

# ATLANTIC HOCKEY GROUP

## CODE OF CONDUCT & TEAM PERSONNEL POLICIES

*Version 2.0*

*Updated September 19<sup>th</sup>, 2026*

This document brings together the policies that apply to everyone involved with Atlantic Hockey Group (“AHG”) programs, and the additional requirements that apply to specific groups. It is organized as follows:

- Code of Conduct — applies to everyone: athletes, coaches, team personnel, parents, and spectators
- Coach & Team Personnel Supplement — additional standards for coaches and team personnel
- Team Personnel Safety & Compliance Supplement — screening, self-declaration, and reporting requirements for coaches and team personnel
- Parent & Guardian Supplement — additional expectations for parents and guardians
- Athlete Supplement — additional expectations for athletes

Each Supplement must be read together with the Code of Conduct, which applies to all AHG participants.

# ATLANTIC HOCKEY GROUP — CODE OF CONDUCT

*Applies to All AHG Participants — Version 2.0*

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## 1. Purpose

The Code of Conduct (“the Code”) establishes the behavioural expectations for all individuals participating in or attending any program, league, tournament, camp, academy, or event operated by Atlantic Hockey Group (“AHG”).

Its purpose is to promote:

- A safe, respectful, and inclusive environment
- The protection of athletes
- Professionalism and integrity among all participants
- Consistent and fair behavioural standards
- Clear expectations for conduct both on and off the ice

Compliance with this Code is a condition of participation in AHG programs.

## 2. Scope

This Code applies to all individuals involved in AHG activities, including:

- Athletes
- Coaches and assistant coaches
- Instructors, evaluators, team personnel
- AHG staff, contractors, and volunteers
- Officials
- Parents, guardians, and family members
- Spectators and supporters
- Any individual interacting with AHG athletes or staff at AHG events

This Code applies to conduct:

- In person at arenas or AHG facilities
- During practices, games, tournaments, and team travel
- In dressing rooms and common areas
- At AHG-organized meetings or gatherings
- In digital or online environments connected to AHG programs
- In communication related to AHG activities
- Outside of AHG's business, activities, and events when such conduct adversely affects relationships within AHG (and its work and sport environment) and is detrimental to the image and reputation of AHG. Such applicability will be determined by AHG at its sole discretion.

## 3. Standards of Behaviour

All participants must conduct themselves in a manner that:

- Demonstrates respect, courtesy, and integrity
- Promotes safety and well-being

- Upholds the positive reputation of AHG
- Supports a constructive sport environment

## **4. Prohibited Conduct**

The following behaviours are strictly prohibited:

### ***4.1 Abuse and Maltreatment***

Including but not limited to:

- Physical abuse
- Emotional or psychological abuse
- Sexual abuse or sexualized behaviour
- Neglect or disregard for safety
- Grooming behaviour

### ***4.2 Harassment and Discrimination***

- Harassment, threats, or intimidation
- Discrimination based on race, gender, ethnicity, religion, disability, or any protected ground
- Bullying or targeted mistreatment

### ***4.3 Inappropriate Interactions***

- Inappropriate physical contact
- Inappropriate language toward any participant
- Behaviour intended to demean, ridicule, or humiliate
- Sexual jokes, comments, or gestures

### ***4.4 Inappropriate Communication***

- Direct one-on-one communication between an adult and a minor athlete through text, social media, or private messaging
- Sending or sharing offensive, inappropriate, or abusive digital content
- Online harassment or cyberbullying

*(Additional rules for coaches are detailed in the Coach & Team Personnel Supplement.)*

### ***4.5 Substance Use***

- Use of alcohol, tobacco, cannabis, or illegal substances in the presence of minors
- Attending AHG activities while impaired

### ***4.6 Interference with Sport Operations***

- Abuse of officials
- Disruptive conduct at arenas
- Interference with coaching staff, bench management, or game officials
- Failure to follow AHG staff instructions

### ***4.7 Retaliation***

Retaliation against any individual who submits a report or participates in a reporting process is strictly prohibited.

