



AHAI POLICIES/GUIDELINES

AHAI has determined that it is not in the best interest of ice hockey and is detrimental to hockey and is therefore prohibited to do any of the following while participating in or affecting the sport of amateur hockey:

Discriminate on the basis of race, color, religion, age, sex, national origin, or socioeconomic status.

Consume, use, sale, give or abuse mood altering substances, other than in accordance with a Doctor's prescription,

For purposes of this policy, the words "mood altering substances" shall include the following:

1. Intoxicating beverages, including, but not limited to, alcohol.
2. Non-prescription or prescribed controlled substances.
3. Prescription or prescribed controlled substances when used to an excess in violation of doctors orders, or to produce the state of intoxication in the participant.

Abuse, (*including but not limited to ethnic, racial, sexual, physical or mental*) another person or player.

CONSUMPTION/USE/ABUSE OF MOOD ALTERING SUBSTANCES

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

Therefore, with the best interests of its participants in mind, AHAI prohibits use by any participant of mood altering substances during active participation in its programs, and, upon discovery of any violation, shall take action to remove the participant from participation in its programs for a reasonable period of time. Further, AHAI hereby recommends that each and all of its teams, associations, programs, and affiliates adopt reasonable regulations concerning the prohibition of consumption/use/abuse of mood altering substances, and a reasonable enforcement procedure thereafter, in order to maintain the health of our athlete participants, the integrity of our programs, and the eligibility of all of our competitors for national, international, and collegiate competition.

Further, a participant shall include players, coaches, referees, and all persons involved in the conduct of an ice hockey contest.

USA Hockey and AHAI, through their Safety and Protective Equipment Committees, will develop a program of drug abuse awareness for players of all ages through 20 years, their parents and/or guardians and coaches of those players.



ZERO TOLERANCE POLICY

In an effort to make ice hockey a more desirable and rewarding experience for all participants, AHAI has a very simple definition of Zero Tolerance and it will not be tolerated. The definition is: Any lack of Respect or Unsportsmanlike conduct will not be tolerated and will be a violation of AHAI's Zero Tolerance Policy. This campaign is designed to require all players, coaches, officials, team officials and administrators, parents and spectators to comply with the Zero Tolerance Policy.

Each organization, player, coach, officials, team officials and administrators, parents and spectators are expected to enforce this Policy. In addition, AHAI has instructed the Officiating Program to adhere to certain points of interest to enforce this Policy in all USA Hockey sanctioned games.

Thus, the following points of emphasis must be implemented by all On-Ice Referees and Linesmen:

PLAYERS

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

1. Openly disputes or argues any decision by an official.
2. Uses obscene or vulgar language at any time, including any swearing, even if it is not directed at a particular person.
3. Visually demonstrates any sign of dissatisfaction with an official's decision. Any time that a player persists in any of these actions, they shall be assessed a misconduct penalty. A game misconduct shall result if the player continues such action.

COACHES

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

1. Openly disputes or argues any decision by an official.
2. Uses obscene or vulgar language in a boisterous manner to anyone at any time.
3. Visually displays any sign of dissatisfaction with an official's decision including standing on the boards or standing in the bench doorway with the intent of inciting the officials, players or spectators.

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



OFFICIALS

Officials are required to conduct themselves in a businesslike, sportsmanlike, impartial and constructive manner at all times. The actions of an official must be above reproach. Actions such as “baiting” or inciting players or coaches are strictly prohibited.

On-ice officials are ambassadors of the game and must always conduct themselves with this responsibility in mind.

PARENTS/SPECTATORS

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

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

EQUAL OPPORTUNITY POLICY

USA Hockey shall provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, color, religion, age, sex, national origin or socioeconomic status, and with fair notice and opportunity for a hearing to any amateur athlete, coach, manager, administrator, or official before declaring such individual ineligible to participate in USA Hockey programs or competition.

CONFLICT OF INTEREST POLICY

All AHA Board of Directors and committee members who may participate in decisions where a personal gain may be possible, are required to sign a "Conflict of Interest" Statement.



SEXUAL ABUSE POLICY

It is the policy of AHAI that there shall be no sexual abuse of any minor participant involved in any of its or its Affiliates sanctioned programs, its tournaments or events, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Seminars, District and National Tournaments or other AHAI/USA Hockey 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 AHAI/USA Hockey sanctioned programs and/or the programs of its Affiliate Associations.

PHYSICAL ABUSE POLICY

It is the policy of AHAI that there shall be no physical abuse of any of its or its Affiliates sanctioned programs, its tournaments or events, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Clinics, District and National Tournaments or other AHAI/USA Hockey events by an 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 goalkeeper, 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.



AHAI STUDENT COACH POLICY

Purpose:

1. To help train entry level coaches at an earlier age level (*Mentor Program*)
2. To allow the younger players who wish to do so an opportunity to participate on the ice and help the coaching staff demonstrate teach skills.
3. To give actual on-ice experience to our younger players who aspire to become a coach in the future.
4. To allow these young players protection under the USA Hockey Insurance program.

Student Coach

Definition: A player between the ages of 13 and 17 who is currently properly registered / rostered on an AHAI/USA Hockey team.

Qualifications:

- * Must attend an AHAI/USAH recommended clinic conducted by the Hockey Director of the Club the Student Coach will coach for prior to participating as a Student Coach.
- * Must always be under the supervision of a certified/screened adult coach during all practices, clinics, tryouts and in the locker room.
- * May help out at practices, clinics and tryouts only. (**May not participate in scrimmages or games as a Student Coach.**)
- * May not act as an assistant or head coach during practices or games.
- * **May not be on the bench during games.**
- * Must wear a helmet with full face shield, gloves and skates while on the ice or bench.
- * May only work with players at least one (1) full playing age level down (*e.g. a Pee Wee player may act as a Student Coach at the Squirt or Mite level*).

