



BGHA Policy Manual

NOTE: Changes or alterations to BGHA Policies may be necessary due to COVID 19 imposed restrictions

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Operational Policies



Concussion Return to Play

BGHA Board Approval	April 2020
Amendment	July 2022

A concussion is a serious event, but the player can recover from it if their brain is given enough time to rest and recuperate. BGHA takes concussions seriously and we prioritize the safety of your child.

Return to Play

BGHA follows and will continue to follow the Hockey Canada Six-Step method for return to play for Concussion in Sport. When an event occurs which could lead to potential concussion, the Trainer will, within the scope of their qualifications and with their best efforts, evaluate the player in question and, using appropriate protocols, make a recommendation based on their observations. If the trainer (or other coaching staff) feels that the player may be concussed or is showing signs of a possible concussion, then they shall deem that player unfit to play until assessed by a physician. Regardless if the player says they feel better or a parent feels that the player is fine to continue, the decision of the trainer (or other coaching staff who made the call) is final and cannot be overturned by another member of the Coaching Staff or the player/parents until the following criteria have been met:

1. Team Management must notify the BGHA of any suspected concussions.
2. You are responsible for seeking medical attention for your child.
3. If the physician diagnoses your child with a concussion the player **MUST** follow the 6 steps in order to return to game play.
4. The player will require written medical clearance from a doctor in order to return to regular game play.

The Six Step Return to Play (which is highly recommended) link is provided [here](#).

On our website, under the Concussion heading there is a document called "Return to Play" please feel free to use this with your physician in order to follow the steps properly.

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Dressing Room Policy (Novice Level and Up)

BGHA Board Approval May 2019

Men (including father, guardians and staff) are strictly forbidden from entering the dressing rooms for any reason except for male coaches who may enter for their coaches game preparation prior to each game, and post-game, to do their line-up, a lesson or a chalk-talk (once the all-clear has been given by a women in attendance who must also remain in the room). Care must be taken to ensure all players are dressed prior to entering the dressing room.

The "2-Deep" rule must be observed at all times, i.e. no adult should ever be alone in the dressing room with the players, as per OWHA policy.

The change room door may be fully open with the female adults present at the door opening (those 2 females must have proper certification as well- police check and respect in sport certification).

Girls who are ready early will be asked to come out of the dressing rooms to have their male guardian tie their skates as appropriate

This policy is mandatory and non-negotiable. A players personal awareness of their privacy and changing must be respected, not only for individual players, but all of the team.

If your child is new to hockey or otherwise needs help dressing you may wish to bring her to the arena dressed in her hockey equipment(except for skates which they put on at the arena)whatever works best for you. However, there will be no exceptions to the rule. There are no men in the dressing rooms.

Players should arrive in plenty of time to get ready. Coaches may ask all non-players to leave the dressing room prior to each game in order to do a lesson, "chalk-talk", or otherwise prepare the players for the game. The coaches may also ask for a few minutes with the players only following the game for comments and cheers. If a player arrives late and cannot be dressed 10 minutes prior to the game , the coach may ask the player to dress in the washroom or otherwise wait until they have spoken to the team prior to the game.

POLICY EXCLUSION - ICE KITTENS PROGRAM

For our younger players in the Ice Kittens program that require more help in dressing and undressing, we would strongly suggest the girls come with some type of under garment that will ensure each child feels comfortable and protected with both adult males and females in the dressing room until an appropriate stage of dress/undress is achieved. the two deep rule is still in effect.



Ice Policy

BGHA Board Approval May 2019

All ice will be assigned by the Scheduler to the teams as soon as it becomes available from the City of Brantford and the County of Brant for the contract season - October - March.

Ice will be as equally scheduled as possible by the Ice Scheduler.

Ice scheduler will be notified by all teams of any tournaments applied for by October 1. This will allow for no ice to be allotted to those teams during the tournament dates.

