



**Board of Directors Meeting D2-12
September 8-9, 2012
Sport Alliance Building, Toronto, ON**



Board Of Directors:
Present:
 Keith Kaiser- President
 Jo-Ann Wilson- VP Administration
 Janet Logan- VP Communication
 Kathy Noxon- Eastern Director
 Susan Weiskopf- Northeast Director
 Peter Westelaken- Western Director
 Robert Crandall- Southern Director
 Kim Noxon- Athlete Representative
 Nick Sirenko- VP Finance

**Committee Chairs Or
Representatives:**
 Lori Pasanen – Adult Development
 Yvan Belanger – G&T
 Mary Kaiser – Elite Development
 Cathy Nie – Membership Services

Professional Staff:
 Mike Beaton- Executive Director
 Stephanie Corrado-Admin Coordinator

Absent:
 VACANT – Northwest Director
 Mike Chaudet- VP Technical
 Jamie Showers- Central Director

**Karen Meek – Officiating Development
 Rob Evans – Rules Development
 Kathy McCaw – Coaching Development
 Kevin Hanlon – Sport development**

Agenda Items	Discussion	Action
1. Roll Call	9:32 a.m.	
2. Adoption of Agenda	MOTION#: Carried D2-12-01 To adopt the agenda as amended Moved by: Western 2 nd by: Northeast Add to the new business section on the agenda: -Quebec U20 -NRL Affiliate	
3. Adoption of the Minutes of June 2-3, 2012	MOTION#: Carried D2-12-02 to Accept the Minutes of June 2-3, 2012 Meeting of the ORA Board of Directors (as amended). Moved by: Southern 2 nd by: Northeast	
4. Correspondence	- no correspondence	
5. In Camera Session Break 10:10 a.m. – 10:20 a.m.	MOTION#: Carried D2-12-C1: To go into Committee of the Whole in Camera. Moved by: VP Administration 2 nd by: Western MOTION#: Carried D2-12-C2: To accept Committee of the Whole in Camera. Moved by: Northeast 2 nd by: Western	
6. Regional Directors Reports	-Southern - Concerns about what G&T did in Southern Region -Request was late from Caledonia regarding the Sanctioned Event Form -G&T fined them \$100 fine and took away three (3) divisions -Process in place by G&T for tournament approval so we must follow policies and procedures -Concern with the loss of date not the fine -Northeast – would like more communication within region -Western – Sticking to rules regarding current association MOTION#: Carried D2-12-03 To Accept the Regional Director reports as received.	



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	Moved by: VP Finance 2nd by: Eastern	
VP Finance	<p>-Will be asking for clarification if money given will be spent -If committees have not created a plan brought forth to the Board of Directors they will most likely not receive extra money -Any motion for new spending or shifting from one budget line to another must go through Finance Committee -Some requests for spending may cause us to rethink our reserve policy -Template form will create flow and can assist in committees receiving more monies required for new initiatives which will uniform decisions</p> <p>Request For Proposal (RFP) Process -Off-ice clothing, souvenirs and medals -3 components of evaluation the RFP has been sent out and scoring on each who have applied. The ORA Office knows what is required and all committees involved will grade according to certain aspects - Supplier will assist host to create Provincial Logo -Timeline for joint discussion regarding logo that will be on all clothing is 3 weeks to a month</p> <p>Will Centralizing the AGM improve attendance? -Was previously near airport and centralized but Board had decided to move AGM around each year -AGM is to inform, educate and train</p>	-Template form to be developed for anyone who is requesting money for initiatives
7. VP Administration Officiating Membership Rules	<p><u>OFFICIATING DEVELOPMENT:</u> MOTION #1: Carried D2-12-04 THAT: Chris Faulds be appointed as the Northwest Regional Co-ordinator for the 2012-2013 season. Moved by: VP Administration 2nd by: Northeast Region -recorded that depending on who is chosen may have two votes for one region</p> <p>MOTION #2: Tabled D2-12-05 THAT: All standing committee chairs be appointed for a two year term tabled to the Executive Committee for review. Moved by: VP Administration 2nd by: VP Finance</p> <p>MOTION #3 : Tabled D2-12-06 THAT: We move to an on-line registration with a payment option that will also issue a receipt. That the officials be able to log in and update their address and phone numbers tabled to membership services for registration system at the November Board Meeting. Moved by: VP Administration 2nd by: VP Finance</p> <p>-Online payments – will associations be using this method - Paypal, Visa, Mastercard, e-mail transfer be beneficial for all Associations</p> <p><u>MEMBERSHIP SERVICES:</u></p> <p>MOTION #1: Carried D2-12-07 THAT: Starting the 2013-2014 season a signature line for the current association to sign the tryout portion of the release form to be added. As well, include a date box for all signatures. Moved by: VP Administration 2nd by: Eastern Region</p> <p>MOTION #2: Carried D2-12-08 THAT: That the ORA strike a Committee to investigate the feasibility of improving our current registration system being improved to meet our needs or an alternative system. Moved by: Northeast Director 2nd by: VP Communication</p>	-Executive Director and Administrative Coordinator – to take out the option of levels B/ C in U8 to U10 divisions and A/AA for U12



