

Wasatch Mountain Amateur Hockey Association
Policy and Procedures
Revision 9/1/2011

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1 Introduction

1.1 WMAHA

1.1.1 The Utah Junior Grizzlies/Wasatch Mountain Amateur Hockey Association (WMAHA) is a nonprofit, 501(c)(3) corporation. WMAHA is committed to promote, govern, and enhance hockey for the good of all players; to foster a community spirit among members, supporters and teams; to increase interest in the game of hockey along the Wasatch Front; and to promote team participation, sportsmanship, fair play, safety and equal opportunity to all members relative to the game of ice hockey.

1.2 Policies and Procedures

1.2.1 These policies and procedures were initiated, established and adopted to provide written guidance and direction for the Wasatch Mountain Amateur Hockey Association (WMAHA) and supersede any earlier adopted policies regarding the same subject matter. In no way should these Policies and Procedures be construed to supersede the by-laws (where conflict exists), but rather used as a tool to provide guidance and consistency from year to year.

1.3 Amendments

1.3.1 The WMAHA Policies & Procedures should be considered dynamic, subject to change, and may be revised as necessary to meet the needs of the WMAHA. Such additional policies and rules may be adopted as deemed necessary by the WMAHA Board of Directors. These additional provisions shall be restated in the Policies & Procedures and/or the minutes of the WMAHA Board.

1.3.2 Modifications to the Policies and Procedures or decisions to violate these policies in limited situations must be approved by a 2/3 vote of the full WMAHA Board.

2 WMAHA PHILOSOPHY

2.1 Mission Statement:

2.1.1 "To provide a safe and challenging environment that promotes skill enhancement, teamwork, and sportsmanship for competitive youth hockey."

2.2 General Philosophy:

2.2.1 The philosophy of WMAHA is consistent with that of USA Hockey for its Youth Programs: "To provide an improved grass-roots foundation for the growth and development of USA Hockey, designing programs aimed at increased participation, improved skills, and a responsible environment for the conduct of youth hockey."

2.3 USA Hockey Core Values:

2.3.1 WMAHA supports the following core values as stated by USA Hockey:

- Sportsmanship: Foremost of all values is to learn a sense of fair play. Become humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.
- Respect for the Individual: Treat all others as you expect to be treated.
- Integrity: We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.
- Pursuit of Excellence: Each member of the organization, whether player, volunteer, or staff, should seek to perform each aspect of the game to the highest level of his or her ability.
- Enjoyment: It is important for the hockey experience to be fun, satisfying and

rewarding for the participant.

- Loyalty: We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.
- Teamwork: We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience.

3 Board Meetings

3.1 Monthly Board Meetings

3.1.1 The WMAHA Board will hold meetings regularly for the purposing of conducting General WMAHA business. These meetings are open to all members of good standing with WMAHA. Meeting dates and minutes are available upon request.

3.2 Annual Meeting

3.2.1 An annual meeting will be held each September to conduct necessary business outlined in the WMAHA bylaws. This business will include but is not limited to the election of vacant seats on the Board of Directors.

4 Disciplinary & Dispute Resolution Committee

4.1 Selection

4.1.1 5 Members that are as follows:

4.1.1.1 Chairman

4.1.1.2 Vice President of WMAHA

4.1.1.3 3 members selected at large

4.1.1.4 The Chairman is selected at the first board meeting following the Annual WMAHA Meeting

4.2 Duties and Responsibilities

4.2.1 The Disciplinary & Dispute Resolution Committee will hear all disciplinary issues related but not limited to suspensions, policy violations, and disputes as outlined in the WMAHA Policies and Procedures

4.3 Meetings

4.3.1 Meetings will be held on an “as-needed” basis to hear new business and address any suspensions in a timely fashion. Meetings will be called by the Chairman. More than 50% of the members are required for a quorum.

5 Hockey Operations Committee

5.1 Membership

5.1.1 Comprised of the Head Coaches of all WMAHA teams and WMAHA president or appointee

5.2 Meetings

5.2.1.1 Will meet regularly and as needed to conduct Operational Hockey related business outlined in these Policy and Procedures

5.3 General duties, responsibilities, and expectations

- Will address Coaches Conduct violations and coaching issues and make recommendations to the WMAHA board for disciplinary actions.
- Oversee Tier and non Tier/Travel team tryouts and evaluations.

- Works to recommend coaching staff for Board approval.
- Recruit and retain high quality coaches.
- Develop and maintain an ongoing education program for coaches, players, and teams.
- Recruit players to WMAHA.
- Develop and maintain educational programs for the parents to reinforce WMAHA, USA Hockey, and other philosophies.
- Organize and coordinate the certifications of coaches within the USA Hockey Coaching program.
- Enforce policies, rules, and philosophies as approved by the WMAHA Board.
- Monitor and evaluate coaches and teams during the season. Resolve issues with coaches.
- Support the WMAHA Board, Division Directors, Coaches,
- Arrange and execute clinics, camps, and off season programs.
- Report regularly to the WMAHA Board, and prepare other reports as requested.
- Regularly observe and evaluate teams, and available as requested to observe and evaluate.
- Have a solid understanding of what is going on in WMAHA.

6 Conduct

6.1 Parent/Coach/Player Conduct

6.1.1 All participants in the WMAHA program: Parents, Players, and Coaches must sign and adhere to the WMAHA Code of Conduct. WMAHA fully supports the USA Hockey Zero Tolerance policy outlined below. WMAHA requires your cooperation to ensure that the young men and women in our organization have a fun and enjoyable experience playing the game. Please refrain from:

- Any abusive language directed at any official, player, coach or other fans;
- Any unruly behavior during practices or games;
- Any behavior deemed inappropriate in a private or public facility.

6.1.2 Coaches and Team Managers should enforce the Code(s) of conduct. Any member or WMAHA may be ejected by a board member for continued violation of the Code(s) of Conduct

6.2 USA Hockey Zero Tolerance

6.2.1 PLAYERS

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

- Openly disputes or argues any decision by an official;
- Uses obscene or vulgar language at any time, including any swearing, even if it is not directed at a particular person;
- Visually demonstrates any sign of dissatisfaction with an official's decision.

Any time that a player persists in any of these actions, they shall be assessed a misconduct penalty. A game misconduct shall result if the player continues such action.

6.2.2 COACHES

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

- Openly disputes or argues any decision by an official;
- Uses obscene or vulgar language at any time, including any swearing, even if it is not directed at a particular person;

- Visually displays any sign of dissatisfaction with an official's decision: including standing on the boards or standing in the bench doorway with the intent of inciting the officials, players or spectators.

Any time that a coach persists in any of these actions, they shall be assessed a game misconduct penalty.

6.2.3 OFFICIALS

Officials are required to conduct themselves in a businesslike, sportsmanlike, impartial and constructive manner at all times. The actions of an official must be above reproach. Actions such as baiting or inciting players or coaches are strictly prohibited. On-Ice Officials are ambassadors of the game and must always conduct themselves with this responsibility in mind.

6.2.4 PARENTS / SPECTATORS

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

This inappropriate and disruptive behavior shall include:

- Use of obscene or vulgar language in a boisterous manner to anyone at anytime;
- Taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical violence or actual physical violence;
- Throwing of any object in the spectators viewing area, players' bench, penalty box or on ice surface, directed in any manner as to create a safety hazard.