Returning Ice Ice from October 1-March 31 is the teams responsibility and can only be cancelled/return IF an away game is scheduled, you have been put out of play offs and play downs (March), or due to a tournament in September. Teams will be responsible for any costs associated to returning ice or unused ice. Please notify the Ice Scheduler as soon as possible if you need to return ice for any of the above reasons.

Ice scheduler will make every attempt to reallocate this ice to another team before returning it to the City of Brantford or the County of Brant.

Summer Ice The first 3-tryout ice times for each team will be paid for by the association.

All summer ice April 1 - August 31 will be co-coordinated through the Ice Scheduler and will be paid for in full during the month of September. Ice from September-March will be billed to each team monthly throughout the season.

September ice will be distributed on an ad-hoc bases by the Ice Scheduler in order to get the season underway for both Representative and House League. All coaches will be expected to utilize assigned ice or immediately notify the Ice Scheduler of their intent to vacate that ice so that the schedule may attempt to return the ice or reassign it. The Board will be responsible for all unused ice during September.

Ice Scheduler will do the very best to reallocate unused ice in order to alleviate fees associated with returning ice.

Note: If costs associated with ice change, the cost to your team will be reflected in the change. If county or city cancellation policies change, that will also be reflected to each team and the ice policy will change to adhere to the new cancellation policies.

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OWHA Player Pathways

BGHA Board Received February 2020

Beginning in the 2020-2021 season all Hockey Canada Members, including the Ontario Women's Hockey Association (OWHA), will be following the U11 (Atom) Player Pathway. Player Pathways, as we have seen with U7 (Initiation) and U9 (Novice) Programming are progressive, learn to play development guides that support the player development continuum from U7 (Initiation) through to U11 (Atom). The Pathways outline optimal seasonal structures and age appropriate development guidelines.

Hockey Canada/OWHA U7 (Initiation) Player Pathway [Policy](#)

Hockey Canada/OWHA U9 (Novice) Player Pathway [Policy](#)

Hockey Canada/OWHA U11 (Atom) Player Pathway [Policy](#)

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Player Movement Policy

BGHA Board Approval:

At the start of each season a player may be eligible to skate with the highest competitive category team at an older age level, depending on her ability, physical stature and maturity. Prior to the player skating with the aforementioned team, the player and her parent(s) or legal guardian will be required to request permission from the Board of Directors to skate with the aforementioned team. The Player will be required to skate with both teams until the Executive Committee decides. An Evaluation Committee consisting of three (3) persons will assess each player requesting permission to play at a higher level. One of who will be the Rep Convenor, one of who will be the coach of the team at the older age level. The Rep Convenor will nominate one other person, who is both knowledgeable and experienced in the evaluation of hockey players, to the executive for appointment to the evaluation committee. The Rep Convenor will chair the evaluation committee.

A player is eligible for movement if the player is ranked in talent, ability and maturity at a level that is comparable to the highest competitive category team at an older age level with whom the player is skating. The evaluation committee will make the decision if a player is eligible for movement to the aforementioned team in the older category. The evaluation committee must make this approval before the player can sign with the older age category team.

The House League Convenor will continue to maintain the right to move house league players to a different age level where it is deemed to be a benefit for all the parties involved. The approval for a player to play with the highest competitive category team at an older age level will only apply to the season in which such approval is granted.

Coaches who wish to use AP players must follow the following steps to obtain permission:

1. Contact the Head Coach of the lower level team and obtain permission to contact the desired player.
2. Contact the Player's parents and obtain their permission only after the lower level Head Coach has given his permission. (Protocol of who makes calls etc to be determined by coaches of teams involved)

Allowing Affiliated Players to Play

Coaches are asked to release players to the team that has AP'd them if it does not interfere with their own team's schedule (practices and/or games).

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Rep Team Re-categorization Policy

BGHA Board Approval May 2017

Based on the players registered for the current season, their birth years, and predicted retention, the BGHA Board of Directors will determine the number of teams in each age group for the next season. For purposes of soliciting coaching applications, the BGHA Board of Directors will make an initial assessment of the OWH A category for each team in each age group.

