



Olds Minor Hockey Association:
Positive Participation Policy

Organization: Olds Minor Hockey Association (OMHA)

Policy Name: Positive Participation Policy

Date of Policy Adoption: August 23, 2006

Date of Policy Amendments: August 19, 2024/August 26, 2025

Policy Purpose: The purpose of the Positive Participation Policy is to comply with Hockey Canada and Hockey Alberta requirements, and to facilitate the safety and enjoyment of all participants in the Association. Involvement with the Association is a privilege, not a right, and the conduct of all people affiliated with the Association should reflect this.

Applicable Hockey Canada Regulation(s): No ☒ Yes

Applicable Hockey Alberta Regulation(s): No ☒ Yes

Applicable Olds Minor Hockey Association Bylaw(s): No ☒ Yes

This policy is authorized under Articles 1.5(b), 3.7 (a)(i), 11.2 (d), and 1.11 of the Olds Minor Hockey Association bylaws.

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Applicability of the Policy:

- All persons involved with the Olds Minor Hockey Association are expected to demonstrate appropriate behaviour at all times.
- All other Members of the Association and persons involved in the Association who are not explicitly referenced in the codes of conduct are expected to abide by the spirit of this policy and the codes of conduct.



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Conduct Expectations:

- The details of the behaviour expected from board members, on-ice officials, coaches, parents/guardians, players, volunteers, and contracted workers are described in the respective “Code of Conduct” and the associated “Acknowledgement and Agreement Pledge” as part of the “Positive Participation Policy”.

Violation of Conduct Expectations:

- Violation of the “Positive Participation Policy” and the applicable “Code of Conduct” may result in disciplinary action at the determination of the Association, subject to a decision of the Disciplinary Committee as set out in the Association’s bylaws, policies and procedures.
- The Association may refuse the participation of, suspend, or expel any person refusing to acknowledge, agree to, and abide by the “Positive Participation Policy”, applicable “Code of Conduct”, and the Association’s bylaws, policies and procedures:

Policy Review: This policy will be reviewed annually by the Olds Minor Hockey Association Board of Directors.

Policy Oversight:

The President is primarily responsible for the implementation of this policy, although there are policy accountabilities for all Association affiliates.

Operational Appendices:

Appendix A: Board Member Code of Conduct & Acknowledgement and Agreement Pledge

Appendix B: On-Ice Official Code of Conduct & Acknowledgement and Agreement Pledge



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Appendix C: Coach Code of Conduct & Acknowledgement and Agreement Pledge

Appendix D: Parent/Guardian Code of Conduct & Acknowledgement and Agreement Pledge

Appendix E: Player Code of Conduct & Acknowledgment and Agreement Pledge

Appendix F: Volunteer Code of Conduct & Acknowledgment and Agreement Pledge

Appendix G: Contracted Worker Code of Conduct & Acknowledgment and Agreement Pledge

Hockey Canada: Maltreatment, Bullying and Harassment Protection and Prevention Policy

Hockey Alberta: Maltreatment, Bullying and Harassment Policy



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Appendix A: Board Member Code of Conduct

Involvement in Olds Minor Hockey Association is a privilege and not a right. Members of the Board of Directors are accountable to all Members of the Association. All board members are expected to always adhere to the following:

Duty to the Association:

- Carry out roles and responsibilities as set out by the Association to the best of their abilities.
- Acquaint themselves with the bylaws, policies and procedures of the Association.
- Encourage a hockey program that focuses on the development of players, not for the benefit of adults.
- Act as good stewards of the Association.
- Act ethically in all matters of the Association.

Decision-Making Responsibilities:

- Make decisions believed to be in the best interests of the Association.
- Seek further information or input when they are unsure about an issue or uncertain as to the best course of action.
- Recuse themselves from discussing, participating in, or voting on matters of real or perceived conflict of interest.

