

GUNNISON VALLEY HOCKEY ASSOCIATION HANDBOOK

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I. ABOUT THE GUNNISON VALLEY HOCKEY ASSOCIATION (“GVHA”)

WELCOME TO THE GVHA:

Welcome to GVHA Hockey! We have assembled this handbook to assist you with the workings of the Association as well as to provide you with an information resource for youth and adult hockey. As we enter each season, we wish you the very best and hope you find this your most rewarding hockey experience ever.

HISTORY OF THE GVHA

Hockey began in Gunnison in 1981 with the construction of a lined pond with dirt banks and a small heated shed to serve as a warming house. From the beginning, Gunnison hockey has depended on cold winter temperatures for ice. In 1983, a tractor mounted ice surfer was purchased. The following year a new warming house was constructed to serve the growing facility. In 1986, a set of dasher boards was built using pressure treated lumber and a redwood cap rail. These boards sat on top of the ice and were braced and anchored with 2x4's and stakes driven into the ground. In 1987, our first youth hockey program was offered at the cost of \$12.00 per participant.

Hockey programs continued to grow for the next seven years and in 1994, Elmira College donated a set of boards and glass to our rink facility and were installed for the 1995 season. At this time, Gunnison volunteers constructed a second shallow rink with a liner to allow two hockey rinks to be utilized by moving the home made boards to the new surface. The following year, Gunnison youth joined the Rocky Mountain Youth Hockey League. In 1997, user demand was great enough that a concrete slab was poured for the primary rink and a concrete dasher board curb was installed allowing roller hockey to be played during the summer. Funding for this project was obtained in the form of a \$50,000.00 grant from Great Outdoors Colorado, \$50,000.00 from the City of Gunnison, and \$25,000.00 from in-kind services to prepare the site for the concrete from the City.

In 1998, youth hockey had grown to include teams at every level: Mini-mites through midgets, and girls' hockey U12 through U19. In 2001, the need for more consistent ice in order to allow youth teams to become more competitive resulted in a large fundraising effort. A non-profit group, Shade for Blades, was created and \$311,000.00 was raised to shade the rink in order to extend the hockey season. All of the funding for the project was privately donated with 100% of pledged money collected. Community support for the roof was overwhelming. The entire project from fundraising to completion of construction was accomplished in one year. Gunnison hockey players now had a facility that extended the season five weeks per year.

In 2002, a log home was donated to the rink. Community members renovated the structure to add four locker rooms and a referee's room to the facility. The project was completed for approximately \$15,000.00. In 2005, the Gunnison Valley Ice Association, in cooperation with Parks and Recreation, obtained grants and raised funds equaling \$87,000.00 to purchase new boards and glass for the primary, covered rink. At this time, the donated boards were relocated on site for a second rink, allowing for expanded hockey programming on two safe rinks. The community donated 100% of the funds for the concrete curb, as well as the labor to make the move. Gunnison Blades Midget and Bantam teams were competing at the top of their league despite often playing their first games without practice due to the lack of sufficient cold weather for our rink to freeze. Hockey had taken off. In 2007, there were 192 youth hockey participants as well as 196 adult hockey participants in a town of 5,500 people.

In April of 2007, a group called Citizens for an Active Gunnison was formed with the goal of proposing a ballot initiative for the improvement of recreational facilities in our city. The group was successful in passing a 1% sales tax increase, which provided \$2.5 million for the construction of an enclosed, refrigerated hockey facility. The vote passed with 67% approval. Given the broad support for such a facility, a grant of \$500,000.00 was awarded by the Department of Local Affairs, a Colorado State agency, to help complete the project. The Gunnison County Metropolitan Recreation District has added an additional \$25,000.00 to the project as well. Through citizen approved funding, grant funding, and interest accrued on the funds, the total budget for the project is approximately \$3.1 million. A ground breaking ceremony was held on April 17, 2008 and the project was completed in November 2008. GVHA was founded in May 2008 to oversee all hockey operations for youth and adult recreational hockey in the City of Gunnison.

Our community supports hockey, and our organization is working to ensure that playing the game is affordable. Community members, along with city government officials have expended a tremendous amount of time and energy in order to grow and develop hockey in Gunnison.

Let's all work together to continue a vibrant, growing and respected tradition of Hockey in Gunnison, Colorado!

Sincerely,

The Gunnison Valley Hockey Association

GVHA MISSION STATEMENT

The Gunnison Valley Hockey Association will be responsible for conducting all hockey related programs in the city of Gunnison, Colorado. The organization is dedicated to keeping participant fees as low as possible while creating a volunteer organization that provides all participants with an outstanding hockey experience. Finally, the Gunnison Valley Hockey Association will work to create and manage hockey tournaments in order to expand the potential for participants to play hockey as well as utilize the City of Gunnison's facilities for economic development purposes.

By transitioning the programming aspect of hockey programs from the city of Gunnison's oversight to GVHA, we will build a larger organization that will depend on user participation. This will achieve a more effective management structure while allowing every participant to have ownership in the process. Fundraising, tournament planning, and marketing revenues are expected to grow. Our goal is to utilize these revenues to offset as much cost as possible in order to ensure that playing hockey is affordable for everyone in the city of Gunnison. To further the goal of affordability we will build a scholarship fund. We furthermore hope to increase the amount of available funds for scholarship purposes in order to help youth players have the chance to play organized hockey. Finally, we hope to build an endowment that will enable GVHA to reduce youth participant fees once the endowment is of sufficient size to cover the costs associated with participation.

Our community has a cyclical, tourist-based economy. The organization of tournaments will help our community by bringing visitors to our area during our slow months while allowing participants to play against more hockey teams and different levels of talent. Hockey has the potential to become an economic engine within our community and we hope to develop that potential.

The Gunnison Valley Hockey Association will be funded by user fees, donations, and advertising revenues. Anyone is welcome to participate in our programs, or become a member of our association.

II. GVHA BOARD OF DIRECTORS, ORGANIZATIONAL STRUCTURES AND AFFILIATIONS

GVHA BOARD OF DIRECTORS

President

Mark Schumacher
Term 2008-2011

Vice President

Trevor Smith
Term 2008-2011

Secretary

Marc Summers
Term 2008-2010

Treasurer

Edward Howard
Term 2009-2010

Director of Fundraising & Sponsorship

Carrie Reinecke
Term 2009-2012

Head Scheduler

Dan Vollendorf
Term 2009-2012

At-Large Director

Chris Romero
Term 2009-2012

At-Large Director

Jack Gibbons
Term 2009-2012

At-Large Director

Rob Whiting
Term 2009-2012

ORGANIZATIONAL STRUCTURE; JOB DESCRIPTIONS AND COMMITTEES

Organizational Structure

Board of Directors

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Committees

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Representatives

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Adult Leagues; Midgets; Bantam; Pee Wee; Squirts; Mites; Mini-Mites; U-19; U-14; U-12; Referees; Western State College; Rocky Mountain Youth Hockey League; Mountain States Girls Hockey League; and Hockey Moms

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Teams

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Youth

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Head Coach

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Assistant Coach

↓

Manager

↓

Pointstreak

↓

Score Keeper

Adult

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Captain

↓

Alternate Captain

Job Descriptions

Officers shall be members of the Board. The officers/Executive Committee of the Association shall be:

- A. **President** – The duties of the President of the Association shall be to preside at the General Membership Meetings and the Board of Directors Meetings; to set the Agenda for all meetings; to perform all other duties normally associated with the president of a non-profit organization of this type; and to act as the Association’s representative at all USA Hockey meetings and functions.

- B. **Vice-President** – The duties of the Vice-President shall be to assist the President in the general administration of the Association and its functions and programs and to preside in any meeting of the Association at which the President is absent. The duties of the Vice-President shall include, but not be limited to: registration of all hockey participants; coordinating the activities of all standing and special committees of the Association and working with the President, and the Director of Hockey to solve all problems.

- C. **Secretary** – The Secretary’s responsibilities are to record the minutes of each Board meeting, maintain correspondence as required; maintain compliance with all Association affiliations and other rules and regulations as may be applicable to the Association; obtain necessary material from USAH, CAHA, and leagues, preparing and distributing documents as necessary, report business as required to the Board and to retain and maintain the official records of GVHA.

- D. **Treasurer** – The Treasurer’s responsibilities are for the financial record keeping involving GVHA’s investments and disbursements. This activity will be reported to the Board each month, with urgent matters to be discussed with the President, and will prepare annual financial reports. The Treasurer is also responsible for assisting the Vice President in the registration process.

- E. **Director of Fundraising/Sponsorships** - The duties of the Director of Fund Raising/Sponsorships shall be to direct and coordinate the fund raising efforts of the Association, to recruit and develop individual and/or team sponsors from among interested individuals and businesses, to recruit and supervise volunteers to assist in these efforts, and to report on such efforts to the Board of Directors as required or requested by the Board.

At- Large Board Members – Jobs and Titles may include but are not excluded to: Head Scheduler, Travel Coordinator, Equipment Coordinator, Public Relations, Head Referee, Director of Hockey, Committee Coordinator, City of Gunnison Liaison and Coach Liaison. These positions will have a vote and will be elected every other year as determined by the Board.

