



Brantford Community Hockey League (BCHL) *Team Officials Code of Conduct*

All coaches, athletes, and parents of Brantford Community Hockey League are required to sign a copy of our Player and Parent Code of Conduct during the registration process and abide by the rules obtained therein. The Team Officials Code of Conduct is in addition to those policies.

General Coaching Responsibilities:

1. Maintain and enhance the dignity and self-esteem of all Individuals by:
 - a. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, gender identity, gender expression, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status.
 - b. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, and members.
 - c. Consistently demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct.
 - d. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
 - e. Consistently treating individuals fairly and reasonably.

2. Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:
 - a. Written or verbal abuse, threats, or outbursts
 - b. The display of visual material which is offensive, or which could be interpreted or known to be offensive.
 - c. Unwelcome remarks, jokes, comments, innuendos, or taunts.
 - d. Leering or other suggestive or obscene gestures.
 - e. Condescending or patronizing behavior which is intended to undermine self - esteem, diminish performance or adversely affect team dynamics.
 - f. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance.
 - g. Any form of hazing.
 - h. Unwanted physical contact including touching, petting, pinching, or kissing.
 - i. Unwelcome sexual flirtations, advances, requests, or invitations.
 - j. Physical or sexual assault.
 - k. Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
 - l. Retaliation or threats of retaliation against an individual who reports harassment.
 - m. Any of the latter that is disseminated using media, including but not limited to: Online social media, texting, online forums, online chatrooms, blogs, etc.



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3. Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include but are not limited to
 - a. Sexist jokes.
 - b. Display of sexually offensive material.
 - c. Sexually degrading words used to describe a person.
 - d. Inquiries or comments about a person's sex life.
 - e. Unwelcome sexual flirtations, advances, or propositions.
 - f. Persistent unwanted contact.
 - g. Sexual assault.
4. Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.
5. Respect the property of others and not willfully cause damage.
6. Respect and understand that Cellphones, Cameras are not permitted in change rooms.
7. Always comply with the Constitution, Bylaws, policies, rules, and regulations of the BCHL, as adopted and amended from time to time.

Coaches, in addition to the General Responsibilities listed above, have additional responsibilities. The athlete – coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of their athletes.

Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it.

Coaches will always:

1. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment.
2. Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological concerns.
3. Under no circumstances provide, promote, or condone the use of drugs or performance - enhancing substances.
4. Accept and promote athletes' personal goals.
5. At no time engage in an intimate or sexual relationship with an athlete under the age of 18 years and at no time engage in an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete.
6. Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach.



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7. Act in the best interest of the athlete's development as a whole person.
8. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
9. Teach athletes to play fairly and to respect the rules, officials, opponents, and teammates.
10. Ensure all athletes receive equal instruction, discipline, support, and appropriate fair playing time.
11. Remember that children play to have fun and encourage confidence in them.
12. Ensure that equipment and facilities are safe and match the athlete's age and ability.
13. Act generously with praise and set a good example.
14. Not place themselves into a position where they are alone with an athlete, therefore ensure another coach or parent is always present when meeting with an athlete.
15. Obtain proper training and continue to upgrade coaching skills as per Hockey Canada, OHF, Alliance and BCHL policies.

In addition:

1. Team personnel shall always be responsible for their conduct and that of their players.
2. They must endeavour to prevent disorderly conduct before, during or after the game, on or off the ice and any place in the rink.
3. Team personnel may be penalized for failure to fulfil their responsibilities.
4. All team personnel have a duty to report any form of maltreatment. The obligation to report is an ongoing one and is not satisfied by making an initial report. The obligation includes reporting, on a timely basis, all relevant information of which the participant becomes aware.
5. Participants may have a corresponding duty to report the offending behaviour to law enforcement, depending on the nature of the maltreatment.

Any complaints should be sent, in writing to your divisional director after the 24-hour cool down period unless the complaint is regarding physical or verbal abuse.

BCHL Executive Members contact information can be found on our website, www.bchl.net.

Thank you for your dedication and commitment to supporting our league this season!

BCHL President

BCHL Head Coach

BCHL Executive