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**CONSTITUTION AND BY-LAWS OF THE  
LAKEFIELD DISTRICT MINOR HOCKEY ASSOCIATION**

## **LDMHA Constitution and By-Laws**

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## Section I - Constitution

### Articles

1. This organization, incorporated on October 5, 1987, shall be known as the Lakefield and District Minor Hockey Association (Ontario Inc. 714055) and hereinafter referred to as the LDMHA.
2. The vision of the LDMHA is to be the best minor hockey program in Canada.
3. The mission of the LDMHA is to lead, develop and promote positive hockey experiences.
4. The objectives of the LDMHA are to:
  - a. foster the maximum opportunity for youth to participate in amateur hockey within the territory under its control;
  - b. develop and maintain sportsmanship and good fellowship between all participants for the betterment of their physical, mental and social well-being; and
  - c. sponsor and promote such athletic, social and other activities as may contribute to the moral and financial welfare of the Association.
5. The LDMHA shall annually affiliate with the Ontario Minor Hockey Association (“OMHA”), and shall co-operate with the municipalities that make up the League of Eastern Ontario (“LEO”) and any other Association as required.
6. **Membership:** Player Membership, Voting Eligibility and Assistant Membership shall be defined in By-law One.
7. **Executive:** The Executive Committee shall be defined in By-law Two.
8. **Meetings:** Meetings shall be defined in By-law Three.
9. **Quorum:** Where a vote is required by the Executive Committee at Meetings or via electronic communication, quorum shall be fifty percent plus one of members present and one of the Members present must be the President or a Vice President. A minimum of fifty percent of the Executive Committee must be present for a vote to take place. For electronic votes, a Member who is copied on the electronic communication is considered to be present and a minimum of fifty percent of the Executive Committee Members must respond for the motion to proceed. Any Members who do not register an electronic vote by the deadline set out in the communication, shall be deemed to have abstained from the vote.
10. **Duties:** Duties of the LDMHA Committees shall be defined in By-law Four.
11. **Rules and Regulations:** The rules and regulations applying to the LDMHA teams and players shall be defined in Section III.
12. **Code of Conduct:** The Code of Conduct applying to all members and individuals involved with the LDMHA is set out in Section IV.

13. Upon the dissolution of the LDMHA, which may only occur by a vote at the Annual General Meeting (“AGM”), the remaining funds of the Association, if any, shall be divided equally among the remaining minor sports teams in the Village of Lakefield.
14. No article of this Constitution shall be amended or deleted and no new article shall be made, except at the AGM by a majority vote of eligible voters present.
15. The Executive Committee may, by a motion passed at a Meeting, propose the amalgamation of the LDMHA with an OMHA affiliated neighbouring centre at the AGM or at a Special Meeting called specifically for this purpose.
16. Notwithstanding any legal requirement, in the event of the LDMHA amalgamating with another centre, any funds, equipment, equity and liabilities shall become the property and responsibility of the new amalgamated centre.

## **Section II - Membership**

### **By-law One – Membership**

1. Player membership in the LDMHA shall be open to all players in Lakefield and the surrounding municipalities in accordance with the OMHA Regulations. Player membership may be revoked or refused after a majority vote of the current Executive Committee.
2. Preference for player membership shall be given to returning LDMHA players, provided that they register prior to the expiry of the Early Bird Registration Date. After the Early Bird Registration Date, player membership shall be based on date and time the registration is received. (Eg. “First-come, first-served”.) A returning player shall be any player on a Lakefield roster in the preceding year. If a player left the LDMHA to play in a division or level of hockey that was not offered in the LDMHA, then the player must have been registered on a Lakefield team immediately prior to the year that the player left to be considered a returning player.
3. To be eligible to play in a higher division on a Rep or Local League hockey team in the Novice to Juvenile divisions, players shall attend all scheduled tryouts and, in the opinion of the Head Coach and tryout evaluators, and in consultation with the Executive, the player must be considered one of the top three players on the team. If moving an underage player up a division will impact the division that the player is leaving such that a team can no longer be rostered in the lower division, then the player shall not be moved to the higher division. Player movement in the IP and Minor Novice divisions shall be determined in consultation with the Head Coach and the Executive and, if applicable, with the League of Eastern Ontario and the OMHA.
4. The following is a list of eligible voters at the AGM:
  - a. Executive Committee Members;
  - b. Elected Assistants;
  - c. Coaches, Managers and Trainers of each team; and
  - d. Parents or legal guardians of a player registered in the LDMHA in the year preceding the AGM.