## **5. Respectful Environment Standards**

Every participant must:

- Treat others with professionalism and respect
- Use appropriate language
- Demonstrate good sportsmanship
- Respect the authority of coaches and officials
- Honour AHG facilities and property
- Support a positive environment for athletes

Parents, spectators, and coaches are expected to model behaviour consistent with AHG values.

## **6. Digital & Social Media Standards**

All participants must use digital platforms in a manner that is responsible and respectful. This includes:

- No posting harmful or defamatory content relating to AHG activities
- No sharing personal information of minors without consent
- No digital harassment, taunting, or negative commentary
- No content that damages AHG's reputation or the safety of its participants

Coaches must avoid direct private communication with minor athletes (detailed in the Coach & Team Personnel Supplement).

## **7. Cell Phones & Recording Devices**

Everyone — athletes, coaches, team personnel, and parents — deserves privacy and respect while participating in AHG activities, especially while changing or getting ready in dressing rooms and similar spaces. This section applies to all participants covered by this Code.

- Cell phones, cameras, and other recording devices should not be used to photograph, film, or record anyone in a dressing room, washroom, or other changing area. This includes the prohibition of such activities when players may be in a vulnerable position, including when changing.
- Generally speaking - devices should be kept away and unused in these spaces. A device needed briefly for another purpose (for example, music) should be used in a way that creates no risk of anyone being recorded.
- Exceptions to this rule would include reasonable instances such as for team photos in dressing rooms pre or post-game with the supervision of multiple staff members.

A violation of this section is treated as a violation of this Code of Conduct and may result in disciplinary action under AHG's Complaints & Investigations Policy.

## **8. Dressing Room Standards**

All dressing room environments must be:

- Supervised according to AHG policies
- Free from bullying, harassment, hazing, and inappropriate conduct
- Inclusive and respectful of all participants
- Safe and age-appropriate
- Free from unauthorized recording devices, as set out in Section 7 (Cell Phones & Recording Devices)

*(Additional details for coaches and teams appear in the Athlete and Coach & Team Personnel Supplements.)*

## **9. Duty to Report**

All individuals involved with AHG share the responsibility to report:

- Safety concerns
- Violations of this Code
- Suspected abuse or maltreatment
- Behaviour posing a risk to athletes or staff
- Criminal charges or investigations involving themselves (for coaches/team personnel)

Reports must be made promptly through AHG's designated reporting channels. Retaliation or obstruction is prohibited.

## **10. Compliance and Cooperation**

Participants must:

- Comply with all AHG policies and procedures
- Cooperate with AHG staff when concerns arise
- Follow directives issued by AHG management during reviews or safety-related actions

Failure to comply may result in disciplinary action.

## **11. No Guarantee of Safety**

AHG is committed to maintaining a safe environment; however:

- No policy can eliminate all risks
- Acceptance of screening or policy compliance does not confirm the absence of risk
- Individuals remain responsible for their personal conduct

## **12. Acceptance of the Code**

Participation in any AHG program constitutes acknowledgment and acceptance of this Code of Conduct.

Participants, parents, and coaches agree to comply with this Code and all related AHG safety policies.

# ATLANTIC HOCKEY GROUP — COACH & TEAM PERSONNEL

## SUPPLEMENT

*Add-On to the AHG Code of Conduct — Version 2.0*

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This Supplement outlines additional standards, obligations, and restrictions for all coaches, assistant coaches, instructors, on-ice helpers, evaluators, and team personnel (“Coaches”). It must be read together with the AHG Code of Conduct, which applies to all participants.

Compliance with this Supplement is a mandatory condition of coaching or participating in any official capacity within AHG programs.

### 1. Role and Expectations

Coaches hold positions of trust and authority. All Coaches must:

- Act as positive role models for athletes
- Provide a safe, respectful, and constructive sport environment
- Demonstrate professionalism at all times
- Use reasonable judgment when applying AHG policies
- Understand that behaviour inconsistent with these expectations may result in removal

### 2. Screening & Reporting Requirements

Screening (Criminal Record Check and Vulnerable Sector Check), applicable acknowledgement forms, and the reporting and disclosure requirements that apply to all Coaches and Team Personnel are set out in the Team Personnel Safety & Compliance Supplement, which follows this Supplement. That Supplement forms part of this Code of Conduct and applies equally to everyone covered by this Coach & Team Personnel Supplement.

