



## Nantucket Youth Hockey

### Rules, Regulations and Policies

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## **1. Mission Statement**

Nantucket Youth Hockey is an organization dedicated to fostering, advancing, and developing participation in the sport of ice hockey.\* We believe every Nantucket child age 4-18 yrs. old, has the right to learn fundamentals of the sport in an environment that encourages safety, self-discipline, good sportsmanship and teamwork. We believe as an organization we need to provide the most qualified adult leadership so our athletes can learn from our example. We recognize that all involved with NYH represent this community; we strive to represent it well.

## **2. Tryouts and Team Selections Policy**

Nantucket Youth Hockey will conduct tryouts for teams as needed. Prior to tryouts there will be a notice by written or electronic means registration requirements, as well as the dates and times related to the programs activities.

### **2.1 Policy Statement**

Tryouts and team selections will be conducted in a fair and impartial manner under the supervision of the Ace Coordinator. All slots on all teams are open for competition. Selections will be based upon the player's abilities and the coach's view of the needs of the team. Positions will not be "promised" to a player prior to tryouts.

### **2.2 Attendance at Tryouts**

Players wishing to play for NYH must participate in the scheduled tryouts. Unless waived by the Board, players must attend at least half of the scheduled tryouts. Players must still attend at least one tryout session, even if the Board waives the minimum. Failure to meet this requirement or obtain the waiver makes a player ineligible for selection. However, current NYH players may be excused from attending tryouts by the Executive Board based upon extenuating circumstances (e.g. illness, injury, and special family circumstances).

### **2.3 Conducting Tryouts**

Tryouts will be conducted in a fair and impartial manner. The Ace Coordinator shall be responsible for establishing the proper number and structure of tryout sessions.

### **2.4 Team Selection**

All slots on all teams are open for competition. A player may not be promised a position on a NYH team prior to tryouts. Due to the financial obligation to NYH we require each player to sign a letter of commitment to their selected team.

Team selection committee is responsible for the choice of players for teams. Such decision should be made in a fair and impartial manner, based upon the player's abilities and the needs of the team. Skating skills, experience, work ethic and commitment are among the criterion that is considered when

making selections. Race, gender, ethnic background and religion are not. Team selection committee, coaches and tryout scores are all collaborating factors in making these decisions.

### **2.5 Skating Up**

Players will tryout and be selected only for teams in their age group. However, on rare occasions, a player may be asked to "skate up." Skating up must be for the benefit of the organization and the player, not at the request of the player. Any such action must be initiated by the Ace Coordinator, coaches and approved by the Board and done with the parent's consent.

### **2.6 Player Placement without Tryout**

A player who has received a waiver as indicated in section 2.2 not participating in tryouts may be placed on a team upon the recommendation of the Ace Coordinator and previous coach along with majority approval by the Board of Directors.

### **3. Return Policy**

A player who has left NYH to play for another hockey organization may return to NYH . All returning players will be required to complete the tryout and team selection process to be placed on a team. Players who want join the program mid-season must be in good standing, as well as current with past balances. Ice time at games may vary due to the position that the returning player plays. Game time may be limited or shared with the current player in that position.

Players who do join the program mid-season will be placed on a team that is appropriate for their level of play. These players will be allowed to attend all practices and will be able to participate in travel games with the approval of the Ace Coordinator, Coaches and NYH Board. Approval will be based on player's skills, knowledge of the game and safety of the player.

### **4.1 Non- Participation**

All injuries or sickness that cause a player to miss a practice (including power skate, skills, etc.) or games should be reported to the team coach.

### **4.2 Medical Waiver**

Any player who suffers an injury requiring ongoing medical treatment must provide a doctor's statement/release to return to hockey.

## **5. Fair Ice Policy**

NYH supports fair ice time for all players. Coaches are encouraged to use their best efforts to give ice time fairly to all players on their team.

