

Columbus Youth Development Association

Rules and Regulations

Handbook 2015-2016

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I. Columbus Youth Development Association ("CYDA")

a. Mission Statement

CYDA is a non-profit corporation formed with the intent to promote the growth of ice hockey in the Central Ohio by providing age-appropriate skill progressions based on Long Term Athlete Development Research and to provide the best possible experience for all participants by encouraging, developing, advancing and administering the sport and the hockey playing developmental options available to players and parents in Central Ohio.

b. Statement of Compliance

THE COLUMBUS YOUTH DEVELOPMENT ASSOCIATION ("CYDA") subscribes to all USA HOCKEY and MID-AM District policies and procedures, rules and regulations including but not limited to the published ADM Policy, and those policies, rules and regulations presented in the USA HOCKEY Rule Book and in the USA HOCKEY Annual Guide and particularly the following from the ADMKids.com:

▪ **What's Wrong with Where We're Going?** *For starters, many athletes spend too much time traveling, competing and recovering from competition and not enough time preparing for it. Second, there is too heavy a focus on the result rather than the performance. This attitude leads to long-term failure, as coaches forgo the development of skills to focus on specific game tactics. And third, too many athletes are specializing too early on. An early focus on just one or two sports often leads to injuries, burnout and capping athletic potential.*

Instructors/coaches, parents, administrators and board members must all do their part to ensure that these vitally important foundational rules and philosophies are upheld. In addition, the CYDA abides by the State of Ohio's "Return-to-Play Law" (ORC 3707.511) for athletes participating in youth sport organizations as it relates to concussions and concussion management.

II. CYDA Board of Directors

a. Board of Directors

NAME	POSITION	EMAIL	TERM ENDS
Blake Hackler	President	bohackler@hotmail.com	2016
Aaron Wilburn	Vice-President	awilburn02@yahoo.com	2016
Robert Giuliani	Vice-President	robert@mg-builders.com	2016
Chris Bauermeister	Secretary	chris.bauermeister@smiths-medical.com	2016
Kimberly Hackler	Treasurer	khackler@hotmail.com	2016

b. Job Descriptions and Committees

All important roles need to be covered in order to ensure the continued growth and success of the organization, but may be relegated to one or more board members as the board sees fit. CYDA Board Member elections are to

an unassigned Director position. The annual general election process is used to determine who the new Board Members are, as chosen by the membership. Following the election, a special meeting is conducted where the Board Members decide on officers and assignments for the coming year.

Officers shall be considered members of the Board. The officers of this Association, as outlined in the CYDA By-Laws, shall be:

A. Board Appointees/Committees

The Board may appoint individual or establish committees to carry out Board directives that may include but are not limited to: Recruitment and Retention, Fundraising Activities, Web Administration, Injury Prevention/Education, Tournament Director, Manager Liaison. Any Board Appointed person or committees are not voting members of the Board unless they are Board Members in another capacity.

B. Voting Members

1. President

- a. Preside at all general and Executive Board meetings.
- b. Provide an agenda for all general and executive board meetings.
- c. Appoint standing and special committee chairpersons.
- d. Enforce and uphold the Bylaws of CYDA.

2. Vice-President(s)

- a. Supervise the function of all standing committees and reports, as needed, to the Executive Board at each Board Meeting
- b. Serve as acting President in the President's absence
- c. Serve the non-expired office of President should the office be vacated for any reason.

3. Secretary

- a. Provide written notice to all members of the time, date, and place of all general and special meetings
- b. Provide at least five (5) days' notice to all members of the Executive Board of the time, date, and place of all Executive Board meetings
- c. Record accurate minutes of all general and Executive Board meetings
- d. Keep on file all official records and correspondence
- e. Be responsible for the transfer of all records, as noted in Section 3 d., to any succeeding Secretary.

4. Board members At Large

- a. The remaining members of the Board shall be considered 'at large.' Members at large, like any other board member, have a responsibility to act with care and loyalty to the association.

Two or more Board Members at the discretion of the Board may share an office. Board Members may participate on appointed Committees. A Board Member may only have one vote even if they participate in multiple roles on the Board.

III. Program Information

a. Hockey Programs

CYDA Program:

NAME	POSITION	EMAIL	TERM ENDS
Eric Travers	On Ice Director	travs29@hotmail.com	2016
Adam McHugh	Hockey Director	Mcq.adam@gmail.com	2016

1. On-Ice Director

The On-Ice Director is responsible for communication to and training of established and qualified Instructors; Scheduling all ice time including practice, scrimmages and games with the appropriate Rink Manager; Monitoring concussion/injury protocols, some or all of which can be delegated to an appointed individual(s).

