



Chicago Blues Hockey Club, Inc.
POLICIES AND PROCEDURES

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Policies and Procedures

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INTRODUCTION

These policies and procedures are to be used as guidelines for informational purposes only. They do not and are not intended to create any independent substantive rights. The Chicago Blues Hockey Club, Inc. (the 'Blues') reserves the right to unilaterally amend at any time and for any reason.

A. ACCIDENT AND INCIDENT REPORTING

It is the policy of the Chicago Blues to provide clear and timely documentation and appropriate and efficient response to incidents and accidents of club players, coaches, officials and spectators attending Club games.

Procedures for reporting accidents resulting in player, coach, official or spectator injury:

1. All accidents requiring medical attention to participants should have an Incident Report Form thoroughly completed within 24 hours. See the attached Accident/Incident Report Form.
2. Officials and/or coaches are required to complete these forms for an injury to themselves and coaches are required to complete this form for a player-related accident. The leading official is required to complete this form in the event of a spectator injury.
3. The incident reporting form is to be completed, copied & placed in the mailboxes of the Club President, Secretary, and Committee Chair for Policy & Procedures, which is located behind the front desk at the Edge Ice Arena – Jefferson Street.
4. In the event of a catastrophic injury the Blues will notify USA Hockey.
5. In an accident requiring medical attention of a spectator at a Blues facility in Bensenville, the Blues will report this to the appropriate person at the Bensenville Rinks.

Claims Filing Information

Secondary Medical Coverage for an accident requiring medical attention may be obtained by contacting USA Hockey at 719-576-USAH or on-line at www.usahockey.com.

B. COACHES

Coaches' Basic Responsibilities

Coaches, and anyone else on the bench, on the ice or in the locker room, must be screened and hold the proper coaching certification for the level at which they are coaching. Coaches must be present before, during, and after games and practices in order to coach their players. A coach must always be present on the ice when players are on the ice for practice and on the bench when players are on the ice for a game. While in use, coaches will supervise dressing rooms before and after games and practices. If a coach cannot be present, it is that coach's responsibility to make proper arrangements for a suitable coach or screened adult replacement. Coaches ensure that each player is afforded the optimum playing and practice time, based upon Team, Club, AHAI and USA Hockey objectives.

It is the coach's responsibility to be prepared with game or practice plans before the team goes on the ice. Practices should be fun and challenging for the players. Coaches must maximize the use of the ice time and organize practice so that it builds on game philosophy. The use of scrimmages at practice should be minimized so that more emphasis can be placed on development of individual and team skills. Scrimmages should be controlled and add to the players' learning experience when utilized.

Coaches shall show appropriate respect and sportsmanlike conduct to officials, players, parents, and the game. There will be no drinking or profanity by coaches at any time around players, parents, fans or in arenas. The consumption of alcohol or similar mind-altering substances, use of excessive profanity or other improper conduct while supervising players will be subject to disciplinary action and/or lead to dismissal.

Team coaches are to supervise use of dressing rooms before and after games and practices. If a coach cannot be present, it is the coach's responsibility to arrange for a screened adult replacement. Adult supervision is mandatory whenever a team is using a dressing room.

Coaches Duties (Beginning of the Season)

At the start of each season, the coach has specific duties that should be carried out immediately:

1. Participate in the planning and execution of tryouts or evaluations for select teams.
2. Recruit a team manager to help with the administration of the team.
3. Conduct a parents' meeting and introduce all coaches and the program to the parents and players. Discuss the Blues policies, the players' and coaches' code of conduct and the rules of discipline.
4. Ensure each player has a current edition of this handbook and has signed the Blues Players' and Coaches Code of Conduct and Rules of Discipline. (Need form)