### **5.1 Fair Ice**

"Fair ice" does not mean "equal ice" in each game. The flow of the game, penalties, power plays and penalty killing may occasionally result in unequal playing times in a particular game. In addition, some teams may carry two lines of defense and three lines of forwards that will obviously result in different playing times between defensemen and forwards. Further, coaches may choose to use certain players during the last few minutes of a close game to give the team its best chance to win. This could result in some players finishing the game with more ice time than others players. On the other hand, coaches are encouraged to fully use all players. Use of all players in "specialty" situations (e.g. power player, penalty killing, etc.) develops NYH players and is strongly encouraged. For these reasons, ice time may not be equal in each and every game, but should be roughly equal over the course of the season.

### **5.2 Level of Play**

The level that a team plays may also have an impact upon playing time. "Mite" level teams should have nearly equal ice times among all players. On the other hand, "JR High" level teams and state playdown teams may be in more games where ice times differs among players and may require the stronger players on the ice more at the end of some games. However, even among the older teams, the goal remains to give all players a roughly equal amount of ice and a variety of game experiences, taking into account the competitive nature of play.

### **5.3 Motivation/Discipline**

Motivation and discipline may also affect ice time. Coaches may use a player's ice time as a motivational/disciplinary tool, either for violations of team rules, missing practices and repeated failures to follow directions or for lack of "hustle" during a game and /or practice. When this occurs, the coach should explain to the player how he/she failed to meet the coach's expectations and the impact that this will have on the player's ice time. As is always the case, motivational/disciplinary actions should be applied consistently and without regard to the perceived "importance" of a player to a team. A coach, at his or her discretion, may suspend a player for up to one game. However, any such disciplinary action by the coach beyond one game must be approved by the NYH Executive Board in accordance with the "Standards of Conduct" policy.

### **5.4 Goalies**

In general, the "fair ice" policy applies to goalies. However, it is left to the coaches to decide how to rotate goalies on teams with more than one. Coaches may choose to play both goalies in one game. The coach may also choose to play goalies game-by-game. In the latter situations, coaches are not required to play goalies in alternating games. Coaches may choose to play a goalie in consecutive games so long

as the games played during the course of the season roughly even out between the goalies. This is not considered disciplinary action, as discussed above, and will not normally involve the NYH Board.

## **6. Physical / Verbal Abuse**

Nantucket Youth Hockey will not tolerate any form of physical abuse to any of its member in its programs, tournaments or events.

### **6.1 Physical Abuse Definition**

Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.

Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate a hockey skill. Permitted physical conduct may include, but is not necessarily limited to, shooting pucks at a goaltender, demonstrating checking and other hockey skills, and communicating with or directing participants, during the course of a game or practice, by touching them in a non-threatening, non-sexual manner.

### **6.2 Verbal Abuse Definition**

Verbal abuse (also known as bullying) is best described as an ongoing emotional environment organized by the abuser for the purposes of control.

Relating to or consisting of words, as opposed to physical action or confrontation.

## **7. Consumption Abuse Policy**

It is the considered judgment of the Board of Directors of Nantucket Youth Hockey that consumption/use/abuse of mood altering substances is detrimental to a healthy state of mind, body, and spirit in an athletic participant. This is especially true for those participants aspiring to develop their talents in the furtherance of their playing, or coaching, or officiating careers in the sport of ice hockey.

### **7.1 Substance Abuse Violation**

Nantucket Youth Hockey prohibits all players, coaches or team officials from the use of mood altering substances during active participation in its games, practices or training sessions. If it is determined an individual violated this policy, the Board will take appropriate disciplinary action. This can include suspension, or in severe situations expulsion from participation in NYH related activities.

## **8. Discipline**

This disciplinary procedure provides the framework to address violations of rules and regulations established by Nantucket Youth Hockey, USA/Mass Hockey. This procedure is not intended to resolve private disputes or issues that arise regarding general operations. Concerns related to scheduling, uniforms, fundraising, tournaments or other business should be presented to the Board of Directors at scheduled meetings.

