

NAPER VALLEY WARRIORS GIRLS HOCKEY

Athletic Code of Conduct

Athletic Code Agreement

Including Drug & Alcohol Policy and Procedures

Philosophy

Naper Valley Warriors Girls Hockey is dedicated to providing a setting where interscholastic hockey players can improve upon their skills while enjoying the game of hockey. Athletics will be a positive learning experience for our players if they recognize that they may achieve their highest personal and athletic potential by embracing a lifestyle dedicated to integrity and self-discipline. NVW prides itself on providing a setting devoted to sportsmanship and a dedication to develop the skills of each player, as an individual and as a team.

In addition, choosing to play with NVW carries both the privileges and responsibilities associated with representing oneself as a devoted member of an interscholastic hockey community. As members of the community, and very visible representatives of NVW, athletes have the obligation to represent themselves in an exemplary manner, twenty-four hours a day, seven days a week, 365 days a year. Failure to comply will lead to consequences and ultimately dismissal from NVW.

Participants in the Naper Valley Warriors Girls Hockey program have a responsibility to adhere to the policies established by NVW, the Chicago Metropolitan High School Hockey League--Girls Division, the Amateur Hockey Association of Illinois, and USA Hockey. We support academic integrity and the rules of behavior by taking disciplinary action when a player is determined by their school to have violated a school rule or academic standard. Our policy is to deal with all suspected and confirmed activities in a prompt and firm fashion while remaining sensitive to the complexity of the issue and the dignity of the players and their families.

The following standards and responsibilities are enforced in order to provide a safe environment dedicated to the growth of each interscholastic player as an individual and a member of their hockey community.

NAME OF ATHLETE (print) _____ YEAR IN SCHOOL (circle): FR SO JR SR

Student-Athlete Responsibilities

As a student-athlete and member of the Naper Valley Warrior Girls Hockey community, I recognize that I have a responsibility to conduct myself in a manner that represents myself, my family, my team, my school, and my community with dignity. I further understand that actions I choose to commit which negatively impact myself, my family, my team, my school, or my community are grounds for consequences up to and including dismissal from the team and the NVW program. I understand that the NVW Athletic Code applies twenty four hours per day, seven days a week, and 365 days a year-- throughout my entire career in Naper Valley Warriors Girls Hockey.

Actions that will be subject to consequences include but are not limited to:

- Use, possession, sale, or transfer of alcohol
- Use, possession, sale, or transfer of a controlled or illegal substance (including, but not limited to, mood-altering drugs and performance enhancing substances).
- Use, possession, sale, or transfer or tobacco products
- Use, possession, sale, or transfer or illegal equipment (including, but not limited to, weapons, drug paraphernalia, syringes, etc.)
- Hosting or organizing a gathering or providing a venue where minors and any of the above referenced prohibited substances or equipment are present.
- Violations of academic integrity as determined by their school of origin.

- Violations of club policies (including, but not limited to, fighting, assault, battery, vandalism, theft, harassment, hazing, or acts of gross disobedience) as well as any conduct that results in school suspension.
- Wearing of clothing or using of signs with derogatory or illicit statements about NVW, any public or private schools, or any other teams or clubs.
- Repeated acts of unsportsmanlike conduct during or surrounding games, practices, and team events--including but not limited to cheating, fighting, or abuse of officials, other players, coaches, or spectators, use of foul or offensive language, or insubordination of coaches
- Falsification of any signatures on NVW registration forms
- Withdrawing from or quitting a NVW team without prior written approval
- Alteration to the standard NVW team uniform (including, but not limited to, the purchase of an alternative jersey, shell, helmet, etc.)

NVW follows the current guidelines of USA Hockey with respect to zero tolerance, player and parent behavior. NVW families will conduct themselves in a manner which exemplifies good sportsmanship and fair play. Families will be supportive of all team players and coaches, both on and off the ice, and will refrain from negative or derogatory comments about players, coaches, and officials. NVW reserves the right to restrict a player's ice time or terminate or restrict a player's participation if the behavior of a player is consistently detrimental to the best interest and goals of NVW. Similarly, parental behavior that jeopardizes a team's opportunity for a positive experience will not be tolerated.

