



WEST VANCOUVER MINOR HOCKEY ASSOCIATION

Rep Hockey Manual 2023/2024



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Our Rep Hockey Program

We welcome your interest in Rep Hockey and we are proud to offer a program that is designed to help your child reach their highest potential in hockey.

We are excited to offer an enhanced comprehensive program that will include on-ice training, off-ice training and learning, sports psychology, and dryland training.

Our Rep program is directed by our Director of Hockey Operations, Lubmoir Macoun. Lubo will be hands-on in the coming season and will attend Rep team practices on a biweekly basis, will provide oversight and direction for video review, and will be available for private or semi-private lessons and consultations for all players.

While we continuously improve our program, we are proud of our recent track record, not only for winning the BC Championships in U13 last season, but also for seeing 11 of our players play for academy and zone teams this coming season. A remarkable record of success for a small minor hockey association.

On-Ice training (all ages)

Each Rep team will have two team practices per week and two games per week (home and away). U11 teams may play one game per week during certain weeks as a new U11 Pathway program is being implemented by the Pacific Coast Amateur Hockey Association (PCAHA).

An additional (optional) power-skating clinic will be held every Sunday afternoon led by Lubo Macoun. Position and skills-specific skills clinics will also be held at other times.

Players can enrol in private or semi-private lessons on weekend mornings (all ages) and Tuesday and Thursday afternoons (U15 and U18).

U13 A1 will have an additional practice/skills clinic run by Robert Ginnetti, the U13 A1 head coach. This additional clinic is included in their team fees.

On balance, WVMHA Rep players will have the opportunity to attend four to five practice/development sessions per week. This is equal to or better than the offerings of private clubs and private leagues in the Lower Mainland.

Video Review (all ages)

At the initiative of our Director of Hockey, an extensive video library has been assembled for use by coaches throughout our association. This library has two components: skills development and game development.

The game development videos have been assembled by Lubo Macoun in his capacity as a professional coach for the Linkoping Hockey Club in Sweden, Val di Fiemme Hockey Club in Italy, and Slovan Bratislava in Slovakia.

We've identified the use of video instruction as an area for improvement within our curriculum and Lubo will be overseeing and instructing the use of video review by our Rep team head coaches.

Dryland training with Lubomir Macoun (U11)

Our Director of Hockey will lead our U11 A teams in off-ice training once per week to develop stick-handling skills, hand-eye coordination, motor skills, agility, strength, and conditioning. Sessions will be held in a school gymnasium and are patterned after European development programs.

Dryland training with RK4 (U13 – U18)

All dryland (gym) training sessions will be held at RK4 Development (<https://www.rk4development.com>) in North Vancouver. RK4 was founded by Ryan Kerr and offers hockey-specific training. Ryan trains several professional hockey players, including Conner Bedard. Each team will train one time per week with RK4. Players will also be able to access additional private or small-group training at their discretion.



Sports Psychology (all ages)

Our sports psychology training will be led by Enio Sacilotto. Enio is President of International Hockey Camps and operates the Mental Edge High Performance Training. He has 39 years of coaching experience (professional hockey in Europe and the WHL's Victoria Royals). Currently, he coaches at the Burnaby Winter Club Hockey Academy and the Croatian National Men's team.

There will be five sessions with the players throughout the season and one session for rep coaches only.

