



UAHA Monthly Business Meeting  
January 9, 2012

- The meeting was called to order by Fred; Geoff was not feeling well and asked Fred to run the meeting. Steve made a motion to approve the minutes from the December meeting, Geoff 2<sup>nd</sup>. Passed unanimously.
- Coaching – age appropriate module deadline extension/verification of completion of modules. Fred let everyone know that the deadline is January 31<sup>st</sup> for coaches to get their age specific modules done. Discussion followed on what action if any should be taken against coaches/associations that do not have their modules completed. Geoff will check with Rae to see if we can get a print out of all coaches and what age specific modules they have taken. The board has also proposed that each organization collect the certificate from the coach showing that the module has been completed, each organization will then report to the board verifying that all coaches are compliant.
  - Everyone who signed up for the level 4 coaching clinic needs to re-register because of a problem with the registration process. An email went out to everyone who was already registered letting them know that they need to do this.
- Non-sanctioned policy – Attached. Fred discussed this USA Hockey policy.
- Scheduling of refs for state tournament - Geoff sent a request asking that in order to avoid a potential conflict of interest that Matt be excused from scheduling the refs for any games that his son may be playing in and/or he may be coaching. Matt said that he passes the scheduling of refs for his sons division on to Jim McKenna.
- Website – Sandy is looking for assistance to help with web design and updating of the UAHA website. Anyone interested should get in touch with Sandy.
- Trophy Case and Trophies – Sandy requested that the board approve the money to order a trophy case to be placed at the Maverik Center to hold the state championship trophies and the awards given out by the board each year. Sandy will get a few more options/quotes and this will be tabled until the February meeting. A discussion was held on trophies for the winning teams at the Tier II level. Aaron will get the trophies for U-12, U-14, U-16 and U-18 that are permanent trophies to be kept in the display case that will be placed at the Maverik Center. Steve made a motion to spend up to \$1000 for 4 permanent trophies for each state championship team. Kathleen 2<sup>nd</sup> Passed unanimously.

- Harrow Update and Hat Order – Fred gave an update on the Harrow credit that we had. Fred said that Harrow has given us an \$1800 credit to be used toward the purchase of Harrow gear. Discussion followed on the hats for the state champion teams, Fred fielded questions about the hats. Steve made a motion to spend \$1197.50 of our rebate money with Harrow on hats for the state champion teams. Shannon 2<sup>nd</sup>. Passed unanimously.
- Conflict of Interest Policy – Fred made the changes requested by the board at the last meeting, he highlighted the changes to the board. Discussion followed on this policy. This was part of the audit findings during the USA Hockey audit that we need to have a conflict of interest policy. Pete made a motion to accept the conflict of interest policy with the change that the sentence that reads: “If it is determined that a Responsible Person has a conflict of interest on a particular issue, that person shall be precluded from voting on the issue or giving his/her proxy to anyone else to vote on the particular issue.” in section A of Part II be removed and the language clarified regarding proxy votes. Matt 2<sup>nd</sup>. Passed unanimously.
- Disciplinary Procedure – Discussion was held on where match penalties should be heard and how they should be handled. This item will be tabled until Fred can make the requested changes and resubmit to the board for a vote at the February meeting. Fred asked if we want to make a summary suspension rule at the state level for the USA Hockey helmet rule.
- Update on tier council meeting – Aaron gave an update on the tier council meeting held the 1<sup>st</sup> week of January. Aaron discussed the state player camp and what is being done to improve it for this year. We have out of state evaluators who coach at the college or Jr level; they will be evaluating and doing a seminar on what it means to play at the next level. Fred mentioned possibly doing a Utah Hockey Round Table in conjunction with the state camp and having Joe Doyle come in as well. Fred requested that Aaron bring in numbers for what we will pay the evaluators and present it to the board for a vote.
- Minnesota Hockey Donation request – Fred asked the board if we would give a financial donation to help an injured MN HS hockey player who was paralyzed during a game. Steve made a motion that the board donates \$1000 to MN Hockey to help this player. Kathleen 2<sup>nd</sup>. Passed Unanimously.
- Financial assistance for girl’s camp – Derrick is asking for some monetary assistance to help put an all-girls state camp together instead of combining them with the boys. Derrick is suggesting that we offer the girls a reduced rate for registration. Steve made a motion to earmark \$1000 for assistance with the girls camp with the potential of another \$1000 based upon the number of girls that attend the camp. Shannon 2<sup>nd</sup>. Passed unanimously.
- HWA in February will be another Try Hockey for Free clinic, Cottonwood and Acord are already signed up.
- Matt raised the issue of the disciplinary hearing that was called by Geoff to hear the complaint made by Tray Charlton against referee Scott Ingram. Discussion followed on whether this complaint should be heard by a disciplinary committee or if the board should vote on whether or not to allow the complaint to be heard and when a hearing should be called for.
- Motion to adjourn was made by Chris, Pete 2<sup>nd</sup>, Passed unanimously.

