



Central Zone Referees' Committee Discipline Policy (Effective 2009/10 Season)

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1.0 Definitions

1.1. The following abbreviations will be used in this Plan:

- **CZRC:** Central Zone Referees’ Committee.
- **CZRC Executive:** Central Zone Referees’ Committee Executive.
- **CZRC Member:** any hockey Official that is registered with the Central Zone Referees’ Committee for the current term. The term anniversary is December 15 of each year.
- **Fine Schedule:** A CZRC-approved list of possible offences that CZRC Members can be disciplined for contravention. Appendix A.

1.2. The **Director of Discipline** shall be one of the members of the CZRC Executive.

1.3. The Director of Discipline shall create a **Discipline Committee** each year to help the Director of Discipline to administer the responsibilities of the Discipline Portfolio. The members of the Discipline Committee will be identified at the first Monthly General Meeting. The Director of Discipline will serve as the

Chairman of the Discipline Committee. The Discipline Committee shall be made up of 5-8 members of the CZRC and shall include:

- The Director of Discipline.
- One CZRC Level II or Level III Official.
- One CZRC Level IV, V, or VI Official.
- Up to five additional CZRC Officials (any level) so as to have a suitable cross-section of the Zone and as deemed appropriate by the CZRC Executive.

The Discipline Committee will work in conjunction with the Director of Discipline to administer the Discipline Portfolio. The Director of Discipline shall bear responsibility for all decisions of the Discipline Portfolio, and the intent of the Discipline Committee is to maintain fairness in the execution of due process, to provide continuity, and to provide perspective and/or opinions on matters of the Discipline Portfolio.

The CZRC Executive will vote to ratify the members of the Discipline Committee. The CZRC Executive may appoint additional members to the Discipline Committee by vote at any time.

- 1.4. The **Discipline Portfolio** shall include Discipline Items, Complaints, and Grievances.
- 1.5. A **Discipline Item** is any internal discipline matter (internal to the CZRC). A Discipline Item will arise when any member of the CZRC is charged with one of the Offences in the Fine Schedule (Appendix A). A Discipline Item may also arise when any member of the CZRC violates the CZRC Official's Code of Ethics (Appendix C of this Plan).
- 1.6. A **Complaint** is any external commentary (made by a source outside of the CZRC) regarding the conduct of any CZRC Member.
- 1.7. A **Grievance** is the formal complaint of any CZRC Member regarding any CZRC matter for which they are requesting formal investigation or dialogue for resolution of the matter.
- 1.8. An **"A" Program Official** is an official who works a level of hockey with a rank of 1-13 or 15 (CIS – Mid B1 or Bntm B1). An "A" Program official will still be disciplined as an "A" Program official even if his offence occurs in "B" Program hockey.
- 1.9. A **"B" Program Official** is an official who works a level of hockey with a rank of 14 or 16 – 21 (Mid B or Bntm B – PW B). A "B" Program official will be disciplined following the "B" Program guidelines.

2.0 Responsibilities of the Director of Discipline

- 2.1. Administer all matters related to the Discipline Portfolio on behalf of the CZRC Executive, with particular attention to maintaining continuity between the Discipline Committee and the Assignors, Treasurer, and the CZRC Executive.
- 2.2. Appoint the members of the Discipline Committee to be ratified by the CZRC Executive, and identify the Discipline Committee members prior to the first CZRC monthly General meeting.
- 2.3. Keep up-to-date written records of all matters pertaining to the Discipline Portfolio.
- 2.4. Follow-up on all issues in a timely manner until closure is reached and provide copies of correspondence to all parties involved in matters of Discipline, Complaints, and Grievances as appropriate.
- 2.5. Ensure that all disciplinary action and investigations leading up to any disciplinary action remains confidential following a normal employer / employee relationship. The information will be shared only with the CZRC Executive, and the CZRC Executive shall adhere to this confidentiality policy.
- 2.6. Prepare a written report for each CZRC Executive Meeting.
- 2.7. Prepare an oral report for each CZRC monthly General Meeting.
- 2.8. Submit a written year-end report to the CZRC Executive, and present an oral report at the CZRC Annual General Meeting in April.
- 2.9. Annually review the Discipline Policy and propose any changes deemed necessary. A copy of the updated policy must be made available to the CZRC Members.
- 2.10. Annually prepare a clinic handout regarding the Fine Schedule and the procedures for Discipline, Complaint, and Grievance matters.
- 2.11. Prepare a budget for the Discipline Portfolio to be submitted at the start of the season to the CZRC Executive, and prepare financial statements for the portfolio as required, including a year-end financial statement.