7 24 Hour Rule for Parents and Coaches

7.1 24 Hour Rule

- 7.1.1 Parents must refrain from approaching coaches to voice complaints or disagreements with coach's decisions for 24 hours following a game or practice. Complaints or disputes must be addressed through the team manager. The parent should request through the team manager that a meeting be scheduled with the coach no sooner than 24 hours after the event. Coaches will address all questions and concerns in an effort to move towards an acceptable resolution. Situations or complaints that are not addressed satisfactorily can be brought to the attention of the Incident Resolution Committee in the proper manner outlined in Section 21. Violations of this policy may result in disciplinary review that may lead to a suspension.

8 WMAHA is a Volunteer Organization

8.1 Volunteering

- 8.1.1 WMAHA is a hockey organization that runs by volunteers. It takes a tremendous amount of effort to make each game, each tournament, each season happen. To ensure that this volunteer effort is equally balanced among the many participants, each player's family will be required to perform 20 hours of volunteer effort each season.

8.2 Volunteer Voucher Program

- 8.2.1 There are many opportunities to perform these volunteer opportunities by running score clocks,

penalty boxes, tournament duties, etc. The only exceptions to this policy can be made by the WMAHA Board. If the player's family chooses to "buy-out" their volunteer responsibility, a \$200 fee will be assessed (20 hours at \$10 per hour).

9 WMAHA TRAVEL TEAMS

9.1 *Governing Bodies*

9.1.1 All WMAHA Travel Teams are registered and play under the rules established by USA Hockey and the Utah Amateur Hockey Association (Utah Hockey/UAHA).

9.2 *Divisions –*

9.2.1 WMAHA will field two general divisions of competitive travel teams. Tier and non-Tier(Travel). Each will be bound by the general rules and bylaws of the WMAHA organization.

9.2.1.1 Tier teams. Teams eligible and capable of competing at the Tier 1 or 2 level of hockey in the region. These teams will be expected to prepare and compete for the State Championship and National representation of Utah in the Rocky Mountain District and USA hockey tournaments. These teams should compete on a regular basis at the highest level possible based on the capabilities of the team. These teams would be expected to play with the AAA, AA or A1 classifications.

9.2.1.2 Non Tier "Travel Teams". WMAHA will field non tier travel teams at all appropriate levels based on participation and ability. These teams would be expected to play as A, A2, or B classifications.

9.3 *Coaching*

9.3.1 Eligibility

9.3.1.1 Coaches must be 18 or older and submit an application, consent for a background check, and any other required documentation to be considered. All coaches must abide by the rules of WMAHA, Utah Hockey, and USA Hockey. All coaches must pass their background checks, agree to be held to our codes of conduct and ethics, and agree to promote youth hockey and the WMAHA organization. All coaches must achieve and maintain the required CEP level through USA Hockey for the team(s) they will coach.

9.3.2 Selection of Head Coaches

9.3.2.1 Prior to the beginning of each season the WMAHA Board will announce the application dates for Coaches. Head coaches will be interviewed and appointed by the WMAHA Board for each season based on the recommendation of the Hockey Committee, and the following items:

- Seniority as a Coach in WMAHA
- Adherence to WMAHA Policies and Procedures
- Previous Coaching Performance (General performance not purely win/loss)
- Coaching Evaluations if available
- Experience in the requested age level, then other age levels
- Clinic and certification requirements
- Coach's knowledge of ice hockey

9.3.3 Selection of Assistant Coaches

9.3.3.1 Assistant Coaches will be selected by the Head Coach for each team and then approved by the Hockey Committee and WMAHA Board.

9.3.3.2 Assistant coaches must complete all required documentation, certifications, forms, and background checks.

9.3.4 Student Coaches

9.3.4.1 Student Coaches may be used but must meet all USA Hockey Requirements and be approved by the Hockey Committee

9.3.5 Skills Coaches

9.3.5.1 Selection of skills coaches will be recommended by the Hockey Committee with approval by the WMAHA Board

9.3.5.2 Skills coaches must:

- Meet all USA Hockey and UAHA Guidelines
- Abide by the WMAHA Code of Conduct

9.3.6 Skills coaches are there to teach skills not look after the team in the locker room or be responsible for the players. The teams head coach and asst coaches are responsible for the players and the team even when Skills Coaches are running a session.

9.4 *WMAHA Name and Colors.*

9.4.1 All WMAHA travel teams will be known as the "Utah Junior Grizzlies" (Jr. Grizzlies) and will adhere to the standardized clothing and dress code policies of WMAHA. WMAHA Travel Team colors shall be determined by the WMAHA Board and shall be easily identified as a WMAHA Travel Team.

9.5 *Travel Team Tryouts.*

9.5.1 Travel Team players are selected after a series of open tryouts held at local rinks as determined by the WMAHA Board. Selections should be as unbiased as possible and utilize an open tryout of 2-3 sessions, if possible. Prior to trying out, candidates (including their parents) should be made aware of what is expected during the season (e.g., financial and time commitments).

9.5.2 Tryout format may change year to year depending on interest level and the proper format is to be determined by the Hockey Committee and WMAHA Board. Separate tryouts maybe held at each age group and for each level. For example Peewee AA tryouts and Peewee A tryouts maybe held at different times.

9.6 *Player Eligibility.*

9.6.1 Any youth who resides in the USA is eligible to participate in tryouts. Players must have the consent of their parents or guardians to participate. Debarred, previously dismissed or indefinitely suspended players or those otherwise ineligible for placement on a Travel Team may be denied privilege of participating in open tryouts.

9.7 *Tryout Fees.*

9.7.1 Registration fees for tryouts will be established by WMAHA, should fully support the cost of the ice and other administrative charges and be paid in advance of the tryouts by participants.

9.8 *Player Selection Process.*

9.8.1 Selections should generally be based on activities at official WMAHA tryout sessions. Coaches from each level should be available to assist in the evaluation and selection process. Coaches must meet with the WMAHA President and Hockey Committee during the tryouts to review their observations, analysis and assessment of players. The Hockey Committee will be available to Coaches to aid in the selection of players. The Head Coach for each team is responsible for the selection, notification, and communication of the players at tryouts whether they made the team or not. Sensitivity, respect and consideration to the self-image of the players should be foremost. During tryouts, no players are to be waived or released on the ice surface, under any circumstance, in any division. Player selection and assignments should be done with the utmost dispatch. Coaches are not permitted to make promises with players/parents/guardians in order to secure their commitment to a WMAHA Travel Team.

9.9 *Selection Standards.*

9.9.1 Selection to a WMAHA Travel Team is a privilege, not a right, and will be based upon skill, experience, attitude and conduct. Skaters will be evaluated on all aspects of their hockey skills,

skating, puck handling, etc. Goalies will be evaluated on their skills and game play. No player is guaranteed a position on a Travel Team because he/she played on a WMAHA Travel Team during a prior season. Prior participation on a WMAHA Travel Team may be considered when other evaluative factors are equal. Player or parental conduct inconsistent with the WMAHA Policies & Procedures during a past season may be taken into consideration in making player selections. Selections will be made for the best interest of the team and not the individual player.