Upon completion of the spring try-outs, the team is required to play a minimum of 3 exhibition games between May and September against teams in the initial category set by the BGHA Board of Directors, prior to applicable category deadlines. The team and will provide the BGHA Board of Directors with a copy of each game sheet for review.

Before September 25, or an earlier date as determined by the BGHA the Head Coach will consult with the BGHA Board of Directors of his/her final assessment of the team's category. The BGHA Board of Directors will establish a list of criteria to be used to conclude on the appropriate category. In all cases the primary goal is to play at a category that will contribute to the development of all the players on a team.

In the event the Head Coach and the Board of Directors decide that the current categorization level is incorrect the team will either move up a level or down a level. The teams below the re-categorized team could also be affected. For Example, If an "AA" team re-categorizes to "A" then the current "A" team will be re-categorized to "BB" and so on.

The BGHA Board of Directors reserves the right of final approval of OWH A category for all teams.

Once registered with the OWH A and entered in the local League (Southern, GHGHL or approved other) no Coach or team member may request to the OWH A or the Local League they are participating in to re-categorize their team up (eg. "A" to "AA") or down (eg. "BB" to "B") or withdraw from the league without the permission of the Board of Directors.

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Rep Try-out Policy

BGHA Board Approval	July 2021
	April 2022
Amended	May 2022

- Registration for Tryouts Any player that would like to try out for the Representative teams will need to register through RAMP and select the tryout package for the correct division. There will be a one-time tryout fee for the tryouts. This fee is to be collected prior to the start of tryouts either by credit card or Etransfer to bghaoffice@gmail.com.
- Minimum Tryout Requirement Players **must** tryout for a higher level than what they played for last year. Players can only tryout for a level lower than what they played last year if they have been released from a higher level team. If moving up a division the same rule applies. For example, if a player played U13BB last year they need to tryout for the U15A team (or higher) this year.
- BGHA Try-out Policy Tryouts for the Representative teams in each division will occur in the spring of each year. Spring tryouts will provide an excellent opportunity for our teams to prepare for the fall season. The spring tryouts will allow the Association to confer with coaches of each division to assess that teams skill level which will be used to categorize that particular group of players into a playing level they can compete at competitively. Spring tryouts will be governed by the following rules.
- Each team will be provided a minimum of 3 tryouts/ice times for selection purposes. Player's releases will be permitted after the first tryout. First teams will finalize to a maximum of 15 skaters plus 2 goaltenders for a total not to exceed 17 total players. A minimum of 13 players and 1 goalie are required for each team and for any reason a team wants to roster a team under the minimum a written proposal for that request must be brought to Association for approval prior to the end of tryouts for consideration. All coaches of each team in this particular age category will be required to respond to this request and those responses will be factored into the final decision.
 - Players interested in playing on a team below the minimum try-out requirement must first obtain a coach's release from the highest ranked team in their own age division. Any dispute of this release will be brought forward to the Director of Rep hockey for resolution and to the Board of Directors if necessary.
 - The second and 3rd teams (if applicable) in each age category is to select as many players as possible from the tryouts. If required you may finalize your

team at the fall finalization camp.

- d. Tryouts are open to all players currently registered with the Brantford Girls Hockey Association and any other player who can provide a proof of insurance that they are currently registered with either a ringette or boy's hockey association. Permission to Skate Forms or releases must be presented prior to participating for all out of town players who are or were registered with any other female hockey association other than Brantford.
- e. The BGHA player movement policy will be in effect.
- f. If a player for a specific reason, injury, illness etc. cannot take part in the tryouts and still wishes to try out for a Rep team, the player must request in writing to the Board of Directors, outlining their reasons for missing tryouts, and be granted approval by the Board of Directors for further participation at the Rep level. If the reason for missing tryouts is deemed inappropriate then that particular player will be ineligible for Rep participation for that particular year. It is at the discretion of the top tier team to choose that player for that team based on skill set.
- g. All players will be charged a fee for tryouts. The fee will be determined and posted each year before tryouts. This must be paid online before tryouts. No refunds will be given.
- h. Categorization of Rep teams for spring try-outs will governed by the BGHA Rep Team Categorization Policy.
- i. If a head coach has a player playing in the same division they are coaching they cannot be selected to play for another team in that division unless that coach is committed to continuing their role as head coach.