Consequences for Violations:

1. **Criminal Action:** When the Club has sufficient knowledge that a student has been charged with a criminal offense, he/she will immediately be suspended from participation in Club activities pending review. The Rules & Ethics Committee will consider duration of the suspension and reinstatement of the player based upon a thorough review of the information.
2. **Consequences of actions including but not limited to those listed under Student-Athletic Responsibilities:** When the club has sufficient knowledge that a student is or has been involved in the actions listed above, on or off the ice, it will issue the following minimum penalties. The Rules & Ethics Committee has the discretion to add additional penalties up to and including complete suspension from the program and including a discussion with the Athletic Director from the athlete's school of origin.
 - a. *Voluntary admission of a first offense:* Voluntary admission of a first offense Athletic Code violation related to alcohol and/or drugs will not result in any loss of playing time. The consequences will be a mandatory meeting with the NVW Rules & Ethics Committee and the player's parents. The purpose of this provision is to provide help for the player. A specific plan for providing counseling, community service, or other forms of assistance will be designed as a cooperative result of this meeting. **Voluntary admission must occur prior to any NVW personnel, school personnel, or police being aware of the incident and that player's involvement.** Players will only be excused from a penalty based upon a voluntary admission on one occasion.
 - b. *First offense:* Suspension for a minimum of one game and removal from Captain status. The player and her parents will also be required to meet with the Rules & Ethics Committee as well as receive counseling from an approved resource prior to being reinstated with full participation privileges.

- c. *Second offense:* Suspension for a minimum of 4 games and possible suspension from Tournaments, as determined by the Rules & Ethics Committee. The player and her parents will again be required to meet with the Rules & Ethics Committee and attend additional counseling sessions prior to being reinstated with full participation privileges.
- d. *Third offense:* The player will not participate in Club activities until submitting substantial evidence of rehabilitation to the Rules & Ethics Committee to seek reinstatement of activity privileges. This includes a formal presentation of apology to the player's teammates and coaches for neglecting to behave in a manner that exemplifies their commitment to sportsmanship and integrity as interscholastic athletes.
- e. *Fourth offense:* Permanent dismissal from the Naper Valley Girls Hockey Program

Procedure for Handling the Suspicion of drugs or alcohol:

Coaches and managers are to be notified immediately of any suspicion of drugs or alcohol involvement. Coaches and managers in turn will immediately notify the NVW Rules & Ethics Committee of the Board of Directors.

A member of the Rules & Ethics Committee, appointed at the discretion of the Board of Directors, will investigate the issue. The player(s) and parent(s) will be notified and asked to discuss the related activities with the Rules & Ethics Committee. Any player accused of a violation will be given the opportunity to explain or respond in a timely manner. All involved players will be urged to undergo appropriate counseling and/or treatment and be subject to the penalties outlined above.

A player may appeal the decision of the Rules & Ethics Committee providing such appeal is submitted to the President of the Board of Directors within 48 hours of notification of the initial ruling. A parent must attend the appeal meeting. The penalty will remain in effect during the appeal process. The process for selecting an Appeals Committee is outlined below. The decision of the Appeals Committee is final.

Team Rules & Expectations

Each player is expected to participate in games and practices for her team. The coaches will establish team rules regarding attendance, behavior, etc. and the penalties for violations. These rules include but are not limited to expectations regarding:

- Prompt arrival for practices, games, and team meetings
- Adherence to dress code policies
- Appropriate behavior in the locker room, including maintaining a clean and healthy environment
- Practicing good sportsmanship
- Supporting one's team through integrity and commitment

Failure to follow team rules may, at a minimum, limit a player's ice time. Repeat offences will be brought before the NVW Rules & Ethics Committee for determination of additional consequences.

Dress Code

All NVW players are expected to comply with NVW dress code requirements. These requirements include the on-ice equipment of NVW jersey, socks, and a black helmet. These requirements also include wearing off-ice NVW warm-up suits prior to and following games.

When a player violates this code of conduct, her coach has the authority to administer immediate disciplinary action. At his/her discretion, the coach may also discuss the issue or submit a written report to the NVW Rules & Ethics Committee. The Rules and Ethics Committee will review the events and has the authority to impose additional disciplinary actions.