3.0 Responsibilities of CZRC Members

- 3.1. Registration with the CZRC in the Hockey Canada Officiating Program carries the obligation that every CZRC Member will understand and will comply with the CZRC Official's Code of Ethics. Officials not complying with the Code of Ethics will be subject to disciplinary action that will be administered by the Director of Discipline for the CZRC on behalf of Hockey Alberta. The Official's Code of Ethics can be found in Appendix C of this Plan and also on the Internet at:
http://www.czrc.ab.ca/discipline/discipline_code_of_ethics.shtml.
- 3.2. In addition to adhering to the Official's Code of Ethics, every member of the CZRC shall follow the policies and procedures of the CZRC, including but not limited to those documented in Section 4.0 and on the Fine Schedule. Violation of the policies and procedures will result in disciplinary action that will be administered by the Director of Discipline on behalf of the CZRC.
- 3.3. It will be the responsibility of ALL CZRC members to report any Discipline items to the Director of Discipline via email, or by clicking on the link on the CZRC website. All officials involved in an incident must report. Failure to report Discipline items is covered in section 4.0.
www.czrc.zb.ca

4.0 Discipline Items

- 4.1. Any CZRC Member that contravenes any of the following CZRC policies shall be subject to disciplinary action according to this Section. A summary of these policies can be found on the Fine Schedule in Appendix A of this Plan.
 - 4.1.1. No-Shows:
 - 1st offence:
 - B Program: Game Fee or \$50, whichever is lower
 - A Program: Game Fee or \$50, whichever is higher and loss of top level of hockey for 1 month.
 - 2nd offence:
 - B Program
 - Possible suspension pending a review by the discipline committee, plus a fine of Double the game fee or \$100, whichever is lower
 - A Program:
 - Immediate suspension for 2 months from all A Program Hockey plus a fine of double the game fee or \$100, whichever is higher (official will still be allowed to work any B program hockey)

- 3rd offence:
 - Immediate suspension for the balance of the season, no reinstatement.

4.1.2. Failure To Report A No-Show:

- 1st offence: \$10.00
- 2nd offence: \$ 25.00
- 3rd offence: \$25.00 and Mandatory hearing held by the Committee.

4.1.3. Lates:

Determined based on an Official being at the arena a ½ hour before the scheduled start of the game (1-hour for CIS, ACAC, AJHL and 45 minutes for AMMHL).

- 1st offence:
 - B Program: ½ of game fee or \$25, whichever is lower
 - A Program: ½ of game fee or \$25, whichever is higher
- 2nd offence:
 - B program: Game fee or \$50, whichever is lower
 - A Program: Game fee or \$50, whichever is higher and suspension from top level of hockey for 1 month.
- 3rd offence:
 - Mandatory hearing in front of Discipline Committee

4.1.4. Failing to report a late

- \$10.00 fine for each occurrence.

4.1.5. Reverse abuse (abuse by Officials)

- 1st offence: Written notice and/or any fine/discipline deemed appropriate by Members of the Discipline Committee, as a result of a review by the discipline committee. A hearing can be scheduled by the Director of Discipline if he/she deems necessary.
- 2nd offence: Minimum \$50 fine and/or a 21-day suspension, at the discretion of the discipline committee, plus a mandatory hearing.
- 3rd offence: Minimum \$50 fine and Suspension for the balance of the season.

4.1.6. Late Cancellation (games canceled within 48 hours of game time):

- B Program Official

- A fine equal to the game fee plus a re-assigning fee of \$15.00.
- **A Program Official**
 - **1st Offense** – A fine equal to the game fee plus a re-assigning fee of \$15.00.
 - **2nd Offense** – A fine equal to the game fee plus a re-assigning fee of \$15.00 and/or loss of top level of hockey for 1 month at the discretion of the discipline committee.
 - **3rd Offense** – A fine equal to the game fee plus a re-assigning fee of \$15.00, minimum loss of top level of hockey for 1 month, and a hearing if deemed necessary by the discipline committee.

4.1.7. Trading a Game to lower ranked Official:

- A fine equal to the game fee will be assessed to both officials that are involved in the trade.