### 3. Professional Boundaries With Athletes

#### 3.1 Physical Boundaries

Coaches must maintain appropriate physical boundaries with athletes at all times. Prohibited actions include:

- Unnecessary or prolonged physical contact
- Lap seating, carrying, or physical horseplay
- Physical contact intended to punish, intimidate, or degrade

Appropriate, brief, non-intrusive physical contact (e.g., demonstrating skills, high-fives) is permitted when clearly related to coaching duties and appropriate to the athlete's age.

#### 3.2 Emotional & Verbal Boundaries

Coaches must not:

- Yell in an abusive or demeaning manner
- Use profanity directed at athletes
- Engage in name-calling, ridicule, or humiliation
- Use threats, fear, or intimidation

Constructive coaching feedback that is respectful and age-appropriate is permitted and expected.

## **4. Communication & Electronic Interaction**

### ***4.1 No One-on-One Private Communication***

Coaches must not engage in private, one-on-one messaging with any minor athlete through:

- Text messages
- Direct messages (DMs)
- Social media
- Email
- Any messaging platform

### ***4.2 Allowed Communication (With Safeguards)***

Communication must include:

- A parent/guardian, OR
- Another Coach/staff member (group chat)

Team-wide communications, broadcast messages, and logistical information are permitted.

### ***4.3 Social Media Boundaries***

Coaches must not:

- Follow or “friend” minor athletes on personal accounts
- Engage in private digital interactions
- Share inappropriate content visible to athletes
- Post content that could harm AHG's reputation

## **5. One-on-One Interactions & Physical Settings**

### ***5.1 Avoidance of Isolated Situations***

Coaches must avoid being alone with a minor athlete in:

- Dressing rooms
- Offices or meeting rooms
- Vehicles
- Any private or secluded location

If unavoidable due to safety, injury, or logistical circumstances, the interaction must be:

- Brief
- Observable and interruptible
- Documented or explained to AHG if needed

### ***5.2 Dressing Room Conduct***

Coaches must:

- Follow AHG's Two-Adult Rule: a lone Coach or team staff member must not be in a dressing room with athletes while they are showering or changing. Two adults must always be present together. This follows the standard adopted by most minor hockey associations.
- Never be alone in a room with a single minor athlete
- Use discretion and professionalism when entering dressing areas

Athletes may be permitted to dress without direct supervision, as is generally the case at higher age groups. Athletes who are not comfortable changing or showering at the rink may do so at home.

## **6. Transportation**

### ***6.1 General Standard***

Coaches should avoid transporting minor athletes unless necessary.

### ***6.2 Permitted Situations***

Transportation may occur when:

- The Coach is also a parent and drives teammates
- There are multiple athletes present
- A safety or emergency situation requires immediate action
- No reasonable alternative exists

### ***6.3 One-on-One Transportation***

One-on-one transportation should be avoided. If unavoidable:

- Parent/guardian should be informed
- The situation should be brief and practical
- The Coach must use common sense to ensure transparency

AHG recognizes that real-life circumstances require practical judgment and expects coaches to act responsibly.

## **7. Travel & Overnight Activities**

### ***7.1 Accommodations***

- Coaches and other team personnel should not share overnight accommodations with athletes. Where sharing a room is genuinely unavoidable, the Two-Adult Rule applies; if only one adult and one athlete are briefly present in a room, the door must be left open.
- Athletes of different genders should not share accommodations.
- Teams should set clear expectations before travel, including curfews, room assignments, check-in/check-out procedures, and rules around alcohol.