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Social Media and Networking

BGHA Board Approval May 2017

Introduction

For the purpose of this Social Media and Networking Policy, the policy will encompass public communication through such internet mediums and websites as Twitter, Facebook, Instagram, LinkedIn, Foursquare, Network 54 and any other social media network that allows users to communicate online.

The policy will be applicable to all members of the BRANTFORD GIRLS HOCKEY Community, including Directors, Teams, BGHA members and staff, on-ice and off-ice officials, billets, players, players' family members and supporters.

BRANTFORD GIRLS HOCKEY ASSOCIATION recognizes and appreciates the value of social media and the importance of social networking to all its stakeholders. BRANTFORD GIRLS HOCKEY ASSOCIATION also respects the right of all Team and Association personnel to express their views publicly. At the same time we must be aware of the dangers social media and networking can present.

The purpose of this policy is to educate the BRANTFORD GIRLS HOCKEY Community on the risks of the social media and to ensure all Team and Association personnel are aware that conduct deemed to be inappropriate may be subject to disciplinary action by the Team, League and/or BRANTFORD GIRLS HOCKEY ASSOCIATION

Social Media Guidelines

- a. BRANTFORD GIRLS HOCKEY ASSOCIATION holds the entire Community who participates in social media and networking to the same standards as it does for all other forms of media including radio, television and print.
- b. Comments or remarks of an inappropriate nature which are detrimental to a Team, the Association or an individual will not be tolerated and will be subject to disciplinary action.
- c. It should be recognized that social media comments are on the record and instantly published and available to the public and media. Everyone including Association and/or Team personnel, players, corporate partners and the media can review social media communication. You should conduct yourself in an appropriate and professional manner at all times.
- d. Refrain from divulging confidential information of a personal or team related nature. Avoid revealing business or game strategy that could provide another team or individual a competitive advantage. Furthermore, do not discuss injury information about any player. Only divulge information that is considered public.

- e. Use your best judgment at all times- pause before posting. Ultimately, you are solely responsible for your comments and they are published for the public record.
- f. The BGHA does not promote that teams or coaches participate in online chat groups as it can cause overall negativity.

Social Media Violations

The following are examples of conduct through social media and networking mediums that are considered violations of the BRANTFORD GIRLS HOCKEY Social Media and Networking Policy and may be subject to disciplinary action by the Team, League and /or BRANTFORD GIRLS HOCKEY ASSOCIATION

- a. Any statement deemed to be publicly critical of Association officials or detrimental to the welfare of a member Team, the Association or and individual.
- b. Divulging confidential information that may include, but is not limited to the following:
 - player injuries
 - trades or other player movement
 - game strategies
 - any other matter of a sensitive nature to a member Team, the Association or an individual
- c. Negative or derogatory comment about any of the Team, Association, League and/or BRANTFORD GIRLS HOCKEY staff, programs, stakeholders, players or any member of the Brantford Girls Hockey Team.
- d. Any form of bullying, harassment or threats against players or officials, association staff, coaching staff.
- e. Photographs, video or comments promoting negative influences or criminal behaviour, including but not limited to
 - drug use
 - alcohol abuse
 - public intoxication
 - hazing
 - sexual exploitation, etc.
- f. Online activity that contradicts the current policies of BRANTFORD GIRLS HOCKEY ASSOCIATION or any of its member ASSOCIATIONS
- g. Inappropriate , derogatory, racist, or sexist comments of any kind, in keeping with the BRANTFORD GIRLS HOCKEY ASSOCIATION policies and regulations on these matters

- h. Online activity that is meant to alarm other individuals or to misrepresent fact or truth.