4.1.8. Improper Appearance:

Male Officials

Officials shall meet these dress requirements:

- CIS, ACAC, AJHL: Dress shirt, tie and jacket
- AMMHL: Dress shirt and tie
- All other “AAA” and “AA” programs: Dress slacks, dress shirt, and dress shoes (no runners).
- Junior B and Ranch: Clean slacks or black jeans.
- Commercial hockey and below: Clean and tidy with the request of no team/club jackets or baseball caps.

Female Officials

Officials shall meet these dress requirements:

- CIS, ACAC, AJHL, WWHL, Mid AAA(Male): Dress Pants or skirt (knee length or longer) with shirt, dress coat, and dress shoes.
- Mid AAA(Female), Mid A (Male): Dress Pants or skirt (knee length or longer), dress shirt with sleeves or dress shirt with dress coat, and dress shoes.
- Mid AA (Female) Bantam A-AAA (Male): Dress Pants or skirt (knee length or longer) dress shirt with sleeves or golf shirt (No tank tops or hoodies).

NOTE: Clothing should not be provocative or revealing and should be the equivalent to what the male expectations of the CZRC dress code are.

- \$25.00 fine for each occurrence.

4.1.9. Failure to wear a CSA Approved Helmet, Visor, or Ear Protection:

- \$50 fine and/or 21-day suspension at the discretion of the Discipline Committee.

4.1.10. Allowing A Player To Play With An Illegal Mask or Helmet:

- \$50 fine and/or 21-day suspension at the discretion of the Discipline Committee.

4.2. For “No-Shows” and “Lates” (4.1.1 to 4.1.4 inclusive), the Director of Discipline or a member of the Discipline Committee will send notification of the fine to the Official within 21 days of being notified of the incident and will attempt to contact the official by phone **and/or email**. The written notice will advise the Official of the 14-day appeal period. If the Official wishes to appeal, the Director of Discipline must receive the appeal in writing appeal within 14 days, clearly stating the reason(s) for the appeal. A Hearing (Section 8.0) will be scheduled to deal with the appeal.

4.3. The Discipline Committee shall address all other Discipline Items within 21 days of the incident.

4.3.1. In some cases, the Director of Discipline will send written notification of the fine to the Official within 21 days of the incident. In these cases, the notice will advise the Official of the 14-day appeal period. If the Official wishes to appeal, the Director of Discipline must receive a written appeal within this 14-day appeal period, clearly stating the reason(s) for the appeal. A Hearing (Section 8.0) will be scheduled to deal with the appeal.

4.3.2. In other cases, a Hearing (Section 8.0) may be scheduled to determine the appropriate fine / discipline.

4.4. If an Official conducts himself / herself in any manner that requires disciplinary consideration that is not covered in Section 4.1 nor on the Fine Schedule (i.e. contravening The Official’s Code of Ethics), the Discipline Committee will take appropriate disciplinary action in consultation with the CZRC Executive. Such disciplinary action may include: a written reprimand, a warning, a fine, a suspension, supervision, or a Hearing.

4.5. The Director of Discipline shall follow-up on all Discipline Items in a timely manner until closure is reached, collecting full details on all matters.

4.6. Appeal of Decisions Regarding Discipline Items

- 4.6.1. First Level of Appeal – an Official’s first level of appeal regarding any decision regarding Discipline Items is setout in Sections 4.2 and 4.3 for those particular instances. For all other instances regarding Discipline Items, if the Official wishes to appeal, the Director of Discipline must receive a written appeal within **14 days** of the date of notification, clearly stating the reason(s) for the appeal. A Hearing (Section 8.0) will be scheduled to deal with the appeal.
- 4.6.2. Second Level of Appeal – if an Official wishes to appeal any decision of the Discipline Committee regarding a Discipline Item following the completion of a Hearing, the Official must appeal in writing to the Chairman of the CZRC Executive within 14 days of the decision, and the written appeal shall contain the reason(s) for the appeal.
- 4.6.3. Third Level of Appeal – higher levels of appeal within the Branch are possible. The Director of Discipline will provide counsel to the Official as appropriate in these instances on a case-by-case basis, in consultation with the CZRC Executive.
- 4.7. A generalized summary of the Procedure that the CZRC will follow regarding the administration of Discipline Items is summarized in Appendix C of this Plan.