The Student Coach candidate and their organization / team / parents must completely fill out the USAH Student Coach form (to obtain this form email pjakubowski@ahai2.org) and mail completed form to:

AHAI / STUDENT COACH – P.O. BOX 217 – BATAVIA, IL 60510



Once the Student Coach candidate has completed his / her AHAI/USAH recommended Student Coach Clinic conducted by the Club/Organizations' Hockey Director, the following procedure MUST also be completed in a timely fashion:

1. The organization which is using the Student Coach must provide a copy of the USAH Student Coach Form indicating on what team he / she is participating as a Student Coach, and what team he / she is properly registered / rostered as a player. This form must be submitted to the AHAI Registrar before participating as a Student Coach. This form must be submitted annually and whenever there is a change of either team.
2. Only NEW candidates for Student Coach are required to attend a Student Coach Workshop. Any Student Coach that has already attended an AHAI Conducted Student Coach Clinic or Level1 Clinic as a Student Coach in the past does NOT need to attend again. However, every Student Coach MUST submit the USAH Student Coach Form to the AHAI Registrar as indicated above and also copy mailed to:

AHAI / Student Coach – P.O. Box 217 – Batavia, IL 60510

3. Upon reaching the age of 18, the Student Coach must comply with the AHAI Screening Program and attend the USA Hockey Level 1 Coaching Clinic, which will qualify him/her to act as an assistant or head coach.

NECK LACERATION PROTECTOR POLICY

Players must wear neck guards for all on ice activities. If a player is observed on the ice without a neckguard, the official will remove that player from the ice until he/she is in compliance. Neck guards must be worn according to the manufacturers specifications. They must fit properly, not oversized, pushed down, unzipped, rolled over, taped or in any way altered. If they are modified in any way they are neck guards and the player will be removed. Failure to leave the ice will result in a delay of game penalty. A misconduct penalty shall be assessed to any player or goalkeeper of that team for a subsequent violation during that game.

Neck Guard Definition: neck guards are specifically designed by the manufacturer to protect the neck. They are clearly labeled as such. There are the shirt type that zip up or the band type that attach to velcro. Arm bands, head bands, plain turtle necks and moc turtle necks are not neck guards.



ARTICLE XX - SCREENING

- A. General:** AHAI has implemented a screening program. For the 1998-99 playing season (*including Spring and Summer*), and thereafter, all ice hockey coaches, managers and on-ice officials (*"persons to be screened"*) (*and AHAI recommends that all member association's administrators*) must consent to be screened, complete an Authorization to Release Information, be fingerprinted at an AHAI authorized Fingerprint Service Center, retain and produce upon inquiry by AHAI or the organization for which the individual *persons to be screened*, a Receipt stamped by the authorized Fingerprint Service Center showing that the person to be screened was fingerprinted and provided the Authorization to Release Information Form.
- B. Deadlines:** All Tier I and Tier II Coaches will complete the Authorization to Release Information Form and be fingerprinted by October 15 of the current playing season. All High School and House League Coaches will complete the Authorization to Release Information Form and be fingerprinted by November 15 of the current playing season. All others and those persons to be screened who become a person screened after the applicable deadline must complete the Authorization to Release Information Form and be fingerprinted within thirty (30) days after beginning any coaching, manager or on-ice official activity, which includes clinics, power skating, and any other "on ice" or "off ice" hockey activities. All on ice officials must be screened upon their 18th birthday and will be suspended and names placed on a Temporary Suspended List (*not allowed to schedule games*) until compliance with Screening Policy.

In compliance with the USA Hockey Central District Policy: any adults on a Men's or Women's team that roster a player under the age of 18 must all be Screened by the AHAI Screening Program. The exception to this would be any Special Needs Hockey Teams (*i.e. teams such as the Tomahawks or Hornets Sled Hockey teams*).

- C. Screening Results and Procedure:** Each person to be screened will be advised in writing regarding any adverse information as a result of the screening process and of the person's options. Certain adverse information may result in immediate suspension with the opportunity to have a hearing with the AHAI Screening Committee in accordance with USAH By-Law 10, "Summary Suspension".

Other adverse information may result in the person being screened being advised and provided the opportunity to have a hearing with the AHAI Screening Committee and action taken up to and including suspension.



- D. Compliance:** Each member association and person to be screened shall comply with the forms and instructions issued by AHAI.
- E. Procedures To Implement:** The AHAI Screening Committee may prepare and distribute additional rules and procedures to implement this policy. For instance, if the coach has not resided in Illinois for a reasonable period of time, the Screening Committee may request a screen from the State of prior residence.
- F. Refusal to Be Screened:** Any individual required to be screened who does not consent to be screened and complete the Authorization To Release Information Form shall not be allowed to participate in amateur hockey in Illinois or in any sanctioned USA Hockey event and be placed on permanent suspension until they comply with this Policy and a hearing with the AHAI Screening Committee.
- G. Non-Compliance:** Any member association and/or person to be screened not complying with this Rule other than those covered under Section C. and F. will be referred to the AHAI Screening Committee for appropriate action up to and including suspension.

SLED HOCKEY POLICY

It is AHAI Policy that sled hockey players (*playing on sleds*) shall not compete in games with players who are playing hockey standing up (*playing on skates*).

HAZING POLICY

It is the policy of AHAI, USA Hockey and USA Hockey InLine that there shall be no hazing of any participant involved in any of its sanctioned programs, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Seminars, District and National Tournaments or other AHAI, USA Hockey or USA Hockey InLine events by any employee, volunteer, participant or independent contractor.

Definition: Conduct which is insulting, intimidating, humiliating, offensive, or physically harmful. Any player, team official, executive member of a Team, Club or Association having been party to or having had knowledge of any degrading hazing, or initiation rite, without reporting it or taking action, shall be subject to suspension from playing or holding office with any Team, Club or Association affiliated with AHAI and/or USA Hockey.



LOCKER BOXING POLICY

USA Hockey is concerned with the activity known as “Locker Boxing” (*aka Helmet & Gloves*) that produces head trauma in children and young adults. USA Hockey is opposed to that activity and recommends that our local associations take action to prevent this activity through awareness, education and supervision.

