

Code Of Conduct/Zero Tolerance

(Policy and Discipline)

Player Code of Conduct

Every player in AHYHA is expected to contribute to their team in a positive manner by adhering to the following roles and responsibilities;

1. I will treat my parents, coaches, teammates, opponents, property of others and game officials with the same respect that I would like to be treated.
2. I will practice and play to the best of my ability.
3. I will be on time (as assigned by my coach) to team events.
4. I will recognize hockey as a team sport and will put the interests of the team over my own individual interests.
5. I will not criticize another teammate's play.
6. I will not criticize referees, coaches or opposing players.
7. I will conduct myself in a respectable manner. (Destructive or delinquent behavior, during or after a game or practice, will not be tolerated.)
8. I will not attempt to deliberately injure another player(s).
9. I will wear my team uniform with pride and treat it with respect.
10. I promise to abide by the Zero Tolerance Rule.

Any player receiving a "Match" penalty for deliberately attempting to injure another player may receive a suspension beyond USA Hockey minimum guidelines. Every player should have fun, give their best effort, and be respectful of coaches, teammates, referees and opponents

Parent/Guardian Code of Conduct

Every parent/guardian in AHYHA is expected to adhere to the following roles and responsibilities;

1. I will enforce and support the Code of Conduct for players.
2. I will refrain from publicly ridiculing or verbally abusing any player from either team. I will not embarrass my child(ren) or others by yelling negative comments at players, coaches or officials.
3. I will refrain from publicly ridiculing or verbally abusing any coach or official. (Protests may be filed through the coordinators responsible for the team.)
4. I will set a positive example and encourage good sportsmanship at all games; loud, positive cheering, clapping and noise making are encouraged.
5. I will place the emotional and physical well-being of my child and the team ahead of any personal desire to win.
6. I will insist that my child play in a safe and healthy environment.
7. I will help her/him be on time for team events.

Parents should address and communicate any general questions to the head coach or team manager ASAP. Specific questions regarding coaching techniques or tactics can be directed to the Youth, Girls or

Mite Director. Any questions regarding behavior, discipline or AHYHA policies and procedures can be directed to any Board member.

ZERO TOLERANCE

In an effort to make ice hockey a more desirable and rewarding experience for all participants, the USA Hockey Youth, Junior and Senior Councils have instructed the Officiating Program to adhere to certain points of emphasis relating to sportsmanship. This campaign is designed to require all players, coaches, officials, team officials and administrators and parents/spectators to maintain good sportsmanship and an educational atmosphere before, during and after all USA Hockey-sanctioned games.

Players, Parents & Team Officials should never:

1. Openly dispute or argue any decision by an official.
2. Use obscene or vulgar language at any time, including any swearing, even if it is not directed at a particular person.
3. Visually demonstrate any sign of dissatisfaction with any official's decision.

Violation of the Zero Tolerance Policy will result in immediate disciplinary action. The AHYHA Board of Directors will follow due process to investigate any alleged violations and will determine the proper action to be taken if allegations are found to be true.

Discipline

Coaches, Players and Parents are all required to agree to and abide by their specific Code of Conduct and Zero Tolerance Policy. Each individual can be disciplined for violation of their Code of Conduct and/or Zero Tolerance Policy. One or more offenses will result in team suspension or removal from the team. All offenses must be reported to the Youth, Girls or Mite Director(s).

Penalties for violations

Player: (Note- That any discipline could be in addition to the District/USA Hockey rules or if circumstances warrant, the District/USA Hockey guidelines could be the discipline for the event.)

- **First Violation:** verbal warning.
- **Second Violation:** removal of the player from games and/or practices until a parent meeting has been conducted with coach, Youth, Girls or Mite Director(s) and Vice President.
- **Third Violation:** removal of the player from the team for a determined number of games or for the remainder of the season based on the Board's decision.

The coach, director and VP shall determine, after the meeting, what consequence is considered fair and just. This offense may result in penalties up to and including termination of a player's season. If the player or parents consider the penalty unjust, a written appeal can be made to the AHYHA Board. This appeal must be received within one week of notification of the penalty. Minnesota Hockey rule of Zero Tolerance will apply to all. Coaches will cover the Zero Tolerance Rule at their parents and players meetings. Review the Zero Tolerance Rule for a full understanding.

Coaches or others in authority shall never verbally or physically abuse a player in any way. Any incident should be reported to the appropriate Youth, Girls or Mite Director immediately. Players or their parents may protest certain disciplines through the method defined by the team coach at the first parent's meeting. If differences cannot be settled, then the team manager or coach should contact the Youth, Girls or Mite Director immediately to intervene and act as an arbitrator. The last recourse would be to request an audience and ruling from the AHYHA Board of Directors.