2. Hockey Director

The CYDA Hockey Director is charged with implementing advanced, modern player development techniques to maximize the growth and sustainability of the CYDA Hockey Program. This includes but is not limited to responsibility to develop and conduct age-appropriate practice plans using ADM and LTAD principles, as part of a mission to find and advance proven and effective ways to best develop youth hockey players.

3. Players and Teams based on Player age.

4. Station Based Practices utilizing age-appropriate skill progressions.

b. Participation

- A. Teams will be kept to sizes of no more than 11 skaters (plus a goalie) per team, and players will get equal ice time to the extent reasonably possible.
- B. Instructors may discipline players for missing practices or for conduct detrimental to the team by reducing their ice time during games. If this action is taken, the Instructor shall communicate his justification for the disciplinary action to either the parent or player as the circumstances dictate.
- C. All players must have their registration forms and fees turned in before being allowed to participate in any practice or game.
- D. Arrangements may be made for a payment plan. If the payment schedule is not adhered to, the player will not be allowed to participate until payments are made current.

c. Player Eligibility

- A. A player's age as of December 31 of the registration year determines which age category he/she is eligible during the entire season, in accordance with USA Hockey age classifications.
- B. Players must register with USA Hockey.
- C. Player Release Policy – CYDA BOD must provide written release for players to participate with another program. This includes tryouts, tournament play, etc.

IV. Player Information

a. Player Code of Conduct.

The CYDA supports USA Hockey's Code of Conduct (Attachment 2).

b. Zero Tolerance Policy.

The CYDA supports USA Hockey's Zero Tolerance policy (Attachment 3).

c. Players Responsibilities

Players are encouraged to develop a deep sense of respect for all (opponents and officials) while endeavoring to enjoy the sport and improve their playing ability. Each player is expected to use proper skill and technique when engaging in any type of body contact.

- A. Wear ALL protective equipment, including mouth guards, to every practice. Open hockey requires a helmet with a facemask.
- B. Be sure that all equipment straps are properly secured and equipment fits properly. Instructors will conduct periodic equipment checks.
- C. All jewelry MUST be removed prior to practice or game.
- D. Players must inform the Instructor when under a Doctor's care. This information is confidential.
- E. Consent to Treat/Medical History Forms will be carried by the Team Manager(s) if there is an emergency.
- F. All hockey related injuries need to be reported immediately to Instructor or team manager.

d. Misconduct Penalties

Players who are involved in events that lead to a game misconduct penalty will have the following consequences applied:

- A. 1st Misconduct: one (1) game suspension
- B. 2nd Misconduct: two (2) game suspension and conference with the CYDA Rules and Disciplinary Committee (described in Section VII, a).
- C. 3rd Misconduct: suspension from the Program for the remainder of the season.

e. Rink and Locker Rooms

- A. Keep floors clean and free from all litter. Failure to keep the locker rooms clean may result in the loss of locker room privileges.
- B. There will be no rough-housing in the locker rooms and/or the buildings.
- C. Spitting in the locker rooms is strictly forbidden. Spitting may result in the loss of locker room privileges for your team.
- D. Players and parents are responsible for being aware of and obeying all rink rules.
- E. CYDA has no ownership or management rights to the Newark Ice Arena or the surrounding facilities, or any other arena. Any player who is found damaging any property at an ice rink or locker room will be charged for the property damaged and will be brought in front of the CYDA Rules and Disciplinary Committee (described in Section VII,a). Suspension for the entire season and expulsion from CYDA are potential penalties.

V. Instructor/Coaching Information

a. Instructor Coaching Education Requirements

- A. Instructors at all levels of play will be required to participate in the USA Hockey Coaching Education Program Clinics conducted in the Mid-Am District area based on the requirements established by USA Hockey/Mid-Am. All Instructors must register with USA Hockey.