FINANCIAL OBLIGATION GUIDELINES

No Player shall be permitted to change his/her team or association affiliation until he/she has satisfied any outstanding financial obligations to his/her "old" team or association including all Youth, High Schools, Juniors, Adults and Girls."

AHAI is not and will not act as a collection agency for outstanding financial obligations. Collection of outstanding financial obligations for the Affiliate Members lies with the Affiliate Member. However, AHAI will enforce its By-Laws and impose a suspension for failure to satisfy any financial obligations under the following circumstances:

- 1.□ There must be written correspondence to the obligor. It is recommended that the Affiliate send a minimum of 3 letters by Certified Mail Return Receipt as follows:
 - a.□ First letter stating that there is a balance due and requesting payment.
 - b.□□Second letter stating the balance due with a request for payment and stating that if the amount is not paid within a certain time period (*approximately 10*) days that it will be forwarded to AHAI R&E.
 - c.□ Third letter stating the balance due and that the matter is being□sent to AHAI Rules & Ethics
- 2.□ Collection must be for the current season.
- 3.□□The club must have taken steps to collect the fees during the season such as taking the Obligor off the ice. (*The Affiliate must follow the USA Hockey Hearing and Notice Requirements*).□ In other words, AHAI will not be involved if the club allowed the Obligor to play the entire season and only attempted to collect fees after the season was completed.



After the Club has taken all the above steps, submit copies of these items to the AHAI Rules & Ethics Chairperson for further action. If the steps above are followed, AHAI will send a letter to the Obligor. If the steps above are followed and the Obligor fails to respond, AHAI will suspend the entire family pursuant to its By-Laws.

If the Obligor responds, he/she has the right to request a hearing and be afforded an opportunity to be heard. A hearing will then be scheduled and if necessary, all parties may be requested to attend that hearing. The Rules & Ethics Committee will provide a written decision within 10 days. The decision can be appealed in accordance with the AHAI By-Laws, Article X of Rules and Regulations.

CO-ED LOCKER ROOM POLICY

It is not acceptable under USA Hockey/AHAI By-Laws, Policies on Physical and Sexual Abuse for members to be observing the opposite gender while they dress/undress.

In order to provide an enjoyable and safe experience for all players, please make certain that proper adult supervision is present in locker room settings at all times, including the provision for more than one adult supervisor present in the locker room, and arrange to provide supervisors who are of the same sex as the children they are to protect. *(In the locker room means actually being inside the locker room and/or standing right outside, not at the concession stand or somewhere nearby in the lobby area).*

Please follow these Coaching Ethics Guidelines:

- A. Where possible, have the male and female players undress/dress in separate locker rooms; then convene in a single dressing room to hold the coach's pre-game meeting;
- B. Once the game is finished, hold the coach's post game meeting; then have the male and female players proceed to their separate dressing rooms to undress and shower.
- C. In those cases where separate facilities are not available, have one gender enter the locker room and change into their uniforms. That gender would then leave the locker room, while the other gender enters the locker room and gets dressed. Both genders would then assemble in the locker room and hold the coach's pre-game meeting.



- D. Following the game and the coach's post game meeting, where separate facilities are not available, the second gender group enters the locker room and undresses/showers, while the first group waits outside until they have undressed/shower and left the room. Once the second group leaves, the first group enters the locker room and undresses/showers.

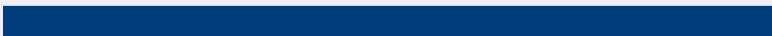
This should be done on a rotating basis (*taking turns*) so neither gender is always last to dress/undress and shower. Taking turns is a means of reasonable accommodation so neither gender group is favored.

Reinforce to all players, coaches, officials, volunteers and parents at the beginning of each season at your organization's parents meetings that your organization takes this issue seriously and has adopted a fair locker room policy.

LOCKER ROOM SUPERVISION

AHAI and USA Hockey are concerned with locker room activities between minor players; minor players and adult players; adults being alone with individual minor players in locker rooms; and with non-official or non-related adults having unsupervised access to minor participants at sanctioned team events.

It is the policy of AHAI and USA Hockey and USA Hockey InLine that all Affiliates, Districts, leagues, and local hockey programs have at least one responsible adult present directly monitoring the locker room during all team events to assure that only participants, (*coaches and players*), approved team personnel and family members are permitted in the locker room and to supervise the conduct in the locker room. Any individual meetings with a minor participant and a coach in a locker room shall require a responsible adult be with the coach. Further, responsible adults must personally monitor the locker room environment at all times while participants are present and also make sure the locker room is appropriately secured during times when minor participants are on the ice.





AHAI GAME LIMIT POLICY

The intent of this rule is to increase the practice to game ratio of all AHAI affiliate teams and to emulate the introduction of the USA Hockey American Development Model. Accordingly, commencing with the 2009 - 2010 season, AHAI has imposed team game limits at all USA Hockey age divisions. Game limits will be as follows.

<input type="checkbox"/>	Mite	Girls U 8	=	35 games maximum
<input type="checkbox"/>	Squirt	Girls U10	=	40 games maximum
<input type="checkbox"/>	Pee Wee	Girls U12	=	45 games maximum
<input type="checkbox"/>	Bantam	Girls U14	=	50 games maximum
<input type="checkbox"/>	Midget Minor	Girls U16	=	60 games maximum
<input type="checkbox"/>	Midget Major	Girls U 19	=	60 games maximum
<input type="checkbox"/>	High School		=	60 games maximum

Game limits include all league, tournament and practice games. All tournaments, both local and out of area will count as three (3) games toward the teams game limit. All playoff games for USA Hockey and AHAI registered League, State and National competition do not count toward the team game limits.

The AHAI team game limits shall be mandatory for High School, Tier II and Tier III / House / Recreation teams and *recommended for Tier I teams*.

