parents must meet with the Coach, Team Manager and Coaching Director to discuss their behavior. If a suitable resolution is obtained, the incident is deemed to be over, with the player/s involved to be treated without any prejudice.
5. If the matter cannot be adequately resolved, it will be referred to the full board of SAIHF/association to consider whether formal disciplinary procedures via the SAIHF/association tribunal are required. The player/s will not be able to return to Junior Ice Hockey (on or off-ice) until the matter has been addressed at an SAIHF/associate disciplinary meeting. If a suitable resolution is obtained, and it is determined that a tribunal hearing is not required, the incident is deemed to be over, with the player/s involved to be treated without any prejudice.
6. If required, an SAIHF/association tribunal will be convened to investigate the matter further and determine whether any suspensions are required. Once the ruling of the tribunal is obtained and enacted (with any suspensions served), the incident is deemed to be over, with the player/s involved to be treated without any prejudice.

Should a violation of the “Junior Membership: Rules and Code of Conduct” including but not limited to deliberate tripping, hitting, sticking on the ice, bullying and cyber-bullying, require a Step 3-6 response, it must be reported to the Coaching Director.

The incident must be formally recorded.

Should any violation need to be dealt with using Steps 3-6, the player/s’ parents will also be informed of the incident. If necessary, player/s will be kept in separate training groups in subsequent training sessions, or will be re-allocated to separate teams.

Responsibilities of Players

If a player is on the receiving end of any violation of the “Junior Membership: Rules and Code of Conduct” including deliberate or unsafe behavior, bullying or cyber-bullying, they must immediately:

1. Report that behavior to a Coach/Team Manager/Club owner.
2. The Coach/Team Manager/Club owner can then speak with the player/s involved to ascertain facts about what was occurring.
3. Once the facts have been determined, the matter will then be handled by the Coach/Team Manager/Club owner as per the “Responsibilities of Coaches/Team Managers/club owners” described above