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-Include IT, payment upgrade, and website upgrade
-Reserve fund for IT may be useable but the registration affects many Committee

MOTION #3: Carried D2-12-09 THAT: Player who is playing on education relocation must continue to play for that team for entire season.
Moved by: VP Administration 2nd by: Eastern Director

MOTION #4: Defeated D2-12-10 THAT: Beginning in the 2013-2014 season, when a player's primary residence changes, the association in which they reside becomes their home association at the beginning of the next playing season. If this motion is passed, please see motion D2-12-11 which will also be affected
-timeframes for changing Associations

MOTION #5: Defeated D2-12-11 THAT: If motion MS D2-12-10 is passed, this wording will need to be changed so that the manual complies with the change.

MOTION #7: Carried D2-12-13 THAT: To remove Section 12.4.1 in MS section of the manual.
Moved by: VP Administration 2nd by: Southern Director

MOTION #8: Carried D2-12-14 THAT: Section 14.2.1 `` Recognition Awards can be made by anyone, manual language to be finalized by ORA Office Staff.
Moved by: VP Administration 2nd by: VP Communication

MOTION #9: Carried D2-12-15 THAT: Section 14.2.2 shall read: "ALL Recognition Program Award nominations forms are to be submitted to the ORA office on or before April 1st of each year. It is the Regional Recognition Award Selection Committee's responsibility to provide Regional Selections to the ORA office within four [4] weeks. ORA office to send nomination forms to MS coordinators by April 7th. All Provincial winners will be invited as guests to the ORA AGM to receive their awards.

Section 14.4 shall read: " The following regional awards are to be submitted in writing accompanied by a detailed resume, to the ORA office"
Moved by: VP Administration 2nd by: Western Director

MOTION #10: Carried D2-12-16 THAT: In section 14 Recognition Program that all criteria shall remain the same by stating that all nominees must not have won in the last five [5] years.
Moved by: VP Administration 2nd by: Southern Director

MOTION #11: Carried D2-12-17 THAT: 14.2.5 The Regional Recognition Award Selection Committee shall be appointed as per regional policy.
Moved by: VP Administration 2nd by: Eastern Director

MOTION #13: Carried D2-12-19 THAT: Section 14.4.4 Player of the year awards, which is under the Regional section, should also be copied to the Provincial section after
14.3.5 Official of the Year. Under the new Provincial heading remove "There shall be no more than one recreational.....annually", Remove "Each Region Office." Under the new Regional Section 14.4.4 remove "There shall be no more than one provincial ... annually", Remove "Each Region Office".

Moved by: VP Administration 2nd by: Northeast Director
-Seems as though they are finding loop holes but do you change all of the rules for one specific situation
-Tryout request form use

-ORA and VP Communication to create proper language

Break For Lunch
12 :20p.m. - 1 :15 p.m.