Engagement with the Membership and Community:

- If complaints are received, refrain from comment and direct Members to the proper complaint process.
- Refrain from making any comments on behalf of the Board of Directors to any individuals or groups, other than committing to take requests forward to the Board of Directors and route the request through the proper process.



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- Board members are not restricted in any public statement they choose to make, unless otherwise prescribed by bylaw, but as a member of the Board of Directors they are expected to:
 - Support the Board and its Officers;
 - Support the bylaws, policies and procedures of the Association;
 - Support the decisions and resolutions of the Association; and
 - Retain the confidentiality of any matters presented in confidence.

Conduct During Association Meetings and Activities:

- All board members shall ensure that their behaviour towards other Directors, Members, or guests prior to, during, or following a meeting or Association activity is as follows:
 - Courteous, professional, fair, and unbiased;
 - Contributes to the presentation of orderly decorum in the meeting;
 - Avoids sarcasm, derogatory comments or questions designed to embarrass or demean; and are
 - Respectful of the rulings of the Association as a whole.
- The President shall not tolerate:
 - Discourtesy by one party to another;
 - Rudeness to other Directors, Members or guests; and
 - Disruptive behaviour.



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**Appendix A: Board Member Code of Conduct Acknowledgement and Agreement
Pledge**

All members of the Board of Directors must sign and return the following to the President of the Association within thirty days of appointment to formalize acknowledgement and agreement with the “Positive Participation Policy”, the “Board Member Code of Conduct”, and the Association’s bylaws, policies and procedures.

Please initial each clause and complete the request below for your printed name, signature, date, and indicate your acknowledgement and agreement by signing below:

___ I have read and agree to abide by the “Positive Participation Policy” as set out and adopted by the Olds Minor Hockey Association.

___ I have read and agree to abide by the “Board Member Code of Conduct” as set out and adopted by the Olds Minor Hockey Association.

___ I have read and agree to abide by the policies and procedures as set out and adopted by the Olds Minor Hockey Association.

Director Name: _____

Director Signature: _____

Date: _____



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Appendix B: On-Ice Official Code of Conduct*

Involvement in Olds Minor Hockey Association is a privilege and not a right. All on-ice officials involved in Olds Minor Hockey are accountable to the Association for their conduct (*On-ice officials are registered and directly accountable to Hockey Alberta and their higher-ranking Code of Conduct). This code applies to referees, linesmen, and other game officials. All on-ice officials are expected to always adhere to the following:

As an Olds Minor Hockey official, I will:

Fair Play:

- Respect and adhere to all ideals, policies and rules determined by Hockey Canada, Hockey Alberta, and Olds Minor Hockey Association.
- Make sure that every player has a reasonable opportunity to perform to the best of his or her ability within the rules.
- Be consistent and objective in calling all infractions, regardless of my personal feelings towards a team or individual player.

Safety:

- Avoid or remedy any situation that threatens the safety of the players.
- Not permit the intimidation of any player by word or action.
- Not tolerate unacceptable conduct towards other officials, players, coaches, spectators, or myself.

Positive Competition:

- Maintain a healthy atmosphere and environment for competition.
- Accept my role as a teacher and role model for fair play.
- Work in co-operation with other officials for the benefit of safe, fair, and competitive play.



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Respect:

- Be open to discussion with players before and after the game.
- Remain open to constructive criticism, and demonstrate respect and consideration for different points of view.
- Handle all conflicts firmly and with dignity.

Professional Standards and Development:

- Obtain proper training to upgrade my skills.



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Appendix B: On-Ice Official Code of Conduct Acknowledgement and Agreement Pledge

All on-ice officials must sign the and return the following to the Executive Administrator of the Association within thirty days of appointment to formalize acknowledgement and agreement with the “Positive Participation Policy” , the “On-Ice Official Code of Conduct”, and the Association’s polices and procedures.

Please initial each clause and complete the request below for your printed name, signature, and date:

___ I have read and agree to abide by the “Positive Participation Policy” as set out and adopted by the Olds Minor Hockey Association.