C. DISPUTE RESOLUTION, ARBITRATION, SUSPENSION¹

1. Scope of Procedure and Purpose. The Chicago Blues Hockey Club (the "Club") is a Member Association of both AHAI and USA Hockey. The Club is a not-for-profit organization whose vital services are largely provided by volunteer efforts. Because of the not-for-profit status and the volunteer nature of the organization, the Club Board has determined that it is in the best interest of all involved with the Club that the sole and exclusive remedy for any and all disputes is this alternative dispute process. The purpose of this is to align Club procedure and philosophy as closely as possible to that of AHAI and then USA Hockey. AHAI has established a Dispute Resolution Procedure to provide an efficient, orderly and uniform method of resolving every controversy, question or dispute regarding or having any impact on amateur hockey, amateur hockey players, the Club or AHAI, (collectively referred to as a Dispute) which utilizes the special skills, expertise and background of people experienced in hockey and sports administration matters. It is the further purpose of this Policy to provide an administrative procedure that is a full, complete and exclusive remedy and substitute for any and all court or legal proceedings regarding any Dispute.

2. Jury Waiver. Every person and entity within the jurisdiction of the Club or AHAI (including, but not limited to, every member, player, coach, official, referee, parent, guardian, agent or any other person, and every affiliate member, league, team, club, sponsor, facility or any other group or organization), (collectively referred to as Person and Entity) by virtue of their membership, affiliation or participation, at any time, in an AHAI or Club program or event **HEREBY EXPRESSLY WAIVES ANY AND ALL RIGHT TO ANY TRIAL BY JURY** for any and all civil actions or claims of any kind.

3. Submission to Dispute Resolution Procedure. Every person and entity within the jurisdiction of AHAI or the Club (including, but not limited to, every member, player, coach, official, referee, parent, guardian, agent or any other person, and every affiliate member, league, team, club, sponsor, facility or any other group or organization), (collectively referred to as Person and Entity) by virtue of their membership, affiliation or participation, at any time, in an AHAI or Club

program or event, agrees to submit exclusively to the Dispute Resolution Procedure established by the By-Laws and/or Rules, Regulations and Procedures of the Club, AHAI and/or USA Hockey (Dispute Resolution Procedure) as the sole and exclusive remedy of all Disputes and to completely forego any remedy in any court of law or equity or initiate any legal proceedings regarding the matters expressly or implicitly covered by the Dispute Resolution Procedure, except for those matters pertaining to playing rules which are specifically provided elsewhere within AHAI or USA Hockey By-Laws or Rules and Regulations.

1 The USA Hockey and AHAI arbitration and dispute resolution process is incorporated by reference to the extent that they apply to a local organization Dispute. The full process can be found in the USA Hockey By Laws, Article 10, Annual Guide and the AHAI By Laws, Article XIV all as may be modified from time to time. The full process slightly modified to reflect a local organization Dispute application is attached as a separate document and is also incorporated by reference.

4. Exhaustion of Administrative Remedies Required. Every Person or Entity agrees to fully exhaust all administrative remedies available through the Dispute Resolution Procedure.

5. No Circumvention of Dispute Resolution Procedures. No Person or Entity shall attempt to circumvent the Dispute Resolution Procedure. Any attempt to circumvent the Dispute Resolution Procedure shall not diminish or alter the requirements or authority for the exclusive use of the Dispute Resolution Procedure concerning all Disputes as a full, complete and exclusive substitute for any and all court or legal proceedings. In addition, failure to participate to the fullest extent possible in the Dispute Resolution Procedure concerning any Dispute shall be a failure to exhaust the administrative remedies available, and the Club, (including any of its duly authorized committees) shall have the power to assess costs, impose fines, disciplinary action (including suspension) and seek other sanctions, in accordance with all By-Laws and Rules, Regulations and Procedures established by the Club or AHAI Board of Directors. Costs shall also include the time of Club personnel; for these purposes, a volunteer's time shall be measured by that individual's customary work position.

6. Failure to Follow Process. In addition to any other sanctions applicable hereunder, the failure to follow and abide by the Dispute Resolution Procedure may subject every Person and Entity and any Person and Entity representing, participating with or aiding such Person and Entity, to the following:

- a. Liability for any and all expenses and costs, direct and indirect, including all reasonable court costs and attorney's fees and the value of volunteer time, incurred by the Club, its members, or any of its directors, officers, or agents; and
- b. Immediate suspension and/or disqualification from membership and forfeiture of the right to participate in any Club, AHAI and/or USA Hockey sanctioned events.

