**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 United Towns Minor Hockey Association (UTMHA).

**Fair Play Program**
- There will be a mandatory Fair Play Meeting for at least one parent/guardian and the player(s) at the beginning of each season. No player will be permitted to participate in UTMHA until they and their parent/guardian have attended this meeting. If the parent/guardian/player are out of town or unavailable during the meeting additional meetings will be scheduled as the need arises.

- There will be a mandatory meeting for all coaches 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 UTMHA **ALL** coaches, team representatives and Association Executive will be required to obtain a “Police Records Check. This check will expire at the end of every season. Additionally it is the responsibility of persons noted to notify UTMHA if any changes in their status during the present hockey season.

**Fair Play Committee**
- This committee is separate from the UTMHA executive but will be appointed by the UTMHA executive. The committee will be made up of three individuals and appointments will be a term of 2 years. An ex-officio member from the UTMHA will sit with the committee of three and will not have voting power. This UTMHA member will only be responsible to ensure that the Fair Play Policy as well of any policies of Hockey Newfoundland and Labrador (HNL) and Hockey Canada that apply are followed.

- 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 during their regular meetings thus maintaining confidentiality for all parties involved (I.E. no names of individuals who made complaints or were found to be in breech 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 UTMHA need to know the individual's name.

A Fair Play Program Can:
- Make all individuals aware that playing in the United Towns 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 (As per HNL policy).

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 UTMHA players are ambassadors for the Association, their respective communities and their teams. All players must understand that minor hockey is a recreational activity. The UTMHA encourages all players to be as competitive as possible, but play within the rules of the game. All UTMHA players must maintain SAFETY and RESPECT during all hockey activities. All players are reminded that 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 players are on the ice because you, as a parent/guardian, have given them the opportunity to participate in a minor hockey program and your son/daughter enjoys playing the game. The best interest of the child pertaining to safety and well-being must be of foremost importance. Every parent wants his or her son/daughter to do well on the ice but realize mistakes will be made. **Do not judge any young player by heightened standards. DON'T JUDGE OR IMPOSE ADULT EXPECTATIONS ONTO PLAYERS in minor hockey!** No player loses a game or makes a mistake on purpose. **BE POSITIVE AND SUPPORTIVE TO ALL PLAYERS.**

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

- I will be positive and supportive to ALL players, coaches and officials from both the home team as well as visiting teams.
- 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 any concerns to the Head Coach or Team Representative.
- 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 the safety and well being of my child is of up most importance and therefore, I will follow all guidelines put forth by the Association and Coaches.

I understand that school takes precedence over hockey

COACHES
All UTMHA coaching volunteers are role models for the players of their respective teams. Coaching staff members are also ambassadors for the UTMHA and their teams. The UTMHA 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.

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 agree that any incident that is in direct violation of this Fair Play policy must be reported to the Fair Play Committee.

We understand that school takes precedence over hockey.

**United Towns Minor Hockey (UTMHA) Executive**

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

- We will treat all individuals with respect and dignity.
- We will abide by the Associations constitution, rules, by laws and guidelines and will only make decisions that are in the best interest of the players and the association.
- 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 UTMHA 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 everyone 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 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 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 and is governed by HNL’s Fair Play Policy.

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 breech of the Fair Play Policy of the Association by any member of the UTMHA (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 UTMHA or a spectator/visitor breaches the Fair Play Policy 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 UTMHA. 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 UTMHA 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 Fair Play Policy 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 guidelines are restated to a player or parent.

**Step 2**
Verbally reprimand the individual(s) involved clearly identifying how their behaviour/actions breeched 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 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 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 UTMHA 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 UTMHA).

In these cases the executive of the UTMHA may proceed directly to suspension/termination of the individual(s) involved.

Coaches are to report any incident to the Fair Play Committee for documentation. A record of each incident will be kept on file for the duration of the hockey season. The following oaths are to be distributed and signed at the beginning of a new hockey season.
Fair Play Oath – PLAYERS

All UTMHA players are ambassadors for the Association, their respective communities and their teams. All players must understand that minor hockey is a recreational activity. The UTMHA encourages all players to be as competitive as possible, but play within the rules of the game. All UTMHA players must maintain SAFETY and RESPECT during all hockey activities. All players are reminded that 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.

Signature of Player_________________________ Date: _____________

Signature of Parent/Guardian___________________ Date: _____________
(No parent/guardian signature required for Bantam & Midget)

UTMHA Representative_______________________ Date: _____________
Fair Play Oath – 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 players are on the ice because you, as a parent/guardian, have given them the opportunity to participate in a minor hockey program and your son/daughter enjoys playing the game. The best interest of the child pertaining to safety and well-being must be of foremost importance. Every parent wants his or her son/daughter to do well on the ice but realize mistakes will be made. **Do not judge any young player by heightened standards. DON'T JUDGE OR IMPOSE ADULT EXPECTATIONS ONTO PLAYERS in minor hockey!** No player loses a game or makes a mistake on purpose. **BE POSITIVE AND SUPPORTIVE TO ALL PLAYERS.**

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

- I will be positive and supportive to ALL players, coaches and officials from both the home team as well as visiting teams.
- 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 any concerns to the Head Coach or Team Representative.
- 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 the safety and well being of my child is of up most importance and therefore, I will follow all guidelines put forth by the Association and Coaches.
- I understand that school takes precedence over hockey

Name of Child involved in UTMHA: __________________________

Parent/Guardian Signature: __________________________ Date: __________

UTMHA Representative: __________________________ Date: __________
Fair Play Oath – COACHES

All UTMHA coaching volunteers are role models for the players of their respective teams. Coaching staff members are also ambassadors for the UTMHA and their teams. The UTMHA 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.

- Always maintain emotional and physical self control when in the presence of your players. Use of foul language is prohibited
- 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.
- Control your player’s tempers and actions on the ice. You are accountable for your player’s actions in the rink!
- Communicate with a player’s parents if you are having a problem.

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 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 agree that any incident that is in direct violation of this Fair Play policy must be reported to the Fair Play Committee.
- We understand that school takes precedence over hockey

Signature of Coach:________________    Date:___________
UTMHA Representative:_________________   Date:___________
Fair Play Oath – United Towns Minor Hockey (UTMHA) Executive

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

- We will treat all individuals with respect and dignity.
- We will abide by the Association’s constitution, rules, by laws and guidelines and will only make decisions that are in the best interest of the players and the association.
- 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 Association’s 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.

Signature of Executive:_____________    Date:___________

UTMHA President/Vice President:_____________  Date:___________
Fair Play Oath – Officials

The UTMHA 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.

Signature of Official:_________________ Date:___________

UTMHA Representative:_________________ Date:___________