### ***7.2 Out-of-Program Contact***

- Contact between Coaches and athletes during travel should generally be limited to official team activities — games, practices, training, meetings, and team social activities.
- Coaches should avoid being alone with a single athlete during travel. Where privacy is needed for a legitimate reason, this should be achieved by moving out of the hearing range of others rather than out of their sight.
- Any significant incident during travel (for example, a car accident) must be reported to parents/guardians immediately and to AHG as soon as possible.

## **8. On-Ice & Dressing Room Safety Practices**

### ***8.1 On-Ice Safety***

- Coaches must ensure athletes wear proper, CSA-approved protective equipment, including helmets and throat protectors, at all games and practices.

- No athlete may go onto the ice until the ice-resurfacing machine is completely off the ice surface and its gates are securely closed.
- At least one Coach must be on the ice to supervise athletes and control activities during on-ice sessions.

### **8.2 Dressing Room & Equipment Safety**

- Dressing rooms should be kept clean and left in the condition they were found.
- Horseplay, and throwing or kicking equipment, snow, tape, water bottles, or other objects, is not permitted in the dressing room.
- Where a younger athlete needs help with equipment worn beneath the uniform (such as a protective cup), assistance from a parent/guardian or their designate is preferred. Where a Coach or other team personnel must assist, this should happen within the sight of other adults, involve only the physical contact necessary, and stop immediately if the athlete asks.

## **9. Power Imbalance & Professional Conduct**

Coaches must not:

- Use their position to exploit, manipulate, or improperly influence athletes
- Show favouritism or create hostile team dynamics
- Engage in a sexual or romantic relationship with any athlete under the age of 19, or an intimate or sexual relationship with an athlete 19 or older where a position of power, trust, or supervisory or evaluative authority creates a conflict of interest (strictly prohibited)

Coaches must maintain professionalism and boundaries at all times.

## **10. Drugs, Alcohol & Impairment**

Coaches must not:

- Use alcohol, cannabis, or other impairing substances during AHG activities
- Attend AHG activities while impaired

Moderate and lawful adult consumption outside AHG programs is not restricted.

## **11. Duty to Report**

See the Team Personnel Safety & Compliance Supplement (Sections 4–5) for Coaches' reporting and disclosure obligations, including provincial mandatory reporting laws.

## **12. Cooperation With AHG Administration**

Coaches must:

- Comply with AHG policy requests
- Provide documentation when asked
- Follow all instructions from AHG Management
- Participate in reviews related to conduct or safety concerns

## **13. Acceptance**

By coaching in any AHG program, individuals agree to comply with:

- The AHG Code of Conduct

- This Coach & Team Personnel Supplement
- The Team Personnel Safety & Compliance Supplement
- All AHG safety policies

Failure to do so may result in removal from AHG programs.

# ATLANTIC HOCKEY GROUP — TEAM PERSONNEL SAFETY & COMPLIANCE SUPPLEMENT

*Add-On to the AHG Code of Conduct — Version 2.0*

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This Supplement sets out the screening, disclosure, and reporting requirements for coaches and team personnel working with Atlantic Hockey Group (“AHG”) athletes. It must be read together with the AHG Code of Conduct and the Coach & Team Personnel Supplement. Compliance with this Supplement is a mandatory condition of coaching or participating in any official capacity within AHG programs.

## 1. Purpose

This Supplement exists to:

- Help keep athletes safe
- Give coaches and staff clear, consistent expectations
- Protect coaches and staff themselves, by making sure everyone is held to the same standard

This Supplement works alongside the AHG Code of Conduct and the Complaints & Investigations Policy. It applies to everyone covered below.

## 2. Scope

This Supplement applies to anyone in a role involving direct interaction with AHG athletes, including but not limited to:

- Head coaches and assistant coaches
- On-ice instructors and helpers
- Bench staff, team managers, and other team volunteers

(referred to together as “Team Personnel”). AHG may identify other roles that should also follow this Supplement as needed.

## 3. Screening (CRC + VSC)

### 3.1 Before Starting

Before beginning any role with AHG, Team Personnel must hold a current Criminal Record Check (CRC) and Vulnerable Sector Check (VSC), each issued within the last 3 years.

