

BY-LAWS

By-Laws include Amendments as of June 2011

ARTICLE 1 - JURISDICTION

The exclusive jurisdiction of Minnesota Hockey, Inc. (MH) is the entire State of Minnesota. Any team joining USA Hockey automatically comes under the jurisdiction and control of the local, district and state associations affiliated with USA Hockey (USA Hockey By-Law No. 3).

MH shall have jurisdiction over all member-team activities, including but not limited to, registration of teams, formation of leagues, sanctioning of tournaments, and conducting playoffs and region and state tournaments. Activities involving MH teams must be sanctioned by MH. Applications for hosting a USA Hockey National Tournament in Minnesota must be presented to and approved by the MH Board of Directors.

ARTICLE 2 - USA HOCKEY PREEMINENCE

MH, an Affiliate Association of USA Hockey, Inc. (USAH), shall abide by and act in accord with the Articles of Incorporation, By-Laws, Rules and Regulations, Playing Rules and decisions of the USAH Board of Directors, and such documents and decisions shall take precedence over and supersede all similar governing documents and/or decisions of MH. Further, MH shall assist USAH in the administration and enforcement of the provisions of the By-Laws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of USAH, within and upon its members and/or within its jurisdiction, and agrees to be guided by the following USAH core values:

SPORTSMANSHIP - Foremost of all values is to learn a sense of fair play. Become humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.

RESPECT FOR THE INDIVIDUAL - Treat all others as you expect to be treated.

INTEGRITY - Foster honesty and fair play beyond mere strict interpretation of the rules and regulations.

PURSUIT OF EXCELLENCE - Each member of the organization, whether player, volunteer or staff, should seek to perform each aspect of the game to the highest level of his or her ability.

ENJOYMENT - The hockey experience must be fun, satisfying and rewarding for the participants.

LOYALTY - We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.

TEAMWORK - We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience.

USAH acknowledges that MH is and shall remain a separate entity with complete authority to conduct its affairs and programs, subject only to the express obligations and restrictions contained in this By-law and in its affiliate agreement with USAH.

MH shall at all times maintain its tax exempt status under Section 501(c)(3) of the Internal Revenue Code. MH shall provide an annual financial report of operations to the Executive Director of USAH.

ARTICLE 3 - INDEMNITY

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

ARTICLE 4 - MEMBERSHIP

INDIVIDUAL SUSTAINING MEMBERS: Interested individuals may become individual members by payment of annual dues in the amount of fifty (50) dollars paid annually. The period of individual membership shall run from June 1 to May 31.

CORPORATE SUSTAINING MEMBERS: Interested corporations or unincorporated organizations may become corporate members by payment of annual dues in an amount to be negotiated. Such Corporate Sustaining Members may advertise or make known their affiliation with the MH.

AFFILIATE MEMBERS: Any hockey community, association or group whose teams wish to participate in MH must sign an affiliate agreement with MH and pay annual fees in an amount established by the Board of Directors to become an affiliate member. Affiliate members shall have right to vote in the District Caucus for a director from the district in which the member has its legal address. Each affiliate member shall be entitled to select one representative who shall thereupon be a member of this corporation and shall be entitled to cast votes in the District Caucus for the purpose of electing the District Director, according to the affiliate's number of registered participants. Affiliate members may advertise or make known their affiliation with MH.

MEMBERS IN GOOD STANDING: Only players, coaches and team officials who maintain membership in good standing with their past or present local affiliate will be registered and rostered on MH teams.

BOARD OF DIRECTORS: Any person elected as a director or officer shall be a member of this corporation with such powers and duties as are established in the Articles and By-Laws.