Jan 9th 2012

# UAHA Board Meeting

## Board Members

Name

Position

Sandy Curtis

Secretary

Geoff Fisher

President

KATHLEEN SMITH

UHSN REP

Cathy Anderson

State Rep.

Jared Youngman

Host

Donna RAKE

Youth Council

Chris Billeter

Adult Council

STEVEN METCAL

Youth Council

FRED WILNER

VP

Shannon Schmidt

Women's

Dave Sautter

STATE ADM Director

~~Ann K...~~

~~Steve~~

Tier Rep.

H.S.

Name

Representing

~~W...~~

WIHOA

Scott Ingraham

WIHOA

Ed Henderson

ETC Utah

Don Korker

WMAHA

NATE Hill

## Sandy Curtis

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**From:** Scott & Teresa Hinerman <hinerman571@comcast.net>  
**Sent:** Saturday, January 07, 2012 2:11 PM  
**To:** Sandy Curtis  
**Subject:** Re: Minutes and agenda are posted

Sandy,

I won't be able to make the meeting Monday night.

Thanks,  
Scott

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**From:** "Sandy Curtis" <[delicate\\_flower@comcast.net](mailto:delicate_flower@comcast.net)>  
**To:** "Aaron Kinslow" <[Akinner29@hotmail.com](mailto:Akinner29@hotmail.com)>, "Cathy Anderson" <[catherine.anderson@jordan.k12.ut.us](mailto:catherine.anderson@jordan.k12.ut.us)>, "Chris Billeter" <[cbilleter@slco.org](mailto:cbilleter@slco.org)>, "Dave Soutter" <[dsoutter@msn.com](mailto:dsoutter@msn.com)>, "Derrick Radke" <[dradke@co.summit.ut.us](mailto:dradke@co.summit.ut.us)>, "Don Korth" <[korthit@yahoo.com](mailto:korthit@yahoo.com)>, "Ed Henderson" <[hendu91@yahoo.com](mailto:hendu91@yahoo.com)>, "Fred Wilner" <[fredw326@hotmail.com](mailto:fredw326@hotmail.com)>, "Geoff Fisher" <[geoffisher44@aol.com](mailto:geoffisher44@aol.com)>, "Jared Youngman" <[jyoungman@utahgrizz.com](mailto:jyoungman@utahgrizz.com)>, "Kathleen Smith" <[tvillehockey@integra.net](mailto:tvillehockey@integra.net)>, "Matt Brickley" <[mattbrickley@comcast.net](mailto:mattbrickley@comcast.net)>, "Mike Holmes" <[mholmes@nwregulators.com](mailto:mholmes@nwregulators.com)>, "Mike Maero" <[mikem@cve.com](mailto:mikem@cve.com)>, "Peter Bratsos" <[pbratsos@comcast.net](mailto:pbratsos@comcast.net)>, "Scott Hinerman" <[hinerman571@comcast.net](mailto:hinerman571@comcast.net)>, "Shannon Schmidt" <[sschmidt@slco.org](mailto:sschmidt@slco.org)>, "Steve Metcalf" <[steve.metcalf@olyparks.com](mailto:steve.metcalf@olyparks.com)>, "Wade Bateman" <[PUCK4WRI@YAHOO.COM](mailto:PUCK4WRI@YAHOO.COM)>  
**Sent:** Saturday, January 7, 2012 11:17:47 AM  
**Subject:** Minutes and agenda are posted

Hi All,

The minutes from December and the agenda for the January meeting have been posted to the UAHA website. Go to the board section and click on the minutes button to view or download.