### 3.2 Renewal

CRC and VSC must be renewed once they're older than 3 years, or sooner if AHG requests it or a concern is raised that calls for updated screening.

### 3.3 Annual Self-Declaration

Each year, Team Personnel confirm, through AHG's standard sign-off process, that since their last CRC/VSC:

- There are no new criminal charges or convictions
- There are no new investigations by police or child protection agencies
- There have been no significant disciplinary actions by another sport organization, school, or employer
- They remain in compliance with AHG policies

A false declaration is treated seriously and may lead to immediate suspension or removal from the role.

## **4. Keeping AHG Informed**

Team Personnel let AHG know as soon as possible if:

- They receive a new criminal charge
- They're arrested, contacted by police, or made subject to a protective order
- They become the subject of a child protection or social services investigation
- A court imposes conditions affecting their contact with minors
- They face disciplinary action from another sport organization

## **5. Duty to Report**

All Team Personnel are asked to report:

- Safety concerns
- Suspected abuse or harassment
- Inappropriate behaviour or boundary violations
- Violations of the Code of Conduct or this Supplement

Reports can be made to AHG's safety email ([safety@atlantichockeygroup.com](mailto:safety@atlantichockeygroup.com)) or directly to AHG Management.

### ***5.1 Legal Reporting Requirements***

Beyond AHG's own process, provincial legislation often creates a legal duty for anyone who suspects a child is being harmed or at risk to report it to provincial child protection authorities and/or local police. This applies regardless of AHG's own process.

## **6. How This Supplement Is Administered**

### ***6.1 Requesting Information***

AHG may ask Team Personnel to provide an updated CRC/VSC or additional documentation from time to time. We ask that these requests be responded to promptly.

### ***6.2 Interim Steps***

If a concern is raised, AHG may take interim steps while it's being looked into — for example, a temporary pause from activities or a temporary adjustment to contact with athletes. These steps are a precaution while information is gathered, not a finding of wrongdoing.

### ***6.3 Final Decisions***

AHG Management makes the final call on eligibility to coach or volunteer with AHG, based on screening results, disclosures, and any concerns raised.

## **7. What This Supplement Does — and Doesn't — Cover**

### ***7.1 Safety***

AHG takes meaningful, reasonable steps to promote a safe environment. Like any organization, we can't guarantee every participant's behaviour or prevent every possible incident — but we take this seriously, and we expect the same from our coaches and staff.

### ***7.2 Not an Investigative Body***

AHG is not a police force or child protection agency and doesn't conduct criminal or child protection investigations. Where those are needed, we work with the appropriate authorities.

## **8. If Something Isn't Followed**

Most situations are resolved through a conversation or a reminder. Where something more is needed, a response may include a verbal or written reminder, a temporary removal from practices or events, suspension, removal from AHG programs, or notifying external authorities where required — depending on the nature and seriousness of the situation.

## **9. Acceptance**

By taking on a coaching, instructing, or team personnel role with AHG, individuals confirm that they have read and understand this Supplement, will complete and maintain the required screening, will let AHG know promptly about any new charges, investigations, or concerns, understand how AHG handles reports and its limits, and accept AHG Management's role in eligibility decisions. This Supplement applies for as long as someone is involved with AHG in one of these roles.

# ATLANTIC HOCKEY GROUP — PARENT & GUARDIAN SUPPLEMENT

*Add-On to the AHG Code of Conduct — Version 2.0*

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This Supplement outlines additional expectations and behavioural standards for all parents, guardians, relatives, and family supporters (“Parents”) participating in or attending Atlantic Hockey Group (“AHG”) activities. It must be read together with the AHG Code of Conduct, which applies to all participants.

Compliance with this Supplement is a condition of participation in AHG programs.

## 1. Purpose

Parents play an essential role in supporting a safe, respectful, and positive sport environment. This Supplement establishes the expectations for parental conduct to protect athletes, staff, officials, and the reputation of AHG.