- A. **Director of Hockey** - The duties of the Director of Hockey shall be, but are not limited to: (a) develop and implement training programs for each age group of young hockey players competing in the next hockey season; (b) to recruit, hire, train and supervise, in conjunction with the Coaches Committee, the coaches of each age group of young hockey players for the next hockey season; (c) to assist said coaches, to recruit, train and supervise any assistant coaches or trainers involved in any approved activity of the Association; (d) to assure that the young hockey players, the coaches and other officials of GVHA are adhering to USA Hockey rules and policies; (e) to assist the Board of Directors in reviewing any discipline imposed during any approved game or tournament; (f) to oversee and coordinate the registration of all hockey players in the late summer and fall; (g) oversee the coordination of adult hockey programs; and (h) do all such other things as are necessary from time to time to allow the Association to operate in a smooth fashion. The Director of Hockey shall be selected by the Board of Directors, and may serve an unlimited number of renewable one-year terms of office at the discretion of the Board of Directors.

- B. **Head Scheduler** – The Head Scheduler shall be the representative from the City of Gunnison’s Parks and Recreation Department. The duties of the Head Scheduler shall include, but are not be limited to: (a) attending all scheduling meetings of the various leagues in which the Association has teams rostered to schedule games for the season; (b) coordinating and negotiating with the Manager of the Ice Arena for the ice times necessary for all clinics, practices and games for all teams for which the Association is responsible; (c) working with the Secretary/Treasurer to develop an appropriate budget for the purchase of the necessary ice time and (d) maintain web site schedule. This position shall be selected by the Board of Directors and may serve an unlimited number of renewable one (1) year terms of office at the discretion of the Board of Directors.

- C. **Pointstreak Coordinator** – The Pointstreak Coordinator (“Coordinator”) is responsible for working with the GVHA and the individual youth hockey teams to coordinate all aspects of scorers training, organization, recording and reportion of statistical information for Pointstreak. This Coordinator is responsible for, but not limited to the following duties: Collecting and organizing of team rosters for posting on the Pointstreak website; Organizing and conducting training on the Pointstreak and scoreboard systems prior to the start of each youth hockey season in order to insure professional conduct on the part of all scorers, consistent and accurate recording of game information, and the fair treatment of all involved in the GVHA hockey system; Serve as the local point of contact for all Pointstreak issues, as well as serving as a liaison between local and district

Pointstreak representatives to communicate any and all changes in the Pointstreak system and to resolve any and all problems associated with Pointstreak.

Committees

In accordance with Article VI of the Bylaws of the Association, committees will be established by the Board of Directors to assist the GVHA in furthering the purposes and goals of the GVHA. The committees include, but are not limited to the following:

Coaches Committee
Fundraising Committee
Bylaws/Handbook Committee
Website Committee
Tournament Committee
Adult Hockey Committee
Registration Committee

AFFILIATES OF GVHA

1. USA Hockey: www.usahockey.com

USA Hockey is the governing body for the sport of ice hockey in the United States. It is responsible for the following:

- a. Support, develop, and administrate the grassroots hockey programs
- b. Member of USOC and IIHF. Responsible for Olympic and National Teams.
- c. Conduct regional and National tournaments
- d. Host national player identification and player development camps
- e. Conduct coaching education program

2. CAHA (Colorado Amateur Hockey Association) www.coloradoamateurhockey.org

CAHA is the governing body for all hockey in the State of Colorado. It is responsible for the following:

- a. Support and administrate youth, adult, and women's programs
- b. Conduct State championship tournaments
- c. Conduct State level development camp
- d. Host Chicago Showcase team

3. CDYHL (Continental Divide Youth Hockey League) www.hockey.web

CDYHL is the league in which GVHA teams participate. It is responsible for:

- a. Scheduling of games
- b. Administration of league
- c. Host league Tournament
- d. Maintain league statistics

4. MSGHL (Mountain States Girls Hockey League) www.msghl.org

MSGHL is the league in which GVHA's girls teams participate. It is responsible for:

- a. Scheduling of games
- b. Administration of league
- c. Host league tournament
- d. Maintain league statistics

5. RMYHL (Rocky Mountain Youth Hockey League)

RMYHL is responsible for:

- a. Scheduling of games
- b. Administration of league and league statistics
- c. Host league tournament

III. PARENT INFORMATION

GVHA PARENT CODE OF CONDUCT

1. I will set a proper adult example for all young athletes at all times. Parents are also representatives of the Gunnison Valley Hockey Association (GVHA).
 - a. In the stands: Refrain from obnoxious or inappropriate comments towards the official, coaches, other adults, or any participant of the game. The highest level of sportsmanship is expected from parents too.
 - b. In the lobby: Congratulate all participants on a good game.
2. Please respect your coach’s locker room contact policy. The coach needs time with their team. It is an important aspect for a team’s development.
3. Always respect referees. Do not approach referees with any grievances.
4. Always use adult behavior with conflict resolution with any member of the team. Praise in public, criticize in private. The locker room, the lobby or any public team functions are not the proper place to express grievances. Always use the GVHA complaint resolution procedure.
5. Support your team. The more positive support your team receives, the better and more fulfilling hockey experience you and your player will have.

Please note that the GVHA Board of Directors reserves the right to take disciplinary action towards any inappropriate behavior from its parental membership.

I understand that by signing this document, I am agreeing to support and promote this GVHA Parent Code of Conduct Agreement. Furthermore, my failure to comply with this Agreement or my participation in any of the defined Conduct Subject to Discipline will result in disciplinary action, up to and including expulsion from the GVHA and any affiliate member associations.

Parent/Guardian Signature

Date: _____

Parent/Guardian Signature

Date: _____

HELPFUL HINTS FOR PARENTS OF HOCKEY PLAYERS

- A. Support and respect your child and their team. Mistakes are part of the learning process for everyone. Always be positive and provide guidance through difficult times.
- B. Be completely honest with yourself about your child's athletic capability, level of skill, competitive attitude and sportsmanship.
- C. Do not compare your child to other players on the team. Compare them only to their own potential and what they want from the game.
- D. Through this great game of ice hockey, help teach your child to enjoy the thrill of competition and sportsmanship. Help them develop a healthy, competitive attitude towards striving to always be at their best and to be proud of their accomplishments
- E. Exercise and practice good sportsmanship and proper competitive attitude at all times yourself. Cheer for all of the players on the ice and the good plays for both teams.
- F. Never yell or scream at your player, coach, referee or any other participant of the game or practice. Remember, it is their game, not yours, and everyone involved is trying their best.
- G. If you must criticize, do it in private, not in public and please use the complaint resolution procedures. You can be very influential on your child's attitude towards their coach, teammates and even the game itself. Do not assume they feel the same way or want the same things you do. Remember, it is their game.
- H. Temper your reactions from the "stories from the rink". Often times they are exaggerated. Help teach your child the importance of handling problems appropriately and the necessity for rules, regulations and discipline.

TEAM OPERATIONS AND STRUCTURE

The success of a team's hockey season is also directly dependent on our association's volunteer support. There is a great deal of work that needs to be accomplished each year just to get our players on the ice. Please support your GVHA team and volunteer your time to make sure that our youth athletes have a wholesome, nurturing, and exciting hockey season.

Team official's responsibilities:

Team Manager

- Score sheets
- Schedule scorekeepers & timekeepers
- Game reporting
- Communication hub
- Team contact
- Confirm upcoming games
- Organize all player information
- Pointstreak

Team Fundraising and Events

- Team building activities
- Team dinners and year end events
- Fundraising

VOLUNTEERS

Our ability to hold the line on registration fees is related to our budgeting significant proceeds from fund-raising activities. In order to meet these aggressive goals, we must have the support of every family in the association. Also, as the benefits of fund-raising are enjoyed by all, it is important that all members contribute equally.

FUNDRAISING AND CORPORATE GIFT OPPORTUNITIES

GVHA is a 501(c)(3) non-profit organization. Our fundraising program has many opportunities for those individuals and businesses who would like to sponsor GVHA. The fundraising packet outlines program options and ways to financially support GVHA. For any information related to fundraising, please contact the Director of Fundraising & Sponsorship via the GVHA website.

All donations must be made to GVHA directly in order to enjoy exempt status. You are always welcome to donate to your child's team individually, whether through tournament fees or approved team apparel, however those funds would not be eligible for tax deductions under our associations 501(c)(3). All funds donated to, or raised by, a specific team will be ear marked for that team's use. Corporate logos will not be allowed on any items for our players, unless they have gone through the appropriate fundraising program.

We appreciate any help with fundraising for our association.

IV. HOCKEY PROGRAMS AND PARTICIPANTS

HOCKEY PROGRAMS (all programs are tentative and not guaranteed as they are dependent upon the requisite number of participants)

A. Youth Programs:

1. Youth Boys Programs:

- a. Midget
- b. Bantam
- c. Pee Wee
- d. Squirts
- e. Mites
- f. Mini Mites

2. Youth Girls Programs:

- a. U-19
- b. U-14
- c. U12
- d. U-10

B. Adult Programs:

1. Women's League
2. Recreational League
3. Intermediate League
4. Competitive League
5. Never Ever

YOUTH PARTICIPATION

Gunnison Valley Hockey Association Waiver of Liability, Release Assumption of Risk & Indemnity Agreement

It is the purpose of this agreement to exempt, waive and relieve the Gunnison Valley Hockey Association (GVHA) from liability for personal injury, property damage, and wrongful death, including if caused by gross negligence or negligence, including the negligence, if any, of releasees. "Releasees" include GVHA, its affiliate associations including but not limited to the City of Gunnison, state and national associations, member teams, event hosts, other participants, coaches, officials, sponsors, advertisers, and each of them, their officers, directors, agents and employees.

