



Fair Play Policy

1.0 Introduction

- 1.1. All players, regardless of skill level, deserve the opportunity to play in all situations in order to maximize their development. This policy applies to all AA, A, B and C Minor Hockey teams.

All players should receive equal ice-time, unless otherwise defined within this policy. Equal is defined as equal ice-time in every game. There has to be a variable due to the uncertainty in the frequency in stoppages of play.

It is not acceptable for a coach or assistant coach to remove a player from a regular rotation on the bench in order to gain an advantage over their opponent. We ask that all coaches embrace the spirit of the Fair Play Policy and encourage the development of all players to succeed in all game situations. Designated power play and penalty kill lines will not generally be accepted and Goaltenders will start and play every second game or 50% of each game.

2.0 Key Principles

- 2.1 We need to inspire and support coaches to continue to develop all players' strengths and weaknesses. A focus on development for strong players while forsaking those deemed to be weaker is unacceptable.
- 2.2 Hockey New Brunswick follows the Hockey Canada Development Model as well as endorses the Hockey Canada Fair Play Code for Players and Coaches. The Hockey Canada Fair Play Code for Coaches states: "I will ensure that all players get equal instruction, support and playing time."
- 2.3 Development of players comes from playing and experiencing all game situations.
- 2.4 Player development is more valuable than game scores.

3.0 Coaches Discretion

- 3.1 Hockey New Brunswick recognizes that minute for minute playing time is NOT a reality due to the complex nature of the game of hockey and that situations will arise where it may be necessary for a coach to make difficult decisions involving their players that may result in unequal playing times. We present the following guidelines to assist coaches in



these situations. These guidelines are not exhaustive and are presented for illustrative purposes only:

i. The safety of a player is being compromised i.e.: a possible injury has occurred or the player has become a target by opponent(s) etc.

ii. If a player intentionally displays poor conduct towards his teammates or opponents or is in breach of the principles of Respect in Sport, the coach has the authority to use playing time as a discipline tool. If a player is being kept from playing for a disciplinary reason(s) the coach must discuss the matter and the repercussions with the player and/or guardian if needed. Based on the severity of the incident coaches should use their best judgment as to the amount of shifts a player should miss.

iii. A player is not confident in certain game situations. When this instance occurs, it is imperative that the player be communicated to directly and coached through the issues.

iv. The player continually misses practices without notifying the team personnel.

v. The team has an uneven number of players, and needs to rotate players through positions. Examples could include 8 forwards, and rotating 2 centres. Should this example occur multiple times, it's expected that the same players not be used at centre every game.

vi. Hockey New Brunswick does not expect any of these instances to become chronic. We believe that most issues can be solved through open lines of communication and the display of mutual respect.

3.2 Flexibility on the Fair Play Policy will be provided in specific divisions / games as follows:

i. in the U11, U13, U15 and U18 divisions, coaches will be provided the following discretion:

- Power play and penalty kill in the third period or overtime of tournaments and play-offs.

- in the last three minutes of all games (regular season, tournaments, play-offs) in all playing situations (5 vs 5, power play, penalty kill, extra attacker, etc).

4.0 Accountability and Management

4.1 Hockey New Brunswick relies on the coaches to use their best judgment relative to the Fair Play Policy. Based on the complexity of the game of hockey and the countless



scenarios that arise we trust our coaches, players and parents to work together and communicate as often and openly as possible.

- 4.2 As a coach, you have the responsibility to encourage all players to be the best they can be, and provide equal opportunities for them to develop self-esteem and sport skills. When you play your talented athletes more often, you make other players feel less important and deny them the chance to improve their skills.
- 4.3 As a parent, you have the responsibility to understand the challenges of fair play time and speak up if you feel it is abused. Give our coaches some latitude and consider your position over at least 2 games. Please don't bring your stopwatch to the game. We respectfully ask parents to realize that it is impossible for all players to receive the exact same number of shifts or minutes of play time in a single game. Many times the shift length depends on whistles or what end the puck is in. We should strive to have equal and fair Play time over multiple games.

5.0 Implementation

- 5.1 Hockey New Brunswick believes that coaches are our most powerful leaders. They have the ability to set the tone for the season. We expect our coaches to be stewards of this policy and support the implementation of it going forward.
- 5.2 Coach Selection Process - During the coach selection process, it's recommended that Minor Hockey Associations provide coaching candidates with this policy and the expectations that surround them.
- 5.3 Coaches/Manager's Meeting – It's recommended that Minor Hockey Association's have pre-season meetings with all coaches and managers. During this meeting the policy should be presented and clarification surrounding the policy can be given.
- 5.4 Parent Meeting – The team Manager and or Coaching Staff should go through the policy with parents during the Parent Meeting held at the beginning of the season.
- 5.5 Continuing Education and Monitoring - Throughout the season Hockey New Brunswick will continue to educate our coaches, players, and parents on the guiding principles behind the Fair Play Policy

6.0 Process for grievances

- 6.1 As a parent or guardian, if after at least 2 games have passed and you have waited out the 24 -hour rule from the last incident of concern, if you believe your child has not



experienced Fair Play, Hockey New Brunswick asks that you follow the following process:

- i. Discuss your concern(s) with your team manager and advise the Minor Hockey Association of the concern.
 - ii. The team manager will discuss these concerns with the coaching staff and try to bring resolution at the team level.
 - iii. If resolution is not achieved, the team manager will contact a representative from the Minor Hockey Association. Note: The Minor Hockey Association contact will vary with each Association. It could be a division coordinator, discipline chair, Vice President, President, or another representative within the Minor Hockey Association.
 - iv. The Minor Hockey Association representative will investigate the concern(s) and if necessary coordinate meetings with the parent and coaches as required.
 - v. The actions required to resolve the matter will be communicated back to the parent, player, and coach as soon as possible.
 - vi. If unable to be resolved at the Minor Hockey Association level, the Minor Hockey Association representative will contact the District Director. The District Director will follow steps iv and v.
- 6.2 If it is found that the Fair Play Policy is not adhered to an investigation may follow. If a coach is found to have shortened their bench, short shifted players or played one goaltender over the other the coach will receive:
- i. 1st Offense – verbal warning
 - ii. 2nd Offense – written warning
 - iii. 3rd Offense – released from their coaching position