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	<p><u>RULES DEVELOPMENT:</u> -Report for the November Board meeting -Rules Development Chair, Executive Director and VP Administration to look over rules section and brought to Nov. Board Meeting.</p>	
<p>7. VP Technical Adult Elite G&T</p>	<p><u>ADULT DEV:</u></p> <p>MOTION #01: Carried D4-11- 20 THAT: In order to participate in an ALL ADULT ONLY tournament, a REC Composite team (OPEN or MASTERS) can be created (upon approval by ADP) no less than 1 month prior to such event. Moved by: VP Administration 2nd by: Northeast Director</p> <p>MOTION #02: Tabled D2-12-21 THAT: That all 18+ OPEN and 30+ MASTER teams regardless of their level be exempt from having a non-playing qualified person on the bench during league games or practices unless specifically required to do so by either the Association or League that the team or teams belong to or play in. In addition to the Association and League, the ADP reserves the right to require any team or teams to have a qualified bench staff during any or all games and practices if they feel warranted. The ADP could impose such rules/guidelines only if written complaint(s) about the conduct of any team are submitted to the ORA and after the ADP investigate the matter is warranted. Moved by: VP Administration 2nd by: Western Director</p> <p>Motion to table: Eastern Director Carried</p> <p>MOTION #03: Carried D2-12-22 THAT: ADP committee will approve that Ajax will host the OAIC April 5-7, 2013, in Markham at the Ice Sports Complex., application form and cheque must have been received in the ORA Office by September 21st 2012. Moved by: VP Administration 2nd by: Athlete Representative -Ajax Ringette Association does not have the application or Good Faith Deposit but Kingston Ringette Association has -Ajax sent in e-mail agreement for OAIC Event</p> <p><u>Games & Tournaments:</u> -West Ferris' report was handed into G&T but given back due to discrepancies will be given to VP Finance, and Executive Director shortly -Clarification with appeal committee -Process has not been accepted as of yet to a fast track appeal process</p> <p>MOTION #01: Withdrawn D2-12-23 THAT: Caledonia be sanctioned to host U10, U12 B and U14 B divisions to a maximum of 4 teams per division on February 9, 2013.</p> <p>MOTION #04: Carried D2-12-24 THAT: The team registration fee for teams playing in divisions with 20 minute periods would be \$1400 per team and for teams playing in divisions with 15 minute periods would be \$1300 per team. Moved by: Western Director 2nd by: Northeast Director</p> <p>Recorded Vote: In Favour: Eastern Director, Northeast Director, VP Administration, VP Communication ad Athlete Representative Opposed: VP Finance and Southern Director Abstained: Western Director</p>	<p>-Tabled to the November Board of Directors Meeting</p> <p>Look at hyper-link situation between all operating manual references</p>



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	<p>MOTION #02: Defeated D2-12-25 THAT: In Determination of core costs the following for minor Officials at Provincial Events will apply: Shot Clock Operator - \$12 per game Time Keeper - \$6 per game Score Keeper - \$6 per game. Moved by: Western Director 2nd by: VP Administration</p> <p>Break 4:45 p.m. – 5:00 p.m.</p> <p>MOTION #02: Carried D2-12-25 THAT: In determination of core costs the following rates this season for Minor officials at Provincial Events will apply: Shot Clock Operator - \$12 per game Time Keeper - \$7 per game Score Keeper - \$5 per game. Moved by: VP Communication 2nd by: Northeast Director</p> <p>MOTION #03: Carried D2-12-26 THAT: The G&T Event Chair be given a single room at all Provincial Events. The cost of the single room is to be absorbed into the G&T budget Moved by: Western Director 2nd by: VP Communication</p> <p>MOTION: Carried D2-C2-03: Go in camera. Motion by: Eastern Director 2nd by: Athlete Representative</p> <p><u>ELITE DEV:</u></p> <p>-Elite Handbook – To be completed for review by November Board of Directors meeting for the Board to review</p> <p>-MOTION #01: Carried D2-12-27 THAT: As amended the intent to proceed to National Form will be the responsibility of the Elite Committee. Moved by: Northeast Director 2nd by: VP Communication</p> <p>-Need to approach Ringette Canada to change intent to proceed date from Oct to Dec -Executive Director to get backing of the other provinces to try and get Ringette Canada to change the intent to proceed deadline -Need to send out a membership notice to find a host for the 2014 Eastern Ringette Championships -all applications for Quest 4 Gold go to the ORA Office</p>	<p align="center">Elite Posters for April Standing Committee Meeting</p>
<p>8. VP Communications Coaching Sport Development</p>	<p><u>COACHING DEVELOPMENT:</u></p> <p>MOTION #01: Table D2-12-29 THAT: The Introduction to Section 3.0 of the Coaching Development Manual be revised to read "The following requirements apply to all games played by an ORA registered team, including tournament, league and exhibition games. Moved by: VP Communication 2nd by: Western</p> <p>-Different sanctioned event meanings throughout the entire manual Motion: Tabling back to Coaching Committee. Moved by: VP Finance 2nd by: Western Director</p> <p>MOTION #02: Carried D2-12-30 THAT: That the final sentence of paragraph 3.3 in the Coaching Development Manual be removed and a new paragraph 3.4 be added that states: "All U9 Minor Novice</p>	