ARTICLE 5 - REGISTRATION

- A. Affiliate members whose team(s) intend to participate with any other MH or USAH team(s) must register all of their players and coaches and all of their teams. All players and coaches must be listed on an Official USAH Roster. The registration must be in accordance with the rules and regulations of their respective playing division.
- B. Out of state and Canadian teams playing in leagues under the jurisdiction of the MH shall comply with all regulations of this Article of these By-Laws.
- C. Female players may participate on either Girl's/Women's teams or Youth/Adult teams.
- D. No player shall be registered with two or more MH or USAH teams at the same time regardless of league division or classification. Exceptions to this By-Law may be made for City League teams and women hockey players only. (Refer to Youth Rules and Regulations and to Women's Operating Rules)
- E. MH registered teams shall not participate in any way with any team that is not registered with USAH or that has been outlawed by MH or USAH (see By-Laws entitled "CHA Relations" and "International Competition"). Where limited competition is available, Midget, Junior Gold and 19&Under teams may play High School Varsity or Junior Varsity teams with the permission of the cognizant MH District Director and the USAH Minnesota District Registrar in that order. Additionally, 14&Under and 16&Under teams may play High School Junior Varsity teams under the approval provisions above, with the condition that if the association involved has multiple teams in either the 14&Under or 16&Under divisions, only the highest level team in that division will be considered. Failure to obtain proper permission to play a non-registered team may result in sanctions which could include forfeiture of eligibility to play in MH playoff tournaments.
- F. Any affiliate member representing a community, association, or group whose teams intend to participate in competition with any other MH teams in the Junior Gold class and younger, shall have those teams registered as specified elsewhere in this Article. The above also applies to any affiliate member representing a community, association or group wishing to host an invitational or MH playoff tournament.
- G. Teams registered with the MH/USAH must have permission from their district director to compete in interstate tournaments. To compete in National and International invitational tournaments, teams must have permission of USAH Minnesota District Registrar. Teams not receiving permission may be subject to suspension. In addition, teams must have the certification of their state association before entering a National tournament.

ARTICLE 6 - AUTHORITY - APPEALS - SUSPENSIONS - COURT ACTIONS

- A. **Authority:** The Affiliate or local governing body has the authority to make decisions to manage their local program. In the event of a dispute, the Affiliate or vested authority shall promptly and equitably attempt to resolve the grievance, allowing affected parties to have input which may require conducting a hearing.
- B. **Grievable Decision:** If a decision is viewed to be a violation of existing rules, that decision may be appealed. In all appeals, the appealing party is required to establish the merits of the appeal.
- C. **Appeals:** Any member, team, league or local association who has a standing in the matter may appeal a grievable decision, in writing, to the District Director for a period of ten (10) calendar days, after a decision was rendered or a hearing refused within its own league or association. Such appeal must state that it is an appeal, state the rule that is claimed to be violated, and why the grieved action is a violation. The District Director shall make a written determination within twelve (12) calendar days of receipt of a valid appeal. The decision of the District Director may be appealed, in writing, for a period of ten (10) calendar days to the cognizant Maroon or Gold Vice President, who will issue a written ruling within twelve (12) calendar days. Any decision of the Divisional Vice President may be appealed for a period of ten (10) calendar days to the MH Grievance Committee which must make a written determination within twelve (12) calendar days of receipt of a written appeal. The Grievance Committee shall, at its option, make its determination using any of the following procedures:
 - 1. Hold preliminary fact-finding meetings involving two or more of the Grievance Committee members.
 - 2. Use the mail or conference calls as procedures, involving the full committee, to render either preliminary or final determinations of the grievance.
 - 3. Hold a hearing in situations where the facts of the case are in dispute.The decision of the Grievance Committee shall be final except as noted in paragraph G. of this Article.
- D. **Hearing Representation:** The person, team, league or local association making an appeal shall be permitted to be represented at a hearing conducted by a District Director, Regional Vice President or the MH Grievance Committee. Such representation may consist of the appealing individual plus one representative, or two representatives for the individual, team, league or association. Said representative(s) may, without a personal appearance, present their position through written statements and letters.
- E. **Suspension:** The power to suspend any person (players, team or league officials and others) shall be with the local governing body in accordance with their rules and regulations. Whomever is vested with this authority shall conduct a hearing in situations where the facts of the case are in dispute. All parties involved in the incident and witnesses shall be given the opportunity to give their version of the facts. Suspensions that are automatic under USAH and MH playing rules do not require a hearing.
- F. Decisions by MH Committees other than the Grievance Committee or the Screening Committee may be appealed to the MH Board of Directors, within ten (10) calendar days of a written decision, subject to the requirements of the "Grievable Decision" paragraph heretofore.

- G. Decisions of the MH Grievance Committee, Screening Committee or the MH Board of Directors may be appealed to USAH according to the provisions of USAH Bylaw 10. Resolution of Disputes, Arbitration, and Suspensions.
- H. Referees: The procedure for suspension of a referee shall be as stated in the Minnesota Hockey Officials Association By-Laws.
- I. Court Actions: Any recourse to the courts of any jurisdiction by any member or individual before all of the rights and remedies available under the Articles and By-Laws of this association have been exhausted, shall be deemed conduct detrimental to the best interests of hockey and a violation of the Articles and By-Laws of this association and USAH and therefore grounds for suspension and or expulsion pursuant to the provisions of this Article.