7. Rules of Construction. Without waiving any right to the sole remedies in this Dispute Procedure, in the event any Person or Entity seeks an appeal, arbitration or the recourse of any court of any jurisdiction on any Dispute for any reason, the following rules of construction shall control:

- a. the construction, interpretations, rulings, procedures, decisions and opinions of AHAI and/or USA Hockey (including their directors, officers and duly authorized personnel) shall be deferred to as being the product of their experience and judgmental expertise in amateur hockey and in the administration thereof;
- b. if there is any rational basis for the decision of the Club, AHAI and/or USA Hockey, such decision shall be upheld, and the only question shall be, did the Club, AHAI and/or

USA Hockey act contrary to the Constitution of the United States or the State of Illinois; the fact that another reasonable inference or interpretation could have been made will not be grounds for overruling or modifying a decision of the Club, AHAI and/or USA Hockey;

c. only the evidence and theories explicitly presented to the Club for consideration in the initial Dispute and prior to the rendering of its decision may later be presented or considered in court;

d. the burden of proof shall be on the party attempting to have any decision or action of the Club reversed, modified or changed in any way, and said burden shall be the equivalent of the degree of proof required in any civil proceedings (a preponderance of the evidence); and,

e. any party not successful in overturning a procedure, ruling or other decision of the Club in its entirety, shall pay for any and all fees, expenses and other costs of the Club with respect to that matter (including, but not limited to: attorneys fees; court costs, court reporter, transcript, document and exhibit costs; fees and expenses of consultants, experts, investigators and witnesses, and in obtaining or producing materials or evidence; the transportation and other per diem or incidental expenses of each of the foregoing and of all volunteers; and, the value of each volunteer's time, both in and out of court, as measured by that individual's customary work position).

D. HAZING

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

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

E. MONITORING

It is the Chicago Blues policy that there must be an adult who has been screened by an approved AHAI company monitoring the locker rooms at all times. The first preference is the coach/assistant coach as part of the coaching routine. The second preference is a suitable screen adult. For the safety of all of our skaters, please make sure that there is someone monitoring the locker room at all times. The team will be responsible for any damages that occur to the locker rooms at our or opponents rinks. Presence of a screened adult will help prevent incidents and damages from occurring.

Parents who have not been screened **may not** be in the locker room with the exception of the Mite and Squirt level. It is also inappropriate to have parents of the opposite sex in locker rooms under normal circumstances with skaters above a certain age (Mite, Squirt).

F. PAYMENTS/CREDITS.²

It is the policy of the Chicago Blues that payment or arrangements for payment must be made before permission is granted to participate in any Club event, including tryouts, practice, clinics or games. Failure to pay is grounds for summary suspension. Compliance with financial obligations is an express condition of participation. Parents and participants may be refused admission to

Club events or facilities and may be asked to physically leave the premises. Parents and participants may also be suspended from AHAI. **Refunds are not granted.**

The Blues understand that participation in the sport of travel hockey is becoming increasingly expensive. Under limited circumstances, alternative arrangements may be considered. However, it is incumbent upon the participants and their parents/guardians to petition the Finance Committee, which is a subcommittee of the Board of Directors before any payment is due to make any such arrangements. The Club also understands that from time to time economic circumstances may change during the course of a season. It is again incumbent upon the participants and their parents/guardians to petition the Finance Committee as soon as possible. All such requests are kept confidential. Notwithstanding any of the above, it remains the sole responsibility of the participant and the parents/guardians to comply with all financial obligations. Any and all alternative arrangements are at the sole discretion of the Club and all rights are reserved to the Club.

