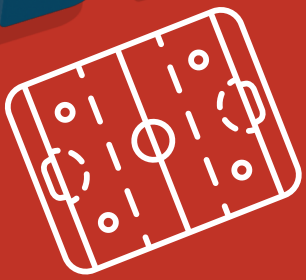
MASSACHUSETTS HOCKEY

ANNUAL GUIDE



2022-23

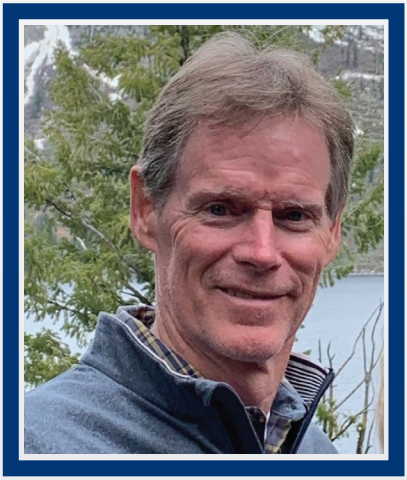
For the purpose of any rules interpretations, the online version will be considered as the official version. For all updates, refer to *mahockey.org.*

Annual Guide printed December 2022.

2022-23 ANNUAL GUIDE

Founded 1973, Incorporated 1974

As an affiliate of USA Hockey, Massachusetts Hockey, Inc., is the nationally recognized body responsible for the administration and development of ice hockey in the Commonwealth of Massachusetts.



Steve Fitzgerald

December 30, 1952 - January 12, 2022

This season's Annual Guide is dedicated to the memory of Massachusetts Hockey's longtime beloved Board of Director member and USA Hockey Risk Manager, Steve Fitzgerald. Steve's dedication and commitment to youth hockey in Massachusetts was unparalleled and he will be dearly missed.

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MASSACHUSETTS HOCKEY BYLAWS

As amended and revised at the Annual Meeting, at Hyannis, Massachusetts, June 18, 2022.

ARTICLE I - NAME AND MISSION

The name of the organization shall be Massachusetts Hockey, Inc.

The Mission of Massachusetts Hockey is to provide a safe and enjoyable atmosphere where participants are given the opportunity to learn, grow and play the game of ice hockey.

ARTICLE II - PURPOSE & OBJECTIVES

Massachusetts Hockey is a not for profit, tax-exempt Massachusetts corporation established in accordance with the provisions of G.L. Chapter 180 and section 501 (c) (3) of the Internal Revenue Code, respectively, whose purposes and objectives are:

A. To serve as the affiliate association of USA Hockey, Inc. in accordance with the terms of its Affiliate Agreement with USA Hockey, Inc. in the Commonwealth of Massachusetts, and as such affiliate association, to be the governing body for the sport of hockey in Massachusetts;
B. To foster, advance, develop and encourage participation in the sport of hockey in Massachusetts;
C. To develop and encourage sportsmanship among all players for the betterment of their physical and social well-being;
D. To develop and improve the standards of the sport;
E. To educate and train players, coaches, referees, managers, administrators and parents;
F. To foster association with other USA Hockey Affiliates and International Ice Hockey Federations;
G. To conduct tournaments leading to the selection of teams for District, State and National Tournaments, and to organize and select teams for other tournaments;
H. To register players, coaches, referees, managers, teams and leagues composed only of teams registered in Massachusetts, (referred to herein as "registered leagues") to certify associations in Massachusetts and sanction multi USA Affiliate leagues that include teams registered with Massachusetts Hockey;
I. To be guided by the USA Hockey core values of sportsmanship, respect for the individual, integrity, pursuit of excellence at the individual and team and organizational levels, enjoyment, loyalty and teamwork;
J. To do any and all acts necessary and desirable to further the foregoing purposes and objectives.

Massachusetts Hockey, an affiliate association of USA Hockey, Inc., shall abide by and act in accordance with the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of USA Hockey, and such documents and/or decisions shall take precedence over and supersede all similar governing documents and/or decisions of Massachusetts Hockey. Further Massachusetts Hockey (I) shall assist USA Hockey in the administration and enforcement of the provisions of the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of USA Hockey, within and upon its members and/or within its jurisdiction and (II) agrees to be guided by the core values of USA Hockey.

ARTICLE III - MEMBERSHIP

Membership in Massachusetts Hockey shall be open to all persons and associations approved by Massachusetts Hockey in accordance with the provisions of these Bylaws and shall include, but not necessarily be limited to, the following:

A. Hometown Associations certified in accordance with Massachusetts Hockey Bylaws and Rules and Regulations;
B. Leagues (both registered and sanctioned) recognized by Massachusetts Hockey to coordinate team play;
C. Club Teams registered through a Massachusetts association and in accordance with Massachusetts Hockey and USA Hockey requirements; and
D. Honorary members elected by the Board of Directors of Massachusetts Hockey.

Individual membership shall include but not be limited to those individuals who have registered with USA Hockey; the immediate families and guardians of registered players; directors, officers, employees, and volunteers of associations, districts, registered and sanctioned leagues and teams; and all members of Massachusetts Hockey Board of Directors;

Members shall be governed by the provisions of Massachusetts Hockey and/or USA Hockey Bylaws, Rules and Regulations, Policies and Procedures, Codes of Conduct, Codes of Ethics and USA Hockey Playing Rules and shall enjoy the benefits and privileges herein as long as they shall be in good standing. Such members shall not have direct voting rights for the officers, directors, registrars and all other positions in Massachusetts Hockey as the election process for the same is set out herein.

ARTICLE IV - BOARD OF DIRECTORS

The Board of Directors shall have all the powers necessary or desirable to carry out the management of the affairs of Massachusetts Hockey. The powers and duties of the Board of Directors shall include, but not be limited to, the power to put into effect rules and regulations, adopt policies and procedures, annually select an Auditor to perform a Certified Audit of Massachusetts Hockey accounts at the end of each fiscal year, and establish fees, dues and assessments, necessary for the management of the affairs of Massachusetts Hockey.

The Board of Directors shall be comprised of members of the Executive Board, District/ Divisional Directors and Directors at Large. USA Hockey Associate Registrars shall be nonvoting members of the Board of Directors. The majority of the Board of Directors shall at all times be comprised of the District/Division Directors, elected Officers of Massachusetts Hockey and non-voting USA Hockey appointed Registrars.

One-third of the Directors then in office shall constitute a quorum at meetings of the Board of Directors. Each member in good standing shall have only one vote, regardless of the number of positions held. A member is considered in good standing with a valid USAH/Mass Hockey Membership, Background Screening, complaint SafeSport Certification, and accurate Conflict of Interest filing. No proxy votes shall be allowed.

Alternate Directors may vote in the absence of a Director from a District/Division if registered, indicating the Director being replaced with the Secretary prior to the meeting being called to order by the presiding officer. Once a Director is replaced he/she is ineligible to vote during the current session of the meeting. All actions of the Board shall be subject to majority of the votes cast unless otherwise specified in these Bylaws. The presiding officer shall vote only to break a tie. The President may surrender the Chair to vote from the floor.

In order to remain in good standing and eligable to vote at the Annual Meeting, a Director, Alternate Director, member of the Executive Board or Director Emeritus must attend at least 50% of the scheduled meetings of the Board of Directors during the year prior to the Annual Meeting of which at least one of which must be an in-person meeting.

There shall be at least four (4) meetings of the Board of Directors annually. Special meetings of the Board of Directors may be called by the President or upon written request of six (6) or more Directors from separate Districts/Divisions. Special meetings shall be held within thirty days of receipt

of such a request with a minimum of seven (7) days notice being given to the members of the Board of Directors.

Any member of the Board of Directors may be removed for cause by vote of two thirds majority of the Board. For purposes of this provision, cause shall be deemed to be the material noncompliance by a member with the Bylaws, Rules and Regulations and/or Policies and Procedures of Massachusetts Hockey. Material noncompliance may include, but not be limited to, failure to perform the duties of an elected or appointed office by a member, failure to attend meetings of the Board of Directors, failure to comply with or act in a manner consistent with the organization's Bylaws, Rules and Regulations and/or Policies and Procedures, USA Hockey Bylaws, Rules and Regulations, and/or Policies and Procedures, Codes of Conduct, Codes of Ethics and USA Hockey playing rules or any other misconduct by a member not appropriate for such member. Any member subject to removal for cause must be given written notice of the proposed removal by the President or Secretary no later than ten (10) days prior to the meeting of the Board of Directors at which the action shall be considered and the member shall be afforded an opportunity to be heard at the said meeting prior to any vote being taken. The President or Secretary shall only issue such notice if 10 members of the Board of Directors have made a written request of him to take such action. Any action taken by the Board of Directors to remove a member shall be final with no appeal available under any of the organization's rules of procedure. Removal for cause pursuant to this paragraph shall not be the only remedy for a violation of any Applicable Rule as defined herein.

A meeting of the Board of Directors may be held by any means of electronic or other communications through which all participating Directors can hear each other if and when the President determines the need for such a meeting or if the Board of Directors votes to conduct such a meeting.

Notwithstanding this provision, such a meeting shall not be a replacement or substitute meeting for any Board meetings required to be held annually or for any special meeting that may be called under the provisions of this Bylaw unless those calling such a meeting agree to this procedure. All the provisions for notice, quorum and voting applicable to board meetings shall apply to such meeting provided herein.

ARTICLE V - EXECUTIVE BOARD

The Executive Board shall consist of the President, Vice-Presidents, Treasurer, Secretary, Referee Coordinator, Chair of the Rules Committee, Chair of the Discipline Committee, Massachusetts Hockey Director of Coaching Education, General Counsel, State Tournament Coordinator, and two members of the Board of Directors who are elected annually, by the Board of Directors for a one-year term and may not serve for more than two (2) years. The Executive Board shall be responsible for carrying out the directives of the Board of Directors and running the day-to-day activities of the organization. The USA Hockey District Registrar, the USA Hockey Coach in Chief, USAH Referee in Chief and the USAH Risk Manager may participate in the Executive Board meeting but may not vote. The Executive Board shall be solely responsible for all hiring decisions and the execution of employment contracts. The Executive Board shall meet as often as its members deem necessary without the requirement of any notice to the Board of Directors or the membership and it may conduct its business as informally as it deems necessary. Each member of the Executive Board shall have one vote. All actions of the Executive Board shall be subject to majority vote. Actions taken by the Executive Board shall be reported to the Board of Director at its next meeting.

A meeting of the Executive Board may be held by any means of electronic or other communication through which all the participants can hear each other.

ARTICLE VI - DUTIES OF THE MEMBERS OF THE EXECUTIVE BOARD

Elected Officers

The elected officers shall be the President, Vice Presidents, Treasurer, and Secretary.

The President shall:

A. Preside over all meetings of the Executive Board and the Board of Directors;
B. Generally supervise all the activities of Massachusetts Hockey, and ensure that all rules and regulations and stated policies and procedures of the organization are observed;
C. Have the power to rule on questions not provided for in the Bylaws until the next regular or special meeting of the Board of Directors;
D. Represent Massachusetts Hockey and be its spokesperson at all public and private forums and places;
E. In the absence of the Treasurer, have the right to sign checks;
F. Appoint the non-elected members of the Executive Board;
G. Establish committees as needed from time to time;
H. Appoint the Chairs and members of all committees;
I. Be an ex officio member of all committees;
J. Sign all contracts for Massachusetts Hockey that are in excess of $10,000 that have been approved by the Finance Committee except Ice Rental contracts.

There shall be five (5) Vice Presidents: They shall be elected to the positions of First Vice President, Second Vice President, Third Vice President, Fourth Vice President and Fifth Vice President.

The First Vice President shall, in the absence of the President, have all the power and perform all the duties of the President. In the absence of higher-ranking officers, the 2nd, 3rd, 4th and 5th Vice Presidents shall have all the powers and duties of the higher ranking officers in their respective order of holding office.

Each Vice President shall be responsible for supervising, overseeing, organizing and reporting on the organizations committees and shall be assigned these responsibilities by the President in consultation with the Vice Presidents on an annual basis after the elections take place.

The Treasurer shall have the responsibility for carrying out all of the duties usually associated with the position of Treasurer, including the following:

A. Receive all funds due Massachusetts Hockey, depositing them in a chartered bank and paying the rightful obligations of the Corporation;
B. Sign the checks on the Corporation's accounts;
C. Submit in writing at the regularly scheduled Board of Directors meetings and at the Annual Meeting a Treasurer's Report to the Board of Directors, containing all Massachusetts Hockey Accounts. The reports shall include Profit and Loss statements by revenue and year to date status, and at least one past year for purpose of comparison.
D. Provide necessary materials to the Auditor for the certified audit of Corporation books as required
E. Review reports of each Massachusetts Hockey account;
F. Co-signature on all Massachusetts Hockey accounts,
G. Chair the Finance Committee and conduct at least three (3) scheduled meetings of the Finance Committee per year. The reports for all Massachusetts Hockey accounts shall be reviewed at one of these meetings;
H. Prepare or have prepared the annual 990 return to the Internal Revenue Service and the PC-1 to the Attorney General's Division of Public Charities and file these reports by their due date. Distribute the completed reports with a copy of the Audit report attached to the Board of Directors.
I. General Laws Chapter 180 Corporation Annual Report and Annually and Corporation updates with the Secretary of the Commonwealth of Massachusetts. Be the official custodian of the Corporation Records.

The Secretary shall:

A. Compile and distribute minutes of all Massachusetts Hockey meetings;
B. Be the official custodian of the Corporation's meeting records;
C. Advise the Board of Directors of all the upcoming meeting and other important information;
D. Verify eligibility of voting members present at any meeting;
E. Verify a quorum is present Appointed members of the Executive Board:
F. Publish the attendance records of each meeting.

The Referee Coordinator shall:

A. Be appointed by the President, subject to the approval of the Executive Board;
B. Coordinate referee assignments to all State Final sites with the Referee-in-Chief, Referee Supervisors and the State Tournament Coordinator.
C. Works in conjunction with the Referee in Chief, assignors and leagues with the recruitment and retention of officials.
D. Serves on the Disciplinary Committee as an active member, participating with hearings and other activities as requested by the Disciplinary Chairperson.
E. Work to ensure a safe and secure environment for officials, players, coaches and others.
F. Works with the Referee in Chief and Safety Committee to handle various safety issues as it pertains to Referee Safety

The Chair of the Rules Committee shall:

A. Be appointed by the President, subject to the approval of the Executive Board;
B. Hold committee meetings for review of Bylaws, Rules and Regulations, and policies and procedures;
C. Review and make recommendations on all proposed amendments to the Bylaws, Rules and Regulations, Policies and Procedures to the Board of Directors.

The Massachusetts Hockey Director of the Coaching Education shall:

A. Be appointed by the President, subject to the approval of the Executive Board;
B. Coordinate all the coaching clinics held in Massachusetts with the USA Hockey C.E.P. Director;
C. Establish dates and locations for all clinics in cooperation with the USA Hockey C.E.P. Director, and notify all District/Divisional Registrars, Associations, and Referees-in-Chief of those dates and location;
D. Receive copies of all Clinic Registration Forms and maintain a file of all attendees;
E. Maintain a computer file by District of all individuals successfully completing requirements of the Coaching Education Program;
F. Distribute current lists of accredited coaches to the District/Divisional Registrars periodically.

The Chair of the Discipline Committee shall:

A. Be appointed by the President, subject to the approval of the Executive Board;
B. Coordinate the Discipline process;
C. Maintain records of the disciplinary actions of Massachusetts Hockey and report these actions to the Board of Directors.

The General Counsel shall:

A. Provide legal advice to Massachusetts Hockey;
B. Administer the Physical and Sexual Abuse Polices and their associated rules.

ARTICLE VII - NOMINATION AND ELECTIONS OF USA HOCKEY DIRECTORS, USA HOCKEY SECTION REPRESENTATIVES, OFFICERS, EXECUTIVE BOARD MEMBERS AND DIRECTORS

Nominations of Officers, Executive Board Members, USA Hockey Directors: and USA Hockey Section Representatives

There shall be a Nominating Committee, as provided in Article IX of this document, consisting of no more than five nor less than three members, who shall be responsible for nominating candidates for all elected offices of the organization. They shall conduct its business as its members deem fit, and it shall meet as often as its members consider necessary. They shall prepare the official ballot for the Annual Meeting. Candidates desiring to be listed on the ballot must submit their name and the position they seek to the chair of the Nominating Committee by February 20. The Nominating Committee shall determine whether or not any potential candidate is eligible to be placed on the official ballot pursuant to the bylaws of the corporation and any applicable statutes. One week prior to the March meeting, the Nominating Committee shall notify the Board of Directors of the names of those who it intends to list on the official ballot and those, if any, deemed not qualified, unless the aspiring candidate has withdrawn his/her name from consideration. After the Nominating Committee has made its report at the March meeting of the Board of Directors, nominations may be made from the floor by a motion with a second for all elected positions. After that time, nominations will be closed.