- B. Instructors shall have their certification renewed as often as required to keep current with the USA Hockey CEP Program at the appropriate level.
- C. Instructors will be selected by the On-Ice Director based on their skills and qualifications.
- D. Instructors are responsible for teaching their players to play the sport in a safe and sportsmanlike manner. To that end, Instructors are directed to teach only those skills necessary to allow for proper and legal body contact.
- E. It is the responsibility and obligation of each Instructor to ensure that each and every player performs to their maximum potential.
- F. All Instructors agree to abide by the USA Hockey Coaching Ethics Code (Attachment 1).
- G. Instructors are responsible for discipline on their team and for making sure that players adhere to the code of conduct as outlined in the attached Hockey Code of Conduct (Attachment 2) and Zero Tolerance Policy (Attachment 3).

VI. Team Manager Information

a. Team Manager Requirements

All teams are required to have a team manager who will be selected from one of the parents of the players rostered on the team. If no one volunteers the On Ice Director, in consultation with the CYDA Board, will appoint a parent or family to serve in this position.

The Team Manager is responsible for the following:

- A. Ensuring the Registrar has the information necessary for registering with USA Hockey.
- B. Reserving hotel blocks for any away games during the season.
- C. Coordinating team travel for games and tournaments, and providing directions and phone numbers for families.
- D. Communicating grievances/suggestions to the On-Ice Director and Manager Coordinator and relaying status of grievance to Player/Parent, as defined in Section VII,b.
- E. Securing minor officials (scorekeeper and timekeeper) from the parents on the team.
- F. Ensuring proper conduct from team members and parents as defined in the USA Hockey Code of Conduct (Attachment 2).
- G. Handling ice rink damages that may occur and report any such damages to the CYDA Board.
- H. Communicating Board policies to the Instructors and parents.
- I. Ensure Team Folder is current with Team Roster, Treatment Consent/Medical History Form, and other pertinent information and is at the rink whenever the team is on the ice.
- J. Contact CYDA secretary if any information is missing or needs to be updated.
- K. Facilitating and coordinating any fundraising efforts on behalf of CYDA.

VII. CYDA Policies

a. CYDA Rules and Disciplinary Committee (CRDC)

The CYDA Rules and Disciplinary Committee (CRDC) shall consist of the following members:

- A. Board President.

- B. On-Ice Director.
- C. One CYDA parent elected by all CYDA Members.
- D. The Hockey Director.

b. Grievance Policy

When a problem arises with a player's behavior or when a conflict between players arises, the first place for this to be dealt with is between the player(s), the On-Ice Director and the Hockey Director. Players should bring any concerns or problems to the Hockey Director or On-Ice Director and work with them and the other Instructors to resolve the issue.

If a CYDA parent, Instructor or official believes that anyone involved in CYDA (player, parent, Instructor, official, or spectator) has violated the Hockey Code of Conduct signed at the beginning of the year (Attachment 2) or the Rules set forth in this document, and that formal disciplinary procedures should be initiated, they must immediately report their concern to the Board President and the appropriate Head Instructor(s). When such a report is received, the following actions will be taken:

- A. The CYDA President, the On-Ice Director and the Hockey Director will have a face-to-face meeting with the person registering the complaint to gather information on the nature of the complaint. The person making the complaint will be asked for a brief written description of the problem. Anonymous complaints will not be acted upon.
- B. The CYDA President, On-Ice Director, Hockey Director, and the appropriate Instructor(s) will then have a face-to-face meeting with the person or persons about whom the concern has been registered to hear their side of the story. If the complaint is against a CYDA player, that player's parents will be directly notified that a meeting with their child is to take place. In all cases, the parents will have the option of attending the meeting with their child and no meeting with a player will take place without the parents present unless the parents' permission is expressly given in advance. Routine discussions with the player's on Ice Instructor(s) are exempt from this requirement.
- C. The CYDA President, On-Ice Director, and Hockey Director will report the results of these meetings to the CYDA Rules and Disciplinary Committee in a closed meeting.
- D. The CYDA Rules and Disciplinary Committee will decide if a formal disciplinary action should be initiated. The decision of the CRDC in this regard is final.

If the CYDA Rules and Disciplinary Committee ("CRDC") decides that a formal action should be initiated, the following steps will be taken:

- A. The CRDC will hold a hearing at which all parties who wish to address the Board will have an opportunity to do so. The Committee will ensure that the hearing is conducted in an orderly and respectful fashion. The Committee may limit the length of the hearing and the amount of time each individual is allowed to speak as long as all parties are given a reasonable amount of time to address the Committee.
- B. Following the hearing, the CRDC will meet in closed session to decide what, if any, disciplinary action is warranted. The board can decide which of the following actions to take:
 - 1. No disciplinary action.
 - 2. A written warning that a violation occurred and that future conduct of the sort may result in suspension. A suspension for a set number of practices and/or games.
 - 3. Suspension for the remainder of the season.
 - 4. Permanent suspension from all CYDA activities.