___ I have read and agree to abide by the “On-Ice Official Code of Conduct” as set out and adopted by the Olds Minor Hockey Association.

___ I have read and agree to abide by the policies and procedures as set and adopted by the Olds Minor Hockey Association.

On-Ice Official Name: _____

On-Ice Official Signature: _____

Date: _____



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Appendix C: Coach Code of Conduct

Involvement in Olds Minor Hockey Association is a privilege and not a right. All coaches involved in Olds Minor Hockey are accountable to the Association for their conduct. This code applies to all coaches. All coaches are expected to always adhere to the following:

As an Olds Minor Hockey coach, I will:

Fair Play:

- Respect and adhere to all ideals, policies and rules determined by Hockey Canada, Hockey Alberta, and Olds Minor Hockey Association.
- Respect the rules of the game, opponents, officials and their decisions, and teach my players to do the same.
- Ensure that all players get equal instruction, support, and fair playing time. I understand that it is my responsibility to weigh factors such as player commitment, work ethic, dedication, and situational play throughout the season to determine “fair” ice time, and that “fair” may not always imply “equal” in any given game.

Safety:

- Ensure that my team’s equipment is complete, safe, and in good condition.
- Prohibit unacceptable conduct within the dressing rooms, on the bench, on the ice surface, and during road trip travel.
- Adhere to dressing room policy regarding proper supervision.
- Do my best to manage the behavior of my players.
- Inform parents/guardians and abide by the Association’s discipline processes if a player is disciplined during a game, practice, or other Olds Minor Hockey activity.

Positive Competition:

- Exhibit a high degree of sportsmanship, teamwork, and a positive attitude at all times.
- Be generous with my praise when it is deserved and encourage players to have confidence in themselves; I will not ridicule or yell at players, or criticize them



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publicly. I will be consistent, honest, fair, and just. I will remember the value of a positive and respectful approach, even in discipline.

- Keep winning in perspective and accept defeat graciously.
- Encourage all my players to be team players.
- Be a positive role model for my players and display emotional maturity by maintaining self control.

Respect:

- Refrain from using foul language towards players, parents, other coaches, and officials.
- Show respect for the feelings and abilities of my players and the players on the opposing team.
- Be reasonable when scheduling games and practices, respect the considerations of, and work collaboratively with the Association's ice scheduler.
- Keep lines of communication open with parents, players, and the Association.

Professional Standards and Development:

- Obtain proper training and continue to upgrade my coaching skills as required.
- Organize practices that are fun and challenging for players, and familiarize myself with the rules, techniques, and strategies of hockey.
- Be prepared. I will not ask anything of players, other coaches, parents, or the Association that I would not ask and expect of myself.



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Appendix C: Coach Code of Conduct Acknowledgement and Agreement Pledge

All coaches must sign and return the following to the Executive Administrator of the Association within thirty days of appointment to formalize acknowledgement and agreement with the “Positive Participation Policy” and the “Coach Code of Conduct”.

Please initial each clause and complete the request below for your printed name, signature, and date:

___ I have read and agree to abide by the “Positive Participation Policy” as set out and adopted by the Olds Minor Hockey Association.

___ I have read and agree to abide by the “Coach Code of Conduct” as set out and adopted by the Olds Minor Hockey Association.

___ I have read and agree to abide by the policies and procedures as set and adopted by the Olds Minor Hockey Association.

