

VAIL JUNIOR HOCKEY ASSOCIATION
DBA
VAIL EAGLE HOCKEY ASSOCIATION (VEHA)
POLICIES AND PROCEDURES
July 2011

NOTE: VEHA, as a sanctioned local association providing the youth (male and female) of the Vail Valley an opportunity to participate in organized ice hockey within the state of Colorado under the direction of the State Affiliate, Colorado Amateur Hockey Association (CAHA) as appointed by USA HOCKEY Inc., adopts the policies and procedures of both USA Hockey and CAHA, said Policies and Procedures are adopted as part of VEHA's policies and procedures in their entirety, except as may be amended to be narrower in scope, although not printed specifically as part of these policies and procedures. VEHA highly recommends all Directors, Coaches, Managers, Registrars, and parents become knowledgeable in the policies and procedures contained therein.

1. Membership: All members of VEHA must complete the approved VEHA registration process before stepping on the ice, or attending a VEHA sanctioned event.
 - a. Player Families shall register player with USA Hockey through USA Hockey's on line registration process. Player families will then register player through the VEHA approved registration process, including the player's USA Hockey number.
 - b. Adults, (those eighteen and older) who have contact with the players in an administrative, coaching, or managerial capacity must first register with CAHA and submit proof of CAHA registration to the VEHA registrar prior to stepping on the ice or attending a VEHA Event (See CAHA Policies and Procedures section XXV and XXVI). Coaches shall then register with USA Hockey. All adults then shall register via the approved VEHA registration process for the current season.
 - c. VEHA membership begins with the USA Hockey membership period and ends August 31st of each year.
 - d. All member families are required to volunteer their time helping VEHA to maintain lower membership fees.
2. League Affiliation: VEHA will maintain its affiliation with the Continental Divide Youth Hockey League (CDYHL). If there are enough female players to form a team there will play in the MSGHL (Mountain States Girls Hockey League)
3. Definition of a game:
 - a. An ice hockey game is a match played against another team that is registered with USA Hockey or a member organization of the IIHF, USA Hockey Referees are present with stripes and crest and the USA Hockey playing rules or approved modification thereof shall apply.
 - b. Official Scoresheets are required for all games and must be posted on Pointstreak.
 - c. VEHA teams are prohibited from participating in games against non-registered teams, without the written permission of VEHA and League Registrar.
 - d. A Scrimmage is a game.

- e. According to CAHA Game requirements section XI, C 2, CAHA and VEHA do not prohibit controlled practice sessions between two registered USA Hockey Teams., provided coaches are on the ice and using this as a teaching situation. Referees may be on the ice without their crest to support the teaching situation.

4. Registration: Teams and Players

- a. All players must be properly registered (USA Hockey and VEHA) and be on the approved team roster before the start of any Game to include League, exhibition, scrimmage, tournament games.
- b. All players and adults must be properly registered with USA Hockey, CAHA if over 18 years old, and VEHA before stepping on the ice or entering locker room.
- c. VEHA follows the age classifications as published by USA Hockey.
- d. Roster changes are not permitted after December 31 of each year.
- e. Youth players (male) are NOT permitted to register on more than one CDYHL or CCYHL team, with the exception of a player participating on a CDYHL sanctioned double roster team. (See CDYHL Policies and Procedures)
- f. Female players are allowed to dual roster on both a MSGHL Team and a youth team. (CAHA Policies and Procedures section IV-J.)

5. Registration: Coaches, Managers

- a. Each VEHA Team registered with CAHA and USA Hockey must have a coach and manager in good standing with CAHA and USA Hockey.
- b. All Teams must have a rostered coach, assistant coach and/or manager present at all Team functions and who will be responsible for the conduct of all Team Personnel.
- c. Coaches and Managers shall give the VEHA Registrar proof of registration with USA Hockey and CAHA before they can be placed on a roster or conduct any practice.
- d. Coaches by December 31 of each year must show and carry with them when at the ice rink the correct level of CEP certification for the age level they are coaching.
- e. No more than 4 registered / rostered coaches are permitted in the vicinity of the players' bench during a game.
- f. A non-registered / rostered adult on the bench may subject the team, Head Coach and VEHA to a fine of up to \$1000.
- g. All VEHA coaches must sign and acknowledge the USA Coaching Ethics Code, VEHA Coaches code of Conduct. Violation of any aspect of these may result in suspension.

6. Registration: Parent

- a. Team managers are responsible for ascertaining compliance with CAHA and USA Hockey Parent Education Program with a goal of 100% compliance.
- b. Each player must have at least one parent / guardian register online with the approved PEP program
- c. Colorado's approved program is the Avalanche Cares program.

7. POINTSTREAK, SCORING, AND GAME DAY PROCEDURES

A. CAHA partnered with Pointstreak to implement an electronic scoring capability for all member Leagues, Associations, and Independent Team starting with the 2007-2008 Season. As of the 2009-2010 Season, all member Leagues, Associations, and Independent Teams shall use the Pointstreak electronic scoring capability for all games.

B. Games will fall into one of the following Pointstreak *Season* categories:

1. League Games – This category is for the games scheduled among member Association for the purpose of establishing league standings. This includes CAHA member Leagues. A separate *Season* is established for each league.

2. Non-League Games – This category is for all non-league games team plays. This includes all games that do not fall into the category above such as non-league games between USA Hockey registered teams and/or out of state tournaments.

C. All Registered Member Teams shall be required to properly record the participants, goals, penalties, etc. of any Game in Pointstreak. According to the USA Hockey Annual Guide, Team Managers are responsible for maintaining the Team documents. In the case of scoresheets, the Team Manager for the Home Team shall be responsible for ensuring all scoresheets are processed correctly and within the timelines outlined in this section. If a League's or Association's policies require an additional review/process prior to the scoresheets being sent to the CAHA Secretary, the League and/or Association shall accomplish their review/process within the timelines described below.

1. Tier and Recreational Teams must record all League, Non-League (in state) and In State Tournament games in Pointstreak to count towards the 10/20 requirements for State Playoffs. Out of state Non-League and Tournament games shall count towards for the 10/20 requirement as long as a valid, readable copy of the scoresheet is available at Credential Check.

2. In-house Recreational Programs are encouraged, but not required to use Pointstreak since these teams do not participate in State Playoffs.

3. 8 & under teams shall not use Pointstreak for their games and/or tournaments/jamborees. CAHA has eliminated the Affiliate Fee for all 8 & Under players. If an association violates this rule and uses Pointstreak for any 8 & Under games, CAHA may fine the association \$5.00 per player for each game entered in Pointstreak. NOTE: This fine is per game. For example, if game one has 20 players between the two teams, the association scoring the game will be fined \$100. If game two has 20 players between the two teams, the association scoring the game will be fined another \$100 even if some of the players participated in game one.

D. The Home Team is responsible for recording all league games and non-league games played in Colorado. The Tournament Director is responsible for recording all tournament games hosted by their Association.

E. **Recording Games** – While not all member Teams will have the capability to score games online (real time), Pointstreak provides the capability to print off game sheets for scoring purposes, thus deleting the requirement for the 4-part CAHA Scoresheets used in the past. Games will be scored one of the following ways:

In State League and Non-League Games Scored Using Pointstreak Online (Real Time) – The capability does not require use of a hard copy scoresheet. The game is scored real time, penalties are recorded as they occur, and the referees sign off electronically at the end of the game. Team Managers will print off and maintain a copy of the scoresheet in their Manager's Book.

In State League and Non-League Games Scored Using Hard Copy Scoresheets – These games will be scheduled into Pointstreak well ahead of the actual game and the Home Team Manager shall log into Pointstreak and print a copy of the scoresheet which will serve as the hard copy score sheet. The game is scored using this hard copy scoresheet and the referees will sign off on the hard copy scoresheet. The Home Team Manager shall enter the

scoresheet into Pointstreak within 24 hours of game completion. Team Managers will print off and maintain a copy of the scoresheet in the Manager's Book.

F. *Game Day Responsibilities and Procedures* – The following responsibilities and procedures apply for all of the scoring methods identified above.

- a. Prior to the start of the game, the Head Coach is responsible for ensuring that all players listed on the Team Roster are eligible players. This can be accomplished by reviewing and initially on the hard copy scoresheet or by reviewing the team roster displayed on the terminal, PC, or laptop. Additionally, the Head Coach shall provide the scorekeeper the name and jersey number for the starting goalie.
- b. The scorekeeper is responsible for ensuring that all game statistics are recorded correctly. The scorekeeper shall be identified in Pointstreak. If the 'default' scorekeeper is used, the scorekeeper's name shall be typed in the game notes.
- c. The scorekeeper shall ensure the referees' names are identified on the hard copy scoresheet or in Pointstreak. If the 'default' referee is used when recording games in Pointstreak, the scorekeeper shall ensure the referees' names are entered in the game notes.
- d. The scorekeeper shall notify the referee if any coaches and/or players are serving a game suspension. For hard copy scoresheets, the player's name, number and team shall be annotated on the scoresheet. Pointstreak will automatically record the player serving the suspension.
- e. The referees shall review and sign the scoresheet at the end of the game. The referee shall sign the hard copy scoresheet or enter their referee number in Pointstreak to electronically sign the game sheet.
- f. Games scored on hard copy scoresheets or offline shall be entered into Pointstreak within the timelines address above.

G. *Changing Pointstreak Stats* – The preference is that no changes will be allowed in Pointstreak once a game has been closed. The location of Pointstreak terminals, PCs, and/or laptop along with rink ice schedule does not always allow the Head Coach an opportunity to review the scoresheet prior to the game being closed. Changes to the Pointstreak stats once a game has been closed may be allowed for the following as approved by the DAL-C, League System Administrator, or TSA.