If any candidate nominated from the floor was deemed not qualified by the Nominating Committee to be placed on the ballot for election at the Annual meeting, the chair of said committee shall state to the Board prior to any vote being taken why that candidate was deemed not qualified. Unless otherwise stated herein, candidates must be former Executive Board members or current members of the Board of Directors and must be in good standing with Massachusetts Hockey to be eligible (Background Screening and Conflict of Interest Forms are accurate and submitted to the respective chairs, they have no outstanding financial issues and they are not under suspension). Any member who holds an appointed position from USA Hockey and is specifically excluded from holding office in a USA Hockey Affiliate and/or District by USA Hockey's By-laws, Rules and Regulations and/or Policies and Procedures shall not be eligible to hold any elected position in Massachusetts Hockey.

Elections of Officers and USA Hockey Directors:

Elections of the Officers, and Executive Board Members of corporation, and the election of the corporation's USA Hockey Directors and USA Hockey Section Representatives shall take place at the Annual Meeting. Voting shall be by secret ballot and candidates receiving a simple majority of the votes shall be elected. The President's vote shall not be counted except to break a tie. All candidates will be allowed time to make a statement to the Board of Directors prior to the ballots being cast. Upon completion of the counting of the votes for each elective office the vote tally shall be announced. If no candidate receives a majority then the candidate with the least number of votes and any candidates tied with the least number of votes will be dropped for further voting until one person receives a majority. The President shall be elected for a two (2) year term. All other officers shall be elected for a two-year term, unless elected at a special election to fill the remaining term of an officer whose seat has been vacated. Beginning with the 2019 election, the President the Treasurer, 3rd and 5th Vice Presidents shall be elected for a (2) year term in odd years thereafter. For the 2019 election, the Secretary, the 1st, the 2nd, the 4th Vice Presidents shall be elected for a one (1) year term. Beginning with the 2020 election, the Secretary, the 1st, the 2nd and 4th Vice-Presidents shall be elected for two (2) year term in even years thereafter. There shall be separate ballots for each office subject to election with the President's office being first voted, then the Vice Presidents, Secretary, Treasurer, and continuing in an order determined by the Chair of the Nominating Committee until all elected positions are filled. No person shall serve as President for more than four (4) consecutive years.

Election of District/Division Directors:

A. Five (5) Directors shall be elected annually from each of the following twelve (12) Districts/Divisions:
   1. District 1, consisting of the Hometown Associations within the geographical area depicted in the Annual Guide.
   2. District 2, consisting of the Hometown Associations within geographical area depicted in the Annual Guide.
   3. District 3, consisting of the Hometown Associations within geographical area depicted in the Annual Guide.
   4. District 4, consisting of the Hometown Associations within geographical area depicted in the Annual Guide.
   5. District 5, consisting of the Hometown Associations within geographical area depicted in the Annual Guide.
   6. District 6, consisting of the Hometown Associations within geographical area depicted in the Annual Guide.
   7. District 7, consisting of the Hometown Associations within geographical area depicted in the Annual Guide.
   8. District 8, consisting of the Hometown Associations within geographical area depicted in the Annual Guide.
   9. District 9, consisting of the Hometown Associations within geographical area depicted in the Annual Guide.
   10. District 10, consisting of the Hometown Associations within geographical area depicted in the Annual Guide.
   11. Girls' / Women Division, consisting of the associations/programs registered and certified by the USA Hockey Registrar for Massachusetts as of January 1st of each year.
   12. Club Division, consisting of the associations/programs registered and certified by the USA Hockey Registrar for Massachusetts as of January 1st of each year.

B. District and Division elections shall be held by District/Division Registrars no later than March 15 of each year. A quorum of one-third of the associations/programs of the District/Division shall constitute a quorum at meetings of the Districts/Divisions when elections are held. Notification of the election meeting shall be given in writing or electronically by the Registrar to each program or team at least three weeks prior to said election.

C. Nominees shall be members of Massachusetts Hockey and shall be eligible only in the District/Division in which they participate or reside and shall have been in good standing for at least one year immediately prior to nomination. For the purpose of this paragraph, participation shall mean active engagement with an association/program in the District/Division for at least one year prior to nomination.

D. USA Hockey appointed individuals interested in running for office must resign in writing to the President of Massachusetts Hockey with an effective date prior to the District/Division election. If the resigned individual is the District/Division Registrar, the USA Hockey Registrar or designee will then run the District/Division elections.

E. In District/Division elections for Directors, each registered and certified association/program shall have one vote for each Registered Participant Member as of March 1 as reported in the most recent census complied by the USA Hockey Associate Registrar. In all other matters, each association shall have one vote at District meetings. Any Hometown Association consisting of groupings of cities and/or towns located within two or more of the of the ten (10) Districts described in paragraph A shall be assigned to one of the Districts containing any of the Association's cities and/or towns by a vote of the Board of Directors of Massachusetts Hockey.

F. Directors' term shall run from the close of the Annual Meeting to the close of the next Annual

Meeting.

G. Alternate Director(s), if any, shall be elected by the same process as Directors. Alternate Directors are encouraged to attend meetings of the Board of Directors and serve on commitees.

H. Names of elected Director(s) and Alternate Director(s), if any, shall be reported to the Secretary of Massachusetts Hockey by USA Hockey Associate Registrars no later than March 25. Failure to report names to the Secretary in a timely fashion shall cause individuals to be excluded from voting in the next regularly scheduled, special or Annual Meeting, whichever comes first. The Executive Board shall receive all credentials and forward to the Secretary a list of properly elected District/Division Directors by April 1.

Directors at Large:
Executive Board members not re-elected, or re-appointed may remain on the Board of Directors after the expiration of their term as a Director at Large with voting privileges for one year only, except those who have been a member of the Executive Board for 15 years who shall be Directors Emeritus with voting privileges for life. This bylaw does not apply to Elected Directors at Large Executive Board members who concurrently serve as District Directors.

Election of USA Hockey Directors:
The Board of Directors shall elect a USA Hockey Director for a three (3) year term annually, by a simple majority at the Annual meeting. The terms will be staggered so as to minimize the number of Directors whose term ends in any one year.

Vacancies:
Any vacancies created on the Board of Directors shall be filled by a special election of the Board of Directors. Notice of vacancies will be sent to the Board of Directors 10 days prior to next scheduled board meeting proceeding the notice period. Nominations can be solicited prior to the meeting but must be accepted from the floor prior to the vote. Election for mid-term vacancies will be for the remainder of the current term.

In the event of a vacancy in any elected office of the organization due to resignation, removal, death, or other cause, the vacancy shall be filled by election at the next regularly scheduled or specifically called meeting of the Board of Directors for the balance of the term remaining. Upon notice of such a vacancy, the President, or if the President's office is vacant, the next highest-ranking officer, shall request the Nomination Committee to inform the Board of Directors of the opening and to prepare for such an election. The Secretary shall give notice of the scheduled election to the Board of Directors.

Election of USA Hockey Section Representatives:
The Board of Directors shall elect a Representative to the USA Hockey Disabled Section, a Representative to the USA Hockey Girls'/Women Section and a Representative to the USA Hockey High School Section. No person shall hold more than one USA Hockey Section Representative position at a time. Candidates for the position of USA Hockey Section Representative must: be a former or current USA Hockey Registrar or Associate Registrar for Massachusetts or a former or current member of either the Executive Board or Board of Directors; submit Background Screening and Conflict of Interest Forms; have no financial issues; and not be under suspension. Each USA Hockey Section Representative shall be elected for a term of three (3) years .

Terms of Office:
The elected Massachusetts Hockey Officers, Directors and At-Large members of the Executive Boarf

terms shall run from July 1 to June 30.
In the event of the election of a new President at an annual meeting held prior to Annual Congress of USA Hockey, the President-elect shall also attend USA Annual Congress on behalf of Massachusetts Hockey. Each USA Hockey Director and USA Hockey Section Representative shall serve for a term specifie in the Bylaws of USA Hockey. Each USA Hockey director's term shall expire at the Annual Congress of the Board of Directors in the final year of such director's term, upon completion of the election of directors by the Board of Directors at such Annual Congress.

ARTICLE VIII - DUTIES OF DISTRICT/DIVISION REGISTRARS & DIRECTORS

USA Hockey Associate Registrars shall:

A. Be directly responsible to the USA Hockey Registrar;
B. Hold District/Division meetings with a minimum of four per year;
C. Distribute all materials supplied to the District/Division associations;
D. Check player registrations for ineligible players, overall completeness and compliance with Massachusetts Hockey and USA Hockey forms;
E. Confirm Tournament applications with the State Tournament Coordinator;
F. Review and approve all player transfers within the District;
G. Coordinate District/Division Playdowns, and qualify players and teams for participation in District/Division Playdowns;
H. Hold District/Division Elections in accordance with Article VII of these Bylaws;
I. Maintain all District/Division records, and provide to the USA Hockey Registrar upon request;
J. Report rules violations to the President;
K. Preside, without voting, at District Hearings. Registrars may decline to serve in this capacity.

Massachusetts Hockey District/Division Directors shall:

A. Attend Massachusetts Hockey State and appropriate District/Division meetings;
B. Cooperate with the District/Division Registrars in coordinating District/Division play downs and other business of their respective District/Divisions;
C. Fulfill all the fiduciary responsibilities and obligations required by virtue of being an elected member of the Board of Directors of Massachusetts Hockey;
D. Be eligible for appointment as a voting member of any disciplinary panel in accordance with Article XIV unless conflict of interest considerations dictate otherwise.

ARTICLE IX – COMMITTEES

A. The permanent committees of Massachusetts Hockey shall be: Audit, Adaptive Hockey, American Development Model (ADM) & Player Development, Discipline, Finance, Nomination, Background Screening, Rules, Tournaments, SafeSport and Safety.
B. The Chairs of the Rules Committee, Coaching Education Program, and Discipline Committee shall be appointed annually by the President subject to the approval of the Executive Board. The chairs of all other Committees and members of all Committees shall be appointed annually by the President, except that the Treasurer shall be the Chair of the Finance Committee.
C. The President may from time to time appoint other committees for specific purposes and terms.
D. The President and President elect shall be ex-officio members of all Committees.
E. All committee action except action under Article XIII and XIV of these Bylaws shall be subject to review of the Executive Board on its own motion or at the request of the committee Chairperson. Any such review shall be limited to a review of the committee's decision on the record before it.
F. The Chair of the Discipline Committee in consultation with the President and Counsel, if any, shall be the sole judge of the definition and meaning of all terms, phrases, words and procedures

as they relate to the discipline process as set out in Article XIV of Massachusetts Hockey Bylaws.

G. Any committee meeting may be held by any means of electronic or other communication through which all the participants can hear each other.

H. The Audit committee shall consist of at least three members. The majority of the members must be members of the Board of Directors and none of the members can have any material financial interest in any entity doing significant business with Massachusetts Hockey.

The committee shall make recommendations to the Board of Directors regarding:

1. Selection, retention; and termination of an independent auditor
2. The compensation of the auditor;
3. Measures to insure that the internal controls are documented by management and evaluated as part of the audit;
4. Process by which the audit committee shall review the audit and the management letter, if any, with the auditor and work with the auditor and management of Massachusetts Hockey to resolve or recommend resolution to the board of any issues of concern arising from the audit or management letter; and
5. Measures to ensure that any non-audit services provided by the auditing firm con form with the standards of independence required.

The committee shall prior to the board's consideration of and action on the independent auditor's report, the committee shall report to the board on the results of the audit.

I. The Background Screening Committee shall: Refer to Article VI Duties of the Members of the Executive Board.

J. The Discipline Committee shall: Refer to Article VI Duties of the Members of the Executive Board.

K. The Finance Committee shall: Refer to Article VI Duties of the Members of the Executive Board.

L. The Rules Committee shall: Refer to Article VI Duties of the Members of the Executive Board.

M. The Tournaments Committee shall:

1. Have the responsibility of coordinating all State Championship Tournaments;
2. Oversee all State Championships and District Playdown activity;
3. Receive all District Playdown applications and fees;
4. Ensure that all established deadlines are upheld;
5. Award State Tournaments to the Districts at the annual meeting;
6. Accept Tournament sites;
7. Receive Tournament Compliance Forms from each Tournament site prior to the annual Tournament meeting;
8. Appoint 'on-site' Tournament Directors to oversee each Tournament site;
9. Receive the reports from each Tournament Committee and each 'on-site' Director; and
10. Issue a report on all Tournaments at the Annual Meeting.

N. The Nomination Committee shall review the qualifications of all candidates prior to a candidate's name being placed on the ballot. That review shall consist at a minimum of determining whether a prospective candidate has on file with the Treasurer a complete and up to date conflict of interest disclosure form, whether that candidate holds any other position in Massachusetts Hockey and/or USA Hockey that would disqualify him/her for holding the office sought and whether that candidate holds any other position outside of Massachusetts Hockey that would place that candidate in a conflict of interest and prevent him/her in the opinion of the Committee from exercising his/her independent judgment on behalf of the best interests of Massachusetts Hockey. In the event the Committee determines the candidate is not qualified, the Committee will not place the candidate's name on the ballot and will report its decision in writing or via email to the full Board of Directors and the candidate.

ARTICLE X - ANNUAL MEETING

The Annual Meeting of Massachusetts Hockey shall be held between April 15 and June 30 each year. The date, time and place shall be designated by the President in writing and/or via electronic email using the mahockey.org email address assigned to the Board of Directors not less than 30 days notice prior to the date of the meeting.

ARTICLE XI - PARLIAMENTARY AUTHORITY

All meetings of the organization, including meetings of the Board of Directors, shall be governed by Robert's Rules of Order, except to the extent said Rules conflict with these Bylaws.

ARTICLE XII - INDEMNIFICATION AND EXCULPATION

Massachusetts Hockey shall indemnify or protect and hold harmless USA Hockey, Inc., its Directors, members, councils, committees and each member thereof, and all other elected, appointed, employed or volunteer representatives of USA Hockey from any and all claims, liability, judgments, costs, attorneys' fees, charges and expenses whatsoever, arising from the acts and omissions of Massachusetts Hockey, except to the extent (i) that USA Hockey, Inc., or its aforedescribed representatives caused such claims. Liability, judgments, costs, attorneys' fees, charges or expenses by their own intentional neglect or default or (ii) that such acts or omissions were the direct result of compliance with the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules or decisions of the Board or Directors of USA Hockey. Further, Massachusetts Hockey understands and acknowledges that USA Hockey, Inc., and its aforedescribed representatives have assumed such assignment, function, office or capacity upon the express understanding, agreement and condition that they be so indemnified and held harmless to the extent described in this Bylaw.

Indemnification: Massachusetts Hockey shall indemnify or protect each person who is or was a director, officer or employee, or a volunteer acting within the scope of his/her authority on behalf of Massachusetts Hockey and/or its affiliates, such person's heirs, executors and legal representatives, against all liabilities and expenses, including judgments, fines, penalties and reasonable attorney's fees and all amounts paid, other than to Massachusetts Hockey, in compromise or settlement, imposed upon or incurred by such person in connection with, or arising out of, the defense or disposition of any action, suit or other proceeding, whether civil or criminal, which such person may be a defendant or with which such person is threatened or otherwise involved, directly or indirectly, by reason of such person's holding or having held such position. The provisions of this paragraph shall not apply to any person who has been adjudicated or determined in such action, suit or proceeding not to have acted in good faith in the reasonable belief that his or her action was in the best interests of the Corporation. Massachusetts Hockey shall provide no indemnification with respect to any matter settled or compromised, pursuant to consent decree or otherwise, unless such settlement or compromise shall have been approved as in the best interest of Massachusetts Hockey by (1) a disinterested majority of the Board of Directors of the Corporation or (2) if there were no disinterested directors, by independent legal counsel representing Massachusetts Hockey and appointed by a majority of the directors then in office. The right of indemnification provided in this Article shall not be exclusive of or affect any other rights to which any director, officer, employee or volunteer may be entitled under any agreement, statue or otherwise. Massachusetts Hockey's obligation to provide indemnification under the Article shall be offset by and to the extent of any other source of indemnification. Nothing contained in this Article shall affect any rights to which Massachusetts Hockey personnel other than directors or officers may be entitled by contract or otherwise.