1. **Coach's Session** – The program will be more effective for the players if the coaches understand the skills that the players are learning and help reinforce the commitment to practise the skills: one hour and fifteen-minute session.
2. **Players/team session one, October 2023** – Growth Mindset, Mindfulness and Goal setting. Educating young players on maintaining a growth mindset is critical to their development. Mindfulness is defined as purposely paying attention, in a particular way, to the present moment without judgment. This is the key to being focused and, in turn, getting in the flow zone. Proper breathing is the most effective way to calm the mind and promote focus. Finally, we will teach goalsetting techniques so players can set their goals for the season. I recommend a one-hour and fifteen-minute session.
3. **Players/team session two, November 2023** – Review Session one, practise breathing technique. Discuss Mindfulness awareness of thoughts. Teach The Power of Visualization – you get what you see. Visualization is using your mind's eye to see yourself performing your sport and reaching your goals. I recommend a one-hour and fifteen-minute session.
4. **Players/team session three, December 2023** – Review session two – practise breathing techniques. Teach mindful awareness of emotions and how to deal with mistakes and failure—teaching players that mistakes are the steppingstones to learning, improvement and athletic development. I recommend a one-hour and fifteen-minute session.
5. **Players/team session four, January 2024** – Review Session Three – practise breathing and visualization techniques. Grit is sticking to your goals and discovering the player's self-motivation. Teach self-talk and self-compassion. I recommend a one-hour and fifteen-minute session.
6. **Players/team session five, February 2024** – Review Session Four – practise breathing and visualization techniques. Teach players about preparation and developing a preparation routine. Teach playoff preparation tips. I recommend a one-hour and fifteen-minute session.

Coaches

Director of Hockey – Lubomir Macoun



Lubo brings exceptional leadership and technical training to our association with a resume that is matched by few others in the Lower Mainland. He has coached at all levels from U6 to professional at some of the biggest clubs in Europe, including [HC Slovan Bratislava](#) in Slovakia and [Linkoping HC](#) in Sweden. He holds an A+ international coaching license, has a Masters degree with a specialization in hockey coaching, and has published scholarly articles on game situational awareness.

He has an extremely friendly and caring personality and is universally well-liked by players, whom he challenges with highly technical drills and detailed individual instruction.

U11 A1 Head Coach – Clint Colbourn



Clint joins us from the Victoria Rowing Club where he was the Tier 1 U13A1 Head Coach. Previously, he was at the West Vancouver Warriors CSSHL Academy where he was a skills development coach and a U15 Elite assistant coach. Clint was a star minor hockey player who was drafted by the Kamloops Blazers of the WHL in 2013. He was also a Canadian National Team inline player. Unfortunately, he suffered a career-ending injury before he made his mark in the WHL. He then transitioned into coaching where he has become known as a high-energy coach with a truly mature understanding of the game. He is an inspirational figure who is admired by his players for his impressive personal skill set and enthusiastic personality.

U11 A2 Head Coach – Alex Oberti



Alex has recently finished playing minor hockey with WVMHA and is now entering his third season as a coach. He has previously served as an assistant coach for U11A2 and U13A1, as well as various teams in the BC Spartans spring hockey program. He was part of the coaching team that won the U13 Tier 3 BC Championships last season. He has completed his Coach Development 1 certification and he is known for establishing a great rapport with the kids. He will be working closely with Lubo Macoun, our Director of Hockey.

U13 A1 Head Coach – Robert Ginnetti



Robert was born and raised in Vancouver, B.C. After finishing Minor Hockey, he went on to play in the BCJHL for the Vancouver BlueHawks and in the WHL for the New Westminster Bruins and Seattle Breakers. He still holds the BCJHL record for assists in one year at 111. After his Jr career, Rob went on to play Professionally in Europe for 12 years, also playing for Team Italy in the 1992 Winter Olympics and 2 World Championships. Most recently he has been coaching in the lower mainland for 15 plus years, for all ages and skill sets, ranging from Minor Hockey, Jr, College and Pro skaters. Robert brings many years of experience both playing and coaching, passion to the game, and getting the best out of the players.

U13 A2 Head Coach – Cody Morettin



Cody was born and raised in North Vancouver, B.C. After finishing his minor hockey career, he took six years away from hockey due to injuries. Following his return to hockey, he was an assistant coach with North Vancouver Minor Hockey for one season before switching to West Vancouver as the assistant coach with the U15 Rep program. He has also assisted with various teams and development sessions throughout his first season at WVMHA. Cody sets a high standard for his teams, demanding a strong work ethic and team effort.

