

Date this _____, day of _____, 20 _____

Signature: _____

Application deadline is: August 07, 2009

Please remit your completed application to:

**KLMHA Coach Coordinator
PO Box 1111
Kirkland Lake, ON
P2N 3M7**



Team Official's Contract

It is the intention of this Contract to promote fair play and respect for all participants within the Association. All coaches must sign this Contract before being allowed to participate in hockey and must continue to observe the principles of Fair Play.

Fair Play Code

I will be reasonable when scheduling games and practices remembering that young athletes have other interests and obligations.

I will teach my players to play fair and to respect the Rules, Officials, Opponents and Team-mates.

I will ensure all players receive equal instruction, discipline, support and appropriate fair play time.

I will not ridicule or yell at my players for making mistakes or for performing poorly. I will remember that children play to have fun and must be encouraged to have confidence in themselves.

I will make sure that equipment and facilities are safe and match the players' ages and ability.

I will remember players need a coach they can respect. I will be generous with praise and set a good example.

I will obtain proper training and continue to upgrade my coaching skills.

I agree to abide by the principles of the fair play code as set by the Canadian Hockey Association and supported by Kirkland Lake Minor Hockey Association. I also agree to abide by the Rules, Regulations and decisions as set by Kirkland Lake Minor Hockey Association.

Name: _____ Date: _____
Please print

Signature: _____ Team Official: _____

Code of Conduct for Coaches



Section A Principles of the Code of Ethics and Conduct

Kirkland Lake Minor Hockey Association expects all coaches to conform to ethical standards in a number of areas. These areas are clearly laid out in this document and it is imperative that all coaches have read and understood this code before working with any group of performers.

Contents

1. Introduction
2. Personal Standards
3. Relationships
4. Safety
5. Expectations
6. Equity
7. Competency and Certification to Coach
8. Complaints Procedure
9. Terms of Reference

Kirkland Lake Minor Hockey Association has a duty to its members to provide guidelines within which hockey coaches work. Thus ensuring that all those involved within the game are acting in the best interests of the players at all times.

It is important that the expected standards of ethical behaviour in coaching practice are widely publicized and maintained. It is essential that people within the sport and members of the public who are using the services of hockey coaches are informed of the code of ethics and are protected through its application.

Section B Introduction

Hockey is one of the most popular sports for young people in Canada. It is important therefore that all who take part are exposed to positive experiences and protected from negative ones. The role of the coach within the sport is a very important one. The coach is any person who is responsible for the development of an individual or group of individuals within a specific sport. As well as the sporting development the coach is also tasked with the all round development of the player, or group of players, within the sporting context.

The coach is the mentor, the confidante and the teacher, and therefore must demonstrate exemplary behaviour at all times. The coach also has to maintain this level of behaviour when dealing with parents, assistant coaches, managers and other personnel involved in the sport.

Coaches who accept and work to the guidelines within this document are accepting their responsibility to the players they coach and their families, to other colleagues within the sport, and to Kirkland Lake Minor Hockey Association Hockey. Procedures are in place to deal with any situation, which could arise, where a coach's application of the 'Code of Conduct for Coaches' may be called into question. Should such a situation occur it shall be considered in an objective and confidential manner. The following sections set out the overriding principles that coaches are expected to adhere to, so as to ensure that taking part in hockey is a positive and worthwhile experience for all.

Section C

Personal Standards

1. Personal appearance is of great importance when coaching, and although individual taste will affect differences in appearance, the coach has a responsibility to look clean and project an image of functional efficiency at all times.
2. Coaches should never smoke while coaching.
3. Coaches should never coach under the influence of alcohol under any circumstances.
4. Coaches should avoid using profanities during coaching sessions.
5. Promote the emotional and physical well-being of the athletes ahead of any personal motivation.
6. Remember that each athlete plays hockey for his/her enjoyment, not mine.