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	<p>to U19 Belle teams must have a Bench Staff member who has First Aid Certification as defined in Section 4.7 of the ORA Bench Staff Qualification Requirements Chart. It is highly recommended that this person be present at all games and team activities. The existing paragraph 3.4 and all subsequent paragraphs in that section will be renumbered accordingly. Moved by: VP Communication 2nd by: Northeast Director Request to have vote recorded: Opposed: VP Finance</p> <p>MOTION #03: Carried D2-12-31 THAT: The ORA Bench Staff Qualification Requirements be amended to require that the Head Coach of a U6 team be CSI Trained and MED Certified. Moved by: VP Communication 2nd by: Western Director</p> <p>MOTION #04: Carried D2-12-32 THAT: The attached revised Bench Staff Code of Conduct Agreement replace the existing Bench Staff Code of Conduct Agreement for Sanctioned Events (Form C-F-01) as well as Section 6.0 of the Coaching Development Manual. (See Attachment) Moved by: VP Communication 2nd by: VP Administration</p> <p>MOTION #05: Carried D2-12-33 THAT: Section 8.5 of the Coaching Development Manual be updated to reflect the standard facilitator fees being paid throughout the province and that the fee be standard per facilitator regardless of how many facilitators are facilitating the clinic, as follows: Community Sport Initiation – Facilitator Fees -\$150 plus expenses per Facilitator Competition Introduction 1 – Facilitator Fees - \$250 plus expenses per Facilitator Competition Introduction 2 – Facilitator Fees - \$100 plus expenses per Facilitator Moved by: VP Communication 2nd by: Southern Director Request to have vote recorded: Abstention: Eastern Director</p> <p>-Eastern Director and G&T Chair has a conflict of interest with this topic -Making it a standard across the board -Fee in Ontario are very low compared to across the Country</p> <p>MOTION #06: Tabled D2-12-34 THAT: Paragraph 10.1.1 of the Coaching Development Manual be revised to read: "All ORA Coaches will be invited to apply for any of the Bench Staff positions (Coach and Assistant Coach) for Team Ontario according to the following timeline: January 31st of the year before the Canada Winter Games – Deadline for submission of applications. April 30th of the year before the Canada Winter Games – Coach and Assistant Coaches selected. All applicants must have the appropriate coaching qualifications as set out in Paragraph 10.2.1 below at the time of application.</p> <p>Tabled back to the Coaching Committee for clarification Moved by: VP Communication 2nd by: Athlete Representative</p>	<p>Administration Coordinator attach document Switching #3 and #6 and removing #8</p> <p>-To do for coaching – i.e. criteria for how many required 10+ people attending 2 LF's required.</p>
Sport Development –	<p>SPORT DEVELOPMENT: MOTION #01: Carried D2-12-35 THAT: The Team Activity Log must be completed by each team and submitted to their Association President within one week of their final event of the season. The</p>	



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	<p>vendors for use on merchandise excluding badges and pins. Vendors must receive authorization from the office prior to using the logo. Moved by: VP Communication 2nd by: VP Administration</p> <p>MOTION #04: Carried D2-12-45 THAT: Two banners shaped identically to the badge and in the style of the Provincial Opening Ceremony banner be purchased to advertise the badges. The maximum to be spent is \$550 in total. Moved by: VP Communication 2nd by: Northeast Director Meeting adjourned till 9:00 a.m.</p> <p>Finished at 5:45 p.m.</p>	
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Board Of Directors:

**Sunday January 22, 2011
Meeting Started at 9:05
a.m.**

**Committee Chairs Or
Representatives:**

Professional Staff:

Present:
Keith Kaiser- President
Jo-Ann Wilson- VP Administration
Janet Logan- VP Communication
Nick Sirenko- VP Finance
Kathy Noxon- Eastern Director
Susan Weiskopf- Northeast Director
Peter Westelaken- Western Director
Robert Crandall- Southern Director
Kim Noxon- Athlete Representative
Yvan Belanger – G&T
Mary Kaiser – Elite Development
Cathy Nie – Membership Services
Lori Pasanen – Adult Development
Mike Beaton- Executive Director
Stephanie Corrado-Admin Coordinator

Absent:
VACANT – Northwest Director
Mike Chaudet- VP Technical
Jamie showers- Central Director

Karen Meek – Officiating Development
Rob Evans – Rules Development
Kathy McCaw – Coaching Development
Kevin Hanlon – Sport Development