5. An Assistant shall be any interested person elected by a vote of the Executive Committee.

### **By-law Two - Executive Committee**

1. The Executive Committee shall consist of the following members:
  - a. Immediate Past President;
  - b. President;
  - c. Vice President;
  - d. Secretary;
  - e. Treasurer;
  - f. Scheduler;
  - g. Registrar;
  - h. LEO/OMHA Contact; and
  - i. Honorary Life Member.
2. A vote for an Honorary Life Member shall not be considered unless the candidate has volunteered with the LDMHA for at least ten (10) years and has no children registered on a roster of any LDMHA team.
3. Only a member of the Executive Committee is entitled to vote at the monthly Meetings.
4. An Honorary Life Member shall not be included in the count when determining if a quorum is present and shall be elected by a vote at a Meeting of the Executive Committee.
5. Elections of the Executive Committee shall take place annually at the AGM in accordance with By-law Two, section 7.
6. The Executive Committee shall elect Committee Chairs or Assistants as it shall consider necessary for the efficient operation of the LDMHA. Individuals shall be nominated and elected by the incoming Executive Committee to become Chair of the following Committees and thereafter if a Committee becomes vacant:
  - a. Equipment;
  - b. Coaching;
  - c. Convenors;
  - d. Trophies and Awards;
  - e. Sponsorship and Fundraising;
  - f. Tournaments;
  - g. Constitution Review; and
  - h. Communications and Publicity.
7. Executive Members shall hold office until the first Meeting of the incoming Executive which shall take place no later than one month following the AGM.
8. Executive Committee positions shall be held for the following terms:
  - a. President – two years;
  - b. Vice President – one year;
  - c. Secretary – two years;
  - d. Treasurer – one year;
  - e. Scheduler – two years;

- f. Registrar – one year; and
  - g. LEO/OMHA Contact – two years.
- 9. To be eligible for nomination and election at the AGM, a candidate must be present and accept the nomination. A candidate who is not able to attend in person may send a representative to the AGM to accept a nomination on their behalf. A representative is not entitled to vote on behalf of the absent candidate.
- 10. Despite the term set out in section 7, a candidate may be re-elected for consecutive terms at the AGM.
- 11. The Immediate Past President position shall not be an elected position, and the incumbent shall have the option of remaining in this position until a new President is elected.
- 12. If an Executive Committee position becomes vacant mid-term, the Executive Committee shall have the power to fill that vacancy until the next AGM. An interested person may only be nominated to fill an Executive position before the AGM if the nominee has attended at least one Meeting of the Association.
- 13. Should the President resign mid-term, the Vice President shall assume the role of President until the immediate AGM at which time a vote for a new President shall occur.
- 14. If the Vice President is unwilling or unable to assume the role of President, the Executive Committee shall call a Special Meeting and a nomination and vote shall be held to elect a new President. Eligible voters at a Special Meeting to elect a President are listed in By-law One, section 2. A President elected under this section shall hold office for the remainder of the term in the vacated position.
- 15. If the President resigns mid-term and a new President is elected in accordance with section 13, the current Immediate Past President shall remain in this position until the next AGM. If the President elected under section 13 is elected at the next AGM, the Immediate Past President shall have the option to extend their term for a two-year period to assist the new President. If the current Past President does not agree to an extension of the term, the position of Immediate Past President shall remain vacant until a new President is elected.
- 16. The President shall act as the Signing Officer, together with the Secretary, on all contracts or other legal matters.
- 17. A member of the Executive Committee shall not hold more than one Executive Committee position within the LDMHA.
- 18. The President shall have the power to suspend any player or coaching staff member for:
  - a. unsportsmanlike conduct on or off the ice; or
  - b. abusive language toward any official or player.The President shall have the power to impose suspensions for any incident, which may occur in exhibition games, practices or regularly scheduled games. Such suspensions shall remain in effect until dealt with by the Executive Committee.