Any team violating the AHAI mandatory team game limits will be subject to disciplinary action at the AHAI Rules & Ethics Committee. **Penalty may include suspension of the offending team from State tournament play, suspension of the coach and possible forfeiture of an organization's Affiliate membership or its Tier I, Tier II or Tier III status.**

GIRLS EARLY TRYOUT POLICY

EARLY TRYOUT OPTION

1. Any approved AHAI affiliate organization fielding girls' teams will be eligible to hold tryouts beginning May 15th and ending May 31st.
2. Any team from an approved AHAI affiliate organization wishing to try out in this window of time must submit in writing their intent to do so **no later than April 1st**. Letters of intent will be e-mailed to the Girls' Committee Chair. Confirmation of receipt will be sent within 24 hours.
3. Organizations wishing to try out in the early time window may not field more than one team per age level per organization.
4. All approved AHAI affiliate organization teams requesting to try out in this window of time must participate in a tryout scheduling



meeting, which will take place between April 1st and April 8th, in which tryout times and dates will be scheduled in a grid so as

to avoid conflict. Dates and times will be posted immediately following the scheduling meeting. This tryout window will apply to the following age groups: 12U, 14U, 16U, and 19U. Age groups younger than 12U are not eligible for early tryouts.

5. Each team shall furnish each player and her parents(s), in writing, before any tryout and prior to signing a roster, a fact sheet, providing full disclosure about the team indicating all costs, number of games and practices, amount of travel, any “rules” of the team and approved affiliate organization, and the actual costs of playing for the team.
6. Signed rosters must be delivered to the AHAI Registrar, no later than June 2nd, and will be binding to those players for the ensuing hockey season. These rosters will commit all signed players to play for that team that season. Players may not “opt out” once a roster has been signed. Any player who signs a qualified team roster is committed to that organization and team for the ensuing playing season and cannot play for another team except for high school or youth Tier II.
7. A team will be qualified by a minimum of 12 players. Any organization not fielding 12 players on a team by June 2nd, (*as evidenced by 12 players’ signatures on a roster*), will not be allowed to field a team at that age level for the coming season. That team will be disbanded and those players’ names may be submitted to the AHAI Girls’ Clearinghouse for distribution amongst other organizations.
8. At the 14U age levels and below, players may skate up two age levels. At the 16U and 19U age levels, players may only skate up one age level. In other words, a 10U aged player may play on a 14U team, but a 12U player may not play on a 16U team.
9. Player additions to a qualified team roster (*supplemental roster*) may take place from June 2-June 16. The rosters will be frozen from June 16-September 15. Thereafter teams may add players to their early tryout roster. A player may not be cut from a team after signing a roster without AHAI approval.
10. No player shall be required to pay monies in excess of actual ice time cost or participate in mandatory team activities prior to August 15th of the ensuing playing season. The season shall commence on August 15th of each year, and end on the last day of the National Tournament unless sooner eliminated from competition.



11. Teams resulting from the early tryouts must participate in the state tournament at the “AA” level of play, will be designated as Tier I, and will be responsible for continuing on to Tier I District and/or National competitions should they win the state tournament. These teams will commit to the state tournament by November 15 with a \$500 non-refundable deposit.
12. Players who are cut from the tryouts or any of these organizations may choose to have their names submitted to the AHA! Girls’ Clearinghouse for release to other clubs who may need players. This is an optional program for players, and names are submitted to organizations upon request only.

LATER TRYOUT OPTION

- ⦿ Any team from an approved AHA! affiliate organization not participating in the early tryout window may begin tryouts on August 15.
- ⦿ These teams, if choosing to do so, will commit to the state tournament by November 15 with a \$500 non-refundable deposit.
- ⦿ These teams will be designated “A” level of play for the state tournament.
- ⦿ These teams will be responsible for continuing on to Tier II District and/or National competitions should they win the state tournament.
- ⦿ “A” level teams may choose to “challenge up” at the “AA” level of play in the state tournament, and will be responsible for continuing on to Tier I District and/or National competitions should they win the state tournament at “AA”.
- ⦿ Players who are cut at early tryouts or from any of these organizations may choose to have their names submitted to the AHA! Girls Clearinghouse for release to other clubs who may need players. This is an optional program for players, and names are submitted to organizations upon request only.



AHAI SUSPENSION REVIEW GUIDELINES

*** PLAYER/COACHES LEAVING THE PLAYER'S AREA/BENCH**

DURING GAME: The ASRC guideline on this issue is that “No player or coach shall leave the player’s area or bench to engage or join in any on-ice altercation. The coach of the team shall be responsible for the players.” Accordingly, the ASRC will review any incident brought to its attention where a player or coach has left the player area or bench to engage or join in any on-ice altercation. After investigation and hearing, the ASRC may issue suspensions in addition to any penalty assessed by the Referees. Suspensions for violations of the guidelines may exceed five (5) or more games. The Coach of any offending team may also receive a suspension of five (5) or more games.

*** CONTACT WITH ANY GAME OFFICIAL (*Including Minor Officials*):**

In addition to reviewing Match penalties assessed by a referee under USA Hockey Rule 603b, the ASRC guideline on this issue is that “No player or coach shall have any contact with any game official.” USA Hockey Guidelines suggest a one (1) year suspension for any intentional contact with a game official. Accordingly, after investigation and hearing, the ASRC shall be stringently using the USA Hockey Guidelines as a basis for imposition of all suspensions for violations of these rules.

*** USA HOCKEY RULE 410 (*Supplementary Discipline*):**

The ASRC guidelines for review of an incident under USA Hockey Rule 410: Supplementary Discipline will include, but not be limited to, or require, all of the following items to occur:

- (a) The incident results in significant injury or potential injury to a player;
- (b) The incident occurs outside of the “normal play” of the game; and,
- (c) The President of a Registered Hockey League, Organization or Club makes a written request (*within 14 days after the date of the incident*) to the Chairperson of the ASRC for further investigation of the incident based upon circumstances warranting further review. The written request must include a factual recitation of the specific events and reasons supporting further review along with a copy of the Official Game Scoresheet and names, addresses and telephone numbers of all witnesses.
- (d) Notwithstanding the time limitations set forth in (c) above, the ASRC shall have the ability, in its sole discretion, to investigate and review any incident which meets criteria (a) and (b) above.

Notification of all AHAI Suspension Review Committee hearings will be made in writing to the President or other Head Team Official as soon as the exact date is set and it shall be his or her responsibility to inform the penalized player of all pertinent information”.