Also, please be sure to let me know if you will not be in attendance on Monday.

Thanks,

Sandy

## **IX. DISCIPLINARY COMMITTEE**

**9.0 Disciplinary Committee.** The Disciplinary Committee is charged with the overall responsibility and authority for hearing and resolving disciplinary issues involving participating players, coaches, parents, officials and officers of UAHA.

**9.1 The Role of Sub-Affiliates and Sections:** The UAHA Board recognizes the importance of the Sub-Affiliate or Section's role in establishing and enforcing disciplinary standards for its members. The UAHA Board further reaffirms the Sub—Affiliate or Section's authority to establish standards of conduct and fair play and to take immediate and reasonable disciplinary action, including benching or suspension, in "on-ice" situations, such as games and practices, and in "off-ice" situations, such as those involving locker rooms and tournament travel, in which either the coach is responsible for the players' conduct or such conduct could be detrimental to the team, the association or UAHA. However, the UAHA Board also recognizes the importance of fairness and consistency in the application of disciplinary standards and has, therefore, established the appeal mechanism outlined below.

**9.2 Primary Appeal.** A player and/or parents of the affected player may appeal a suspension or other disciplinary action imposed by a coach or other official FIRST to his/her own association.

**9.3 Secondary Appeal:** Requests for a hearing by the UAHA Disciplinary Committee must be in writing and comply with the procedures of the Disciplinary Committee as established in accordance with these policies and procedures. Any suspension or other action shall remain in effect until the appeal is heard and decided upon by the Disciplinary Committee. All suspensions are subject to review by the Disciplinary Committee at the request of either party.

**9.4 Time and Place of Meetings.** The UAHA Disciplinary Committee shall meet as necessary during the season. The exact date, time and location of such meetings shall be established by the Disciplinary Committee and communicated to the parties involved.

**9.5 Membership and Quorum.** The UAHA Board will designate a pool of Disciplinary Committee candidate by September 1st. The pool shall have equal representation from all Sub-Affiliates. The Disciplinary Committee shall be composed of at least three (3) members Chosen from the disciplinary candidate pool and appointed by the UAHA Board, one of whom shall be a Board member or elected officer and shall serve as Chairperson of the Disciplinary Committee. Members of the Disciplinary Committee may be UAHA members. It is recommended that legal/risk assessment resources participate on committee in an advisory role. Each member shall serve until the UAHA's next annual membership meeting.. A majority of the appointed member's shall constitute a quorum. Decisions of the Disciplinary Committee shall be determined by a simple majority of voting members, provided a quorum is present. Members of the Disciplinary Committee may not

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participate in matters involving their own Sub-Affiliate, but are expected to exercise sound judgment in determining whether a particular situation may represent a conflict.

Members of the Disciplinary Committee shall excuse themselves from all matters involving

him/herself or a family member.

**9.6 Specific Authorities and Responsibilities.** Specific authorities and responsibilities of the Disciplinary Committee:

- a) To ~~review~~ **conduct the initial hearing on** all match penalties involving ~~coaches and players~~ **players, coaches, teams organizations or leagues registered under UAHA;**
- b) To hear all complaints of misconduct involving coaches, players, parents/fans, or teams;
- c) To determine and assess disciplinary action against players, coaches, parents/fans, or teams, as considered appropriate in the circumstances, up to and including suspension and/or dismissal from the team and forfeiture of games;
- d) To maintain a record of and report to the UAHA Board all actions taken;
- e) To report other matters of which the UAHA Board should be aware that may come to its attention as a result of its activities;
- f) To compel the appearance and testimony of a player, coach, or parent at a hearing and/or compel production of score sheets, video tapes, and other documentation in the possession of a coach, player, member, or representative of UAHA;
- g) To solicit statements, testimony, evidence, or other documentation from interested parties other than players, coaches, and UAHA members, as considered necessary in the sole judgment of the Disciplinary Committee; and
- h) To establish such procedures as it considers necessary to conduct its activities.

**9.7 Relationship to USA Hockey:** It is the intention of UAHA to comply fully with the rules of USA Hockey. The Committee is specifically barred from waiving an action or imposing an action less severe than that called for by the rules of USA Hockey.