19. The Treasurer or designate shall make all deposits to the account of the LDMHA in a chartered bank or trust company selected by the Executive Committee. He or she shall keep proper books of the account, pay all bills and submit up to date statements at monthly Executive Meetings. Cheques shall be signed by the Treasurer and one of two other Executive Members elected by the Executive Committee. The Treasurer shall also prepare the ledgers for audit and the financial statement for the AGM.
20. The Secretary shall notify the Executive Committee Members of the time and place of all Meetings. He or she shall keep on file, all correspondence and shall read it at the Executive Committee Meetings. The Secretary shall also keep an accurate record of the proceedings of the Association.
21. The Executive Committee shall have the authority to remove a member by way of a vote of the Executive Committee Members. Any Executive Member removed under this section shall not be eligible for nomination to any position on the Executive Committee at the next scheduled AGM.
22. Any member of the Executive who does not adhere to the recorded vote in the LDMHA minutes in an attempt to circumvent the wishes of the Executive shall be immediately dismissed from the Executive Committee in writing by the President. A member who is dismissed under this section and wishes to appeal their dismissal, may attend in person at the next Executive Committee Meeting and their appeal will be heard by the Executive Committee. After hearing the appeal, the Executive Committee shall vote to uphold or reverse the decision of the President and the vote of the Executive Committee is final. Any Executive Member dismissed under this section shall not be eligible for nomination to any position on the Executive Committee at the next scheduled AGM.
23. If an Executive Committee position is not filled at the AGM, the position will remain empty until filled at an Executive Committee Meeting and the duties of the unfilled position shall be delegated equally by the President to other Executive Members.
24. The term of an Elected Assistant shall end the day prior to the AGM. An Assistant may be elected for consecutive terms and the Executive Committee may, by motion, vote to terminate the term of an Assistant prior to the AGM with or without cause.

### **By-law Three – Meetings of the LDMHA**

1. There shall be an AGM of this Association on the last Monday in March. The AGM may only be rescheduled due to severe weather and shall be rescheduled to a date no later than two weeks after the last Monday in March.
2. Notice(s) of Motion, correspondence, Constitutional or By-law Amendments or other matters for consideration at the AGM shall be made in writing to the LDMHA Secretary not later than two weeks preceding the AGM. The Secretary will notify the Executive Committee of these proposed amendments.
3. By-laws may be amended by a vote of the Executive Committee Members at a regular Executive Committee Meeting.

4. The President shall be responsible for calling the first Meeting of the new Executive Committee no more than thirty days following the AGM. The President shall also call all Meetings as deemed necessary and shall hold meetings not less frequently than once each month during the LDMHA playing season.
5. The President or Vice President shall preside at all Meetings of the Executive Committee.
6. Each Member of the Executive Committee shall have a single vote except the President who, in the case of a tie, shall cast the deciding vote.
7. An Executive Member who is absent from three (3) consecutive Meetings without sufficient cause shall, upon a motion passed by a vote of the Executive Committee, cease to be a member of the Executive Committee and the Committee shall have the power to fill the vacancy. Any Executive Member removed under this section shall not be eligible for nomination to any position on the Executive Committee at the next scheduled AGM. This section does not apply to an Honorary Life Member.
8. The order of business for Executive Committee Meetings shall be as follows:
  - a. President's Message and Report
  - b. Approval of Minutes
  - c. Business Arising out of Minutes
  - d. Treasurer's Report
  - e. Correspondence
  - f. Committee Business
  - g. New Business
  - h. Motions
  - i. Next Meeting
9. The order of business for the AGM shall be as follows:
  - a. Reading of the minutes of the last AGM;
  - b. The President's Address;
  - c. Nomination and vote of Executive Committee Members in accordance with By-law 2, section 7;
  - d. Reading of correspondence pertaining to the AGM;
  - e. Reading of the Financial Statement;
  - f. Motions of which notice has been given; and
  - g. General Business.

#### **By-law Four - Duties of LDMHA Committees**

1. All Committees shall endeavour to provide continuity through the election of members of the Executive Committee as Chair of a Committee.
2. Executive Committee Members shall only be elected to a maximum of two LDMHA Committees. Preference for a nomination to a Committee shall be granted to an Executive Member who has not yet been elected to a Committee. If there are vacant Committees and no interested candidates, then a vote may be held to elect an Executive Committee Member to be Chair of more than two Committees.