Payment of Fees

Pre-conditioning clinics, tryout fees and volunteer checks are due prior to the start of the clinics. All clinic and tryout fees can be paid through the "Register & Pay" link on the website and volunteer checks should be submitted at the first clinic or tryout session. Team fees are due at an assigned date, which is shortly after a player has been assigned to a team. After tryouts are complete, members should log on the website and begin the registration process via the "REGISTER & PAY" link.

Fall season fees shall be paid online via credit card and are due either in full by September 21 or in three installments. Installment payments must be made by September 21, October 31 and November 30. The first payment is charged immediately, the second and third are automatically charged on October 31 and November 30. There will be no surcharge for online payments. Timely payment will be strictly enforced and returned checks/declined credit cards will be assessed a \$50 service charge. The Chicago Blues reserve the right to adjust fees to comply with budgetary requirements given actual participant registration.

² The AHAI collection and suspension process is incorporated by reference.

All requests for extended payment plans must be made to the Chicago Blues Finance Committee and approved by September 15. Please send all inquiries to the Treasurer via email (see Board page on the website). The Blues does not provide any financial assistance at this time.

In addition to team fees paid to the Blues, all Blues travel teams require the team manager to establish a Slush Fund. The Slush Fund is a monetary fund set up by a team manager at the beginning of the season to cover team expenses that are not covered by a player's season fees.

The initial mandatory amount due with this player pack is as follows **(please make checks payable to the team manager and attach here)**.

- * CSDHL teams - \$250/player
- * NIHL teams - \$200/player

The team manager is authorized and has approval for the following team expenses:

- * additional tournament entry fees (see note A below)
- * referee fees for practice games
- * additional ice costs (beyond the Blues season allocation)
- * coaches travel expenses (see note B below)

- * team practice uniforms (i.e. practice jerseys, workout clothes, practice socks)
- * team equipment (i.e. dryland equipment, water bottles)
- * team supplies (labels for scoresheets, etc.)

No other expenses such as yard signs, team parties, etc. are to be run through slush fund.

Depending primarily on the number and location of the additional tournaments a team enters, a manager may require additional slush funds should they become depleted before the end of the season. The manager will track all expenses on the slush fund reporting form and any unspent funds will be refunded to the team members after the season.

(A) The Chicago Blues will pay for participation in the Blackhawk Cup tournament for Squirts through Midgets and an equivalent cost tournament for mite teams. Participation in additional tournaments will be paid for through the individual team's slush fund. If applicable, the Chicago Blues will retain any benefit from the receipt of multiple team discounts that result in the team's tournament cost to be below the advertised amount.

(B) Teams will pay the following coaches expenses. **Overnight stays:** hotel room using same rate as team members unless a "coaches" room is provided by the hotel; reimbursed gas purchase with receipt (rental car is not reimbursable); food allowance of \$25 per diem. **Day trips** (greater than 45 miles): reimbursed gas purchases with receipt (rental car is not reimbursable). **For trips greater than 600 miles:** Airfare reimbursement will be based on lowest cost two week advanced purchase fare in the market (rental car is not reimbursable), or if travel by car, reimbursed gas purchases with receipts (rental car is not reimbursable).

Collection Policy

A returned payment/charge will result in a charge of \$50 and immediate financial suspension for the player. This includes practices, games, scrimmages and any team-related events, until the financial obligation has been met.

Any player whose fees are not paid in full by November 30 will be placed on financial suspension and the player will not be allowed to participate in any team activities, practices or games. This suspension can and will be turned over to the Amateur Hockey Association of Illinois for collection. AHAI has the authority to take further action up to and including suspending the entire family of the player.

Only families that abide by the above policy will be able to participate in tryouts and remain in "Good Standing" within the Chicago Blues Hockey Club, Inc. Any family that is not in "Good Standing" will not be allowed to participate in tryouts or any other Chicago Blues Hockey Club sponsored event.

The Chicago Blues Hockey Club Inc. Board of Directors withholds the right to amend the payment agreement at any time with or without prior notification to its members.