No Personal Liability: No director, officer, employee of this Corporation or a volunteer acting on behalf of Massachusetts Hockey and/or its affiliates shall be personally liable to Massachusetts Hockey for monetary damages for breach of fiduciary duty as a director, officer, employee or volunteer notwithstanding any provisions of law imposing such liability: provided, however, that the liability of an officer, director, employee or volunteer to the extent that such liability is imposed by applicable law, shall not

be eliminated (1) for any breach of such person's duty of loyalty to Massachusetts Hockey; (2) for acts or omissions not in good faith or which involve an intentional or a knowing violation of law, or (3) for any transaction from which such derived an improper benefit.

The directors, officer, employees and volunteers of Massachusetts Hockey shall not be personally liable for any debt, liability or obligation of the Corporation. All persons, corporations or other entities extending credit to, contracting with, or having any such claims against Massachusetts Hockey, may look only to the funds and property of this Corporation for the payment of such contract or claim, or for the payment of any debt, damages, judgment or decree, or any amount that may otherwise become due or payable to them from Massachusetts Hockey.

Massachusetts Hockey agrees, at all times, to be covered by the general liability insurance policy maintained by USA Hockey. USA Hockey shall inform Massachusetts Hockey of the limits of that policy, and of any changes to those limits which may be made by USA Hockey at its sole prerogative. By purchasing and maintaining the aforementioned general liability insurance policy, USA Hockey does not assume any liability for any actions or omissions of Massachusetts Hockey. Massachusetts Hockey agrees to use reasonable efforts to purchase, acquire or provide and maintain in full force and effect at all times, directors' and officers' liability insurance, and to name USA Hockey as an additional insured thereunder if such insurance is not obtained through USA Hockey. Massachusetts Hockey retains right to obtain whatever additional insurance coverage's it may desire, at its own expense, but agrees to name USA Hockey as an additional insured thereof.

ARTICLE XIII - EQUAL OPPORTUNITY AND RESOLUTION OF GRIEVANCES

Massachusetts Hockey shall provide an equal competitive opportunity, taking into account ability, physical size and other athletic criteria, to amateur athletes, coaches, trainers, managers, administrators and officials to participate, consistent with the requirements of the Amateur Sports Act of 1978, as amended, in amateur athletic competition without discrimination on the basis of race, color, religion, age, sex or national origin.

Massachusetts Hockey shall provide for the prompt and equitable resolution of grievances of its members, including fair notice and opportunity for a hearing consistent with the provisions of these Bylaws and the requirements of the Amateur Sports Act of 1978 as amended.

Any grievance filed under this Article must be filed with the President of Massachusetts Hockey with a copy of the grievance forwarded to the Chair of the Disciplinary Committee and the General Counsel. Only a member in good standing may file a grievance and for the purpose of this Article. A grievance shall only be entertained and acted upon if it deals with a material violation by a member of Massachusetts Hockey and/or USA Hockey Bylaws, Rules and Regulations, Policies and Procedures, Codes of Conduct, Codes of Ethics and USA Hockey playing rules and such violation is clearly contrary to any practice or precedent consistent with said Bylaws, Rules and Regulations, Policies and Procedures, Codes of Conduct, Codes of Ethics and Playing Rules.

ARTICLE XIV - SUSPENSION, EXPULSION, OTHER DISCIPLINE; APPEALS

A. General:

Except as may be permitted in section E below, no Party may be suspended from participation or otherwise disciplined f unless a hearing has been held prior to the action being taken according to the provisions of these rules.

B. Purpose:

It is the purpose of these rules to provide Parties a fair hearing (a) prior to being subject to discipline, which shall include reasonable notice of the grounds for the proposed discipline, and (b) to contest an administrative action, which hearing shall include reasonable opportunity to prepare and present their case and argument in accordance with these rules, including the opportunity to call witnesses and present evidence, the opportunity to see all evidence intended to be used at the

hearing and cross examine witnesses and to be assisted by counsel at the hearing.

C. Disciplinary Action

1. Suspension, expulsion or other disciplinary action of any member may occur by operation of or violation of:
   a. USA Hockey or Massachusetts Hockey, Association Bylaws, Rules & Regulations, Policies;
   b. The playing rules of the game as promulgated by USA Hockey;
   c. Administrative action taken by Massachusetts Hockey, or any Association, league, district, or other organization certified and/or registered with Massachusetts Hockey with authority to do same.
   d. Additional violations for which discipline may be imposed include, but are not limited to:
      i. threats or action against officials of Massachusetts Hockey or USA Hockey;
      ii. any conduct unbecoming or detrimental to the sport of hockey;
      iii. allowing participation by ineligible or unregistered players, coaches, officials or teams in sanctioned events;
      iv. participation in events not officially sanctioned;
      v. any violation of USA Hockey SafeSport Policies.
      iv. failure to complete education and training imposed as part of a discipline action.

D. Definitions:

For the purposes of this Article, the words, terms and phrases used in this Article XIV shall have the following definitions:

1. "Administrative Action" shall mean any action or decision by USA Hockey, an Affiliate Association or a local league, association or program (other than "Discipline" as defined below) that affects any Parties' eligibility to participate in domestic competition and/or their membership in any organization within the jurisdiction of these Bylaws.
2. "Appeal Authority" shall mean the Massachusetts Discipline Committee or any Appeal Panel appointed thereby.
3. "Applicable Rules," shall mean the Bylaws, rules and regulations, playing rules, policies, codes of conduct, ethics, core values and decisions of the Board of Directors of USA Hockey and Massachusetts Hockey, and comparable Bylaws, rules, documents and decisions of any applicable District, League or , Club, sponsor, facility, other group, organization or Association.
4. "Disciplinary Authority" shall mean Massachusetts Hockey, including each District of Massachusetts Hockey, any League, any Association, or a local league, association or program having jurisdiction to issue Discipline to any Party within the jurisdiction of USA Hockey.
5. "Discipline" shall mean a suspension, probation, censure or other discipline of a Party, which may include the imposition of education and training as a component of the discipline to be imposed, including but not limited to:

   a. mandatory viewing of the Heads Up Don't Duck video where a check from behind occurred;

   b. supplemental training requirements for any member subject to a discipline hearing in light of the circumstances of the violations found, which may include and not be limited to:

      · Diversity Training
      · Remedial Heads Up Don't Duck training,
      · CDC's HEADS UP to Youth Sports: Online Training and read
      · USA Hockey Declaration of Player Safety
      · Training on Competitive Contact and Body Checking
6. "Party" shall mean members of Massachusetts Hockey and other members within the jurisdiction of USA Hockey, USA Hockey itself or its Affiliate Associations, including, but not limited to Massachusetts Hockey Board Members, Massachusetts Hockey Executive Board Members, Affiliate Association Board Members, each parent, guardian, agent or other person, and each

league, club, sponsor, facility or other group or organization, that is engaged in domestic competition or participating in a USA Hockey and/or Massachusetts Hockey sanctioned event of any kind.

7. "Playing Rules" shall mean playing rules of the game adopted from time to time by USA Hockey and published as USA Hockey Playing Rules.
8. "Playing Rules Suspension" shall mean suspensions expressly permitted or mandated by the USA Hockey Playing Rules.
9. "Summary Suspension" shall mean a suspension issued by a Disciplinary Authority prior to a hearing being conducted.

E. Hearing Procedure

1. Hearing Panel:
   The Disciplinary Authority considering issuing any Discipline, or upon demand by a Party contesting a suspension or other disciplinary action where no hearing was held, or desires to contest an Administrative Action, shall appoint a Hearing Panel of a minimum of three and maximum of five reasonably disinterested and impartial persons to conduct the hearing. The Discipline Authority may also appoint a Hearing Facilitator whose function shall be to facilitate the discipline process. The Hearing Facilitator shall not have a vote on any Discipline issue and may participate in the facilitation of the hearing process at the discretion of the Hearing Panel.
2. Hearing Timing:
   Absent good cause, the Hearing Panel should hold the hearing no later than 30 days after its appointment unless a later date is agreed upon by the Parties and approved by the Hearing Panel.
3. Hearing Notice:
   Not later than seven (7) days before the hearing date, the Hearing Panel shall provide written notice to all interested Parties of the time and place of the hearing, the names of the hearing panel members and any hearing facilitator, the manner in which the hearing is to be conducted, the grounds for any proposed suspension, discipline or Administrative Action, the possible consequences of an adverse finding, and the issues to be resolved by the Hearing Panel.
4. Hearing Location:
   Subject to the provisions of the following subsection (e), the Hearing Panel shall make every reasonable effort to convene the hearing in a location accessible to all the Parties.
5. Conduct of Hearing:
   The Hearing Panel may in its discretion hold a formal or informal hearing, in person or by telephonic conference call or video conference, hear any evidence it believes is relevant to the issue(s) before it, place limits on time, evidence and documentation, have witnesses or written statements and establish other hearing rules so long as the Parties are informed of the established procedures, each Party has a reasonable opportunity to present its case and argument in accordance with the Hearing Panel's rules, and each Party is treated in a substantially equal manner. The Rules of Evidence in judicial proceedings shall not apply in the hearing. The Parties may be represented by counsel of their choosing at their own expense, provided that the Hearing Panel may set rules for the involvement of counsel in the hearing. If the Hearing Panel has not made arrangements for a record of the proceedings, a Party may at its own expense create a stenographic or other record of the proceedings and must inform the Hearing Panel prior to the hearing of any arrangements so made. A copy of any such record created by or for a Party shall be provided at such Party's cost to the Hearing Panel. Other Parties will be permitted to secure a copy of the record in the normal course at their own expense.
6. Burden of Proof:

In order to impose a suspension or discipline, the hearing panel must make a finding supported by a preponderance of the evidence (i.e., more likely true than not true) that the Party violated an Applicable Rule. The Disciplinary Authority proposing the Discipline shall have the burden of proof and shall present evidence to support the suspension or discipline by a preponderance of the evidence. In the case of an Administrative Action, the burden of proof shall be on the Party challenging the Administrative Action to prove by a preponderance of the evidence that the Administrative Action was made in an arbitrary or capricious manner or was not supported by the facts. In a contest of an Administrative Action, only the evidence presented to or considered by the Party taking the Administrative Action shall be presented and considered by the hearing panel.

7. Decision:
   The Hearing Panel shall use reasonable efforts to (I) render its decision within five (5) business days of the completion of the hearing or the closing of the record whichever is later, and (ii) prepare and deliver a written decision to the Parties within 15 business days of the completion of the hearing or the close of the record, whichever is later. The written decision shall contain findings of material facts, conclusions, the order of the Hearing Panel and a statement of any right of appeal a Party may have as a result of the decision. Delivery of the decision to the Parties may be made by first class mail or other delivery service or electronic mail in the discretion of the Hearing Panel.
8. Scope of Hearing Panel Decision:
   Unless explicitly accepted by another provision of these rules or the rules of USA Hockey the decision of the Hearing Panel shall be in effect only for the program governed by the Disciplinary Authority and subject to appeal as set out in Section G below. If the Hearing Panel wishes to extend any suspension or discipline it ordered beyond its program, it must notify the Chair of the Massachusetts Hockey Discipline Committee. If the suspension or discipline is imposed by a Hearing Panel's decision is affirmed by an Appeal Panel or there is no appeal from the decision of the Hearing Panel, and Massachusetts Hockey wishes to extend the scope of the hearing panel's decision beyond Massachusetts it may only do so by submitting a written request to do so and a copy of the written Disciplinary Panel's and/or Appeal Panel's decision to the Executive Director of USA Hockey, who shall advise all other Affiliate Associations of the suspension or Discipline and upon such notice the suspension or Discipline shall be in effect for all Affiliate Associations.

F Exclusions:

1. Summary Suspensions
   After consultation with the Chair of the Massachusetts Hockey Discipline Committee, any member may be suspended without a hearing by a Discipline Authority. In the absence of the Chair of the Discipline Committee, a summary suspension may be issued after consultation with the Executive Director of Massachusetts Hockey and either the President or a Vice President of Massachusetts Hockey. A Summary suspension may be impose for any of the following reasons: where a Party has been arrested for a crime alleged to have been committed; where a Party has assaulted another or violated the USA Hockey Safe Sport Policy, including such abuse between adults, or other violations of USA Hockey or Massachusetts Hockey Policies, provided such Policies are in writing and have been approved by the Board of Directors, and when an individual is named in a lawsuit against Massachusetts Hockey.

   Any summary suspension must be in writing and given to the individual affected and the writing shall inform the individual of his/her right to request a hearing within seven (7) days of being notified of the suspension. Any hearing requested hereunder shall be conducted according to the provisions of these rules.

2. Playing Rules Suspensions:

   Any Playing Rules Suspension does not require a hearing except that, in the event of the imposition of a match penalty as defined in the Playing Rules, a hearing must be offered to be held as set forth in the Playing Rules, and the terms and length of the Party's suspension shall be as set forth in the Playing Rules unless modified or revoked by the Hearing Panel. Any hearing for a match penalty shall be conducted according to these rules; provided that, in the case of a match penalty being imposed in a district or national championship tournament, the hearing will be conducted immediately after the game in question by the on-site USA Hockey personnel. All applicable game score sheets and referee reports must be presented to the Hearing Panel and made available to the Party subject to suspension. Any Playing Rule Suspension shall remain in force and effect and be final unless modified or revoked at a hearing, except that if the hearing is not held within 30 days of the incident together with a decision in accordance with these rules, the suspended Party shall be automatically reinstated after the 30-day period. The failure to offer the hearing shall not prohibit the Discipline Authority from conducting the hearing after the 30-day period and thereafter imposing further disciplinary action.

G. Officiating Suspensions:

   The applicable state association or league or local supervisor of officials shall have the authority to suspend a referee up to 10 days without a prior hearing. The state association or Affiliate Association shall have the authority to suspend a referee after a hearing (held in accordance with these rules) or in accordance with the Summary Suspension procedures.

   Any official(s) who boycotts any game(s) due to any disciplinary action taken or not taken by a Disciplinary Authority shall subject said official(s) to Discipline in accordance with these rules conducted by the organization subjected to said boycott.

   USA Hockey does not recognize official's organizations. However, if any registered USA Hockey official is restricted or denied assignment eligibility for any USA Hockey game by an officials' organization or group of officials ("Officials' Organization"), except for good cause shown in accordance with the Officials' Organization written rules and then only for a very limited duration without a hearing as provided herein, then said Officials' Organization shall be subject to suspension or expulsion in accordance with the rules and regulations herein and that restriction or denied assignment shall have no effect.

H. Assault on Game Official:

   1. Assaults on Game Officials are violations of USA Hockey Playing Rules and as such are subject to the provisions for Playing Rules Suspensions. In the event of a match penalty for deliberately inflicting physical harm, or attempting to do so, to any game official, including off-ice officials, the offending party shall be suspended for not less than one calendar year with one calendar year probation thereafter.
   2. Assaults on Game Officials are violations of USA Hockey Playing Rules and as such are subject to the provisions for Playing Rules Suspensions.
   3. In the event of a match penalty for violation of USA Hockey Playing Rule 601(f)1, the offending Party shall be immediately suspended from all USA Hockey sanctioned activity and if such penalty is affirmed after a hearing, the offending Party shall be suspended for not less than one calendar year with one year calendar year probation thereafter.
   4. In the cases of match penalties for violation of USA Hockey Playing Rule 601(f)1, the Massachusetts Hockey Discipline Committee shall exercise original jurisdiction in such matter.
   5. Suspensions for violation of USA Hockey Playing Rule 601(f)1 shall be immediately reported to the Massachusetts Hockey Discipline Committee, and the appropriate registrar(s).
   6. Any game official assessing said penalty shall file with his/her USA Hockey District Referee-in-Chief a written game report within forty-eight (48) hours of the incident.
   7. The District Referee-in-Chief shall immediately investigate the incident and promptly submit

a written opinion, together with the game sheets and reports to the applicable Disciplinary Authority, indicating whether the incident is applicable under Rule 601(f)1 or is more applicable under a different playing rule.

8. A copy of the Referee-in-Chief's written report and opinion shall be sent by the Disciplinary Authority to both the player, team official and game official involved.