For and in consideration of the undersigned participant's registration with GVHA its affiliates, state and national associations and member teams (all referred to together as GVHA) and being allowed to participate in GVHA events and member team activities, participant (and the parent(s) or legal guardian(s) of participant, if applicable) waive, release and relinquish any and all claims for liability and cause(s) of action, including for personal injury, property damage or wrongful death occurring to participant, arising out of participation in GVHA events, member team activities, the sport of ice hockey, and/or activities incidental thereto, whenever or however they occur and for such period said activities may continue, and by this agreement any such claims, rights, and causes of action that participant (and participant's parent(s) or legal guardian(s), if applicable) may have are hereby waived, released and relinquished, and participant (and parent(s)/guardian(s), if applicable) does (do) so on behalf of my/our and participant's heirs, executors, administrators and assigns.

Participant (and participant's parent(s)/guardian(s), if applicable) acknowledge, understand and assume all risks relating to ice hockey and any member team activities, and understand that ice hockey and member team activities involve risks to participant's person including bodily injury, partial or total disability, paralysis and death, and damages which may arise there from and that I/we have full knowledge of said risks. These risks and dangers may be caused by the negligence of the participant or the negligence of others, including the "releasees" identified herein. These risks and dangers include, but are not limited to, those arising from participating with bigger, faster and stronger participants, and these risks and dangers will increase if participant participates in ice hockey and member team activities in an age group above that which participant would normally participate in. I/We further acknowledge that there may be risks and dangers not known to us or not reasonably foreseeable at this time.

Participant (and participant's parent(s)/guardian(s), if applicable) acknowledge, understand and agree that all of the risks and dangers described throughout this agreement, including those caused by the negligence of participant and/or others, are included within the waiver, release and relinquishment described in the preceding paragraph. I/We agree to abide by and be bound under

the rules and regulations of GVHA and USA Hockey, as currently published. Copies are available to GVHA members.

Participant (and participant's parent(s)/guardian(s), if applicable) acknowledge, understand and assume the risks, if any, arising from the conditions and use of ice hockey rinks and related premises and acknowledge and understand that included within the scope of this waiver and release is any cause of action (including any cause of action based on negligence) arising from the performance, or failure to perform, maintenance, inspection, supervision or control of said areas and for the failure to warn of dangerous conditions existing at said rinks, for negligent selection of certain releasees, or negligent supervision or instruction by releasees.

If the law in any controlling jurisdiction renders any part of this agreement unenforceable, the remainder of this agreement shall nevertheless remain enforceable to the full extent, if any, allowed by controlling law. This agreement affects your legal rights, and you may wish to consult an attorney concerning this agreement.

Participant (and participant's parent(s)/guardian(s), if applicable) agree if any claim for participant's personal injury or wrongful death, or any other cause of action, is commenced against releasees, he/she shall defend, indemnify and save harmless GVHA and releasees from any and all claims or causes of action by whomever or wherever made or presented for participant's personal injuries, property damage, wrongful death, or any other cause of action.

Participant (and participant's parent(s)/guardian(s), if applicable) acknowledge that they have been provided and have read the above paragraphs and have not relied upon any representations of releasees, that they are fully advised of the potential dangers of ice hockey and understand these waivers and releases are necessary to allow amateur ice hockey to exist in its present form. **Participant (and participant's parent(s)/guardian(s), if applicable) acknowledge that participation in GVHA will not be permissible without signing this document.**

I HEREBY FULLY ASSUME THE RISKS OF INJURY, DISABILITY, DEATH, OR LOSS OR DAMAGE TO PERSON OR PROPERTY EVEN IF RESULTING FROM THE NEGLIGENCE OF OTHERS. I HEREBY AFFIRM AND ACKNOWLEDGE THAT I HAVE READ THIS DOCUMENT. I HEREBY AFFIRM AND ACKNOWLEDGE THAT I UNDERSTAND ITS CONTENTS AND AGREE TO BE BOUND THEREBY. IF I AM UNDER THE AGE OF EIGHTEEN YEARS, MY PARENT/LEGAL GUARDIAN HAS READ AND COMPLETED THE SECTION BELOW.

_____ Age _____ Date Signed _____
PARTICIPANT SIGNATURE

PARTICIPANT NAME (PRINT)

_____ Date Signed _____
PARENT OR GUARDIAN SIGNATURE
(if Participant is younger than 18 years of age)

GVHA YOUTH CODE OF CONDUCT

GUNNISON VALLEY HOCKEY ASSOCIATION

Gunnison Blades Hockey Code of Conduct

Hockey participation provides young people with the opportunity to be involved in a positive team environment while developing individual skills. Because hockey participants are an extension of the Gunnison Valley Hockey Association (“GVHA”) and the Gunnison community, the Gunnison Blades Hockey Code of Conduct was designed to provide clear expectations for all participants and their parents/guardians. Participation in the Gunnison Blades hockey program is a privilege and not a right.

Sportsmanship

Good sportsmanship is the cornerstone of a quality athletic program. The GVHA and the Blades Program are committed to establishing sportsmanship as a priority throughout the entire hockey season. Respect for self, opponents, and officials are expected of all participants, coaches, parents/guardians and spectators at all times. Displays of poor sportsmanship may warrant suspension of participants and/or banning of spectators from attending games.

Be a Positive Role Model

Participant conduct at practice and in games is on display for all to see. It is a privilege to use the facilities that the City of Gunnison has provided and will continue to provide over time. Positive behavior and actions will go a long way to influence community members that hockey is a sport that deserves support. Participants represent GVHA, the City of Gunnison, and all participants will act accordingly.

General Expectations

Participants are expected to conduct themselves in a commendable manner at all times, following all policies, rules and regulations of GVHA and USA Hockey, all training guidelines and competition rules. Failure to do so will result in any one of the following based on the severity and frequency of the infraction: verbal warning, loss of playing time, suspension, and/or expulsion from the team.

- Swearing or abusive language will not be tolerated.
- The use or possession of tobacco, drugs, drug paraphernalia, or alcoholic beverages in any form will not be tolerated.
- Fighting, arguing with the officials or coaches will not be tolerated.
- Participants are expected to be respectful of everyone that they encounter. This includes opposing players/coaches, officials, hotel/restaurant staff at away games, ice rink personnel, etc.
- Participants are expected to treat all facilities with respect.

- Participants are expected to be at practices and games on time and focused on hockey. If a participant is unable to attend for any reason, the coach must be notified immediately. Unexcused absences will result in loss of playing time.

The Gunnison Blades Hockey Program is run through the GVHA and is not a CHSAA / School sponsored sport. Participants and their parents/guardians must understand that recognition of Blades' accomplishments by the school district is optional.

Suspension and Termination

The Gunnison Blades "hockey season" is the period of time between the first official practice on ice or game and the last official practice on ice or game.

1. If a participant is suspended from school for any reason, he or she may, upon determination and recommendation of the Board of Directors or designated committee, be suspended from participation in the hockey program for the duration of the school suspension.
2. If, during the season, a participant is charged with a crime, excluding traffic infractions, or is named in a delinquency petition or is alleged to have violated the terms of any probation or similar order, he or she will be suspended from participation in the hockey program for the greater of seven days or two contests.
3. If, during the season, a participant is charged with a crime, excluding traffic infractions, or is named in a delinquency petition or is alleged to have violated the terms of any probation or similar order a second time, his or her participation in the hockey program shall be terminated for the remainder of the season.
4. No participant whose participation in the hockey program has been suspended or terminated shall resume participation in the hockey program until he or she has participated in a face-to-face meeting including the participant, his or her parent or guardian, his or her coach, and the GVHA Board of Directors.
5. If participation in the hockey program is terminated for the remainder of the season, the GVHA will refund a prorated portion of the fees paid to the Association for that season's participation in the hockey program, based upon the number of days of participation by the participant.
6. Participants are required to communicate to their coach within twenty-four hours any school suspension, any criminal charge, petition in delinquency, or any alleged violation of a probation or similar order. Failure to do so will result in an extension of the suspension of participation in the program.
7. A participant may appeal a suspension made pursuant to paragraphs 1 and 6 above to the GVHA Board of Directors. There shall be no appeal of a suspension or termination made pursuant to paragraphs 2 or 3 above. The decision of the Board or designated committee shall be final.

Parents/Guardians

Parents/Guardians of Gunnison Blades participants are expected to display good sportsmanship at all times and abide by the following rules and guidelines:

- Promote the emotional and physical well being of the participants ahead of any personal desire to win.
- Remember that the participants play hockey for fun.
- Encourage good sportsmanship through actions by demonstrating positive support for all participants.
- Provide support for coaches and officials working with the participants
- Treat all participants, coaches, officials, parents/guardians and spectators with respect regardless of race, creed, color, sex or ability.
- Demand that sons or daughters treat all other participants, coaches, officials, parents/guardians and spectators with respect regardless of race, creed, color, sex or ability.
- Inform coaches of any physical disability or ailment that may affect the safety of sons or daughters, or others.
- Inform coaches of suspend-able infractions and support consequences for inappropriate behavior. Failure to do so will result in an extended suspension from hockey for your sons or daughters.
- Respect the property and equipment used at any sports facility, both home and away.