9.10 Selection Process for playing up a division.

- 9.10.1 A written request must be made 15 days prior to tryouts, including a signed waiver releasing WMAHA from any injury claims.
- 9.10.2 A committee comprised of the WMAHA President (or appointee) and Hockey Committee will determine if the player has the skill level equal to the top 30% of the players trying out in the division. No player can be considered eligible to play up a division without meeting this criterion. The player must also complete tryouts in both the division they should play in and the older division at the required cost for each division.
- 9.10.3 Mites looking to play up a division are excluded from section 8.10.2 if there is not a "Travel Team" at their division, Travel Team being defined as a team that is not travelling to out of state venues. Mites must still make a written request per section 8.10.1, and have the approval of the Hockey Committee to try out, and must try out at both the Mite and Squirt Divisions, if both exist. Mites should be selected based on their ability to compete equally with any squirt aged child.

9.11 Parent Conduct During Tryouts.

- 9.11.1 Parents should not approach, talk to or attempt to influence evaluators before, during or after tryout sessions. Communications should be restricted to the WMAHA administrative official(s) coordinating the tryouts.

9.12 Player Commitments.

- 9.12.1 Players and parents must be agreeable to the major commitment of time, energy and money to hockey during the travel season, which may begin in August and may last until late March. The commitments may differ depending on which team the player is assigned to with Tier teams often having more travel requirements. Expectations should be clear prior to accepting a position on any team. Offseason programs may be offered by the organization, and attendance is recommended. Once selected, players are expected to fulfill their commitment to the team for the entire season. Conflicts with "select" or other travel teams must be avoided. Failure to honor such commitments may result in a player's suspension of all Travel Team play or dismissal from WMAHA.

9.13 No Pass-No Play.

- 9.13.1 WMAHA recommends that a minimum scholastic grade point average (GPA) be maintained for Travel Team players, consistent with the criteria established for participation in sports at local schools. Travel schedules should minimize occurrences where players must be removed from school for travel.

9.14 Eligibility and Roster Sizes.

- 9.14.1 All players are subject to USA Hockey eligibility rules, and Travel Team rosters are limited to a maximum number of players as determined by the WMAHA Board. Within these guidelines, however, each coach will set his/her roster size and will establish players' positions.

9.15 Red Shirt Program.

- 9.15.1 "Red Shirting" shall be allowed under the following guidelines:
 - 9.15.1.1 "Red Shirting" shall be defined as the voluntary option of a player to participate as a member of a

particular WMAHA Travel Team in a limited or restricted manner:

- 9.15.1.1.1 A player may participate in only practices unless 2, 3 or 4;
- 9.15.1.1.2 A player may participate in game situations, should another player be suspended or injured;
- 9.15.1.1.3 A player may participate in game situations should another player leave the team.
- 9.15.1.1.4 A player, at any time, may take the place of another player should he/she demonstrate superior skills as determined by the Team Coaching Staff and Hockey Committee.
- 9.15.1.2 Fees: Fees shall be equitably adjusted to compensate for lack of games.
- 9.15.1.3 Other Participation: Nothing shall be done to restrict or punish a “Red Shirted” player from participating on other teams. If a “Red Shirted” player desires to play with the WMAHA Travel Team as opposed to another team, the decision to include the “Red Shirted” player on the team roster shall be made by the player in question, the team coaching staff, Hockey Committee and WMAHA Registrar.
- 9.15.2 Age Level of Red Shirt: Participation Players desiring to “Red Shirt” may do so only at the age level at which they would normally participate. A player may not “Red Shirt” down or up.

10 Tier Team operations

10.1 Rosters

- 10.1.1 Tier teams must be set before Dec 15. After this no roster changes will be allowed. Up until this time rosters may be adjusted to field the most competitive team. Players may be called up from other teams in the organization to fill in temporary or permanent needs. Players may be moved down as well to better develop the player on the non Tier teams. All roster moves between the Tier and Non Tier divisions will be coordinated through the Head Coaches of each team and WMAHA Registrar.

10.2 Competitive Play Playing Time.

- 10.2.1 Player participation in all team events shall be as follows: With the following exceptions, all players shall participate on as fair basis as practical.
- 10.2.2 Tier teams are playing among the best players and the highest levels of hockey in our region. These teams play in a more competitive environment and equal playing time is usually not feasible. It is possible that players on these tier teams may see limited ice time during games. The coaches should realize that they need to develop their entire roster to be competitive at this level.

11 Non Tier (Travel) Team Operations

11.1 Rosters

- 11.1.1 Players from the non tier teams may be asked to fill in on the tier team rosters. These players may be used to lengthen the tier team bench, fill in for injuries, or for evaluation to move up. Players from tier teams may be allocated to the non tier teams in these situations as well.

11.2 Competitive Play and Fair Playing Time.

- 11.2.1 Player participation in all team events shall be as follows: With the following exceptions, all players shall participate on as fair basis as practical. This means that if 18 players are available on the bench, the coach shall play four forward lines and three defensive lines as equally as possible. Games may be split for goaltenders or each goaltender may play an equitable number of games in their entirety unless a goaltender is subject to disciplinary measures
 - 11.2.1.1 Exception 1. During the last five (5) minutes of any game with a 2 goal or less differential, a coach may elect to “shorten” his/her bench to attempt to win the game or preserve the tie.
 - 11.2.1.2 Exception 2. During any tournament or championship playoff, if the failure to win the game will cause

the team to be eliminated from moving into the next round of competition for the tournament or championship.

- 11.2.1.3 Exception 3. A coach may play any power play line or short-handed line at any time those situations occur.
- 11.2.2 Coaches shall not bench or sit players in order to “shorten” the bench. Sitting or benching a player shall be used as a disciplinary measure only.

12 PLAYER AND TEAM REGISTRATION

12.1 *Player Dues.*

- 12.1.1 The WMAHA player dues are formulated based on the cost of such items as ice rentals, insurance, game sheets, administration expenses, membership dues and other miscellaneous costs. Once a player is registered on a team payment is due in full. Once a player tries out and is chosen that player owes the full amount of the yearly fees within 14 days. Each player can pay in full or has the option to participate in a payment plan.

12.2 *Dues Payment Plan*

- 12.2.1 Details of payment plans for each division will be available prior to the beginning of each season. Payment plans may differ for each division and each team depending on the level of play and requirements for each.

12.3 *WMAHA Dues Policy – Midseason Entries.*

- 12.3.1 Players joining a team prior to November 1st of each year shall pay the full amount of dues established by the WMAHA Board. Players joining on or after November 1st shall pay a reduced amount, based on costs incurred to the date of joining the team, but in no event shall such amount be less than 50% of the full amount of dues.

12.4 *WMAHA Refund Policy.*

- 12.4.1 WMAHA is reluctant to provide refunds due to the high costs of running a hockey association. Refunds will be reviewed case by case. Players leaving WMAHA Travel Teams before Sept 15th shall receive a full refund of WMAHA membership dues paid, less a pro-rata portion of costs incurred or committed at the date of withdrawal. No refund of WMAHA membership dues or other registration fees will be made for any player who leaves a team voluntarily after Sept 15th. Refunds for players dismissed from WMAHA Travel Teams for disciplinary or other reasons shall be determined at the discretion of the Disciplinary Committee and/or WMAHA Board. From time to time, players may leave teams for reasons out of their control. Examples of possible reasons include family moves or serious injury. Players leaving teams under such circumstances shall receive a full refund of WMAHA membership dues, less a pro-rata portion of costs incurred or committed to at the date of withdrawal.