Coach’s Name: _____

Coach’s Signature: _____

Date: _____



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Appendix D: Parent/Guardian Code of Conduct

Parent/Guardian Code of Conduct:

Involvement in Olds Minor Hockey Association is a privilege and not a right. Parents/Guardians involved in Olds Minor Hockey are accountable to the Association for their conduct. This code applies to all parents/guardians. All parents/guardians are expected to always adhere to the following:

As an Olds Minor Hockey parent, I will:

Fair Play:

- Respect and adhere to all ideals, policies and rules determined by Hockey Canada, Hockey Alberta, Olds Minor Hockey Association, and our team's coaches.
- Show respect for the judgement and authority of the officials and coaches by supporting the decisions they make and not undermining their efforts. I will not verbally or otherwise abuse officials or coaches.
- Not approach the bench during a game situation unless summoned by a coach or official.
- Avoid confusing my child by coaching from the stands.

Safety:

- Ensure that my child's equipment is complete, safe and in good condition.
- Encourage my child to play by the rules and to resolve conflict in a positive manner without resorting to hostility or violence.
- Show respect before, during and after practices and games by not using abusive or foul language, or harassing players, coaches, officials, spectators, or other participants.
- Maintain self-control at all times.



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Positive Competition:

- Exhibit a high degree of sportsmanship, teamwork and positive attitude when representing my child, their team, and the Association.
- Avoid unnecessary or exaggerated celebration of a goal scored or a game won that would embarrass or demean the opposing team.
- Refrain from behaviour which may create a negative, hostile or uncomfortable team environment.
- Support the team as a whole, not just my own child. I will not be critical of players, parents, coaches, or officials in the presence of players.
- Show respect for the feelings and abilities of my child, my child's teammates and the players on the opposing team by accepting their capabilities. I will not ridicule or yell at my child or other players for making a mistake or losing a game.
- Teach my child that doing one's best is as important as winning so that my child will never feel defeated by the outcome of a game, and make my child feel like a winner every time by offering praise for competing fairly and trying hard.

Respect:

- Ensure that my child is at practices and games on time, or I will contact the coach ahead of time.
- Attend all parent/guardian meetings scheduled by my child's coach or manager; in my absence, I will accept decisions made by the majority of team parents/guardians.
- If I wish to express concern or make a complaint, I will do so using the appropriate channels and in a positive and constructive manner.
- Respect the coaches, staff, players, parents, and spectators of opposing teams. I will demonstrate general respect for everyone at the rink, and will not verbally or otherwise abuse anyone.
- Respect and abide by the Association's "Social Media and Digital Policy"; and
- Follow Hockey Alberta policy regarding phone usage in the dressing room. I will not take photos or videos, record, or watch photos or videos in the dressing room as prescribed by Hockey Alberta policy.



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Team Involvement:

- Willingly help with team responsibilities such as fundraising, team laundry, working the clock or penalty box etc.
- Recognize the value and importance of the volunteers who give their time and resources to provide hockey programming for my child.



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Appendix D: Parent/Guardian Code of Conduct Acknowledgement and Agreement Pledge

Both parents/guardians (if both parents/guardians are involved with their child's hockey) must sign and return the following to the Executive Administrator of the Association by October 15 to formalize acknowledgement and agreement with the “Positive Participation Policy” and the “Parent/Guardian Code of Conduct”.

If the “Positive Participation Policy”, “Parent/Guardian Code of Conduct”, policies and procedures of the Association are unacceptable to you, the Association will refund your registration fee in accordance with Association bylaws and policy. All parents/guardians within the family unit must complete this form before your child will be permitted to participate in Olds Minor Hockey Association.

Each parent/guardian is required to initial each clause and complete the request below for printed name(s), signature(s), and date:

____ I have read and agree to abide by the “Positive Participation Policy” as set out and adopted by the Olds Minor Hockey Association.

____ I have read and agree to abide by the “Parent/Guardian Code of Conduct” as set out and adopted by the Olds Minor Hockey Association.

____ I have read and agree to abide by the policies and procedures as set out and adopted by the Olds Minor Hockey Association.