COACH/INSTRUCTOR HELMET REQUIREMENT

All ice hockey coaches and instructors of registered USA Hockey Youth, Girls, High School and Disabled programs **MUST** wear an approved ice hockey helmet during all on-ice sessions, including practices, controlled scrimmages and coach and referee clinics (*seminars*).

It is the duty and responsibility of the Local Program to comply and enforce this USA Hockey requirement. Local Programs will be held accountable for enforcement. The Local Programs may adopt stricter penalties.

PENALTY (for non-compliance): Coach/Instructor:

- | | |
|--------------------------------|--|
| 1. First Offense: | Warning |
| 2. Second Offense: | One (1) game suspension |
| 3. Third & Additional Offense: | Automatic immediate suspension pending a disciplinary hearing by AHAI. |

Local Program (for improper oversight):

- | | |
|---------------------------------|---|
| 1. First Offense: | Warning |
| 2. Second & Additional Offense: | Local Program will be considered not in good standing with AHAI (<i>therefore not in good standing with USA Hockey</i>) pending a disciplinary hearing by AHAI. |

NOTE: *Disciplinary Hearing must be held within thirty (30) days of AHAI's receipt of notification of the violation.*

ADDITIONAL FIGHTING PENALTIES

The following rules have been implemented for all ice hockey games played in the State of Illinois during the 2009-10 season. All USA Hockey registered teams (whether registered with AHAI or not) must abide by these additional penalties:

- A. In regards to Rule 613 - Fisticuffs (*Fighting*) of the official Playing Rules of USA Hockey, the following addition has been imposed on all games under the jurisdiction of AHAI:**

*"Any player who is assessed a penalty for fisticuffs under Rule 613 shall be suspended for the next **three (3) games of that team** not including the game in which the penalty was assessed".*

Any player, coach, team, manager, association, club or individual violating this Rule shall be referred to the AHAI Rules & Ethics Committee and/or AHAI Suspension Committee for disciplinary action.

Any Tier I team, or, any team participating in a league based outside Illinois, or, any other Illinois team participating in a game outside the State of Illinois, shall follow regular USA Hockey Rules and/or the Rules of the Affiliate/Federation, and/or tournament rules they are playing that game within.

These penalties supercede the USA Hockey Playing Rules (2010-12 edition).



HIGH SCHOOL SEVEN-UP / SEVEN-DOWN RULE CLARIFICATION

The intent of this rule has always been quite simple. It is designed to give Junior Varsity players the opportunity to play in Varsity games and thus allow them to develop against stronger competition and to build an organization for the following year at the Varsity level. It is also designed to give parity at the Junior Varsity level so that Junior Varsity programs will compete against similar Junior Varsity programs and thus continue to train the younger players who will eventually become Varsity players.

Each Organization is responsible for keeping track of which players have participated at each level and to inform each player before they participate in that seventh (7th) game so that there will be no misunderstanding.

There are two other points that should be noted regarding this rule. First, it is the intent of this rule to allow Junior Varsity players the opportunity to play at the Varsity level and gain experience. It is also the intent of this rule that the Varsity players that are frozen should be the team's best players. It is not the intent of this rule to have the better Varsity players playing in any Junior Varsity games. It is merely an avenue to allow some high school programs with a lesser number of players an opportunity to build a Junior Varsity team with the help of some Varsity players.

The second point is in regards to goalkeepers. A Varsity goalkeeper may dress for a Junior Varsity game, to be the second goalkeeper on the bench; however, they may only participate in play if the Junior Varsity goalkeeper is injured. This also works in reverse. A Junior Varsity goalkeeper may dress for a Varsity game, to be the second goalkeeper on the bench; however, they may only participate in play if the Varsity goalkeeper is injured. For Varsity teams with two or more goalkeepers, this rule does not apply. For a Varsity team with two goalkeepers and a Junior Varsity with one goalkeeper, one Varsity goalkeeper must be frozen to that roster prior to their first League game, but the second Varsity goalkeeper may dress for Junior Varsity games, as mentioned above, but may only participate in play if the Junior Varsity goalkeeper is injured. This also works in reverse. For a Junior Varsity team with two or more goalkeepers and a Varsity team with one goalkeeper, either of the Junior Varsity goalkeepers (*since Junior Varsity rosters do not have to be frozen*), may dress for a Varsity game but may only participate in play if the Varsity goalkeeper is injured. The Seven-Up/Seven-Down Rule is still in effect for goalkeepers during this period; however, the only games that will be counted against the second goalkeeper on the bench will be those games that the second goalkeeper actually played in because of an injury to the original goalkeeper.



Remember that ALL players that are being used as part of the Seven-Up/Seven-Down Rule MUST be properly registered on **both** the Varsity **and** the Junior Varsity Official USA Hockey/AHAI Rosters!

Using the Seven-Up/Seven-Down Rule for any purpose other than for what it was intended will be considered a violation and the case involving that organization will be reviewed for disciplinary action.

AHAI

COACHING CODE OF ETHICS POLICY

INTRODUCTION

This USA Coaching Ethics Code (“Code”) intends to provide standards of ethical conduct for coaches involved with USA Hockey and its member organizations. It provides General Principles and Ethical Standards which cover many situations encountered by coaches, with its principle goals the welfare and protection of participants with whom coaches work. Coaches will respect and protect human and civil rights and not knowingly participate in or condone unfair discriminatory practices.

GENERAL PRINCIPLES

Competence

Coaches will maintain a standard of excellence with regard to education and information related to coaching and make an on-going effort to maintain competence in the skills they use.

Integrity

Coaches will exercise integrity in the practice of coaching and be honest, fair and respectful of others.

Professional Responsibility

Coaches will uphold professional standards, clarify professional roles and obligations, accept appropriate responsibility for behavior and adapt methods to the needs of participants.

Respect for Participants

Coaches will respect the fundamental rights, welfare, dignity, values, opinions and worth of all participants and will be aware of cultural and individual differences including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socio-economic status.