**9.8 Procedure to be followed in the event of a Match Penalty being assessed:**

- a) Within seventy-two (72) hours of the assessing of a Match Penalty, the game officials must advise the State Referee-in-Chief and the UAHA President of the Match Penalty by delivering a copy of the score sheet and referees' reports to these parties along with contact information (email address and telephone numbers) for the player/coach and referees involved in the Match Penalty.
- b) For Match Penalties assessed under USA Hockey Rule 601 (f) (1), the Match Penalty must be reported to the Rocky Mountain District Referee-in-Chief within forty-eight (48) hours;
- c) The UAHA President shall determine whether the UAHA Vice President shall chair the Disciplinary Panel or if he/she has a conflict of interest, the UAHA President shall immediately appoint another person to chair the Disciplinary Panel and select three people to hear the matter.
- d) Recognizing that Disciplinary Hearings require seven (7) days notice to all parties, the appointed Chairperson shall make every effort to hold the hearing as quickly as possible.
- e) For Match Penalties involving alleged violations of USA Hockey Rule 615 (c ), the Disciplinary Panel, after reviewing the score sheet, Referees' Incident Report(s), statement by player involved, and any witness statements that are submitted, may choose to handle the matter summarily - either via email or conference call among the members of the assembled Disciplinary Panel.

(f) Decisions on all Match Penalties shall be conveyed to the parties within forty-eight (48) hours of the rendering of a decision by the Disciplinary Panel. The parties shall each have ten (10) days to appeal the decision to the full UAHA Board by notifying their desire to appeal to the President of UAHA.

(g) Immediately upon receiving notice of a Match Penalty, the UAHA President shall see to it that the person receiving the Match Penalty is added to the State Suspension List with an additional email notice going out to the President of all organizations under the UAHA umbrella.

Dear Coach:

I hope you are having a great season so far and that your players are improving and having fun. This season has brought many exciting changes to USA Hockey's Coaching Education Program. We would like to thank and congratulate the more than 40,000 coaches who have completed the new online age-specific modules. We appreciate the time and effort they have put into becoming the best possible coaches they can be.

We also realize the time commitment involved in being a volunteer youth coach and that everyone has commitments outside of the hockey world. In an effort to allow all coaches the time needed to complete this new requirement, USA Hockey has extended the deadline for completion of the online age-specific modules to **January 31, 2012**. With the staggered release of the modules last fall, USA Hockey feels this extension is necessary to honor the various time commitments of our coaches, especially during the holiday season.

We have noticed that you are registered as a coach for the 2011-12 season but have yet to register for any of the online modules. If you are coaching a youth or girls' team you must complete your age-specific module or modules by **January 31, 2012**. (You do not need to complete a module if you are coaching a college or adult team.)

Beginning February 1, 2012, USA Hockey's policy is that coaches who have not completed the certification and online age-specific module requirements will no longer be able to participate in team activities, including but not limited to: games, practices and off-ice activities.

You will need your USA Hockey membership confirmation number in order to register for the modules. [Please click here](#) for information on retrieving that number or to register with USA Hockey.

If you have your USA Hockey confirmation number in hand, [click here to begin the registration process for the online age-specific modules](#). You will be asked to create a separate login to access the modules. This login is separate from and does not access the USAHockey.com site.

Thank you for being an integral part of the USA Hockey family and for making the commitment to become the best possible coach you can be.

Sincerely,

Mark Tabrum  
Director, Coaching Education Program

## UAHA CONFLICT OF INTEREST POLICY

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

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

### **Part I – Definitions**

#### **A. Conflict of Interest**

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

#### **B. Class A**

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

#### **C. Class B**

1. A Responsible Person’s actions or involvement competing with UAHA/USA Hockey, Inc., or a Related Organization in the rendering of services or in any other transaction with a third party.
2. A Responsible Person having a material financial interest in an entity or individual that competes with UAHA/USA Hockey, Inc., or a Related Organization in the provision of services or in any other transaction with a third party.
3. A Responsible Person accepting gifts, excessive entertainment or other favors from any individual or entity that does, or is seeking to do, business with UAHA/USA Hockey, Inc., or a Related Organization, under circumstances where it might be inferred that such action was intended to influence or possibly would influence the Responsible Person in his or her duties to this corporation. This does not preclude the acceptance of items of nominal or insignificant value that are clearly tokens of respect or friendship

and not related to any actual or potential transaction or activity of this corporation or a Related Organization.