- a. The Team Manager, TSA, or League System Administration transposed the game stats from the hard copy scoresheet into Pointstreak. The original hard copy scoresheet must be provided to the appropriate administrator before the correct can be made.
- b. Game misconduct was entered for the wrong player.

8. TEAM MANAGEMENT AND ASSOCIATION REGISTRAR

- A. Each Youth and Women/Girls team shall have a team manager whose name, address and telephone number shall be indicated in the USA Hockey Team Registration/Roster. The team manager shall be custodian of and responsible for all documents necessary for credential review prior to participation in invitational tournaments, playoffs and championships. Required documents shall include those listed in Regulation XIX. Rules and Regulations for State Playoffs, Section F.
- B. VEHA will hold a mandatory Team Manager Meeting each Fall prior to the first games of the season.
- C. If CAHA or CDYHL holds a Manager's/ Registrar's meeting it is mandatory a representative of each team attend.

9. HEAD COACH RESPONSIBILITIES

- A. The Head Coach or acting Head Coach of each Team shall be held responsible for the conduct of the members and Team officials of his/her Team both on and off the ice immediately before, during and after any CAHA, CDYHL or VEHA sanctioned event during the time that the players and other Team members are under the immediate supervision of the Head Coach or acting Head Coach, including but not limited to team functions, practices, and Games. The Head Coach or acting Head Coach is responsible for the conduct of his/her Team in the locker room. The Head Coach or acting Head Coach of any Team member or Team official involved in any disruptive or unsportsmanlike incident may be called to account for the actions of any such Team member or Team official and may be subject to disciplinary measures as determined by the appropriate Disciplinary Committee.
1. This responsibility shall specifically include any action by any Team member or Team official that results in damage to any ice arena facility.
 2. This responsibility shall be interpreted to mean possible financial responsibility to pay for any such damages unless otherwise assumed by the Association for which the Head Coach or acting Head Coach is registered.
 3. In the event of any such damage that is reasonably verified by the CAHA through proper authorities, the Team and every member and Team official of the Team, to which the person causing any such damage may be immediately suspended from participating in any CAHA sanctioned Game as determined by the CAHA Disciplinary Committee. Any person found to have caused such damage shall be subject to pay the reasonable costs of repairing any such damage before their Team and any member of their Team is allowed to resume play in the Regular Season, Spring/Summer Season or successive seasons.
- B. The Head Coach or acting Head Coach of each Team shall ensure that all coaches on the bench are certified at the appropriate level after December 31st of the current season.
- C. The Head Coach or acting Head Coach of each Team shall ensure that all members of their Team are registered with USA Hockey prior to participation in any Games, non-League Games or tournaments. Failure to comply with this rule will result in a \$1000.00 fine to the appropriate Association or independent Team.

10. SPECTATOR CONDUCT

- A. CAHA and VEHA holds each member Team responsible for policing the conduct of the coaches, players, spectators and parents at USA Hockey sanctioned events to include Games and practices. If the member Team, or VEHA fails to act, VEHA and CAHA reserves the right to have any person who causes a disturbance removed from the playing area and to impose such sanctions as is deemed advisable by the appropriate Vice President and/or Suspension/Appeals, Discipline Committee.
- B. VEHA is required to implement a CAHA sanction and approved Parent Education Program prior to October 1st of the upcoming season. Association Presidents or their designee will be responsible for ascertaining compliance by the Associations' Membership with the goal of 100% compliance.
- C. Anyone who uses profanity, throws objects onto the ice, or is abusive towards any player, official or spectator shall be subject to immediate ejection from the premises.
- D. If a parent refuses to abide by a written request or ruling of the VEHA or CAHA Suspension/Appeals, Discipline Committee, then the player of that parent may be barred from competition if the ruling involves discipline against the player.

11. TRAVEL PERMITS

- A. Prior to applying for a travel permit as outlined below. VEHA Teams shall secure the approval of the Coaches committee and the VEHA Executive Board.**
- A. Travel within the United States - All Registered Team Members who desire to travel outside of Colorado for competition or tournaments must first obtain a an approved CAHA Travel Permit form from the CAHA Secretary. Travel permits are not required for Colorado Teams traveling outside of the state for a CAHA Member League Game The required CAHA Travel Permit Form (Travel Permit US xx-xx) can be accessed via the CAHA website. Members shall complete all the information required and submit the Travel Permit information to the CAHA Secretary by selecting

the 'Submit by Email' option. Members are also encouraged to obtain a copy of the Travel Permit for their records by selecting the 'Print' option. The CAHA Secretary shall ensure that the Registered Member Team is a member in good standing of the CAHA, will be competing against USA Hockey Registered Teams and/or in USA Hockey Sanctioned Tournaments before approving a CAHA Travel Permit. A valid sanction number is required for all Tournament travel except for Minnesota. The CAHA Secretary shall verify that the Minnesota tournament is a USA Hockey sanctioned event prior to approving the Travel Permit. The CAHA Secretary shall email the approved/disapproved Travel Permit to the requesting member. Travel permits must be submitted to the CAHA Secretary via email at least 15 days in advance of departure.

- B. Travel to Canada - All Registered Team Members desiring to travel to Canada for competition or tournaments must obtain a USA Hockey Travel Permit. Teams must contact the appropriate USA Hockey Associate Registrar for Colorado to obtain the USA Hockey Travel Permits to Canada. Travel permits must be submitted at least 30 days in advance of departure.
- C. Travel to All Other Countries - All Registered Team Members desiring to travel to countries other than Canada for competition or tournaments must apply for an International Competition Permit from USA Hockey in addition to the CAHA Travel Permit. An International Competition Application form must be obtained by contacting the USA Hockey Associate Registrar for Colorado and submitting it at least 90 days in advance of departure

12. ZERO TOLERANCE

In an effort to make ice and inline hockey a more desirable and rewarding experience for all participants, VEHA, CAHA and USA Hockey instituted a zero tolerance policy. This policy requires all players, coaches, officials, team officials and administrators and parents/spectators to maintain a sportsmanlike and educational atmosphere before, during and after all USA Hockey-sanctioned games. Thus, the following points of emphasis must be implemented by all.

Players

A minor penalty for unsportsmanlike conduct or benching (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, he/she shall be assessed a game misconduct penalty.

Parents/Spectators

The game will be stopped by game officials when parents/spectators displaying inappropriate and disruptive behavior interfere with other spectators or the game. The game 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:

1. Use of obscene or vulgar language in a boisterous manner to anyone at any time.
2. Taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical violence or physical violence.
3. 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.

13. SEXUAL ABUSE

It is the policy of VEHA 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 and tournaments or other VEHA 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 USA Hockey sanctioned programs and/or the programs of its affiliate associations.

14. PHYSICAL ABUSE

It is the policy of VEHA and USA Hockey 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, regional and national tournaments or other USA Hockey 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.

15. LOCKER ROOM SUPERVISION

USA Hockey and VEHA is 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 VEHA to 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 between 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.

Use of the rinks and the locker rooms at Dobson Ice Arena and the Eagle Pool and Ice Rink is a privilege, not a right. Prior to practice or game players should arrive at the rink to dress at a time designated by individual coaches. Vail Eagle Hockey will not tolerate excessive noise, rough-housing, physical abuse of locker rooms, inappropriate language and other displays of poor judgment. No hockey playing, no throwing, no pranks, no

bullying or rough play of any kind. Keep locker rooms clean at all times, older players must respect younger players at all times and any type of bullying or inappropriate behavior will likewise not be tolerated. The coaches, managers and approved CAHA screened adults will work together to provide adult supervision in the locker room. Players who are disruptive in the locker rooms and/or rink may be benched for a period of time, including practices and games, loss of locker room privileges, or face other consequences as deemed appropriate by the coach and/or VEHA Discipline Committee. In addition both rinks may impose their own restrictions and take action against disruptive behavior on their own behalf. Parents need to respect the time before and after a game or practice for the coaches to talk. Coaches will set their own team policies for these meetings.

16. GENDER EQUITY – CO-ED LOCKER ROOMS

The issue of co-ed dressing arrangements in locker rooms continues to come up, and USA Hockey is frequently asked to provide some type of guideline about dealing with such situations. Teams, leagues, associations and USA Hockey need to recognize that there are gender equity issues to deal with when managing a coed locker room setting. Both female and male privacy rights must be given consideration and appropriate arrangements made. USA Hockey's member organizations should consider the following: 1. Recognize that it is an issue that must be dealt with and that favoring one group over another can produce legal ramifications; 2. Recognize that the ideal situation of using two, separate dressing rooms is not possible in many ice rink/arena settings; 3. Recognize that it is an issue that will increase in visibility as girls'/ women's participation in USA Hockey continues to grow; and 4. Recognize that it is an issue for members who are participating as players, coaches and officials.

Our recommendations, made in conjunction with the Girls'/Women's Section, the Coaching Education Program and the Officiating Program, are as follows: **NOTE:** Make certain that two properly screened adults are present in locker room settings to supervise. Arrange to provide supervisors who are of the same sex as the children they are to protect. Please follow 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 pregame 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 (separately), if available. C. In those cases where separate facilities are not available, have one gender enter the locker room and change into their uniforms. That gender then leaves the locker room, while the other gender dresses. Both genders would then assemble in the locker room and hold the coach's pre-game meeting.

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, while the first group waits outside until they have undressed and left the room. Once the second group leaves, the first group enters the locker room and undresses.