#### **Equipment**



<b>The Equipment Committee Shall:</b>
a. Ensure that no one other than the Equipment Manager purchases equipment on behalf of the LDMHA.
b. Make itemized accounts to the monthly Meetings of the Executive Committee of equipment purchased.
c. Not purchase any equipment exceeding \$200.00 without previous approval of the Executive Committee.
d. Sign out and maintain records of all equipment.
e. Arrange for handling, storage, repairing, cleaning and inventory of equipment.
f. Acknowledge that LDMHA jerseys are the property of the LDMHA. Each team will receive a set of Home Jerseys (white) and Away Jerseys (Red) and these jerseys will only be used for games and will be collected after each game by the designated Team Equipment person(s) for both home and away games. The jerseys are not to be retained by players between games. Jerseys are to be washed in cold water, no bleach at regular intervals and stored in the jersey bag provided. The Captain "C" and Assistant Captain "A" letters will be loosely attached on the appropriate jerseys (not glued). Nothing else will be stitched or attached to jerseys. The jerseys will not be altered in any manner with the exception of new sponsor logos. LDMHA players and teams will abide by this Jersey and Equipment rule. Failure to return team jerseys and/or equipment that is the property of LDMHA will result in monetary charges for the value of the jersey(s) and/or equipment (e.g., \$120.00 per jersey). Where theft is suspected, the LDMHA will file a report with the police.
<b>Coaching</b>
<b>The Coaching Committee will consist of a minimum of three to a maximum of five Executive Committee Members who have either coaching or managing experience and shall:</b>
a. Advertise for head coach positions and request written applications, which may include a police criminal record check for new applicants to the Association.
b. Interview all applicants who have submitted applications prior to the posted deadline.
c. Make recommendations to the Executive Committee for approval of the coaching positions.
d. Not, when the Committee member, or a member of their immediate family, appears on any team staff list, be permitted to take part in the process of nominations or interviews for that team.
e. Not be added to a team's staff without approval of this Committee.
f. Hold a coaches and managers Meeting prior to the start of the season informing staff members of the LDMHA's policies.
g. Notify all successful and unsuccessful applicants.
h. Report to the Executive Committee at each monthly Meeting with respect to any issues with team staff.
i. Make recommendations at the end of the season for potential coaching staff for the upcoming season.
j. Review, approve and sign all team rosters.
k. When applicable, be responsible for coordinating end of season coaching evaluations and providing completed copies to the respective coaches.
l. Approve all members of the coaching staff, not just the head coach.
m. Recruit and interview coaches when, in the opinion of the Chair or the Executive Committee, the application procedure has been exhausted and/or the Association would benefit from a recruitment procedure.
<b>Convenors</b>
<b>The Convenors shall:</b>
a. Keep up-to-date team lists.

- b. Confer together with the President and the LEO/OMHA Contact on all releases, waivers, etc. from all teams for the LDMHA.
- c. Act as a liaison for players, parents, Executive Committee Members and all Coaching staff in the LDMHA.
- d. Attempt to collect outstanding registration at the direction of the Treasurer.
- e. Accommodate registration numbers. The President and the Convenors involved may have final say in team composition.

### **Trophies and Awards**

#### **The Trophies and Awards Committee shall:**

- a. Maintain the Trophy Cabinet in good order.
- b. Purchase all trophies and awards required by LDMHA during the year. Any purchase of \$200.00 or more is to be approved by the Executive Committee.
- c. Ensure all required engraving is done annually.
- d. Prepare a list of all trophy winners in each division for the Awards Assembly.
- e. Organize Red and White Day or a similar year end event.
- f. Organize team photographs.
- g. Update all banners, trophies & plaques as required annually.

### **Sponsorship and Fundraising**

#### **The Sponsorship and Fundraising Committee shall:**

- a. Bill sponsors annually.
- b. Keep a record of paid and unpaid sponsorships and forward names of unpaid sponsors to the Treasurer of the LDMHA by December 1st of the current year.
- c. Obtain any new sponsors for teams as required and acknowledge the sponsors appropriately.
- d. Organize community events to raise money for LDMHA.

### **Tournaments**

#### **The Tournament Committee is responsible for arranging tournaments, Meetings and overseeing all Committees and arrangements for tournaments. In addition, the Tournament Committee shall:**

- a. Keep a record of minutes of Meetings (if any).
- b. Send out entry forms.
- c. Receive entry forms, record registration fees and submit them to the Treasurer upon receipt.
- d. Answer correspondence.
- e. Team line-ups and program sales.
- f. Gate admissions, tickets.
- g. Arrange for Referees and time keepers.
- h. Apply for OMHA permits and file tournament reports.
- i. Contact the Trophies and Awards Committee Chair.
- j. Rules and Regulations.
- k. Settings of disputes.
- l. Making up draws of teams
- m. Advertisement.
- n. Billeting (if any).
- o. Prepare a detailed statement for the LDMHA Executive Committee for each tournament including ice times and costs of awards.
- p. Schedule required ice time for each tournament.