ARTICLE 7 - BOARD OF DIRECTORS

Authority: The governing and management of this corporation shall be vested in its Board of Directors. Unless specifically authorized by the Board of Directors or the Executive Committee, no Board member shall represent to other persons, teams, leagues, associations or any other USAH Affiliate that he/she is speaking on behalf of MH or that his/her opinion is the official position of MH. Decisions or commitments that could reasonably be expected to impose upon MH any extraordinary financial obligation, legal liability or harm to its reputation or standing in the hockey community must be made or approved by the Board of Directors.

Officers' Terms of Office: Officers shall be elected at the Annual Meeting for a three year term. Terms for outgoing officers shall end on the last day of the fiscal year following the election.

Other Board Members' Terms of Office: Board Members other than Officers and Directors Emeriti shall be elected as specified herein below for three-year terms. Terms for outgoing Board Members other than Officers and Directors Emeriti shall end at the conclusion of the Summer Meeting or on June 30th if no Summer Meeting is held.

District Directors: The Board of Directors shall establish, from time to time, geographical boundaries for districts and shall divide said districts into a Gold Division and a Maroon Division. Each Division shall be under the supervision of a vice president of this association. Each such district shall be entitled to elect one person to the Board of Directors. The district directors shall be elected at a caucus of the affiliate members and team representatives of the district in which they reside.

District Directors' Duties: It shall be the duty of the district directors to organize, supervise and enforce the rules and regulations of MH in their respective districts, including tournament play, and to perform such other duties as assigned to them by the President of this Association or the divisional Vice President. Each District Director is hereby declared to be the "proper authority" or "proper disciplinary authority" within their district for all purposes contemplated by the rules of MH and USAH, with the condition that they must abide by the decisions of MH. Each District Director may designate an Alternate Director to assist in the performance of their duties.

Director Emeritus: The Board of Directors shall have the authority to elect one or more persons to the position of Director Emeritus in recognition of distinguished and lengthy service to this Association. A Director Emeritus shall be a non-voting member of the board, but in all other respects shall be entitled to all of the rights, privileges, duties and responsibilities of other Board members. A candidate for Director Emeritus must meet the following qualifications:

1. Cannot be serving on the current Board of Directors. In the case of an outgoing MH Board member, there must be a waiting period of at least 180 days from the date of completion of their Board term.
2. Actively involved and makes significant contributions to Minnesota Hockey. Actively takes part in discussions, attends meetings, and has something to offer. Does not attend meetings merely to socialize.

Director Emeritus candidates must be nominated by an active Board of Directors member, and 3/4 of the votes cast are required for election. The term of office for Director Emeritus is a lifetime, governed only by their involvement and the extent that health/age permit.

Adult and Junior Directors: Adults and Juniors each shall have a representative Director on the Board. Said Director shall be elected by the individual team member representatives of the teams registered in each division. It shall be the duty of the Adult and Junior Directors to represent Adult and Junior hockey respectively and to perform such other duties as shall be assigned to them by the President of this Association. Said Directors shall be elected at this Association's annual meeting by the representatives from the registered teams in each division.

Boys' High School Director: Boys' High School teams shall be entitled to elect one Director to the Board of Directors. The Director shall be elected as determined by the boys' high school teams.

Girls' High School Director: Girls' High School teams shall be entitled to elect one Director to the Board of Directors. The Director shall be elected as determined by the girls' high school teams.

Coach-in-Chief: The Coach-in-Chief shall be elected by a simple majority vote of the Board of Directors. The Coach-in-Chief shall be a non-voting board member, but in all other respects shall be entitled to all of the rights, privileges, duties and responsibilities of other Board members.

Women's Hockey Director: Women's hockey teams shall be entitled to elect one Director to the Board of Directors. The Director shall be elected as determined by Women's Hockey Association By-Laws.

Director of Disabled Hockey: Disabled teams shall be entitled to elect one Director to the Board of Directors. The Director shall be elected at a caucus of the team representatives of the disabled teams.

Referee Section Director: The Minnesota Hockey Officials Association President shall be a member of the Board of Directors.

Officers: The officers of this corporation, when elected, shall be Directors at Large of the Board of Directors and shall be the President, Immediate Past President, Secretary/Treasurer, not more than six Vice Presidents,

and a Controller. Officers may be selected from the membership of the Board or any adult resident of Minnesota who supports and can further the purposes of the corporation. Separate elections shall be held for each open position, with the successful candidate being the person receiving at least a simple majority of the votes cast. If a simple majority is not reached, the candidate receiving the least votes shall be dropped and the position re-voted. The officers shall have such powers and duties as prescribed by the Board of Directors. Such officers along with two District Directors appointed by the President shall constitute the Executive Committee. An officer may also be an elected member of the Board of Directors but such officer shall be entitled to only one vote.