Injury

In the event that an injury occurs to a participant during an on-ice Chicago Blues game or practice or during a Blues organized off-ice training session and the injury causes the participant to miss more than 50% of the regularly scheduled games, then the Blues will provide a credit for the participant's benefit for the next regular season of play. The petition for credit must be accompanied by documentation from a physician, preferably the treating physician, verifying that the participant is not able to participate as a direct result of the injury for the appropriate length of

time. Final determination and the granting of a next-season credit will be at the sole discretion of the Blues' Board of Directors.

AHAI Collection Policy

For ease of reference, portions of the AHAI collection policy is set forth below.

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

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

1. There should be written correspondence to the obligor. It is recommended that the Affiliate send a minimum of 3 letters by as follows:
 - a. First letter stating that there is a balance due and requesting payment.
 - b. Second letter stating the balance due with a request for payment and stating that if the amount is not paid within a certain time period (30) days that it will be forwarded to AHAI R&E.
 - c. Third letter stating the balance due and that the matter is being sent to AHAI R&E.
2. Collection must be for the current season.
3. The club must have taken steps to collect the fees during the season such as taking the Obligor off the ice. In other words, AHAI will not be involved if the club allowed the Obligor to play the entire season and only attempted to collect fees after the season was completed.

After the Club has taken all the above steps, submit copies of these items to the AHAI Rules & Ethics Chairperson for further action. If the steps above are followed, AHAI will send a letter to the Obligor. If the steps above are followed and the Obligor fails to respond, AHAI will suspend the entire family pursuant to its by-laws. If the Obligor responds, he/she has the right to request a hearing and be afforded an opportunity to be heard. A hearing will then be scheduled and if necessary, all parties may be requested to attend that hearing. The Rules & Ethics Committee will provide a written decision within 10 days. The decision can be appealed in accordance with the AHAI By-Laws, Article X of Rules and Regulations.

G. PHYSICAL ABUSE

It is the policy of the Blues that there shall be no physical abuse at any of its sanctioned programs, its tournaments or events by an employee, volunteer, or independent contractor. Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury. Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate a hockey skill. Permitted physical conduct may include, but is not necessarily limited to, shooting pucks at a 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.

H. PROPERTY DAMAGE

Individual teams and team members are responsible for property damage that may occur. Team managers are strongly recommended to check the condition of the locker room before and after all practices and games and to assign and rotate parent responsibility to ensure locker rooms are locked during all practices and games. Report any problems or damages you observe to the rink manager immediately. It would be unfortunate for any team to be blamed for damages done by another group. Teams will be held responsible for any damages reported during your ice slot.

Assessment for damages will be as follows:

1. Team Fine of \$150.00
2. Plus Cost of Damages

I. SCREENING

1. General. AHAI and the Blues Hockey Club implemented a screening program that covers all on-ice and off-ice activities, including regular season, spring and summer. All coaches and managers must consent to be screened, complete an Authorization to Release Information, be fingerprinted at an AHAI authorized Fingerprint Service Center, retain and produce upon inquiry by AHAI or the organization for which the individual coaches, a Receipt stamped by the authorized Fingerprint Service Center showing that the coach was fingerprinted and provided the Authorization to Release Information Form.

2. Deadlines. All Tier I and Tier II Coaches will complete the Authorization to Release Information Form and be fingerprinted by October 15 of the current playing season. All House League Coaches will complete the Authorization to Release Information Form and be fingerprinted by November 15 of the current playing season. All others must complete the Authorization to Release Information Form and be fingerprinted within thirty (30) days after beginning any coaching activity, which includes clinics, power skating, and any other on ice or off ice hockey activities.

3. Screening Results and Procedure. Each coach will be advised in writing of any adverse information as a result of the screening process.

4. Compliance. Each coach and manager shall comply with the forms and instructions issued by AHAI and the Blues.

5. Procedures To Implement. The AHAI Screening Committee may prepare and distribute additional rules and procedures to implement this policy. For instance, if the coach has not resided in Illinois for a reasonable period of time, the Screening Committee may request a screen from the State of prior residence, or if the coach affirmatively answers a question on the Authorization to Release Information Form, the Screening Committee may authorize a full screen even if the coach did not come up as a random screen person.