5.0 Complaints

- 5.1. Any written Complaint generated by someone external to the CZRC must first be screened and supported by the league or association from which it originates before it will receive consideration by the CZRC Executive.
- 5.2. If the league or association deems the Complaint justified, they will submit it to the CZRC Executive, at which time it becomes a formal Complaint.
- 5.3. The Director of Discipline will collect full details of such written Complaint within 14 days of receiving it.
- 5.4. The Director of Discipline shall provide recommendations for further action to the CZRC Executive, which may include one or several of the following: a written reprimand, a warning, a fine, a suspension, supervision, a referral of the matter to the Discipline Committee, or a Hearing.
- 5.5. If required, the Director of Discipline will schedule a Hearing to deal with the Complaint. The complainant, the Official, and any required Officials of the league, association, or CZRC must attend the Hearing.

- 5.6. Any decisions regarding Complaints that result from a Hearing shall be communicated in writing to the Official(s) within 14 days of the decision, including copies of all relevant correspondence.
- 5.7. Appeal of Decisions Regarding Complaints
 - 5.7.1. First Level of Appeal – an Official’s first level of appeal on any decision regarding Complaints following the Hearing is to appeal in writing to the Chairman of the CZRC Executive within 14 days of the decision, and the written appeal shall contain the reason(s) for the appeal.
 - 5.7.2. Second Level of Appeal – higher levels of appeal within the Branch are possible. The Director of Discipline will provide counsel to the Official as appropriate in these instances on a case-by-case basis, in consultation with the CZRC Executive.
- 5.8. A generalized summary of the Procedure that the CZRC will follow regarding the administration of Complaints is summarized in Appendix C of this Plan.

6.0 Grievances

- 6.1. A formal Grievance is created when the Director of Discipline receives the written Grievance from a CZRC Member. Each Grievance matter will be dealt with on a case-by-case basis.
- 6.2. The Director of Discipline will collect full details of such written Grievance within 14 days of receiving it.
- 6.3. The Director of Discipline will discuss the Grievance with the appropriate CZRC Member or CZRC Executive member(s) as required to generate the proper dialogue and action with the objective of moving the Grievance towards resolution.
- 6.4. If required, the Director of Discipline may refer the matter to a Hearing or to a CZRC Executive Meeting. The Official(s) and persons involved shall be required to attend the Hearing or Executive Meeting to discuss the Grievance.
- 6.5. Any decisions regarding Complaints that result from a Hearing or Executive Meeting shall be communicated in writing to the Official(s) within 14 days of the decision, including copies of all relevant correspondence.
- 6.6. Appeal of Decisions Regarding Grievances
 - 6.6.1. First Level of Appeal – an Official’s first level of appeal on any decision regarding Grievances following the Hearing is to appeal in writing to the

Chairman of the CZRC Executive within **14 days** of the decision, and the written appeal shall contain the reason(s) for the appeal.

6.6.2. Second Level of Appeal – higher levels of appeal within the Branch are possible. The Director of Discipline will provide counsel to the Official as appropriate in these instances on a case-by-case basis, in consultation with the CZRC Executive.

6.7. A generalized summary of the Procedure that the CZRC will follow regarding the administration of Grievances is summarized in Appendix C of this Plan.

7.0 Meetings of the Discipline Committee

7.1. The Discipline Committee will meet **as required** to administer the Discipline Portfolio, including the review of automatic fines (Sections 4.1.1 to 4.1.4 inclusive), any scheduled Hearings (Section 8.0), and any other matters as assigned by the CZRC Executive. The meetings shall be conducted a location chosen by the Director of Discipline at the start of each season.

7.2. The Meeting Agenda shall be set by the Director of Discipline 3 days before the Meeting date. The CZRC Executive, any CZRC Member, and a member of any league or association is permitted to request agenda items by communicating with the Director of Discipline at least 3 days before the Meeting date. The Director of Discipline reserves the right to modify the agenda at any time without notice.

7.3. The Director of Discipline or his/her appointed designate will chair the Meetings of the Discipline Committee. One of the members of the Discipline Committee shall prepare a written record of Meeting Minutes.

7.4. Meeting quorum shall be 3 members of the Discipline Committee. Proxies will be accepted to stand for a Discipline Committee member provided they are of equal or higher Hockey Canada Level than the Official they are standing for.