### **Constitution Review**

#### **The Constitution Review Committee shall:**

a. Review the Constitution and make recommendations to the Executive Committee as required or as the Executive Committee deems necessary.
b. Present Constitution revision proposals at the AGM.
c. Present By-law revision proposals to the Executive Committee or at the AGM.
d. Monitor the Constitution and ensure that it is followed.
<b>Communications and Publicity</b>
<b>The Communications and Publicity Committee shall:</b>
a. Coordinate the delivery of a LDMHA web page geared to serving Association Members.
b. Ensure that the content of the information board at the arena is current and that a copy of the Constitution and By-laws is available.
c. Distribute Association-wide e-mailings as required.
d. Coordinate Association advertising and any other announcements in local media.
e. Post Association events and news to the LDMHA Facebook page and promote the Association through other forms of social media. (Eg. Instagram, Twitter etc.)

## **Section III – Rules and Regulations**

### **Colours:**

1. LDMHA team colors shall be predominately White, Red or Black.
2. All LDMHA shirts, when replaced, shall carry the name “Lakefield” with a Chief Head on the front.

### **Soliciting of Funds:**

1. No Person or persons shall sell tickets or articles to raise funds, directly solicit funds, or accept donations for a team without the specific permission of the Executive Committee.

### **Team Awards:**

1. Any LDMHA team advancing to the OMHA finals may receive a suitable award from the LDMHA if funds are available.

### **Playing Time for Players:**

1. It shall be the responsibility of the Executive Committee, Coaching Staff, Convenors and LEO/OMHA Contact to ensure that all players are played as equally as possible on all teams.

### **Hockey Rules:**

1. The LDMHA shall use and follow the rules of the OMHA, the Ontario Hockey Federation (“OHF”) and Hockey Canada.

### **Injuries:**

1. The LDMHA will not be responsible for any injuries to any person or players participating in activities of the LDMHA.

### **General Rules and Regulations:**

1. Anyone owing fees from a previous year will not be allowed to register until paid up.
2. At the discretion of the President, Treasurer and the Division Convenor, financial assistance may be arranged through LDMHA, area service clubs or government services for those who express an inability to pay.
3. Fees:
  - a. All players must pay their share of the rate set by the Executive Committee.

- b.** All team fees or expenses incurred are the responsibility of that particular team and players.
- 4.** All players must register in their age division, but may be moved up to a higher division as an Affiliated Player if required, or held back in a lower division as an overage player. The approval of any player moving up or remaining in a lower division will be at the sole discretion of the OMHA Regional Representative.
- 5.** All players trying out for a Representative AE team must initially try out for the Representative (A) team in the same division. Any late entry player following tryouts with a desire to play for a Representative Team shall be provided the opportunity to be evaluated by the team Coach based on the following conditions:
  - a.** There is space available on the team;
  - b.** Approval of division Convenor;
  - c.** Approval of the Rep Coach;
  - d.** Registration is paid in full; and
  - e.** Tryout fees are paid in full.
- 6.** Any player wishing a release must come before the LEO/OMHA Contact to state their reasons. All cases will be dealt with by the Executive Committee in accordance with the OMHA Rules and Regulations.
- 7.** The Convenor has the power to recommend to the President and the Coaching Committee, any action to be taken against the Coaching Staff for neglect of duties, unsportsmanlike conduct or any other conduct which is not in the best interest of the players or the LDMHA.
- 8.** The Convenor has the power to recommend to the President of the LDMHA the suspension of any player for one or more games for conduct not acceptable to the LDMHA.
- 9.** The President may suspend anyone affiliated with LDMHA for one or more games for the following infractions committed during, before or after any game or practice, keeping in mind the 24-hour rule:
  - a.** Abusive language.
  - b.** Smoking/chewing tobacco in the dressing room.
  - c.** Destroying or mishandling of property belonging to other.
  - d.** Inappropriate conduct on or off the ice.
  - e.** Stealing of property belonging to others.
  - f.** For consumption of alcoholic beverages or prohibited substances.
- 10.** Coaching Staff, Convenors or Executive Committee Members shall report all offenders to the President with recommendations.
- 11.** No one shall deface or modify LDMHA team sweaters.
- 12.** All Coaching Staff shall wear a CSA approved helmet while on the ice for LDMHA team practices.
- 13.** The warm-up period on the clock at the start of games shall be implemented by the Referee(s).
- 14.** Each Trainer shall carry a First-Aid Kit that meets OMHA standards and shall be reimbursed up to a maximum of \$60.00 by LDMHA per year.
- 15.** All Team Staff Members shall be approved by the Executive Committee.
- 16.** Required Trainer and Coach Course Fees shall be paid by the LDMHA on approval from the Executive Committee.
- 17.** LDMHA shall pay the registration fee and potential subsidization for accommodations, when funds are available, for each delegate allowed to attend the OMHA AGM.