NOTE: Taking turns is a means of 'reasonable accommodation', so neither gender group is favored, nor is "the ones who always have to wait" and it's fair. Failing to establish some type of similar procedure, or failure to seriously consider the privacy issues will likely lead to complaints and/or lawsuits. By being proactive on this issue, everyone [coaches, players, officials, volunteers and parents] can enjoy the sport without the worry of legal actions or the invasion of privacy concerns arising. Lastly, reinforce to all players, coaches, officials, volunteers and parents that your organizations are going to take this issue seriously. It is not acceptable under USA Hockey's Bylaws – Policies on Physical and Sexual Abuse – for members to be observing the opposite

gender while they dress or undress. Members and volunteers who violate USA Hockey's policies, or who violate the privacy rights of others, could be subject to appropriate discipline.

17. HAZING

It is the policy of VEHA and USA Hockey that there shall be no hazing of any participant involved in any of its sanctioned programs, its training camps, hockey clinics, coaches' clinics, referee clinics, regional tournaments or other USA Hockey events by any employee, volunteer, participant or independent contractor.

VEHA and USA Hockey are concerned with the activity known as "Locker Boxing" (aka Helmet & Gloves) which produces head trauma in children and young adults. VEHA is opposed to that activity and any players participating in that activity are subject to suspension.

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 USA Hockey.

18. CONSUMPTION/USE/ABUSE OF MOOD ALTERING SUBSTANCES

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

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

Violations of this policy will be brought before the VEHA Discipline Committee for adjudication. Violators are subject to suspension from VEHA.

19. RESOLUTIONS OF DISPUTES, ARBITRATION AND SUSPENSIONS (USA HOCKEY Bylaw 10)

It is the policy of VEHA to implement and follow this USA Hockey Bylaw. It is reprinted here for the benefit of all members of VEHA. Portions not affecting VEHA have been deleted from the VEHA Policies and Procedures, but can be found in its entirety in the USA Hockey, Inc. Annual Guide.

A. Resolution of Disputes, Exclusive Remedy

(1) Scope of Procedure

For all claims, demands, or disputes having any impact on ice hockey or between, by or among Members of USA Hockey which fall within the jurisdiction of this Bylaw (collectively, "Disputes"), the procedures established in this Bylaw shall constitute the sole and exclusive remedy for dispute resolution. For the disciplinary procedures applicable to inline hockey, see the Inline Rules and Regulations.

(2) Purpose

It is the specific purpose of this Bylaw 10 to provide for a uniform method of resolving all Disputes and to utilize the specific skills, expertise and background of people experienced in hockey and sports administration matters. The procedures contained in this Bylaw 10 are sometimes referred to collectively as the "Dispute Resolution Procedure." It is the further purpose of this Bylaw 10 to provide an administrative procedure that is a full and complete substitute for any court proceedings.

(3) Submission to Dispute Resolution Procedure

Each Registered Team Member, Allied Member, and other person within the jurisdiction of USA Hockey (including, but not limited to each parent, guardian, agent or other person, and each Affiliate Association, league, club, sponsor, facility or other group or organization) agrees to abide by this Dispute Resolution Procedure by virtue of membership, affiliation or participation at any time in USA Hockey or a sanctioned USA Hockey game or program. All inline hockey members agree to abide by the Dispute Resolution Procedure provided in the Inline Rules and Regulations.

(4) Failure to Follow Process

In addition to any other sanctions applicable hereunder, the failure to follow and abide by the Dispute Resolution Procedure (a) shall make a Member, and any person or entity representing, participating with or aiding such Member, liable for any and all expenses and costs, direct and indirect, and including reasonable court costs and attorney fees and the value of volunteer time, incurred by USA Hockey, its Affiliate Associations, directors, officers, or agents; and (b) In USA Hockey's and/or the Affiliate Association's discretion, such person may be immediately suspended and/or disqualified from membership and forfeiture of the right to participate in USA Hockey or any of its sanctioned events or any of its Affiliate Associations.

B. Suspensions Generally/Domestic Competition [When Hearing is Required]

(1) General

Except as set forth under paragraph (2) of this Bylaw 10.B, no Registered Team Member, Allied Member, or Affiliate Association and other persons within the jurisdiction of USA Hockey (including, but not limited to each parent, guardian, agent or other person, and each, league, club, sponsor, facility or other group or organization) engaged in Domestic Competition or participation at any time in USA Hockey or a sanctioned USA Hockey Game or Program, who is alleged to have failed to comply with or who has allegedly violated any of these Bylaws or the Applicable Rules, or to have otherwise engaged in conduct unsuitable for the sport of ice hockey, may be suspended from participation, unless such party shall have received a prior hearing as provided for in Bylaw 10.C (Non-playing Rule violations) or Bylaw 10.D (Playing Rule violations). This includes suspending a player for a game.

(2) Prior Hearing Not Required

Except as otherwise stated in this paragraph (2), the suspensions listed below shall not require a prior hearing under Bylaws 10.C (Non-Playing Rule violations) or 10.D (Playing Rule Violations) hereof.

(a) Playing Rule Suspension

USA Hockey playing rules suspensions which are expressly permitted by such playing rules (“Playing Rule Suspension”), shall not require a Bylaw 10.D suspension hearing (“Playing Rule Hearing”); provided, however, that a Playing Rule Suspension shall require a Playing Rule Hearing if the suspension occurs as a result of imposition of a match penalty, and in such event a hearing shall be held in accordance with the requirements of Bylaw 10.D. Any Playing Rule Suspension shall remain in force and be final unless modified or revoked at a hearing.

(b) Officiating Suspensions

In the case of a suspension of an official:

1. The applicable state association or USA Hockey league or local supervisor of officials shall have the authority to suspend a referee up to ten (10) days, and
2. The state association or Affiliate Association shall have the authority to suspend a referee after a hearing or in accordance with a summary suspension pursuant to the bylaws, rules and regulations of the suspending authority.
3. The boycotting of any game(s) by any official(s) due to any disciplinary action taken in accordance with these Bylaws shall subject said official(s) to additional sanctions as may be invoked by the organization subjected to said boycott after a hearing.
4. If any registered USA Hockey official is restricted or denied assignment eligibility for any USA Hockey game by an officials’ organization or group of officials (“Officials’ Organization”), except for good cause shown in accordance with the Officials’ Organization written rules and then only for a very limited duration without a hearing as provided herein, then said Officials’ Organization shall be subject to suspension or expulsion in accordance with the rules and regulations herein and that restriction or denied assignment shall have no effect.

(c) Assault of Game Official

With respect to suspensions resulting from assaults on game officials from match penalties in violation of Rule 601(g)1 or 601(j)1 (Physical Assault on Game Officials) of USA Hockey’s Playing Rules, there shall be immediate suspension from all USA Hockey sanctioned games and practices and a hearing under Bylaw 10.D. (Playing Rule violations) by either the governing state association or Affiliate Association, its designated hearing body, or the Junior Council sanctioned league, which shall exercise original jurisdiction in the matter. If the match penalty is affirmed, the player or team official shall be suspended for not less than one calendar year with one calendar year probation thereafter. Suspensions under this paragraph (c) shall be immediately reported to the applicable Affiliate Association(s), and the appropriate registrar(s). Any game official assessing said penalty shall file with his/her USA Hockey District Referee-in-Chief a written game report within forty-eight (48) hours of the incident. The Referee-in-Chief shall immediately investigate the incident and promptly submit a written opinion, together with the game sheets and reports to the suspending authority, indicating whether the incident is applicable under Rule 601(g)1 or 601(j)1 or is more applicable under a different playing rule. A copy of the Referee-in-Chief’s written report and opinion shall be sent by the suspending authority to both the player, team official and game official involved. The Registrar may accept a registration subject to the terms of this suspension.

(d) Summary Suspension

Summary suspensions may be permitted pursuant to the bylaws, rules and regulations of the affiliate, only in those cases where a participant has been assaulted, or subject to physical or sexual abuse as described in the policies of USA Hockey, or other violations of USA Hockey policies as set out in the Annual Guide, or the affiliates’ comparable policies, that have been reviewed, and approved by USA

Hockey, and shall not require a pre-suspension hearing for purposes of this Bylaw 10.B. The suspended party, at the time of notice of the suspension, must be provided written notice of the right to request a hearing. In the event the suspended person requests a hearing from the suspending authority, that hearing shall be held in accordance with Bylaw 10.C. (Non-Playing Rule violations). In order to request a hearing of a summary suspension, the suspended party must request the hearing in writing from the suspending authority within seven (7) days of being notified of the suspension.

C. Suspension or Disciplinary Hearings/Domestic Competition (Non-Playing Rules)

This Bylaw 10.C. applies to matters not involving alleged violations of USA Hockey's Playing Rules, and applies with respect to Domestic Competition and all other violations of USA Hockey or Affiliate Bylaws, policies, rules, or regulations which are not governed by Bylaw 10.D. (Playing Rules), 10.E. (Protected Competition), or 10.F. (Doping Hearings).

(1) General

Any person or organization ("Party") who:

- (a) Has the right to a hearing where the decision may impose a suspension under Bylaw 10.B.; or,
- (b) Desires to contest a suspension or other disciplinary action under Bylaw 10.B., where no hearing was held and the suspended or disciplined Party has requested a hearing in writing by notice to the disciplining authority within seven (7) days of being notified of the suspension or discipline; or
- (c) Desires to contest an administrative action or decision by USA Hockey, an Affiliate Association or a local league, association or program that affects the Party's eligibility to participate (an "Administrative Action") is entitled to a hearing as set forth in this Bylaw 10.C.
- (d) Notwithstanding the foregoing:
 1. in high school or college club hockey where membership and eligibility issues are determined pursuant to rules, regulations and dispute resolution procedures of a national, state or district interscholastic athletic organization, the hearing procedures set forth in this Bylaw 10.C. shall not apply to the extent that such organization's rules, regulations and/or dispute resolution procedures also address the matter, and
 2. the hearing and dispute resolution procedures set forth in this Bylaw 10.C. are not intended to provide hearings, or require a party to pursue a hearing, for the purpose of determining liability or damages for personal injury claims, or dues or fees disputes.