I. Allegations Regarding Sexual Abuse or Misconduct

1. Reporting. In the event that any Participant under the jurisdiction of the U.S. Center for SafeSport ("USCSS") is alleged to have violated the USA Hockey SafeSport Policy prohibiting sexual abuse or misconduct (see current edition of USA Hockey SafeSport Program Handbook and USCSS Policies & Procedures), or in the event that USA Hockey, any USA Hockey Affiliate or local program or any adult Participant receives a report that is required by the USCSS Code to be referred to the USCSS, USA Hockey, its Affiliates, local programs and adult Participants shall immediately report and refer such matter to USCSS. The duty to report to USCSS and USCSS's jurisdiction to investigate shall not supersede any local, state, or federal reporting requirements or jurisdiction, and shall not affect or impair the ability of any person that reports to the USCSS from also reporting to the appropriate local, state or federal authorities.
2. Investigation/Discipline/Adjudication. The USCSS shall have jurisdiction and authority to investigate allegations or reports that a Participant has engaged in conduct defined in the USCSS Code to be within the USCSS's exclusive jurisdiction, including without limitation allegations or reports of sexual abuse or misconduct and of any allegations of violations of USA Hockey's SafeSport Policies that are reasonably related to and accompany a report of allegations of sexual abuse or misconduct, to issue any interim suspension or measures pending conclusion of the investigation, to make recommendations of sanctions or disciplinary action as a result of such investigation, and to adjudicate such matter according to the USCSS procedures for adjudication. The USCSS shall also have discretionary authority and jurisdiction over other violations of the USCSS Code. Neither USA Hockey nor any USA Hockey Affiliate or program shall engage in its own investigation or disciplinary process related to any allegations or reports that are within the jurisdiction of USCSS. However, USA Hockey and its Affiliates and local programs may issue a Summary Suspension under Bylaw 10.D(3)(a) which shall be effective until such time as USCSS has exercised jurisdiction over the matter and made a determination related to a person's eligibility pending the investigation and adjudication process, and may issue other protective measures less than a suspension that are necessary or appropriate to address the safety of Participants in USA Hockey programs.
3. Appeals. There shall be no appeals of any decisions adjudicated by USCSS except through arbitration with the applicable arbitration body in conformance with the USCSS Code or other applicable USCSS or USOPC governing documents in effect at such time.
4. Enforcement of USCSS Sanctions. Upon the issuance by USCSS of any interim or permanent suspension, disciplinary action, sanction or other measures, after conclusion of the adjudicative process or by agreement with a Participant subject to suspension or other sanction, USA Hockey and its Affiliates and programs shall enforce such suspension, measures or other sanctions throughout USA Hockey programs. USA Hockey and its Affiliates and programs shall enforce any suspension or other sanction issued by the USCSS even if arising from allegations outside of USA Hockey programs.
5. Related SafeSport Violations. The delegation of authority and jurisdiction to USCSS as set forth above, and the restriction on USA Hockey, Affiliates and local programs, shall also include the investigation and issuance of sanctions related to allegations of other violations of USA Hockey SafeSport Policies (e.g., physical abuse, emotional abuse, bullying, harassment and hazing) that are reasonably related to and which accompany an allegation that involves sexual abuse or misconduct, or matters that do not involve sexual abuse or misconduct which

the USCSS has exercised jurisdiction over in its discretionary authority.

J. Appeals:

1. Right to Appeal

Any Party that is suspended otherwise disciplined or subject to an Administrative Action pursuant to these rules may, after a hearing or failure to have a hearing in accordance with these rules, appeal such action as follows:

a. Suspensions:

Match penalty suspensions or suspensions for violations of bylaw and/or rules of local, league or District organizations, shall be appealable to the Massachusetts Hockey Discipline Committee (the "Appeal Authority").

b. Appeals Not Involving Suspensions:

Appeals of Administrative Actions or other disciplinary action that do not involve suspension shall be appealed to the Board of Directors of the state association or where no state organization exists to the Affiliate Association's Board of Directors or the designated committee of such Board of Directors. There shall be no further appeals of Administrative Actions or other disciplinary actions not involving a suspension.

c. Officials:

Officials may appeal a suspension, other disciplinary action or an adverse Administrative Action if by a state association, USA Hockey District Referee in Chief or local supervisor of officials to the applicable Affiliate Association. If the official has been disciplined by the Affiliate Association or if the Affiliate Association has affirmed the discipline previously imposed, the official may appeal the discipline to a committee consisting of the National Referee in Chief, a District Director from the District to which the Affiliate belongs and a third impartial individual selected by those two. There shall be no further appeal of any decision by the said committee and the Discipline shall be final.

d. District/National Championship Rules Appeals:

District or national championship rules or special jurisdictional hockey association rules shall be appealable to the USA Hockey council or its designee having jurisdiction over the program. There shall be no further appeal of any decision by the said council and the decision shall be final.

2. Appeal Procedure:

The appeal procedure for all appeals as described in Section H (1) above shall be as follows:

a. Statement of Appeal:

The appealing Party must submit a Statement of Appeal in writing to the Chair of the Massachusetts Hockey Discipline Committee, with a copy to the Disciplinary Authority and the Hearing Panel, of the decision appealed from within 14 days of receipt of the decision appealed or of the date of the failure to hold a hearing, whichever is applicable. The Statement of Appeal shall include a statement of why the Discipline should be overturned or reversed, and should attach the record of the hearing panel, if any, and a copy of the decision. The Disciplinary Authority, Discipline Panel and/or any responding Party shall have 14 days from the receipt of the Statement of Appeal to file a reply and any reply must be served upon the Appeal Authority and the appealing Party. The Statement of Appeal and reply should be a complete and comprehensive document and include all material from the original discipline hearing the Party wishes to be considered. Letters and other documents not submitted by the Party him/herself as part of the Statement of Appeal need not be considered by the Appeal Authority. If a Statement of Appeal is not received by the Chair of the Massachusetts Hockey Discipline Committee within the 14 day period, the discipline shall be final. The failure to respond by any Party will exclude that Party from further participation in the appeal proceedings. The Statement of Appeal and any reply shall be no longer

than 10 typed double-spaced pages with a font size no smaller than 12 points. Exhibits to support the Statement of Appeal and/or reply may also be attached, including any relevant governing documents the Party is relying upon to support its argument. Exhibits shall not be included in the ten (10) page limitation.

b. Conduct of Appeal Hearing:
The Chair of the Massachusetts Hockey Discipline Committee shall appoint an Appeal Panel to consider any appeals pursuant to these rules. The Appeal Panel may in its discretion hold a hearing or consider the appeal on the written submissions of the Parties and establish other hearing rules so long as each Party is treated substantially equal. Notice of a hearing, if any, shall be given to all Parties, and any hearing may, in the discretion of the Appeal Panel, be held in person, telephonically or by video conference. Only the evidence and theories presented to the Hearing Panel or party taking the Administrative Action prior to rendering its decision shall be presented or considered on appeal. The only basis for appeal will be that the Hearing Panel acted erroneously in interpreting or applying USA or Massachusetts Hockey Bylaws, Rules, Policies or Regulations and Codes of Conduct and Ethics to the facts.

c. Appeal Decision
The Appeal Panel shall make every reasonable effort to issue a written decision that shall include a statement finding of the facts that were proven at the hearing and the conclusions of the Appeal Panel within fourteen (14) days of the hearing. The Appeal Panel may affirm, reverse or modify (including increase or decrease the term of a suspension) any decision in its sole discretion and as it deems proper under the circumstances.

d. Suspension or Discipline Remains in Effect
Any suspension, discipline or Administrative Action appealed from shall remain in force and effect until it expires, is reversed or is modified by the Appeal Authority.

3. Further Appeals:
If allowed by the rules of USA Hockey, any party aggrieved by the decision of the Appeal Panel may appeal to the Executive Committee of USA Hockey in accordance with the applicable USA Hockey rules. There shall be no further appeal of any decision by the Executive Committee of USA Hockey in matters concerning Discipline and its decision shall be final as it is the final Appeal Authority in this appeal process.

J. Discipline Action Reports:
All discipline action shall be reported in writing to the Chair of the Massachusetts Hockey Discipline Committee.

K. Refer to USA Hockey Annual Guide By-Law 10.D (3)(j) Unified Procedures Not Applicable to Financial Disputes

ARTICLE XV – AMENDMENTS

A. Proposed amendments to the Bylaws and Rules and Regulations must be submitted to the Rules Committee in writing or electronically for their recommendation as to adoption, rejection, modification or deferral prior to any vote being taken by the Board of Directors.

B. These Bylaws may be amended at the Annual Meeting of the Board of Directors provided a quorum exists if the proposed amendments have been presented in writing or electronically by the Rules Committee to each member of the Board of Directors at least 14 days prior to the meeting.

C. The Rules and Regulations may be amended at any regularly scheduled or special meeting of the Board of Directors provided a quorum exists. If the Rules Committee has not acted within 30 days

of the submission of the proposal, the submitter may bring the proposal to the Board of Directors by providing a written copy to each member of the Board of Directors at least 14 days prior to the meeting.

D. A (2/3) majority of the votes cast is required to amend or change the Bylaws and simple majority (50%) to amend or change the Rules and Regulations.

E. Any proposed amendment determined by the Rules Committee to be in the same or similar form and/or substance to one which was rejected during the current or prior season cannot be placed before the Board of Directors unless it has received a two-thirds (2/3) majority vote cast by the Board of Directors recommending that it be placed before the Board of Directors.

F. The failure of any Member of the Board of Directors to receive such written or electronic notice shall not make any actions at the meeting invalid, provided that a good faith effort was made to comply with the provisions of sections A, B and C above.

ARTICLE XVI - FINANCE AND ACCOUNTING

A. The Treasurer of Massachusetts Hockey
shall submit annually at the annual meeting of the Massachusetts Hockey Board of Directors the recommended budget proposal of Massachusetts Hockey for the upcoming season. Said budget proposal shall be recommended by the Finance Committee after prior review for a ratification vote (approval/disapproval) by the members of the Board of Directors.

B. The Treasurer shall cause an annual independent audit to be performed on all the Massachusetts Hockey accounts. Said audit shall be presented in writing to the Board of Directors within six (6) months of the fiscal year end of Massachusetts Hockey.

C. The Treasurer shall file at the times required any and all financial forms required by all governmental agencies.

D. Prior to being presented to the Board of Directors any proposal or request for monies that deviate from the approved annual budget of Massachusetts Hockey in the amount of $1,500 or more must be submitted in writing to the Finance Committee for a review for a recommendation vote (approval/disapproval). Said recommendation shall be submitted to the Board of Directors for a ratification vote. A proposal or request for monies shall not be broken down into separate sums below $1,500 in an attempt to circumvent a recommendation of the Finance Committee. Any proposal or requests for monies that are below can be presented from the floor of a monthly meeting of the Board of Directors for approval/disapproval.

E. The Finance Committee shall keep and maintain records of any and all meetings and their recommendations. Said records shall be available upon request to any and all members of Massachusetts Hockey Board of Directors.

F. The Finance Committee shall establish, maintain and publish the Massachusetts Hockey Accounting and Financial Procedures.

G. Massachusetts Hockey Memorial Fund contributions may not exceed ($1,000) per year in the name of a single individual. Fund contributions may not exceed five years, consecutive or otherwise, in memory of a single individual.

MASSACHUSETTS HOCKEY RULES AND REGULATIONS

As amended and revised at the Annual Meeting, at Hyannis, Massachusetts, June 18, 2022.

ARTICLE I - REGISTRATION & ASSOCIATION REQUIREMENTS

Section 1. Registration

Persons, Associations, Leagues and Teams desiring membership in Massachusetts Hockey are required to register in the category of membership sought as defined in Article III of the Bylaws of Mass Hockey.

The term "Association" shall refer to and include, but not be limited to, Hometown Programs, Girls/Women's Programs and Club Programs, as further defined below.

A. Hometown Programs

Organizations recognized by Massachusetts Hockey as serving a designated city or town or recognized grouping of cities and towns and subject to the following:

1. Only one Hometown Program shall be registered for each city and town or groupings of cities and towns in the Commonwealth of Massachusetts with populations of less than 150,000 residents. More than one Hometown Program may be registered in cities of towns with populations over 150,000. Such programs shall consist of two or more groups of players who engage in competitive hockey play and may be referred to hereinafter as a Hometown Program.
2. In order to be registered each such Hometown Program shall:
   a. Adopt a constitution and/or Bylaws that provide for the election of officers, a Board of Directors, the conducting of its business and affairs in accordance with generally accepted parliamentary procedures, and that define who has the right to vote and submit a copy of same to Massachusetts Hockey as required;
   b. Ensure that membership and voting powers of its governing body consist of not less than 20% of members who have children actively skating in the Hometown Program;
   c. Provide the right to vote to parents(s)/guardian(s) of minor players, coaches, and any other volunteers in that association in the process for nomination and election of Directors. The Officers of the Hometown Program must be elected on an annual or biannual basis by either the Hometown Program's Board of Directors or by the parent(s)/guardian(s) of minor players, coaches and any other volunteers in the Hometown Program;
   d. Hold no fewer than four meetings per year open to all members of the Hometown Program;
   e. One of these meetings will be an annual meeting at which time
      i. A written financial report for the most recent year ending shall be presented to its members;
      ii. The election of its Board of Directors shall be held;
      iii. Such meetings shall be conducted in accordance with generally accepted parliamentary procedures;
      iv. Forward to Massachusetts Hockey, upon request, the following:
      *Date, time and location of the meeting
      *Agenda
      *Minutes
      *Nominees and winners of the annual election
      *Method of communication (rink posting, newspaper, etc.) that served as notice to the eligible members of the Hometown Program regarding the meeting

f. Make copies of its Bylaws and/or Constitution Rules/Regulations, including methods of becoming an Officer or Director, method of selecting coaches, definition of membership and voting rights and a list of current Officers and Directors, available to all parents, coaches, players and other members of the Hometown Program;
g. Abide by Massachusetts Hockey's Bylaws, Rules and Regulations, and Policies and Procedures, including but not limited to, those regarding the prevention of Physical and Sexual Abuse;
h. Secure and prepare team rosters for all teams;
i. Pay required fees as established by USA Hockey and Massachusetts Hockey and as set out in the Fee Schedule herein;
j. Maintain a file of signed Massachusetts Hockey Coaches Code of Conduct for each Coach and Manager; and

3. No Hometown Program may refuse to register a skater, who resides within the Hometown Program's geographic boundaries for any reason other than the following:
   a. A player is delinquent in payment of its financial obligations to this or any other Massachusetts Hockey Association,
   b. The player and/or member is or has been subject to formal disciplinary action by the Hometown Program within the last five (5) seasons,
   c. The Hometown Program has no space available.

Adverse decisions may be appealed to Massachusetts Hockey in accordance with Bylaw XIII, Grievance Procedure.

B. Girls/Women's Programs: Organizations recognized by Massachusetts Hockey that do not fit into the definition of a Hometown Program above and have open tryouts not subject to any geographical restriction and are composed exclusively of female participants and are comprised of a majority of Massachusetts residents.

C. Club Programs: Organizations recognized by Massachusetts Hockey that do not fit into the definition of a Hometown Program above and have open tryouts not subject to any geographical restriction and are comprised of a majority of Massachusetts residents.

Note – Programs with a single Massachusetts Hockey Registration number may be both Girls/Women's Programs and Club Programs.

D. Association Requirements

1. All Associations, whose teams wish to participate in Massachusetts Hockey/USA Hockey must sign a Massachusetts Hockey Association Affiliate Agreement (Affiliate Agreement) and pay annual fees in an amount established by the MH Board of Directors. Such Associations shall have the right to vote for a director from the district in which the member has been assigned by the Board of Directors (ie., Hometown Program, Club Program, Girls/Women Program, League, etc.)
2. All Associations must abide by USA Hockey and Massachusetts Hockey Bylaws, Rules & Regulations, Policies and Procedures.
3. All Associations must secure and prepare team rosters for all teams and players in their program.
4. All Associations must pay required fees as established by USA Hockey and Massachusetts Hockey.
5. All Associations must agree to and comply with the SafeSport Program Policies and all requirements of the SafeSport Program Handbook.
6. All Associations must provide to Massachusetts Hockey annually, and to any parents, coaches, players and other members of the Association, upon request, a list of current Officers and Di-

rectors of the Association.

