

**Northwest Calgary Ringette Society
Codes of Conduct for Coaches, Players and Parents/Guardians**

Information

The Northwest Calgary Ringette Society ratified the following policy regarding **Code of Conduct for Coaches, Players and Parents/Guardians** on Sept. 8, 2005. The policy augments a coaching policy adopted October 6, 1998 and is implemented along with a system of individual pledges for coaches, parents/guardians and players.

The new policy acknowledges that Northwest Ringette benefits from the volunteer efforts of a number of caring and dedicated coaches, but that concerns do arise regarding the treatment of players and coaches.

All coaches are asked to review this policy with parents and players, early in the season.

Players will be allowed to play in league games only after signed copies of the player and parent/guardian pledges are returned to managers.

** With regard to equitable ice time, the society recommends that coaches decide, *early in the season*, whether they will follow the policy regarding equitable playing time for tournaments and playoff games. That decision should be shared with parents and players early in the season and a decision to "shorten the bench" for tournaments and playoff games will not be deemed as "inequitable" given the nature of competitive play. All other aspects of the code should be followed throughout the season and at all age levels of play.

Copies of this policy will be give to all players/parents registered with Northwest Calgary Ringette.

Parents and players are asked to read over each section of the code, discuss the significance of adhering to a common code of conduct, sign the appropriate sections and return the sheet to the coach. S/he is asked to sign it in the player's presence. Managers will keep the signed sheets with other team information. Parent/guardian and player pledge sheets must be signed and presented to the manager before a player participates in league play.

NOTE: The code, as approved, is designed to enhance the ringette experience of all participants, players, coaches and parents/guardians. A violation of the Code of Conduct enables the NW Ringette Society, at its sole discretion, to **suspend that participant** from NW Calgary Ringette events and activities for a time deemed appropriate by the society's executive committee.

Grievance Procedure:

1. The Head Coach or Parent should discuss their concerns with the appropriate coach or parent. This conversation should take place under two conditions:
 - A. If the conversation follows a particular 'event' of concern, it should not be initiated until **24 hours** (i.e.: allow a 'cooling off' period) after the event occurs and
 - B. The conversation should always include a third party, such as the manager or another member of the coaching staff.
2. If not satisfied with the Head Coach's/Parent's response, approach another member of the coaching staff or the team manager to discuss your concerns. The majority of concerns will be resolved at the team level.
3. If still not satisfied, contact the appropriate division coordinator with the NW Calgary Ringette Society. S/he will talk to coaching staff/parents and act as a mediator in the dispute.
4. If the issue is not yet resolved, the division coordinator, in consultation with the society president, will determine if a hearing needs to be set up. Before a hearing is considered, the Head Coach/Parent will be required to show evidence they followed the above procedures and sought a team-level solution, followed by mediation.
5. A formal hearing regarding non-resolved violation of this code **enables** the NW Calgary Ringette Society, at its sole discretion, to suspend a participant from NW Calgary Ringette events and activities for a time deemed appropriate by the society's executive committee.