President: The President shall preside at meetings of the association and Board of Directors. The president shall generally perform the duties usual to the office and may at his/her discretion order the calling of Board meetings or meetings of the committees of the Association. The president shall exercise, in addition to the power conferred by the Articles of Incorporation and By-Laws, the powers of the Board in cases of emergency where it is not possible to obtain a Board vote. The President or appointed designee(s) shall have the power to adjust any matters pertaining to MH activities which seem to be in the best interest of the MH and shall perform those acts in the public realm that are deemed necessary for the good of the organization.

Interim President: In the event that the President is unable to perform the responsibilities of his/her position, the Executive Committee shall meet within 15 days to appoint a member of the Executive Committee to serve as Interim President. During the interim period, the Interim President shall have all of the rights and responsibilities of the President as well as continuing to serve in his/her original position, but shall be entitled to only one vote. In the event that the President's incapacitation is temporary, he/she may resume the duties of President upon notification of the Interim President and concurrence of the Executive Committee. If the President's incapacitation is permanent (or temporary lasting more than one year), an election for President shall be held at the next regularly scheduled Board meeting, or at a special meeting called for that purpose, at the discretion of the Executive Committee.

Vice Presidents: Vice President responsibilities shall be assigned by the President. Each Vice President shall ensure that his special area is organized and expanded with the assistance of the District Directors.

Controller: The responsibilities of the Controller are to manage the day-to-day financial affairs of the corporation and other duties as designated by the Treasurer, subject to the approval of the Board of Directors.

Secretary/Treasurer: The Secretary/Treasurer shall keep the records of the association, answer correspondence, issue notices of meetings and perform the duties usual to the office. In addition, he/she or his/her designee shall receive all moneys of the association and deposit same in an FDIC bank selected by the Finance Committee, and shall oversee the proper keeping of the books of accounts and the paying of all approved bills, under the general direction of the Board of Directors.

Conflict of Interest: Members of the Board of Directors shall not coach or manage any traveling team and shall not accept jobs or roles in their areas of responsibility in order to avoid any possibility of a conflict of interest in the performance of their duties. Exceptions to this rule can be made upon two-thirds (2/3) vote of the MH Board of Directors. Additionally, members of the Board of Directors shall not serve on grievance or appeal boards where they are reviewing a decision they previously made.

Expense Reimbursements: Expenses of Officers and Directors incurred while conducting MH business are reimbursable, in accordance with the current expense reimbursement policy, upon submission of a MH Expense Report subject to the limits as indicated on the report form and as approved by MH. Such reimbursements may also include a reasonable allowance for spouse's/significant other's expenses at state meetings. MH will pay the expenses of the following to attend state meetings: Board Members, District Directors, other Directors (HS, Adults, etc.), MH Coach-in-Chief, Referee Section Director, Executive Director, Non-Board Committee Chairs, Coordinators of Fund Raisers and invited guests. Further, MH will pay the expenses for the Supervisor of Officials for all districts and significant others to attend the spring meeting.

Committees: The President shall have the right to require the formation of committees to handle various aspects of Minnesota Hockey's activities and operations. For each committee, the President shall appoint (or consent to the committee's appointment of) a chairperson(s). Each committee shall have at least two District Directors as members, one Maroon and one Gold, with the exception that the Adult, Audit, Juniors, Screening and Women's committees shall not require District Director participation. Committees shall meet and discuss matters under their purview on an as-needed basis. In general, committees are responsible to ferret through details, make reports to the Board on their activities, and make requests for official Board action as required. The President may assign certain items to the entire Board of Directors, in which case the Board acts as a Committee of the Whole.

Elections:

1. No less than two months prior to any regularly scheduled MH election, the President shall appoint a Nominating Committee Chairman who shall be a Board member (preferably a Director Emeritus). Individuals interested in being a candidate in an upcoming MH election shall notify the Nominating Committee Chairman. The Nominating Committee Chairman shall record contact information for interested candidates, and the date individuals expressed interest.
2. The Nominating Committee Chairman shall notify all current Board members of the candidates that have been identified not less than two weeks prior to the annual meeting or other meeting at which an election will be held. The information shall also be posted on the MH website. If the two-weeks prior notice indicates that there is at least one identified candidate for a position, any additional individuals interested in being a candidate for that position must be nominated from the floor at the time of the election.
3. In the event that no candidates have been identified for a position in an upcoming election when the two-week notice is generated, the Nominating Committee Chairman shall convene a Nominating Committee consisting of two District Directors, one maroon and one gold, and at least two Directors Emeriti. The

Nominating Committee shall solicit candidates, insuring that there is at least one candidate for each open position, and notify all current Board members of candidates that have been identified at least two days prior to the annual meeting or other meeting at which an election will be held. Website info shall be also be updated, preferably as candidates are identified.