**4.** Any disciplinary appeal to the UAHA State Board for any matter involving a player, coach or manager in a UAHA or a Related Organization in which the Responsible Person is affiliated.

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

#### **D. Control**

“Control” exists if one organization or individual:

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

#### **E. Family Member**

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

#### **F. Related Organization**

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

#### **G. Responsible Person**

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

1. Director
2. Officer
3. Member of a Committee
4. Member of the Executive Staff
5. Paid Employee of UAHA/USA Hockey, Inc., or a Related Organization
6. Coach and/or Team Manager of Official of UAHA/USA Hockey, Inc., or a Related Organization
7. A family member of a person who is a Responsible Person
8. Any other person who is determined by the Board of Directors to be subject to this policy.

### ***Part II – Standards and Procedures***

#### **A. Report To President**

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

designated by the President, immediately upon determining that a possible conflict of interest may exist. Any Responsible Person who disputes the existence of a conflict of interest may request a vote of the full UAHA Board of Directors to determine if the Responsible Person should be precluded from voting on a particular issue. If it is determined that a Responsible Person has a conflict of interest on a particular issue, that person shall be precluded from voting on the issue or giving his/her proxy to anyone else to vote on the particular issue.

#### **B. Class A Conflicts**

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

1. If the director who has the Class A Conflict of Interest is present at the meeting at which the transaction involving the Conflict of Interest is to be considered, such director shall disclose to the Board or committee all facts material to the conflict of interest. Such disclosure shall be reflected in the minutes of the meeting.
2. If the director who has the Class A Conflict of Interest is not present, or has not made the disclosure required by the preceding paragraph, the President or a representative designated by the President shall disclose to the Board or the committee all known facts material to the Conflict of Interest. Such disclosure shall be reflected in the minutes of the meeting.
3. A director who has a Conflict of Interest shall not be counted in determining the presence or absence of a quorum for purposes of the vote. The Director having a Conflict of Interest **whether a Class A or Class B Conflict of Interest** shall not vote on the transaction. Such director's ineligibility to vote shall be reflected in the minutes of the meeting.
4. The transaction or relationship shall be approved only if it receives the affirmative vote, in good faith, of a majority of all of the members of the Board or committee, as the case may be. The approval may be given before, after, or concurrently with the transaction that involves a Conflict of Interest.
5. In the event that the number of persons having Conflicts of Interest with respect to a particular transaction is so large that it is impossible to obtain a quorum, or the number of votes necessary for approval as described in paragraph 4, then the transaction shall be approved only upon the unanimous vote of the disinterested directors, provided that there are at least two disinterested directors. The minutes of the meeting shall reflect an analysis of the fairness and reasonableness of the transaction as to this corporation.
6. The procedure described in this section is intended to comply with the requirements of any statutory provision which provides for authorization, approval, and ratification of certain transactions involving Conflicts of Interest. In the event of any inconsistency between the provisions of this section and those statutory provisions, the statutory provisions shall govern.

#### **C. Other Councils**

The President shall take such action as he or she deems appropriate with respect to reported Class A Conflicts of Interest involving persons other than directors and all reported Class B Conflicts of Interest.

Such action may include, but is not limited to, (1) simply noting the Conflict of Interest in the corporate files, (2) reporting the matter to the Board of Directors for its information only, or (3) referring the matter to the Board of Directors or one of its committees for review.

### ***Part III – Confidentiality***

#### **A. Nondisclosure Policy**

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

#### **B. Types of Confidential Information**

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

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

#### **C. Failure to Comply**

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

### ***Part IV – Administration of Policy***

#### **A. New Directors**

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

#### **B. Annual Review**

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

### ***Part V – Examples of Conflicts of Interest***

#### **A. Class A**

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

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

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

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

**B. Class B**

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

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

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

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

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

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

***Part VI – Acknowledgement of Conflict of Interest Policy***

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

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name: \_\_\_\_\_



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I hereby certify that the information set forth above is true and complete to the best of my knowledge. I have reviewed, and agree to abide by, the Policy of Conflict of Interest of the Utah Amateur Hockey Association, Inc. that is currently in effect.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Economy Frameless Full Vision Wallcase

[ click to enlarge ]



Full Vision Wall Case 72"H x 18"D x 48"L

- Premium frameless structure
- All 6mm tempered safety glass
- Durable melamine laminate surface
- 4 14" Glass shelves
- Tempered safety glass sliding doors
- Stain finished clear anodized aluminum door track extrusion
- 66" Vertical display area

Ships knocked down. Assembly required.