Parent/Guardian Name (one): _____

Parent/Guardian Signature: _____

Date: _____

Parent/Guardian Name (two): _____

Parent/Guardian Signature: _____

Date: _____



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Appendix E: Player Code of Conduct

Involvement in Olds Minor Hockey Association is a privilege and not a right. Players involved in Olds Minor Hockey are accountable to the Association for their conduct. This code applies to all players. All players are expected to always adhere to the following:

As an Olds Minor Hockey player, I will:

Fair Play:

- Respect and adhere to all ideals, policies and rules determined by Hockey Canada, Hockey Alberta, and Olds Minor Hockey Association.
- Respect the decisions, judgements and authority of the officials and coaches. I will remember that coaches and officials are there to help me.

Safety:

- Ensure that my equipment is complete, safe, and in good condition.
- Control my temper, and I understand that fighting and disrespectful or confrontational language and communication will not be tolerated.
- Never take photos in the dressing room, post or share negative or potentially damaging content about other players online, by text or email.

Positive Competition:

- Always exhibit a high degree of sportsmanship, respect for others, teamwork and self control when representing my team and Olds Minor Hockey.
- Not be critical of teammates and will never discuss teammates abilities except to encourage good team play.
- Remember that winning isn't everything and that having fun, improving skills, making friends, and doing my best are also important.
- Refrain from using foul language toward teammates, coaches, officials, opponents, and spectators.



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Respect:

- Attend all games and practices on time, or contact the coach ahead of time if I will be late or not able to attend.
- Listen to my coaches' instructions.
- Respect the arena facilities and staff, at home and away, in which I am privileged to play. I will always behave myself in all public places, including hotel rooms, restaurants etc., and during minor hockey events. I will leave a positive impression of Olds Minor Hockey.
- Show respect for the feelings and abilities of my teammates and opponents.
- Avoid name calling, making derogatory comments about appearance, or threatening harm or any other words or actions that may negatively affect my teammates. I will help to make the dressing room and all hockey activities a safe and trusted place for all teammates.
- Follow Hockey Alberta policy regarding phone usage in the dressing room. I will not take photos or videos, record, or watching photos or videos in the dressing room, and only listen to music on my devices.

Personal Standards and Development:

- Play hockey because I want to, not because others want me to.
- Always practice and play to the best of my ability.



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Appendix D: Player Code of Conduct Acknowledgement and Agreement Pledge

All players and both parents/guardians (if both parents/guardians are involved with their child's hockey) must sign and return the following to the Executive Administrator of the Association by October 15 to formalize acknowledgement and agreement with the “Positive Participation Policy” and the “Player Code of Conduct”. This signed document may be valid on file your entire Olds Minor Hockey career unless changes warrant a new form.

If the “Positive Participation Policy”, “Player Code of Conduct”, policies and procedures of the Association are unacceptable to you, the Association will refund your registration fee in accordance with Association bylaws and policy. All players and parents/guardians within the family unit must complete this form before your child will be permitted to participate in Olds Minor Hockey Association.

All players and each parent/guardian are required to initial each clause and complete the request below for printed name(s), signature(s), and date:

____ I have read and agree to abide by the “Positive Participation Policy” as set out and adopted by the Olds Minor Hockey Association.

____ I have read and agree to abide by the “Player Code of Conduct” as set out and adopted by the Olds Minor Hockey Association.

____ I have read and agree to abide by the policies and procedures as set and adopted by the Olds Minor Hockey Association.

Player Printed Name: _____

Player Signature: _____

Date: _____



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Parent/Guardian Printed Name (one): _____

Parent/Guardian Signature: _____

Date: _____

Parent/Guardian Printed Name (two): _____

Parent/Guardian Signature: _____

Date: _____



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Appendix F: General Volunteer Code of Conduct

Involvement in Olds Minor Hockey Association is a privilege and not a right. All general volunteers involved in Olds Minor Hockey are accountable to the Association for their conduct. This code applies to all general volunteers not covered by other specified codes of conduct. All volunteers are expected to always adhere to the following:

As an Olds Minor Hockey volunteer, I will:

Fair Play:

- Respect and adhere to all ideals, policies and rules determined by Hockey Canada, Hockey Alberta, and Olds Minor Hockey Association.
- Make sure that every player has a reasonable opportunity to perform to the best of his or her ability within the rules.
- Be consistent and objective in making judgement calls in tasks I am responsible for.