(2) Hearing Procedure

Any hearing convened under this Bylaw 10.C. shall be conducted under the following rules:

(a) Hearing Committee

The disciplinary authority, or for hearings under 10.C.(1)(c), the party taking the Administrative Action, shall appoint a hearing committee, which is recommended to be a minimum of three (3) persons and must be reasonably disinterested and impartial. In the case of the suspension or discipline of a referee or coach, the District or Affiliate Association Referee-in-Chief or Coach-in-Chief, as appropriate, or his/her designee, shall serve on the hearing committee.

(b) Hearing Time Frame

The hearing committee shall offer to hold a hearing and that offer shall be to hold the hearing within thirty (30) days of: (i) receipt of the demand for the hearing, (ii) notification of the completion of an appropriate investigation of the facts giving rise to the proposed suspension or discipline, or (iii) the Administrative Action, but not to generally exceed sixty (60) days from receipt of the demand for the

hearing. Any suspension, discipline or Administrative Action pending a hearing shall remain in effect until a decision is rendered.

(c) Has to do with USA Hockey National Teams – not included

(d) Hearing Notice

The hearing committee shall provide at least seven (7) days written notice of the convening of the hearing to the Party, the person(s) or party(s) proposing suspension, discipline or Administrative Action, and other interested party(s) who shall be included at the discretion of the hearing committee. The Party, and each person or party proposing suspension or discipline, or who has taken the Administrative Action, are sometimes referred to herein as “parties” or “party.”

(e) Hearing Location

The hearing shall be convened in a location which is accessible to the Party.

(f) Hearing Procedure

The Party shall be afforded a fair hearing, which shall include, but not necessarily be limited to:

1. Reasonable notice of the grounds for the proposed suspension, discipline or Administrative Action, but any grounds supported by the evidence presented may be considered in reaching a decision;
2. The possible consequences of an adverse finding;
3. The reasonable opportunity to present their case and argument in accordance with the hearing authority’s rules;
4. The appeal procedure when a decision is rendered.

(g) Conduct of Hearing

The hearing committee may, in its discretion, hold a formal or informal hearing (which may include a telephonic hearing), hear any evidence it believes is relevant to the issue(s) before it, place limits on time, evidence and documentation, have witnesses or written statements, establish other hearing rules so long as each party is treated in a substantially equal manner. The Rules of Evidence in Judicial Proceedings shall not apply to this hearing.

(h) Burden of Proof

In the case of a suspension or discipline, the burden of proof shall be on the party proposing the suspension or discipline by a preponderance of the evidence. (i.e., more likely true than not true). In the case of an Administrative Action, the burden of proof shall be on the party challenging the Administrative Action to prove that the Administrative Action was made in an arbitrary or capricious manner or was not supported by facts. In a contest of an Administrative Action, only the evidence presented to or considered by the decision makers taking the Administrative Action shall be presented or considered in the hearing to contest that Administrative Action.

(i) Decision

The hearing committee will use reasonable efforts to: (i) render its decision to the parties to the hearing within five (5) business days of the close of the hearing; and, (ii) prepare and deliver a written decision to the parties to the hearing within fifteen (15) business days of the close of the hearing. The written decision shall contain findings of material facts, conclusions and the order of the hearing committee.

(j) Written Record

Any party may request, in writing and prior to the hearing, that a written record of the hearing be made. Upon that request, the hearing committee shall provide for a written record which may consist of a recording, audio or video, of the hearing at the discretion of the hearing committee. The cost of providing for a court reporter’s transcript shall be paid for by the party who desires such a record.

(k) Scope of Suspension

Except as set forth in these Bylaws, any suspension or discipline invoked after the hearing by a league or local program shall be in effect only for the program governed by the disciplinary authority, subject to the applicable state association or Affiliate Association's authority to review, affirm, extend or modify the action taken. If the disciplinary authority wishes to extend any suspension or discipline it ordered beyond its program, it must notify, as applicable, the state or Affiliate association. If the suspension or discipline is imposed by a state or Affiliate association and the state or Affiliate association wishes to extend the suspension or discipline beyond its jurisdictional, geographical territory, it shall advise the Executive Director of USA Hockey of the suspension or discipline by providing a copy of the written notice of suspension or discipline and requesting that USA Hockey, its Districts, Affiliates, and Members honor the suspension or discipline imposed. Thereafter, the Executive Director of USA Hockey shall promptly notify each of its Districts and Affiliates of the suspension or discipline which shall honor the suspension or discipline.

D. Suspension Hearings/Domestic Competition (Playing Rules)

This Bylaw 10.D. applies to alleged violations of USA Hockey's playing rules, and applies only with respect to Domestic Competition.

(1) Hearing Committee

The disciplinary authority (CAHA) shall appoint a hearing committee, which is recommended to be a minimum of three (3) persons and reasonably independent and objective.

(2) Hearing Procedure

The Party shall be afforded the following:

(a) Reasonable Notice of Grounds

At least seven (7) days notice of the hearing and reasonable notice of the grounds for the proposed hearing, along with a copy of the score sheet and/or referee report, which shall be considered reasonable notice but any grounds supported by the evidence presented may be considered in reaching a decision. The Party, and each person or party proposing suspension, are sometimes referred to herein as "parties" or "party."

(b) Reasonable Opportunity to Hear and Present

The reasonable opportunity to hear the case against them and present their case and argument in accordance with the suspending authority's rules, but not necessarily the right to cross examine witnesses (which shall only be permitted if so decided by the hearing committee).

(c) See Documents

The opportunity to see scoresheets and the referee's report, if any.

(d) Advised of Appeal Procedure

The appeal procedure when a decision is rendered.

(3) Conduct of Hearing

The hearing committee may, in its discretion, hold a formal or informal hearing; hear any evidence it believes is relevant to the issue(s) before it; place limits on time, evidence and documentation; have witnesses or written statements; and establish other hearing rules. The Rules of Evidence in Judicial Proceedings shall not apply to this hearing.

(4) Burden of Proof

The burden of proof shall be on the party proposing the suspension by a preponderance of the evidence (i.e., more likely true than not true).

(5) Decision

The hearing committee will use reasonable efforts to render its decision to the parties to the hearing within five (5) business days of the close of the hearing.

(6) Scope of Suspension

Except as set out in these Bylaws, any suspension invoked after the hearing shall be in effect only for the program governed by the suspending authority subject to the state association or Affiliate Association's authority to review, affirm, extend or modify the action taken. If the suspension is imposed by a state or Affiliate association and the state or Affiliate association wishes to extend the suspension beyond its jurisdictional, geographical territory, it shall advise the Executive Director of USA Hockey of the suspension by providing a copy of the written notice of suspension and requesting that USA Hockey, its Districts, Affiliates, and Members honor the suspension imposed. Thereafter, the Executive Director of USA Hockey shall promptly notify each of its Districts and Affiliates of the suspension which shall honor the suspension.

E. Suspensions Generally/Protected Competition – This is for Juniors and above – not included

F. Doping Hearings/Suspensions – This refers to higher Protected competition – Juniors and National Teams – not included

G. Appeals

(1) Right to Appeal

Except as otherwise noted in Bylaw 10.H., any person or entity suspended or otherwise disciplined, or who desires to appeal an Administrative Action (as defined in Bylaw 10.C.), may, after a hearing or a failure to have a hearing in accordance with these Bylaws, appeal an order of suspension, other disciplinary action or Administrative Action or a failure to have a hearing as provided in this Bylaw 10.G., as follows:

(a) Playing Rule Suspension/Bylaw-Rule Suspensions Appeal

Playing Rule Suspensions or suspensions for violations of bylaw and/or rules of local, league or District organizations, or by a committee of a state association or an Affiliate Association, or for conduct unsuitable for the sport of ice hockey, shall be appealed, as applicable, to the board of directors of the state association, or, where no state organization exists, to the Affiliate Association's board of directors, or the designated committee of such board of directors (the "Appeal Authority"). Upon the written appeal of any person or entity whose suspension has been upheld by a state or Affiliate Association, the Executive Committee of USA Hockey shall allow an appeal of such suspension to be determined by it pursuant to the provisions of this appeal procedure, provided that the appealing party shall have the burden of production and of proving that the Appeal Authority committed a gross abuse of discretion. The Executive Committee may delegate, or assign to a subcommittee, the duties of determining whether or not an appeal meets jurisdictional requirements of this Bylaw 10.

(b) Referee Suspension or Discipline Appeal – Not copied

(c) Regional or National Championship Rules Appeal – not copied

(d) Council Decisions – Not copied

(e) Juniors Appeal – Not included

(f) Appeals Not Involving Suspensions

Appeals of Administrative Actions or other disciplinary action that does not involve a suspension, shall be appealed, as applicable, [first to the VEHA Executive Board](#), then to the board of directors of the state association, or, where no state organization exists, to the Affiliate Association's board of directors, or the designated committee of such board of directors (the "Appeal Authority"). There shall be no further appeals of Administrative Actions or other disciplinary actions not involving a suspension.