Additional Code of Conduct Rules and Regulations

1. The Code of Conduct is in effect 24 hours a day, 7 days a week, throughout the entire calendar year, offenses are cumulative throughout the player's NVW career.
2. The season for NVW begins at the beginning of open skate. The season ends upon the completion of the last game of the playoffs for that player's team.
3. Any in-season violation will result in the loss of leadership status and may result in the loss of privileges to attend the end of the season sports banquet and receipt of any individual awards.
4. NVW reserves the right, at its sole discretion, to adjust the length of any penalty assessed under this Athletic Code based on the best interest of the player and Naper Valley Warriors Girls Hockey.
5. Under certain circumstances, players in violation of the Code for alcohol or substance abuse may be offered the option to participate in a recognized community-based substance abuse education program. If a player chooses to enroll in such a program, their suspension may be lessened. Participation in these programs will not be grounds for reinstatement of leadership positions. Participation in these programs is voluntary and at the player's sole expense.
6. **Conflict with high school of origin's fall sport:** If the player is also participating in a fall sport in association with their school of origin at the same time a violation occurs and their school institutes punishment consistent with their school's rules and procedures, and the penalty is served prior to the start of NVW League games, then NVW should accept the punishment imposed by their school and no further action need be taken. The purpose of this provision is so that a player does not need to serve time twice for the same violation.
7. Suspensions that are not completed prior to the end of a season will carry over into the following NVW season
8. Players suspended from their high school of origin (i.e. is suspended from school) will NOT be allowed to participate in practices or games while on suspension.
9. Open-Ice Skates: Players serving a NVW suspension for either a first or second offense at the time of NVW pre-season open skates will be allowed to skate in the open skate, but must then continue to serve the remaining balance of their punishment during the new season. A player serving a suspension from their high school of origin (i.e. is suspended from school) at the time of open skate may NOT skate at open skate but may be part of the team in the upcoming season according to NVW policies for accommodating players who are unable to attend open skate due to injury or illness.
10. Players will receive written notice of any Athletic Code penalty assessed by Naper Valley Warriors Girls Hockey. They will be expected to confirm receipt of this notice by having both a player and her parent sign and return a copy of this notice.
11. In the event that a member of the NVW team withdraws from or quits a team without prior written approval from their Head Coach, Team Manager, and the NVW President (or his/her designee), the player will forfeit their eligibility to participate for the current season. Each situation will be reviewed by the Rules and Ethics Committee with input from the Player's Head Coach and the Team's Manager.

12. **Players who are suspended or dismissed from Naper Valley Warriors Girls Hockey with respect to a violation of the NVW Athletic Code will NOT be entitled to any refund or any reduction in fees.** The full amount of any outstanding season fees must be paid--regardless of any suspension or dismissal.
13. **Definition of Hazing:** Hazing is any act which subjects a player to physical or verbal harassment, mental or physical discomfort, intimidation, embarrassment, ridicule, or demeaning activity committed by an individual NVW player or group of players for the purpose of initiating or maintaining membership in a team.
14. **IF YOU TURN YOURSELF IN:** Voluntary admission of a first offense Athletic Code violation related to alcohol and/or drugs will not result in any loss of playing time. The consequences will be a mandatory meeting with the NVW Rules & Ethics Committee and the player's parents. The purpose of this provision is to provide help for the player. A specific plan for providing counseling, community service, or other forms of assistance will be designed as a cooperative result of this meeting. **Voluntary admission must occur prior to any NVW personnel, school personnel, or police being aware of the incident and that player's involvement.** Players will only be excused from a penalty based upon a voluntary admission on one occasion.
15. **Right of Appeal:** The player has a right to appeal a decision. This would be an opportunity to present extenuating circumstance that she believes should affect the consequences that have been administered. The NVW President will appoint the review committee if an appeal is made. This committee will consist of a NVW Rules & Ethics Committee member, a coach, and a parent not serving on the Committee. The request for an appeal hearing must be made in writing to the NVW President within 48 hours following the initial decision.

Communication:

The Rules & Ethics Committee will ensure that all families, coaches, and managers involved with Naper Valley Warriors Girls Hockey are aware of its Code of Conduct by distributing and discussing the Code of Conduct in the following manner:

- Including the Code of Conduct in the registration packages
- Posting the Code of Conduct on the Club's website
- Addressing the Code of Conduct and consequences of illicit activity will be addressed at the pre-season parents/players meeting
- The Code of Conduct will be an item of discussion in early season team meetings wherein the coach, manager, and at least one member of the Board of Directors will be present

Any violation will result in action pursuant to the Naper Valley Warrior Girls Hockey Athletic Code and the consequences described therein. These sanctions apply to all athletes whether or not they were actively engaged in hockey at the time of the violation.

Without exception, no player may override this Code of Conduct. It is important that players have an avenue to express their concern about decisions regarding their discipline or play. It is the RESPONSIBILITY OF THE PLAYER to arrange a meeting with the coach or NVW president to discuss such concerns. Players and parents have the right to submit to the board written concerns about decisions that may require further explanation. The board will ensure that all reasonable requests are reviewed and referred to the Rules and Ethics Committee in a reasonable time period.

ATHLETES WHO ARE SUSPENDED WITH RESPECT TO A VIOLATION OF THE ALTHETIC CODE WILL NOT BE ENTITLED TO ANY REFUND OR REDUCTION OF FEES.

**THE UNDERSIGNED HAVE READ AND ACKNOWLEDGE THE PROVISIONS OF THE NAPER VALLEY
WARRIOR GIRLS HOCKEY ATHLETIC CODE AND AGREE TO ABIDE BY ITS PROVISIONS.**

Dated _____, _____
Athlete's Signature

Dated _____, _____
Parent/Guardian Signature