7. Upon request by Massachusetts Hockey, any Association shall provide to Massachusetts Hockey, within a reasonable period of time based on circumstances, any documents Massachusetts Hockey may request from time to time or for a specific purpose, including any documents related to membership.

E. Leagues:

1. Massachusetts Registered Leagues: Leagues composed of teams registered with Massachusetts Hockey organized for competitive play in the Commonwealth of Massachusetts shall be registered with Massachusetts Hockey.

   In order to be registered each such league shall:

   a. Be comprised of associations, teams and members registered in agreement with the provisions of these Rules and Regulations, or pursuant to the rules of any other affiliate District of USA Hockey;

   b. Agree to abide by Massachusetts Hockey's Bylaws, Rules and Regulation, Policies and Procedures; and Local Rulings and USA Hockey Bylaws, Rules and Regulations, and Playing Rules.

   c. Sanctioned and Registered Leagues file a league registration annually with Massachusetts Hockey certifying compliance with these requirements;

   d. File a copy of current Bylaws, Rules & Regulations with Massachusetts Hockey.

2. Multi-USA Hockey Affiliate Leagues:

   Multi USA Hockey Leagues are defined as any league composed of teams from Massachusetts Hockey and one or more other USA Hockey Affiliates who wish to be sanctioned by Massachusetts Hockey.

   Multi-USA Hockey Affiliate League who wishes to be sanctioned by Massachusetts Hockey shall submit what is required by USA Hockey Rules and Regulations with the Secretary. Upon sanctioning of the Multi-USA Hockey Affiliate League, the Massachusetts Hockey President shall issue a Massachusetts Hockey Sanctioning agreement to be signed by the Multi-USA Hockey Affiliate League. The Start date of the agreement shall be upon receipt by the Massachusetts Hockey President of the agreement signed by an authorized official of the Multi-USA Hockey Affiliate League.

F. Individual Members:

Those individual members who are players, coaches and/or referees shall be registered with Massachusetts Hockey, must complete the USA Hockey Registration process and pay required registration fee, and completed a Background Screening.

G. Honorary Members:

Honorary members shall not be required to register and shall be elected as honorary members by vote of the Board of Directors of Massachusetts Hockey.

ARTICLE II - TEAMS, TRYOUTS & ROSTERS

A. TEAMS

All Associations shall register their teams in one of the following categories and abide by all the applicable Rules & Regulations:

1. Youth: Teams which are members of a Hometown Program.
2. Youth Tier I and Tier II National Bound: Teams must belong to an organization that meets the following requirements:
   a. Field teams at a minimum of two age classifications;
   b. If the National Bound Tier I/Tier II association has 8U teams, then those 8U teams must comply with ADM cross-ice according to Massachusetts Hockey Rules and Regulations (Article VI. Section 3 8U Games);

c. Must have registered as Massachusetts Hockey teams the previous three (3) seasons;
d. Roster for 14U, 15 Only, 16U and 18U levels may not have out-of-state player restrictions except they must comply with the USA Hockey requirements as to where they must register;
e. Meet all USA Hockey tournament requirements including, but not limited to, number of games played, roster and credential requirements;
f. Each organization may not have more than one Tier I national bound team and one Tier II national bound team at each age level.

3. Girls/Women's Tier I and Tier II National Bound
   a. Field teams at a minimum of three age classifications;
   b. If the National Bound Tier I/Tier II association has 8U teams, then those 8U teams must comply with ADM cross-ice according to Massachusetts Hockey Rules and Regulations (Article VI. Section 3 8U Games);
   c. Must have registered as Massachusetts Hockey teams the previous three (3) seasons;
   d. Roster for 14U and 16U and 19U levels may not have out-of-state player restrictions except they must comply with the USA Hockey requirements as to where they must register;
   e. Meet all USA Hockey tournament requirements including, but not limited to, number of games played, roster and credential requirements;
   f. Each organization may not have more than one Tier I national bound team and one Tier II national bound team at each age level.
4. Tier II Non-National Bound. All Girls/Women's and Club Programs registering teams that are not National Bound may register their teams as Tier II - Non-National Bound and may register multiple Tier II Non-National Bound teams.
5. Hometown Programs. All Hometown Programs shall register their teams as Tier III, Tier IV and Tier V may register multiple teams at a level. Hometown programs may also elect to register teams as a Tier II National Bound.

B. TRYOUT REQUIREMENTS

1. Tryouts for all Massachusetts Hockey Associations (Hometown, Girls/Women's and Club Programs) shall not be held before the following dates:
   a. 4:00 pm on the Monday following the second full weekend of March for all 6U, 8U, 10U and 12U teams.
   b. 4:00 pm on the Monday following the second full weekend of March for all 14U, 16U, 18U & 19U youth and Girls/Women's Non-National Bound teams, subject to the restrictions on Girls/Women's Associations in Section B(2) below.
   c. 48 Hours after the conclusion of the USA Hockey National Tournament for programs intending to enter team(s) into a National Bound level in an age classification or Girls/Women's Teams in the Tier II-S 14U/16U/19U State Tournament.
2. Notwithstanding Sections B(1)(a) (b) & (c) above, if a Girls/Women's Association enters or intends to enter a team into a National Bound age classification, or Girls/Women's Teams in the Tier II-S 14U, 16U, 19U State Tournament, it must hold all tryouts for that age classification no earlier than 48 hours after the conclusion of USA Hockey Nationals. For the purpose of clarification, and as an example, a Girls/Women's Association cannot hold a tryout for its 14U "Non-National Bound" teams, earlier than 48 hours after the conclusion of USA Hockey Nationals if it intends to enter a 14U National Bound team or in the Tier II-S Tournament. The same restriction applies to all Girls/Women's National Bound levels, 14U, 16U and 19U.
3. No contracts can be offered to players prior to the dates specified above. Any Association or team that recruits a player from a Non-National Bound tryout held prior to the permitted

date for a National Bound tryout set forth in Section B(1)(c) above, shall subject to penalties listed in Section B(6) below. Any player that signs a contract with a Non-National Bound team as a result of a Non-National Bound tryout held prior to the date for a National Bound tryout, shall be ineligible to be rostered on a National Bound team in the same Association, unless the USA Hockey Registrar reviews and approves a roster change based upon injuries or other extenuating circumstances.

4. Associations may not send direct solicitation letters (email, US Mail, direct messaging on social media platforms) to players outside of their own Association. Associations may post tryout dates, times, locations and application for the upcoming season on their website after January 15th the current season. Associations may respond to inquiries from prospective players advising them of the dates, times, location of tryouts and the number of teams planned at each age level.
5. Open skates, skills sessions, identification skates, Association skills, or team practices which include players that have not been on a regular season USA Hockey Roster with that Association prior to January 1 of the current season are not permitted.
6. Violations of the Massachusetts Hockey Tryout Policy will lead to:
   a. The Association will be ineligible to participate in any Massachusetts Hockey State Tournament for the following season at the specific age classification for holding tryouts at that age classification prior to the date specified in Section 1A, or violations of Sections 3 or 4
   b. The Association will be ineligible to participate in National Bound Classifications for the following three seasons at the specific age classification for holding tryouts at that age classification prior to the date specified in 1B, or violations of sections 3 or 4.
   c. The Association may lose its membership and good standing status with Mass Hockey and USA Hockey, lose access to USA Hockey's Registration Portal and be unable to prepare rosters or register teams.
7. Hardships to Section 1a, due to the use of a facility not being available can be appealed to the Massachusetts Hockey Tryout Scheduling Committee by December 1 of the current season for Associations not fielding National Bound teams.
8. Massachusetts Hockey will publish the specific dates for Sections 1a and 1b in the Massachusetts Hockey Annual Guide, and on the Massachusetts Hockey website (www.mahockey.org) with this Policy no later than September 15th of the current season.

NATIONAL BOUND TRYOUT REQUIREMENTS

Tier I teams:

a. Tier I teams can recruit players and have open tryout.
b. Tier I teams have the intent to play at the highest competitive level possible.

Tier II teams:

a. Tier II teams register as Tier II. Tier II denotes an intermediate level of competition.
b. Tryouts are open tryouts.

C. ROSTER REQUIREMENTS and DEADLINES

1. Teams shall not be considered registered until a roster is submitted via USAH Registry to the District/Division Registrar.
2. Teams shall compiled and rosters completed by the following deadlines:
   a. For all 19U, 18U, 16U, 15 Only teams, including National Bound and non-national bound, and for 14U National Bound teams prior to their first competitive game and no later than September 1st. The deadline for free roster changes shall be September 15th.
   b. For all 6U, 8U, 10U, 12U teams and 14U non-national bound team prior to their first competitive game and no later than September 1st. For Girls 10U and 12U Tier 1 and Tier 2 State Tournament Registered teams, the deadline for free roster changes shall be October

1st.

c. For teams formed after September 1st, all rosters must be completed prior to the first competitive game

d. No Program shall allow a Player or Coach to participate in any on/off ice activities including but not limited to games, practice, dryland training, etc. without a current USA Hockey Number.

e. Failure to comply with these due dates could result in teams and/or Associations being ineligible for district playdowns, state tournaments, fines or suspensions.

Fine Schedule

1st Offense per association: $100

2nd Offense per association: $500

3rd Offense and each subsequent Offense in a Season per association: $1000

All Fines Collected Shall be used for programs which grow the game including Diversity and Inclusion, 8U Retention, Try Hockey for Free, etc.

f. It is the policy of Massachusetts Hockey that players play in their age-appropriate classification. In exceptional circumstances, a player (except for 8 and under) may be rostered in a higher age group with approval of their association/program. Approval is required at the start of each season. No player 12 years of age or younger, as defined in the age classification chart for the current season, is eligible to play on a team intending to declare to compete towards a USA Hockey National Championship. A waiver process for Hometown Programs and Girls/Women's programs but excluding club programs, showing a hardship at the 8 and under level may be filed with the Player Movement Committee. Player movement waiver requests must be submitted by December 1 of the current playing season. For the purpose of this policy, a hardship would consist of one or more of the following criteria:
   - No 8 and under team for the player to participate on,
   - A history of low registrations at 8U and 10U levels,
   - Programs with an approved 8U girl's roster may roster up to three (3) 8U players on a 10U girl's roster,
   - Other extenuating circumstances

g. USA Hockey Code Approvals. A team and/or association that does not already possess a USA Hockey Code for registering and rostering teams shall not be granted use of a previously existing inactive code or granted a new code, for registering and rostering teams, without first applying for and being granted a code or use of an existing inactive code by the Massachusetts Hockey Code Committee. Any existing or active USA Hockey Code, may not be sold or transferred without first applying for and being granted approval of any sale or transfer by the Massachusetts Hockey Code Committee. For the purpose of this rule, a sale or transfer shall mean an agreement to sell more than a 50% controlling interest in the entity or assets of the entity which possess the USA Hockey Code, to another individual or entity. Any existing or active USA Hockey Code may not be relocated to a new geographic region without first applying for and being granted approval of any such relocation by the Massachusetts Hockey Code Committee. A relocation shall mean a transfer of the primary location of program to rinks which are more than 10 miles from the current or historically utilized rinks by the team and/or association. The Code Committee shall in its sole discretion determine if the granting of a new code, or the sale, transfer or relocation of an existing code or granting use of an existing code is in the best interest of growing the game of hockey in Massachusetts. The Code Committee may establish and publish procedures and additional criteria to be considered when making its decision.

D. HOMETOWN PROGRAM PLAYER MOVEMENT & ROSTERS

1. Players registered as individual members on a youth team must play for the Hometown

Program of residence, except that a resident of a city or town that does not have a registered Hometown Program may join a Hometown Program in another city or town. A member from a city or town that does not have a registered Hometown Program who has joined another Hometown Program shall be deemed to be a member of that Hometown Program for his/her youth hockey career and shall not be considered a non-resident player (as per 3 below) in their original association. In addition, a player may remain a member of the Hometown Program he/she has played for if the player's family relocates to another city/town and that player will not be considered a non-resident player as per paragraph 2 below; however, once the player no longer participates in that original Hometown Program, he/she would be considered a non-resident player (per paragraph 2 below) if he/she subsequently returns to the original Hometown Program (and does not reside in the city or town).

2. Notwithstanding paragraph 1 above, a Hometown Program may register and roster up to three (3) members per roster who are non-residents provided such member does not have outstanding financial obligations to another Massachusetts Hockey or USA Hockey affiliated Association. Any player coming into a program who played elsewhere the previous season must provide a written financial release from their previous program to the new organization at the time of registration. Any disagreements on whether a player owes money to another program shall be resolved in accordance with USA Hockey's Bylaws on Participant Ineligibility Determinations Based on Financial Disputes.
3. A Hometown Program may petition for a waiver from the three (3) non-resident member limit of paragraph 2 above to their District Registrar who shall present it at the next District Meeting or a special meeting for a vote. The meeting held for such a vote must occur on or before October 15. In such a case, a vote shall be held for each individual roster, not a group of rosters. A simple majority vote is required for approval. There shall be no absentee voting. District Directors and Hometown Program representatives may attend a meeting held for such a vote in another District to state their opinion on the roster exemption; however, these individuals shall have no vote. The District Registrar shall give seven (7) days' notice of a meeting held for such a vote, however, the Registrar is not required to communicate this to other districts.
4. Any decision of the District may be appealed by a Hometown Program to the Roster Committee. The District approvals, including rosters or lists of players shall be forwarded to the Roster Committee by the District Registrar within 10 days of the vote for a review. The review shall be limited to established precedents in relation to creating teams from combinations of Hometown Programs, rostering out of state players and the adverse effect of such teams on competition factors for state bound tournaments. The Roster Committee shall notify the District Registrar of its findings within fourteen (14) days. The decision shall be final with no appeal. The decision of the District (or the Roster Committee, if appealed) is valid for the current hockey season only. Petitions for a waiver from the requirements of three (3) non-resident member limit of paragraph 3 above filed after October 15 but not later than December 1st shall be acted on at the next District meeting.
5. A Hometown Program must receive and retain a form signed by all non-resident players and their parents/guardians indicating that they are aware that they are a non-resident participant and that the Hometown Program may be applying for a roster exemption. The blank form will be available on the Massachusetts Hockey website. It is recommended that an electronic version of this form be included with Hometown Program registration materials. The following are not required to complete this form:
   a. A player who resides in a city or town that does not have a registered Massachusetts Hockey affiliate Hometown Program who has joined another Hometown Program shall be deemed to be a member of that Hometown Program for his/her youth hockey career

and shall not be considered a non-resident player in their original Hometown Program. This form is not required in this case.

b. A player who relocates and who remains a member of the Hometown Program he/she has played for previously will not be considered a non-resident player for as long as the player stays with the original Hometown Program and, therefore, need not complete this form.

c. Teams described in Paragraph 7 below.

6. No player in a Hometown Program, Girls/Women's Program or Club Program shall be rostered on more than one team during the season that participates in games leading to National Bound State Tournaments and a National Championship Tournament and/or Super Regional Bound State Tournaments and a Super Regional Championship Tournament. National Bound and Super Regional Bound specifically refer to Tier I and Tier II play. Once players participate in a National Bound or Super Regional Bound playdown or State Tournament game during the season they are no longer eligible to participate on another team in National Bound or Super Regional Bound playdown or State Tournament games for the balance of the season.
7. 15 Only, 16U and 18U youth level teams/players, players rostered on a National Bound 14U team and all Girls/Women teams/players participating above the Girls/Women Tier III level shall not be subject to these Hometown Program roster requirements.

ARTICLE III - COACHES & MANAGERS; CERTIFICATION

Coaches, managers and all bench personnel ("Team Officials") shall be registered as members of Massachusetts Hockey, Inc., and shall be identified as such on approved roster forms.

A. Team Activities: Team Officials shall be responsible for the conduct of all members of their teams during sanctioned activities, which shall include in any on or off ice hockey related practice, skills, or training session being conducted on or off ice in any arena or training facility.

B. Game Personnel

1. There shall not be less than one (1) nor more than four (4) bench personnel in the bench area during a game, and a game shall be forfeited upon a failure to comply with the minimum requirement of one, all of whom must be certified pursuant to the provisions of Section 2 of the Article.
2. Teams representing Massachusetts Hockey in the USA Hockey National Championships shall not have less than two (2) properly certified, rostered coaches on site during the games for the duration of the National Championships.

C. All Team Officials are required annually to read, sign and be in compliance with the USAH Participant Code of Conduct.