12.5 *Dues*

- 12.5.1 Dues established and collected by WMAHA will pay for the outlined costs for the program including league fees, skills programs, team uniform, specified tournaments, etc. See the appropriate years fees schedule for details. These will include registration fees for certain tournaments.

12.6 *Additional Tournaments and other expenses*

- 12.6.1 The dues and fees for any year include a specified number of tournaments. Hockey tournaments offer an enjoyable opportunity for players to demonstrate their hockey skills competitively in an environment that encourages fair play, and above all, fun. WMAHA encourages all Travel Teams to participate in and support tournaments at home, in the Utah area and other areas within

the Rocky Mountain District Region. Fees for a number of tournaments are budgeted in the season fees detailed in the appropriate years fees schedule. The decision on what tournaments to attend is made by the Teams Head Coach. Some events may be determined by the Hockey Committee and WMAHA board to be “Whole Organization Tournaments” where all teams are expected to attend.

12.6.2 Travel to additional tournaments that would increase the seasons dues must be voted on by team, one player = one vote. 70% approval is required to accept the additional costs and travel, as well as approved by the WMAHA Board. Travel Teams should enter only officially USA Hockey sanctioned and reputable tournaments.

12.6.3 Any planned increase to the season’s dues such as additional skills training, travel, or other team expense needs to be voted on by the team. One player = one vote. 70% approval is required to accept the additional costs and travel, as well as approved by the WMAHA Board.

12.7 No Pay-No Play Policy.

12.7.1 Players and parents who anticipate difficulty paying the Travel Team fees and costs should discuss the situation with the Team Manager and/or Treasurer and the WMAHA Board Treasurer and/or President at the earliest possible time. Players falling behind in the payment plan will be suspended after the 15th of the month following the missed payments.

12.8 Other Charges

12.8.1 A charge of \$20 per occurrence will be applied to the account of any player whose parents/guardians are responsible for issuance of a “Non-Sufficient Funds” check. A 5% charge will be added to any payment made by credit card to cover the cost of processing and reporting fees. A 1.5% per month finance charge may be added to all unpaid amounts beyond 45 days of the invoice date.

12.9 Travel Expenses for Travel Team Coaches.

12.9.1 When a head coach and/or one assistant coach of a Travel Team does not have a child participating on the team, it is required that organization defray travel costs, including payment for the cost of a single room, a reasonable per diem for meals and personal vehicle gas and oil expenses.

13 Team Fund Raising Guidelines.

13.1.1 Fund-raising efforts are authorized for Travel Team participants and will be approved by the WMAHA Board on a case-by-case basis to ensure no conflicts exist between WMAHA and the Travel Team's efforts. Direct public support can be requested through activities such as candy sales, car washes, 50/50 draws, etc., provided that they are in good taste. Alcoholic beverages may not be used as prizes. All team fund raising programs must comply with WMAHA guidelines and nonprofit status, state and municipal laws, and be well supervised and controlled. All players and parents are expected to equally contribute to team fundraising activities during the season. Team fundraising activities that are in direct support of our major sponsors are considered MANDATORY. Failure to participate in team fundraising activities, without a valid excuse, will result in penalties for the parties not supporting the activities.

13.2 Permissible Fund Raising Purposes

13.2.1 Travel Teams may plan, budget and fundraise only for the following team purposes:

13.2.1.1 Tournament team registration fees

13.2.1.2 Team hockey sweaters and socks, one away and one home set

13.2.1.3 The cost of one hotel/motel room, per diem and travel expenses for coaching staff at away

tournaments, if the coaches are not parents of players on the team

13.2.1.4 Ice time

13.2.1.5 Referees for games

13.2.1.6 Team articles such as pylons, pucks and first aid kit

13.2.1.7 Costs for end of the year banquet or party and trophies/awards

13.2.1.8 The cost of coaching clinics not exceeding \$75 per coach

13.2.1.9 Other related Travel Team expenses such as faxes, phone calls and correspondence

13.2.1.10 Fund raising for any other items or purposes not identified above must be approved by the WMAHA Board

13.3 Prohibited Fund Raising Purposes

13.3.1 Fund raising may not be utilized for individual gain. Under no circumstances can Travel Teams raise funds for individual items or anything that is prohibited by our nonprofit status.

*13.4 Team Sponsorships *

13.4.1 All sponsorship activities need to be coordinated with the corporate sponsorship committee, and are subject to their recommendations and actions.

13.4.2 Team sponsorships are authorized for WMAHA Travel Teams, subject to approval by the WMAHA Board. Team sponsorships shall be the sole responsibility of the Travel Teams. Each Travel Team may have as many sponsors as they may require raising sufficient funds. The idea of sponsorships should be presented to area businesses and individuals with the philosophy that their donations will benefit the entire WMAHA and not just an individual group or team. WMAHA will not allow or approve sponsorships from businesses that directly endorse the use of alcohol, tobacco, drugs or sex trade. The WMAHA Board reserves the right to reject any proposed team sponsorship.

13.5 Sponsor Logos.

13.5.1 Sponsor logos may be displayed on official WMAHA goods only on an organization wide level. Any special logos for patches, banners, or tournament programs shall be provided by the sponsor and approved by the WMAHA Board. Other forms of sponsor recognition shall be approved by the WMAHA board and shall follow the spirit of these guidelines.

13.6 Obligations to Sponsors

13.6.1 Team Managers have the following assigned duties regarding sponsors: obtaining the sponsor(s) for the Travel Team and approval from the WMAHA Board; maintaining regular verbal and/or written contact with the sponsor(s); and delivering a team token of gratitude such as a framed, engraved team picture (showing the team name, sponsor name and year the picture is taken) to the sponsor, as early as possible.

14 UNIFORMS, APPAREL AND EQUIPMENT

14.1 WMAHA Uniform

14.1.1 Travel Teams are required to purchase/obtain official sweaters and socks through WMAHA. Captain/assistant captain crests are to be affixed to a patch, which is to be sewn on the WMAHA jersey; otherwise, game jerseys shall not be altered in any way unless approved by the WMAHA Board. Players must wear the WMAHA official team sweaters and socks for all games.

14.1.2 Practice jerseys are to be purchased/obtained through WMAHA.

14.2 Protective Gear

14.2.1 Full and properly fitted and maintained protective gear is required for all players in all divisions. Players may be removed from the ice until their equipment meets the proper guidelines. The equipment must be in good condition and must adhere to USA Hockey equipment guidelines, in

addition:

- 14.2.1.1 Mouth Guards while required at older ages are strongly recommended for players of all ages.
- 14.2.1.2 Neck/throat protector: Throat and neck guards are not required but are strongly recommended.
- 14.2.1.3 Hockey sticks: Hockey sticks should be appropriately sized for the player. As a rule of thumb, in street shoes, the stick should reach between the chin and the mouth of the player with the toe of the stick on the ground. While wearing skates, the butt end of the stick should reach just below the chin.