Any coach who has a player who continues to be disruptive to the team must contact the Youth, Girls or Mite Director. The director will review the situation and the player may be put on probation with the next offense requiring Board action, including possible suspension or removal from the team. If this happens, the player's parents will not be refunded any money and they are still responsible to pay any outstanding charges.

Parents/Guardians: (Note- That any discipline could be in addition to the District/USA Hockey rules or if circumstances warrant, the District/USA Hockey guidelines could be the discipline for the event.)

- **First Violation:** 14-day suspension or two (2) District 10 or playoff games whichever is greater and from attending any team or AHYHA functions. This suspension will continue into the next season if the requirements of mandated suspension are not fulfilled in the season in which offense occurred. If the offending parent only has a Mite in AHYHA, the mandated suspension will be fourteen (14) days.
- **Second Violation:** 30-day suspension or four (4) District 10 or playoff games whichever is greater and from attending any team or AHYHA functions. This suspension will continue into the next season if the requirements of mandated suspension are not fulfilled in the season in which offense occurred. If the offending parent only has a Mite in AHYHA, the mandated suspension will be thirty (30) days.
- **Third Violation:** Suspension from attending team functions as well as attending any AHYHA sponsored functions for the balance of child's participation in AHYHA.

All suspensions are considered continuous from season to season and from level to level until suspension requirements are fulfilled. After reviewing offense, the AHYHA Board of Directors will determine the commencement and completion date of the suspension based on family variables. The decision of the AHYHA Board of Directors is final. If unsatisfied with the decision of the AHYHA Board of Directors, it can be appealed to the District 10 Director in accordance with district policy.

Coach/Team Official: (Note- That any discipline could be in addition to the District/USA Hockey rules or if circumstances warrant, the District/USA Hockey guidelines could be the discipline for the event.)

- **First Offense:** Coach/Team official is required to contact the Coaching Director, Youth, Girls or Mite Director and/or Vice President to report the incident/event within 48 hours to review the

findings.

- **Second Offense**: removal of the Coach/Team Official from games and/or practices until a meeting has been conducted with Coach Director, Youth, Girls or Mite Director(s) and Vice President to review the findings and deliver the appropriate discipline if needed.
- **Third Violation**: removal of the Coach/Team Official from the team for a determined number of games or for the remainder of the season based on the Board's decision.

The Coaching Director, Youth, Girls or Mite Director and VP shall determine, after the meeting, what consequence is considered fair and just. This offense may result in penalties up to and including termination of a Coach/Team Official's season. If the Coach/Team Official considers the penalty unjust, a written appeal can be made to the AHYHA Board. This appeal must be received within one week of notification of the penalty. Minnesota Hockey rule of Zero Tolerance will apply to all.

Grievances

Coach/Team Officials Grievances;

- Problems or concerns regarding coaching such as playing time, positions, practices or other related issues should first be addressed directly with the coach. If resolution cannot be reached, the Youth, Girls or Mite Director should be notified. If no resolution can be found, the formal grievance procedure documented below should be followed.

Parent Grievances;

- Problems or concerns regarding parental behavior including harassment, obscene language, fighting or any other behavior deemed detrimental to the team, coaching staff or players should first be addressed directly with the parent(s). If resolution cannot be reached, the Youth, Girls or Mite should be notified. If no resolution can be found, the formal grievance procedure documented below should be followed.

Grievance Procedure;

1. It is recommended that there should be a 24-hour "cooling off" period before any grievance is formally filed unless child safety or well-being is at risk. If the waiting period has been met, contact can be made with the respective coach or parent(s) for the purpose of trying to resolve the dispute.
2. If the dispute cannot be resolved, a formal complaint can be submitted in writing to any Board member. The respective board member will then communicate the complaint with the board and prepare to bring the complaint to the next regularly scheduled Board meeting for review and consideration by the entire Board. The Board will investigate and discuss the complaint. This may require interviewing various participants as well as the person filing the complaint.

The Board is responsible for reaching a decision in a timely manner regarding any potential disciplinary action including involvement of the local police if necessary. A letter will be issued to all persons involved in the complaint documenting the resolution decided upon by the Board. All decisions reached by the Board are final. If you are not satisfied with the Board decision you may contact Minnesota

Hockey. The Board will conduct follow up reviews to ensure compliance with the Board's decision and to verify that the issue has been thoroughly resolved

Member Eligibility

The AHYHA Board may suspend or revoke membership of any individual whose behavior has violated the AHYHA Code of Conduct, Zero Tolerance Policy or been determined by the AHYHA Board of Directors to have the intention or potential to harm the interests of the association or well-being of its members. The board may also suspend or revoke membership of individuals who have a status of "member not in good standing" and have not made a reasonable attempt to remedy the conditions required to restore their good standing.

The Board may suspend or revoke membership eligibility for a specified or indefinite period of time through a private hearing of the board by a super majority vote (2/3 of the voting board). Membership rights may be reinstated by the board with a super majority vote (2/3 of the voting board).