



Codes of Conduct

March 6, 2019

Codes of Conduct Vision

Treat others the way they want to be treated. Sustain and enrich community. Embody sportsmanship. Safeguard a culture of inclusion and integrity.

Organization Mission Statement

To provide safe, affordable, and enjoyable field hockey programs to girls and women in the Burnaby and New Westminster communities.

- Emphasizing teamwork, friendship, and community building
- Commitment to basic field hockey skills, fundamental movement skills, and lifelong love of sport
- Accessibility to opportunities and challenges at all levels of play
- The promotion of girls and women in all aspects of field hockey: playing, coaching, officiating, and administration

Anti Oppression Statement

The Burnaby Bears Field Hockey Club is committed to working with athletes, families, and the community to support physical literacy, sportsmanship, teamwork and resilience. We acknowledge that we live and play on the unceded and traditional territories of the s̓k̓w̓x̓w̓ú7mesh (Squamish), sel̓íw̓it̓ul̓h (Tsleil-Waututh), and x̓w̓m̓əθk̓w̓əy̓əm (Musqueam) Coast Salish Nations. We strive to maintain an inclusive and empowering environment for all our members, regardless of ethnicity, religion, gender, class, sexuality, ability or age. We recognize that everyone has different experiences and backgrounds which shape their perspectives and welcome this diversity. In order to create a safe space that is inclusive to all, comments or actions that disparage others on the basis of any of the above are unacceptable.

Codes of Conduct

<i>Player Code of Conduct</i>	<i>pg. 2</i>
<i>Coach Code of Conduct</i>	<i>pg. 3</i>
<i>Spectator and Code of Conduct</i>	<i>pg. 4</i>
<i>Umpire Code of Conduct</i>	<i>pg. 5</i>
<i>Board of Director Code of Conduct</i>	<i>pg. 6</i>
<i>Code of Conduct Agreement</i>	<i>pg. 7</i>



Player Code of Conduct

Including Parents and Guardians of players under 18 years of age

Respect the spirit of fair play in hockey. Play within the rules, for the love of the game and in a way that encourages inclusive fun for all.

Be respectful to your team by; arriving on time; dressing appropriately for hockey and the weather; communicating with coaches about availability and injury; resolving conflicts honestly and with empathy; being aware of shared responsibilities; and always giving your best effort.

Conduct yourself in all reasonable ways to protect your own safety and the safety of others. This includes responsible decisions around injuries and illness. All are here to share and enjoy the game.

Remember that improvement takes hard work and time - always strive for your best performance and to learn something new!

Respect and thank your opposition, coaches, umpires and fans after every game and training session. This includes respecting the decisions of coaches and umpires - leave communication with the umpire to the team captain.

Accept success and failure with dignity.

Set a positive example for other participants, particularly for new or younger participants.

Recognize the rights, dignity, and worth of others. Protect all involved in the game from verbal and physical abuse and any threatening or intimidating behaviour such as bullying. Refrain from using sexist, racist, homophobic, abusive, or any discriminatory language or tolerate it from other players or team officials.

Tell someone you trust (parents, team captain, coach, etc.) if the behaviour of others makes you feel uncomfortable in any way.



Coach Code of Conduct

Respect the spirit of fair play in hockey. Lead your team to play within the rules. Encourage respect for others and inclusive enjoyment for all.

Thank your opposition players and coaches, umpires, and fans after every game and training session.

Accept victory and defeat with dignity.

Embrace their responsibility as a role model and set positive examples for others.

Set clear, reasonable and collectively generated expectations for all. These should remain consistent, but inclusive.

Be professional by communicating early and often, as well as planning ahead and engaging in collective goal setting. Seek ways to improve their coaching through training and research when possible.

Plan activities that are suitable for the age, strength, maturity and the ability of each participant, including a mindset for developing physical literacy, building teamwork, and ensuring fun.

Ensure the wellbeing and safety of each participant above all other considerations. Foster a sensible balance between the emotional, physical, social, and development needs of the participants over performance development, including the monitoring of injuries and illness.

Create an inclusive space where participants have a voice and can feel safe and brave. Protect participants from verbal or physical abuse, as well as threatening or intimidating behaviour. Never tolerate bullying or discrimination.

Respect the confidentiality of participants and any related data at all times.

Understand that coaches are in positions of authority and trust that requires them to set boundaries in the relationship in order to ensure that they; never engage in any form of inappropriate relationship with participants; do not use their position to exert influence over participants to gain personal benefit.

Have the participants best interests at heart at all times.



Spectator Code of Conduct

Respect the spirit of fair play in hockey. Respect umpires, coaches, players, and other spectators. This includes respecting the decisions of umpires and coaches even when you disagree. Be a part of the community and enjoy the love of the game.

Leave the coach to communicate with individual players on the field and direct the team as a whole - if you would like to coach, please let an administrator know - volunteers are appreciated and welcomed!

Celebrate players efforts, enjoyment, fair play, teamwork, and development rather than winning or losing. Appreciate good performances and skillful play by all participants, regardless of team.

Show an appreciation for coaches and administrators - they are volunteers and positive role models whose efforts enable girls and women to successfully participate in hockey.



Umpire Code of Conduct

Uphold the spirit of fair play in hockey. Protect participants' hockey skills as well as emotional and physical safety. Build rapport. Model respect. Support enjoyment.

Understand that quality officiating matters in every game. Always give their best effort, no matter what age group or level of play because the game always matters to those participating in it.

Conduct themselves professionally by; arriving on time; carrying a watch, whistle and cards; dressing appropriately for the assigned match and weather; and communicating with both teams respectfully.



Board of Director Code of Conduct

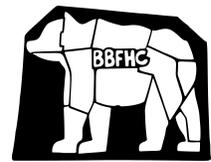
Uphold the mission and by-laws of the Burnaby Bears Field Hockey Club.

Conduct themselves professionally by; attending meetings on time and prepared; fulfilling their elected or appointed role; working in collaboration with the board and community; and communicating respectfully with all.

Act with integrity, transparency, and with the best interest of the community at all times. This includes open discussion, consistent review of systems, and collective decision making.

Understand that they are in positions of authority and trust that requires them to set boundaries in relationships in order to ensure that they; never engage in any form of inappropriate relationship with participants; do not use their position to exert influence over participants to gain personal benefit; recuse themselves from conflict management and decision making which may lead to their own personal benefit over others.

Embrace role as a face of the organization on and off of the field. This includes their responsibility as a role model and to set a positive example for others.



Codes of Conduct Agreement

The signing of this document confirms that I have read and understood the expectations for myself and others as members of the Burnaby Bears Field Hockey Club. I agree that I am mutually responsible for upholding a safe, inclusive and enjoyable space for myself and my community.

I also understand that the Burnaby Bears Field Hockey Club is open to discussion that seeks to improve safe, inclusive and enjoyable space for our community in regards to, our: Codes of Conduct, policies, constitution, and decisions. I can expect that speaking up for myself, others, and the principle of integrity will be met with respect, dialogue, and safety.

Please initial the Codes of Conduct that apply to your current status within the Burnaby Bears Field Hockey Club:

Player Codes of Conduct	pg. 2	x_____
Coach Codes of Conduct	pg. 3	x_____
Spectator Codes of Conduct	pg. 4	x_____
Umpire Codes of Conduct	pg. 5	x_____
Board of Director Codes of Conduct	pg. 6	x_____

Full Name of Athlete:

X_____

Signature:

X_____

Parent/Guardian (athlete < 18 years):

X_____

Signature:

X_____

Date:

X_____