D. Rostered Team Officials may be changed during the season by submitting a roster change in the USAH Registry, and pay the appropriate fee to a District/Divisional registrar.

E. Coaching Requirements

1. All coaches must have completed the following requirements in order to be eligible to coach:
   a. Current USA Hockey Registration;
   b. Current up-to-date USA Hockey Coaching Education Program level endorsement (CEP);
   c. Current online module certification for the appropriate level
   d. SafeSport certification; and
   e. Completed USA Hockey background screening.
2. If a Coach (Head or Assistant) is not in possession of these requirements they will be ineligible to coach or participate in any team activities until such time as all requirements are current and up-to-date. Provided however, a coach in their inaugural season who is unable to obtain a CEP prior to the commencement of the season will be required to register for the appropriate CEP as soon as possible and complete the same prior to December 1 of their inaugural season, and

will be required to complete all other requirements of Paragraph 1 above before participating in any team activities. Coaches in their inaugural season who fail to achieve their appropriate CEP will be declared ineligible for subsequent season(s) until they do so.

3. It will be the responsibility of the Association registering the team to ensure the Team Officials compliance with these requirements. Associations failing to ensure compliance by its Team Officials may be subject to discipline by the Discipline Committee, which discipline may include and is not limited to fines, suspension from state and national tournaments, suspensions of coaches, and suspensions of program administrators.
4. It will be the responsibility of the Massachusetts Hockey Vice President who handles coaching matters, Massachusetts Hockey Director of Coaching Education and/or the USA Hockey Coach in Chief for the Massachusetts district to determine if discipline proceedings are appropriate for an individual coach or Association who ensure compliance with these coaching requirements.

ARTICLE IV - REFEREES

Only Level 2, 3 and 4 referees shall be eligible to referee youth/girls 10U, 12U, 14U, 16U and 18U, 19U Girls/Women and Junior Massachusetts Hockey tournaments.

Each referee must report all Major, Game Misconduct and Match penalties within 48 hours, by entering them into the USA Game Reporting System, including attaching the relevant game sheet if possible. Match penalties also require a phone call to his/her District Referee Supervisor or the MA/USA Hockey Referee-in-Chief. The District Referee Supervisor in receipt of the referees' report will forward a copy to the Referee-In-Chief and the Chairman of the Discipline Committee within 48 hours. Referees failing to report any of these penalties in the allotted time may be subject to suspension from Massachusetts Hockey.

Assignors:
Any individual or company engaged in assigning ice hockey officials for any USA Hockey sanctioned games in the Commonwealth of Massachusetts whether on behalf of leagues, programs or tournaments shall be required to register with USA/Massachusetts Hockey (Minimum Level of Registration shall be a Level Zero Official), complete SafeSport and background screening and agree to be subject to the rules and regulations promulgated by both USA Hockey and Massachusetts Hockey. Assignors shall be required to report to Massachusetts Hockey when reque ed any information relating to any officials assigned by the assignor to officiate USA Hockey sanctioned games in Massachusetts. Furthermore, Assignors shall be required to report to Massachusetts Hockey on efforts to grow and develop new officials and provide game opportunities. Any registered assignors who assign officials for USA Hockey sanctioned games that do not have current USA Hockey certifications may be subject to disciplinary action, including but not limited to suspension of assigning privileges and monetary fines. Any leagues or programs that use unregistered assignors or non-certified officials may be subject to disciplinary action.

ARTICLE V - NON-REGISTERED & INTERNATIONAL COMPETITION

Massachusetts registered Teams shall not play any team not recognized by or registered with Massachusetts Hockey, USA Hockey or Hockey Canada or any team, which has been suspended and/or expelled by Massachusetts Hockey or USA Hockey, Inc. All teams may only play against USA Hockey and Canadian Amateur Hockey Association registered teams, using USA Hockey playing rules, and registered USA Hockey referees when playing within the United States. Massachusetts registered Teams shall not play in international competition without securing any Travel Permits or other required written permission from the USA Hockey Registrar submitted on the forms and in the manner established by

said Registrar and after having paid the required fee, if any.

ARTICLE VI - A GAME

Section 1. Games and Scrimmages

The following conditions shall constitute a game:

A. When two (2) teams occupy the same ice surface for the purpose of competitive play, including scrimmages, at least for the minimum time and following all rules established by USA Hockey.

B. Any tournament or exhibition game played with teams from other USA Hockey Districts or teams approved by USA Hockey from other countries.

Section 2. Referee Requirements

A. All playdown games are under the jurisdiction of Massachusetts Hockey and must be officiated by Massachusetts Hockey registered referees.

B. Score sheets are required for all games played. It is mandatory that all games leading to District Playdowns including Tier III, Tier IV & Tier V playdowns be played with Massachusetts Hockey Referees. Before the beginning of the game the referees shall print their names on the game sheet. At the end of the game the referees shall sign and/or initial the game sheet.

Section 3. 8U **Games**

A. All 6 and Under and 7-8 year old Massachusetts Teams within all classifications are required to play age-appropriate hockey in accordance to USA Hockey's Annual Guide Article VIII. (Games, Exhibition Games, Invitational Tournaments and Sanctioned Events), Section A (Definition of a Game).

B. Failure to comply with this requirement may lead to disciplinary action against the Association. Included in this discipline but not limited to fines, suspension from state and national tournaments, suspensions of coaches, suspensions of program administrators.

C. Recommended Guidelines for ADM Cross-Ice Games:

1. At least two (2) games with at least two teams each per sheet of ice.
2. Four players versus four players (4 v.4) without goalies with mini nets, or three players versus three players (3 v.3) with goalies and intermediate/regular-size nets.
3. Groups formed from both teams (Game Group, Fun Zone Group and Rest Group)
4. Rotate groups every 1.5 to 2 minutes.
5. Lines should match the other teams' competition.
6. All on ice personnel shall be certified coaches or referees.
7. Home team is responsible for communicating with visiting team and agreeing on format of zones.

ARTICLE VII - AWARDS

Hat Trick, Playmaker and Zero Club awards (one per player, per season) will be issued to players who earn them during the regular season, State Finals and Tournament Games, providing the roster of the team has been registered with Massachusetts Hockey. A copy of the official game sheet must be submitted to Massachusetts Hockey on the proper Award Form. Game sheets copies will be returned only upon request.

ARTICLE VIII - ASSOCIATION MERGERS & DIVISIONS

Mergers and/or divisive reorganizations of existing Hometown Programs must be approved by the Massachusetts Hockey Board of Directors. Hometown Programs shall further be required to comply with any applicable Massachusetts general laws relating to mergers or divisive reorganizations of non-profit corporations.

Any request for a merger or division shall be made in writing to the Massachusetts Hockey President

and their local registrar and shall identify the proponents or supporters of the merger or division, define the proposed geographic area to be merged or divided and give a brief statement of the purpose of the merger or division, including, but not necessarily limited to, the number of players affected by the proposed action, the effect on any existing association and the financial plans of the proponents or supporters of the merger. The President shall inform any affected existing Hometown Programs of the proposal and shall refer the matter to a subcommittee for an investigation of the merits of the proposal.

The subcommittee may in its discretion interview the proponents or supporters of the merger and any affected existing associations and the affected Districts and shall determine, whether through hearing or written submissions, whether the proposal is consistent with Massachusetts Hockey's Bylaws, Rules and Regulations and Policies and Procedures and in the best interest of Massachusetts Hockey. After the committee completes its review of the request, it shall report its findings and recommendations to the Board of Directors for action. The Committee shall so report no later than sixty (60) days after the request has been referred to it. Any mergers or divisive reorganizations of any Hometown Program shall be voted upon and approved by both of the Hometown Programs' membership in accordance with any applicable Massachusetts general laws relating to mergers or divisive reorganizations of non-profit corporations.

ARTICLE IX - SEXUAL & PHYSICAL ABUSE SCREENING

All screening shall be conducted in accordance with USA Hockey's policies. Please see www.usahockey.com/safesportprogram for complete program including application, process, and appeal of adverse decisions.

Section 1. Purposes of Screening Policy:

• Protect USA/Mass Hockey participants from known offenders so that known offenders do not have access to USA/Mass Hockey members.
• Deter offenders who have not been caught from joining USA/Mass Hockey programs because the program has a known policy against abuse.
• Protect USA/Mass Hockey's reputation as a sport where participants are safe from abuse.
• Help protect USA/Mass Hockey and their respective employees and volunteers from liability which could arise from allowing a previous offender to have access to minor participants.

Section 2. Applicability and Process:

• All screening shall be performed under screening program for all USA Hockey programs through a single vendor managed by USA Hockey. It will be implemented through a national portal connected to the USA Hockey database.
• The policies regarding background screening and required reporting are part of the USA Hockey SafeSport Program.
• The Policies and information on required background screening are available at www.usahockey.com/safesportprogram.
• All organizations, associations or members shall be responsible for ensuring their participant members comply with the provision of this Article.

Section 3. Who Must Be Screened:

- Members of the Massachusetts Hockey Board of Directors
- All Association (Hometown Program, Girls/Women's Program and Club Program) administrators, including board members, hockey directors and program staff
- Coaches
- Team managers

- Officials
- Locker Room monitors
- Team drivers
- Travel chaperones
- Everyone with regular access to youth participants

ARTICLE X - MEDICAL WAIVERS

Medical waivers to play down one age level may be granted by Massachusetts Hockey after review by qualified personal. Once approved the medical waiver approval shall be sent to the parent or guardian of the player, USAH Registrar and appropriate Associate Registrar, Massachusetts Hockey President, Massachusetts Hockey Executive Director and appropriate staff. Medical conditions that might indicate that a player should be allowed to play down include but are not limited to small stature, or other physical or medical conditions which may justify a waiver. To apply for such waiver, an applicant shall complete and submit the Medical Waiver request form and the Release and Waiver of Liability form, which can be found on the Massachusetts Hockey website (mahockey.org). Forward both completed forms to your District/Divisional Registrar, who will forward it to the appropriate person for a determination.

The following restrictions apply to the waived player:

- The waiver is for only one season and will not be automatically renewed,
- Waivers will not be issued to players on Tier I or Tier II teams,
- Waivers will only be issued to players on Tier III teams if it is the lowest-level team in the program.
- Waivers will be issued to players on Tier IV Teams.
- Waived Players cannot participate in District Playdowns or State Championship Tournaments at any level.

Waived players can:

- Participate in league play only if the league approves the participation at the lower age level.
- Participate in Invitational Tournaments only if the Tournament Director approves it.

ARTICLE XI - INJURY PREVENTION

For the prevention of injuries, -Massachusetts Hockey recommends that each Association have the following:

1. A Safety Coordinator;
2. A Concussion Management Program;
3. A policy for viewing of the "Heads Up, Don't Duck" video by all players and coaches and conduct "Heads Up, Don't Duck" drills in at least one practice per month;
4. A Hockey Director or Director of Hockey Operations, whose responsibilities should include, but not limited to the following:
    1. Ensure coaching personnel complete a first aid treatment education program or receive a certification in EMT
    2. Ensure all coaches achieve the proper coaching certifications
    3. Ensure corrective training is attended as required for players and their parent(s) and coaches for discipline violations.

ARTICLE XII - LOCAL RULINGS

Section 1. Program Resolution

All Associations must attempt to resolve their problems within their District, and the District recommendation shall be considered and given probative value prior to cases being presented to the Massachusetts Hockey Board of Directors.

Section 2. Learn-to-Skate/Initiation Program Equipment Requirement
All Learn-to-Skate and Initiation Program players must wear HECC-approved helmets with a face mask.

Section 3. Rules Interpretations

A. Refusing to Start Play or Leaving the Ice. If when both teams are on the ice, a team official(s) for any reason pulls his/her team from the ice, rule 633 (Refusing to start play) in the USA Hockey Rule Book shall apply. If the Referee imposes a Match Penalty under this rule, and the team official(s) has been found guilty of such actions, the game in question shall be forfeited and the team official(s) may be suspended for one year as the result of a hearing.

B. Any player who is penalized for a check from behind resulting in a game misconduct or a match penalty shall engage in remedial training, including watching the Heads Up Don't Duck video. Any head coach who coaches a player who is penalized for a check from behind resulting in a game misconduct or a match penalty shall watch the Heads Up Don't Duck video and shall devote some portion of the next two practices towards training players in accordance with Heads Up Don't Duck.

Section 4. Disciplinary Actions

1. At the conclusion of each game, it is the responsibility of the Head Coach to review the game scoresheet, after signature by the game officials, for any Game Misconduct or Match penalties. The Head Coach is responsible to take any necessary action based on the scoresheet review, including the enforcement of game suspensions and informing the player or coach receiving a game misconduct that they are ineligible to participate in the team's next scheduled game. If the Head Coach is not at the game, the acting Head Coach is responsible.
2. **It is the responsibility of the Head Coach to ensure all player names and coach names are listed on the roster pursuant to the format listed in the Massachusetts Game Sheet Label Policies.** Failure to properly identify (or strikeout) an ineligible or suspended player or coach on a game sheet for a game in which a suspension is to be served will constitute allowing the participation of an ineligible player or coach. In the absence of the Head Coach, the acting Head Coach must be identified on the game sheet prior to the start of the game.
3. Failure of the player or coach to serve the suspension in the next game or not properly designating a suspended player or coach on the subsequent game's scoresheet, will constitute allowing the participation of an ineligible player or coach.
4. A head coach who allows the participation of an ineligible player or coach in any game shall be subject to a recommended suspension of not less than 15 games. A hearing shall be convened to determine the penalty. Until said hearing occurs, the coach subject to the suspension may not participate as a team official in any USA Hockey game for any USA Hockey team. A hearing may be convened by a league if the violation occurred during league play or by Massachusetts Hockey. Massachusetts Hockey reserves the right to retain original jurisdiction at all time.
5. A player who participates in a game as an ineligible player after receiving a game misconduct, shall be suspended for two additional games in addition to the game forwhich the suspension was to be served (total of 3 games) for the team he participated inas ineligible player.
6. In the event a player receives a game misconduct while playing for another team in the same association ("a borrowed player"), the suspension shall be served on the team the player is normally rostered on.

7. When a player, coach, or manager receives a game suspension(s), they shall not be eligible to participate in the next scheduled game(s) on the schedule of that team before the incident occurs. No games can be added prior to the next scheduled game for the purpose of satisfying any game suspensions.
8. Players and/or Coaches receiving suspensions during the end of the season shall serve said suspensions at the beginning of the next regular season. Summer team participation will not serve to satisfy suspensions. In the event a Player or Coach participates on multiple teams or moves to a new team, a carry-over suspension will be served on the highest-level team said player or coach is rostered on for the subsequent season.

VIOLATIONS OF OFFICIATING ABUSE – ZERO TOLERANCE POLICY WILL BE MANAGED AS FOLLOWS:

A. MASSACHUSETTS HOCKEY OFFICIATING ABUSE SANCTIONS FOR NON-PARTICIPANTS
(Parents and/or Spectators and all those not on an approved USA Hockey Roster)

If the non-participant(s) is removed from a sanctioned youth hockey event by an on-ice or off-ice Official (i.e. Official(s), League or Affiliate Administrator or Arena personnel), or is otherwise reported for abusive behavior by any person(s) in attendance at the sanctioned event, the programs and teams involved will be contacted to provide information on the individuals involved, and if not identified, then the team personnel and or programs will be subject to discipline for any offenses involving parents or spectators of said teams or programs as investigated and adjudicated by the Massachusetts Hockey's Disciplinary Committee.

Hockey leagues comprised in whole or in part of Massachusetts Hockey Programs shall have the authority to enforce a League approved Officiating Abuse Zero Tolerance policy, which shall include reasonably similar guidelines, enforcement and consequences. The Massachusetts Hockey will work closely with its sanctioned Leagues to support Officiating Abuse Zero-Tolerance.

B. MASSACHUSETTS HOCKEY OFFICIATING ABUSE SANCTIONS FOR PARTICIPANTS
(Club Administrators, Players & Coaches)

USA Hockey Playing Rule 601, governs "Abuse of Officials and Other Misconduct." Coaches, in conjunction with their organization, prior to the start of their season, shall conduct a meeting with their players and parents to set appropriate expectations, guidelines and penalties to eliminate officiating abuse.