### **8.1 Discipline Committee**

The Board of Directors will establish the Disciplinary Committee to investigate and provide recommendations regarding disciplinary violations. The Committee will work under the supervision of the President and report their findings to the Board of Directors.

### **8.2 Minor Infractions**

Disputes that arise at the team level alleging violations of NYH policy should be fairly resolved at the lowest possible level. Minor violations may be presented orally or in writing. Generally, these matters should be reported to the coaches. Coaches are encouraged to work with members to resolve disputes. In cases where it is not practical to present the violation to the coaches the matter may be referred to the Disciplinary Committee who will then report to the Board of Directors.

### **8.3 The "Twenty-Four Hour" Rule**

With respect to minor infractions, NYH members are encouraged to wait twenty-four hours after the event before raising a complaint.

### **8.4 Coaches**

Complaints about a team, its players or its coaches should generally first be directed to the coach. Coaches should work with the members involved to resolve the issue in an expeditious and fair manner.

### **8.5 Complaints Filed with the Disciplinary Committee**

Although members are encouraged to resolve complaints regarding minor infractions at the team level, this may not always be possible. In such cases, a complaint may be referred to the Disciplinary Committee

### **8.6 Filing a Complaint with the Disciplinary Committee**

Complaints filed with the Disciplinary Committee must be in writing. Complaints may be filed with the Disciplinary Committee or the President.

### **8.7 Board of Directors Complaint Review**

The Disciplinary Committee will determine whether the complaint merits formal review. If decided that complaint does not merit formal review, the Committee will report to the Board of Directors their findings and the matter will be dismissed by majority vote without further action. In such case, the President will notify the person filing the complaint of the Board's action and the reason the Board dismissed the compliant.

### **8.8 Mediation**

In some cases, the Board may determine that a complaint can best be resolved through "mediation" between the parties. Generally, minor infractions not resolved at the team level can be subject of mediation. In such cases, the Board may, by majority vote, order that the parties meet, discuss the complaint and attempt to resolve the issue themselves. The Board will designate a "mediator" to help resolve the matter. The Mediator's role is to attempt to reach an acceptable resolution to the complaint. The Mediator shall report the results of mediation back to the Board. After reviewing the Mediator's report, the Board may vote to dismiss it without further action.

### **8.9 Notice of Complaint**

When a complaint is filed and after a preliminary review it is not dismissed, the President of the Board of Directors will notify the member who is the subject of the complaint. The notice will include the nature of the complaint and the procedures the Board will follow in resolving the matter. The notice will inform the member that he/she will be afforded an opportunity to respond to the complaint. The notification of the complaint should be made in writing. The notification can be delivered either electronically or through US Mail. Oral notifications should only be made if it is not practical to do so in writing.

### **8.10 Immediate Suspension**

Members may be suspended from NYH activities, including attendance at games or practices, pending resolution of a complaint. "Immediate suspensions" are appropriate only when a complaint has been filed with the Disciplinary Committee against a member alleging a serious violation or a threat to others. Where such allegations are made in a complaint, the Board shall at the recommendation of the Disciplinary Committee meet to determine whether a summary suspension should be imposed. An immediate suspension may be imposed upon the vote of two thirds of the Board of Directors. Nothing in this section shall prohibit the Board from acting independent of the Disciplinary Committee if needed. If an immediate suspension is imposed, the President or the Disciplinary Committee Chairperson shall inform the member of the suspension and its parameters, witnesses involved, review documents and other materials.

### **8.11 Opportunity to Respond to a Compliant**

Any member who is the subject of a complaint will be given the opportunity to respond either in writing or in person. The Board of Directors may choose to hear the matter or refer it to the Disciplinary Committee. The Board will not proceed with disciplinary action prior to the subject member being given

the opportunity to respond. The subject member may waive the opportunity to respond or may be deemed to have waived the opportunity to respond if he or she does not do so in a reasonable period of time set by the Board or the Disciplinary Committee. The subject of the complaint does not have a right to appear before the Board of Directors in person to respond. However, the Board may allow the person to do so if, and when it is relative, important or practical.