4. Candidates meeting the deadline to express interest in running for positions being elected, and additional candidates identified by the Nominating Committee as described above, shall be placed into nomination by the Nominating Committee Chairman. Candidates may also be nominated from the floor by a Board member. Voting for new officers and representatives shall take place as the last order of business at the annual meeting or other meeting at which an election will be held.

Removal of Officers and Directors: Any officer or director may be removed from office by a 2/3 vote of the entire Board of Directors at any regularly scheduled meeting or at a meeting called for that purpose, with proper notice to the persons involved.

Vacancies: Board of Directors vacancies shall be filled for the unexpired term by election by the remaining Directors at a regularly scheduled meeting or at a special meeting called for that purpose. Until such time as the election is held, the President may appoint one or more individuals to cover the duties of the position.

Voting Quorum: At all meetings of the Board of Directors, a simple majority of the voting members of the Board of Directors shall constitute a quorum with the manner of voting to be established by the presiding officer. Cumulative and proxy voting is prohibited except as noted in the Article entitled "Board of Directors", "Directors' Duties."

ARTICLE 8 - ADMINISTRATIVE MANAGEMENT

The administrative management committee shall be a standing committee for the purpose of effecting and furthering the business affairs of the corporation. The committee shall consist of seven members including the President, the Controller, the Chairs of the Publicity and Promotion, and Planning committees, two District Directors and one other person to be appointed by the President. The Secretary/Treasurer shall be an ex-officio member of the committee. The committee shall have the authority to employ, on a part or full time basis, an employee, to be known as the Executive Director of the corporation, upon such terms and conditions as shall be mutually agreeable.

ARTICLE 9 - MEETINGS

Board of Directors Meetings: It is the normal obligation of all voting members to attend official meetings of the Board of Directors, or appoint an alternate representative in accordance with Article 7. Attendance/representation is expected for all days of the MH state meetings. All meetings of the Board of Directors and its committees must start with and maintain a quorum. Confirmation of a quorum and determination of a simple majority or 2/3's vote shall be based on the number of voting members present at the time of the vote.

Annual Meeting: The Board of Directors shall hold an annual meeting in the spring of each year. The exact date, time and place of each meeting shall be determined by the Board of Directors.

Regularly Scheduled Meetings: In addition to the Annual Meeting, meetings shall be scheduled in the Fall, Winter and Summer. Such additional meetings may run for 1, 2 or 3 days, and shall be conducted in the traditional "one room or area" meeting format (not by teleconference or video-conference).

Special Meetings: The Board of Directors may hold special meetings for any purpose at any time and may be called by the President, the Board of Directors, or any three (3) or more members of the Board of Directors as provided herein:

1. Any three members of the Board of Directors may make a written request to the President or the Secretary to call a special meeting. Such officer, within seven days, shall give notice of the meeting to be held between ten and sixty days after receiving the request. If the officer fails to give notice of the meeting within seven days from the day on which the request was made, the person who requested the meeting may fix the time and place of meeting, and give notice in the manner provided by the Articles or By-Laws.
2. Special meetings of the Board of Directors may be conducted in the traditional "one room or area" format, or via teleconference or video-conference.
3. Special meetings conducted by video- or tele-conference must observe the following requirements:
 - a. The meeting must be conducted by a technology that allows all persons participating to hear each other at the same time (and, if by video-conference, to see each other as well).
 - b. The Secretary or designee must conduct a roll call to confirm that a voting quorum exists. All voting must be done by roll to ensure a quorum is maintained and to ascertain the pass/fail result of the vote.
 - c. A person desiring to be heard must identify him/herself and be recognized by the Chair before speaking.

Voting: In accordance with the Article entitled "Board of Directors" hereinbefore, each Board member is entitled to one vote, excluding Board members indicated as "non-voting". Individuals holding multiple voting positions on the Board are entitled to a single vote. Constituent-elected (member-elected) Board members may appoint an alternate to vote in their absence, provided the MH Secretary is informed prior to the start of the meeting in question. The alternate cannot be another voting Board member. The constituent-elected Board members are defined as the Adults Director, Disabled Hockey Director, District Directors, Juniors Director, Referee Section Director and Women's Director.