Coaches and players who receive a game misconduct penalty under the Playing Rule 601 during the course of a game are subject to suspension for the remainder of the game and their next scheduled game as provided under USA Hockey rules. In addition, Massachusetts Hockey will impose an additional game suspension as a result of any game misconduct penalty, for a total of two games. Furthermore, if a coach or player receives a second game misconduct penalty under the Playing Rule 601 during the course of the same season, the coach or player will receive an additional two game suspension. Any suspensions imposed pursuant to this policy shall be for the next regularly scheduled game(s) for the team the coach/player was coaching/playing with when penalized.

Any other suspensions related to other USA Hockey playing rules are in addition to the previous mentioned suspensions. It is understood that nothing herein shall restrict or limit the Massachusetts Hockey's Disciplinary Committee from holding a hearing and imposing any further discipline as may be determined by a hearing panel in addition the aforementioned suspensions. If any team personnel (coaches and players) collectively receiving three or more penalties under the Playing Rule 601(a-e) during the course of the season, as a result of physical or verbal abuse of a game official, the team personnel, including the coaching staff, shall be subject to Massachusetts Hockey Disciplinary Review including a hearing, as provided in Rule 410 Supplementary Discipline and such discipline may include suspension or expulsion.

In cases of Match Penalties under Playing Rule 601(f)(1) (Deliberately inflicting physical harm, or attempting to do so, to any game official, including off-ice officials) or 601(f)(2) (Deliberately injuring, or attempting to do so, any opposing player or team official), there shall be a mandatory discipline hearing by the Massachusetts Hockey Disciplinary Committee. If, after a discipline hearing the penalty is confirmed by a preponderance of the evidence, the offending party shall be suspended for not less than one calendar year from the date of the penalty, with an additional one year of probation to follow the suspension per Article XIV §H (Deliberately Inflicting Physical Harm) of the Massachusetts Hockey Bylaws effective June 29, 2020.

ABUSE ENFORCEMENT
(Officials)

USA Hockey provides its registered Officials specific playing rules to discourage Officiating Abuse. All Officials within the Massachusetts Hockey are compelled to enforce such rules with very little latitude. All Massachusetts Hockey on-ice Officials shall use this policy as defined below:

In accordance with Rule 601, physical and/or verbal abuse by a participant must be called if it is evident. While we understand that an Official may sometimes believe that providing some latitude is appropriate "game management," that approach has, in part, created the necessity where "Zero Tolerance" must actually mean "ZERO TOLERANCE." Official(s) refusing to enforce Rule 601 violations shall be disciplined according to the current Massachusetts Hockey and USA Hockey requirements.

At the first sign of any inappropriate, hateful or abusive remarks by non-participants, the on-ice Official(s) shall first report the conduct to the head coach of both participating teams and issue a warning. The Official(s) shall also advise that the head coach should direct an assistant coach to address their attending non-participants. Should both head coaches refute knowledge of the individual, the coach of the "home" team will have responsibility to address the spectator(s) or may be sanctioned with a two game suspension.

Should hateful or abusive remarks continue after the warning, the on-ice Official(s) shall advise thehead coach of the home team to immediately contact arena management to clear the spectator(s) from the arena.

All warnings and subsequent issues shall be documented on the scoresheet and by the on-ice Official(s) through the USA Hockey Online Game Incident Report.

The official will utilize the USA Hockey Online Game Incident Report to document and communicate the removal of any person(s) attending a USA Hockey sanctioned game. These Incident Reports are automatically electronically distributed to the Massachusetts Hockey Executive Di-

rector, Chairperson of the Discipline Committee and the Referee in Chief. The official(s) will also report such behaviors to the game assignor. A representative from Massachusetts Hockey will reach out to the league and team to address the issue.

Hockey leagues comprised in whole or in part of Massachusetts Hockey Programs may impose additional duties of their game Officials related to the enforcement of Zero Tolerance, which may be subject to Massachusetts Hockey Referee-in-Chief or their designee's approval.

POLICIES MASSACHUSETTS HOCKEY

SAFESPORT

The safety of its participants is of paramount importance to USA Hockey. This includes not only on-ice safety, but also off-ice safety in any part of USA Hockey's programs.

USA Hockey has ZERO TOLERANCE for abuse and misconduct.

USA Hockey SafeSport is a program focused on the organization's off-ice safety efforts.

The USA Hockey SafeSport Handbook addresses the following:

- Policies prohibiting the following:
- Sexual abuse
- Physical abuse
- Emotional abuse
- Bullying, threats and harassment
- Hazing

Other policies included address areas where misconduct can occur and are intended to reduce the risk of potential abuse, including:

- A locker room policy
- An electronic communications policy
- A travel policy
- A billeting policy
- An education and awareness training policy
- Education and awareness training
- Screening and background check program
- Reporting of concerns of abuse
- Responding to abuse and other misconduct
- Monitoring and supervision of the SafeSport Program

A USA Hockey member or parent of any member who (1) violates any of the SafeSport policies or (2) fails to consent to, and pass a screening and background check in compliance with the Screening and Background Check Program, may be denied eligibility within any USA Hockey program and is subject to appropriate disciplinary action including, but not limited to, suspension, permanent suspension, and/or referral to law enforcement authorities.

For the complete USA Hockey SafeSport Handbook, visit usahockey.com/safesport.

SAFESPORT REGISTRATION

For specific details regarding registration requirements related to SafeSport please refer to the Registration Procedures section of the Massachusetts Hockey Annual Guide.

COACHING CODE OF ETHICS

All coaches who have not previously signed the Participant Code of Conduct with their Program will

be required to sign this form prior to starting their coaching activities. The participating Program will keep the forms on file.

CONFLICT OF INTEREST

Officers and Directors of the corporation (Massachusetts Hockey, Inc.) shall not engage in any activity that violates their duty of loyalty to the corporation and presents a conflict of interest in their position with the corporation without disclosing the involvement in such activity to the President of the corporation and without securing approval of the involvement in such activity from the President, Board of Directors, Committee, District or Division as appropriate.

A conflict of interest exists when an individual's actions and/or relationships present the potential for improper personal gain or advantage or an unfavorable effect on the interests of the corporation as a result of the individual's position in the corporation. Conflicts of interest relate to and arise from, including but are not necessarily limited to self-dealing and interested transactions between the corporation and its Officers and Directors, the purchase and sale of goods and services, the use of corporate assets for a private benefit, the interference with or appropriation of a corporate opportunity, the acceptance of gifts, entertainment and/or favors and failure to deal fairly with the corporation and its Directors and members.

Additionally, Officers and Directors shall exercise reasonable care not to disclose confidential information acquired in their official capacity with the corporation, the disclosure of which might be adverse to the corporation, and no Officer or Director shall use confidential information for his or her own personal gain.

This conflict of interest policy shall apply to the Officers and Directors of the corporation and their family members and any other organization under their control. For purposes of this policy, a family member is a spouse, parent, child or spouse of a child, brother, sister or spouse of a brother or sister. Control exists if an Officer or Director or family member owns, directly or indirectly, at least 50% of the stock ownership or membership interests of another organization or has the right and/or ability to control the management and policies of another organization.

Officers and Directors who anticipate having a conflict of interest shall report the conflict to the President of the corporation, or to an individual or committee designated by the President, immediately upon identifying the conflict. The President or his/her designee shall report the conflict to the Board of Directors, committee, District or Division that is considering, or has considered, the transaction to which the conflict applies. The transaction shall be approved by a majority vote of the deliberating body, but in any case the Officer or Director who has the conflict may not speak or vote on the matter and shall not be counted for purposes of a quorum. The record of the proceedings shall reflect the required disclosures and the Officer or Director's ineligibility to vote.

In the event that there is any inconsistency between this Conflict of Interest Policy and the laws of the Commonwealth of Massachusetts, the laws of the Commonwealth shall govern. By virtue of their position as Officers and Directors of the corporation, their involvement in monthly and annual meetings of the corporation and their receipt of copies of the corporation's Bylaws and Rules and Regulations, the Officers and Directors of the corporation acknowledge their understanding of, and agreement with, this Conflict of Interest Policy.

Any violation of this Conflict of Interest Policy shall be dealt with using the removal procedures as set forth in Article IV, entitled "Board of Directors," of the corporation's Bylaws.

GRANDFATHERING

Without explicit exemption in the rule, none of these Rules and Regulations have in any way, shape or form a "Grandfather Condition or Clause."

USA HOCKEY ASSOCIATE REGISTRARS

USA Hockey Associate Registrars are cautioned against accepting too many jobs and responsibilities in Massachusetts Hockey. The fact that they have leadership qualities is the reason for their appointment as District/Divisional Registrars. Two major problems develop from taking on additional duties: 1) Registrars do not have enough time to do one job properly; and 2) there can be a conflict of interest when matters of controversy arise.

COACH HELMET USAGE ENFORCEMENT POLICY

As per USA Hockey Rules and Regulations; A. All ice hockey coaches and instructors of registered USA Hockey Youth 18 & Under and below, high school, girls'/women's 19 & under and below, and disabled programs must properly wear an approved ice hockey helmet during all on-ice sessions, including practices, controlled scrimmages and all Coaching Education Program clinics and/or workshops. Failure to comply will result in a 30 day suspension from all activities involving USA Hockey registered programs.

** The language above was voted on and adopted at the 2018 USA Hockey Annual Congress.*

CONFLICT OF INTEREST POLICY

Refer to mahockey.org for up to date policies.

CONFIDENTIALY POLICY

Refer to mahockey.org for up to date policies.

FINANCIAL MANAGEMENT POLICIES

Refer to mahockey.org for up to date policies.

GAME SHEET LABELS POLICIES

All teams are required to utilize pre-printed game sheet labels provided by the team's registrar or senior management on each page of the scoresheet which list out all players in alphanumerical (jersey) or alphabetical order (last name). The label shall list jersey numbers, last name, first name. In addition, the label shall must list all coaches who are approved on the roster with CEP #, CEP Level Number, CEP Level Expiration year as well as the association code with team number. If volunteers (ie parents in lieu of a certified coach) are on the bench, their first and last names must be placed on the scoresheet. Failure to comply with this policy may result in fines and/or discipline to the association.

In instances when electronic scoring (such as Gamesheet, Inc.) is used in lieu of paper scoresheets, a member of the coaching staff must certify prior to the game that all players present are listed on the electronic game roster and that all coaches present on the bench are listed and have completed all CEP requirements, Safesport and Background check. If volunteers (ie parents in lieu of a certified coach) are on the bench, their first and last names must be placed on the electronic game roster. Failure to comply with this policy may result in fines and/or discipline to the association. Please note in both instances, volunteers can only be used if there are no certified coaches available at game time. Volunteers cannot be used if there is a certified coach on the bench.

HEADS UP DONT DUCK POLICIES

Any player who is penalized for a check from behind resulting in a game misconduct or a match penalty shall engage in remedial training, including watching the Heads Up Don't Duck video. Any head coach who coaches a player who is penalized for a check from behind resulting in a game misconduct or a match penalty shall watch the Heads Up Don't Duck video and shall devote some portion of the next

two practices towards training players in accordance with Heads Up Don't Duck.

LOOK UP LINE POLICIES

Refer to USA Hockey Annual Guide.

SPORTS CONCUSSION MANAGEMENT PROGRAM

Refer to USA Hockey Annual Guide.

USA HOCKEY TRANSGENDER ATHLETE ELIGIBILITY POLICIES

Refer to USA Hockey Annual Guide.

INTRODUCTION

All board members and volunteers are to observe the highest standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of Massachusetts Hockey, Inc., we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations. Set forth below is Massachusetts Hockey, Inc.'s policy with respect to reporting good faith concerns about the legality or propriety of Massachusetts Hockey's actions or plans.

REPORTING OF CONCERNS OR COMPLAINTS

It is the responsibility of all board members and volunteers to comply with Massachusetts Hockey Inc.'s By Laws, Rules and Regulations, Policies, Code of Ethics and Conduct and applicable law and to report violations or suspected violations in accordance with this Whistleblower Policy.

CONFIDENTIALITY

Massachusetts Hockey, Inc., will treat all communications under this policy in a confidential manner, except to the extent necessary 1) to conduct a complete and fair investigation, or 2) for review of Massachusetts Hockey, Inc.'s operations by the Massachusetts Hockey, Inc., Board, its audit committee, Massachusetts Hockey, Inc.'s independent public accountants and Massachusetts Hockey, Inc.'s legal counsel.

RETALIATION

Massachusetts Hockey, Inc., will not permit any negative or adverse actions to be taken against any individual for making a good faith report of a possible violation of its Bylaws, Rules and Regulations, Policies, Code of Ethics and Conduct or applicable law, even if the report is mistaken, or against any individual who assists in the investigation of a reported violation.

Retaliation in any form will not be tolerated. Any act of alleged retaliation should be reported immediately and will be promptly investigated. Anyone who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including expulsion from the organization. This Whistleblower Policy is intended to encourage and enable individuals to raise serious concerns within Massachusetts Hockey, Inc., prior to seeking resolution outside the organization.

HOW TO REPORT CONCERNS OR COMPLAINTS

A complaining individual may communicate suspected violations of its Bylaws, Rules and Regulations, Policies, Code of Ethics and Conduct, applicable law or other wrongdoing or alleged retaliation by contacting Massachusetts Hockey, Inc.'s Chair of the Discipline Committee. If you wish to remain anonymous, it is not necessary that you give your name or position in any notification.

Whether or not you identify yourself, for a proper investigation to be conducted, please provide Massachusetts Hockey, Inc., with as much information as you can, sufficient to do a proper investigation, including where and when the incident occurred, names and titles of the individuals involved, and as much other detail

2022-2023 REGISTRATION PROCEDURES

ONLINE REGISTRATION

Online registration allows individual Members to register with USA Hockey. The Waiver of Liability is completed during online registration; copies of Waivers are *not* required for those registering online.

- Instruct your members to register online and send their confirmation number/page to you.
- Let your members know the following fees are collected during online registration: USA Hockey fee of $46 for age 7 & over and $0 for 6 & under and MASS fee of $10.50 for age 7 to 19, $0 for age 6 & Under, $2.50 for ages 19 & over. Officials MASS fee of $28. Off-Ice Volunteers MASS fee of $0.
- Connect to your Registry and click on Registration.
- Select appropriate member type and scan or type the confirmation number for all participants being registered. A file listing member type and confirmation number can also be imported.
- Click on Submit Member List. All data the Participant entered during the Online Registration process will be sent to your Registry completing the registration process and allowing that Participant to be placed on a Team Roster.

Important: You must transmit all Players and Coaches as instructed above. You do not need to do data entry, create transmittal disks or collect USAH and MASS fees. The online registration process is not complete until you transmit the confirmation numbers through your USAH Registry. You may then assign your players and coaches to teams and create the Official Player Roster Form.

Any adult who is on the ice or bench with youth players must be registered through your Program as a Coach – member type C (or CP if he is also a Player in your program). Note: Online confirmation numbers are required to sign up for coach clinics, coaching modules and the coaching application along with the SafeSport online Training program.

TEAM MANAGERS/VOLUNTEER ONLINE REGISTRATION AVAILABLE

This registration is provided for your program to track volunteer participation through your Registry. Instruct all your approved Managers and Volunteers that they are to register online with USAH (select ice MANAGER/VOLUNTEER) and submit their confirmation numbers to you.

The Manager/Volunteer confirmation number will have "XX" as the first two letters. There is *no charge* for this registration. Manager/Volunteer registration does *not* allow on-ice participation. A Coach/Player may act in the capacity of a manager and their confirmation number can be transmitted through your Registry as a Manager or Volunteer.

SAFESPORT TRAINING & REQUIREMENTS

All referees and coaches, as well as volunteers and employees who have regular, routine or frequent access to youth players, must have a SAFESPORT Training certificate prior to any coaching, referring or volunteering.

SAFESPORT Training must be renewed every year.

The link to take the Training or re-certification is a usahockey.org;

- Click on "Safety:"
- Click on Training

"SafeSport Training" will appear on the Personnel screen for any member in your program who has completed the SafeSport online training. That information will also be reflected in the Staff area of the Official Roster and the Credentials Verification form.

Each time that you sign into your Registry you will receive the most current data for your members – completed coach clinics, coach modules, SafeSport video training, date of birth verification, non-US citizen transfer information, etc. – anything that has been updated since you last viewed your membership data will be there.

Contact Christine Mayer, USA Hockey SafeSport Coordinator, with questions at (617) 429-2103 and/or cmayer@mahockey.org.

BUILDING TEAMS

The Team Roster Form provides all information previously on the Team Application form.

COACHING EDUCATION PROGRAM (CEP) INFORMATION

Note: Online confirmation numbers are required to sign up for coach clinics, coaching modules and the coaching application.

