



PARENT / GUARDIAN CODE OF CONDUCT

Current Season | Thunder Bay Elks Hockey Association

Purpose: This Code of Conduct supports a safe, respectful, inclusive, and positive hockey environment for every player, coach, official, volunteer, parent/guardian, and spectator.

Parent / Guardian Commitments

- Support all players and encourage effort, learning, teamwork, and sportsmanship.
- Respect coaches, team staff, officials, volunteers, opponents, and other families.
- Place player development, safety, and enjoyment ahead of winning or individual statistics.
- Communicate concerns respectfully, privately, and through the proper Association process.
- Model positive behaviour at games, practices, tournaments, team events, and online.

24-Hour Rule

Parents/guardians agree not to raise concerns about a game, practice, tournament, or team event with coaches or team staff until at least 24 hours have passed. This cooling-off period helps ensure that conversations are respectful, constructive, and focused on solutions.

Respect, Fair Play, and Inclusion

All participants must be treated fairly and respectfully regardless of age, gender, race, ethnicity, religion, ability, family status, or background. Parents/guardians are expected to show respect in both victory and defeat and to help maintain a welcoming environment for all families.

Zero Tolerance Conduct

The following behaviours are not acceptable at any Thunder Bay Elks Hockey Association activity:

- Bullying, harassment, discrimination, threats, intimidation, or abusive language.
- Public criticism or personal attacks directed at players, coaches, officials, volunteers, opponents, or the Association.
- Physical abuse, vandalism, unsafe behaviour, or conduct that puts any participant at risk.
- Use of social media or messaging platforms to criticize, shame, harass, or escalate Association matters.

Hockey Canada / HNO Policy Alignment

Parents/guardians agree to follow all applicable Thunder Bay Elks Hockey Association, Hockey Northwestern Ontario, and Hockey Canada policies and discipline decisions, including requirements related to maltreatment, bullying, harassment, discrimination, social media, safety, and Respect in Sport.

- Safe Sport concerns may be referred through the appropriate HNO/Hockey Canada reporting process.
- Retaliation against anyone who raises a concern, reports maltreatment, or participates in a complaint or discipline process is prohibited.
- All applicable Elks families must complete required Respect in Sport Parent Program or other parent education by applicable deadlines.

Communication Process

Concerns must be handled respectfully and in the following order:

1. Wait 24 hours before initiating the discussion.
2. Contact the Team Manager to identify the appropriate next step.
3. If needed, meet with the Head Coach at an agreed time and place.
4. If the matter remains unresolved, contact the Division Director.
5. If further review is required, contact the Elks Executive.

Medical and Safety Information

Parents/guardians must disclose injuries, restrictions, allergies, medical conditions, or other information that may affect a player's safe participation. Player health and safety always come first, and team staff must be able to make informed decisions when participation may pose a risk.

Discipline

Violations of this Code of Conduct may result in verbal warnings, written warnings, removal from an event, suspension from team or Association activities, review by the Executive, or additional disciplinary action as appropriate to the circumstances.

Acknowledgement

By signing below, I acknowledge that I have read, understand, and agree to follow this Parent / Guardian Code of Conduct for the current season.

Parent/Guardian 1 Name	
Parent/Guardian 1 Signature	
Parent/Guardian 2 Name, if applicable	
Parent/Guardian 2 Signature, if applicable	
Player Name	
Team	
Date	



Approved by Thunder Bay Elks Hockey Association for the current season.