



PERSONAL CONDUCT POLICY

All persons associated with the Western Hockey League (WHL) are required to avoid conduct at any time - during hockey season or otherwise - that is detrimental to the integrity of the WHL. This requirement applies to all players, coaches, management and other team employees, owners, game officials and all others privileged to play, try out for, coach, work, provide services to or be associated with the WHL and its member Clubs.

A policy and rules promoting lawful, ethical and responsible conduct serve the interests of the WHL, its players and fans. Illegal, unethical or irresponsible conduct does more than simply tarnish the offender, his or her family and team; it may also damage the reputation of others involved in the game, and it undermines public respect and support for the WHL.

Standard of Conduct

While criminal activity is outside the scope of permissible conduct in our society and all persons who engage in criminal activity may be subject to criminal proceedings, the standard of conduct for persons associated with the WHL is considerably higher than simply complying with criminal law. Everyone associated with the WHL or its member clubs is expected to conduct himself or herself lawfully, ethically and responsibly, in a manner that promotes the values upon which the WHL was founded and based.

Individuals who fail to live up to this standard of conduct are considered to be in violation of the WHL Personal Conduct Policy and guilty of conduct detrimental to the integrity of WHL. They are subject to discipline, regardless of whether or not the conduct results in a criminal or quasi-criminal conviction. Discipline may be imposed by the WHL in any of the following circumstances:

- Criminal offences including, but not limited to, those involving the use or threat of violence; other forms of harassment or abuse; theft and other property crimes; sex offences; obstruction or resisting arrest; and disorderly conduct;

- Offences relating to steroids and prohibited substances or substance abuse; offences involving alcohol or drugs including, but not limited to, driving while impaired or under the influence or dangerous driving;
- Violent or threatening behavior, whether within or outside any team setting or any workplace, or conduct that poses danger to the safety or well-being of another person; or
- Other conduct that undermines or puts at risk the integrity and reputation of the WHL, WHL Clubs, or WHL players, coaches, employees, owners or game officials.

Evaluation, Counseling and Treatment

Apart from any disciplinary action, persons arrested, charged or in any other manner appearing to have engaged in conduct prohibited under this policy may be required to undergo a formal medical or other clinical evaluation at the cost of the individual and/or his or her family. Based on the results of the evaluation, the person may be required or encouraged to participate in an education program, counseling or other treatment deemed appropriate by a health professional, at the cost of the individual and/or his or her family. The evaluation and any resulting counseling or treatment are designed to provide assistance and are not to be considered discipline. However, failure to comply with this portion of the policy shall in itself constitute a separate and independent breach of this policy and basis for discipline.

Discipline

Upon learning of conduct that may be considered detrimental to the integrity of the WHL and that may give rise to discipline, the WHL may initiate a review, which may include interviews and information gathering from medical, law enforcement and other professionals. The WHL will advise the individual, and if that person is a minor, the individual's parent(s) or guardian, of the review and its outcome. A person whose conduct is being reviewed will have the opportunity, represented if they wish by counsel, parent, guardian or other representative, to address the conduct being reviewed. Upon conclusion of the review, the Commissioner of the WHL will have full authority to impose discipline as warranted.