Discipline The Team, League and/or BRANTFORD GIRLS HOCKEY ASSOCIATION will investigate reported violation(s) of this policy in the manner set out in the BRANTFORD GIRLS HOCKEY ASSOCIATION policy for other types of violations. If the investigation determines that a violation has occurred, the Team , League and /or Association will impose an appropriate suspension. Any appeal of the suspension will be dealt with as set out in the OWHHA Handbook for other types of suspensions

Summary When using social media and networking mediums, the BRANTFORD GIRLS HOCKEY community should assume at all times they are representing BRANTFORD GIRLS HOCKEY and/or its member Associations or Teams. All members of the BRANTFORD GIRLS HOCKEY community should remember to use the same discretion with social media and networking as they do with other traditional forms of media. Should the identity or image of any member of the BRANTFORD GIRLS HOCKEY Community be used in Social Media and Networking without the Individual, Team or Association authorization, this is considered to be identity theft. Please notify your BRANTFORD GIRLS HOCKEY Team Management or the BRANTFORD GIRLS HOCKEY ASSOCIATION Office immediately. Any use of a player or team members' image or likeness without the written consent of BRANTFORD GIRLS HOCKEY is strictly prohibited.

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Membership Policies



Bench Policy

BGHA Board Approval May 2015

At no time unless authorized by a member of the Bench staff, shall anyone approach the player's bench for any reason.

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Code of Conduct

BGHA Board Approval April 2020

Rules of
Department

To foster reasonable behaviour, enhance sportsmanship and to make competition a developmental experience, the BGHA requires its players and parents to meet minimum standards of deportment. All coaches, athletes and parents in the BGHA are required to sign a copy of our Code of Conduct Contract and abide by the rules obtained therein.

General
Responsibilities

All Individuals have a responsibility to:

1. Maintain and enhance the dignity and self-esteem of all Individuals by:
 - a. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status;
 - b. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
 - c. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
 - d. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory
 - e. Consistently treating individuals fairly and reasonably;
 - f. Ensuring that the rules of girls' hockey, and the spirit of such rules, are adhered to.

2. Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:
 - a. Written or verbal abuse, threats or outbursts
 - b. The display of visual material which is offensive or which one ought to know is offensive;
 - c. Unwelcome remarks, jokes, comments, innuendos or taunts;
 - d. Leering or other suggestive or obscene gestures;
 - e. Condescending or patronizing behavior which is intended to undermine self - esteem, diminish performance or adversely affect working conditions;
 - f. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - g. Any form of hazing;
 - h. Unwanted physical contact including touching, petting, pinching or kissing;
 - i. Unwelcome sexual flirtations, advances, requests or invitations;
 - j. Physical or sexual assault;
 - k. Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
 - l. Retaliation or threats of retaliation against an individual who reports harassment.
 - m. Any of the latter that is disseminated through the use of media, including but not limited to: Online social media, texting, online forums, online chatrooms, blogs, etc.
3. Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
 - a. Sexist jokes;
 - b. Display of sexually offensive material;
 - c. Sexually degrading words used to describe a person;
 - d. Inquiries or comments about a person's sex life;
 - e. Unwelcome sexual flirtations, advances or propositions;
 - f. Persistent unwanted contact;
 - g. Sexual assault.
4. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
5. In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of

alcoholic beverages in adult - oriented social situations associated with BGHA events

6. Respect the property of others and not willfully cause damage.
7. Respect and understand that Cellphones, Cameras are not permitted in change rooms
8. Abstain from the non - medical use of drugs or the use of performance enhancing drugs or methods. Comply at all times with the Constitution, Bylaws, policies, rules and regulations of the BGHA, as adopted and amended from time to time.
9. Adhere to all Federal, Provincial, Municipal or host country laws.