6. Refusal to Be Screened. Any individual required to be screened who does not consent to be screened and complete the Authorization Form shall not be allowed to participate in amateur hockey in Illinois or in any Blues or USA Hockey event.

7. Non-Compliance. Any member and/or coach not complying with this Rule will be referred to the Rules and Ethics Committee for appropriate action and may be refused any participation in any Blues activity.

J. SEXUAL ABUSE

It is the policy of the Blues that there shall be no sexual abuse of any minor participant involved in any of its sanctioned programs, its tournaments or 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 participants 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 Blues/AHAI/USA Hockey sanctioned programs.

K. SUBSTANCE USE AND ABUSE

It is the considered judgment of the Board of Directors of AHAI and the Blues that consumption/use/abuse of certain 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, the Blues prohibit use by any participant of certain 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.

For purposes of this policy, the word “substances” includes 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;
4. Tobacco;
5. Diet or energy supplements.

The term “participant” includes players, coaches, referees, parents, volunteers and all persons involved in the conduct of an ice hockey contest.

All participants agree to abide by the Blues Board of Directors’ policy regarding substance use and abuse, their sale, purchase, use, possession and physical detection, which may be promulgated and modified from time to time and shall be published to the Club and all Players. Participants agree that the Club Board of Directors shall have the power and absolute discretion to suspend or terminate any participant for a violation of this policy. The Board of Directors’ finding and decision shall be binding and conclusive on all parties. Participants hereby release the Blues Hockey Club, Inc. and waives every claim he/she may have against the Blues Hockey Club, Inc. coaches, officers and directors, the Commissioner and/or League for damages and for all claims and demands arising out of, or in connection with, the decision of this matter of the Board of Directors.

The distribution, endorsement or request for supplement utilization (including energy drinks) is not to be required, encouraged or supported by the Chicago Blues or its staff. Should any participant

be requested to utilize supplements by any Club staff, please notify the Club President, any Board Member or any Hockey Director immediately.

L. Uniform/Dress Code

The Blues have a uniform policy in order to maintain a consistent appearance that reflects well on the organization and its participants. The purpose of this policy is to have all representatives of the Chicago Blues presented in a consistent and positive view. The Blues organization is stressing the "Team" aspect of the game, and this is one way that each player can show their commitment to the team and the organization.

The Chicago Blues has a game day dress code which requires all players to wear club approved warm-ups to/from all games and tournaments. All Chicago Blues players will be required to wear approved jerseys and socks which are made available by the organization. Each player must have home and away jerseys with matching socks. The white jersey will be worn with the predominantly white socks and the blue jersey will be worn with the blue socks.

The Chicago Blues also recommends each player wear a black helmet and black pants. Players new to the organization may have another color helmet and/or pants and we do not require them to purchase new equipment. We do request players and parents comply when purchasing new pants and helmets.

This policy will be strictly enforced. Any deviation from this club policy, following one warning, will be dealt with by a suspension and, if necessary, additional sanctions. Any team deviating from and/or altering this dress code policy will require Board approval.

The official uniform policy of the Chicago Blues applies to the fall and winter season only. In the spring season, the Chicago Blues will provide a single blue mesh jersey with a player number and white Chicago Blues logo. The jersey is worn for all games. Policies in place regarding helmets and pants are not adhered to during the spring. Returning players that have a spring jersey do not need to purchase a new one each year.

L. VOLUNTEERS

The success of our organization depends on the effort we put forth. Whether it is a coach, manager, director, player or our Blues Families, it takes *Teamwork* to accomplish our goals.

As a not-for-profit youth hockey organization, the Chicago Blues rely on the support of volunteers to supplement the volunteer efforts of the club's board. Please note there is a separate volunteer requirement, which includes a post-dated check deposit of \$250 per family, which is collected at the first clinic or tryout session. This check will be returned upon the completion of 10 hours of volunteer service.