U15 A1 Head Coach – Spencer Samson



Spencer is a WVMHA alumni and member for two provincial championship teams. He went on to play for the University of Minnesota-Crookston in the NCAA. He is a consummate professional who prepares meticulously for every ice time and demands a high standard of commitment and dedication from his players. He comes to us after having spent several years as an assistant coach for the North Vancouver Wolf Pack Junior B team of the PJHL.

U18 A1 Head Coach – Jaewoo Kim

Jaewoo Kim comes to us from South Korea, where he played on their U18 national team in Division 1 of the World Championships and the U20 national team in Division 2. He moved to Toronto where he played Junior A in the GMHL before transitioning to US College hockey where he played for Northern Michigan University's ACHA 2 team. He is currently a skills

coach with Euro Elite Hockey Development and an assistant coach with the North East Chiefs U17 zone team of the BCEHL.

Goalie Coach – Sean Murray

Sean Murray from Pro-Formance provides specialized goaltending coaching to WVMHA goalies. Sean is present at each of our goalie training sessions. Pro-Formance is the leading goalie training company in the Lower Mainland, working with many of the area's top athletes.



Their coaches believe that the foundation of everything goalies learn is based on positional mastery. From Novice-aged beginning goalies to Pro caliber athletes, their students are taught to continually work towards improving their positioning skills. Stressing confident positioning is where all goalies start. Once positioning has been understood and demonstrated consistently, students are ready to start learning the mechanics of stance, movement, challenging shooters, rebound control, playing the puck, and directing play in the defensive end.

Their instructors are sticklers for details. Details on stance, positioning, holding your stick and other subtleties can mean the difference between the one that got past you and making the winning save. Students are constantly monitored and assessed for their adherence to practicing exactly as the instructors have explained. This attention to detail makes students more aware of the finer points of their game and aids in developing of mental toughness.

Sports Psychology Coach – Enio Sacilotto



Enio is President of International Hockey Camps and operates the Mental Edge High Performance Training. He has 40 years of coaching experience (professional hockey in Europe and the WHL's Victoria Royals). Currently, he coaches at the Burnaby Winter Club Hockey Academy and the Croatian National Men's team.

Coach Enio has a well-deserved reputation for teaching mental and hockey skills:

“As an elite-level coach, mental training techniques for individuals and teams have been a part of our coaching program. Every team I coached that utilized this program has been motivated to play with commitment and to their potential. The positive results speak for themselves. My introduction to mental training techniques began as a young student attending Notre Dame High

School. I have practised, studied, and applied these techniques since learning them.

Having practical experience as a coach allows an understanding of what the players and staff go through during a challenging and demanding season where consistent development and performance are required. Being a third-party neutral person who understands their experience would create a 'safe platform' and a relationship with them by a non-threatening person that they can confide in and trust. I will present the players with tools to make them stronger people and stronger players."

Dryland Coach – Ryan Kerr

RK4 founder Ryan Kerr understands how injuries can hurt performance and how the right training program can propel you forward and increase longevity.

As a WHL first-overall draft pick, Ryan knows that training hard on and off the ice improves athletic performance. Ryan's journey is Rk4's foundation and the lessons he has learned are incorporated into intelligent, effective, and connected training programs for all levels of athletes.

"The days of "max bench press and squat" are behind us. Smart training compliments strength and speed to increase power and minimize injury. For athletes whose sport requires quick bursts of maximal effort, Rk4 balances explosive movement, single-leg strength, and stability with smart mass building."

Fees

Tryout Fees

A try-out fee is charged by the Association for players attending Rep try-outs. This is to cover the additional ice and coaching costs for evaluations. It also partially covers the cost of our player evaluation software (TeamGenius). The Rep tryout fee is \$185. To participate in Rep tryouts, a player must be fully registered, and have paid all fees.

Carding Fees

Once selected to a Rep team, each player will pay a Carding Fee. Carding Fees will largely replace *team* fees and will be administered by the association instead of team managers. This is in part to reduce the burden on team managers, but also to provide families with the opportunity to pay fees in monthly instalments instead of lump sums.