Roll Call	9:10 a.m.	
9. Athlete Rep Report	<p><u>ATHLETE REP:</u> -Leadership camp in May 2012 had 22 campers -Proposal and budget has been sent to Finance Committee for upcoming year -Survey's were sent out to all campers and they enjoyed the anti-bullying seminar -Athlete Representative to work with Executive Director to see if there are any grants available for the following years</p>	-Grant investigation by Athlete Representative and Executive Director
10.	<p>MOTION: Carried D2-12-46 THAT: To accept the reports of the VP Administration, VP Technical, VP Communication and the Athlete Representative Moved By: Northeast Director 2nd By: VP Finance</p>	
11. VP Finance	<p>-Ensure that all budgets ad proposals are sent to the Finance Committee -Any budget changes will need approval from the Finance Committee</p>	
12. President's Report	<p>MOTION: Carried D2-12-47 THAT: To accept the Presidents report Moved by: Northeast Director 2nd by: VP Administration</p> <p>-ORA Board Presence at 2012/2013 Season events -Executive committee to work together to help ensure that all Committees have open and ongoing communication and follow all processes -Would like representatives at all major and minor events – to have an active and responsible Board -Ringette Canada does not have an LTAD Representative but is in the process of hiring someone -Finance Committee look at next year`s AGM</p>	
13. Executive Director's Report	<p>MOTION: Carried D2-12-48 THAT: To accept the Executive Directors report. Moved by: Northeast Director 2nd by: Western Director</p> <p>-General conflict of interest guidelines -Each Board of Directors Member is to respond to Executive Director regarding the general conflict of interest guidelines</p>	



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<p>Executive Committee</p>	<p>Cathy Nie – Membership Services left the meeting at 10:20 a.m. Lori Pasanen – Adult Development left the meeting at 10:20 a.m.</p> <p>Break 10:10 a.m. -10:20 a.m.</p> <p>MOTION: Defeated D2-12-49 THAT: The ORA renew contract with Hudson Travel Group for a 3 year term Moved by: VP Finance 2nd by: Northeast Director</p> <p>-Sponsorship proposal was to renew agreement now before current agreement expires in May 2013. -No agreement includes a catch bonus if certain conditions were met -Among the concerns were the timeline did not allow issuing of Request for Proposal (RFP) other potential sponsors</p> <p>MOTION: Carried D2-12-50 THAT: Support the Executive Directors position that no e-mail addresses for our members be collected and sent to Ringette Canada. Moved by: Northeast Director 2nd by: VP Communications</p> <p>- Ringette Canada mandatory e-mail submissions -Brought up informally at AGM -Privacy concerns and ORA would have to change their Privacy Policies</p> <p>Ringette Canada Learn to Skate (LTS) Franchisees -Fees shown -Working together to get people on skates and have them choose -Asking the Regions to identify people within ORA that would like to run this Learn to Skate -Regional Directors to coordinate with Executive Director</p> <p>MOTION: Carried D2-12-51 THAT: To accept the Executive Committee report. Moved by: Athlete Representative 2nd by: Western Director</p>	
<p>14. To Do List</p>	<p>Update on the review of the Discipline and Complaints Policies by Southern Region Director</p> <p>Appeals/ Complaints Committee: - ORA Complaints and Appeals Policies 2.0 - Fast Track Process for appeals - Presentation of current status by Chair Appeals Committee – circulated -Two ways a appeal process can go -Hear and interview all the people involved – correct decision made -Look at if all policies and procedures are followed – correct decision making process -Suggestion is looking at process and if all policies and procedures are followed in the decision making process -Simple and fast decision made. Narrow scope for what we will allow -Will not be allowed to oppose their own judgement -only correct way the decision is made -Reduce the \$500.00 fee? -In depth, in the right direction and this process will be sport specific</p>	