Agenda Items (Excluding changes to the Governing Documents - See Article 11):

1. Anyone wishing to place an item on the agenda of the Board of Directors meeting must notify the Secretary/Treasurer in writing, not later than thirty (30) days prior to the meeting. The specific wording of the proposal must be provided, in writing, to the Secretary/Treasurer not later than 21 days prior to the meeting. Items submitted without the specific, written proposal will not be accepted. The

Secretary/Treasurer will publish the complete agenda with copies of the proposals at least 10 days prior to the meeting. Agenda items without properly submitted supporting documentation will be dropped. These proposals may be adopted by a majority vote of the Board of Directors.

2. Items that have received the approval of a MH Committee may be placed on the agenda at the beginning of the meeting or can be included in the committee report. The specific wording of the proposal must be provided to the members of the Board of Directors at the beginning of the meeting. These proposals may be adopted by majority vote of the Board of Directors.
3. Any item determined by the President to be in the same form or substantially similar form to one which was rejected or withdrawn at the previous meeting of the Board of Directors cannot be placed on the agenda of the upcoming meeting of the Board of Directors unless it has received a two-thirds majority vote of approval by the appropriate Council or committee and the Board of Directors, in that order, recommending that it be placed on the agenda.
4. Any additional items that are to receive consideration of the Board of Directors must receive unanimous approval of those present at the Board of Directors meeting in order to be placed on the agenda.

The most current version/revision of Roberts Rules of Order shall govern and control the conduct of all meetings of the Board of Directors, unless modified by these By-Laws.

Copies of the minutes of all meetings of this Association, its committees and the Board of Directors shall be distributed by the Secretary/Treasurer using a method(s) as determined by the Board of Directors within twenty (20) days of such meetings to the Directors of the Association.

Committee Meetings: Committee meetings may be called at the discretion of the committee chairperson. The President and Executive Director are ex-officio members of all committees, except the Grievance and Screening Committees, and should be notified of all such meetings. Committees can establish internal practices as to their committee structure and procedures that are not otherwise defined in these by-laws. Advance notice of 14 days (suggested) and 10 days (minimum) should be provided for committee meetings.

ARTICLE 10 - CHA RELATIONS

1. CHA (Canadian) teams playing in the US must have permission to do so. Likewise, US teams playing in Canada must follow similar procedure. Permission can be obtained from the USAH Minnesota District Registrar. Failure to obtain permission may subject the team to suspension.
2. Open teams and leagues should be certain that transfers from the Canadian Hockey Association have been procured for any Canadian players and/or foreign players on their teams.

ARTICLE 11 - AMENDING/ADOPTING GOVERNING DOCUMENTS

1. Governing Documents are defined as the Articles of Incorporation, By-Laws, Rules and Regulations, Affiliate Agreement, Code of Conduct, and Sexual Abuse and Physical Screening Policy, and may be amended/adopted at any meeting of the Board of Directors.
2. Anyone wishing to adopt or amend a Governing Document must place the item on the agenda of the Board of Directors meeting by notifying the Secretary/ Treasurer in writing, not later than thirty (30) days prior to the meeting. The specific wording of the proposed changes must be provided, in writing, to the Secretary/Treasurer not later than 21 days prior to the meeting. Items submitted without the specific, written proposal will not be accepted. The proposed changes must be distributed to the members of the Board of Directors at least ten (10) days prior to the meeting at which they are presented for adoption. Any additional Governing Document items that are to receive consideration of the Board of Directors must receive unanimous approval of those present at the Board of Directors meeting in order to be placed on the agenda.
3. Whereas the registration season begins on May 1 of the current season, changes to the Governing Documents that materially affect the Registration Process:
 - a. Can be discussed and voted on at any meeting of the Board of Directors.
 - b. The effective date for these changes will be as follows:
 - i. Changes made before February 1 become effective for the upcoming season.
 - ii. Changes made after February 1 become effective for the season following the upcoming season.
4. Proposals to adopt or amend Governing Documents that have been submitted and distributed may be changed in either of the following circumstances:
 - a. The Rules Committee, or other Committee proposing the change, may amend the language with a 2/3 majority vote of the Committee members present.
 - b. Once the proposal is on the floor, the language may be amended by a 2/3 majority vote as described in the Article entitled "Meetings" hereinbefore.
5. Final adoption or amendment of Governing Documents requires at least a 2/3 majority vote as described in the Article entitled "Meetings" hereinbefore.
6. Unless specifically stated otherwise, changes to Governing Documents approved during a season become effective September 1 of the upcoming season.