Coaches

In addition to the *General Responsibilities* listed above, Coaches have additional responsibilities. The athlete - coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will at all times:

1. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment;
2. Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes;
3. Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical and psychological problems;;
4. Under no circumstances provide, promote or condone the use of drugs or performance - enhancing substances;
5. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;
6. At no time engage in an intimate or sexual relationship with an athlete of under the age of 18 years and at no time engage in an intimate or sexual

relation with an athlete over the age of 18 if the coach is in a position of power, trust or authority over the athlete.

7. Where an athlete has qualified for a training camp, provincial team, national team, etc., the Coach will support the program, applicable coaching staff and the BGHA
8. Give athletes the opportunity to discuss and contribute to proposed training and performance standards as appropriate. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete as appropriate;
9. Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach;
10. Act in the best interest of the athlete's development as a whole person;
11. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy); informed participation and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
12. Act reasonably when scheduling games and practices taking into consideration young athletes have other interests and obligations.
13. Teach athletes to play fairly and to respect the rules, officials, opponents and teammates.
14. Ensure all athletes receive equal instruction, discipline, support and appropriate fair playing time.
15. Remember that children play to have fun and encourage confidence in them.
16. Ensure that equipment and facilities are safe and match the athlete's age and ability.
17. Act generously with praise and set a good example.
18. Not place themselves into a position where they are alone with an athlete, therefore ensure another coach or parent is present at all times when meeting with an athlete.

19. Obtain proper training and continue to upgrade coaching skills.

Athletes

In addition to the *General Responsibilities* listed above, Athletes will have additional responsibilities to:

1. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
2. Participate and appear on time in all competitions, practices, training sessions, events, activities or projects.
3. Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons.
4. Adhere to the BGHA's rules and requirements regarding clothing and equipment.
5. Play hockey because they want to, not because others or coaches require it.
6. Play by the rules of the BGHA, hockey and in the spirit of the game
7. Control their temper and refrain from fighting.
8. Be a true team player.
9. Take into consideration that winning is not everything - that having fun, improving skills, making friends and doing their best are very important.
10. Respect coaches and officials as they are there to support and help the athlete
11. Act as an ambassador of the game of hockey and conduct themselves in a manner that reflects such a position.

Parents/ Guardians and Spectators

In addition to the *General Responsibilities* listed above, Parents/Guardians of Individual and Spectators will:

1. Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence;
2. Condemn the use of violence in any form;
3. Never ridicule a participant for making a mistake during a performance or practice;

4. Provide positive comments that motivate and encourage participants continued effort;
5. Respect the decisions and judgments of referees, and encourage athletes to do the same;
6. Never question an officials' judgment or honesty.
7. Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm from the sport of hockey;
8. Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers who give their time to the sport of hockey;
9. Refrain from the use of bad language, nor harass competitors, coaches, officials, parents/guardians or other spectators.
10. Never force their athlete to participate in the sport of hockey.
11. Remember that their athlete plays the sport of hockey for her enjoyment.
12. Teach their athlete that doing one's best is as important as winning so that their child will never feel defeated by the outcome of a game.
13. Ensure that their athlete feels like a winner every time by offering praise for competing fairly and hard.
14. Support all efforts to remove verbal and physical abuse from the game of hockey.

Implementation Process All parents and athletes must complete, sign and submit the applicable Code of Conduct Form to complete their registration process with BGHA. Athletes will be prohibited to be registered or evaluated by the BGHA if the Pledge Forms have not been completed, signed and submitted.

Coaches and all team management personnel must complete, sign and submit the applicable Code of Conduct Forms to complete their registration process with BGHA. Coaches and team management will be prohibited to act as a BGHA Coach or team manager prior to completing, signing and submitting the form.

At the commencement of each season, each BGHA team will be required to have a meeting with all management, parents and players to review the BGHA Code of Conduct and reiterate that the expectation of the BGHA is one hundred percent (100%) compliance.

The meeting will cover the following: a) Detail the objectives for the year b) Outline the team's expectation c) Lay out the consequences d) Explain the team's responsibilities e) Explain BGHA's responsibilities

In the event that a parent, coach, athlete or team manager does not sign their Pledge Form, such individual is still subject to this Code of Conduct.

