

Game-Time Unity

Sportsmanship begins in the stands





Overview

1. Pain, Vision, Commitment
2. Overview of Project Improvements



Pain Points

**Poor adult
behaviour
today is
hurting the
spirit of
hockey.**

- We are losing officials.
- We are having a hard time recruiting coaches and volunteers.
- We are losing community support for travelling teams, putting league games and tournaments at risk.

Vision

We are building a positive rink environment, where kids play and ref the game, make mistakes, and learn from it.

- Referees are energized by refereeing the game.
- Coaches and players are energized and can focus on growth and development
- Community and local businesses are excited to host out-of-town teams.

Commitment - How we will get there together

We commit to protecting players, referees, and team officials from any inappropriate behaviour.

We will **make it clear** what fosters a positive environment.

We will **communicate** with all stakeholders throughout the season.

We **understand** that it will take practice for parents and adults to adjust.

We will **hold parents and adults accountable** to the defined standards.



How we got here

In the last 2 months, NOHA convened a task force to map a new, unified path for unity and respect on the ice.

Project Team

Jason Marchand, NOHA Executive Director
Grant Love, NOHA Officiating Program Coordinator
Steve Lawrence, President (Officers)
Nicole Clouthier, BoD; District 3 - Sault Ste Marie.
Anna Eckensviller. 2nd VP, Temiskaming Shores
Kim Armstrong, President, Espanola
Mark Hooper, VP, OMHA
Amanda Coulas, U9 Convenor, Timmins
Pete Belec, Tier 2 Director, Timmins

What's New this Season

- 1 Code of Conduct for Parents

- 2 Online Form to Report Inappropriate Behaviour

- 3 Visual Board at Rinks to track trends

- 4 Communication Plan

Sign-Before-Skate Code of Conduct



Signature from parents is required before the first game.



Covers arena, hotel, and travel conduct.

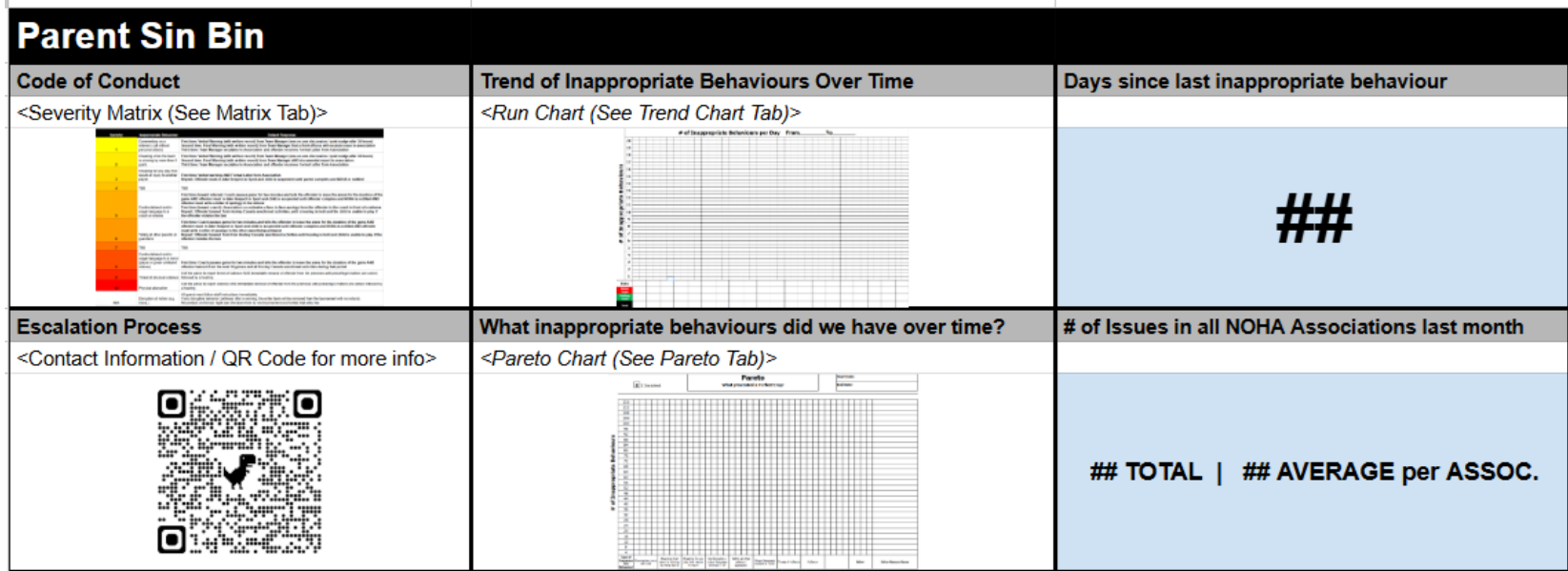


Severity Matrix outlines transparent consequences.