18. Executive Committee Members required to attend LEO, OMHA, OHA or other approved Meetings shall be paid forty cents (\$0.40) per kilometer when travel is required outside of Lakefield.
19. Admission is to be charged for all League games, depending on the fee amount set by the LEO. Admission for exhibition games is the responsibility of each individual team as are the fees for referees and time keepers. Exhibition games are to be played only on assigned dates and not during practice times.
20. Parents and/or Legal Guardians and siblings of registered LDMHA players shall not pay admission to LDMHA home games. However, once a team reaches quarter-finals, all people shall pay admission with the exception of the player's immediate family and LDMHA Executive Committee Members and their immediate families.
21. No person shall be permitted on the ice during games or practices other than players on an approved roster, volunteers who have been approved by the LDMHA and who have submitted a clear Vulnerable Sector Search and/or any other documents required.

## Section IV – Code of Conduct

Parents, Guardians, Players, Coaches, Trainers, Managers, Administrators, Volunteers and Officials shall abide by LDMHA's Code of Conduct outlined below.

<b>Parent/Guardian Code of Conduct</b>
• Encourage children to participate, do not force them. Remember that children participate in sport for their enjoyment, not yours
• Focus on the child's efforts and performance rather than winning or losing
• Encourage children to play according to the rules and to settle disagreements without resorting to hostility or violence
• Never ridicule or yell at a child for making a mistake or losing a game
• The game of hockey is a team sport. Encourage teamwork and the importance of being a team player with your child
• Remember that children learn by example. Appreciate good performances and skilful plays by all participants
• Support all efforts to remove verbal and physical abuse from sporting activities
• Respect officials' decisions and teach children to do the same
• Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate
• Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion
• Be respectful and mindful of social media. These are not appropriate forums to post offensive pictures, voice opinions about the organization's administration, coaches, trainers, managers, players, parents and supporters
• Understand that playing a sport involves a commitment to the team. Make every attempt to always get your child to every game and practice on time. Where this is not possible, contact the coach in advance
<b>Player Code of Conduct</b>
• Participate for your own enjoyment and benefit, not just to please parents and coaches
• Learn, understand, respect and play by the rules of the game
• Work equally hard for yourself and for your team. Your team's performance will benefit and so will