7.5. The Discipline Committee shall vote on matters regarding Discipline Items, Complaints, and Grievances to ratify decisions. Each member of the Discipline Committee present at the meeting, including the accepted Proxies, shall have one vote, including the Director of Discipline. A tie-vote shall result in dialogue and a re-vote until a majority vote is achieved. Other person(s) present at the Meeting will not have a vote under any circumstances. The Discipline Committee reserves the right to conduct votes in private.

7.6. As appropriate, the Discipline Committee reserves the right to invite any representatives of leagues / associations with which the CZRC associates. The Discipline Committee also reserves the right to exclude non-CZRC Members from any particular discussion as appropriate.

8.0 Hearings of the Discipline Committee

- 8.1. As set out in this Plan, a Hearing may be required to deal with any Discipline Item, Complaint, Grievance, or other matter as assigned by the CZRC Executive.
- 8.2. A Hearing shall ideally take place during a regular meeting of the Discipline Committee, but may also be held at a regular CZRC monthly General Meeting or at an alternatively convened meeting.
- 8.3. Once the Hearing date and time is set, attendance by the CZRC Member and any other required person(s) is mandatory. Any Hearing will take precedence over assigned hockey. The Official(s) involved will be required to turn back any hockey previously assigned which may conflict with the date and time of the meeting.
- 8.4. The Discipline Committee reserves the right to set the Hearing Agenda as it sees fit, and reserves the right to modify the Hearing Agenda as it sees fit.
- 8.5. The Director of Discipline or his appointed designate shall chair the Hearing.
- 8.6. Meeting quorum shall be 3 members of the Discipline Committee.
- 8.7. No taping / recording of any kind will be permitted at the Hearings other than hearing minutes.
- 8.8. The objective of the Hearing will be to bear out all relevant facts of the matter of discussion and determine an appropriate penalty if it is determined to be necessary and warranted based upon all the available facts. All persons in attendance wishing to speak on a matter will be given the opportunity to do so. The general procedure of the Hearing is: the item will be read by the Hearing Chairman, the official will be given an opportunity to speak, the complainant(s) will be given an opportunity to speak, and then each person around the table will be able to ask questions. Discussion on each question will be completed before moving onto the next question.
- 8.9. As appropriate, the Discipline Committee reserves the right to invite any representatives of leagues or associations with which the CZRC associates. Such representatives may include the Zone Director, a member of the "AA" Council, and/or a League Coordinator. The Discipline Committee also reserves the right to exclude non-CZRC Members from any particular discussion as appropriate.
- 8.10. If required, the Discipline Committee shall vote to ratify any Hearing decision. Each member of the Discipline Committee present at the meeting shall have

one vote, including the Director of Discipline. A tie-vote shall result in dialogue and a re-vote until a majority vote is achieved. Other person(s) present at the Hearing will not have a vote under any circumstances. The Discipline Committee reserves the right to conduct votes in private.

8.11. The Discipline Committee members and any CZRC, league, or association representatives shall avoid Conflicts of Interest in the discussion of Hearing matters. Hearing attendees, including Discipline Committee members, may be excluded from participation if they have a personal stake in the outcome of the hearing. If a Conflict of Interest exists, that person is obligated to state the conflict of interest and remove themselves from the Hearing. A member of the Discipline Committee who is the subject of a Hearing is ineligible for that entire Hearing and will have no vote.

8.12. The Director of Discipline will communicate Hearing decisions in writing to the Official(s) involved within 14 days of the decision, including all relevant documentation. The Discipline Committee reserves the right for a deferred decision with declaration of a reasonable explanation and timeline for any decision.

8.13. Appeal of Hearing Decisions

8.13.1. First Level of Appeal – an Official’s first level of appeal on any Hearing decision is to appeal in writing to the Chairman of the CZRC Executive within 14 days of the decision, and the written appeal shall contain the reason(s) for the appeal.

8.13.2. Second Level of Appeal – higher levels of appeal within the Branch are possible. The Director of Discipline will provide counsel to the Official as appropriate in these instances on a case-by-case basis, in consultation with the CZRC Executive.