Safety:

- Avoid or remedy any situation that threatens the safety of the players.
- Not permit the intimidation of any player by word or action.
- Not tolerate unacceptable conduct toward officials, players, coaches, spectators, other volunteers, or myself.

Positive Competition:

- Maintain a healthy atmosphere and environment for competition.
- Work in co-operation with all Olds Minor Hockey affiliates for the benefit of safe, fair, and competitive play.

Respect:

- Remain open to discussion and constructive criticism, and demonstrate respect and consideration for different points of view.
- Handle all conflicts firmly and with dignity.

Professional Standards and Development:

- Obtain proper training to upgrade my skills in areas I am responsible for.



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Appendix F: Volunteer Code of Conduct Acknowledgement and Agreement Pledge

All general volunteers must sign and return the following to the Executive Administrator of the Association within thirty days of appointment to formalize acknowledgement and agreement with the “Positive Participation Policy” , the “Volunteer Code of Conduct”, and the Association’s polices and procedures.

Please initial each clause and complete the request below for your printed name, signature, and date:

___ I have read and agree to abide by the “Positive Participation Policy” as set out and adopted by the Olds Minor Hockey Association.

___ I have read and agree to abide by the “Volunteer Code of Conduct” as set out and adopted by the Olds Minor Hockey Association.

___ I have read and agree to abide by the policies and procedures as set and adopted by the Olds Minor Hockey Association.

Volunteer Name: _____

Volunteer Signature: _____

Date: _____



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Appendix G: Contracted Worker Code of Conduct

All contracted workers involved in Olds Minor Hockey are accountable to the Association for their conduct. This code applies to all contracted workers. All contracted workers are expected to always adhere to the following:

As an Olds Minor Hockey contracted worker, I will:

Fair Play:

- Respect and adhere to all ideals, policies and rules determined by Hockey Canada, Hockey Alberta, and Olds Minor Hockey Association.
- Make sure that every player has a reasonable opportunity to perform to the best of his or her ability within the rules.
- Be consistent and objective in making judgement calls in tasks I am responsible for.

Safety:

- Avoid or remedy any situation that threatens the safety of any persons.
- Not permit the intimidation of any person by word or action.
- Not tolerate unacceptable conduct, abuse, or bullying toward officials, players, coaches, spectators, volunteers, patrons, other contracted workers, or myself.

Positive Competition:

- Maintain a healthy atmosphere and environment for competition.
- Work in co-operation with all Olds Minor Hockey affiliates for the benefit of safe, fair, and competitive play.

Respect:

- Remain open to discussion and constructive criticism, and demonstrate respect and consideration for different points of view.
- Handle all conflicts firmly and with dignity.

Professional Standards and Development:

- Obtain proper training to upgrade my skills in areas I am responsible for.
- Conduct myself in a professional manner at all times.



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Appendix G: Contracted Worker Code of Conduct Acknowledgement and Agreement Pledge

All contracted workers must sign and return the following to the Association within thirty days of appointment to formalize acknowledgement and agreement with the “Positive Participation Policy”, the “Contracted Worker Code of Conduct”, and the Association’s policies and procedures.

Please initial each clause and complete the request below for your printed name, signature, and date:

____ I have read and agree to abide by the “Positive Participation Policy” as set out and adopted by the Olds Minor Hockey Association.

____ I have read and agree to abide by the “Contracted Worker Code of Conduct” as set out and adopted by the Olds Minor Hockey Association.

____ I have read and agree to abide by the policies and procedures as set and adopted by the Olds Minor Hockey Association.

Contracted Worker Name: _____

Contracted Worker Signature: _____

Date: _____