(2) Appeal Procedures

(a) Notice of Appeal/Failure to Appeal

The appealing person, or organization, must notify the disciplinary authority or party taking the Administrative Action, and Appeal Authority of an appeal, in writing, within ten (10) days from receipt of the decision from the hearing body or the date of the failure to have a hearing in accordance with these Bylaw. If the notice of appeal is not received by the appropriate Appeal Authority within the ten (10) day period, the suspension, discipline or Administrative Action shall be final.

(b) Reasons for Appeal/Notice

The Appealing Party shall submit, at a minimum, a written statement of why the suspension, discipline or Administrative Action should be overruled or reversed, ("Statement of Appeal") which shall be delivered to the appropriate Appeal Authority within thirty (30) days of the date of the decision appealed from. The Statement of Appeal shall also include the written record (if it was requested by any party) and decision of the hearing body and any other information as may be requested by the Appeal Authority. A copy of the Statement of Appeal shall be delivered to the appropriate disciplinary authority or party taking the Administrative Action who shall have twenty (20) days from receipt of the Statement of Appeal, to respond to the Statement of Appeal by delivering a written copy of its response to the Appeal Authority and the Appealing Party.

(c) Suspension or Discipline Remains in Force and Effect

Any suspension, discipline or Administrative Action shall be in force and effect until it expires or the Appeal Authority modifies it.

(d) Conduct of Appeal Hearing

The Appeal Authority may hold a hearing, at its option, or consider the appeal on the written submissions of the parties to the appeal and establish other hearing rules so long as each party is treated substantially equal. Notice of a hearing, if any, shall be given to all parties.

(e) Evidence/Theories Limited to Original Hearing

Only the evidence and theories explicitly presented to the disciplinary authority or party taking the Administrative Action for its consideration prior to the rendering of any decision by that body shall be presented or considered in appeal.

(f) Appeal Decision Timing

The Appeal Authority must use every reasonable effort to decide the appeal within ten (10) days from the submissions to it, but not to exceed fifteen (15) days. The appeal authority's decision shall be in writing and shall state findings of facts and its conclusions of the reasons for its decision.

(g) Appeal Authority

The Appeal Authority may affirm, reverse or modify (including increase or decrease the term of a suspension) any decision as it deems proper under the circumstances before it.

(3) No Further Appeals

Except for suspensions of Affiliate Associations and expulsions of any person or organization from USA Hockey, there shall be no further appeals, and all administrative remedies shall be deemed exhausted.

H. National Suspensions and Expulsions; Affiliate Disputes and Challenges to Affiliates – Not copied

20. Chain of Command / Grievance Procedure

Vail Eagle Hockey recognizes, expects, and accepts the fact that over the course of a season certain issues may arise that need to be addressed by the Board of Directors. Please remember that parent members are all adults and need to act as such with maturity and grace. Petty grievances should not be addressed to or by the Board.

Should a formal complaint need to be made the steps below are required and must be followed. A phone call, other than to a team manager, who must log and document the complaint to the VEHA Secretary, is NOT an acceptable means of making a complaint. No complaint may be addressed before a 24 hour cooling off period (exception being physical or sexual indiscretion or any situation that compromises the immediate safety or well-being of the player). An appointment will be set to address the concern after the 24 hours cooling off period.

a) All comments, questions and grievances of parents regarding coaching, players, or the team shall be directed first to the team manager. The team manager shall act as an intermediary between the parent and the coach and pass all such comments, questions and grievances on to the head coach and the coach shall take such corrective action as he or she deems appropriate. If speaking with the manager or head coach does not resolve the issue to the satisfaction of the parent, the parent or team manager may then contact the Director of Coaching. If the Coaching Director's/ Hockey Director's decision is not satisfactory to the parent(s), the issue may then be brought to the VEHA Discipline Committee by written notice (letter or email) to the VEHA Secretary and/or President. If the decision of the VEHA Discipline Committee is not satisfactory the matter may be appealed to the VEHA Executive Board by written notice to the Board Secretary or President. If the decision of the Executive Board is not found to be satisfactory then the matter may be brought to the attention of the entire Board of Directors by requesting to be placed on the Agenda in writing to the Board Secretary prior to the next regular meeting of the Board. The VEHA Board may choose not to become involved in a given situation unless the chain of command has been followed. If the matter is still not resolved to the satisfaction of the complainant the matter may be appealed to CAHA per item 19 above.

b) 24-Hour Rule. A parent who wishes to speak directly to the head coach regarding their child's lack of ice time or other similar issue must wait a minimum of 24 hours following a game or practice before contacting the coach to discuss their concerns. The meeting must be requested through the team manager and a neutral 3rd party should be present. It is a very powerful and age old notion that things seem better the next morning. An exception to this rule is action that involves physical or sexual indiscretion or any situation that compromises the immediate safety of the children, a 3rd person shall be present to witness, both parties (parent & Coach) must agree on the neutral party.

c) Comments, questions and concerns regarding: players, managers, or coaches *of other teams*; referees; VEHA or other associations; CDYHL, CCCD, CCYHL, or other leagues; CAHA; or USA Hockey, shall be directed first to the VEHA Discipline Committee or VEHA's CAHA/ League Rep. Thereafter, the chain-of-command shall be followed. Only those persons explicitly authorized to do so by Board of Directors shall contact/communicate with referees, other teams, other associations, Leagues, CAHA, or USA Hockey on behalf of VEHA.

d) Failure to observe the procedures outlines herein may be considered misconduct. (See Policy #19.)

21. Conduct Subject to Discipline and Conflict Resolution

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

Misconduct.

1) Inappropriate spectator, parental behavior (i.e. behavior that is detrimental to a rewarding hockey experience) includes, without limitation, the following:

- i) Giving instruction or otherwise attempting to coach your child or other players from the stands during the course of a game.
- ii) Pounding on the glass or throwing things onto the ice to express your displeasure.
- iii) Making disparaging comments to, shouting at, taunting, arguing with or making physical contact with a parent, manager, coach, player, referee, linesman, or off-ice officials during the course of a game or as they leave the ice or the arena.
- iv) Approaching or entering the player's bench area or the scorer's area during a game without proper authorization.
- v) Entering or attempting to enter the referee's locker room or the player's locker room before, during or after a game without proper authorization.
- vi) Entering the arena while intoxicated. Consuming alcoholic beverages or tobacco (including chewing tobacco) anywhere in the arena or the parking lot before, during or after a practice or game.

2) In the event the Discipline Committee determines that a player, coach, family member of a player or coach, or guest of a player or coach has engaged in behavior that is detrimental to a rewarding hockey experience the Committee may: Issue a verbal warning and/or send a letter notifying the person and/or member family that it is in violation of VEHA's misconduct policy and inform them that they and/or the member family may be subject to sanction if such behavior is continued, or the board may sanction the offending person or the member family as provided herein below.

A breach of any of the following points constitutes a violation of the Code of Conduct of VEHA. This list includes, but is not limited to, the following:

- Making physical contact with any player, coach, an on or off-ice official, an association or league representative, arena personnel, spectator or parent.
- Taunting or threatening any player, coach, official, association or league representative, arena personnel, spectator, or parent.
- Going onto the ice surface for any reason, unless directed by a coach or other official.
- Entering the bench area during a game.
- Entering the locker room of any opposing team or obstructing their access or exit from said room or arena.
- Theft
- Fighting, bullying, locker boxing, pushing or shoving, teasing
- Entering the locker room of any official or obstructing their access or exit from said room or arena.
- Using profane and/or vulgar language or mannerisms that is offensive to other persons.
- Throwing of any object onto the ice surface, into the player's area, or at another individual.
- Pounding or climbing on the glass. Use of alcohol, tobacco including chewing products, controlled or illegal substances while at a VEHA function, those of legal age may drink at restaurants etc, but restraint is advised.
- Being involved in any action that would warrant the summoning of Law Enforcement.
- Defacing or damaging property belonging to any individual, team, association, or arena.
- Violating the Dobson Ice Arena or Eagle Pool and Ice Rink rules, including, but not limited to:
 - o Damage to the facility and/or vandalism of any sort
 - o Theft of any kind
 - o Violation of the floor hockey rule
 - o Being involved with any activity that would warrant the summoning of law enforcement officials.
 - o Being involved with drugs or alcohol in and/or around the Dobson Ice Arena or Eagle pool and Ice Rink

- o Inciting other persons to become involved in any of the above listed activities.
- o Any other conduct deemed inappropriate by the officials, representatives, and Board members of VEHA, and rink personnel.

A player that violates the any of the above including the Player Code of Conduct will be subject to disciplinary measures, which may include benching, physical exercise, suspension from practices and/or games loss of locker room privileges, prohibition from skating or other use of the ice arenas, suspension for a period of up to one year or dismissal from VEHA. Initial disciplinary measures may be imposed by team coaches, further disciplinary action may be taken or appeals heard per VEHA policies and procedures. If a Coach, parent/guardian or guest of a player /parent violates any of the above they may be asked to leave the event by an on ice official, tournament official or VEHA Board Member. In all such cases of an adult being removed that person is immediately suspended from VEHA and all VEHA activities for a period of two weeks or until a suspension of lesser or greater duration is imposed by the VEHA Discipline Committee. This is in addition to any sanctions imposed by USA Hockey Playing Rules, or CAHA.

3) If the behavior of a player, coach, parent or guardian, family member or guest generates a second complaint, and if after providing such person with an opportunity to appear before Discipline Committee the Board forms an opinion that the actions of such person warrant a second censure by the Board, said person shall be restricted from entering or participating in any VEHA functions or any VEHA event for a period of 30 days, or the Board may immediately sanction the offending person or the member family as provided herein below. If necessary, a committee will be formed, normally chaired by the Vice President, to investigate the complaint.