ARTICLE 12 - INTERNATIONAL COMPETITION

US Teams desiring to travel to and play international matches must receive approval as required by USAH. MH approval will be given if the requesting team is properly registered and the Affiliate member, whose team submits the request, is in good standing.

ARTICLE 13 - ANTI-DISCRIMINATION POLICY

It is the policy of MH to provide an equal opportunity to all amateur athletes, coaches and officials to participate in competition without discrimination on the basis of race, color, religion, sex, handicap or national origin. MH will take all the necessary steps to comply with this policy.

ARTICLE 14 - SEXUAL AND PHYSICAL ABUSE POLICY

The policies in this article are subject to any contrary requirements in Minnesota State law or local law applicable to MH Affiliates.

SEXUAL ABUSE POLICY - It is the policy of MH that there shall be no sexual abuse of any minor participant involved in any of its sanctioned programs, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Clinics, Invitational and MH Playoff Tournaments or other MH events by an employee, volunteer or independent contractor. Sexual abuse of a minor participant occurs when an employee, volunteer or independent contractor touches a minor participant for the purpose of causing the sexual arousal or gratification of either the minor participant or the employee, volunteer or independent contractor. Sexual abuse of a minor participant also occurs when a minor player touches an employee, volunteer or independent contractor for the sexual arousal or sexual gratification of either the minor participant or the employee, volunteer or independent contractor, if the touching occurs at the request or with the consent of the employee, volunteer or independent contractor.

Neither consent of the player to the sexual contact, mistake as to the participant's age, nor the fact that the sexual contact did not take place at a hockey function are defenses to a complaint of sexual abuse.

Upon proof of violation of this policy, the violator will be permanently banned or suspended from MH sanctioned programs and/or the programs of its Affiliate Associations.

SCREENING POLICY - MH will not authorize or sanction in its programs that it directly controls any volunteer or employee who has routine access to children (anyone under the age of majority) who refuses to consent to be screened by MH before he/she is allowed to have such routine access to children. Further, it is the policy of MH that it will require its affiliates to adopt this policy as a condition of its affiliation with MH.

Persons may be disqualified and prohibited from serving as employees or volunteers of MH if they have:

1. Been convicted (including crimes the record of which has been expunged and pleas of "no contest") of a crime of child abuse, sexual abuse of a minor, physical abuse, causing a child's death, neglect of a child, murder, manslaughter, felony assault, any assault against a minor, kidnapping, arson criminal sexual conduct, prostitution related crime's or controlled substance crimes;
2. Been adjudged liable for civil penalties or damages involving sexual or physical abuse of children;
3. Been subject to any court order involving any sexual abuse or physical abuse of a minor, including but not limited to domestic order or protection;
4. Had their parental rights terminated;
5. A history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse of minors;
6. Resigned, been terminated or been asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual or physical abuse of minors; or
7. A history of other behavior that indicates they may be a danger to children in MH

NOTICE TO ALL PERSONS SUBJECT TO MINNESOTA HOCKEY SCREENING PROGRAM

MH reserves the right to use information obtained in the course of its Screening Program in any reasonable manner to protect its participants, affiliate organizations and programs from risk of future criminal behavior.

PHYSICAL ABUSE POLICY - It is the policy of MH that there shall be no physical abuse of any participant involved in any of its sanctioned programs, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Clinics, Invitational and MH Playoff Tournaments or other MH events by any employee, volunteer or independent contractor. Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.

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

ARTICLE 15 - USA HOCKEY MINNESOTA DISTRICT DIRECTORS

1. It is the intent of MH that its current president be a USA Hockey Director and serve as an ambassador for Minnesota Hockey at the national level. Accordingly, MH shall nominate its current president as a candidate for Minnesota District Director.
2. USA Hockey (USAH) Minnesota District Directors shall be elected using the process outlined in the USAH Minnesota District Operating Rules.
3. MH Representatives indicated below shall cast votes in USAH Minnesota District Director elections based on their number of USAH-registered participants. The USAH Registrar will determine the number of votes that each designated representative will cast. In the event of a dispute, a committee consisting of the USAH Minnesota Directors in attendance not standing for re-election shall make a determination.