you
<ul style="list-style-type: none"> <li>• Recognize that you are part of a team and be a team player. A team player is not only generous with the puck on the ice, but is also generous with praise and encouragement for his/her teammates both on and off the ice and away from the arena</li> </ul>
<ul style="list-style-type: none"> <li>• Do your best to represent the team at all times. Do not defend or engage in actions on or off the ice (dressing rooms, arenas, buses, tournament venues etc.) which are not consistent with good sportsmanship and respect</li> </ul>
<ul style="list-style-type: none"> <li>• Cooperate and respect officials and coaches decisions. Without them there would be no game and no team</li> </ul>
<ul style="list-style-type: none"> <li>• Consider the safety of other players, coaches, trainers, officials, volunteers, supporters and parents</li> </ul>
<ul style="list-style-type: none"> <li>• Maintain self control at all times. Verbal and physical abuse will not be tolerated</li> </ul>
<ul style="list-style-type: none"> <li>• Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion</li> </ul>
<ul style="list-style-type: none"> <li>• Avoid drugs, tobacco and alcohol</li> </ul>
<ul style="list-style-type: none"> <li>• Be respectful and mindful of social media. These are not appropriate forums to post offensive pictures, voice opinions about the organization's administration, coaches, trainers, managers, players, parents and supporters</li> </ul>
<p><b>Coaches, Trainers and Managers Code of Conduct</b></p>
<ul style="list-style-type: none"> <li>• Remember that young people participate for pleasure and winning is only part of the fun. Never ridicule or yell at a young player for making a mistake</li> </ul>
<ul style="list-style-type: none"> <li>• Be reasonable in your demands on players' time, energy and enthusiasm. Set attainable goals for the team and individual players while encouraging safety, physical fitness, fairness and fun for all players</li> </ul>
<ul style="list-style-type: none"> <li>• Communicate with players, parents, officials, administrators, coaches, trainers and managers honestly, generously, fairly and with integrity</li> </ul>
<ul style="list-style-type: none"> <li>• Operate within the rules and spirit of your sport and teach your players to do the same</li> </ul>
<ul style="list-style-type: none"> <li>• Ensure that the time players spend with you is a positive experience. All young people are deserving of equal attention and opportunities</li> </ul>
<ul style="list-style-type: none"> <li>• Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players</li> </ul>
<ul style="list-style-type: none"> <li>• Be a positive role model. Display control, respect and professionalism to all involved with the sport. This includes opponents, coaching staff, officials, administrators, parents and spectators. Encourage players to do the same</li> </ul>
<ul style="list-style-type: none"> <li>• Obtain appropriate qualifications and keep up to date with the latest practices and principles of safety, growth and development of young people</li> </ul>
<ul style="list-style-type: none"> <li>• Pay attention to and consider changing social, family and economic environments that may influence the attitudes and behaviour of players</li> </ul>
<ul style="list-style-type: none"> <li>• Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion</li> </ul>
<ul style="list-style-type: none"> <li>• Be respectful and mindful of social media. These are not appropriate forums to post offensive pictures, voice opinions about the organization's administration, coaches, trainers, managers, players, parents and supporters</li> </ul>
<p><b>Administrators and Volunteers Code of Conduct</b></p>
<ul style="list-style-type: none"> <li>• Provide all young people equal and safe opportunities to participate. Emphasize fair play, respect and fun</li> </ul>

<ul style="list-style-type: none"><li>• Ensure that supervision, instruction, rules, equipment, length of games and practice schedules are modified to suit the age, ability and maturity level of young players</li></ul>
<ul style="list-style-type: none"><li>• Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating</li></ul>
<ul style="list-style-type: none"><li>• Remember, you are a role model and set an example. Your behaviour and comments should be positive and supportive</li></ul>
<ul style="list-style-type: none"><li>• Take appropriate action when necessary to protect or enhance the safety and development of everyone in accordance with the Code of Conduct for Players, Guardians, Parents, Coaches, Trainers, Managers, Administrators, Volunteers and Officials</li></ul>
<ul style="list-style-type: none"><li>• Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion</li></ul>
<ul style="list-style-type: none"><li>• Be respectful and mindful of social media. These are not appropriate forums to post offensive pictures, voice opinions about the organization's administration, coaches, trainers, managers, players, parents and supporters</li></ul>
<b>Officials Code of Conduct</b>
<ul style="list-style-type: none"><li>• Set a good example as a positive role model. Condemn unsporting behaviour and promote respect. Behaviour and comments should be positive and supportive</li></ul>
<ul style="list-style-type: none"><li>• Encourage and promote rule changes that will make participation more enjoyable. Ensure rules and regulations are enforced and matched to the skill levels and needs of young people</li></ul>
<ul style="list-style-type: none"><li>• Place the safety and welfare of the participants above all else</li></ul>
<ul style="list-style-type: none"><li>• Communicate with players and team officials honestly and generously with fairness and integrity</li></ul>
<ul style="list-style-type: none"><li>• Be consistent, objective and courteous when making decisions. Compliment and encourage all participants</li></ul>
<ul style="list-style-type: none"><li>• Keep up to date with the latest trends in officiating and the principles of growth and development of young people</li></ul>
<ul style="list-style-type: none"><li>• Treat all young people fairly regardless of their gender, ability, cultural background or religion</li></ul>
<ul style="list-style-type: none"><li>• Be respectful and mindful of social media. These are not appropriate forums to post offensive pictures, voice opinions about the organization's administration, coaches, trainers, managers, players, parents and supporters</li></ul>