Concern for Participants

Coaches will be sensitive to different roles and responsibilities of all participants and not exploit or mislead them.

Responsible Coaching

Coaches will be aware of ethical responsibilities to society and the community in which they work and live as well as comply with the law and encourage the development of policies which serve the interest of the sport and USA Hockey.



ETHICAL STANDARDS

Applicability of the Ethics Code

Although many aspects of personal behavior and private activities may seem far removed from the official duties of coaching, Coaches will be sensitive to their positions as role models for participants and will consistently obey the standards of the Code.

Discrimination

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

Sexual Harassment

Coaches will not engage in sexual harassment which includes but is not necessarily limited to sexual solicitation, unwelcome physical advances and verbal or non-verbal conduct. Coaches will not deny any participants the right to participate in any activity based upon their having made or their being the subject of a sexual harassment claim.

Hazing / Bullying

Coaches will not engage in or condone behavior which is harassing, harmful or demeaning to participants.

Personal Problems and Conflicts

Coaches will recognize a personal problem may harm participants. Coaches have an obligation to take reasonable steps to prevent impaired performance by recognizing a personal problem and seeking assistance for it.

Avoiding Harm

Coaches will take reasonable steps to avoid harm being caused to participants whether it be physical, verbal or through electronic / social media.

Misuse of Influence

Coaches will guard against the misuse of influence and understand any action or judgment may have an effect on participants.

Outside Relationships

Coaches will refrain from entering into personal, professional, financial or other relationships with anyone if such a relationship may impair objectivity, interfere with properly performing coaching functions or directly or indirectly exploit or harm participants. Coaches will refrain from taking on obligations if a pre-existing relationship may create a conflict of interest.

Exploitation

Coaches will not exploit or have a sexual or intimate relationship with participants.

Statements

Coaches will not make a statement which is deceptive, false, fraudulent or misleading.

Communication with Participants

To avoid any misunderstanding with participants, Coaches will discuss the nature and course of training with them and answer any questions they may have.



Relationship Involving Coaches, Participants and Parents

Coaches will clarify the role of each party and any service provided relative to a relationship with participants and parents.

Alcohol, Drugs and Tobacco

Coaches will refrain from using and discourage the availability or use of alcohol, tobacco or performance enhancing or recreational drugs in conjunction with , including travelling to or from, any USA Hockey competition, training or practice session and prohibit the use of alcohol, tobacco or performance enhancing or recreational drugs by participants.

Gambling

Coaches will refrain from and prohibit gambling of any kind in conjunction with, including travelling to or from, any USA Hockey competition, training or practice session.

Pornography

Coaches will refrain from and prohibit the use of pornographic or sexually explicit material in conjunction with any USA Hockey competition, including travel to or from any USA Hockey competition, training or practice session.

Recruiting

Coaches will not recruit a participant who is already a member of another USA Hockey team. Direct contact by a coach or his / her staff or indirect contact through an agent or parent during the playing season with a participant who is a member of another USA Hockey team is considered tampering and is prohibited.

Evaluating Participants

Coaches will evaluate participants on actual ability, attitude and performance and in a manner consistent with the Code.

RESOLVING ISSUES

Familiarity with Code

Coaches will be familiar with the Code. Lack of awareness or misunderstanding of general principles or ethical standards included in the Code will not excuse violations of the Code.

Confronting Issues

Coaches will consult with other coaches when they are uncertain if a particular situation or course of action violates the Code.

Organizational Conflicts

Coaches will clarify the nature of any conflict between the demands of an organization and the Code, make known their commitment to the Code and seek to resolve the conflict in a way which adheres to the Code.

Reporting Violations

Coaches will inform participants of any perceived violation of the Code and their right to report any violation to the president or other appropriate designee of their association and complete an Ethical Violation Form provided by the association. Any violation of the Code shall be addressed via the process explained in USA Hockey By-law 10 and referred to the appropriate law enforcement agency as required.



Cooperation with Investigations, Proceedings and Resolutions

Coaches will cooperate with any investigation, proceeding or resolution related to a perceived violation of the Code as mandated by USA Hockey or any of its member organizations. Failure to cooperate in itself is a violation of the Code.

ACKNOWLEDGMENT

Coaches acknowledge the USA Hockey Coaching Ethics Code is administered under the authority of USA Hockey and its member organizations. Any violation of the Code subjects the violating coach(es) to the disciplinary processes of USA Hockey and its member organizations.

COACHING CODE OF ETHICS AGREEMENT

INSTRUCTIONS:

All head coaches, assistant coaches, and coaching instructors must complete this agreement every year. Once signed, please keep a copy and submit the original to the youth hockey association where you are participating as a coach and/or instructor.

AGREEMENT

I, the undersigned coach, have read and agree to abide by, the USA Hockey Coaches Ethics Code.

I understand that violations of the Coaches Ethics Code may result in full or partial forfeiture of my coaching privileges in programs sanctioned by USA Hockey and/or its Affiliate, the Amateur Hockey Association of Illinois, I further understand that lack of awareness or a misunderstanding of an ethical standard on my part is not a defense to a charge of unethical conduct.

Hockey Association's Name: _____

Coach's Name: _____

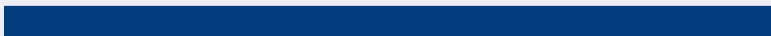
Coach's E-mail Address: _____

Coach's Signature: _____ **Date:** _____

President's Name: _____

President's E-mail Address: _____

President's Signature: _____ **Date:** _____





WHISTLEBLOWER POLICY

A whistleblower as defined by this policy is an employee, volunteer, or board member of the Amateur Hockey Association Illinois, Inc. (AHAI) who reports an activity that he or she considers to be illegal or dishonest to one or more of the parties specified in this Policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate AHAI officials are charged with these responsibilities.

Examples of illegal or dishonest activities are violations of federal, state or local laws; billing for services not preformed or for goods not delivered; and other fraudulent financial reporting.