Carding fees will cover the following items:

- Remuneration for team head coach and assistant coaches
- Goalie training
- Dryland training
- Sports psychology training
- Practice jerseys
- Extra refereeing costs
- Additional ice

Note that the cost of professional coaching that is allocated to house teams (included in the base registration fees) is deducted from the carding fees for Rep players.

Carding fees for each division are indicated on our website at www.wvmha.ca/register/

Carding fees must be paid once a player is selected to a Rep team. Players will not be permitted to attend Rep team practices or games until fees are paid.

Team Fees

Additional team fees may be charged by Rep team managers to cover the costs of tournaments, including tournament entry fees, coach accommodation, travel costs, and coach per diems for travel tournaments. Team functions such as team-building activities and meals may also be charged.

In addition to the team fees, families may be required to purchase track suits or other WVMHA apparel.

Bursaries

Bursaries are available to cover registration fees and/or carding fees for families in financial need. Applications for bursaries are to be made in confidence to the WVMHA Treasurer or President. Bursaries are awarded at the sole discretion of the Board of Directors. As a general guide, families that qualify for KidsSport assistance (<http://www.kidsportcanada.ca>) also qualify for WVMHA bursaries.

Applications for bursaries can be made in confidence to president@wvmha.ca.

Rep Hockey Policies

Rep Team Formation

The decision as to whether there should be Rep teams is made in the interests of the Association as a whole and cannot be based solely on the interests of a few. Accordingly, the Association is guided by the following policy:

1. Rep Teams at each level will only be declared when the Board of WVMHA, in consultation with the Director of Hockey, determines that there is a sufficient number of registrants whose skills, commitment and fitness are of such a level as to allow the team to play competitively within WVMHA's designated Tier level.
2. The number of Rep Teams at each level will be decided by the Director of Hockey based on the number of registrants who meet the requirements for Rep play.
3. Rep A1 teams will be comprised of the 'best qualified' registrants. Rep A2 teams shall only be created if:
 - There are sufficient registrants not playing A to meet the minimum team size and
 - The skills, commitment and fitness of the registrants wanting to play are of such a level as to allow the team to play competitively.

Rep Coach Selection

Rep coaches are ideally not parents. The hiring of the Rep coaches is the responsibility of the Director of Hockey and it is at his/her discretion if a parent is selected.

Rep Try-Outs & Team Selection

Playing Rep is a privilege and not a right. The selection process is not perfect and making the Rep team does not mean that you are there for the season. Players can be moved up and down at any time before the PCAHA roster freeze deadline of January 10.

If you wish to play on a WVMHA Rep team, you must agree to abide by all the Rep rules of conduct and meet all the commitment expectations including games, practices, tournaments, on-ice skill development and off-ice hockey development.

Rep team players and goalies will be selected based on commitment to play Rep hockey, ability, fitness and desire. They need to be there because they want to be there and not because their parents want them to be. Once teams are selected, players may still be transferred to other teams (including movements up and down).

- Players and goalies who did not indicate on their registration form that they want to try-out for a Rep Team and wish to do so, must obtain permission from the Director of Hockey.
- Except with approval from the Director of Hockey, any player failing to attend all scheduled ice times for try-outs or who registers late without valid reason is not eligible for Rep selection.
- Registered players attending Junior, Academy or Zone try-outs are exempted from attending try-outs where a scheduling conflict occurs by giving notice to the Director of Hockey.
- Players that miss two or more try-out sessions due to injury and or sickness require a “Doctor’s note” to be eligible to continue the try-out process.
- Selection of initial Rep team rosters will be determined by September 30 with allowance for returning Junior or Academy/Zone players if applicable.
- Being selected as a Rep player in a division for one year, does not entitle the player to a place on the Rep team the following year.
- If players from neighbouring associations join our Rep team selection process, they are given equal opportunity as WVMHA players. This situation can occur when neighbouring associations do not declare a Rep team of their own. There is no discrimination as to player origin and all players must make a Rep team based on merit.