Members can report any misconduct or violation of this code using the BGHA Complaint Policy found on the BGHA website under forms and policies.

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Dress Code Policy and Logo Policy

BGHA Board Approval October 2021

The BGHA has a uniform policy designed to maintain a consistent appearance. The BGHA stresses the "team" aspect of the game, and this is one way each girl can show their commitment to their team and the organization.

The BGHA dress code requires the following items to be worn:

1. All Representative Staff (Coaches and Trainers):
 - BGHA approved Jacket
 - They must also wear dark coloured pants if they will be on the bench or in photos.

2. All Representative Players:
 - Brantford Ice Cats Apparel
 - All items are available at our official apparel supplier. See website for more details.
 - All Rep players will be required to wear approved jerseys, pants/pant covers with Ice Cats logo and socks.

3. All Players:

All BGHA players will be required to wear approved jerseys and socks, which **MUST** be purchased from our supplier. Each player must have a jersey with matching socks. In the event of having a home jersey and away jersey, the colours must be appropriately coordinated. All players are required to wear league issued socks for all games.

The BGHA requires players to have black helmets and black pants. Players new to the organization may have another color helmet and/or pants, and we do not require them to purchase new equipment. However, we do request that players and parents comply when purchasing new pants and helmets.

All branding requests for off-ice apparel not purchased from our apparel supplier must be approved- please send information/samples by email to bghaoffice@gmail.com

Use of the Ice Cat logo in any manner must be approved, please send an email to bghaoffice@gmail.com for approval.

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Fair Play Contracts: Parents/Guardians and Players

BGHA Board Approval Jan 2018

- Tenet The BGHA is committed to providing a safe, healthy and fun environment for amateur female hockey.
- Process The BGHA incorporates the Fair Play Contracts for parents/guardians and players in all registration form for association sports activities.
- Fair Play for Parents/
Guardians
1. Parents/guardians will actively encourage and support the concepts of FAIR PLAY at all times.
The concepts are:
 - ▶ Respect the rules.
 - ▶ Respect the opponents, team mates and coaches.
 - ▶ Respect the officials and their decisions.
 - ▶ Maintain myself control at all times.
 2. I will remember that my child plays hockey for her own enjoyment, not for mine.
 3. Parents/guardians shall support the whole team, not just their own child.
 4. Parents/guardians shall not be critical, embarrass, or heckle any players or coaches, including the opposition.
 5. Parents/guardians shall not criticize the referees.
 6. Parents/guardians shall leave the coaching to the coaching staff. Parents are not to encourage their child to play the game in a manner inconsistent with team strategies or plans.
 7. Parents/guardians shall communicate any and all concerns to the coach or team manager.
 8. Parents/guardians will support and promote players to abide by all team rules as determined by the coaches and supported by the BGHA Executive.
 9. Parents/guardians are reminded that no player will be allowed on the ice without complete and safe equipment.
 10. Parents/guardians shall not use abusive or foul language at any team game or function.
- Fair Play for Players
1. I will follow the rules of FAIR PLAY:
 - I will respect the rules of the game.
 - I will respect my opponents, team mates and coaches.
 - I will respect the officials and their decisions.

- I will maintain my self-control at all times.
- 2. I am on a team and will be a team player.
- 3. I will play hockey because I want to.
- 4. I will abide by all team rules as determined by my coaches and supported by the BGHA Executive.
- 5. I agree to abide by the association dress code.
- 6. Foul language towards teammates, coaches, officials or opponents will not be tolerated.
- 7. I will not be critical of teammates and will always encourage good team play.
- 8. I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.
- 9. I am responsible for my own equipment and will ensure that it is complete, safe and in good condition.
- 10. I shall participate in every game and every practice except for illness, injury, work, family or school commitments. If I must miss a game or practice, I will contact a coach or the manager as soon as possible.
- 11. I acknowledge that I am representing the BGHA and not only my team. I shall behave myself at all times and in all public places.

