

QUEBEC MAJOR JUNIOR HOCKEY LEAGUE

CODE OF CONDUCT



1. Preamble/Foreword

Player's Code of Conduct	
Adoption date	September 2015
Revision Dates	September 2023
Coach's Code of Conduct	
Adoption date	September 2023
Revision Dates	n/a

The present codes of conduct are under the authority of QMJHL management. Rules may be modified or added upon approval at meetings of QMJHL Members.

1.1 QMJHL Statement of Principle

The purpose of the league and its teams is to contribute to the development of young amateur student players between the ages of sixteen and twenty, in order to help them progress to the highest levels of professional hockey.

The league and teams have a duty to ensure the optimal development and integrity of the player in terms of physical and mental fitness and ability. They are also always committed to the player's good conduct as a member of an organization, both within and outside the sport. Finally, they must ensure quality academic continuity, enabling student players to continue their studies during and after their years in the QMJHL.

1.2 QMJHL Mission

The QMJHL's mission is to develop the sport of hockey by providing its elite players with a safe and educational environment conducive to preparing them for adulthood.

1.3 Ethics

Ethics are a set of values that an organization recognizes as fundamental to achieving its mission, and that serves as a guide for an individual or a group to help them judge the appropriateness of their behaviour. The Code of Conduct is based on the values and rules that the QMJHL favours to ensure the safety and protection of integrity in sport.

1.4 Fundamental Values in Sport

- Respect
- Integrity
- Safety
- Dignity
- Sportsmanship
- Surpassing oneself
- Commitment
- Perseverance and tenacity
- Honesty
- Benevolence

1.5 QMJHL Policies

- **Education Policy**

The QMJHL has adopted an education policy to help its players become responsible, well-educated citizens. All players are required to take courses recognized by the QMJHL, and team management and staff must support them in their academic endeavours.

- **Anti-discrimination Policy**

The league fully subscribes to the fundamental principle that every person is entitled to full and equal recognition and enjoyment of human rights and freedoms, without distinction, exclusion or preference based on, but not limited to, race, sex, colour, religion, language, ethnic or national origin, sexual orientation, disability, social status or condition, or in relation to any other ground for discrimination prohibited by law. Accordingly, the QMJHL undertakes not to tolerate any vexatious attitude or discriminatory behaviour, or any form of discrimination as indicated in its anti-discrimination policy.

- **Policy for the Prevention and treatment of Harassment and Violence and its Charter Against Violence.**

The Policy has been adopted to provide QMJHL employees, players, officials and others associated with the QMJHL with an environment free from harassment, discrimination and violence.

This policy also aims to promote and maintain a healthy, safe sporting environment, free from sexual violence and conducive to the protection of the dignity and physical and psychological integrity of individuals.

As part of its mission to combat violence in hockey, the League has also adopted a charter for the prevention of violence. It undertakes to protect the physical and mental health of players and the image of the sport by condemning all violent behaviour that does not comply with the rules of the game and sporting values.

- **Social Media Policy**

The QMJHL understands and appreciates the importance of social networking in the personal and professional lives of its players. However, it is also a platform prone to the proliferation of potentially inappropriate behaviour, behaviours that can be damaging or detrimental to the League, its members and its public.

As a result, the League has adopted an official social media policy to protect all parties from harassment, inappropriate gestures or behaviour, whatever the intentions.

- **Anti-doping Policy**

The QMJHL has adopted an anti-doping policy to protect the health and safety of its players, as well as the image and values of the sport. Each season, players receive online training to make them aware of the consequences of using banned substances. Anti-doping tests are also conducted during the regular season, during Canadian Hockey League (CHL) events and during the playoffs.

- **Code of Civility**

The [League/Team] Code of Civility is a statement of attitudes and behaviours associated with good manners, which is encouraged by the QMJHL to maintain a respectful, harmonious and efficient work environment.

- **Billet Family Guide**

This guide has been prepared to assist billet families in their role and to better define the rules to be adopted to ensure proper supervision.

As such, these policies and codes of ethics have been established to ensure that the QMJHL remains a leader in the development of hockey players in a healthy environment. Their purpose is to safeguard and promote these orientations while protecting players, coaches and the good reputation of the QMJHL, teams and the sport. They determine the attitudes and behaviours deemed appropriate for the healthy practice of hockey within the league and for its image.

1.6 Guiding Principles

The QMJHL Codes of Conduct are based on three (3) guiding principles:

1. All players, team and league personnel must adhere to QMJHL policies, codes of conduct, and regulations.
2. Players and team and league personnel must integrate and demonstrate, through their words, attitudes and behaviours, the fundamental values in sport and ensure that they respect at all times the spirit and specific requirements of the Code of Conduct.
3. The mission, sporting values, policies, league rules, policies, codes of conduct and the safety and well-being of players must always prevail and never be sacrificed for the sake of personal glory or victory at any cost.