If this obligation is not met in its entirety, the check will be cashed and deposited in the club's general fund. There is a wide variety of volunteer opportunities available, which will be administered through our new on-line volunteer management system called "Dibs." The Dibs system, which displays all of the club's volunteer opportunities on our website, can be found on the top level navigation bar on the home page.

Examples of approved events that qualify for credit toward the 10 hours include, but are not limited to the following:

- Fall BBQ and Picnic
- Fall Conditioning Clinics and Tryouts Registration;
- February NIHL Playoff Round

- February Blackhawk Cup;

Clock/scores receive partial credit for volunteer hours, as this is a team event and not a club event. To receive partial credit, the team managers will ask for 4 families at the beginning of the season to be responsible for clock/score at each home game as well as prepare a rotating schedule for these 4 families. Clock/scores families will receive 5 volunteer hours only per family. If more than 4 families that want to participate, names will be drawn randomly.

Positions that fulfill the volunteer 10 hours requirement are:

- Board of Director Members
- Assistant Coaches (unpaid)
- Team Managers
- League Representatives
- Volunteer Coordinator(s)
- Apparel Coordinator
- Ice Scheduler
- News Coordinator
- Event Chairperson
- Webmaster
- Non-Board Committee Members
 - a. Rules and Ethics
 - b. Grievance Committee
- Other appointed positions made at the sole discretion of the Board of Directors

Other volunteer opportunities or ideas not listed must be reviewed and approved by the Board of Directors to qualify toward volunteer hour credit.

M. ZERO TOLERANCE

As a result of the alarming number of physical assaults against officials, the USA Hockey Board of Directors has developed a Zero Tolerance Policy regarding the verbal abuse of officials and inappropriate spectator behavior. Verbal abuse of officials is the first step leading to physical abuse of officials. This Zero Tolerance Policy has been unanimously endorsed by the Youth, Junior, and Senior Councils, the District Referees-In-Chief, and the Coaching Education Program Directors for immediate implementation have unanimously endorsed this Zero Tolerance Policy.

To make ice hockey a more desirable and rewarding experience for all participants, the USA Hockey Board of Directors has instructed the Officiating Program to adhere to certain points of emphasis relating to sportsmanship. These points were written and implemented to maintain a sportsmanlike and educational atmosphere before, during and after all USA Hockey sanctioned games. This includes parking lots for the rink.

What is Zero Tolerance?

Players

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

- Openly disputes or argues about any decision by an Official.
- Uses obscene or vulgar language, including swearing, in a boisterous manner to anyone at any time, even if it is not directed at any particular person.
- Visually demonstrates any sign of dissatisfaction with any Official's decision, in a manner that openly embarrasses the Official and/or challenges his judgment.

Any time that any player persists in any of these actions, he/she shall be assessed a Misconduct Penalty. A Game Misconduct shall result if such player continues.

Coaches

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

- Openly disputes or argues about any decision by an Official.
- Uses obscene or vulgar language in a boisterous manner to anyone at any time.
- Visually displays any sign of dissatisfaction with an Official's decision, in a manner that openly embarrasses the Official and/or challenges his judgment. This includes 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.

Officials

Officials must apply these guidelines in a realistic manner and must be careful not to get overly technical in their enforcement. This policy is designed to eliminate direct confrontations with Officials while still allowing players and coaches an avenue to communicate in a calm and reasonable fashion.

Officials are required to conduct themselves in a businesslike, sportsmanlike, and non-vindictive manner at all times. The actions of an Official must be above reproach. Actions such as "baiting" or inciting players or coaches are strictly prohibited. On-ice officials are ambassadors of the game and shall always conduct themselves with this responsibility in mind.