Base colors: Black, white, maple, cherry and walnut

shown in cherry

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SAGW4 - Frameless Full Vision Wallcase	\$482.00	
Plunger lock	\$17.00	
Ratchet lock	\$10.00	
Fluorescent light strip	\$92.00	



## USA Hockey Guidelines Regarding Non-Sanctioned Play

USA Hockey and its Affiliates are charged with establishing rules and policies for the organization, coordination and betterment of hockey, including developing players, coaches and officials, and managing and minimizing risks associated with the sport. Examples of recent rules and policies include the American Development Model (ADM), Red, White and Blue Hockey (cross-ice) for players 8 and under, and processes and procedures for expansion of junior hockey programs. USA Hockey strongly believes in these programs as evidenced by the overwhelming support they have received across the country, the continuing growth in membership, and the advances that have resulted and are expected to result in the development of hockey players in our country.

USA Hockey has had inquiries recently regarding the rights and obligations of USA Hockey, its various Affiliates and local programs with respect to ice hockey that is not sanctioned by USA Hockey. To provide guidance to Affiliates and local programs, USA Hockey, as the National Governing Body for ice hockey in the United States, provides the guidelines below acting pursuant to USA Hockey's authority under the Amateur Sports Act (36 U.S.C. § 220501 et. seq.).

- For a game to be sanctioned by USA Hockey, all players, coaches and officials in the game ("Individual Participants") must be members of USA Hockey and the USA Hockey Affiliate with jurisdiction over their respective geographic area(s). Participating teams must also be members of the applicable USA Hockey Affiliate.
- There have been occasional exceptions to the above-stated membership requirement where in certain limited, special circumstances, USA Hockey or the applicable USA Hockey District Registrar may provide a special event sanction for an event where not all participants are members of USA Hockey ("Special Events"). These Special Events are occasional and have generally been limited to exhibition games between USA Hockey teams and High School Federation or NCAA teams, Try Hockey For Free programs, and alumni and charity games. The limited nature of these exemptions is due to USA Hockey insurance and risk management concerns.
- Any Individual Participant may become a member of USA Hockey. Membership in or registration with another sanctioning body may not be used as a basis to deny membership in USA Hockey, its Affiliates or local programs. Correspondingly, no Individual Participant may be penalized for participating in a program that is not sanctioned by USA Hockey. Any Individual Participant may be disqualified from membership for violation of USA Hockey Bylaws, Rules & Regulations or Policies in accordance with USA Hockey's Dispute Resolution Procedures.
- Affiliates may establish reasonable rules for compliance by such Affiliate's member organizations and/or teams seeking membership in or who are already members of the Affiliate, provided that such rules do not conflict with the Bylaws, Rules & Regulations, Policies or directives of USA Hockey.