#### **8.12 Follow-up Investigation of the Compliant**

The Board of Directors will review all relative reports prior to ruling on a compliant. The Board may request further investigation, interview witnesses, complainants or the subject of the complaint prior to ruling on a complaint.

#### **8.13 Disciplinary Action**

The Board of Directors may take disciplinary actions against any player, coach, parent, Board member or other individuals associated with the NYH for violation of rules related to amateur hockey. This may include, but is not limited to probation, suspension from games/practices, and exclusion from other activities or expulsion from the organization. If necessary, disciplinary action against a member can include suspending or excluding the member's player from games, practices or other activities. The President will administer a vote on disciplinary action. In order to impose discipline on a member the discipline must be approved by a 2/3 vote of the Directors. The Secretary will record the vote into the minutes of the meeting. There is no right to appeal disciplinary action imposed by the Board of Directors.

#### **8.14 Conflicts of Interest**

Any Board or Committee member who has a personal interest in the outcome of a complaint shall not participate in any manner in the Board's consideration of the matter. This includes situations where the Board member is the person who has filed the complaint, is the person against whom the complaint has been made, is a witness to the incident, is the spouse or parent of such persons or has some other material conflict of interest. Board members who have conflicts of interests should voluntarily remove themselves from the proceedings. If they do not, the remaining Board members will vote on whether or not he or she should participate, outside the presence of the Board member in question.

#### **8.15 Retaliation and Bad Faith**

No coach, manager or other member will take any action against a person who has made a compliant in good faith. "Good faith" means that the person who makes the complaint actually believes that a violation has been made and has a reasonable basis in that belief. A person who does not make a complaint in good faith is subject to disciplinary action by the Board of Directors.

## **9. Bill Payment**

Nantucket Youth Hockey will utilize the elected treasurer to process all invoices associated with player fees. The treasurer will periodically mail invoices/statements to the players address indicated on the registration form. The invoice/statements will include the player(s) name(s) to whom the invoice is associated with, the amount due and any outstanding balance, along with a payment summary.

### **9.1 Payment Schedule**

#### **Season**

April - registration fee due during walk-in registration/tryouts.

June 15th - first invoice, 1/3 of account balance due.

September 1st – second invoice 1/3 of remaining account balance due.

November 15th - third invoice, remaining account balance due. All fees must be paid.

*(Note: All fees may be paid in advance)*

#### **Camps, Clinics, Etc.**

Payment due in full at time of registration.

#### **Tournaments**

NYH will pay for one tournament per team up to a \$1000 in entry fees.

### **9.2 Late and Return Fees**

There will be a \$50.00 late fee for payments not received on or before the date due.

Checks returned due to lack of funds will be assessed a minimum \$50.00 processing fee.

### **9.3 Administrative Issues**

When paying your bills please note the child's name and team they play for on the check.

All credits earned during the season will be disbursed in January via check. This will eliminate late billing and any confusion regarding balance due. Do not wait to pay your monthly bill pending these credits, if you do you will be considered late and all fees will apply. All fees are subject to change for valid operational reasons.

### **9.4 Delinquent Accounts**

Upon evidence of proper notification to a member regarding an unpaid balance, through either US Mail or other electronic means, any member who fails to comply with the NYH Bill Payment Policy will be

subject to removal from the organization. Players may be prohibited from participation in NYH activities until all account balances are paid full. The Board of Directors may in addition seek additional sanctions through other means, including but not limited to legal action or suspension.

## **10. Standards of Conduct & Zero Tolerance Policy**

### **10.1 Policy Statement**

All NYH players, coaches, parents, Board members and other members of the organization are expected to act in a responsible, respectful, and professional manner, both on the ice and off the ice. In addition, NYH players are expected to follow all team rules and their coaches' instructions.