I understand that by signing this document, I am agreeing to support, follow and promote the policies, rules and regulations of GVHA, USA Hockey, and this Code of Conduct. Further, my failure to comply with this Agreement or my participation in any of the defined CONDUCT SUBJECT TO DISCIPLINE will result in disciplinary action under this Code of Conduct, up to and including expulsion from the GVHA, Colorado Amateur Hockey Association and its affiliate member association.

Signatures are required before participant is allowed to begin practicing with his or her team.

Participant Signature _____ Date _____

Parent Signature _____ Date _____

USA HOCKEY CODE OF CONDUCT

All youth hockey participants are required to sign and turn in to the GVHA their completed USA Hockey Code of Conduct. Failure to do so will prevent the individual from participation. To obtain a copy or view the USA Hockey Code of Conduct please visit www.usahockey.com.

USA HOCKEY CONSENT TO TREAT

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MOVING UP/PLAYING UP

GVHA strives for a minimum of fourteen (14) players per youth team. Players asked by the coaching committee to play on more than one team (their age level and the level above their level) can try out for the next level of hockey without Board approval. Players will never be forced to move up to the next level. The Director of Hockey and the relevant Coaches will make the decisions regarding players moving up and/or playing up based on the youth participant's ability. Any player wishing to try out for a higher age group that has not been asked by coaching committee to try-out to move up must:

1. Submit the request in writing to the GVHA Board of Directors no less than ten (10) days prior to the start of the first practice of the age divisions the participant is requesting a tryout with.
2. Sign a waiver releasing GVHA, the City of Gunnison and all affiliates from any and all claims of injury.
3. The Director of Hockey and the coaches at the next level of play must approve the player to move-up by a majority vote. **THE PLAYER MUST BE DETERMINED TO BE AN IMPACT PLAYER AT THE HIGHER AGE LEVEL IN ORDER TO PLAY AT THE HIGHER LEVEL.** A recommendation is then made to the GVHA Board for what level of play is best for the player based on safety, skills and number of players roistered in the age levels being affected.
4. The Board of Directors will notify the player and parent(s) of its decision prior to tryouts, or at the conclusion of the tryouts, should the player not qualify for the top team at the next level of play.

GIRLS PLAYING ON BOYS' TEAM POLICY

The Director of Hockey and the coaches of the boys teams will work together to evaluate the skill level of each interested girl who would like to participate in the boys program. Based upon the successful recommendation of the Director of Hockey, the coach of the boys team and the Board of Directors, the girl may:

1. Play MSGHL hockey only; or
2. Double roster with the girl's team being the players first priority (fees will be assessed at 100% of the girls registration fee and 75% of the boys registration fee).

Exceptions to the policy are only made through an appeal to the GVHA Board of Directors.

This policy applies only for Pee Wee hockey and above.

ADULT PARTICIPATION

Gunnison Valley Hockey Association

Waiver of Liability, Release Assumption of Risk & Indemnity Agreement

It is the purpose of this agreement to exempt, waive and relieve the Gunnison Valley Hockey Association (GVHA) from liability for personal injury, property damage, and wrongful death, including if caused by gross negligence or negligence, including the negligence, if any, of releasees. "Releasees" include GVHA, its affiliate associations including but not limited to the City of Gunnison, state and national associations, member teams, event hosts, other participants, coaches, officials, sponsors, advertisers, and each of them, their officers, directors, agents and employees.

For and in consideration of the undersigned participant's registration with GVHA its affiliates, state and national associations and member teams (all referred to together as GVHA) and being allowed to participate in GVHA events and member team activities, participant waives, releases and relinquishes any and all claims for liability and cause(s) of action, including for personal injury, property damage or wrongful death occurring to participant, arising out of participation in GVHA events, member team activities, the sport of ice hockey, and/or activities incidental thereto, whenever or however they occur and for such period said activities may continue, and by this agreement any such claims, rights, and causes of action that participant may have are hereby waived, released and relinquished, and does so on behalf of participant's heirs, executors, administrators and assigns.

Participant (and participant's parent(s)/guardian(s), if applicable) acknowledge, understand and assume all risks relating to ice hockey and any member team activities, and understand that ice hockey and member team activities involve risks to participant's person including bodily injury, partial or total disability, paralysis and death, and damages which may arise there from and that I/we have full knowledge of said risks. These risks and dangers may be caused by the negligence of the participant or the negligence of others, including the "releasees" identified herein. These risks and dangers include, but are not limited to, those arising from participating with bigger, faster and stronger participants, and these risks and dangers will increase if participant participates in ice hockey and member team activities in an age group above that which participant would normally participate in. I further acknowledge that there may be risks and dangers not known to us or not reasonably foreseeable at this time.

Participant acknowledges, understands and agrees that all of the risks and dangers described throughout this agreement, including those caused by the negligence of participant and/or others, are included within the waiver, release and relinquishment described in the preceding paragraph. I agree to abide by and be bound under the rules and regulations of GVHA and USA Hockey, as currently published. Copies are available to GVHA members.

Participant acknowledges, understands and assumes the risks, if any, arising from the conditions and use of ice hockey rinks and related premises and acknowledge and understand that included within the scope of this waiver and release is any cause of action (including any cause of action based on negligence) arising from the performance, or failure to perform, maintenance, inspection, supervision or control of said areas and for the failure to warn of dangerous conditions existing at said rinks, for negligent selection of certain releasees, or negligent supervision or instruction by releasees.

If the law in any controlling jurisdiction renders any part of this agreement unenforceable, the remainder of this agreement shall nevertheless remain enforceable to the full extent, if any, allowed by controlling law. This agreement affects your legal rights, and you may wish to consult an attorney concerning this agreement.

Participant agrees that if any claim for participant's personal injury or wrongful death, or any other cause of action, is commenced against releasees, he/she shall defend, indemnify and save harmless GVHA and releasees from any and all claims or causes of action by whomever or wherever made or presented for participant's personal injuries, property damage, wrongful death, or any other cause of action.

Participant acknowledges that they have been provided and have read the above paragraphs and have not relied upon any representations of releasees, that they are fully advised of the potential dangers of ice hockey and understand these waivers and releases are necessary to allow amateur ice hockey to exist in its present form. **Participant acknowledges that participation in GVHA will not be permissible without signing this document.**

I HEREBY FULLY ASSUME THE RISKS OF INJURY, DISABILITY, DEATH, OR LOSS OR DAMAGE TO PERSON OR PROPERTY EVEN IF RESULTING FROM THE NEGLIGENCE OF OTHERS. I HEREBY AFFIRM AND ACKNOWLEDGE THAT I HAVE READ THIS DOCUMENT. I HEREBY AFFIRM AND ACKNOWLEDGE THAT I UNDERSTAND ITS CONTENTS AND AGREE TO BE BOUND THEREBY. IF I AM UNDER THE AGE OF EIGHTEEN YEARS, MY PARENT/LEGAL GUARDIAN HAS READ AND COMPLETED THE SECTION BELOW.

_____ Age _____ Date Signed _____
PARTICIPANT SIGNATURE

PARTICIPANT NAME (PRINT)

USA HOCKEY CONSENT TO TREAT

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ADULT CODE OF CONDUCT & DISCIPLINARY STANDARDS

I. Standard: It is the belief of Gunnison Valley Hockey Association (GVHA) that everyone involved with the Association, including, but not limited to, players, coaches, parents and spectators, should conduct themselves at all times in a highly dignified manner. Failure to do so may result in suspension from participation in GVHA activities.

II. Expectations of Players, Coaches Rules, and Penalties:

The welfare and safety of the players is of primary importance, and all precautions should be taken to ensure their safety and well being. All members of the organization must show self-control and consideration towards others. We have a very strict behavior code and we will not tolerate inappropriate behavior.

1. Players will be responsive to their captains at all times.
2. Each player is expected to conduct himself or herself in a sportsman-like manner at all times. Respect your captain, teammates, opponents, officials and rink staff.
 - a. No abusive language will be tolerated.
 - b. Honesty and respect for property is expected. Tampering with another player's equipment or belongings will not be tolerated.
 - c. No player will be allowed to injure or bully others. Absolutely no fighting will be tolerated.
 - d. Never argue with an official's decision.
 - i. If a player or team, in the sole discretion of the official, is out of line with an official, the player will be assessed a 2:00 minor unsportsmanlike penalty for any inappropriate altercation.
 - ii. The player will be reported to the GVHA Board for each incident by the official.
3. Destruction of rink property, both home and away, is unacceptable. Players will follow all Gunnison Ice Arena rules and regulations, as set forth in all rules and regulations of the Gunnison Parks and Recreation District, especially those rules and regulations pertaining to the consumption of alcoholic beverages.
4. Players are expected to always wear all required equipment and keep their equipment in good repair. Players are required to wear the current year's jersey during games. This

will help everyone involved (including the scorekeepers and officials) keep track of who is on the ice at any particular time. If a player does not have a current jersey, that player will not be allowed to skate in that game. Jersey's will be handed out at each team's first game. If a player cannot attend the first game, the player can contact the team captain for arrangements.