1.7 Operating procedures

- Team managers: They are responsible for making all policies and this Code of Conduct known to their team personnel and players, and for reminding them that they must abide by them. Team managers are also responsible for intervening promptly when a breach occurs, and for immediately informing the QMJHL Commissioner's office.
- League officials: It is their responsibility to ensure that policies and codes of conduct are respected, and to take appropriate action in the event of non-compliance.

To this end, team and League officials are responsible for evaluating each situation involving a breach of the code of ethics and issuing a warning or sanction, depending on the seriousness of the situation and the consequences incurred.

1.8 Breach of the Code of Conduct

Any action or behaviour that violates the Code of Conduct may be considered a breach and could result in disciplinary sanctions such as a number of games of suspension, temporary removal from the team or expulsion from the QMJHL.

1.9 Duties and obligations

To get the most out of playing hockey in the QMJHL, players and coaches must adopt attitudes and behaviours that reflect the fundamental values of the sport.

The Player's Code of Conduct

VALUES	EXPECTED BEHAVIOURS
Respect for self, others, and the rules	<ul style="list-style-type: none"> • I respect my body by not using drugs and by adopting a healthy lifestyle. • I respect the rules and policies of the QMJHL and the team, and all applicable laws. • I am respectful of my teammates, coaches, officials, community members, billet family and opponents, regardless of gender, identity, or ethnic origin. • I respect the notion of consent.
Integrity	<ul style="list-style-type: none"> • I am a positive influence and role model for my teammates, family, and young fans. • I avoid alcohol and drugs consumption that could lead to a problematic situation. • I do not participate in gambling activities such as sports betting that could lead to addiction and loss of money. • I am careful with social and traditional media; both in the messages and solicitations I may receive and in the comments I make. I also refrain from threatening anyone and/or producing and/or distributing pornographic or embarrassing material. • I encourage integration activities, but I eliminate all humiliating, illegal, dangerous, and degrading activities such as hazing.
Safety	<ul style="list-style-type: none"> • I remain in control of myself and respect the rules of the game so that hockey, a robust sport, does not become a dangerous sport for myself and my opponents. • I remain in control of myself so as not to jeopardize the safety of spectators. • I drive carefully, without being under the influence of alcohol or drugs, and make sure I'm in good physical and psychological condition. • I will report any medical and/or personal problems if they may affect my safety or that of others.
Dignity	<ul style="list-style-type: none"> • I accept victory with modesty, without ridiculing my opponent. • I accept defeat by recognizing my opponent's good work and being aware that it is not an end in itself. • I accept my mistakes and those of my teammates.

Sportsmanship	<ul style="list-style-type: none"> • I adopt a positive and constructive attitude. • I support my teammates, so I win as a team and lose as a team. • I accept officials' decisions, remembering that they're there to enforce the rule book to prevent a player or team from gaining an unfair, illegal advantage that does not comply with the rules of hockey. • I avoid creating cliques or discrediting my coaches or teammates.
Surpassing oneself	<ul style="list-style-type: none"> • I commit to giving the best of myself as a hockey player and as a student. • I commit to having goals and working to achieve them while respecting the rules and policies in place.
Commitment	<ul style="list-style-type: none"> • I commit to respecting my code of conduct and all related regulations, laws, and policies. • I commit to respecting my obligations and my team's instructions.
Perseverance	<ul style="list-style-type: none"> • I make a constant, committed effort. • I learn as much from defeat as from victory. • I am disciplined and put the necessary effort into my studies. • I face adversity and seek support when necessary.
Honesty	<ul style="list-style-type: none"> • I refuse to win through illegal means and cheating. • I act with honesty towards the people around me.
Benevolence	<ul style="list-style-type: none"> • I accept diversity and promote inclusion by avoiding any form of discrimination or vexatious comments or gestures (racist, homophobic, sexist, etc.). • I report inappropriate behaviour.

The Staff's Code of Conduct

VALUES	EXPECTED BEHAVIOURS
Respect for self, others, and the rules	<ul style="list-style-type: none"> • I respect the rules and policies of the QMJHL and the team, and all applicable laws. • I treat every player with respect and fairness. • I use appropriate language and behaviour towards players, the QMJHL, officials, spectators and opposing teams. • I show courtesy and respect to my colleagues and the community, regardless of gender, identity, or ethnic origin.
Integrity	<ul style="list-style-type: none"> • I respect my authority as a staff member by preserving the physical and mental integrity of the players. • I am a positive influence and role model for the players. • I use my authority wisely and always act in the best interests of all players, the team, and the League. • I consider the development of the individual to be as important as the development of the hockey player. • I make players aware of alcohol and drug abuse, as well as pathological gambling. • I avoid any alcohol and drugs consumption that could lead to a problematic situation. • I choose my comments intelligently and respectfully through traditional and social media. • I encourage integration activities, but I forbid any humiliating, illegal or dangerous activity such as hazing.
Safety	<ul style="list-style-type: none"> • I remain in control of myself in order to communicate appropriately with players. • I ensure that the equipment and facilities respect the players' level of development and safety principles. • I inform players of the dangers inherent to playing hockey. • I respect players' recovery time when they are injured or ill.
Dignity	<ul style="list-style-type: none"> • I accept victory with modesty, without ridiculing my opponent. • I recognize with dignity my opponent's performance in defeat.
Sportsmanship	<ul style="list-style-type: none"> • I adopt a positive and constructive attitude. • I accept officials' decisions, remembering that they are there to enforce the rule book.