14.3 WMAHA Apparel

- 14.3.1 Ordering of WMAHA apparel should be done through the WMAHA Board-approved vendor. Apparel is to be chosen from styles and colors determined by the WMAHA Board and may include jackets, warm-ups, caps, T-shirts, pullovers, sweatshirts, button-down shirts, polo/golf shirts, pins, pucks, water bottles and other items.

15 WMAHA TRADEMARKS and Logos

15.1 WMAHA Trademark

- 15.1.1 The WMAHA or Grizzlies logo and marks of WMAHA as well as all other proprietary materials are the property of the WMAHA and may not be reproduced without prior written consent of the WMAHA Board. The logo and the "WMAHA" name may be used on products, jackets, other garments and written or printed materials, only with the express prior written approval of the WMAHA Board.

15.2 Official Colors

- 15.2.1 The basic approved colors for all WMAHA purposes are determined by the WMAHA Board. With the exception of practice jerseys, all authorized use of the WMAHA name and logo shall reflect this color policy.

15.3 Unauthorized Apparel.

- 15.3.1 Travel Teams may not order apparel containing the WMAHA trademark/logo from an unapproved third-party vendor without the written consent of the WMAHA Board.

16 COACHING POLICIES

16.1 Coaching Certification

- 16.1.1 Coaches must meet the minimum USA Hockey requirements and are expected to exceed these requirements by at least one level for the age they are coaching.

16.2 IMR Form

- 16.2.1 All coaches must meet all USA Hockey requirements for registration, documentation, and certification.

16.3 Student Coaches

- 16.3.1 Coaches less than eighteen (18) years old will be used at the discretion of WMAHA and must meet the requirements of the USA Hockey Student Coach Program.

16.4 Standards of Conduct

- 16.4.1 WMAHA requires a high standard of conduct from its coaching staff in dealing with players, parents, other coaches, referees and other officials and in the image projected to participants and parents of WMAHA. The coaching staff is an integral part of WMAHA and carries the responsibility to portray a proper role model for all players and is expected to support the decisions of the WMAHA Board and abide by the WMAHA Bylaws and Policies & Procedures.

16.5 USA Hockey and WMAHA Codes of Conduct.

- 16.5.1 All coaches will become familiar, comply with and sign the USA Hockey Coaches Code of

Conduct, the WMAHA Coaching Ethics Code and the WMAHA Code of Conduct. All coaches will become familiar and comply with WMAHA's Policies and Procedures.

16.6 Coaching Responsibilities

- 16.6.1 Coaches and assistant coaches are responsible for the equal development for all players on their teams to the best of the coaches' and players' abilities. The duties and responsibilities of the Travel Team's coaching staff include:
- 16.6.1.1 Participating and promoting fair play.
 - 16.6.1.2 Focus on teaching and improving hockey skills of all players individually and promoting teamwork and good sportsmanship.
 - 16.6.1.3 Ensure that each player is eligible and properly protected. Coaches should regularly check all players' equipment to ensure it meets safety standards.
 - 16.6.1.4 Supervise players, assistants and parents to ensure appropriate conduct on and off the ice prior to, during and after games.
 - 16.6.1.5 Maintain a controlled attitude towards referees. Lack of coaching self-control will not be accepted by WMAHA and will bring review and possible dismissal.
 - 16.6.1.6 Check game sheets for suspensions of participants. Suspensions are immediate and are to be communicated by the coach to his/her players.
 - 16.6.1.7 Attend any meetings at the request of the WMAHA Board or Team Manager.
 - 16.6.1.8 Being available to the players a minimum of 30 minutes before each game or practice and remaining in the locker room after the game or practice until the last player has left the locker room.
 - 16.6.1.9 Preparing team philosophy and strategies and organizing practices with the coaching staff prior to going on the ice.
 - 16.6.1.10 Enforce WMAHA Policies & Procedures.
 - 16.6.1.11 Review the WMAHA Code of Conduct. Each coach, player and parent must sign the form acknowledging acceptance of the Code of Conduct.

16.7 Coaching Authority

- 16.7.1 The coaching staff must maintain discipline for their players during games and practices, both on the ice and in the locker room. The Head Coach is responsible to maintain a presence in the locker room at all reasonable times. The coaching staff has complete authority to remove any player from the ice during a game or practice that is acting in a un-sportsman-like manner, jeopardizing the safety of any other player or refusing to follow the directions of the coaching staff.

16.8 Safety

- 16.8.1 All coaches should familiarize themselves with basic first aid procedures and should make every effort to attend first aid clinics, as they become available. In the event the coaching staff has information or knowledge regarding a player's physical ability to perform safely with his/her contemporaries, the player, coach and parent(s) will go before the WMAHA Board to determine the player's eligibility.
- 16.8.2 Brain Injury/Concussions:
- 16.8.2.a Hockey is a contact sport that may result in a traumatic brain injury, concussion or even death. In addition, continuing participation in sporting events after sustaining a traumatic brain injury is particularly dangerous and prohibited.
 - 16.8.2.b: Any coach, representative or volunteer will remove a participant (any Jr. Grizzlies player under the age of 18) from any further involvement in a sporting even if the participant has or is suspected to have sustained a traumatic brain injury.
 - 16.8.2.c: It is highly recommended that each participant obtain a brain injury test prior to the

start of each season.

16.8.2.d: Medical Clearance: Once removed from the sporting event, the participant must

- Be evaluated by a licensed health care provider who is trained in the evaluation and management of a concussion; and
- provide the Junior Grizzlies organization with a written statement from the qualified health care provider stating that:

(A) the qualified health care provider has, within three years before the day on which the written statement is made, successfully completed a continuing education course in the evaluation and management of a concussion; and

(B) the child is cleared to resume participation in the sporting event of the amateur sports organization.

For purposes of Section 16.8 the following definitions shall apply:

- “Sporting event” means any of the following athletic activities that is organized, operated, managed, or sponsored by the Jr. Grizzlies:
 - (a) a game;
 - (b) a practice;
 - (c) a sports camp;
 - (f) a tryout.
- (6) “Traumatic head injury” means an injury to the head arising from blunt trauma, an acceleration force, or a deceleration force, with one of the following observed or self-reported conditions attributable to the injury:
 - (a) transient confusion, disorientation, or impaired consciousness;
 - (b) dysfunction of memory;
 - (c) loss of consciousness; or
 - (d) signs of other neurological or neuropsychological dysfunction, including:
 - (i) seizures;
 - (ii) irritability;
 - (iii) lethargy;
 - (iv) vomiting;
 - (v) headache;
 - (vi) dizziness; or
 - (vii) fatigue.

16.9 Team Rules

16.9.1 Head Coaches may adopt appropriate team rules governing the conduct of team players. This may include, among other things, arrival times before games, and procedures on notification of absences and parents' admission to the locker room before and after games. Team rules must be consistent with the substance of WMAHA Policies & Procedures and communicated to the players and their parent in writing. A copy of the team rules must be provided to the Team Manager and WMAHA Board for approval.