All decisions of the CRDC shall be by 2/3 majority. If the CRDC cannot agree to a decision with a 2/3 majority, no action will be taken. CRDC decisions in these matters are final.

c. CYDA Whistleblower Policy

A whistleblower as defined by this policy is a CYDA member, volunteer, executive committee member, or board member of CYDA who reports an activity that he or she considers to be illegal or dishonest to one or more other parties specified in this policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

Examples of illegal or dishonest activities are violations of federal, state or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting.

If a member or volunteer has knowledge of or a concern of illegal or dishonest fraudulent activity, the member or volunteer is to contact the CYDA Treasurer and CYDA Board President who are responsible for investigation and coordinating corrective action. The member or volunteer must exercise sound judgment to avoid baseline allegation. A member or volunteer who intentionally files a false report of wrongdoing will be subject to discipline up to and including suspension.

Whistleblower protections are to cover two important areas: confidentiality and retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals of their legal rights of defense. There shall be no retaliation against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse action such as suspension, fines or threats of physical harm. Any whistleblower that believes he or she is being retaliated against must contact the CYDA Treasurer and CYDA Board President immediately. The right of the whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

Members or volunteers with any questions regarding this policy should contact the CYDA Board President.

d. Conflict of Interest

A "Conflict of Interest" exists when a Responsible Person is called upon by The Association to act on a transaction to which the Association would be a party and the Responsible Person's actions or relationships present the potential for improper financial gain, or an adverse effect on the Association's interests.

A "Responsible Person" is any person who holds one or more of the following positions with respect to the Association, or a Related Organization: (1) Director (2) Officer (3) Member of a Committee (4) Any other person who is determined by the Board of Directors to be subject to this policy.

A "Related Organization" is an entity that controls, is controlled by, or is under common control with The Association.

Each Responsible Person who has or anticipates having a Conflict of Interest shall report the Conflict of Interest to the President, or to an individual committee designated by the board, immediately upon identifying the Conflict of Interest. If the Board of Directors or committee for such purposes considers the Conflict of Interest to be a possible concern, it shall deal with it in accordance with the following procedures:

- A. If the Responsible Person who has the potential Conflict of Interest is present at the board meeting he or she shall disclose to the Board or committee all facts material to the conflict of interest so the minutes can reflect the disclosure.

- B. If the Responsible Person who has the Conflict of Interest is not present, or has not made the disclosure required by the preceding paragraph, the President or a representative designated by the board shall disclose to the board or the committee all known facts material to the Conflict of Interest so the disclosure can be reflected in the minutes of the meeting.
- C. A Director who has a Conflict of Interest shall not be counted in determining the presence or absence of a quorum for the purposes of the vote. The Director having a Conflict of Interest shall not vote on the transaction. Such Director's ineligibility to vote shall be reflected in the minutes of the meeting.
- D. The transaction or relationship shall be approved only if it receives the affirmative vote, in good faith, of a majority of all of the members of the board or committee, as the case may be. The approval may be given before, after, or concurrently with the transaction that involves a Conflict of Interest.
- E. If the number of persons having Conflicts of Interest with respect to a particular transaction is so large that it is impossible to obtain a quorum, or the number of votes necessary for approval, then the transaction shall be approved only upon the unanimous vote of the disinterested Directors, provided that there are at least two disinterested Directors. The minutes if the meeting shall reflect an analysis of the fairness and reasonableness of the transaction as to this association.

e. Abuse Policy

A Gross Misconduct Penalty under Rule 601 (g) or 601 (j) for Physical Abuse of an Official shall be assessed any time a Player, Coach, or other Team Official inflicts or attempts to inflict physical harm to an on-ice or off-ice Official. This rule is in force from the time a team leaves the dressing room to begin a game until they re-enter the dressing room following that game.

Additionally, any Player or Instructor who resists an Official by pushing or otherwise physically abusing him/her in any manner during an altercation shall be penalized under this rule based in the severity of the violation. When applying this rule to breaking up an altercation Officials must exercise judgment based upon the intent of the Player. If it is clear that a Player has physically abused an Official who is attempting to restrain him/her, a Gross Misconduct Penalty must be assessed. Incidental or minimal physical contact with an Official shall not be penalized under this rule.