All Team Rosters require at least one Coach to be assigned to the Official Roster. At least one of the rostered coaches should be certified at Level 3 to begin the season from 10U teams up to 16U and 18U teams and from Girls 10U up to Girls 19U. *Not required as of 2015.*

Massachusetts prefers a Head Coach be designated for all Youth, High School and Girls/Women's teams. That "Head Coach" would preferably be the highest certified Coach listed on the Team Roster.

TEAM NAME

The Team Name field is a maximum of 25 characters; your choice.

CATEGORY

This is a required field. Use Tier I, Tier II, Tier III, Tier IV, Tier V, House/Rec, Club, Girls/Women.

xNote: If you want to register Tier I or Tier II 10U team(s) you will need to do this for each new category: in the Category field, type the words Tier One and hit enter. A box will appear saying "This Category is new! Do you want to add it?" Click yes, and then you will be able to register Tier One 10U teams. Follow the same procedure to add Tier Two.

CLASSIFICATION

Classification is the age of play [i.e. 10U, 19U GIRLS, SR. WOMEN

High school teams, please note: Division 1 are high school teams consisting of full-time students attending more than one high school.

Division 2 is high school teams consisting of full-time students exclusively from one high school.

DIVISION

Use N/A or leave blank TEAM.

ROSTER

Remember that player signatures are no longer required on Rosters.

You will submit your Rosters through your Registry (online) to your USA Hockey Registrar and you will receive pending and approved Rosters back in your Registry. You will also receive a link to the Official Certified Roster that you can distribute as necessary. This link will remain the same all season – even if changes are made to the roster. You are still able to print Rosters if you want. If you do print a Roster, be sure to print from the link. This is the Official Roster but with limited player information. Please make sure you have assigned at least one coach to each Team Roster; preferably a coach certified at Level 3 to begin the season.

Please note: Girls Tier III Rosters are submitted to the respective District Registrar for approval and processing. Girls Tier III Teams generally fall under a Local Youth Hockey Association.

The Credential Verification Form is available through the Reports button and can be created for each team. Please use this form for all teams going to the State/District tournament. The columns A-D labeled "Local Use" do not apply and can be left blank.

NON-US CITIZEN INFORMATION

International Ice Hockey Federation regulations require that all non-U.S. citizen players on youth and girls/women's classification teams be transferred by means of a letter of approval. There is no fee to process this written transfer for youth-aged players. Under Forms in your Registry, there are three Transfer Forms – one for Canadian Women, one for Canadian Youth and a separate one for all other non-U.S. citizens. Complete the appropriate form for all non-U.S. citizen youth and girls/women's players in your program before games are played. There is a fee for transferring women's players 18 years of age or older on national championship bound teams along with male players 18 years of age or older.

In addition to a completed transfer, non-U.S. citizen youth and all non-US citizen female players must also provide proof of resident status in the U.S. This information should be kept with the team registration materials and should be provided prior to regular season games. Additional information is available on the Youth Transfer Forms.

When a non-U.S. citizen's transfer is complete and proof of resident status has been approved by the national office, the player's record will be marked as "Transfer Complete" in the national database. There is a column on the Player Roster and on the Credential Verification sheet that identifies non-U.S. citizens. If the symbol is an O, the transfer is not complete. If the symbol includes a T (valid visa) or S (student visa), the transfer is complete.

There is a rule limiting the number of non-U.S. players in this country without their parents (student visa) for participation on Youth and Girl's National Tournament bound teams. All girls' national championship bound teams are restricted to only two (2) players, and all youth national championship bound teams shall be restricted to only four (4) players, in either case, that are non-U.S. citizens temporarily residing in the U.S. under any combination of the following immigration visa categories: F. Academic Students; J. Exchange Alien Visa; P. Athletes and Entertainers [excluding their spouses and children under visa category P-4]; Category M. Non-Academic Student and Q. International Cultural Exchange Program participants. This restriction does not apply to non-U.S. citizens temporarily residing in the U.S. under category P-4, referenced above, or other visa categories not referenced above, excluding category B. Temporary Visitor.

There are a number of Forms available through your Registry including the Participant Accident Claim Form. Click on Forms to access.

Before you sign a claim form for USA Hockey, make sure that the participant is properly registered with your association.

GIRLS/WOMEN CLASSIFICATION

Note: In addition to the procedures below, all USA Hockey and Massachusetts Hockey Bylaws, Rules and Regulations and Procedures shall also apply.

Team registrations are due October 1 for National Tournament bound teams, October 15 for Non-National Tournament bound teams, and the balance of teams by November 1. New Teams, non-tournament bound, may be formed after December 1 of the current season by applying to the Girls/Women's Registrar.

PLAYER REGISTRATION

Each player registering for the first time with a Massachusetts Hockey Girls/Women program is allowed to register in any Girls/Women association at their respective age classification or above.

- GIRLS — High School
- GIRLS — Seventeen through nineteen years of age as of December 31
- GIRLS — Fifteen and Sixteen years of age as of December 31
- GIRLS — Thirteen and Fourteen years of age as of December 31
- GIRLS — Eleven and Twelve years of age as of December 31
- GIRLS — Nine and Ten years of age as of December 31
- GIRLS — Eight years of age or under as of December 31

ROSTER CHANGES

All applications for a roster change for the National Bound Teams Rosters must be submitted to the Girls/Women Registrar through the USA Hockey Registry before November 15 for fall state tournament teams and before December 31 for spring state tournament teams with the proper fee for their approval and signature before the player is eligible to participate with the association and specific team.

All applications for a roster change for non-National Bound State Tournament teams must be submitted to the Girls/Women Registrar through the USA Hockey Registry with the proper fee for their approval before the player is eligible to participate with the association and specific team.

Game count toward State and/or National Tournament eligibility does not start for players until the date they are approved on the roster.

Non-Tournament teams may make roster changes at any time by submitting them through the USA Hockey Registry for approval by the Girls/Women Registrar.

DUAL REGISTRATION

Girls who register with more than one team must declare in writing to their USA Hockey District Registrar, or his/her designee, before November 1 for fall state tournaments and December 31 for spring state tournaments, which tournament-bound team she wishes to be eligible to advance to the District, State and National Tournament. If the player does not indicate which team she wishes to be eligible for District, State and National Tournaments, the District Registrar shall have authority to certify the eligibility of any such player solely on the basis of the date of the earliest Team Roster Registration form is received.

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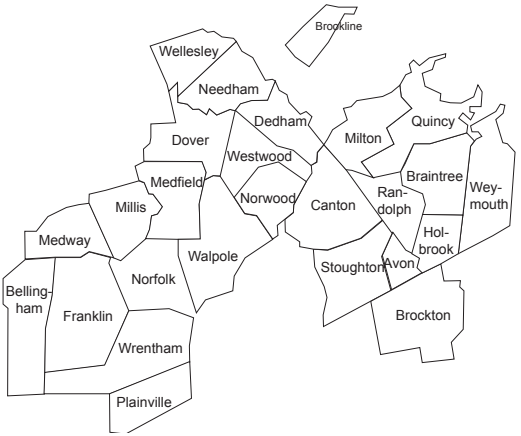

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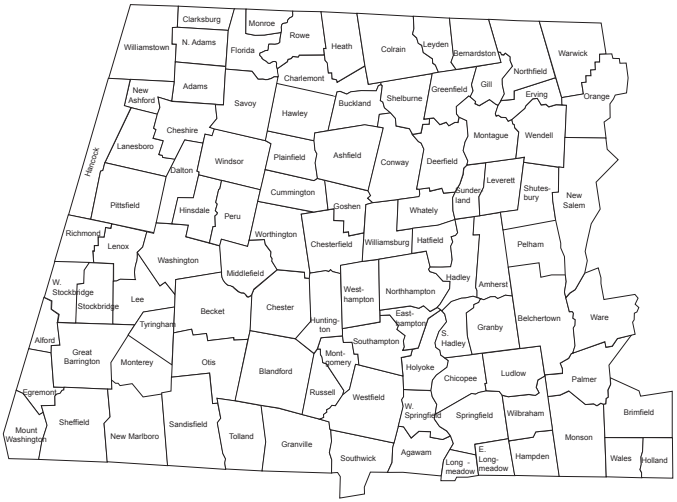

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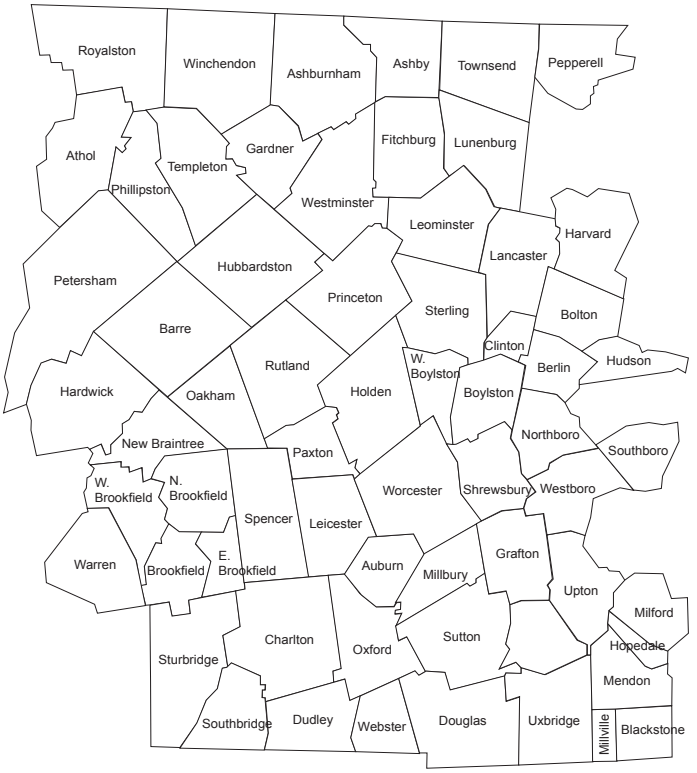

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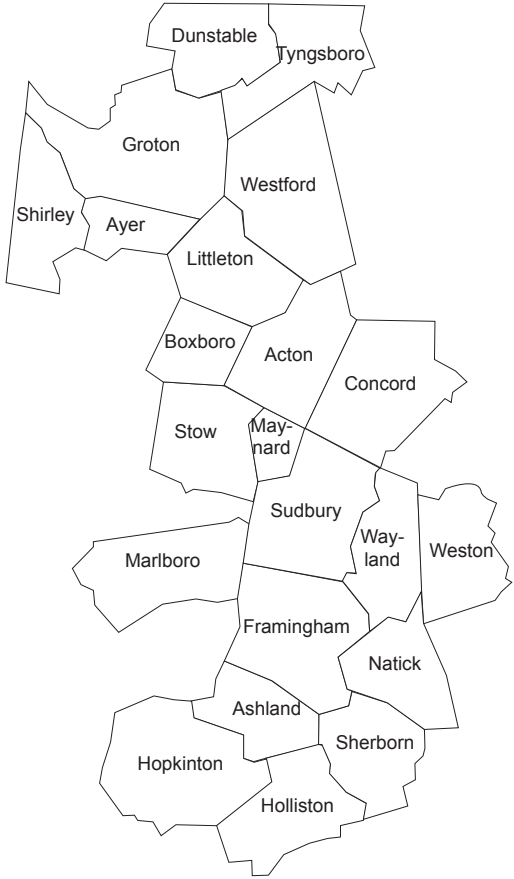

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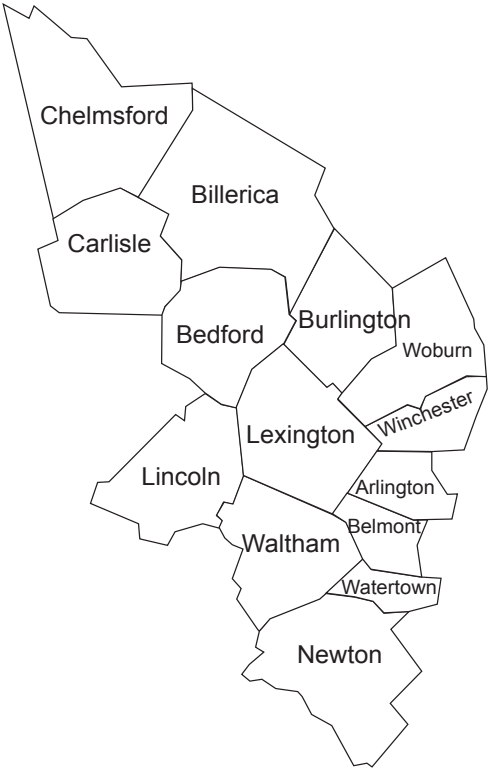

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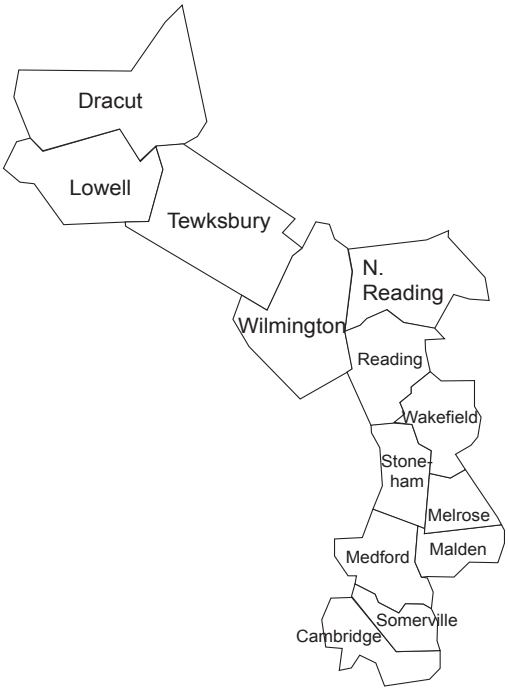

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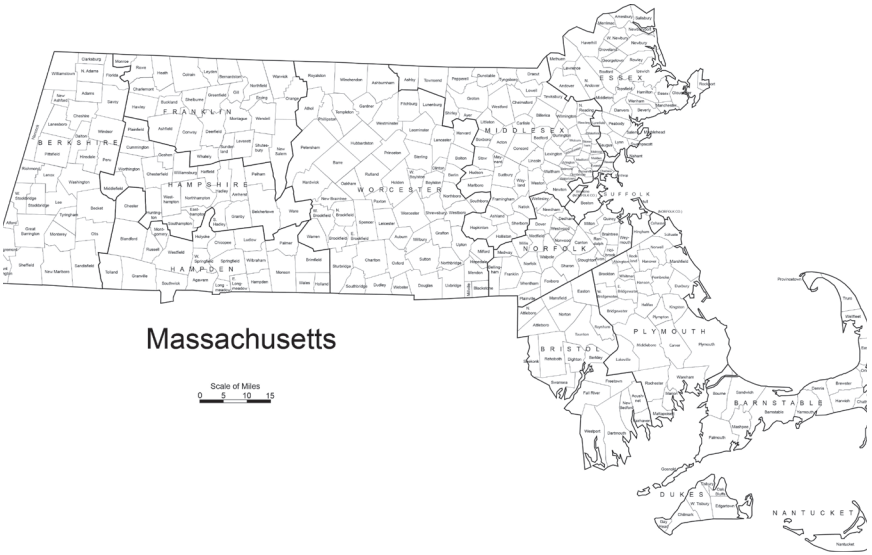

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NOTES

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For the purpose of any rules interpretations, the online version will be considered as the official version. For all updates, refer to mahockey.org.

Annual Guide printed December 2022.

Support Youth Hockey in MASSACHUSETTS

REGISTER FOR YOUR PLATES TODAY AT BruinsPlate.org

How to get a license plate:

Anyone with a registered vehicle in Massachusetts can obtain Boston Bruins plates.

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- Any full service RMV branch. Find yours at: **massrmv.com/BranchMap.aspx**.
- Can be ordered online at **massrmv.com**.

Fees:

The initial special plate fee is $40 and distributed as follows:

- $12 covers the cost of manufacturing the plate.
- $28 goes to the designated organization.

Upon renewal, the entire special plate fee goes to the designated organization, Massachusetts Hockey.

Renewal:

Plates need to be renewed every two years.

What does the funding mean for Mass Hockey?

These funds support programs to increase ice hockey participation including but not limited to town, girls'/women, adaptive hockey and promote improvement of parent and player behavior in Massachusetts.

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