Spectators

On-ice officials will stop the game when the parents/spectators displaying inappropriate and disruptive behavior interfere with other spectators or participants of the game. The on-ice officials will identify violators to the coaches for the purpose of removing parents/spectators from the spectators 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:

- Using obscene or vulgar language in a boisterous manner to anyone at any time.
- Taunting players, coaches, officials or other spectators by means of baiting, ridiculing, threatening physical violence, or physical violence.
- Throwing any object in the spectators viewing area, players' bench, penalty box, or the on-ice surface, that in any manner creates a safety hazard.

Any violators will be escorted from the facility and not allowed to return until the next day. In addition to the USA Hockey sanctions the Blues Hockey Club has implemented the following rules:

Players

If any player receives a game misconduct for Zero Tolerance abuse of an Official, we as an organization will add a one (1) game suspension to the one (1) game suspension the player is already serving. If there is a second offense of the same nature, that player will be suspended for an additional three (3) games. A third offense will result in the player being suspended for the Blues and will not be permitted to play again for the Blues until such player applies for reinstatement before the Board of Directors.

If any player receives a gross misconduct penalty, then the player will receive from the Blues an additional three (3) game suspension. A second offense will result in that player being suspended

from the Blues and will not be permitted again for the Blues until such player applies for reinstatement before the Board of Directors.

All above violations have a right of appeal through the Blues.

Parents

First Zero Tolerance offense will result in a thirty (30) day suspension. Second offense will result in a sixty (60) day suspension and a third offense will result in a suspension from the Blues. They will not be permitted to return until they apply for readmission to the club thru the Board of Directors. To clarify suspension, we mean you will not be able to watch your child skate at all.

That includes all practices, practice games, league games and tournaments. All above violations have a right of appeal thru Blues. Every skater and each of their parents must sign a Zero Tolerance Policy Statement (See Appendix). It confirms that they have read and agree with the policy. Skaters are not allowed to participate in league or practice games until they and their parents have signed zero tolerance statements.

ADDITIONAL PENALTIES

The following rules have been implemented for all ice hockey games played in the State of Illinois during the 2005-06 season. All USA Hockey registered teams (whether registered with AHAI or not) must abide by these additional penalties: A. In regards to Rule 613 - Fisticuffs (Fighting) of the official Playing Rules of USA Hockey, the following addition has been imposed on all games under the jurisdiction of AHAI: Any player who is assessed a penalty for fisticuffs under Rule 613 shall be suspended for the next three (3) games of that team not including the game in which the penalty was assessed. Any player, coach, team, manager, association, club or individual violating this Rule shall be referred to the AHAI Rules & Ethics Committee and/or AHAI Suspension Committee for disciplinary action. Any team participating in a league based outside Illinois, or, any other Illinois team participating in a game outside the State of Illinois, shall follow regular USA Hockey Rules and/or the Rules of the Affiliate/Federation, and/or tournament rules they are playing that game within. These penalties supersede the USA Hockey Playing Rules (2005-07 edition).

Twenty Four Hour Rule

The Blue Hockey Club subscribes to the following "24 Hour Rule" policy with regard to the reporting of a complaint or issue of concern. Please keep the intent of this rule in mind. The intent is not to discourage discussion, but to impose a period to allow emotions to cool and to allow a civil conversation to occur.

1. There shall be no contact with any member of the coaching staff regarding an issue of concern before, during or after a hockey game for a 24 hour period following the occurrence of an issue of concern.

2. Should there be an issue of concern after the 24 hour period has passed, the parent shall contact the TEAM MANAGER and schedule a meeting or discussion which may be documented and attended by the manager and coaching staff. The meeting shall be confidential and should the coaching staff feel the manager's attendance improper, they shall utilize the assistant coaches to document the meeting. These documents shall be maintained by the coach for future reference should the need arise.

3. Should satisfaction not be accomplished by the meeting, a Blues Hockey Director shall be notified and meet with the parties and reporting to the coaching committee or board of directors based on the need.

4. Should the matter be unresolved after the coach and directors meetings, the board of directors shall be notified and will schedule a meeting or respond in writing based on the complaint content. Should this rule be violated, the suspension under the ZERO TOLERANCE policy is 30 days.