It is recommended that coaches should:

7. Encourage good sportsmanship through my actions, by demonstrating positive support for all players, coaches, officials, parents, and spectators.
8. Provide support for coaches, parents, volunteer team and league personnel, and officials working with the athletes to provide a positive experience for all.
9. Demand (require) that athletes under my influence treat all players, coaches, officials, parents, and spectators with respect, regardless of race, creed, colour, sex, or ability.
10. Treat all players, coaches, volunteer team and league personnel, officials, parents, and spectators with dignity and respect in language, attitude, behaviour, and mannerisms.
11. Inform the KLMHA of any physical disability or ailment that may affect the safety of any athlete or the safety of others.
12. Respect the property and equipment used at any sports facility, both home and away.
13. Consistently project a favourable image of the sport and of coaching to the players they are working with, their parents/families/guardians, officials, spectators and the general public.
14. Help the players to deal with victory and defeat in a sporting manner, and encourage them at all times to treat opponents with due respect.

It is recommended that coaches should NOT:

1. Make physical contact with any player, coach, official, league representative, arena personnel, or spectator.
2. Taunt or threaten any player, coach, official, league representative, arena personnel, or spectator.
3. Go into the locker/dressing room of an opposing team or obstruct their access to said room.
4. Go into the officials' locker/dressing room or obstruct their access to said room.
5. Use profane and/or vulgar language or mannerisms.
6. Go onto the ice surface during a game, unless instructed to for injured player.
7. Throw of any object onto the ice surface.
8. Pound or climb on the glass.

9. Deface or destroy property belonging to any individual, team, association, or arena.
10. Be involved in any activity that would warrant the summoning of law enforcement officials.
11. Incite any person(s) to become involved in any of the above unacceptable behaviours.

Section D

Relationships

- Coaches have a responsibility to set and uphold the boundaries between a working relationship and friendship between themselves and the players. This is especially important when the player is a young person.
- It is recommended that coaches should be concerned at all times with the safety and well being of the players. There should be a sensible balance between performance and the emotional, physical, social and developmental needs of the players.
- If any part of the coaching process requires physical contact between coach and players, it is recommended that coaches ensure that no action on their part could be seen as inappropriate.
- As the relationship between coach and player is based heavily on trust it is important that all coaches can offer proof of experience and qualification.
- Coaches will undoubtedly build up strong relationships with players, and in some cases will travel and reside with them during the course of the season. At no time is a coach to use this privilege to place undue pressure or exert influence over players to gain personal benefit for themselves or their club.
- Coaches will, in the course of a season, gather much information about players. It is important that an appropriate degree of confidentiality is maintained and that personal information is not divulged without the permission of the player (above 16 yrs old) or guardian. At times coaches will be asked to provide relevant information concerning a player's performance and development and an agreement must be made between the coach and the player or guardian with regard to the passing on of such information.

Section E

Safety

- Coaches have a responsibility to make sure that players have a safe environment to play within.
- If an accident occurs it is recommended that coaches follow the steps laid out in the Kirkland Lake Minor Hockey Association Health and Safety Pack.
- Coaches have a responsibility to protect children from any form of abuse during training sessions, games and tournaments and whilst in their care.
- It is recommended that any activities carried out by coaches should be suitable for the age, maturity, strength and ability of the players.
- It is essential that coaches do not attempt to coach techniques or skills that have not been covered in their specific level of coaching certification.

Section F

Expectations

- Coaches should clarify the level of commitment expected from players at the outset of any agreement. Details should include number and length of sessions, attendance at practices, games or tournaments, fees and method of payment. In the same respect, the players/guardians should state the expectation of the outcome of the coaching.
- It is strongly recommended that some form of written agreement acceptable to all parties is drawn up at the beginning of any coaching undertaken.

- It is recommended that coaches declare any other coaching commitments they already have before starting a new season.
- Coaches who start to experience conflict between obligation to their players and Kirkland Lake Minor Hockey must make the Board of Directors aware of the conflict in an attempt to solve it.