Team Selection – Skaters

- Selection will be made over several on-ice sessions by a WVMHA designated group of evaluators.
- Where appropriate, WVMHA may contract for external expertise to assist in the evaluation process.
- All Players, U11 to U18, can try-out for Rep. The Director of Hockey may re-assign a player to a House team at any time during the try-outs, without there being a requirement for game play assessment, if in his/her sole opinion, the player is not suitable to play at the Rep level.

Team Selection – Goalies

- A maximum of two goalies can be selected per team but Rep teams will elect to carry only one goalie if there is only one qualified candidate. Registering as a goalie does not automatically result in being able to play as a goalie.
- Goalies who registered but are injured either before the try-out process commences or during the try-out process such that it is impractical for them to be properly evaluated and who have a medical certificate to confirm the injury, may be evaluated at the goalie clinics when they are fit. If the goalie coaches and/or Director of Hockey feel that they are of Rep calibre, then the goalie may be evaluated for a Rep team.

- Qualified goalie coaches and the Director of Hockey will assess skills and rank the goalies qualified to play Rep.
- Selection to be made only after receiving an objective assessment from a qualified goalie coach. The assessment and team placement recognizes all aspects of goaltending including:
 - Athletic Ability including; conditioning, strength, agility and quickness.
 - Goaltending technique including: general ability, positional play, technique, and vocalization to team.
 - Attitude and coachability for prior and current year including: commitment, attendance, mental strength, drive to improve, team player.
- The team head coaches and the Director of Hockey shall not override the assessment report of the goalie but can modify the goalie's seniority based on their knowledge of the goalie's historical effort, attitude and commitment.
- Age will not be a factor in goalie selection unless it is determined that two goalies are equally skilled. If equally skilled, the older goalie will be given priority.
- Where two or more goalies are competing for the same placement and where there is no clear difference in skill level, a qualified goalie coach will provide input on the relative skill level of the goalies in game situations.

Player Release Appeals

In the case of Players: Parents or players with questions or concerns regarding player releases to House must wait 24 hours before contacting the Director of Hockey. The Director of Hockey in consultation with the head coach shall respond in writing within 24 hours. If the issue is not resolved, an appeal may be filed in writing to the Ombudsman. Should a further on ice review be required, it will occur on the team the player has been moved to.

In the case of Goalies: Parents or goalies with questions or concerns regarding goalie releases to House must wait 24 hours before contacting the Director of Hockey. The Director of Hockey in consultation with the head coach shall respond in writing within 24 hours. If the issue is not resolved, an appeal may be filed in writing to the Ombudsman. Should a further on ice review be required, it will occur on the team the player has been moved to.

Attendance Requirements

Attendance at all team activities is a requirement for acceptance to Rep team play.¹

Rep Player Conduct

Rep players are **representative** of the Association and have a special obligation to always act in a manner that respects and advances the reputation of the Association. Players are expected to be respectful and disciplined both on and off the ice. Failure to comply will result in suspensions and/or removal from the Rep team.

All players, team officials and parents must recognize that they are representatives of both our Association and our greater community. We are all ambassadors of WVMHA, and it is critical to our success that we take pride in who we are and maintain our integrity and an honourable reputation both within minor hockey and the greater community.

See also to our **Zero Tolerance for Bullying, Harassment and Abuse** policy located below in the “Zero Tolerance” section of this document.

Rep Team Dress Code

A dress code for Rep players and coaches will be mandated by the Director of Hockey in consultation with the Board of Directors at the beginning of each season. The dress code may be comprised of WVMHA apparel that may need to be purchased at the beginning of the season.

Players and coaches must conform to the dress code when attending games. Failure to do so may result in sanctions by the team coach and/or the Director of Hockey as appropriate.

Coaches may mandate the wearing of colour-specific practice jerseys and socks (to be purchased at the beginning of the season) to facilitate team practices.