4) If the actions of the coach, parent or guardian require a third censure or a violation of the 30-day restriction occurs, the player, coach, parent or guardian will be restricted from entering Dobson Ice Arena and Eagle Pool and Ice Rink during any VEHA event for up to a period of one year. In addition, the membership of the family of the player, coach, parent or guardian may be suspended, at the discretion of the Board.

5) Any member family that has a player, coach, parent or guardian under suspension or restriction at the end of the hockey season may not be considered a member in good standing for the following season. After the end of the season, the Board shall review the circumstances of the suspension or restriction and make a determination as to whether the player(s) in such family shall be eligible to return for the following season.

6) In the event the Board determines that the conduct in question involved a deliberate attempt by a player, coach, parent or guardian to physically harm another person, or involved other behavior of an outrageous, dangerous or violent nature, the Board may, in its discretion, forego the procedure outlined herein above and immediately implement such sanctions, including restriction, suspension or termination of the player or member family, as it deems reasonably necessary to protect the interests of VEHA and its membership. The Board shall review any action taken pursuant to this paragraph after the person in question has been given an opportunity to appear before the Board at a regular Board meeting.

7) Any punishment meted out by the VEHA pursuant to this Policy shall be separate from and in addition to any sanction issued by any coach for violation of written team rules, or any sanction issued by any referee, CAHA or USA Hockey.

22. Coaching:

VEHA Coaches are volunteers; VEHA Coaches are to be treated with utmost respect. They are giving freely and generously of their time. All Coaches shall have the appropriate USA Hockey level of certification for the age level they are coaching. Coaches new to the program have until December 1st to secure the proper certification, if needed; those with prior coaching experience shall be currently certified prior to getting on the ice or directing dryland practices. It is

important to remember VEHA Coaches are volunteers, without their dedication and commitment to the growth and development of our players, VEHA could not operate.

The Coaching Committee will recruit, interview, and recommend the most qualified head coaches from the application pool. The choices of the Coaching Committee are subject to review and affirmation by the VEHA Board of Directors. Head Coaches are required to recommend their Assistants. Assistants are to be interviewed and approved by the Coaching Committee and are subject to the approval of the VEHA Board of Directors.

Coaches' requirements include:

- Appropriate current USA Hockey Coaching Certification (Level 1-5), coaching card must be carried and valid at all games.
- Adequate hockey knowledge and skills. Coaching experience
- Ability to work effectively with children and other VEHA volunteers
- Ability to work and communicate with parents and VEHA
- Maturity and responsibility
- Has passed the State of Colorado Concussion Training
- Ability to put in the time and effort required throughout the season
- Ability to create a positive experience for the team and players
- Ability to plan, carry out and document practice plans that meet player and VEHA expectations.
- Parental survey comments are taken into consideration
- Sign and comply with the VEHA Coaches Code of Conduct
- Know and enforce the VEHA Player Code of Conduct
- Be familiar with and enforce all VEHA Bylaws and Policies.
- Adhere to the VEHA program philosophy, values and beliefs with respect to coaching concepts, team play, equability of playing time and skill development.
- Fill out and submit to rink and VEHA accident reports for any injury to a player if medical attention is advised or required.
- Sign agreement to abide by the Polices, Rules and Regulations set forth by USA Hockey, CAHA, league affiliate, and VEHA, indicating failure to do so will result in cause for removal.
- Has proof of CAHA Registration

The VEHA BOD and Coaching Committee understand VEHA is a small organization and will from time to time have conflicts about coaches moving up with team members and parental coaches. The following policies are guidelines and are reviewed by the Coaching Committee and BOD on a case by case basis.

- Head Coach – preferably a non-parent at the Midget, Bantam, Pee Wee and Squirts in that order. Primarily at the top level of an age division, parent coaches are ok at a lower levels of the division
- If a parent is a Head Coach this has NO effect on the placement of the player on the team. In other words players must make the team on the merits of skill and not due to the position of the parent.
- VEHA Coaches shall provide the Coaching Committee with a monthly outline of team practice goals and skill development.
- Each Coach will provide the Coaching Committee with a copy of their team rules and expectations, season specific goals and monthly targets.

- The Head Coach of each team reserves the right of “ First Refusal” to coach at the same level for the following year provided:
 - He/She has received of the approval of the VEHA Coaching Committee
 - Has No violations of the Coaching Code of Conduct
 - Maintains all certifications and VEHA requirements for membership
 - Follows USA Hockey approved coaching program for the age level- ADM Model for total athlete development

Game-related Travel Expenses

VEHA will reimburse coaches’ out-of-town league and VEHA paid for tournament game-related travel expenses for a MAXIMUM of three (3) coaches for each team event. The three coaches MUST have served as “bench coaches” for the league/tournament game(s).

For teams with more than three coaches listed on the official USA Hockey roster, and should those coaches share “bench coach duties” for multiple out-of-town league/tournament games, VEHA will reimburse ONLY for expense totals represented by three coaches for the particular event. As an example, should a team have four coaches, and two of the coaches split bench duties for an out-of-town multiple-game event, their expense reimbursement will be pro-rated to reflect the expenses of one person. Should this be the case, proof of attendance, such as signed score sheets, will be required in addition to the typical expense receipts.

Official VEHA registered and USA Hockey Certified coaches will be reimbursed for out-of-town league, VEHA and paid tournament game-related travel expenses as follows:

1. COACHES WITH NO SON/DAUGHTER ON THE TEAM

- Coaches who DO NOT have a son/daughter registered with USA Hockey and VEHA on the particular team they are coaching will receive the amount of the contracted team lodging rate. If a Coach decides to upgrade or stay elsewhere he/she will only be reimbursed for the contracted lodging rate plus applicable taxes.
- 45¢/mile for DIRECT mileage related to the event
- \$ 40 per diem per day for meals

2. COACHES WITH A SON/DAUGHTER ON THE TEAM

- Coaches who DO have a son/daughter registered with USA Hockey and VEHA on the particular team they are coaching will receive up to \$45/night lodging allowance of the team lodging rate. There is NO mileage reimbursement for coaches with a child on the team.

3. LODGING RATE REIMBURSEMENT EXPECTATIONS

- It shall be the responsibility of the team Manager and/or the assigned member of the coaching staff to make lodging reservations/rates that are reasonable and sensitive to the needs and wishes of all team families. It is assumed that, if possible and reasonable, all members of the team coaching staff will stay at the selected team lodging facility.

4. TRAVEL OUTSIDE OF LEAGUE PLAY

- a. Outside of league play is defined as all tournaments except League playoffs, AVS Cup, or the one tournament not sponsored by VEHA but paid for by VEHA, or any games played against teams on the “Non League” games section of Pointstreak.
- b. Teams are responsible for paying the coaches lodging and travel fees per the policies 1 and 2 above. If airfare is involved the team is responsible for paying the round trip airfare if a majority of the team is flying.

5. USA HOCKEY COACHING SEMINARS/ SYMPOSIUMS

- a. It is in VEHA’s best interest to maintain a skilled and knowledgeable pool of coaches.
- b. VEHA will reimburse Coaches the cost the seminar fee (Level 1-3) upon proof of Certification by USA Hockey, and mileage if out of the immediate Vail Valley.
- c. VEHA Coaches are encouraged to progress to the highest level 5.
- d. VEHA will reimburse active members for the Level 4 symposium fee plus lodging at the symposium hotel, mileage and per diem of \$30.00/ day for the 2 day seminar provided the seminar is held in Colorado. If the symposium is outside the state of Colorado reimbursement will include a maximum of \$200 for travel plus symposium fee, lodging and meals, upon proof of attaining level 4 status. Those coaches taking the level 4 must be willing to remain and be active members of VEHA for a minimum of 3 years.
- e. For active member coaches aspiring to obtain level 5 VEHA will reimburse expenses per item “d” above except the cost of travel upon verification of attendance and submitting a written report to the VEHA Coaching Committee and the VEHA BOD detailing what the member learned and how VEHA can incorporate the knowledge into VEHA for the betterment of the program. Travel costs (including airfare and ground transportation) will be reimbursed in full upon proof of completion of the level 5 thesis and certification by USA Hockey.
- f. Those coaches who are active with VEHA or VEHA sponsored programs(Pond Hockey) who have obtained level 4 or level 5 and attend the symposium (level 4 must be in Colorado) shall be reimbursed for 2/3rds of the applicable reimbursement provided they submit a written report to the VEHA Coaching Committee and the VEHA BOD detailing how VEHA / themselves can improve their methods for the betterment of the program.
- g. Coaches must submit an application to the CoCOM / BOD prior to attending and be accepted for reimbursement.

MILEAGE TAX-DEDUCTION OPTION

As a volunteer member of a non-profit organization (VEHA) the ENTIRE MILEAGE to and from all league/scrimmage/tournament games, practice sessions and team meetings throughout the season are tax-deductible income tax filing. This is especially important for coaches WITH a son/daughter on the team.

NOTE:

For coaches WITH NO son/daughter on the team, you may choose to be reimbursed through VEHA for your GAME ONLY TRAVEL, or track all mileage and make deductions based on travel to games, practices and meetings. For further information, please talk to your tax consultant and inquire about volunteer organizations and their related tax deductions.

Expense submittal requirements:

You may submit travel-related expenses on the report form of your choice, but you must include the following items, requests for reimbursement shall be submitted to the Ace Coordinator for approval before forwarding to the VEHA Treasurer:

- 1) Name and MAILING ADDRESS. (Reimbursement mailed directly from VEHA.)
- 2) Date and location/type of event (League game, tournament, etc.)
- 3) All event-related lodging receipts.
- 4) For coaches with NO SON/DAUGHTER on the team they are coaching, please submit the DIRECT MILEAGE from home to game venue, lodging location and event-related travel.