16.10 Travel and Tournament Guidelines

16.10.1 All applicable hotel and ice-rink rules and regulations must be adhered to at all times. WMAHA's policies regarding theft/vandalism apply to all hotels where players and parents lodge. A reasonable curfew will be determined in advance and communicated to all players. The parent/guardian will ultimately be responsible and held accountable for the conduct and behavior of their player.

16.11 Discipline of Players

16.11.1 Coaches have the responsibility for player discipline when the Travel Team is together for games, practices or other events. Ongoing discipline problems should be documented in writing, and the coaching staff should notify the Division Director and the Disciplinary Committee of any habitual discipline problems. Coaches have the right to discipline, by way of pushups, wind sprints, benching or "sit outs" and other reasonable means, any behavior not conducive to the goals, philosophy or policies of WMAHA. In addition, coaches may limit a player's ice time during a game as a motivational/disciplinary tool, either for violations of team rules, repeated failures to follow directions or for lack of "hustle" during a game. When this occurs, the coach should explain to the player how he/she failed to meet the coach's expectations and the impact this will have on the player's ice time. Any such disciplinary action must be reasonable, not demeaning and never taken to a point where the player's health is at risk. A coach may suspend, for discipline, any player for up to two (2) games. Coaches may not use foul or abusive language towards a player and shall never physically assault a player or use physical contact as part of disciplinary action. The WMAHA President, Division Director, and Disciplinary Committee must be advised of all player suspensions, game misconduct penalties, and requests that any player, coach or parent leave any arena by a referee, official from another association or an arena official. Extended indefinite suspensions or definite suspensions of more than two (2) games must have the approval of the WMAHA Board and/or the Disciplinary Committee of WMAHA.

16.12 Enforcement of Parent/Guardian & Player Code of Conduct

16.12.1 All coaches are responsible for making their players aware of the USA Hockey Players Code of Conduct and enforcing the WMAHA Code of Conduct.

16.13 Dismissal of Coaches

Coaches may be dismissed by the WMAHA Board for any of the following:

- 16.13.1 Noncompliance with USA Hockey, Utah Hockey or WMAHA rules, regulations, policies or procedures.
- 16.13.2 Violations of the WMAHA Coaching Ethics Code
- 16.13.3 Mistreatment of players (physical, verbal, emotional or psychological abuse)
- 16.13.4 Misappropriation of team funds
- 16.13.5 Failure to fulfill commitments to the Travel Team (e.g. recurring absences from practices or games)
- 16.13.6 Failure to provide adequate team instruction, to maintain discipline, or to field a

competitive team

- 16.13.7 Failure to secure assistant coaches
- 16.13.8 Physical or verbal abuse of parents, referees, opposing coaches or WMAHA officials.
- 16.13.9 Failure to enforce the WMAHA Policies & Procedures
- 16.13.10 The foregoing list is not exclusive and the WMAHA Board reserves the right to determine if dismissal is in order, in its sole discretion, and without the consent of players or parents of the affected Travel Team.

17 TRAVEL-TEAM GUIDELINES

17.1 Team Officials

- 17.1.1 Each WMAHA Travel Team will be responsible for its own business and shall be coordinated with WMAHA to ensure no conflicts exist. Each Travel Team should have assigned Head and Assistant Coaches, and a Team Manager

17.2 Team Managers

- 17.2.1 The Team Manager should be nominated and elected at the first team meeting of the season under the direction of the WMAHA Board. The Team Manager should then work with the team parents to fill other positions. The Team Manager has primary responsibility for the administrative functions of the Travel Team and serves as the first line of communication with and for the parents with the coaching staff and others in WMAHA.

17.3 Duties and Responsibilities of Team Managers

- 17.3.1 These are detailed in the Team Manager Job Description available on the WMAHA website.

17.4 Safety and injuries

- 17.4.1 Return to Play: It is WMAHA Policy not to send a player back on the ice unless that player has fully recovered from injury. Except for first aid (minor injuries such as small cuts, or bruises) whenever a player requires a medical professional's attention, (broken bones, concussions, etc.) the player may not return to play without a written physician's approval and be symptom free both at rest and while exercising. If any symptoms return, the player should be removed from play and reevaluated by a physician.
- 17.4.2 Concussion Awareness: It is the responsibility of the coaching staff to underscore concussion awareness with his/her players and their parents. Coaches should instruct their players in avoiding head contact. They should also be aware of the symptoms of concussions. Do not attempt to treat a concussion. Always consult a physician.
- 17.4.3 Protective Equipment: Parents are responsible for ensuring proper fitting equipment, its protective quality, and proper equipment maintenance in accordance with WMAHA guidelines. Coaches or team officials may ask any player with equipment which is unsafe or in disrepair to leave the ice.

17.5 Accident Report Form.

- 17.5.1 Team Managers are required to complete the USA Hockey Accident Report Form (Made available from USA Hockey) for any injury occurring in connection with the Travel Team's activities and provide the completed form to the WMAHA Registrar as soon as reasonably possible.

17.6 Team Assessment Questionnaire

- 17.6.1 Team Managers are encouraged to distribute periodically during the course of the travel season the Team Assessment Questionnaire. All Questionnaires are to be returned to the WMAHA Board.

17.7 Dressing Facilities

17.7.1 All female players will have designated an adequate private area in which to dress, if required (e.g., Mites and Squirt age players generally do not require separate dressing room facilities).

17.8 Gender Neutral Policy

17.8.1 Coaches and Team Managers will ensure a "gender neutral" environment for all pre-game and post-game team meetings and discussions under the following circumstances:

17.8.1.1 An adult (over 21 years of age) is present during the entire time players of both sexes are in the facility.

17.8.1.2 All players are completely dressed, with the exception of gloves, helmets and skates; and, bathing or toilet facilities are not used during this time.

17.9 Non-Discrimination

17.9.1 All coaches and players will follow USA Hockey Guidelines and WMAHA policies in preventing gender harassment and discrimination.

17.10 Ice Access

17.10.1 No players are allowed on the ice surface and the rink doors shall remain shut while the Zamboni is resurfacing. The only exception is an adult WMAHA member or game official who shall remain on the ice only long enough to move the goals. Players will not be allowed on the ice surface unless a USA Hockey registered coach is present.

17.11 Consent to Travel

17.11.1 The parents/guardians of any minor child participating on a WMAHA Travel Team who is traveling out of the State of Utah for any Travel Team event or function with someone other than his/her parent/guardian must complete and sign the WMAHA Consent to Travel form. No player may travel unaccompanied by a parent/guardian with a WMAHA Travel Team without completing this form.

18 GENERAL CONDUCT –

18.1 Code of Conduct

18.1.1 All participants and parents are required to read and adhere to the Code(s) of Conduct at all times. Parents are responsible for the actions of themselves and any other family members. Board Members, Team Managers, and Coaches are expected to ensure that all participants obey these rules. Violations of the policy should be reported to the Division VP and may lead to disciplinary actions including suspension or dismissal.

18.1.2 *Board Disciplinary Authority.* The WMAHA Board reserves the right to take disciplinary actions against any player, coach, parent, guardian, spectator, Board member or other individuals associated with WMAHA for good cause as determined by the Board in its sole discretion. This may include, but is not limited to, probation, suspension from games or practices, exclusion from games, practices or other activities or dismissal or debarment from the WMAHA. Disciplinary action against a parent may be enforced by suspending or excluding the parent's child from games or practices if the parent fails to abide by the WMAHA Board's action. Board discipline shall be imposed fairly, consistently and in relationship to the wrongdoing but without regard to the player's importance to his/her Travel Team.