5. Each team's captain may hand out additional team rules, expectations and disciplinary actions. An individual team's rules will be held to the same standard as the above expectations.
6. GVHA creates the teams and strives to keep teams relatively equal in terms of competition. GVHA reserves the right to change rosters after the second game if it is apparent that a team is either too superior or too inferior to the rest of the competition.

Penalties:

GVHA has established this code of conduct in order to provide a safe and enjoyable adult league experience for all participants. Any violation of this conduct code or any rule, regulation or policy of the GVHA may subject a participant to the disciplinary action. On ice conduct will be regulated under the rules of CAHA and CIRA rules and regulations. All disciplinary situations will be handled by GVHA as follows:

1. First and second violations of Player Expectations, the player will receive a penalty, and the official will report the player to the Board of Directors. The player will receive written notice of his or her warning for the first and second violation.
2. Upon issuance of a second warning, the player will be notified that a subsequent violation may result in that player's suspension or outright removal from the GVHA's Adult hockey program.
3. At the time of a third incident, the player must appear before the GVHA Board or other designated committee, to show cause why that player should not be suspended or removed from participation in the GVHA Adult hockey league. The Board will take action it deems appropriate, including possible suspension, removal, or permanent removal from GVHA activities. **The decision of the GVHA Board of Directors shall be final.**
4. No refunds of registration or any other fees will be given to any player in violation of any of the aforementioned policies.

IV. Agreement:

I have read the above policies and penalties and agree to inform the GVHA Director of Hockey, if any of the policies listed above become applicable to me during the course of the hockey season. Any information provided to the Director or the GVHA Board of Directors will be held in strictest confidence. I understand that my failure to read and sign this document will result in my ineligibility to participate in GVHA activities.

Player Name (please print): _____

Player Signature: _____ Date: _____

COACHES

JOB DESCRIPTION & REQUIREMENTS

Coaches must be at least 18 years of age. Any coach under the age of 18 must be wearing a helmet at all times. A Coach must be able to demonstrate competency in skating, hockey skills, teaching techniques, strategies, and skills in communicating with parents and players. Coaches responsibilities include but are not limited to planning, organizing, and implementing practices; directing assistant coaches and working with the team manager; teaching fundamentals of youth hockey as instructed by GVHA; being fair and impartial to all players; to encourage and foster player and parent involvement; schedule and conduct all necessary team meetings as required by GVHA; attend all league meetings and trainings as required by GVHA; and to learn and follow league rules, policies, and procedures.

Coaches must have attended (or will attend during the season) a coaching clinic sponsored by USA Hockey. The required coaching level designated by USA Hockey must be attained by December 31st. Coaches are encouraged to attend as many clinics possible. Coaches are expected to attend all practices and games of their respective teams; this generally includes no less than three practices per week and two games per week during the season which runs generally from October to March.

All Coaches must submit to a criminal background check during the application process. All coaches (head and assistant) before the beginning of a new season must submit a proof of registration with CAHA (registration #), and a copy of their USA Hockey Coaching Education Program (CEP) card (front and back). CAHA will register one head coach and no more than two assistant coaches per team. Only certified and registered coaches will be allowed on the ice during practices. This will be strictly enforced because of the USA Hockey insurance terms.

USA HOCKEY COACHING ETHICS CODE

USA Hockey would like to give special thanks to the United States Olympic Committee. Many of the ideas for this Coaching Ethics Code were drawn from the USOC Coaching Ethics Code. In particular, USA Hockey would like to thank William J. Hybl, USOC President; Richard D.Schultz, USOC Executive Director; and the members of the USOC Coaching Committee.

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ETHICAL STANDARDS

INTRODUCTION

This Ethics Code is intended to provide standards of ethical conduct that can be applied by USA Hockey and its member organizations. Whether or not a coach has violated the Ethics Code does not by itself, determine whether a contract or agreement is enforceable or whether other legal consequences occur. These results are based on legal rather than ethical rules. However, compliance with or violation of the Ethics Code may be admissible as evidence in some legal proceedings, depending on the circumstances. This Code is intended to provide both the general principles and the decision rules to cover most situations encountered by coaches. It has as its primary goal the welfare and protection of the individuals and groups with whom coaches work. This Code also provides a common set of values. It is the individual responsibility of each coach to aspire to the highest possible standards of conduct. Coaches should respect and protect human civil rights, and should not knowingly participate in or condone unfair discriminatory practices.

GENERAL PRINCIPLES

PRINCIPLE A: Competence

Coaches strive to maintain high standards of excellence in their work. They recognize the boundaries of their particular competencies and the limitations of their expertise. They provide only those services and use only those techniques for which they are qualified by education, training or experience. In those areas in which recognized professional standards do not yet exist, coaches exercise careful judgment and take appropriate precautions to protect the welfare of those with whom they work. They maintain knowledge of relevant coaching educational information related to the services they render, and they recognize the need for ongoing education. Coaches make appropriate use of scientific, professional, technical and administrative resources.

PRINCIPLE B: Integrity

Coaches seek to promote integrity in the practice of coaching. Coaches are honest, fair and respectful of others. In describing or reporting their qualifications, services, products, or fees, they do not make statements that are false, misleading or deceptive. Coaches strive to be aware of their own belief systems, values, needs and limitations and the effect of these on their work. To the extent feasible, they attempt to clarify, for relevant parties, the roles they are performing and to function appropriately in accordance with those roles. Coaches avoid improper and potentially harmful dual relationships.

PRINCIPLE C: Professional Responsibility*

Coaches uphold professional standards of conduct, clarify their professional roles and obligations, accept appropriate responsibility for their behavior, and adapt their methods of the

needs of different athletes. Coaches consult with, refer to, or cooperate with other professionals and institutions to the extent needed to serve the best interest of their athletes, or other recipients of their services. Coaches' moral standards and conduct are personal matters to the same degree as is true for any other person, except when coaches' conduct may compromise their responsibilities or reduce the public's trust in coaching and/or coaches. Coaches are concerned about the ethical compliance of their colleagues' conduct. When appropriate, they consult with their colleagues in order to prevent or avoid unethical conduct.

PRINCIPLE D: Respect of Participants and Dignity**

Coaches respect the fundamental rights, dignity and worth of all participants. Coaches are aware of cultural, individual and role differences, including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socioeconomic status. Coaches try to eliminate the effect on their work of biases based on those factors, and they do not knowingly participate in or condone unfair discriminatory practices.

PRINCIPLE E: Concern for Others' Welfare

Coaches seek to contribute to the welfare of those with whom they interact. In their actions, coaches consider the welfare and right of their athletes and other participants.

When conflicts occur among coaches' obligations or concerns, they attempt to resolve these conflicts and to perform their roles in a responsible fashion that avoids or minimizes harm. Coaches are sensitive to differences in power between themselves and others, and they do not exploit nor mislead other people during or after their relationships.

PRINCIPLE F: Responsible Coaching

Coaches are aware of their ethical responsibilities to the community and the society in which they work and live. They apply and make public their knowledge of sport in order to contribute to human welfare. Coaches try to avoid misuse of their work. Coaches comply with the law and encourage the development of law and policies that serve the interest of sport.

ETHICAL STANDARDS

A. GENERAL STANDARDS

These General Standards are applicable to the activities of all coaches.

1. Applicability of the Ethics Code

While many aspects of personal behavior and private activities seem far removed from official duties of coaching, all coaches should be sensitive to their position as role models for their athletes. Private activities perceived as immoral or illegal can influence the coaching

environment, and coaches are encouraged to observe the standards of this Ethics Code consistently.

2. Boundaries of Competence

(a) Coaches provide services only after first undertaking appropriate study, training, supervision, and/or consultation from persons within their respective association.

(b) In those Affiliates or Districts, which require coaching education, coaches take reasonable steps to ensure their attendance at appropriate coaching education clinics.

3. Maintaining Expertise

Coaches maintain a reasonable level of awareness of related coaching information and undertake ongoing efforts to maintain competence in the skills they use.

4. Basis for Professional Judgments

Coaches rely on scientifically and professionally derived knowledge when making judgments or when engaging in coaching endeavors.

5. Describing the Nature of Coaching Services

When coaches provide services or information to an individual, a group, or an organization, they use language that is reasonably understandable and appropriate to the recipient of those services and information that is always updated and truthful.

6. Respecting Others

Coaches respect the rights of others to hold values, attitudes and opinions that differ from their own.

7. Nondiscrimination

Coaches do not engage in discrimination based on age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socioeconomic status, or any basis prescribed by law.

8. Sexual Harassment

(a) Coaches do not engage in sexual harassment. Sexual harassment is sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and that either:

(1) is unwelcome, is offensive, or creates a hostile environment, and the coach knows or is told this;

(2) Is sufficiently severe or intense to be abusive to a reasonable person in the context.

Sexual harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts.

(b) Coaches will treat sexual harassment complainants and respondents with dignity and respect. Coaches do not participate in denying an athlete the right to participate based on their having made, or their being the subject of, sexual harassment charges.

9. Other Harassment

Coaches do not engage in or condone behavior that is harassing or demeaning to persons with whom they interact in their work based on factors such as a person's age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, or socioeconomic status.

10. Personal Problems and Conflicts

(a) Coaches recognize that their personal problems and conflicts may interfere with their effectiveness. Accordingly, they refrain from undertaking an activity when they know or should know that their personal problems are likely to lead to harm to athletes or other participants.