Whenever an Official is physically abused under Rule 601 (g) or 601 (j), he/she must complete an official report form and send it to the District Referee-In-Chief within 48 hours of the incident. The District Referee In-Chief will immediately notify the President of the Affiliate Association of the offending Player or Team Official. The Referee-In-Chief will review the case first. If it has merit, the governing Affiliate Association must conduct a hearing for any Player or Team Official who has been assessed a Gross Misconduct under Rule 601 (g) or (u) and has been reported to the Affiliate Association through the District Referee-In-Chief.

The hearing MUST take place within thirty (30) days of the incident. During the hearing, if a Player or Team Official is found guilty of Physical Abuse of an Official under this rule, he/she shall be assessed an automatic one-year suspension (minimum) and a subsequent one-year probation (minimum). The Affiliate Association may increase this suspension, based on the severity of the incident; however, it may not decrease this penalty.

f. Additional Rules

In addition to the rules and policies defined or referenced in this Handbook (Including but not limited to the USA Hockey and Mid-Am rules and regulations) CYDA will abide by and act in accordance

with the CYDA Articles of Incorporation, Constitution and Bylaws, Rules and Regulations, and Playing Rules.

VIII. AMENDMENTS

All changes to these Rules and Regulations are subject to Board approval. Members are encouraged to submit rule change proposals prior to the close of the season to facilitate proper review and incorporation into the upcoming Rules Handbook.

The submitter (or designee) will present the request to the Board for consideration. The Board will determine if the request will be sent to committee for further investigation and development. The Board has the option of voting to accept the proposal as stated without further investigation.

Changes must be discussed at Board Meetings and can be voted on immediately after the discussion. The vote must pass by a two third majority of the board. E-mail votes are accepted if the vote is called between scheduled board meetings.

The Board may by appropriate resolution establish and amend whatever policies it deems necessary and appropriate to assure the proper and orderly operations of the Association.

The Secretary will be responsible for responding to the submitter the status of the request.

ATTACHMENT 1 – USA HOCKEY COACHING ETHICS CODE

INTRODUCTION

This USA Coaching Ethics Code (“Code”) intends to provide standards of ethical conduct for Instructors involved with USA Hockey and its member organizations. It provides General Principles and Ethical Standards which cover many situations encountered by Instructors, with its principle goals the welfare and protection of participants with whom Instructors work. Instructors will respect and protect human and civil rights and not knowingly participate in or condone unfair discriminatory practices.

GENERAL PRINCIPLES

COMPETENCE: Coaches will maintain a standard of excellence with regard to education and information related to Coaching and make an on-going effort to maintain competence in the skills they use.

INTEGRITY: Coaches will exercise integrity in the practice of Coaching and be honest, fair and respectful others.

PROFESSIONAL RESPONSIBILITY: Coaches will uphold professional standards, clarify professional roles and obligations, accept appropriate responsibility for behavior and adapt methods to the needs of participants.

RESPECT FOR PARTICIPANTS: Coaches will respect the fundamental rights, welfare, dignity, values, opinions and worth of all participants and will be aware of cultural and individual differences including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socioeconomic status.

CONCERN FOR PARTICIPANTS: Coaches will be sensitive to different roles and responsibilities of all participants and not exploit or mislead them.

RESPONSIBLE COACHING: Coaches will be aware of ethical responsibilities to society and the community in which they work and live as well as comply with the law and encourage the development of policies which serve the interest of the sport and USA Hockey.

ETHICAL STANDARDS

APPLICABILITY OF THE ETHICS CODE

Although many aspects of personal behavior and private activities may seem far removed from the official duties of Coaching, Coaches will be sensitive to their positions as role models for participants and will consistently obey the standards of the Code.

DISCRIMINATION

Coaches will not engage in or condone discrimination based upon age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socio- economic status or any other basis prescribed by law.

SEXUAL HARASSMENT

Coaches will not engage in sexual harassment which includes but is not necessarily limited to sexual solicitation, unwelcome physical advances and verbal or non-verbal conduct. Coaches will not deny any participants the right to participate in any activity based upon their having made or their being the subject of a sexual harassment claim.

HAZING/BULLYING

Coaches will not engage in or condone behavior which is harassing, harmful or demeaning to participants.