Severity	Inappropriate Behaviour	Default Response
1	Commentary on a referee's call without personal attacks	First time: Verbal Warning (with written record) from Team Manager (one-on-one discussion / quiet nudge after 24 hours) Second time: Final Warning (with written record) from Team Manager that a third offence will escalate issue to association Third time: Team Manager escalates to Association and offender receives Formal Letter from Association AND Offender must re-take Respect in Sport and child is suspended until parent complies and NOHA is notified If the individuals causing the incidents are not identified and disciplinary action cannot be taken, the entire team must re-take Respect in Sport and the team is suspended until all parents comply and NOHA is notified
2	Cheering when the team is winning by more than 5 goals	First time: Verbal Warning (with written record) from Team Manager (one-on-one discussion / quiet nudge after 24 hours) Second time: Final Warning (with written record) from Team Manager AND documented report to association Third time: Team Manager escalates to Association and offender receives Formal Letter from Association AND Offender must re-take Respect in Sport and child is suspended until parent complies and NOHA is notified If the individuals causing the incidents are not identified and disciplinary action cannot be taken, the entire team must re-take Respect in Sport and the team is suspended until all parents comply and NOHA is notified
3	Cheering for any play that results in injury to another player	First time: Verbal warning AND Formal Letter from Association Repeat: Offender must re-take Respect in Sport and child is suspended until parent complies and NOHA is notified
4	TBD	TBD
5	Confrontational and/or vulgar language to a coach or referee	First time (toward referee): Referee pauses game for two minutes and tells the offender to leave the arena for the duration of the game AND offender must re-take Respect in Sport and child is suspended until offender complies and NOHA is notified AND offender must write a letter of apology to the referee First time (toward coach): Association co-ordinates a face-to-face apology from the offender to the coach in front of a witness Repeat: Offender banned from Hockey Canada sanctioned activities, until a hearing is held and the child is unable to play if the offender violates the ban
6	Yelling at other parents or guardians	First time: Referee pauses game for two minutes and tells the offender to leave the arena for the duration of the game AND offender must re-take Respect in Sport and child is suspended until offender complies and NOHA is notified AND offender must write a letter of apology to the other parent(s)/guardian(s) Repeat: Offender banned from from Hockey Canada sanctioned activities until hearing is held and child is unable to play if the offender violates the ban
7	TBD	TBD
8	Confrontational and/or vulgar language to a minor (player or green armband referee)	First time: Referee pauses game for two minutes and tells the offender to leave the arena for the duration of the game AND offender banned from the next 10 games and all Hockey Canada sanctioned activities during that period
9	Threat of physical violence	Call the police to report threat of violence AND Immediate removal of offender from the premises until police/legal matters are sorted, followed by a hearing
10	Physical altercation	Call the police to report violence AND Immediate removal of offender from the premises until police/legal matters are sorted, followed by a hearing
N/A	Disruption at hotels (e.g. noise, etc.)	First Time: Warning to the individual by hotel staff along with notification to team contact. . All guests must follow staff instructions immediately. Repeat: If any disruptive behaviour continues after a warning, hotel staff will notify the tournament manager AND the individual will be asked to leave the hotel the next morning with the player forfeiting their chance to play in the tournament. Disruptive behaviour from multiple people in a team will lead to entire team being removed from the tournament with no refunds. . Misconduct on the last night bars the team from its next tournament and forfeits that entry fee

Dashboard in Rinks

Installed in the rink to track incidents and celebrate wins



 Aim for #1 in lowest incidents - all season long

How You Will Hear From Us

Frequent touchpoints keep everyone aligned on standards and celebrations

Weekly

- NOHA Rink Report email with updates
- Sin Bin Board Refresh

Monthly

- Association Social Media Updates

Within the Association:

- Monthly Meeting with Team Staff within each pilot association
- Referee check-ins in monthly meeting

Report any Incidents in 60 seconds



NOHA: Incident Report Form for Inappropriate Behaviour

Please use this form to report any instance of inappropriate behaviour—on or off the ice—that you witness.
Your report is **confidential** and helps NOHA address issues quickly and keep our rinks safe. A representative will review your submission and, if needed, follow up within 48 hours. Thank you for helping us protect a positive hockey environment.

[Sign in to Google](#) to save your progress. [Learn more](#)

* Indicates required question

Your Full Name *

Visible only to NOHA and respective association representative(s) for follow-up purposes.

Your answer

Your Role *

☐ Parent / Guardian

☐ Coach / Team Staff

☐ On-ice Official

☐ Player

☐ Other: _____

Best contact for follow-up *

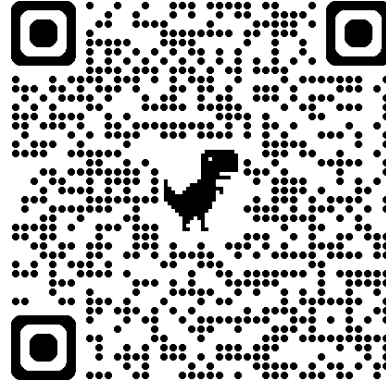
Please enter a valid telephone number or email address.
Used only if a representative needs clarification.

Your answer

The association you are affiliated with *

Choose

- Anyone - parents, families, team staff, officials, players - can report any inappropriate incidents.
- All submissions will be kept **fully confidential** by NOHA and the respective associations.



Next Steps

- Sign the code of conduct before the first game
- Use the form (QR code) to report any inappropriate behaviours.

Thank you for playing your part!