Appendix A – CZRC Fine Schedule for the 2008 / 2009 Hockey Season

Offence Number	Type of Offence	1st Offence		2nd Offence		3rd Offence	
		B Program Official	A Program Official	B Program Official	A Program Official	A + B Program	
1	No-Show	Lower of game fee or \$50.00	Higher of game fee or \$50.00 + loss of top level of hockey for 1 month	Possible Suspension + Lower of 2x game fee or \$100.00	Suspension for 2 months from A Program + Higher of 2x game fee or \$100.00	Immediate suspension for the balance of the season.	
2	Failure to Report a No Show	\$10.00		\$25.00		\$25.00 + Mandatory Hearing	
3	Lates (1 hr in CIS, ACAC, and AJHL. 45 minutes in AMMHL. 30 minutes all other leagues.)	Lower of ½ game fee or \$25.00	Higher of ½ game fee or \$25.00	Lower of game fee or \$50.00	Suspension from Top Level of Hockey for 1 month + Higher of game fee or \$50.00	Mandatory Hearing	
4	Failure to Report a Late	\$10.00		\$10.00		\$10.00	
5	Reverse Abuse (abuse by Officials)	Written notice and/or any Discipline Resulting from a Review		Minimum \$50.00 fine and/or 21-day suspension, and mandatory hearing		Suspension for the balance of the season.	
6	Late Cancellation (games cancelled within 48 hours of game time).	A + B Program		B Program	A Program	B Program	A Program
		Game fee + re-assigning fee of \$5.00		Game fee + re-assigning fee of \$5.00	Game fee + re-assigning fee of \$5.00 + possible loss of top level hockey for 1 month	Game fee + re-assigning fee of \$5.00	Game fee + re-assigning fee of \$5.00 + loss top level 1 month + hearing
7	Trading a game to a lower ranked Official	Game fee for both officials involved					
8	Improper off-ice appearance	\$25.00					
9	Failure to wear a CSA approved helmet or visor	\$50.00 fine and/or 21-day suspension					

10	Allowing a player to play with an illegal mask or helmet	\$50.00 fine and/or 21-day suspension
11	Failure to legibly sign and write officials registration number on game sheet	\$5.00
12	Other (violation of the CHA Official's Code of Ethics, etc.)	A Hearing may be required determining appropriate action / reprimand.

APPENDIX B – Hockey Canada’s Shared Respect Initiative - Officials

(found online on the Hockey Canada Website:
<http://www.hockeycanada.ca/7/2/6/0/index1.shtml>)

Hockey Canada's "Shared Respect Initiative" asks you to consider your role in showing "Respect" for the game, and for the people who make this the great game it is. How much do you RESPECT the game of hockey and all its participants? Take this simple test to see how you rate. Check off the statements that apply to you.

- The safety of the participants in the game is more important than the final score.
- I value the contribution of the coach in developing the players talents, even though I may not always agree with their methods.
- I understand that officials do not make the hockey rules, they only apply them.
- I understand that children learn from adults, and my behaviour reflects what I want children to learn.
- I understand that officials are responsible to ensure that the game is played in a safe and fair manner for all participants.
- I understand that players, coaches and officials are learning the game, and mistakes will be made in the learning process.
- I may not cheer for the opposition team, but I will also not cheer against them or verbally abuse them.
- I understand that the biggest reason for players and officials quitting the game is abuse.

(How did you rate? If you checked off 0-2 Step back and check your motives for being involved in the game; 3-4 on your way; 5-6 almost there; 7-8 outstanding)

When players, coaches, parents and officials recognize the value of each persons contribution to the game, the game is better for everyone.

When respect is shared, we all win!

APPENDIX C – The CZRC Official’s Code of Ethics

(adapted in 2000 from The Canadian Hockey Association’s Website:
<http://www.canadianhockey.ca/e/develop/Officials/role.html>)

The Canadian Hockey Officiating Program "Official’s Code of Ethics" provides guidance to registered Officials across Canada. The Canadian Hockey Association Branches and their members should expect from Canadian Hockey Officiating Program Officials the highest possible standards of personal integrity, competence, sound judgement and discretion. Developed by the former Canadian Hockey Referees’ Committee, the Official’s Code of Ethics is its public declaration of an Official’s obligation to himself / herself, his/her peers, and the game.