Section G Equity

- It is recommended that coaches respect the rights of every human being they work with, and treat all as equals within the context of their activity and ability. This must be regardless of age, ethnic origin, gender, religion, sexual orientation, cultural background or political affiliation.
- Coaches should try and ensure that any activity under their supervision is free from any form of non-equitable behaviour (Bullying).

Section H Competency and the Minor Hockey Certification

- Competency to coach should be verified through the proof of qualification and should not be inferred from evidence of prior experience.
- It is recommended that coaches confine themselves to carrying out sessions in accordance with the experience gained whilst obtaining their highest qualification.
- It is important that coaches take responsibility for their own continuous professional development, making the most of opportunities offered to them through the association or other education programs.
- It is important for coaches to be objective about their coaching ability. If at any time they feel concerned about their ability to coach at a certain level, or about their effectiveness in a certain situation it is up to them to find help or withdraw if necessary.
- All coaches will be required to undergo continuous professional development to maintain their certification to coach. All necessary support will be offered to them to do so.

Section I Complaints Procedure

Anyone wishing to make a complaint about any person acting in the capacity of hockey coach within the context of these guidelines must follow the set procedure.

1. Report the matter to Kirkland Lake Minor Hockey Association Executives.
2. If the complaint involves a minor concerning inappropriate gestures, a report should also be made to the Police.
3. On receipt of a complaint procedural guidelines will be issued to all parties.

For further information or for any queries concerning the 'Code of Conduct for Hockey Coaches'

please contact:

Kirkland Lake Minor Hockey Association
PO Box 1111
Kirkland Lake, Ontario
P2N 3H7



KLMHA COACHES Code of Conduct

I WILL:

1. Promote the emotional and physical well-being of the athletes ahead of any personal motivation.
2. Remember that each athlete plays hockey for his/her enjoyment, not mine.
3. Encourage good sportsmanship through my actions, by demonstrating positive support for all players, coaches, officials, parents, and spectators.
4. Provide support for coaches, parents, volunteer team and league personnel, and officials working with the athletes to provide a positive experience for all.
5. Demand (require) that athletes under my influence treat all players, coaches, officials, parents, and spectators with respect, regardless of race, creed, colour, sex, or ability.
6. Treat all players, coaches, volunteer team and league personnel, officials, parents, and spectators with dignity and respect in language, attitude, behaviour, and mannerisms.
7. Inform the Board of any physical disability or ailment that may affect the safety of any athlete or the safety of others.
8. Respect the property and equipment used at any sports facility, both home and away.
9. Inform any of my immediate family members that attend or participate in KLMHA events of this Code of Conduct and their responsibilities to abide by its tenants.

I WILL NOT:

10. Make INAPPROPRIATE physical contact with any player, coach, official, league representative, arena personnel, or spectator.
11. Taunt or threaten any player, coach, official, league representative, arena personnel, or spectator.
12. Go into the locker/dressing room of an opposing team or obstruct their access to said room.
13. Go into the officials' locker/dressing room or obstruct their access to said room.
14. Use profane and/or vulgar language or mannerisms.
15. Go onto the ice surface during a game, unless instructed to for an injured player.
16. Throw of any object onto the ice surface.
17. Pound or climb on the glass.
18. Deface or destroy property belonging to any individual, team, association, or arena.
19. Be involved in any activity that would warrant the summoning of law enforcement officials.
20. Incite any person(s) to become involved in any of the above unacceptable behaviours.

I **FULLY** understand and **ACCEPT** that my behaviour, the behaviour of my players or the behaviour of my staff members may be deemed in violation of the Code of Conduct by the KLMHA or Executive Committee and can be subject to an investigation and hearing by the KLMHA Disciplinary Committee.

I **ACKNOWLEDGE** that the KLMHA Disciplinary Committee has the authority to assess any suspensions up to and including exclusion from participation and/or attendance of any Minor Hockey event for behaviour deemed by the Committee to be in violation of this Code of Conduct.

I **WILL** voluntarily abide by decisions of a KLMHA Disciplinary Committee.

Printed Name

Date

Signature