Dryland Training

If you want to play competitive hockey, it is critical that you participate in the WVMHA organized hockey specific dryland program. **Participation in a WVMHA organized program is a requirement for playing Rep hockey.**

¹ Exceptions may be made on an individual basis for athletes participating in other high-level sports or activities. **Such exceptions must be confirmed with the Director of Hockey prior to final team selection.**

The game of hockey is both physically and mentally demanding, and hockey specific off-ice training will assist players in becoming better hockey players and reduce the likelihood of injury.

Around the Rink

General Policies

Parents

- **Parents, unless they are team officials, are not permitted on the bench or the ice at any time!**
- **Parents should not discipline or critique other players;** any on-ice or off-ice behavioral issues must be brought to the coaches' or manager's attention and can **only** be dealt with by team officials, the Director of Hockey or WVMHA board members.
- Read and know the **Parent's Code of Conduct**
<http://www.wvmha.ca/parents/parents-code-of-conduct/>

Uniforms

- Game socks are not to be worn during practices.
- Game jerseys are not to be worn during practices.
- Only WVMHA-issued socks and jerseys can be worn during games.
- Black helmets are **mandatory** for Rep players.

Timeliness

- Arrive at the rink at least **15 minutes** before practice – or earlier as per coaches' discretion.
- Attendance to all team functions is a requirement for Rep hockey.
- Players are to be **fully dressed and ready at least 5 minutes before practice starts or at the discretion of the Head Coach.**

Dressing Room

- **No cell phones or cameras** in the dressing room.
- Dressing rooms must be **supervised** at all times by team officials or designated parents. Players should not enter unsupervised dressing rooms.
- Our dressing rooms are **nut aware**. Please avoid bringing or consuming foods with nuts or nut products in the dressing rooms.

Players' Conduct

- Players shall read the **Players' Code of Conduct** and abide by it. <http://www.wvmha.ca/parents/players-code-of-conduct/>
- **Players are not to go on the ice without a Coach.**
- Players shall be respectful of coaches and teammates at all times.
- Players should remember to volunteer to pick up pucks and equipment at the end of practice.
- Players should be mindful of thanking their coaches after each practice.

Personal Equipment

- **Neck guards are mandatory for all ages.** Players may not participate in on-ice activities without a neck guard.

'24 Hour' Rule & Parent to Coach Communication

Rep Teams - Parents who are not rostered as team officials on Rep teams should never initiate communication directly with the coaches except during pre-defined team meetings between the parents and the coaches.

24-hour Rule: if you have something to say to the coach (that could be contentious) you must wait 24 hours after the event or the game before discussing it. By this time, you have better perspective, and a lot of arguments naturally are eliminated in the process.

In all situations the Team Manager or Team Safety Person (HCSP) is the conduit for confrontational communication. Managers and HCSPs need to understand their role as a non-partisan representative of the team.

Any concerns or issues that need to be addressed by the coaches should be raised with the team manager who will review it with the team head coach. If that doesn't get it resolved, then the team manager should inform the Director of Hockey of the situation who will either try to resolve it or bring it the Board for review and/or dispute process/intervention if necessary.

Behaviour and Zero Tolerance Policies

Respectful Behaviour

WVMHA is committed to cultivating a safe and productive sports environment and a culture of respect. We expect the highest standards from our players, coaches, team officials, parents and volunteers at all times.

We take pride in being ambassadors for our organization and our community whenever we are at a rink — home or away.

We expect all our players and coaches to demonstrate respect for:

- Themselves;
- Their teammates;
- Their coaches;
- Parents;
- Volunteers;
- The game and all of its rules;
- Opponents;
- Referees;
- Any facility we occupy, especially our arena;
- Our equipment (both personal and association equipment);
- Guests in our arena;
- Our neighbours in the community.

Examples of respectful behaviour expected of WVMHA members include (but are not limited to):

- Players picking up garbage in the dressing rooms and being respectful towards arena staff;
- Players not complaining about penalty calls either verbally or via body language;
- Parents and players demonstrating moderation in celebrating goals in blowout games;
- Parents not cheering opposing team injuries;
- Coaches not yelling at or berating players or referees;
- Players “taking a knee” in practice when summoned by coaches and not engaging in distracting/unsafe behaviour.