PERSONAL PROBLEMS AND CONFLICTS

Coaches will recognize a personal problem may harm participants. Coaches have an obligation to take reasonable steps to prevent impaired performance by recognizing a personal problem and seeking assistance for it.

AVOIDING HARM

Coaches will take reasonable steps to avoid harm being caused to participants whether it be physical, verbal or through electronic/social media.

MISUSE OF INFLUENCE

Coaches will guard against the misuse of influence and understand any action or judgment may have an effect on participants.

OUTSIDE RELATIONSHIPS

Coaches will refrain from entering into personal, professional, financial or other relationships with anyone if such a relationship may impair objectivity, interfere with properly performing Coaching functions or directly or indirectly exploit or harm participants. Coaches will refrain from taking on obligations if a pre-existing relationship may create a conflict of interest.

EXPLOITATION: Coaches will not exploit or have a sexual or intimate relationship with participants.

STATEMENTS: Coaches will not make a statement which is deceptive, false, fraudulent or misleading.

COMMUNICATION WITH PARTICIPANTS

To avoid any misunderstanding with participants, Coaches will discuss the nature and course of training with them and answer any questions they may have.

RELATIONSHIP INVOLVING COACHES, PARTICIPANTS AND PARENTS

Coaches will clarify the role of each party and any service provided relative to a relationship with participants and parents.

ALCOHOL, DRUGS AND TOBACCO

Coaches will refrain from using and discourage the availability or use of alcohol, tobacco or performance enhancing or recreational drugs in conjunction with, including travelling to or from, any USA Hockey competition, training or practice session and prohibit the use of alcohol, tobacco or performance enhancing or recreational drugs by participants.

GAMBLING

Coaches will refrain from and prohibit gambling of any kind in conjunction with, including travelling to or from, any USA Hockey competition, and training or practice session.

PORNOGRAPHY

Coaches will refrain from and prohibit the use of pornographic or sexually explicit material in conjunction with any USA Hockey competition, including travel to or from any USA Hockey competition, training or practice session.

RECRUITING

Coaches will not recruit a participant who is already a member of another USA Hockey team. Direct contact by a Coach or his/her staff or indirect contact through an agent or parent during the playing season with a participant who is a member of another USA Hockey team is considered tampering and is prohibited.

EVALUATING PARTICIPANTS

Coaches will evaluate participants on actual ability, attitude and performance and in a manner consistent with the Code.

RESOLVING ISSUES

FAMILIARITY WITH CODE

Coaches will be familiar with the Code. Lack of awareness or misunderstanding of general principles or ethical standards included in the Code will not excuse violations of the Code.

CONFRONTING ISSUES

Coaches will consult with other Coaches when they are uncertain if a particular situation or course of action violates the

Code. ORGANIZATIONAL CONFLICTS

Coaches will clarify the nature of any conflict between the demands of an organization and the Code, make known their commitment to the Code and seek to resolve the conflict in a way which adheres to the Code.

REPORTING VIOLATIONS

Coaches will inform participants of any perceived violation of the Code and their right to report any violation to the president or other appropriate designee of their association and complete an Ethical Violation Form provided by the association. Any violation of the Code shall be addressed via the process explained in USA Hockey Bylaw 10 and referred to the appropriate law enforcement agency as required.

COOPERATION WITH INVESTIGATIONS, PROCEEDINGS AND RESOLUTIONS

Coaches will cooperate with any investigation, proceeding or resolution related to a perceived violation of the Code as mandated by USA Hockey or any of its member organizations. Failure to cooperate in itself is a violation of the Code.

ACKNOWLEDGEMENT

Coaches acknowledge the USA Hockey Coaching Ethics Code is administered under the authority of USA Hockey and its member organizations. Any violation of the Code subjects the violating Coach(es) to the disciplinary processes of USA Hockey and its member organizations.

ATTACHMENT 2 – CYDA AND USA HOCKEY CODES OF CONDUCT

CYDA Members Code of Conduct

- A. Follow the rules and regulations of your association (including but not limited to USA Hockey Rules) to ensure that the association's philosophy and objectives are enhanced.
- B. Support programs that train and educate players, instructors, parents, officials and volunteers.
- C. Promote and publicize your programs; seek out financial support when possible.
- D. Communicate with parents by holding parent/player orientation meetings as well as by being available to answer questions and address problems throughout the season.
- E. Work to provide programs that encompass fairness to the participants and promote fair play and sportsmanship.
- F. Recruit volunteers who demonstrate qualities conducive to being role models to the youth in our sport.
- G. Encourage instructors and officials to attend USA Hockey clinics and advise your board members of the necessity for their training sessions.
- H. Make every possible attempt to provide everyone, at all skill levels, with a place to play.
- I. Read and be familiar with the contents of the USA Hockey Annual Guide and USA Hockey's official playing rules.