(b) In addition, coaches have an obligation to be alert to signs of, and to obtain assistance for, their personal problems at an early stage, in order to prevent significantly impaired performance.

(c) When coaches become aware of personal problems that may interfere with their performing work-related duties adequately, they take appropriate measures, such as obtaining professional consultation or assistance, and determine whether they should limit, suspend, or terminate their work-related duties.

11. Avoiding Harm

Coaches take reasonable steps to avoid harming their athletes or other participants, and to minimize harm where it is foreseeable and unavoidable.

12. Misuse of Coaches' Influence

Because coaches' judgments and actions may affect the lives of others, they are alert to guard against personal, financial, social, organizational, or political factors that might lead to misuse of their influence.

13. Multiple Relationships

(a) In many communities and situations, it may not be feasible or reasonable for coaches to avoid social or other non-coaching contacts with athletes and other participants.

Coaches must always be sensitive to the potential harmful effects of other contacts on their work and on those persons with whom they deal. A coach refrains from entering into or promising a personal, professional, financial, or other type of relationship with such persons if it appears likely that such a relationship might impair the coach's objectivity or otherwise interfere with the coach effectively performing his or her function, or might harm or exploit the other party.

(b) Likewise, whenever feasible, a coach refrains from taking on obligations when preexisting relationships would create a risk of harm.

(c) If a coach finds that, due to unforeseen factors, a potentially harmful multiple relationship has arisen, the coach attempts to resolve it with due regard for the best interests of the affected person and maximal compliance with the Ethics Code.

14. Exploitative Relationships

- (a) Coaches do not exploit athletes or other participants over whom they have supervisory, evaluative or other authority.
- (b) Coaches do not engage in sexual/romantic relationships with athletes or other participants over whom the coach has evaluative, direct, or indirect authority, because such relationships are likely to impair judgment or be exploitative.

15. Delegation To, And Supervision Of Subordinates

- (a) Coaches delegate to their assistants only those responsibilities that such persons can reasonably be expected to perform competently, on the basis of their education, training or experience, either independently or with the level of supervision being provided.
- (b) Coaches provide proper training and supervision to their assistants or substitutes, as well as take reasonable steps to see that such persons perform services responsibly, competently, and ethically.

B. PUBLIC STATEMENTS

1. Avoidance Of False Or Deceptive Statements

Coaches do not make public statements that are false, deceptive, misleading, or fraudulent (either due to what they state, convey or suggest, or because of what they omit) concerning their work activities or those of persons or organizations with which they are affiliated. As examples (and not in limitation) of this standard, coaches do not make false or deceptive statements concerning:

- (a) their training, experience, or competence;
- (b) their academic degrees;
- (c) their credentials;
- (d) their institutional or association affiliations;
- (e) their services;
- (f) the basis for, or results or degree of success of their services; or
- (g) their criminal record.

2. Media Presentations

When coaches provide advice or comment by means of public lectures, demonstrations, radio or television programs, prerecorded tapes, printed articles, mailed material, or other media, they take reasonable precautions to ensure that the statements are consistent with this Ethics Code.

3. Testimonials

Coaches do not solicit testimonials from current athletes or other participants who, because of their particular circumstances, are vulnerable to undue influence.

C. TRAINING ATHLETES

1. Structuring The Relationship

- (a) Coaches discuss with athletes, as early as it is feasible, appropriate issues such as the nature and anticipated course of training.
- (b) When the coach's work with athletes will be supervised, the above discussion includes that fact, and the name of the supervisor.
- (c) Coaches make reasonable efforts to answer athletes' questions and to avoid apparent misunderstandings about training. Whenever possible, coaches provide oral and/or written information, using language that is reasonably understandable to the athlete.

2. Coach/Parent Relationships

- (a) When a coach agrees to provide services to several persons who have a relationship (such as parents and children), the coach attempts to clarify at the outset the relationship they will have with each person. This clarification includes the role of the coach and the probable uses of the services provided.
- (b) As soon as it becomes apparent that the coach may be called on to perform conflicting roles (such as mediator between parents and children or sibling teammates), the coach attempts to clarify and adjust or withdraw from roles appropriately.

3. Sexual Intimacies With Current Athletes

Coaches do not engage in sexual intimacies with current athletes.

4. Coaching Former Sexual Partners

Coaches do not coach athletes with whom they have engaged in sexual intimacies.

5. Sexual Intimacies With Former Athletes

- (a) Coaches should not engage in sexual intimacies with a former athlete for at least two years after cessation or termination of professional services.
- (b) Because sexual intimacies with a former athlete are so frequently harmful to the athlete, and because such intimacies undermine public confidence in the coaching profession and thereby deter the public's use of needed services, coaches do not engage in sexual intimacies with former athletes even after a two-year interval except in the most unusual circumstances. The coach who engages in such activity after the two years following cessation or termination of the coach-athlete relationship bears the burden of demonstrating that there has been no exploitation, in light of all relevant factors, including:
 - (1) the amount of time that has passed since the coach-athlete relationship terminated,
 - (2) the circumstances of termination,
 - (3) the athlete's personal history,
 - (4) the athlete's current mental status,
 - (5) the likelihood of adverse impact on the athlete and others, and

(6) any statements or actions made by the coach during the course of the athlete coach relationship suggesting or inviting the possibility of a post-termination sexual or romantic relationship with the athlete or coach.

6. Drug-Free Sport

Coaches do not tolerate the use of performance-enhancing drugs and support athletes' efforts to be drug free.

7. Alcohol, Tobacco and Gambling

(a) Coaches discourage the use of alcohol and tobacco in conjunction with athletic events or victory celebrations at playing sites and forbid the use of alcohol by minors.

(b) Coaches refrain from tobacco, alcohol and gambling use while they are coaching and make every effort to avoid their use while in the presence of their athletes.

(c) Coaches discourage gambling in conjunction with athletic events, at playing sites and during road trips.

8. Pornography

(a) Coaches discourage the use of pornographic material.

(b) Coaches refrain from the use of pornography while they are coaching and make every effort to avoid pornography while in the presence of their athletes.

(c) Coaches do not engage in illicit behavior or activities with athletes or other participants over whom the coach has direct or indirect authority.

D. TRAINING SUPERVISION

1. Design Of Training Programs

Coaches who are responsible for training programs for other coaches seek to ensure that the programs are competently designed, provide the proper experiences and meet the requirements for coaching education or other goals for which claims are made by the program.

2. Descriptions Of Training Programs

(a) Coaches responsible for training programs for other coaches seek to ensure that there is a current and accurate description of the program content, training goals and objectives, and requirements that must be met for satisfactory completion of the program.

This information must be readily available to all interested parties.

(b) Coaches seek to ensure that statements concerning their training programs are accurate and not misleading.

3. Accuracy And Objectivity In Coaching

(a) When engaged in coaching, coaches present information accurately and with a reasonable degree of objectivity.

(b) When engaged in coaching, coaches recognize the power they hold over athletes and therefore make reasonable efforts to avoid engaging in conduct that is personally demeaning to athletes and other participants.

4. Honoring Commitments

Coaches take responsible measures to honor all commitments they have made to all participants.

E. TEAM SELECTION

1. Recruiting

Coaches do not engage, directly or through agents, in uninvited in-person solicitation of business or services from actual or potential athletes or other participants who, because of their particular circumstances, are vulnerable to undue influence. However, this does not preclude recruiting athletes deemed exceptional by USA Hockey.

2. Tampering

In deciding whether to recruit players already on another team, coaches must carefully consider the potential athlete's welfare. The coach must discuss these issues with the player's present coach first, then the player's parents before approaching the athlete in order to minimize the risk of confusion and conflict.

3. In-Season Contact

Contact with any player(s) should not occur during the progress of a season when the player's team is still actively engaged in their schedule of play. The only exception would be regarding participation on a USA Hockey National Team on a temporary assignment basis, where the player would be returned to his/her regular team at the conclusion of the assignment.

4. Player Selection

Coaches perform evaluations or team selection only in a manner consistent with the Ethical Code.

5. Assessing Athlete Performance

(a) In coach-athlete relationships, coaches establish an appropriate process for providing feedback to athletes.

(b) Coaches evaluate athletes on the basis of their actual performance on relevant and established program requirements.

F. Resolving Ethical Issues

1. Familiarity With Ethics Code

Coaches have an obligation to be familiar with this Ethics Code (or as it may be amended from time to time), other applicable ethics codes and their application to the coach's work. Lack of awareness or misunderstanding of an ethical standard is not itself a defense to a charge of unethical conduct.

2. Confronting Ethical Issues

When a coach is uncertain whether a particular situation or course of action would violate the Ethics Code, the coach ordinarily consults with other coaches knowledgeable about ethical issues, with their Association, Affiliate or District with USA Hockey.

3. Conflicts Between Ethics and Organizational Demands

If the demands of an organization with which coaches are affiliated conflict with this Ethics Code, coaches clarify the nature of the conflict, make known their commitment to this Ethics Code, and to the extent feasible, seek to resolve the conflict in a way that permits the fullest adherence to the Ethics Code.

4. Informal Resolutions Of Ethical Violations

When USA Hockey participants believe that there may have been an ethical violation by a coach, they attempt to resolve the issue by bringing it to the attention of that individual in an informal manner.