If an AHAI employee or AHAI volunteer has knowledge of or a concern of illegal or dishonest fraudulent activity, the AHAI employee or AHAI volunteer is to contact the Treasurer of the AHAI Board or the President of the AHAI Board who is responsible for investigation and coordinating corrective action. The AHAI employee or AHAI volunteer must exercise sound judgment to avoid baseline allegation. An AHAI employee or AHAI volunteer who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination.

Whistleblower protections are to cover two important areas – confidentiality and against retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense. AHAI will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm. Any whistleblower who believes he or she is being retaliated against must contact the AHAI Board Treasurer or the AHAI Board President immediately. The right of the whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

AHAI employees or AHAI volunteers with any questions regarding this policy should contact the President of the AHAI Board.

RECORD RETENTION POLICY

POLICY: The Amateur Hockey Association Illinois, Inc. (AHAI) will retain records in an orderly fashion for time periods that comply with legal and government requirements.

POLICY AND PROCEDURES:

1.1 Record Retention Guidelines:

The following holding periods will be utilized for the maintenance of the documents listed below.

Accounting Records



Accounts Payable	7 years
Accounts Receivable	7 years
Audit Reports	Permanent
Chart of Accounts	Permanent
Depreciation Schedules	Permanent
Expense Reports	7 years
Financial Statements (annual)	Permanent
Fixed asset purchases	Permanent
General Ledger and General Journals	Permanent
Loan payment schedules	7 years
Purchase orders & correspondence	7 years
Purchase requisitions	2 years
Tax Returns and Working Papers	Permanent
Trial Balances (annual)	Permanent
Bank Records	
Bank Reconciliations	3 years
Bank Statements	7 years
Canceled checks	7 years
Checks for capital purchase & important contracts	Permanent
Electronic payment records	7 years
Petty Cash vouchers	3 years
Corporate Records	
Board minutes	Permanent
Bylaws, charter, articles of incorporation	Permanent
Business Licenses	Permanent
Contracts – major	Permanent
Legal & tax correspondence	Permanent
Contracts – minor	Life + 4 yrs
Insurance policies, accident, claims	Life + 4 yrs
Employee Records	
Benefit Plans	Permanent
Employee files (terminated)	10 years
Employee applications	1 year
Employment taxes	7 years
Payroll records	7 years
Leasehold Improvements	Permanent
Lease Payment records	Life + 4 yrs



AHAI CONFLICT OF INTEREST POLICY

Conflicts of interest have the potential to cause legal problems as well as embarrassment for AHAI/USA Hockey, Inc. While transactions involving conflicts of interest are not prohibited, they must be duly considered by the Board of Directors of AHAI/USA Hockey, Inc., based on disclosures as may be required by the Board.

This conflict of interest policy is intended to help directors, officers, and certain other persons identify situations that present possible conflicts of interest and to provide AHAI/USA Hockey, Inc., with a procedure whereby such potential conflicts may be reviewed by an appropriate party when necessary. Part II of the policy is intended to take advantage of certain statutory procedures which protects certain conflicted transactions from subsequent legal challenge.

Part I – Definitions

A. Conflict of Interest

A “Conflict of Interest” exists when a Responsible Person is called upon by the President to act on a transaction to which AHAI/USA Hockey, Inc., would be a party, where the Responsible Person’s actions or relationships present the potential for improper personal gain or advantage, or an adverse effect on the interests of AHAI/USA Hockey, Inc. Although it is impossible to list every circumstance giving rise to a Conflict of Interest, the following will serve as a guide to the types of transactions and relationships that create Conflicts of Interest. “Class A” Conflicts of Interest relate to transactions in which a Responsible Person has a direct conflict of interest. “Class B” Conflicts of Interest involve relationships or transactions that create indirect conflicts of interest.

B. Class A

1. A transaction between AHAI/USA Hockey, Inc. and a Responsible Person or Family Member.
2. A transaction between AHAI/USA Hockey, Inc. and an entity (*other than a Related Organization*) or individual in or of which a Responsible Person or Family Member has a material financial interest or is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator or other legal representative.

C. Class B

1. A Responsible Person’s actions or involvement competing with AHAI/USA Hockey, Inc., or a Related Organization in the rendering of services or in any other transaction with a third party.



2. A Responsible Person having a material financial interest in an entity or individual that competes with AHAI/USA Hockey, Inc., or a Related Organization in the provision of services or in any other transaction with a third party.

3. A Responsible Person accepting gifts, excessive entertainment or other favors from any individual or entity that does, or is seeking to do, business with AHAI/USA Hockey, Inc., or a Related Organization, under circumstances where it might be inferred that such action was intended to influence or possibly would influence the Responsible Person in his or her duties to this corporation. This does not preclude the acceptance of items of nominal or insignificant value that are clearly tokens of respect or friendship and not related to any actual or potential transaction or activity of this corporation or a Related Organization.

A list of examples of the foregoing types of transactions is set forth in Part V.

D. Control

“Control” exists if one organization or individual:

1. Owns, directly or indirectly, at least 50 percent of the stock ownership or membership interests of another organization;
2. Has the right, directly or indirectly, to direct or cause the direction of the management and policies of another organization, whether through the ownership of voting interests, by contract, or otherwise.

E. Family Member

A “Family Member” is a spouse, parent, child or a spouse of a child, brother, sister or spouse of a brother or sister, of a Responsible Person.

F. Related Organization

A “Related Organization” is an entity that controls, is controlled by, or is under common control with USA Hockey, Inc.

G. Responsible Person

A “Responsible Person” is any person who holds one or more of the following positions with respect to AHAI/USA Hockey, Inc., or a Related Organization:

1. Director
2. Officer
3. Member of a Committee



4. Member of the Executive Staff
5. Any other person who is determined by the Board of Directors to be subject to this policy.

Part II – Standards and Procedures

A. Report To President

Each Responsible Person who has or anticipates having a Conflict of Interest shall report the Conflict of Interest to the President of the corporation, or to an individual or committee designated by the President, immediately upon identifying the Conflict of Interest. A Conflict of Interest identified by a Responsible Person in the course of a meeting of the Board of Directors or of a committee shall be reported immediately to the Board of Directors or committee, as the case may be.