## 2. Scope

This Supplement applies to all Parents attending or interacting with AHG programs, including:

- Practices, games, tournaments, and camps
- Dressing room areas and arena facilities
- Meetings, events, and off-ice environments
- Digital communications and social media related to AHG activities

## 3. Behavioural Expectations

Parents must conduct themselves in a manner that:

- Demonstrates respect for all participants
- Supports a positive sport environment for athletes
- Reinforces AHG values and expectations
- Models appropriate behaviour for children and youth

Parents share responsibility for maintaining a safe environment.

## 4. Prohibited Conduct

The following behaviours are strictly prohibited:

### ***4.1 Abuse, Harassment, and Intimidation***

Parents must not:

- Verbally abuse or intimidate athletes, coaches, officials, or spectators
- Engage in confrontational or aggressive behaviour
- Use profanity directed at participants
- Engage in harassment, threats, or bullying
- Encourage or permit unsafe behaviour

### ***4.2 Interference With Sport Operations***

Parents must not:

- Approach coaches during games or practices to argue decisions
- Question officials or attempt to influence calls
- Interrupt bench staff or enter restricted areas
- Attempt to direct gameplay or coaching strategy

#### **4.3 Inappropriate Digital Conduct**

Parents may not:

- Post defamatory, harassing, or inflammatory content online
- Publicly criticize athletes, officials, AHG staff, or other parents
- Share private information about minors without consent
- Use social media to escalate disputes

#### **4.4 Dressing Room Restrictions**

Parents may not:

- Enter dressing rooms unless for purpose of getting their player prepared before/after activities with suitable supervision.
- Engage in confrontations or disputes inside dressing areas
- Take photos or videos in any dressing room environment

*See Section 7 (Cell Phones & Recording Devices) of the Code of Conduct for full details — these rules apply to Parents as well.*

### **5. Communication Standards**

#### **5.1 Appropriate Channels for Concerns**

Parents must direct concerns to AHG through appropriate channels:

- Speaking with AHG staff (not during games or practices)
- Submitting concerns through AHG's reporting system
- Communicating respectfully and constructively

Confronting Coaches or officials at the rink is prohibited.

#### **5.2 Role of Coaches**

Parents must respect the Coach's authority regarding:

- Player assignments
- Team roles
- On-ice decisions
- Development priorities

### **6. Supportive Environment Expectations**

Parents must:

- Encourage athletes in a positive and age-appropriate manner
- Promote respect for teammates, opponents, and officials
- Reinforce AHG's safety and conduct expectations
- Allow athletes to participate without pressure or criticism

- Support a balanced approach to competition and development

## **7. Injury, Safety, and Medical Expectations**

Parents must:

- Disclose medical or safety concerns with team staff
- Ensure athletes attend activities in appropriate condition
- Report concerns regarding safety or misconduct
- Cooperate with AHG staff responding to incidents

## **8. Duty to Report**

Parents have a shared responsibility to report:

- Safety concerns
- Violations of the Code of Conduct or this Supplement
- Suspected abuse or maltreatment
- Inappropriate conduct by participants, volunteers, or staff

Reports should be made promptly through designated AHG channels.

## **9. Cooperation With AHG Policies**

Parents must:

- Comply with all AHG policies and facility rules
- Follow instructions from AHG staff or officials
- Cooperate in any AHG review or safety-related process

Failure to comply may impact their child's participation.

## **10. Acceptance**

By registering a child in any AHG program, Parents acknowledge and accept:

- The AHG Code of Conduct
- This Parent & Guardian Supplement
- All related AHG safety policies

Compliance is required to maintain participation in AHG activities.

# ATLANTIC HOCKEY GROUP — ATHLETE SUPPLEMENT

*Add-On to the AHG Code of Conduct — Version 2.0*

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This Supplement outlines additional expectations and behavioural standards for all athletes (“Athletes”) participating in Atlantic Hockey Group (“AHG”) programs. It must be read together with the AHG Code of Conduct, which applies to all participants.

Compliance with this Supplement is a condition of participation in AHG programs.

## 1. Purpose

Athletes are expected to contribute to a safe, respectful, and positive sport environment. This Supplement establishes athlete responsibilities related to behaviour, safety, sportsmanship, and interaction with coaches, teammates, officials, and opponents.