19 PLAYER BEHAVIOR AND CONDUCT

19.1 Learning Environment

19.1.1 The WMAHA Board and its coaches, team managers and parents all have a vested interest in providing a safe learning environment for each player. In return, each skater must understand

that coaches, assistant coaches and volunteer parents are to be treated with respect and consideration. WMAHA players are expected to be attentive to coaches' directions and instructions and to avoid disruption.

19.2 Hockey Core Values

19.2.1 All players are responsible for upholding the USA Hockey Core Values as stated in the USA Hockey Annual Guide and in the WMAHA Policies & Procedures. These ideals should be communicated to the players through their respective coaches.

19.3 Player Code of Conduct

19.3.1 All players will be required to sign the WMAHA Code of Conduct. Players who refuse to sign the agreement will not be registered by WMAHA. Suspensions will be assessed for offenses as specified on the Parent/Guardian & Player Code of Conduct and/or for violations of the Policies & Procedures of WMAHA. Team coaches and managers are responsible for enforcing the Code of Conduct and the WMAHA Policies & Procedures and for notifying the WMAHA Board immediately of any player offenses. The WMAHA Board reserves the right to suspend indefinitely or dismiss players refusing to abide by the Code of Conduct, WMAHA Policies & Procedures or suspensions assessed.

19.4 Punctuality

19.4.1 Players must adhere to the policies outlined in the Player Code of Conduct or written coach's team policy.

19.5 Attendance

19.5.1 Players must adhere to the policies outlined in the Player Code of Conduct or written coach's team policy.

19.6 Theft/Vandalism

19.6.1 Any participant found guilty of theft or vandalism in connection with any team activities will be subject to dismissal immediately from the WMAHA program without refund. Parents of the responsible player(s) shall cover the cost of the loss or damage. In the event of nonpayment by the responsible parent(s), the Travel Team will then be accountable for payment.

19.7 Player Discipline

19.7.1 The WMAHA Board, in its discretion, may act as an independent disciplinary committee to review serious or repeated misconduct offenses and determine appropriate action. Suspensions of more than two (2) games must have the approval of the WMAHA Board or the Discipline Committee. The WMAHA President and Disciplinary Committee shall be advised of all full game suspensions and the reasons therefore. The Disciplinary Committee will also serve as part of a required USA Hockey practice of reviewing match, game or gross penalties received by any WMAHA player. Players receiving abnormal amounts of minor or major penalties will be referred to the Disciplinary Committee and may receive additional suspensions or other discipline.

19.8 Players Under Suspension

19.8.1 Players under suspension are expected to still be in attendance at team functions during their suspension unless specifically directed otherwise.

19.8.2 . Players under suspension (other than the originating game) are only allowed within the spectator area of the arena while their team is playing. They are not allowed in the dressing room or bench area. In addition, penalties and punishments shall carry over from league to league. For example, if a player gets a game penalty in a High School contest and is next scheduled to play in a President's Day tournament with his or her league team, the penalty carries over to the league team. If the penalty occurs in league play, the penalty must also carry over to the next

league game, which could result in a two (2) game suspension for a one (1) game penalty.

19.9 Minor/Major Penalties

19.9.1 WMAHA will adhere to all USA Hockey and league rules with respect to minor and major penalties. All match or game misconduct penalties will be reported to USA Hockey, Utah Hockey and the WMAHA Board. It is the responsibility of the coach to report such infractions to the WMAHA Board within 24 hours of the occurrence.

19.10 Deliberate Attempt to Injure

19.10.1 A deliberate attempt to injure another player will result in immediate expulsion from a game or practice and suspension. The WMAHA Board must review all such incidents within ten (10) days. The offender may not participate in practice or games until a Board decision has been rendered.

19.11 Dual Association

19.11.1 WMAHA Travel Team players shall not participate in any other travel hockey association or associate with another competitive team, with the exception of participation in a “house” league or high-school team, during the regular season. Violation of this policy will result in the member being dismissed from WMAHA with forfeiture of all registration and other fees. Exceptions to the dual-association registration policy will be made on a case-by-case basis if the dual association will not, directly or indirectly, undermine or otherwise negatively impact the WMAHA Travel Team and the youth member commits fully to the WMAHA travel program and agrees that any conflicts which may arise will not restrict their ability to participate with WMAHA. The WMAHA Board in its sole discretion must approve exceptions in advance of any dual association.

19.12 Locker Boxing/Hazing

19.12.1 Locker Boxing, hazing, or any form of reckless behavior of this kind is strictly prohibited. Any player or spectator caught participating in these activities will be immediately suspended pending a review by the WMAHA Board. All incidents must be reviewed within 14 days. Everyone is urged to report incidents such as these to the Team Coaching Staff, Team Manager, or WMAHA Board.

20 DRUG, ALCOHOL AND TOBACCO USE

The use of illegal drugs is prohibited under any circumstances

20.1 Players

20.1.1 Use of any alcoholic, illegal, or controlled substance will not be tolerated at any time while participating in or travelling to/from any WMAHA event. Players under the influence of prescription drugs that may cause impairment may not participate in games or practices.

20.1.2 Proof of use: Sanctions should only be taken if the team manager has positive proof of such use or the player has been convicted of such use. Positive proof would be the visual observation by a responsible adult of such use, admitting to such use, etc.

20.1.3 Distribution or sale of alcohol-related products, controlled substances or illegal drugs: Any player found to have distributed or sold any alcohol-related product, controlled substance or illegal drug shall be immediately suspended from any further WMAHA-sanctioned activity until such time as the WMAHA Disciplinary Committee meets to determine appropriate sanctions.

20.1.4 Players appearing to be impaired in any way, whether it is from injury, by drugs, or alcohol may not participate in any event. Impairment does not constitute proof of use.

20.1.5 Use of tobacco products: Use of tobacco products by any player shall be strictly prohibited at all

times during travel or any WMAHA event.

20.2 *Adult*

20.2.1 Team managers and coaches who become aware of the possibility of the distribution or sale of alcohol-related products, controlled substances or illegal drugs to or by players should immediately notify the parents or guardians of the offending party, the Division VP and/or the appropriate law enforcement agency.

20.2.2 Coaches

20.2.2.1 Alcohol-Related Products:

20.2.2.1.1 Coaches may not operate a motor vehicle containing non related minors until 6 hours after the consumption of the last alcohol containing beverage.

20.2.2.1.2 Coaches may not take part in any practice or game until 6 hours after the consumption of the last alcohol containing beverage.

20.2.2.1.3 The coach/staff does not become unreasonably intoxicated. A coach/coaching staff member who is arrested for Driving Under the Influence, Public Intoxication or Public Drunkenness shall immediately be suspended from further participation in any WMAHA-related events or activities.

20.2.2.2 Medication and Prescription Drugs:

20.2.2.2.1 A coach/coaching staff member may use prescription drugs or medications only as properly prescribed or according to manufacturer's and/or physicians instructions. However, a coach/coaching staff member may not be present on the bench during any team practice or team game prior to six (6) hours after the consumption of the last prescription drug, or product if that substance causes any physical or mental impairment.