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Rowan's Law Policy (Concussion)

BGHA Board Approval Jan 2020

Revisions: July 2022

Tenet	<p>The Brantford Girls' Hockey Association (BGHA) incorporates all relevant legislation (Bill 193 Rowan's Law) into the process of providing amateur female hockey to ensure the safety of all members.</p> <p>BGHA is committed to creating awareness about concussion and enforcing the rules as set out by the legislation, so please note that coaches/participants/ coaches/bench staff/volunteers will NOT be allowed on the ice during tryout/sort out/practice/game until a signed acknowledgement form is received by the organization.</p>
Background	<p>Effective July 1, 2019 the Ontario Government has enacted Rowan's Law (Concussion Safety), which requires all sports organizations, including the BGHA to have a Concussion Code of Conduct. The Concussion Code of Conduct requires that all participants review the Ontario Government's issued Concussion Resources on an annual basis. A participant is subject to a Concussion Code of Conduct for each Sports Organization a participant registers with.</p>
Process	<ol style="list-style-type: none">The BGHA incorporates the Concussion Code of Conduct in all registration forms for association sports activities.Each registration form will direct members/applicants to our concussion review resource with a signed acknowledgement of the review.All concussion materials will be accessible in the BGHA websiteIt is strongly recommended that all registered BGHA players (U9-U22) have a concussion baseline testing prior to the beginning of the season (October 1st).
Signage incorporated into Registration Form	<p>Concussion Code of Conduct for Athletes and Parents/Guardians (for athletes under 18 year of age)</p> <p>Items marked with an asterisk * are mandatory by O.Reg. 161/19: General.</p> <p>I will help prevent concussions by:</p> <ul style="list-style-type: none">Wearing the proper equipment for my sport and wearing it correctly.Developing my skills and strength so that I can participate to the best of my ability.Respecting the rules of my sport or activity.My commitment to fair play and respect for all* (respecting other athletes, coaches, team trainers and officials).

I will care for my health and safety by taking concussions seriously, and I understand that:

- A concussion is a brain injury that can have both short- and long-term effects.
- A blow to my head, face or neck, or a blow to the body that causes the brain to move around inside the skull may cause a concussion.
- I don't need to lose consciousness to have had a concussion.
- I have a commitment to concussion recognition and reporting, including self-reporting of possible concussion and reporting to a designated person when and individual suspects that another individual may have sustained a concussion.* (Meaning: If I think I might have a concussion I should stop participating in further training, practice or competition **immediately**, or tell an adult if I think another athlete has a concussion).
- Continuing to participate in further training, practice or competition with a possible concussion increases my risk of more severe, longer lasting symptoms, and increases my risk of other injuries.

I will not hide concussion symptoms. I will speak up for myself and others.

- I will not hide my symptoms. I will tell a coach, official, team trainer, parent or another adult I trust if I experience **any** symptoms of concussion.
- If someone else tells me about concussion symptoms, or I see signs they might have a concussion, I will tell a coach, official, team trainer, parent or another adult I trust so they can help.
- I understand that if I have a suspected concussion, I will be removed from sport and that I will not be able to return to training, practice or competition until I undergo a medical assessment by a medical doctor or nurse practitioner and have been medically cleared to return to training, practice or competition.
- I have a commitment to sharing any pertinent information regarding incidents of removal from sport with the athlete's school and any other sport organization with which the athlete has registered* (Meaning: If I am diagnosed with a concussion, I understand that letting all of my other coaches and teachers know about my injury will help them support me while I recover.)

I will take the time I need to recover, because it is important for my health.

- I understand my commitment to supporting the return-to-sport process* (I will have to follow my sport organization's Return-to-Sport Protocol).
- I understand I will have to be medically cleared by a medical doctor or nurse practitioner before returning to training, practice or competition.
- I will respect my coaches, team trainers, parents, health-care professionals, and medical doctors and nurse practitioners, regarding my health and safety.

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