Coaches Code of Conduct

- A. Winning is a consideration, but not the only one, nor the most important one. Care more about the child than winning the game. Remember, players are involved in hockey for fun and enjoyment.
- B. Be a positive role model to your players. Display emotional maturity and be alert to the physical safety of players.
- C. Be generous with your praise when it is deserved; be consistent and honest; be fair and just; do not criticize players publicly; learn to be a more effective communicator and Instructor; don't yell at players.
- D. Adjust to personal needs and problems of players; be a good listener; never verbally or physically abuse a player or official; give all players the opportunity to improve their skills, gain confidence and develop self-esteem; teach players the basics.
- E. Organize practices that are fun and challenging for your players. Familiarize yourself with the rules, techniques and strategies of hockey; encourage all your players to be team players.
- F. Maintain an open line of communication with your players' parents. Explain the goals and objectives of your association.
- G. Be concerned with the overall development of your players. Stress good health habits and clean living.
- H. To play the game is great, to love the game is greater.

On-Ice Officials Code of Conduct

- A. Act in a professional and businesslike manner at all times and take your role seriously.

- B. Strive to provide a safe and sportsmanlike environment in which players can properly display their hockey skills.
- C. Know all playing rules, their interpretations and their proper application.
- D. Remember that officials are teachers. Set a good example.
- E. Make your calls with quiet confidence; never with arrogance.
- F. Manage and help to control games in cooperation with the Coaches to provide a positive and safe experience for all participants.
- G. Violence must never be tolerated.
- H. Be fair and impartial at all times.
- I. Answer all reasonable questions and requests.
- J. Adopt a “zero tolerance” attitude toward verbal or physical abuse.
- K. Never use foul or vulgar language when speaking with a player, Instructor or parent.
- L. Use honesty and integrity when answering questions.
- M. Admit your mistakes when you make them.
- N. Never openly criticize a Coach, player or fellow official.
- O. Keep your emotions under control.
- P. Use only USA Hockey-approved officiating techniques and policies.
- Q. Maintain your health through a physical conditioning program.
- R. Dedicate yourself to personal improvement and maintenance of officiating skills.
- S. Respect your supervisor and his/her critique of your performance.

Parents Code of Conduct

- A. Do not force your children to participate in sports, but support their desires to play their chosen sports. Children are involved in organized sports for their enjoyment. Make it fun.
- B. Encourage your child to play by the rules. Remember, children learn best by example, so applaud the good plays of both teams.
- C. Do not embarrass your child by yelling at players, coaches, instructors, or officials. By showing a positive attitude toward the game and all of its participants, your child will benefit.
- D. Emphasize skill development and practices and how they benefit your young athlete. De-emphasize games and competition in the lower age groups.
- E. Know and study the rules of the game and support the officials on and off the ice. This approach will help in the development and support of the game. Any criticism of the officials only hurts the game.
- F. Applaud a good effort in both victory and defeat, and enforce the positive points of the game. Never yell or physically abuse your child after a game or practice – it is destructive. Work toward removing the physical and verbal abuse in youth sports.
- G. Recognize the importance of volunteer coaches. They are important to the development of your child and the sport. Communicate with them and support them.

H. If you enjoy the game, learn all you can about hockey – and volunteer.

Players Code of Conduct

- A. Play for fun.
- B. Work hard to improve your skills.
- C. Be a team player – get along with your teammates.
- D. Learn teamwork, sportsmanship and discipline.
- E. Be on time.
- F. Learn the rules and play by them.
- G. Always be a good sport.
- H. Respect your Instructor, your teammates, your parents, opponents and officials.
- I. Never argue with an official's decision.