Zero Tolerance

There is zero tolerance for drugs, alcohol, bullying, abuse or vandalism. Zero tolerance means that behaviour involving any of the above will not be tolerated at any event related to WVMHA and will be immediately sanctioned.

Any occurrence must be immediately reported **and the President of WVMHA must be immediately advised should incidents occur involving drugs, alcohol, bullying, abuse or vandalism.** See Reporting Procedures below.

REFER TO OUR ZERO TOLERANCE POLICY FOR DETAILED INFORMATION:

https://www.wvmha.ca/my_files/Policies/WVMHA-Zero-Tolerance-Policies.pdf

Social Media Policy

Social Media Guidelines

- a) All parents and players participating in social media are asked to voluntarily follow WVMHA's social media accounts. These include our Instagram, Facebook and Twitter (X) @westvanhockey accounts.
- b) WVMHA holds members who participate in social media and networking to the same standards as it does for all other forms of media including radio, television and print.
- c) Comments or remarks of an inappropriate nature which are detrimental to WVMHA or any constituent team, other Associations and Leagues or any of their constituent teams, BC Hockey or an identifiable individual will not be tolerated and will be subject to disciplinary action in accordance to our Zero Tolerance Policies. This includes immediate suspension and potential expulsion from the Association.
- d) Social media comments are on the record and instantly published and available to the public and media. Everyone including Association and/or team personnel, parents, players, corporate partners and the media can review social media communications. You should conduct yourself in an appropriate and professional manner at all times.
- e) Ensure that you always strive to add value to any social media conversation. If you are uncertain about a post, consider if the comment is making a contribution, helping understand, solving a problem, improving knowledge or skills, or building a sense of community.

- f) Divulging confidential information of a personal or team related nature is prohibited. Do not discuss medical or injury information about any player. Only divulge information that is considered public.
- g) Show respect for audiences and the Association by ensuring that content is family friendly, protects the privacy of others, respects different opinions and does not knowingly breach privacy or copyright laws. Include links to relevant resources where applicable.
- h) Use your best judgement at all times – pause before posting. Once your comments are posted they cannot be retracted. Ultimately, you are solely responsible for your comments and they are published for the public record.

Social Media Violations

The following are examples of conduct through social media and networking mediums that are considered violations of our social media policy and may be subject to disciplinary action in accordance with our Zero Tolerance policies.

- a) Any statement deemed to be publicly critical of Association officials or detrimental to the welfare of a member of a team, association, league, BC Hockey or individual.
- b) Any form of bullying, harassment or threats against players or officials of any minor hockey association. This includes mocking, threatening or harassing players and members of opposing teams.
- c) Divulging confidential information on anyone or any team associated with WVMHA.
- d) Negative or derogatory comments about any player, team, association, league, staff, volunteers, programs, stakeholder, or any BC Hockey member.
- e) Photographs, video or comments promoting negative influences or criminal behavior, including but not limited to alcohol abuse, public mischief, hazing, bullying, and sexual exploitation.
- f) Inappropriate, derogatory, racist, or sexist comments of any kind.

Zero Tolerance for Cyberbullying

Cyberbullying is the use of any electronic communication device to convey a message in any form (text, image, audio or video) that defames, intimidates, harasses or is otherwise intended to harm, insult or humiliate another in a deliberate, repeated or hostile and unwanted manner under a person's true or false identity. In addition, any communication of this form that disputes or prevents a safe and positive environment may also be considered cyberbullying.

Any player, team official, contractor, parent or volunteer caught or suspected of cyberbullying of any member or guest of WVMHA, including opposing teams, players, associations and leagues, will be automatically suspended indefinitely pending review by the WVMHA Board of Directors and Ombudsperson.

Any infraction may cause the Board to expel a player, team official, contractor, parent or volunteer from the association with no refund of fees or remuneration.