- a. District Directors Registered Youth and Girls programs players and coaches in their respective Districts
 - b. Juniors Director Registered Junior program players and coaches
 - c. Adults Director Registered Adult program players and coaches
 - d. Women's Director Registered Women's program players and coaches
 - e. Disabled Hockey Director Registered Disabled Hockey program players and coaches
- The MH President shall cast votes for registered participants not fitting any of the above categories.
4. The MH representatives listed above may designate an alternate person to cast their votes, provided such designation is provided in writing (e-mail is acceptable) to the MH Secretary/Treasurer.

ARTICLE 16 - INDEMNIFICATION AND EXCULPATION

Indemnification: MH shall indemnify each person who is or was a director, officer or employee of MH, or a volunteer acting on behalf of MH and/or its affiliates, such person's heirs, executors and legal representatives, against all liabilities and expenses, including judgments, fines, penalties and reasonable attorneys' fees and all amounts paid, other than to MH, in compromise or settlement, imposed upon or incurred by such person in connection with, or arising out of, the defense or disposition of any action, suit or other proceeding, whether civil or criminal, which such person may be a defendant or with which such person is threatened or otherwise involved, directly or indirectly, by reason of such person's holding or having held such position. The provisions of this paragraph shall not apply to any person who has been adjudicated in such action, suit or proceeding not to have acted in good faith in the reasonable belief that his or her action was in the best interests of MH. MH shall provide no indemnification with respect to any matter settled or compromised, pursuant to consent decree or otherwise, unless such settlement or compromise shall have been approved as in the best interests of MH by (1) a disinterested majority of the board of directors of MH or (2) if there are no disinterested directors, by independent legal counsel representing MH and appointed by a majority of the directors then in office.

The right of indemnification provided in this Article shall not be exclusive of or affect any other rights to which any director, officer, employee or volunteer may be entitled under any agreement, statute or otherwise. MH's obligation to provide indemnification under this Article shall be offset by and to the extent of any other source of indemnification. Nothing contained in this Article shall affect any rights to which MH personnel other than directors or officers may be entitled by contract or otherwise.

Exculpation: No Personal Liability. No director, officer, employee of MH or a volunteer acting on behalf of MH and/or its affiliates shall be personally liable to MH for monetary damages for breach of fiduciary duty as an officer, director, employee or volunteer notwithstanding any provisions of law imposing such liability: provided, however, that the liability of a director, officer, employee or volunteer to the extent that such liability is imposed by applicable law, shall not be eliminated (1) for any breach of such person's duty of loyalty to MH; (2) for acts or omissions not in good faith or which involve an intentional or a knowing violation of law, or (3) for any transaction from which such derived an improper personal benefit. The directors, officers, employees and volunteers of MH shall not be personally liable for any debt, liability or obligation of MH. All persons, corporations or other entities extending credit to, contacting with, or having any such claims against MH, may look only to the funds and property of MH for payment of such contract or claim, or for payment of any debt, damages, judgment or decree, or any amount that may otherwise become due or payable to them from MH.

ARTICLE 17 - DISTRICT ADMINISTRATION

1. The District Director shall ensure that district administrative matters are handled. The Director may perform such duties personally, assign them to an assistant(s), or delegate them to an advisory group/board. Regardless of how they are performed, the Director retains responsibility and authority for these duties.
2. District Boards, if they exist, shall operate as an adjunct part of MH. Such boards are critical to the operation of the district and are entrusted to handle many of the administrative details of running a district. However, such boards are inherently advisory in nature as it would relate to hockey operations in the District. The final authority lies with the Director.
3. For Districts which have a District Board, each member association shall elect a representative. Refer to Affiliate Agreement paragraph 1.2 regarding Affiliates participating with other Affiliate associations in their district with respect to affairs of the district, and Affiliate Agreement Article III Paragraph C. regarding voting.
4. For Districts which have a District Board, each member association shall have one vote in voting matters. Certain other positions on the District Board may also be voting positions, with the following conditions:
 - a. Such additional votes shall constitute less than half of the total available votes.
 - b. A quorum shall not exist for any individual meeting unless at least 50% of the association representatives are present, and their votes constitute at least 50% of the eligible votes.
 - c. The District Director shall not participate in District Board voting, with the exception that he may break ties in the event he is running the meeting.
5. District Directors shall be elected for 3-year terms by the affiliate representatives in the district. Elections are conducted by giving each representative a weighted vote based on the number of in-season registered participants.
6. Existing District Boards that do not meet the above requirements must make necessary adjustments to obtain compliance prior to September 1, 2005.

End of By-Laws