20.2.2.3 Tobacco Products:

20.2.2.3.1 Use of tobacco products, including cigarettes, cigars, pipes, chewing tobacco, snuff, etc., by any coach/coaching staff member shall be restricted only to complying with the laws of the facility and the State or community as published from time to time. No coach/coaching staff member, when acting in such capacity, shall use chewing tobacco while inside any arena facility, under any circumstances.

20.2.3 Use, by Team Managers, of alcohol-related products, prescribed substances or illegal drugs: The use of illegal drugs is prohibited under any circumstances. The use of alcohol-related products or prescribed substances by a Team Manager shall be acceptable only under the following guidelines:

20.2.3.1 Alcohol-Related Products: The use or consumption of alcohol-related products or illegal drugs by team managers shall be strictly prohibited at all times during travel (regardless of the mode of travel), beginning from six (6) hours prior to the team manager leaving his/her home to begin travel until the time the team manager returns to his/her home.

20.2.3.2 Controlled Substances, Mind or Mood Altering Substances and Prescription Drugs: A team manager may use prescription drugs, mind or mood altering substances or controlled substances only as properly prescribed or according to manufacturer's and/or physician's instructions. However, a team manager must relinquish his/her duties to the head coach should the use of such substances cause physical or mental impairment.

20.2.3.3 Tobacco Products: Use of tobacco products, including cigarettes, cigars, pipes, chewing tobacco, snuff, etc., by any team manager shall be restricted only to complying with the laws of the facility and the State or community as published from time to time. No team manager, when acting in such capacity, shall use chewing tobacco while inside any arena facility, under any circumstances.

20.2.4 Use, by supervising adults, of alcohol-related products, prescribed substances or illegal drugs:

The definition of a “Supervising Adult” shall be: “Any adult person who has reached the age of 21 who is caring, supervising, transporting or otherwise exercising control over unrelated minor children when the minor child’s parent/guardian is not present”. The use of illegal drugs is prohibited under any circumstances. The use of alcohol-related products or prescribed substances by a “Supervising Adult” shall be acceptable only under the following guidelines:

- 20.2.4.1 Alcohol-Related Products: The use or consumption of alcohol-related products or illegal drugs by any “Supervising Adult” shall be strictly prohibited from a period of six (6) hours prior to commencement of supervision to the completion of supervision.
- 20.2.4.2 Controlled Substances, Mind or Mood Altering Substances and Prescription Drugs: A “Supervising Adult” may use prescription drugs, mind or mood altering substances or controlled substances only as properly prescribed or according to manufacturer’s and/or physician’s instructions. However, a “Supervising Adult” must relinquish his/her duties to the team manager should the use of such substances cause physical or mental impairment.
- 20.2.4.3 Tobacco Products: Use of tobacco products, including cigarettes, cigars, pipes, chewing tobacco, snuff, etc., by any “Supervising Adult” shall be restricted only to complying with the laws of the facility and the State or community as published from time to time.

21 Disciplinary Items and Dispute Resolution

21.1 *Disciplinary issues and Authority*

21.1.1 The Disciplinary & Dispute Resolution Committee is responsible to:

- Review all Misconduct, Major, and Match Penalties involving WMAHA Coaches and Players.
- Hear any Complaint of misconduct or violation of our Codes of Conduct involving players, coaches, teams, parents, or fans
- Determine and assess disciplinary actions against these parties as considered appropriate up to and including suspension, dismissal, and forfeiture of games.
- Maintain a record of and report to the WMAHA Board all actions taken.
- Report on other matters which the WMAHA Board should be aware.
- Compel the appearance of any and testimony of any player, parent, or coach to produce any evidence needed to investigate an incident. Any score sheet, notes, video, or other documentation should be produced for the hearing.
- The disciplinary committee may not waive or reduce any action called for by USA Hockey, Utah Hockey, or any league we participate in.

21.2 *Appeals of Disciplinary & Dispute Resolution Committee Findings*

21.2.1 Any appeal of the disciplinary committee findings must be done in writing to the WMAHA board, a hearing must be scheduled within 30 days of receipt of written notice. Any actions taken by the disciplinary committee will remain in effect until the appeal is heard and ruled upon.

21.3 *Disputes and Grievances*

21.3.1 All disputes relating to the operation of the hockey teams and coaching will follow the 24 hour rule outlined in Section 6.

21.3.2 All members of WMAHA agree to follow the prescribed resolution procedure, and agree to abide by the procedure to be the exclusive remedy for disputes by their acceptance of the WMAHA Policy and Procedures and participation in any WMAHA Programs.

A “grievance” is defined as any conflict, dispute or disagreement between Participants, including any parents or guardians of a player and that player’s coach or a league official or

members of different WMAHA Travel Teams that allege a violation of WMAHA Policies & Procedures and/or Utah Hockey or USA Hockey rules and policies. Grievances should allege a specific violation of WMAHA, Utah Hockey or USA Hockey rules, policies or procedures. Grievances should site a specific violation of WMAHA, Utah Hockey, or USA Hockey rules, policies or procedures.

21.4

21.5 *Dispute Resolution*

- 21.5.1 Step 1 - All grievances within a team should first be taken to the Team Manager of that team. When appropriate, coaches should be involved in the resolution of disputes or grievances associated with their team.
- 21.5.2 Step 2 - If the issue can not be resolved utilizing Step 1, the concerned party must submit the grievance in written form to the Chairman of the Disciplinary & Dispute Resolution Committee outlining the concerns. The Disciplinary & Dispute Resolution Committee will contact the concerned parties within a reasonable period, but not longer than seven working days. If needed, the Committee will bring all parties together to discuss the issues. If an investigation is not deemed necessary, a copy of the grievance shall be provided to the member against whom the grievance was made who will be given an opportunity to respond prior to any disciplinary action. The Committee may take disciplinary actions against any player, coach, parent, Board member or other individuals associated with WMAHA for violation of WMAHA policy. This may include probation, suspension from games or practices, exclusion from WMAHA games or other activities or expulsion from the WMAHA.
- 21.5.3 Step 3 – If the issue can not be resolved utilizing Step 1, or Step 2, the concerned party may submit the grievance in written form to the president of WMAHA for formal board consideration. The WMAHA board will hear the report compiled by the Disciplinary & Dispute Resolution Committee and vote as to whether to hear the matter, formally uphold the decision or the Committee, reverse the Committee decision, or dismiss the matter without further action.

21.6 *Third Party Grievances.*

- 21.6.1 Grievances arising with individuals outside of WMAHA, including referees, other officials or opposing players, parents and coaches, should be referred directly to the WMAHA Disciplinary & Dispute Resolution Committee for investigation and resolution.

22 Acceptance of WMAHA Policies and Procedures

22.1 Acceptance of Policies and Procedures.

- 22.1.1 All WMAHA parents/guardians, players, coaches, team managers and board members must sign the WMAHA Policies and Procedures Acceptance form (Appendix 10). The Team Manager must receive the signed form no later than September 30th of each year. The Team Manager is to retain the original form and provide copies to the WMAHA Registrar.