## 2. Scope

This Supplement applies to all Athletes participating in any AHG program, including:

- Practices, games, tournaments, and camps
- Off-ice training sessions and team events
- Dressing rooms and arena spaces
- Team meetings or communications
- Online or digital environments related to AHG activities

## 3. Athlete Behaviour Expectations

Athletes must:

- Treat teammates, coaches, staff, officials, and opponents with respect
- Listen to coaches and follow team instructions
- Demonstrate good sportsmanship at all times
- Compete safely and responsibly
- Represent AHG in a positive manner

Athletes must avoid conduct that is harmful, disruptive, or unsafe.

## 4. Prohibited Conduct

In addition to the Code of Conduct, Athletes must not:

### 4.1 Bullying or Harassment

- Engage in teasing, name-calling, gossiping, or exclusion
- Participate in hazing rituals or initiation activities
- Use threats, intimidation, or humiliation
- Bully teammates or opponents online or in person

### 4.2 Physical Misconduct

- Engage in dangerous or reckless play
- Fight, attempt to injure, or provoke altercations

- Throw equipment in anger
- Use physical force outside the normal course of gameplay

#### **4.3 Verbal Misconduct**

- Use slurs, derogatory language, or profanity directed at others
- Trash-talk opponents in a way that violates AHG values
- Disrespect coaches or officials

#### **4.4 Cyber Misconduct**

Athletes must not:

- Harass teammates or opponents on social media
- Share inappropriate or harmful content
- Post photos or videos of others without consent
- Use group chats to exclude, shame, or attack others

#### **4.5 Substance Use**

Athletes may not:

- Use or possess alcohol, cannabis, tobacco, vaporizers, or illegal substances at any AHG event
- Attend AHG activities under the influence

### **5. Dressing Room Conduct**

Athletes must:

- Respect the privacy and personal boundaries of others
- Use respectful language
- Keep the environment safe, clean, and inclusive
- Avoid horseplay or behaviour that could result in injury
- Not engage in bullying, teasing, or harassment
- Follow AHG's Cell Phones & Recording Devices rules (Section 7 of the Code of Conduct) — no photos, videos, or recording of any kind in dressing rooms or changing areas, even among teammates

Athletes must follow all dressing room procedures established by AHG and team staff.

### **6. Team Conduct & Sportsmanship**

Athletes must:

- Support teammates and contribute to a positive team culture
- Compete fairly and follow the rules of the game
- Show respect to officials and accept calls without argument
- Shake hands respectfully after games (where appropriate)
- Maintain composure during wins and losses

### **7. Communication & Electronic Interaction**

Athletes must:

- Use team communication channels responsibly
- Avoid sending harmful, exclusionary, or inappropriate messages

- Never share private or personal information of teammates
- Communicate respectfully with coaches and team staff
- Follow AHG rules regarding digital communication with coaches

## **8. Health, Safety & Injury Responsibilities**

Athletes must:

- Inform a coach or parent of any injury, illness, or safety concern
- Participate only when physically able to do so
- Follow AHG guidance regarding injury protocols or return-to-play steps
- Use equipment safely and appropriately
- Refrain from behaviour that creates unnecessary risk

## **9. Duty to Report**

Athletes are encouraged to report:

- Bullying, harassment, or unsafe behaviour
- Concerns about teammates or interactions with coaches
- Injuries or unsafe conditions
- Violations of AHG policies

Reports may be made to a parent, coach, AHG staff member, or through AHG's reporting process.

## **10. Cooperation With Coaches & AHG Staff**

Athletes must:

- Follow directions from coaches and AHG staff
- Participate fully in practices and games to the best of their ability
- Refrain from arguing with coaches or officials
- Demonstrate respect during teaching moments and feedback

## **11. Acceptance**

By participating in any AHG program, Athletes acknowledge and accept:

- The AHG Code of Conduct
- This Athlete Supplement
- All additional AHG policies and procedures

Compliance is required to remain eligible for AHG programs.