	<ul style="list-style-type: none"> • I avoid creating cliques or discrediting players, my organization or the QMJHL.
Surpassing oneself	<ul style="list-style-type: none"> • I commit to giving the best of myself. • I promote the development of self-confidence and self-esteem. • I commit to setting realistic goals for the players and communicating them effectively.
Commitment	<ul style="list-style-type: none"> • I commit to respecting my code of conduct and all related regulations, laws, and policies. • I uphold the values of sport in all my behaviour. • I honour my written and verbal commitments to the players, my organization, and the League.
Perseverance	<ul style="list-style-type: none"> • I emphasize the players' hard work and perseverance. • I put the players' academic success ahead of their athletic goals. • I deal with adversity by seeking out the necessary support.
Honesty	<ul style="list-style-type: none"> • I refuse to win through illegal means and cheating. • I am honest with the players and my organization.
Benevolence	<ul style="list-style-type: none"> • I place the players' well-being at the heart of my priorities and attach importance to their mental health. • I report inappropriate behaviour. • I accept diversity and promote inclusion by avoiding any form of discrimination or vexatious comments or gestures (racist, homophobic, sexist, etc.).

RESOURCES

Resources in Quebec

Centre for Respect in Hockey - REES

Filing a complaint

Player Support Program:

supporttovictims@lhjmq.qc.ca

Phone and text message: 1-877-650-3555

Sport Aide:

<https://sportaide.ca/en/home/>

Phone and SMS:

1 833 211-AIDE (2433)

Tel-jeunes:

<https://www.teljeunes.com/Home>

Phone: 1 800 263-2266

Text message: 514 600-1002

Kids Help Phone:

<https://kidshelpphone.ca/>

Phone: 1-800-668-6868

Drugs: Help and Referral

<https://www.aidedrogue.ca/en/>

Phone: 1 800 265-2626

Gambling: Help and Referral

<https://aidejeu.ca/en/>

Phone: 1 800 461-0140

Canadian Mental Health Association (CMHA):

Bounce Back Program

<https://bounceback.cmha.ca/>

General public resources:

- Tel Aide: 514-935-1105 <https://telaidemontreal.org/en/>
- Info Santé: 811
- Suicide Prevention Helpline: 1-866-277-3553

Sexual Violence Helpline

<https://sexualviolencehelpline.ca/1/home>

Phone: 1 888 933-9007 (Toll-free)

Emergency: 9-1-1

Regroupement québécois des centres d'aide et de lutte contre les agressions à caractère sexuel

<https://rqcalacs.qc.ca/en/>

Phone:

Montréal area: 514 529-5252

Toll-free: 1 877 717-5252

Email: info@rqcalacs.qc.ca

Resources in the Maritimes**Centre for Respect in Hockey - REES****Filing a complaint****Player Support Program:**

supporttovictims@lhjmq.qc.ca

Phone and text message: 1-877-650-3555

Canadian Sport Helpline

info@abuse-free-sport.ca

1 888 837-7678

Sport Aide :

<https://sportaide.ca/en/home/>

Phone and SMS:

1 833 211-AIDE (2433)

Kids Help Phone:

<https://kidshelpphone.ca/>

Phone: 1-800-668-6868

Drugs: Help and Referral

<https://www.aidedrogue.ca/en/>

Phone: 1 800 265-2626

Gambling: Help and Referral

<https://aidejeu.ca/en/>

Phone: 1 800 461-0140

Canadian Mental Health Association (CMHA):**Bounce Back Program**

<https://bounceback.cmha.ca/>

General public resources:**Crisis Services Canada**

<https://www.crisisservicescanada.ca/fr/>

Phone: 1 833 456-4566

Text message: 45645

Canadian Association of Sexual Assault Centres

<https://casac.ca/home/>

Phone: (604) 876-2622

Email: info@casac.ca

New Brunswick**New Brunswick Now You Know**

https://www2.gnb.ca/content/gnb/en/corporate/promo/sexual_violence/support.html

Sexual Violence New Brunswick

<https://svnb.ca/en>

Phone: 506.454.0437

Email: info@svnb.ca

Safe Sport Nouveau-Brunswick

<https://safesportnb.ca/>

1 800 758-9412

PEI**Prince Edward Island Rape and Sexual Assault Centre**

www.peirsac.org

Phone number: 902-566-1864

Toll-Free Number: 1-866-566-1864

Email: admin@peirsac.org

Nova Scotia

Nova Scotia Sexual Assault Centres

<https://novascotia.ca/coms/svs/sexual-assault-centres/>

ANNEX