



GUIDING PRINCIPLES FOR ENGAGEMENT EXPECTATIONS AND PROFESSIONAL CONDUCT

APPROVED

Policy Name: OHF Engagement Expectations and Professional Conduct		Date of Approval: 2025-05-25	Activation Date: 2025-05-25
Approved by: OHF Board of Directors	Linking To: OHF Participant Respect and Expectations Policy	Replacing Previous Versions	
Review Cycle: OHF Executive Director Annually with recommendations to Board of Directors.			

1. PURPOSE

- 1.1 The Ontario Hockey Federation (OHF) is committed to creating a professional environment that aligns with our core values — Safe, Fun, Accessible, Integrity, and Progressive. This guiding principles document clarifies the standards of behavior and communication that underpin respectful, solution-oriented, and collaborative engagement among all stakeholders. It supports and reinforces the OHF Code of Conduct(s) by emphasizing the importance of mutual respect, ethical integrity, and a positive, inclusive culture.

2. SCOPE

- 2.1 This document applies to all individuals engaged with the OHF, including but not limited to: Board Members, Executive Directors, staff, volunteers, Member organizations, and external partners. It underscores the importance of embodying our values in every interaction.

3. GUIDING PRINCIPLES OF ENGAGEMENT

- 3.1 Respect for Leadership and Individuals
 - 3.1.1 Respect and Dignity: Disparaging or disrespectful remarks directed at leaders, or any member involved in OHF activities are inconsistent with our Respect and Safe environment. Mutual respect fosters a positive and inclusive space for all.
 - 3.1.2 Constructive Feedback: Critiques should be aimed at improvement and solutions, reflecting our Integrity and Progressive commitment to growth and learning. Personal attacks or undermining behaviors are unacceptable.
- 3.2 Focus on Solutions, Not Dismissal
 - 3.2.1 Solution-Oriented Approach: Responding with cynicism or indifference hampers progress and contradicts our progressive value. All members are encouraged to approach challenges with a solutions-focused attitude rooted in respect and collaboration.
 - 3.2.2 Healthy Dialogue: We celebrate diverse viewpoints and open dialogue as essential to fun and progressive growth, provided they are expressed respectfully.
- 3.3 Professionalism in Dispute Resolution
 - 3.3.1 Constructive Conflict Management: Threats of legal action or threats undermine our Integrity and Safe environment. Conflict resolution should begin with open, honest dialogue and a genuine desire to reach mutual understanding, aligning with progressive and respectful practices.
 - 3.3.2 Mediation and Negotiation: Pursuing mediation and negotiation when deemed appropriate reflects our Progressive and Safe approach to resolving disputes, emphasizing respect and integrity.
- 3.4 Commitment to Professional Integrity
 - 3.4.1 Ethical Conduct: All individuals are expected to act honestly, ethically, and in harmony with the Integrity and Safe principles of the OHF. Disruptive or harmful behaviors threaten a fun and accessible atmosphere and will be addressed appropriately as per the dispute resolution mechanism of code of conduct.
- 3.5 Lines of Communication
 - 3.5.1 Clear, Respectful Communication Channels: Strategic issues should be discussed at the appropriate governance levels—Board Chair to Board Chair—and operational issues between Executive Directors — embodying transparency and progressive leadership.
 - 3.5.2 Exceptions: In specific situations, joint conversations involving both the OHF Chair and Executive Director may occur, reinforcing our respect for collaborative leadership. However, the preferred and appropriate communication pathways remain:
 - 3.5.2.1. Board Chair ↔ Board Chair

4. EMBODYING OUR VALUES IN PRACTICE

- 4.1 All engagement should be rooted in the OHF Values.
 - 4.1.1 Safe: Prioritize emotional and physical safety in all interactions.
 - 4.1.2 Fun: Foster a positive and enjoyable culture, encouraging participation and development.
 - 4.1.3 Accessible: Promote inclusivity and ensure all stakeholders have equitable opportunities and respect.
 - 4.1.4 Integrity: Uphold honesty, accountability, and ethical behavior at all times.
 - 4.1.5 Progressive: Embrace innovation, learning, and continuous improvement in our practices and relationships.

5. COMMITMENT TO RESPECTFUL ENGAGEMENT

- 5.1 Concerns regarding behavior or adherence to these guiding principles should be raised through the appropriate policies and channels established by the OHF. All issues should be addressed with fairness, respect, and in a manner consistent with fostering a positive, respectful, and progressive community. The OHF is dedicated to creating an environment where continuous learning, accountability, and respect support a thriving and inclusive hockey culture.

6. ACKNOWLEDGEMENT

- 6.1 All individuals and partners engaged with the OHF are encouraged to review and uphold these principles, reflecting our shared values and commitment to respect, integrity, and a positive community. Continued engagement is contingent upon respecting and embodying these guiding principles.

7. ALIGNMENT WITH EXISTING POLICIES

- 7.1 This document complements the OHF Code of Conduct(s) and other policies,