Spectators Code of Conduct

- A. Display good sportsmanship. Always respect players, coaches, and officials.
- B. Act appropriately; do not taunt or disturb other fans; enjoy the game together.
- C. Cheer good plays of all participants; avoid booing opponents.
- D. Cheer in a positive manner and encourage fair play; discourage profanity and objectionable cheers or gestures that are offensive.
- E. Help provide a safe and fun environment; throwing any items on the ice surface can cause injury to players and officials.
- F. Do not lean over or pound on the glass; the glass surrounding the ice surface is part of the playing area.
- G. Support the referees and Instructors by trusting their judgment and integrity.
- H. Be responsible for your own safety – be alert to prevent accidents from flying pucks and other avoidable situations.
- I. Respect locker rooms as private areas for players, Instructors and officials.
- J. Be supportive after the game – win or lose. Recognize good effort, teamwork and sportsmanship.

ATTACHMENT 3 — USA HOCKEY ZERO TOLERANCE POLICY

USA Hockey Zero Tolerance

Verbal and Physical Abuse of
Officials Inappropriate
Spectator Behavior

Why Zero Tolerance?

Recently, several negative aspects of today's society have crept into the sport of ice hockey with a vengeance. The increasing number of physical assaults against on-ice officials reached staggering proportions during the past season. There were over 75 reported incidents of direct physical confrontations from a player, instructor, or spectator in amateur hockey. These assaults have occurred at all levels of our game.

As a result of the alarming number of physical assaults against officials, the USA Hockey Board of Directors has developed a Zero Tolerance Policy regarding the verbal abuse of officials and inappropriate spectator behavior. Verbal abuse of officials is the first step leading to physical abuse of officials. This Zero Tolerance Policy has been unanimously endorsed by the Youth, Junior, and Senior Councils, the District Referees-In-Chief, and the Coaching Education Program Directors for immediate implementation have unanimously endorsed this Zero Tolerance Policy.

To make ice hockey a more desirable and rewarding experience for all participants, the USA Hockey Board of Directors has instructed the Officiating Program to adhere to certain points of emphasis relating to sportsmanship. These points were written and implemented to maintain a sportsmanlike and educational atmosphere before, during and after all USA Hockey sanctioned games.

What is Zero Tolerance?

Players: A minor penalty for unsportsmanlike conduct (Zero Tolerance) shall be assessed whenever a player:

- Openly disputes or argues about any decision by an Official.
- Uses obscene or vulgar language, including swearing, in a boisterous manner to anyone at any time, even if it is not directed at any particular person.
- Visually demonstrates any sign of dissatisfaction with any Official's decision, in a manner that openly embarrasses the Official and/or challenges his judgment.
- Any time that any player persists in any of these actions, he/she shall be assessed a Misconduct Penalty. A Game Misconduct shall result if such player continues.

Coaches: A Bench Minor penalty for unsportsmanlike conduct (Zero Tolerance) shall be assessed whenever a Coach:

- Openly disputes or argues about any decision by an Official.
- Uses obscene or vulgar language in a boisterous manner to anyone at any time.
- Visually displays any sign of dissatisfaction with an Official's decision, in a manner that openly embarrasses the Official and/or challenges his judgment. This includes standing on the boards or standing in the bench doorway with the intent of inciting the Officials, players, or spectators.
- Any time that a Coach persists in any of these actions, he/she shall be assessed a Game Misconduct Penalty.

Officials: Officials must apply these guidelines in a realistic manner and must be careful not to get overly technical in their enforcement. This policy is designed to eliminate direct confrontations with Officials while still allowing players and Coaches an avenue to communicate in a calm and reasonable fashion.

Officials are required to conduct themselves in a businesslike, sportsmanlike, and non-vindictive manner at all times. The actions of an Official must be above reproach. Actions such as "baiting" or inciting players or Coaches are strictly prohibited.

On-ice officials are ambassadors of the game and shall always conduct themselves with this responsibility in mind.

Spectators: On-ice officials will stop the game when the parents/spectators displaying inappropriate and disruptive behavior interfere with other spectators or participants of the game. The on-ice officials will identify violators to the Coaches for the purpose of removing parents/spectators from the spectators viewing and game area. Once removed, play will resume. Lost time will not be replaced and violators may be subject to further disciplinary action by the local governing body. This inappropriate and disruptive behavior shall include:

- Using obscene or vulgar language in a boisterous manner to anyone at any time.
- Taunting players, Coaches, officials or other spectators by means of baiting, ridiculing, threatening physical violence, or physical violence.
- Throwing any object in the spectators viewing area, players' bench, penalty box, or the on-ice surface, that in any manner creates a safety hazard. Any violators will be escorted from the facility and not allowed to return until the next day.