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	-looking to bring forward to Board of Directors meeting in November	
15. New Business	<p>-Quebec Executive Director contacted ORA Executive Director to change U19 to U18 -Forward to Sport Development</p> <p>-NRL – has affiliate players for certain number of players -A player that is 18 years of age or older any A player can play for NRL can play in 7 OR 8 games maximum -A and AA players can be an affiliate player but their home team is their priority -Encourage NRL to inform teams that the Affiliate players allegiance is to their Home Association</p> <p>AGM Location: -Centralize in the future or continue to rotate the AGM - Discussion for November -November – where Southern has decided to host AGM</p> <p>Ringette Canada: -Looking for input on the purchasing of National patches -Put forth to sell our 50th Anniversary patch but with minor changes</p>	<p>E-mail to Regional Chairs regarding Affiliate Players in NRL</p> <p>-Membership Notice - A and AA players can be an affiliate player but their home team is their priority</p> <p>-Technical Director to respond regarding patches using the same as ORA 50th</p>
16. Old Business	<p>Nominations Chair - To be brought forward in November</p> <p>Review of Meeting Facilities current and future - Disadvantage current location meeting rooms not in same building -Requirements in future meeting and rooming facilities in same building -Westin is easier for Standing Committee Meetings because it is closer to the airport</p> <p>VP Finance Wrap up assessment on budget impact -Guidelines for scoring for RFPs -Standing Committee Meeting requests require proposals with budgets -Finance Committee Meeting -Score2Stats contract forward it G&T for their concurrence and make adjustments appropriately</p>	-Send in nominations for the Nominations Chair
17. Next Meeting	Toronto, ON. Friday, Saturday & Sunday November 23-25, 2012 President to Chair	
18. Adjournment	Adjourned at 1:15 p.m. Carried Moved by: Eastern Director	



U12 Implementation Plan **Start Date: September 2013**

Beginning with the September 2013 season, the U12 division will have a provincial component and a regional component. The Regional component will be a balanced, vertical, developmental program and the Provincial component will introduce a competitive element with teams selected horizontally.

Any team registered as U12 would be invited to apply to the U12 Provincial Event through the “intent to proceed” process. Admission would be on a first come, first serve basis. The exact process would be worked out by the G&T committee and would allow for both regional and provincial teams to be included in the event.

The G&T Committee will determine pools for the U12 Provincial Event based on tournament performance and the team composite scores.

When G&T puts out the call for hosts for the 2014 U12 Provincial Event, they will request that potential hosts be able to ice this expanded format.

All U12 teams should not be finalized before September of the current playing season. While sort-outs may be held prior to September, no team practices should be held before this date. This is supported by the LTAD principle that physical literacy is developed through participation in diverse athletic activities throughout the year and that no one sport should have a year-long program at this stage.

All U12 teams, Regional and Provincial, are limited to attending a maximum of five tournaments throughout the season, including Regionals and/or Provincials.

As per existing ORA Rules, all Coaches must comply with the ORA Fair Ice Policy.



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Bench Staff
Code of Conduct Agreement**



Team Bench Staff members are expected to uphold the highest standards of conduct whenever involved in a team function or representing their team in any way. The ORA’s expectations and rules for Bench Staff Code of Conduct may be found in the ORA Operating Manual at:

- Sport Administration, Chapter 2, Section 8, “Code of Conduct and Ethics”; and
- Coaching Development, Section 6, “Bench Staff Code of Conduct”.

Each member of the Team Bench Staff must sign below to indicate they have read these parts of the ORA Operating Manual and that they agree to abide by them.

Code of Conduct: Key Points

1. Bench Staff must abide by the rules set down by the Ontario Ringette Association.
2. Bench Staff must abide by the decisions of the game officials; i.e. referee, timekeeper and other minor officials.
3. Bench Staff should ensure that all players and team spectators are the best possible representatives of their team, association and the sport of Ringette at all times.
4. Bench Staff should respect the roles played by the Volunteers, Host, Officials and other Bench Staff at all sanctioned events, and deal with everyone involved in a courteous and friendly manner on and off the ice.
5. Abusive/offensive language is not to be used on the ice, bench area or in the public halls and lobbies of the arena.
6. The use of illegal drugs is strictly prohibited. Alcohol must not be consumed within 8 hours prior to game time.
7. Alcohol consumption by minors is strictly prohibited. Alcohol consumption by those of legal age must be handled with discretion and in a manner not demeaning to the Ontario Ringette Association, following all laws according to the Liquor License Act of Ontario.
8. Any breach of the above alcohol and drug rules is a severe breach of the Code of Conduct. The minimum consequence for such behaviour will be the suspension for the remainder of the event and an automatic referral to the appropriate regional or provincial committee where further sanctions could be imposed.

A Bench Staff member who breaks the Code of Conduct must appear before the appropriate association, regional or provincial committee for a discipline hearing. This body may impose sanctions that may include suspensions or fines.

I HAVE READ THE BENCH STAFF CODE OF CONDUCT PART OF THE ORA OPERATING MANUAL
AND I AGREE TO ABIDE BY THESE CONDITIONS.

_____	_____	_____
ASSOCIATION	TEAM	LEVEL

Signatures of Bench Staff

_____	_____	_____
PRINT	SIGN	DATE
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PRINT	SIGN	DATE
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