5. Reporting Ethical Violations

If an apparent ethical violation is not appropriate for informal resolution under Standard F4 or is not resolved properly in that fashion, participants and the association may take further action by:

Participant:

- (a) Contacting the coach's Association President or appropriate designee.
- (b) Confirm with the coach's Association President if there was an attempt for an informal resolution.
- (c) Complete an Ethical Violation Form available through the Association President or designee.

Association:

- (a) Will review the Ethical Violation charge using the appropriate due process procedure as outlined in USA Hockey's Annual Guide, By-Law G, 10 Suspensions and Resolution of Disputes.
- (b) Will give a copy of the completed Ethical Violation form to the coach in question seven(7) days prior to the association's review.
- (c) Will keep a written report on all reviews and actions.

6. Cooperating With Ethics Committees

Coaches cooperate in ethics investigations, proceedings, and resulting requirements of USA Hockey and any of its member organizations. Failure to cooperate is itself an ethics violation.

7. Improper Complaints

Participants do not file or encourage the filing of ethics complaints that are frivolous and are intended to harm the respondent rather than protect the public.

G. PROCESS RELATING TO VIOLATION OF CODE

1. The Coach acknowledges that this Ethics Code is administered under the authority of USA Hockey and its member organizations, that a violation of the Code subjects the coach to the processes of USA Hockey and its member organizations. USA Hockey and its member organizations acknowledge that all violations of the Ethics Code will be reviewed for possible disciplinary action, and member organizations will keep a written report on all reviews and actions.

2. In the event that a violation of the Ethics Code occurs during an authorized USA Hockey activity, USA Hockey may take action separate and independent from that of its member organizations in order to protect its interests and those of athletes, coaches and others involved with the activity.

3. Any action taken by a member organization of USA Hockey which affects the opportunity of a coach to participate in "protected" competition as defined in the USA Hockey Annual Guide shall be entitled to due processes assured under the USA Hockey By-Laws.

4. If the violation of the Ethics Code occurs while a coach is a member of a USA Hockey team or event, the coach's member organization acknowledges that USA Hockey may institute its own proceedings regarding the violation, which action shall not restrict the ability or obligation of the member organization to take its own separate and independent action.

5. In the event that a coach is found to have violated the Ethics Code, such action is separate and apart from any other legal consequences which may occur as a result of the act.

Coaches Name: _____

Coaches Signature: _____

COACHES CODE OF CONDUCT AND HIRING STANDARDS

All applicants for a head coaching or assistant coaching position with the Association will be subject to a criminal background check. Any coach or assistant coach who has a criminal record will be further screened, on a case by case basis, by the Board of Directors prior to a final decision being made by the Board. All decisions of the Board of Directors are final. The Board reserves all rights and discretion to refuse to hire any head coach or assistant coach based on their criminal background.

Coaches will be held to all standards of conduct, ethics, or other standards including but not limited to the ACE Program Handbook and the above referenced USA Hockey Coaching Ethics Code, as outlined and adopted through USA Hockey, the GVHA and any and all affiliates and associations of GVHA.

V. POLICIES

GVHA REFUND POLICY

1. If the player leaves the Gunnison Valley Hockey Association prior to the first team practice or game, the registration fee will be refunded, less a \$50.00 administrative fee.
2. If the player leaves the Association later than the first team practice but prior to twenty-five percent (25%) of the team games, fifty percent (50%) of the registration fee and will be refunded.
3. If the player leaves the Association fifty percent (50%) of the games played, there will be no refunds.
4. Refunds for Youth participants due to enforcement under the GVHA Youth Code of Conduct will be handled under the terms and conditions of the GVHA Youth Code of Conduct. There will be no refund for any Adult participant removed under the Adult Disciplinary Standards.
5. Refunds will be dispersed within four weeks after the GVHA Treasurer receives a written request and approval from the Board.
6. A refund request, in letterform addressed to the Treasurer of the Association, is required for all refunds. Upon receipt of the letter request and approval by the board of Directors, the Treasurer will distribute the refund to the provided participant and address.

GVHA YOUTH COMPLAINT RESOLUTION POLICY

Gunnison Valley Hockey Association (GVHA) is committed to creating a positive hockey experience for our young athletes and their parents. Even with good and open communication conflicts may arise. Although we strive to make these instances rare, we know they will happen.

The GVHA philosophy is primarily to allow those closest to a problem to attempt to resolve it prior to getting the GVHA Board involved.

The complaint resolution procedure is as follows:

1. Attempt to solve the problem directly with the player's team manager. If unable to resolve the problem:

- a. 24-Hour Rule. A parent who wishes to speak directly to the head coach regarding their child's lack of ice time or other similar issue must wait a minimum of 24 hours following a game or scrimmage before contacting the coach to discuss their concerns.
2. Contact your team manager. If the team manager is unable to resolve your complaint:
3. Contact your team representative. They are representatives to the GVHA Board. If the team representative is unable to resolve the issue, he or she will contact the President of the GVHA Board.
4. The President will bring the issue to the balance of the GVHA Board for discussion. The individual with a complaint will have an opportunity to present their issues directly to the GVHA Board. All decisions of the GVHA Board will be final.

Note: The team representative will work with coaches in attempting to resolve the problem at the coaching level.

Chain of Command / Grievance Procedure

All comments, questions and grievances of parents regarding coaching, players, or the team shall be directed first to the team manager. The team manager shall act as an intermediary between the parent and the coach and pass all such comments, questions and grievances on to the head coach and the coach shall take such corrective action as he or she deems appropriate. If speaking with the manager or head coach does not resolve the issue to the satisfaction of the parent, the parent or team manager may then contact the team representative. If the team representative's decision is not satisfactory to the parent(s), the issue may then be brought to the attention of the GVHA president. The President will bring the issue to the balance of the GVHA Board for discussion at or prior to the next regular meeting of the Board. The GVHA Board may choose not to become involved in a given situation unless the chain of command has been followed.

Comments, questions and concerns regarding: players, managers, or coaches of other teams; referees; GVHA or other associations, or other leagues; CAHA; or USA Hockey, shall be directed first to the appropriate team representative. Thereafter, the chain-of-command shall be followed. Only those persons explicitly authorized to do so by Board of Directors shall contact/communicate with referees, other teams, other associations, CAHA, or USA Hockey on behalf of GVHA.

Failure to observe the procedures outlines herein may be considered misconduct.

A. Misconduct and Conflict Resolution

GVHA has a Zero Tolerance Policy with respect to conduct by a player, coach, parent or guardian that is detrimental to a rewarding hockey experience. The procedure for reviewing complaints of such conduct, for handling conflict, and the penalties for violation of this policy are as follows:

1. Conflict. Conflict may occur between members, and between members and nonmembers. Conflict may or may not involve misconduct. In all cases, a member or manager who is involved in or aware of a conflict involving another member should notify the appropriate age division representative, who in turn should notify the Board upon becoming aware of a conflict. The Board will determine whether the conflict involves misconduct and whether sanctions will be imposed under the GVHA Misconduct Policy. Guidelines for resolving conflict are listed below:
 - a. Any conflict involving a GVHA member and a non-member will be handled under the appropriate GVHA, USA Hockey and/or league rule(s).
 - b. Conflict between members will be handled at the lowest level possible, but should always be reported to the age division representative. Conflict will normally be resolved as follows:

<u>Conflict Between:</u>	<u>Resolved By:</u>
Parents	Team Manager and Head Coach
Parent and Manager	Head Coach
Parent and Coach	Team Manager
Coach and Manager	Team Representative
Coach and Coach	Board of Directors
Coach and Team Representative	Board of Directors

All others conflicts will be resolved by the GVHA Board of Directors.

B. Misconduct

1. Inappropriate spectator behavior (i.e. behavior that is detrimental to a rewarding hockey experience) includes, without limitation, the following:
 - a. Giving instruction or otherwise attempting to coach your child or other players from the stands during the course of a game.
 - b. Pounding on the glass or throwing things onto the ice to express your displeasure.

- c. Making disparaging comments to, shouting at, taunting, arguing with or making physical contact with a parent, manager, coach, player, referee, linesman, or off-ice official during the course of a game or as they leave the ice or the arena.
 - d. Approaching or entering the player's bench area or the scorer's area during a game without proper authorization.
 - e. Entering or attempting to enter the referee's locker room or the players' locker room before, during or after a game without proper authorization.
 - f. Entering the arena while intoxicated. Consuming alcoholic beverages or tobacco (including chewing tobacco) anywhere in the arena is not permissible.
2. In the event the Board determines that a player, coach, family member of a player or coach, or guest of a player or coach has engaged in behavior that is detrimental to a rewarding hockey experience, the Board may: issue a verbal warning and/or send a letter notifying the person and/or member family that it is in violation of GVHA's misconduct policy, and inform them that they and/or the member family may be subject to sanction if such behavior is continued, or; the Board may sanction the offending person or the member family as provided below.
3. If the behavior of a player, coach, parent or guardian, family member or guest generates a second complaint and if, after providing such person with an opportunity to appear before the Board, the Board forms an opinion that the actions of such person warrant a second censure by the Board, said person shall be restricted from entering The Gunnison Ice Arena during any GVHA event for a period of 30 days, or; the board may immediately sanction the offending person or the member family as provided herein below. If necessary, a committee will be formed, normally chaired by the Vice President, to investigate the complaint.
4. If the actions of the player, coach, parent or guardian require a third censure or a violation of the 30-day restriction occurs, the player, coach, parent or guardian will be restricted from entering The Gunnison Ice Arena during any GVHA event for a period of one year. In addition, the membership of the family of the player, coach, parent or guardian may be suspended, at the discretion of the Board.
5. Any member family that has a player, coach, parent or guardian under suspension or restriction at the end of the hockey season may not be considered a member in good standing for the following season. After the end of the season, the Board shall review the circumstances of the suspension or restriction and make a determination as to whether the player(s) in such family shall be eligible to return for the following season.