B. Class A Conflicts

Class A Conflicts of Interest by a member of the Board of Directors of AHAI/USA Hockey, Inc., shall be reported by the Responsible Person, the President, or the President's designee, to the Board of Directors or to the committee that is considering or has considered the transaction to which the Conflict of Interest relates. The Board or committee shall consider the Conflict of Interest in accordance with the following procedures:

1. If the director who has the Class A Conflict of Interest is present at the meeting at which the transaction involving the Conflict of Interest is to be considered, such director shall disclose to the Board or committee all facts material to the conflict of interest. Such disclosure shall be reflected in the minutes of the meeting.
2. If the director who has the Class A Conflict of Interest is not present, or has not made the disclosure required by the preceding paragraph, the President or a representative designated by the President shall disclose to the Board or the committee all known facts material to the Conflict of Interest. Such disclosure shall be reflected in the minutes of the meeting.
3. A director who has a Conflict of Interest shall not be counted in determining the presence or absence of a quorum for purposes of the vote. The Director having a Conflict of Interest shall not vote on the transaction. Such director's ineligibility to vote shall be reflected in the minutes of the meeting.



4. The transaction or relationship shall be approved only if it receives the affirmative vote, in good faith, of a majority of all of the members of the Board of committee, as the case may be. The approval may be given before, after, or concurrently with the transaction that involves a Conflict of Interest.

5. In the event that the number of persons having Conflicts of Interest with respect to a particular transaction is so large that it is impossible to obtain a quorum, or the number of votes necessary for approval as described in paragraph 4, then the transaction shall be approved only upon the unanimous vote of the disinterested directors, provided that there are at least two disinterested directors. The minutes of the meeting shall reflect an analysis of the fairness and reasonableness of the transaction as to this corporation.

6. The procedure described in this section is intended to comply with the requirements of any statutory provision which provides for authorization, approval, and ratification of certain transactions involving Conflicts of Interest. In the event of any inconsistency between the provisions of this section and those statutory provisions, the statutory provisions shall govern.

C. Other Councils

The President shall take such action as he or she deems appropriate with respect to reported Class A Conflicts of Interest involving persons other than directors and all reported Class B Conflicts of Interest. Such action may include, but is not limited to, (1) simply noting the Conflict of Interest in the corporate files, (2) reporting the matter to the Board of Directors for its information only, or (3) referring the matter to the Board of Directors or one of its committees for review.

Part III – Confidentiality

A. Nondisclosure Policy

Each Responsible Person shall exercise care not to disclose confidential information acquired in connection with such status or information, the disclosure of which might be adverse to the interests of AHAI/USA Hockey, Inc., No Responsible Person shall use confidential information for his or her personal gain.

B. Types of Confidential Information

The following types of information received by a Responsible Person in the performance of his or her responsibilities as a Responsible Person shall be treated as confidential unless otherwise determined by the



Board:

1. Information regarding the appointment or termination of employees.
2. Employee evaluations and compensation.
3. Information about contractual relationships with third parties. The foregoing is not intended to be a complete list of all the types of information that may be considered confidential.

C. Failure to Comply

Any director, officer or member of a committee of AHAI/USA Hockey, Inc., who fails to comply with the provisions of this Part III shall be subject to such sanction as the Board of Directors determines is appropriate. Any other person who is subject to this policy and who fails to comply with it shall be subject to discipline, termination of employment, or such other sanction as the Board of Directors determines is appropriate.

Part IV – Administration of Policy

A. New Directors

Each new Responsible Person shall be required to review a copy of this policy and to acknowledge in writing that he or she has done so.

B. Annual Review

This policy shall be reviewed annually by the Board of Directors or a committee designated by the board. Any changes to the policy shall be communicated immediately to all Responsible Persons.

Part V – Examples of Conflicts of Interest

A. Class A

1. A transaction between AHAI/USA Hockey, Inc., and a Responsible Person or Family Member.

Example: The Board of Directors approves an agreement for the provision of consulting services by a member of the Board of Directors of AHAI/USA Hockey, Inc.

2. A transaction between AHAI/USA Hockey, Inc., and an entity (*other than a Related Organization*) or individual, in or of which a Responsible Person or Family Member has a material financial interest, or is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator or other legal representative.



Example: The Finance, Investment & Audit Committee approves an investment management agreement with a company of which a AHAI/USA Hockey, Inc., Director is the Vice President.

B. Class B

1. A Responsible Person competing with AHAI/USA Hockey, Inc., or a Related Organization in the rendering of services or in any other transaction with a third party.

Example: An officer of AHAI/USA Hockey, Inc., agrees with another National Governing Body to promote the National Governing Body in talks with potential sponsors or licensees.

2. A Responsible Person having a material financial interest in an entity or individual that competes with AHAI/USA Hockey, Inc., or a Related Organization in the provision of services or in any other transaction with a third party.

Example: The spouse of an officer of AHAI/USA Hockey, Inc., is an investor in a licensing agency company that attempts to obtain sponsors or licenses for clients other than AHAI/USA Hockey, Inc.

3. A Responsible Person accepting gifts, excessive entertainment or other favors from an individual or entity that does, or is seeking to do, business with USA Hockey, Inc., or a Related Organization, under circumstances where it might be inferred that such action was intended to influence or possibly would influence the Responsible Person in his or her duties to this corporation. This does not preclude the acceptance of items of nominal or insignificant value that are clearly tokens of respect or friendship and not related to any actual or potential transaction or activity of this corporation or a Related Organization.

Example: The chair of the Finance, Investment & Audit Committee is offered free use of a lake home belonging to the President of an organization that has a finance proposal under review by AHAI/USA Hockey, Inc.

Part VI – Acknowledgement of Conflict of Interest Policy

The undersigned hereby acknowledges that he or she has read the attached, The AHAI/USA Hockey, Inc., Conflict of Interest Policy, has had an opportunity to ask any questions that he or she may have about the policy, and understands and agrees to comply with the policy.



Signature: _____

Date: _____

Print Name: _____