I will:

- Do the best job I can in each game, no matter what the category of hockey.
- Always show respect for my fellow Officials, the players, coaches, and fans.
- Treat all other participants and spectators of the game with respect at all times. Use of abusive language or gestures (reverse abuse) is completely unacceptable under any circumstances.
- Study and continue to improve my knowledge of the Canadian Hockey playing rules, and the Canadian Hockey Officiating Program policies and procedures.
- Represent my self and the rules of the game as fairly and as accurately as possible at all times.
- When required, I will promptly report all penalties involving potential disciplinary action to the appropriate authorities.
- Always be unquestionably impartial, keeping a professional and appropriate distance from the teams.
- Understand that the use of alcohol is not encouraged and is totally unacceptable on game days. The use of illicit drugs is against the law.
- Uphold the philosophy and right of all hockey participants to “Fair Play” and penalize accordingly all violent acts.
- Raise the standard of play in each game that I officiate.
- Be supportive of my fellow on-ice and off-ice Officials at all times, even when I am a spectator.

- Accept the fact that I will make mistakes, but I will not get frustrated or let this learning process affect my performance or my professionalism.
- Contribute to the continuing growth of the Canadian Hockey Officiating Program and its Officials within my Branch through support, encouragement, and positive attitude.
- Respect and accept constructive feedback from supervisors and the assignments I receive from my administrators.

Registration with the CZRC in the Canadian Hockey Officiating Program carries the obligation that every CZRC Member will understand and will comply with the Official's Code of Ethics of the Canadian Hockey Association. Officials not complying with the Code of Ethics will be subject to disciplinary action that will be administered by the Director of Discipline for the CZRC on behalf of Hockey Alberta.

Appendix D – CZRC Procedure Summary for Discipline Items, Complaints, and Grievances

<p>Official commits an offense that is listed on the Fine Schedule</p>		<p>A written complaint is generated by someone external to the CZRC. In exceptional cases, oral complaints may be accepted, at discretion of the CZRC Executive.</p>		<p>A written grievance is generated by a CZRC official to formally seek dialogue and resolution pertaining to their matter.</p>
<p>The D of D executes the appropriate action according to the Fine Schedule</p>		<p>Any complaint must be screened by the league/association before it will be considered by the CZRC.</p>		<p>The D of D will collect full details of any grievance within 14 days of receiving written correspondence.</p>
<p>The D of D sends written notification of the Fine to the Official within 14 days and will attempt to contact the Official by phone</p>		<p>If the league / association chooses to forward the complaint to the CZRC, it shall be received by the D of D.</p>		<p>The D of D will discuss with the appropriate CZRC Executive member(s) as required to generate the proper dialogue and action. The D of D will act accordingly to move the dialogue towards resolution.</p>
<p>The individual has 14 days to appeal in writing to the D of D, stating the reason(s) for the appeal.</p>		<p>The D of D will collect full details of any complaint within 21 days of receiving written correspondence.</p>		<p>If required, the D of D will request that the Official attend an Executive Meeting to discuss their Grievance.</p>
<p>The Discipline Committee will hear the appeal at a Hearing to be conducted within 14 days of the receipt of the appeal. The Hearing may be held at a regular Monthly Meeting, at a regular Discipline Committee Meeting, or a special meeting time may be convened.</p>		<p>The D of D will recommend further action which may include one or all of the following; reprimand, warning, fine, suspension, supervision, referral to discipline committee, or a hearing.</p>		<p>The D of D will keep the Official up to date regarding developments and decisions about the matter, within 14 days of such developments or decisions.</p>
<p>The Hearing will allow all facts to be stated. The Discipline Committee will vote on its decision.</p>		<p>If a hearing is required, the official, league associations, CZRC or others MUST attend.</p>		<p>The first level of appeal on any Grievance matter following the completed dialogue shall be in writing to the CZRC Chairman.</p>
<p>Official may appeal any decision of the Discipline Committee by writing to the CZRC Chairman within 14 days of the decision of the Discipline Committee.</p>		<p>The Hearing will allow all facts to be stated. The Discipline Committee will vote on its decision.</p>		<p>In extreme cases, as warranted, higher levels of appeal within the Branch are possible. The D of D will provide counsel to the Official as appropriate.</p>
<p>Official may appeal any decision of the Discipline Committee by writing to the CZRC Chairman within 14 days of the decision of the Discipline Committee.</p>		<p>Official may appeal any decision of the Discipline Committee by writing to the CZRC Chairman within 14 days of the decision of the Discipline Committee.</p>		<p>In extreme cases, as warranted, higher levels of appeal within the Branch are possible. The D of D will provide counsel to the Official as appropriate.</p>