6. In the event the Board determines that the conduct in question involved a deliberate attempt by a player, coach, parent or guardian to physically harm another person, or involved other behavior of an outrageous, dangerous or violent nature, the Board may, in its discretion, forego the procedure outlined herein above and immediately implement such sanctions, including restriction, suspension or termination of the player or member family, as it deems reasonably necessary to protect the interests of GVHA and its membership. The Board shall review any action taken pursuant to this paragraph after the person in question has been given an opportunity to appear before the Board at a regular Board meeting.
7. Any punishment meted out by the GVHA Board pursuant to this Policy shall be separate from and in addition to any sanction issued by any coach for violation of written team rules, or any sanction issued by any referee, CAHA or USA Hockey.

C. Coaches.

1. Coaches are given a reasonable degree of latitude in the management of their teams. Coaches approach team members and their team with longer-term goals and a broader perspective than other individuals. Additionally, GVHA makes every effort to preserve the coaches' authority and will support coaches in their reasonable judgment. However, coaches are expected to follow all of the guidelines published for them. When the team representative becomes aware of a complaint involving a coach, the representative will inform the Director of Hockey of the complaint and identify any specific rule, policy and/or bylaw that has been violated. If the complaint cannot be resolved, the President will be so informed. If the complaint involves misconduct, it will be handled under Paragraph (B) herein above. If the complaint involves the coach's on-ice conduct or the handling of the team, the President, after informing the GVHA Board of Directors may assign a competent individual or committee, to monitor the coach's performance. Any coach whose performance is in question and being monitored will be informed of the complaint, the specific USA Hockey, CAHA, league or GVHA rule, bylaw, policy or coaching requirement, that has been violated, and that their performance is under review. If the Board is considering removal of the coach, the coach will be so informed in writing, and the coach shall be given 10 days in which to respond. Coaches may be removed for the following including, but not limited to; misconduct, not responding to the Board, or knowing and/or repeated non-compliance with GVHA requirements.

GVHA ADULT COMPLAINT RESOLUTION POLICY

Gunnison Valley Hockey Association (GVHA) is committed to creating a positive hockey experience for our adult participants. Even with good and open communication though, conflicts may arise. Although we strive to make these instances rare, we know they will happen.

The GVHA philosophy is primarily to allow those closest to a problem to attempt to resolve it prior to getting the GVHA Board involved.

The complaint resolution procedure is as follows:

1. Attempt to solve the problem directly with the player's team Captain. If unable to resolve the problem:
2. Contact your League Representative. They are representatives to the GVHA Board. If the League Representative is unable to resolve your complaint:
3. Contact the Adult league committee chair, who will present the issue to the committee. If the Adult league committee is unable to resolve the issue, the committee will contact the GVHA Board.
4. The individual with a complaint will have an opportunity to present their issues directly to the GVHA Board. All decisions of the GVHA Board will be final.

Note: The Adult League Representative will work with team Captains in attempting to resolve the problem at the team level.

Chain of Command / Grievance Procedure

All comments, questions and grievances of adult participants shall be directed first to the team captain. The team captain shall pass all such comments, questions and grievances on to the League Representative who shall take such corrective action as he or she deems appropriate. If speaking with the League Representative does not resolve the issue to the satisfaction of the participant, the participant may then contact the Adult league committee chair, who will present the issue to the committee. If the decision of the Adult league committee is not acceptable then the matter shall be brought to the attention of the GVHA Board. The GVHA Board may choose not to become involved in a given situation unless the chain of command has been followed.

Comments, questions and concerns regarding: players, managers, or coaches of other teams; referees; GVHA or other associations, or other leagues; CAHA; or USA Hockey, shall be directed first to the League Representative. Thereafter, the chain-of-command shall be followed. Only those persons explicitly authorized to do so by Board of Directors shall

contact/communicate with referees, other teams, other associations, CAHA, or USA Hockey on behalf of GVHA.

Failure to observe the procedures outlines herein may be considered misconduct.

A. Misconduct and Conflict Resolution

GVHA has a Zero Tolerance Policy with respect to conduct by a player, captain, or spectator that is detrimental to a rewarding hockey experience. The procedure for reviewing complaints of such conduct, for handling conflict, and the penalties for violation of this policy are as follows:

1. Conflict. Conflict may occur between members, and between members and nonmembers. Conflict may or may not involve misconduct. In all cases, a member or manager who is involved in or aware of a conflict involving another member should notify the appropriate age division director, who in turn should notify the Board upon becoming aware of conflict. The Board will determine whether the conflict involves misconduct and whether sanctions will be imposed under the GVHA Misconduct Policy. Guidelines for resolving conflict are listed below:
 - a. Any conflict involving a GVHA member and a non-member will be handled under the appropriate GVHA, USA Hockey and/or league rule(s).
 - b. Conflict between members will be handled at the lowest level possible, but should always be reported to the age division director. Conflict will normally be resolved as follows:

<u>Conflict Between:</u>	<u>Resolved By:</u>
Players	Team Captain
Player and Team Captain	League Representative
Team Captain and League Representative	Adult league committee

All others conflicts will be resolved by the GVHA Board of Directors.

B. Misconduct

1. In addition to the GVHA Adult Code of Conduct, inappropriate participant behavior (i.e. behavior that is detrimental to a rewarding hockey experience) includes, without limitation, the following:
 - a. Throwing things onto the ice.

- b. Making disparaging comments to, shouting at, taunting, arguing with or making physical contact with a captain, player, referee, linesman, or off-ice official during the course of a game or as they leave the ice or the arena.
 - c. Approaching or entering the player's bench area or the scorer's area during a game without proper authorization.
 - d. Entering or attempting to enter the referee's locker room or the players' locker room before, during or after a game without proper authorization.
 - e. Consuming alcoholic beverages or tobacco (including chewing tobacco) anywhere in the facility in violations of the Rink's rules and regulations as provided by the City of Gunnison.
2. All misconduct by participants will be addressed in compliance with the GVHA Adult Code of Conduct and any and all regulations of GVHA and USA Hockey.

C. Captains.

1. Captains are given a reasonable degree of latitude in the management of their teams. Captains approach team members and their team with longer-term goals and a broader perspective than other individuals. Additionally, GVHA makes every effort to preserve the captains' authority and will support Captains in their reasonable judgment. When a League Representative becomes aware of a complaint involving a captain, the Representative will inform the Adult league committee, and identify any specific rule, policy and/or bylaw that has been violated. If the complaint cannot be resolved, the President will be so informed. If the complaint involves misconduct, it will be handled under Paragraph (b) herein above. If the Board is considering removal of the captain, the captain will be so informed in writing, and the captain shall be given 10 days in which to respond. Captains may be removed for misconduct, not responding to the Board, or knowing and/or repeated non-compliance with GVHA requirements.

VI. WEBSITES

COLORADO YOUTH HOCKEY WEBSITES

Colorado Competitive Youth Hockey League

www.hockeyweb.com/a_Main/Home/HOME.asp?=36

Continental Divide Youth Hockey League

www.hockeyweb.com/a_Main/Home/HOME.asp?=46

Mountain States Girls Hockey League

www.msghl.org

Arapahoe Youth Hockey League

www.icewarriors.org

Arvada Hockey Association

www.leaguelineup.com/aha

Aspen Junior Hockey Association

www.aspenjuniorhockey.com

Big Bear Hockey Association

www.bigbearIceAreana.com

Boulder Valley Hockey Association

www.bvha.net/bvyha.php

Casper Amateur Hockey Club

www.cityofcasperwy.com/leisure/icepages/hockey.html#hockeytop

Colorado Select Girls Hockey Association

www.coloradogirlshockey.com

Colorado Springs Youth Hockey

www.csyha.org

Denver University Youth Hockey

www.recreation.du.edu/youthprograms/youthprograms_frameset.htm

Falcon Youth Hockey

www.CSFYHA.com

Foothills Hockey Association

www.foothillshockey.org

Gunnison Valley Hockey Association

www.gvha.pucksystems.com

Hyland Hills Junior Hockey League

www.hhha.org/

Littleton Hockey Association

www.littletonhockey.com

Northern Colorado Youth Hockey Association

www.ncyh.org

Pikes Peak Amateur Hockey Association

www.ppaha.com

Pueblo Youth Hockey Association

Pyhahockey@hotmail.com

Steamboat Springs Youth Hockey Association

www.steamboatyouthhockey.com

Summit Youth Hockey Association

www.summithockey.org

Vail Junior Hockey Association

www.vailmountaineers.org

Youth Amateur Hockey Association of Southern Colorado

www.juniorgoldkings.com