### **10.2 Zero Tolerance Rule**

Physical abuse, verbal abuse or threats in any form shall not be directed at any on-ice or off-ice officials, rink staff, tournament officials, players, coaches, parents or fans. This includes, but is not limited to, shouting at referees, insulting opposing team players or taunting opposing team parents. In general, any conduct that is not suitable for an amateur athletic event is strictly prohibited. The "zero tolerance" rule applies to all coaches, players, fans, parents, or other individuals associated with NYH. It includes acts performed at any time before, during or after a game. Conduct inside or outside the arena is covered by the rule.

### **10.3 Good Sportsmanship**

In addition to the "zero tolerance" rule, all NYH players and coaches shall act in a sportsman-like manner. This means playing, winning and losing in an appropriate manner. Abusive and/or foul language, throwing equipment in anger, intentionally attempting to injure another player or damaging rink property or other property will not be tolerated.

### **10.4 Off-Ice Behavior**

The standards of conduct described apply off the ice as well as on the ice. Any time a player is at a location as a NYH player, he/she is subject to the requirement of conduct. This includes away games, hotel stays, bus/boat travel, social functions, parades or any other situation where the individual is identified as a member of NYH.

### **10.5 Equal Opportunity and Nondiscrimination**

We believe in equal opportunity for all players, coaches, officials, Board members and members, regardless of race, gender, ethnic background or religion. NYH will not discriminate against any person on such basis.

### **10.6 Team Rules**

Coaches may adopt appropriate team rules governing the conduct of team players. This may include, among other things, game dress codes, arrival times before games, procedures on notification of absences and parents' admission to the locker room before and after games.

### **10.7 Coaches' Instructions**

Players are expected to follow the appropriate instructions of their coaches, both at practices and at games.

### **10.8 Coaches' Disciplinary Authority**

Coaches are expected to take appropriate actions to maintain discipline on their teams. This may include, for example, "boards," pushups or wind sprints. However, any such disciplinary action must be reasonable, not demeaning and never taken to a point where the player's health is at risk. Foul or abusive language towards players will not be tolerated.

In addition, coaches may limit a player's ice time for up to one game as a motivational/disciplinary tool, either for violations of team rules, missing practices and repeated failures to follow directions or for lack of "hustle" during a game and/or practices. When this occurs, the coach should explain to the player how he/she failed to meet the coach's expectations and the impact that this will have on the player's ice time. The NYH Executive Board as provided below must approve "Benching" beyond one game. Repeated "benching" of a player, even if less than an entire game is indicative of a problem that should be discussed with the player's parent(s). Use of ice time as a motivational tool, in accordance with this, is not a violation of NYH's Fair Ice Policy.

### **10.9 NYH Board's Disciplinary Authority**

The NYH Board may take disciplinary actions against any player, coach, parent, Board member or other individuals associated with NYH. This may include probation, suspension from games or practices, exclusion from NYH games or other activities or expulsion from NYH. Disciplinary action against a parent may be enforced by suspending or excluding the parent.

### **11. Good Faith**

The Nantucket Youth Hockey Board of Directors establishes these regulations in good faith. It is not the intention of the Board of Directors to establish any rules, regulations or policy that may conflict with the guidelines established by NYH Bylaws, Mass Hockey or USA Hockey.

### **12. Hazing Policy**

It is the policy of Nantucket Youth Hockey that there shall be no hazing of any participant involved in any of our programs, Training Camps, Clinics, or Events by any employee, volunteer, participant or independent contractor. **Definition:** Conduct which is insulting, intimidating, humiliating, offensive, or physically harmful. Any player, team official, member of a Team, or Nantucket Youth Hockey having been party to or having had knowledge of any degrading hazing, or initiation rite, without reporting it or taking action, shall be subject to suspension from any participation in NYH activities.