- If a team desires to play in a USA Hockey sanctioned game, tournament or event, then, unless it is sanctioned as a Special Event, the team and its Individual Participants must be registered with USA Hockey and the applicable Affiliate. Such registration implies and constitutes the registrant's agreement that the team and all of its Individual Participants will be subject to the Bylaws, Rules & Regulations, Policies and Playing Rules of USA Hockey and the reasonable requirements of membership for the applicable Affiliate.
- Once an organization, team, or Individual Participant becomes a member of USA Hockey and the applicable Affiliate, that Affiliate may require that the member organization, team, and all Individual Participants continue to comply with the reasonable requirements for membership in the Affiliate. This may include, for example, such rules as coaching certifications, screenings, equipment requirements, safety mandates, and other rules, including the ADM and Red, White and Blue Hockey, if the Affiliate has in fact mandated such rules.
- An Affiliate may enforce a rule that prohibits its member teams from participating in games or practices that are not sanctioned by USA Hockey. Unless sanctioned as a Special Event, USA Hockey's insurance policies are not available to cover local programs, teams and Individual Participants when participating in a game or practice among or between teams sanctioned by an Affiliate and a non-sanctioned team. A parent of a youth hockey player that has registered with USA Hockey with the expectation of receiving the benefits of such membership, should not be placed in a situation where they may be surprised to learn after their child is injured that the injury occurred during a non-sanctioned event.
- An Affiliate may also enforce a rule that its member organizations must register all of their teams and players with USA Hockey and the Affiliate. If an Affiliate has such a rule, a member organization within that Affiliate cannot register some of its teams with the Affiliate while other teams in that organization are not registered with the Affiliate. Important reasons for such a rule are so that neither USA Hockey nor its Affiliates become liable for activities conducted by a member organization that is also conducting non-sanctioned events, and to prevent the occurrence of situations where USA Hockey's insurance could potentially be asserted to apply in a non-sanctioned event.
- Despite the foregoing, if an Affiliate's member organization or team desires to play in events or games that are not sanctioned by USA Hockey, they may seek a Special Event sanction for such game or event, or they may also do so provided that certain other requirements are met. Teams playing in a non-USA Hockey sanctioned event or game must be part of a separate organization (for example, a separately incorporated corporation) that is sufficiently distinct from the USA Hockey sanctioned program. The non-sanctioned organization or team(s) should also have a separate board of directors, the team cannot wear the same uniforms or have the same team names, and all rink or vendor contracts relating to the non-sanctioned team(s) or activities must be in the name of the separate organization rather than the USA Hockey member organization or team. Distinguishing teams participating in non-sanctioned events or programs from teams that are members of USA Hockey will help avoid making USA Hockey, its Affiliates or member organizations liable for activities conducted in connection with non-sanctioned play, prevent the occurrence of situations where USA Hockey's insurance could potentially be



asserted to apply in a non-sanctioned event, and will also help make Individual Participants (and their parents or guardians) aware of which games or events are under USA Hockey rules and oversight and are covered by USA Hockey insurance and other benefits.

- USA Hockey Rules & Regulations, Section IV., provide as follows:

Any youth player (male or female) rostered on a Tier I or Tier II youth or girls'/women's team and a Junior Program team as of December 31, can only play for one team after December 31. If the player plays in a Junior game after December 31, he/she loses all eligibility on his/her youth team for the remainder of the season, regardless of how many games are played at the Junior level.

This rule should be applied to any games played at the Junior level with any organization. The purpose of this rule is that players playing on youth teams during the latter half of the playing season should not also be playing Junior hockey. Further, not having Junior players participating in Youth national tournaments protects the integrity of the USA Hockey National Championships. By applying the rule regardless of the sanctioning body that governs the applicable Junior team, all Junior teams are treated equally.

- Affiliates and officials' organizations may establish and use reasonable criteria, rules and procedures for selection and scheduling of officials for games within their jurisdiction. There are numerous valid reasons why an Affiliate, officials' organization or scheduler may select one official over another for a particular game, league or level of play. However, no USA Hockey official may be penalized, threatened, excluded or made ineligible for officiating USA Hockey games based on that official being certified by or officiating games that are not sanctioned by USA Hockey or are sanctioned by some other entity. Many USA Hockey officials work games not under USA Hockey's authority (e.g., NCAA, Canadian Hockey League, East Coast Hockey League, High School Federation, etc.). To be sure, an official will not receive the benefits of USA Hockey, including insurance coverage, supervision, disciplinary processes and enforcement, etc., while officiating a game not sanctioned by USA Hockey, and that official is not permitted to wear a USA Hockey crest/patch on their jersey during a game not sanctioned by USA Hockey. To reiterate, no Affiliate may, and no Affiliate shall permit an official's organization or scheduler under its control to, punish, threaten, blackball or make any official ineligible for USA Hockey games, based on the official becoming certified by another entity or officiating games that are not sanctioned by USA Hockey. Most hockey programs and officials associations endeavor to consider their officials to be independent contractors; to place restrictions on officials from officiating non-sanctioned games may place that independent contractor status at risk, and subject the hockey program or officials association to other liabilities.
- USA Hockey may amend or supplement these guidelines.
- For questions related to these guidelines or other rule scenarios, please contact Casey Jorgensen at USA Hockey at 719-538-1143 or [cjorgensen@usahockey.org](mailto:cjorgensen@usahockey.org).