Team Rules and Meetings:

Each Head Coach will establish individual team rules in accordance with the overall philosophy, values and the policies and procedures of VEHA and the Coaching Curriculum. Individual team rules must be in writing and submitted to the Coaching Committee for prior review and approval before the 5th practice of the season. Head Coaches will hold a team meeting with players and parents to discuss and explain team rules, and answer any questions regarding VEHA policies and Procedures. Team rules will address missing practice, how to contact the coach, dress codes, Team Captains, discipline, Team expectations and goals.

Tournaments, extra practices or games:

Coaches wishing additional tournaments, practices, or games should obtain a consensus of player parents. The Head Coach will ask the Team Manager to discuss and verify what the parents are willing to pay for. The Number of home games and practices are set by the VEHA Schedulers' and the League affiliate based on budget parameters and availability of ice time.

The Coaching Committee shall:

1. Be responsible for all on ice operations and dryland training.
 - a. Schedule practice times
 - b. Approve non-league games
 - c. Run summer skate, and dryland program
 - d. Schedule round ups and program for roundups
 - e. Set tryout standards and evaluation process
 - f. Schedule and run tryouts – let parents know the standards
 - g. Implement ADM model per USA Hockey
 - h. Monitor on and off ice practices
 - i. Obtain yearly projections for number and types of teams
 - j. Present BOD with a unified coaching curriculum for BOD approval

- k. Implement BOD approved curriculum
 - l. Ensure coaches, managers and players are adhering to all polices, rules and regulations of USA Hockey, CAHA, CDYHL and VEHA.
 - m. Take corrective action as allowed within the VEHA By-Laws and Policies and Procedures.
 - n. assist the Board and the Disciplinary Committee in reviewing any discipline imposed during any approved practice, game or tournament
 - o. Review and issue supplemental discipline after review for any Game Misconducts or Match penalties issued by officials.
 - p. Ensure all coaches have passed required State of Colorado Concussion training.
2. coordinate with the appointed head coaches to have the Coaching Director work with each head coach and his assistants in developing strategies for improving player and coach skills and in developing effective practices, following the USA Hockey ADM Model and VEHA Curriculum
 3. consult with individuals outside of VEHA who would be considered extremely knowledgeable in hockey operations, planning and situations, whose expertise, insight, and advice would be instrumental in providing guidance for bettering the VEHA program. Such individuals are to be considered as honorary members of VEHA and the Coaching Committee.
 4. meet, mediate, and decide any disputes between coaches, parents, and players that cannot be worked out by the team managers and coaches.
 5. Head Coaches and Assistants serve at the pleasure of the Board of Directors and may be removed for violation of USA Hockey, CAHA , CDYHL or VEHA policies. Violation may result in immediate suspension from all VEHA activities until the grievance / discipline committee has issued a decision.
 6. The Coaching Committee by a majority vote may recommend removal of a coach for inappropriate behavior, failure to follow the policies , procedures, rules set forth in this document or VEHA's Bylaws. Upon a majority vote and approval of the President of VEHA. The President will inform the coach of their dismissal in writing (email is acceptable), which will include an explanation for the action and the steps available to appeal the decision.

23. General Philosophy Regarding Player Ice Time

Hockey is a team sport and must be played as a team to be successful. VEHA recognizes this concept and expects its coaches to develop all players from the least to the most skilled on their team. A "good coach", a "successful coach", is someone who has the ability to get the best out of each player, who includes all players on a team, who creates a team from the least to most skilled members of this team. Individuals do not typically win games, team play wins games. VEHA does not support a "win at all cost" attitude. Player and team development both on and off the ice is to be emphasized as a first priority.

VEHA players are competitive by nature. The "team" wants to win. The "player" wants to be on the ice and be part of their "team". VEHA "players" who show commitment, work hard, develop their skills, support team play and are not a disciplinary problem, in general shall receive game play as equal as possible to other team members.

VEHA seeks to provide a learning environment that is fun for players of all skill levels. This does not mean that we do not engage in competition. It means that we try not to place an undue emphasis on winning. VEHA shall not seek to win "at all costs." However VEHA does not guarantee equal ice time for every player. Instead, VEHA attempts to ensure an equal opportunity for each player to develop as a hockey player and as a person. In accordance with USA Hockey guidelines, VEHA places reduced emphasis on winning and individual achievement at the 10 & under age level. Parents are hereby advised that as players progress to higher skill levels (from house to travel to tier) teams place a greater emphasis on competition and winning and expect a higher level of commitment from the players and parents in terms of time, effort and money.

24. Level of Play:

The VEHA "A" level programs are offered as an opportunity for players to experience a higher level of play and performance standards. The teams require a greater level of commitment as their practice, game, tournament and travel schedule is more demanding in term of time frequency and expectations. VEHA travel teams compete in the CDYHL. Each association in the CDYHL is required to field a team at the "A" level of play ("b" for Squirts). If the Coaching Committee deems the team of players does not have sufficient skill to have some success at the "A" level of play, the Coaching Committee may partition the CDYHL for permission to "play down". Teams playing down generally forfeit the right to participate in League Playoffs.

VEHA also has an option under the CDYHL to double roster players in an age division when there are 22 or less players in program at that division. If the Coaching Committee believes it is in the best interest of the players they will request permission to invoke CDYHL Double Roster rules. In which case some players will be afforded the ability to play at both the "A" and "B" level. There will be no additional fees charged by VEHA for Double Rostered players on a youth team.

The in-house Squirt - Rec program offers an alternative to the competitive environment of travel hockey. VEHA encourages a non-competitive environment, in which children can learn the basic skills of hockey without the distractions that are often associated with competitive travel hockey. Families participating in the in-house program can expect to pay less, travel less often, and receive fewer ice touches. VEHA will attempt to find some games for these players, Squirt- Rec Players are expected to compete in the Rocky Mountain Pond Hockey Tournament Martin Luther King Weekend.

25. Player Injuries

Whenever a player is injured so as to require visitation to a medical facility, either Emergency or Doctors office, for treatment and/or evaluation, it shall be required that the player provide written documentation from the physician and/or medical facility to the coaching staff, and Eagle Vail Hockey Association, prior to being allowed back on the ice or practice session. This documentation **shall** state a specific date on when that player may return to skating, as well as resume full contact with no restrictions. This **shall** include any and all injuries that require professional medical treatment. I.E. broken bones, concussions, migraines, etc.

26. Concussions and Head Injuries :

Loss of consciousness, any time a player losses consciousness for any reason, either during a practice or a game, that player shall immediately be removed from the ice, and it is highly recommended that immediate medical attention to be sought. This player shall not be permitted to return to the ice for either practices or games, until

after that player has had an evaluation from a Physician and/or medical facility, and they have the proper documentation clearing them to do so.

27. Possible Concussions or Head Injuries

Any time a player sustains a suspected concussion or head injury, either during a game, practice, or activity, it is required by the state of Colorado the player be immediately removed from the activity. The player is not allowed to return until evaluated by a health care provider and has received written clearance to return to play from the health care provider, both the coach and VEHA must have a copy of the clearance prior to the player returning to an active status. When in doubt, ALWAYS err on the side of safety. It is critical that whenever a player has any potential injuries of this nature that the coaching staff notifies either the parent, and/or responsible guardian for the player, immediately of the incident and their findings, and the requirement of written medical clearance before resuming as an active player with VEHA.

28. Players:

a. Coaches Expectations:

Coaches have the primary responsibility for ensuring players meet their obligations to their teammates and to Vail Eagle Hockey Association. Coaches expect their players to exceed the minimum standards of behavior. For example, a player should avoid being disruptive or inattentive during practice, making negative comments, complaining or whining, blaming goals or losses on individuals, team mates, or otherwise not being a team player. Players are expected to take ownership of their mistakes and learn from them. VEHA expects coaches to evaluate and make judgments regarding players' behavior, and when necessary, to take corrective action. If players or parents wish to discuss the reasons for a coach's decision, they are to follow the grievance procedure.

If a player will miss a practice or game, the Head Coach must be called by the player (or parent where for some valid reason it is necessary) and the Team Manager e-mailed or phoned by the parent.

b. Practice Attendance:

Hockey is a team sport and players should attend as many practices as possible. At the Coaches discretion failure to attend or notify the Head Coach with a valid reason for missing one or more practices may affect game participation. Players are expected to arrive at the set time, do pre practice dryland or meeting, be dressed and ready to go on the ice at the appointed time. Ice time is expensive, be ready on time.

c. Other Sports:

If a player is involved with another sport and it overlaps with hockey, a discussion with the coach is mandatory so that both parties are aware of commitment requirements. VEHA encourages participation in other sports and will work with all other sports. However travel/competitive team players must weigh the requirements for meaningful practice and travel teams. Always remember and respect your teammates.

d. Scholastic and Athletic Eligibility Guidelines:

VEHA strongly believes that good grades are of greater long term value than participation in youth sports. Parents should monitor their child's academic performance. If a player is having difficulty, parents are encouraged to discuss the matter with the Head Coach and address the matter appropriately. Middle

School and High School students are expected to maintain academic and athletic eligibility standards established by their schools. Players not meeting eligibility requirements may be ineligible for play and/or practice. For any player with verified learning challenges, it will be the responsibility of the player and/or his or her parents to furnish the VEHA Coaching Director an appropriate minimum requirement consistent with the player's education plan at his/her school.

e. Player / Coach Dress Codes:

Members of Vail Eagle Hockey Association are representatives of VEHA and our valley. Players and Coaches are expected to conduct themselves accordingly.

For all team games players are to dress uniformly with the appropriate VEHA dark or light jersey, matching socks, black helmet. Please bring both jerseys to all games, forgetting your jersey may forfeit your ability to play in the game. Please respect the jerseys as representatives of VEHA and take proper care of them.

Home and Away Game Dress Code:

Squirts- Dress Khaki style pants (Blue, Black or Tan as decided by the team) belted and polo or dress shirt (again as decided by the team) shirt tucked in, tie (as decided by the team)

Pee Wees and higher -- Dress Khaki style pants (Blue, Black or Tan as decided by the team) belted, white or blue dress shirt (decided by team), tie, shirt tucked in and pants pulled up to proper height. Footwear as approved by the team (shoes or sneakers) properly laced and tied.

Team Warm-ups may be worn in place of the above, but shirt and tie requirement remains in force.

No hats are to be worn inside unless for warmth and worn correctly.

f. Player removal Policy

All players will conduct themselves in a manner consistent with the spirit of the VEHA Mission statement, Vision Statement, Philosophy, Policies and rules of VEHA. Any inappropriate behavior may result in disciplinary action by the appropriate authority per these policies and rules or by the VEHA Disciplinary Committee. This may include removal of the individual from the team or VEHA. The Disciplinary Committee may dismiss or sanction any player from any team by a majority vote and approval of the VEHA President. The VEHA President will inform the Player and his/her parents of the dismissal or sanction in writing (email acceptable to the registered email address in VEHA's records) which will include the action and steps necessary to appeal the decision.

29. Tryout Evaluation Procedure:

At a minimum, players shall be evaluated by the head coach, at least two additional qualified on-ice evaluators, not associated with the team, the Coaching Director and 2 off ice neutral evaluators. Additional evaluators may be utilized, if desired. The evaluators selected by the coach should be approved by the Coaching Director. Each evaluator should attempt to make a written evaluation of each player and determine the overall skill level of each player. Players shall be selected by the head coach, and Coaching Director, after review and consideration of the evaluation scores. Coaches need not select players solely on their written evaluation scores, but may also

factor in other consideration such as; team chemistry, the players' heart, desire, temperament and level of commitment; whether the player is a good fit for the team, the "coachability" of the player; the players' prior history with VEHA, etc. The coach of the higher skill level team in each age division shall choose his/her team first. Players will be notified between 5:00PM and 9:00 PM the day following the last tryout via phone.

Parents are welcome to attend and must strictly adhere to the Zero Tolerance Policy during Tryout sessions. Do Not Talk, Yell, Gesture or make any comments to your player or any other player who is on the ice. **However, for the benefit of your player, having parents in and around the ice surface or in the stands only adds pressure to the player in an already strenuous situation.** Prior to leaving the ice area parents are encouraged to wish the player well, let them know you support them by:

- Encouraging player to do their best, but reinforce the notion that the purpose of player tryouts/ evaluations is to place them on an appropriate team and that no matter where they end up, it will be a great place, where they will have a great time.
- Never give excuses to their player that blames other people for their child not making a certain team. This is counterproductive to the program as well as to the child's character development.
- Not being involved in the process; parents should not discuss player evaluations/ tryouts and team selections with other parents in such a manner that detracts from or distracts from the process.
- Remembering, skating skills, puck handling, skills, hockey/game knowledge, athletic ability, coachability, team play commitment, player attitude and/or behavior prior year performance all are factors in placing a player. NOT included is parent being the coach of the team, grade, parent input, location, prior year level as automatically indicative of placement for the current year, nor friendships, etc.
- Team rosters are officially final December 1st of each year. Any player movement will be handled by the Coaching Committee and follow USA Hockey, CAHA, League and VEHA policies.

30. Player Move-ups:

VEHA does not promote any player playing up or down in any age division. However, any player wishing to play at a higher age group must:

- Contact the Coaching Committee and submit the request in writing at least two weeks prior to tryouts.
- Sign a waiver releasing VEHA from any claims of injury.
- The player must make the highest level team at the age division (i.e. Squirt A-Pee wee AA-Bantam AA-Minor AA-Major AA) and must be an "Impact Player" at the next level.

31. Managers:

The manager should act as a communications facilitator between the parent and coach when necessary. He/She should help to enforce the Coach's rules that may pertain to parents and players, I.E., no parent in locker room, supervising the locker room to the best extent possible in compliance with VEHA's and USA Hockey Locker Room policies. If the manager is called regarding a player issue the Manager shall relay the information to the coach. If a parent is upset about something they should observe a 24 hour cooling off period before talking to a manager. If a conflict cannot be resolved please comply with section XXX grievance / Conflict resolution.

32. Volunteer Requirements - on Hold for August – Meeting

Everyone wants their child to have the best possible hockey experience. Parents must get involved to help make this happen. VEHA is an all-volunteer organization, no paid employees. With approximately 125 players the many necessary tasks to run and financially support an organization of this size cannot be achieved without parent/guardian help and support.

In order to encourage and ensure broad parental participation, each family will be required to post a \$500.00 parental involvement support deposit at the time of player registration WAIVED FOR THE 2011-2012 SEASON. Families are required to complete 20 hours of support for one child and 30 hours for two or more children. A member can choose to opt out and pay the \$500 Parental Involvement Support deposit at the time of registration. Parents will be issued a “ Parent Involvement Verification Form” to track their hours. This form is to be turned into VEHA between March 1st – March 31st of each Year. Failure to do so will result in the family being billed for the \$500.00. If not paid the fee will be added to the cost of the next seasons playing fees and a cash deposit will be required prior to registering for the next season. If a family fails to meet the hours requirement they may be billed at a rate of \$25.00/per hour not worked.

The Parental Involvement Support deposit is only applicable to fundraising and approved Parent Involvement Support activities. Hours contributed will be tracked by parents on the Verification Form. Those in charge of the fundraising activity/ approved Involvement support activity will sign the verification form for the hours donated. Penalty box, scorkeeping or running the timeclock during normal scheduled games does NOT count as involvement support activity, this is expected as being part of the VEHA tem. No partial refunds are allowed, if a player leaves the VAIL Valley area for another association a pro-rated refund may be issued if the member was in good standing.

Families with more than one player are requested to evenly distribute time between each team. Due to the fact managers and parental coaches already put in hours for the players their program support time is reduced by ½.

33. Communication:

VEHA will use electronic correspondence, (E-Mail, Constant Contact and Website) to the membership as their primary source of information. Parent members and volunteers will provide VEHA with one or more valid E-mail address(es) to ensure reception of valuable information. VEHA expects parents to open and read all communications sent via electronic means. The VEHA website is another valuable source of information; Team Managers are expected to update Team Pages with information, schedules, photos, videos etc. related to their team. Additionally, parents and players can access league information, standings, etc. on the VEHA website or Pointstreak.com. VEHA shall use electronic registration for all programs go to www.vaileaglehockey.com for up to date information. Team managers will also use e-mail to communicate with Team members. If parents do not have e-mail they are responsible for getting the correct information.

34. Scholarship Policy:

It shall be the policy of Vail Eagle Hockey Association that, when available, scholarships will be accessible to those members of the association who demonstrate financial need. Such funds shall be available for an amount not to exceed half (1/2) of the annual registration fees. It shall be understood by all applicants that upon approval of scholarship request applicant(s) will be expected to volunteer time, an additional 20 hours, above hours already required by all parents, for the benefit of Vail Eagle Hockey Association as may be requested by the Board of

Directors, Fundraising and/or Tournament Chairperson(s). Approval responsibility for scholarship applications shall rest with the Treasurer of Vail Eagle Hockey Association.

Procedure:

1. Applicant(s) shall signify desire for scholarship funding by indicating such desire on the VEHA registration form at the time of registration.
2. Applicant(s) shall furnish VEHA Treasurer with copies of the two most recent years' tax returns.
3. Completed application and tax returns shall be sent to: VEHA Treasurer, PO Box 2591, Edwards, CO 81632.

VEHA will at all times strive to be reasonable and prudent in its endeavor to disburse scholarship funds fairly and equitably. Any scholarship information collected by the VEHA shall be held in strictest confidence. At no time will the VEHA in reviewing applicant(s) information furnish said information to any unrelated third parties or in any way perform any action which might be deemed detrimental to the applicant.

35. Player Fees:

Player fees are determined by the VEHA Board of Directors. FEES are based on a number of factors; including available funding, ice rental fees, number of practices, games, tournament fees, equipment fees for training, and operational expenses. VEHA undertakes a number of fundraising activities to supplement and reduce player fees.

Refunds are issued on a case by case basis after review of the Executive Board. There will be no refund if a player is removed for disciplinary reasons or has been suspended for violation of any playing rule, violation of VEHA Bylaws or Policies and Procedures. In the case of season ending injuries a refund will be based on the missed portion of the season less a \$100 fee. If a player leaves prior to Team selection process a refund will be issued less a \$100 fee. If after team selection process but prior to December 1st a refund of up to 50% less a \$100 fee may be issued.

36. INSURANCE:

Players are covered by USA Hockey insurance while participating in VEHA activities, insurance is in effect from September 1st through August 31st of each year. There are a number of exclusions including travel to and from practices, fighting, intentional acts, players personal property, ETC. USA Hockey insurance catastrophic and secondary to Players' family insurance. It is strongly advised players' have additional primary insurance. To obtain more information , including deductibles, and coverage limits go to the USA Hockey website, www.usahockey.com.

37. Jersey Deposit:

Parents of travel team players are required to give VEHA via the team manager either a posted dated check made out to VEHA for April or sign a credit card charge authorization in the amount of \$250.00 as a deposit on the return of jerseys at the end of the season. No Jersey's will be issued without the required deposit.