

COLORADO SELECT GIRLS HOCKEY ASSOCIATION



PLAYER/PARENT HANDBOOK

2016 - 2017

LETTER OF INTRODUCTION

Dear Player, Parents, and Coaches:

Welcome to the Colorado Select Girls Hockey Association (Colorado Select or CSGHA) and to another exciting season of hockey. This Player/Parent Handbook is intended to be a resource for Colorado Select Girls Hockey Association Community. It reflects philosophies, rules and policies that have been adopted by the CSGHA Board of Directors, the Colorado Amateur Hockey Association, and USA Hockey. This Handbook is a living document and has been updated yearly as our membership has given us valuable feedback, and reflects many contributions of other youth hockey associations; in some cases we have borrowed from their publications, and in all cases we have benefited from their experience and suggestions. We appreciate your taking the time to read our Colorado Select Player/Parent Handbook.

For the 2016/2017 season we anticipate fielding ten (10) teams in six age divisions. Since our inaugural season in 1999/2000, we have grown enrollment and look to a future of ever increasing numbers as more young ladies discover the world of girls' hockey. We are pleased to call The Edge Ice Arena as our home ice, and are fortunate to have our logo on the center ice. We also have the ability to skate at several other ice rinks throughout the Denver metropolitan area, including the Ice Ranch and South Suburban facilities in Littleton, CO.

The Colorado Select considers your decision to place your daughter in this organization, as not only an asset to use, but an honor. In order to keep her participation enjoyable and educational we have, since the inception of the Colorado Select organization, maintained a high level of devotion in certain areas. We hold in high regard the importance of teaching teamwork, sportsmanship, discipline, respect, and integrity to each athlete that joins our teams. We also remind each of them that their off-ice performance is just as important as their on-ice performance. The girls that come through this organization leave with a solid foundation of skills and a work ethic that will assist them to success in many areas of life.

We all know that youth hockey is not a perfect science. It is a collage of volunteers coming together to fill the needs of our children. There is ice time to schedule, coaches to find, money to raise, and of course fun to be had. It requires a great commitment from the parents of each player. Our Board of Directors is comprised of parents from every age group and strives to make wise decisions for individual players, entire teams and the organization as a whole. Your daughter's best interests are always in our hearts and we work to ensure her enjoyment of the sport as well as developing her hockey skills. Parent participation in this is the key to a great year.

Every year, we seek to engage the most exceptional coaches. Whether they are professionals from the hockey world or skilled parents from within our ranks, they wish to provide an environment that will glean success for the teams they mentor. We ask that when teams are on the ice, in practice or during games, that you as parents will allow the coach to guide the team without interference from the sidelines. They will appreciate your trusting them to create a good instructional environment for the girls.

The tremendous success of hockey in the Denver area results in a high demand for good officials. Our hope is that every official will call a perfect game and that all parties will be content. With this said, we wish to point out that parental opinion has never changed a referee's call, but it does reflect the character of our organization. Our frustrations have a place and time to be heard. This may not take place during the games. We regard abusive behavior of officials, coaches or players from parents as intolerable. It reflects poorly not only on the child of the offender but also on the entire organization.

Our thanks go out this year as it does each year to the Association volunteers and coordinators, to our coaches, managers, and all of our team volunteers. You are the glue that holds it all together.

Board of Directors,
Colorado Girls Hockey Association

ARTICLE I. CSGHA BOARD OF DIRECTORS

The CSGHA Board of Directors consists of 13/14 Board Members. Meetings are held on the third Wednesday of every month (changes will be posted on the website), and are open to all association members. We invited and encourage all of our parents participation. Do not hesitate to contact the appropriate Board member with your questions or concerns. The only way we can continue to have our program grow and improve is with your help and input.

The CSGHA Board Members for the 2016/2017 season are:

Gary Weber	President	president@csgha.com
Mitch Watson	Vice President	vicepresident@csgha.com
Karen Rickard	Director of Hockey – Tier	Karen.rickard@csgha.com
Bryan Smith	Director of Hockey – Recreational	Bryan.smith@csgha.com
Phil Harbison	Co-Director of Coaching	Coaching1@csgha.com
Dan Barrett	Co-Director of Coaching	Coaching2@csgha.com
TBD	Director of Tier Programs	tierdirector@csgha.com
Andy Lutz	Director of Recreational Programs	recdirector@csgha.com
Victoria Haynes	Registrar/Secretary	registrar@csgha.com
Mike Mclver	Sponsorships/Fundraising	sponsorship@csgha.com
Andy Atencio	Communications/Webmaster	communications@csgha.com
Derek Troy	Treasurer	treasurer@csgha.com
Kim Atencio	16/19 Age Division Director	1619director@csgha.com
Tyler Chavez	12/14 Age Division Director	1214director@csgha.com
Ron Kennedy	8/10 Age Division Director	810director@csgha.com

ARTICLE II. MEMBERSHIP

Membership of parents/legal guardians in the Association is automatic with the placement by the Association of a player onto a Colorado Select team. Only one parent or legal guardian of each registered player can exercise a voting right within the Association. Parents as well as Players are considered “members” and are subject to fines and/or suspensions for violations of USA Hockey or CAHA Policies. Membership in the Association corresponds to the term of the registration and automatically terminates upon withdrawal from the program, failure to re-register or termination by the Board. Association members have the opportunity to nominate and elect members of the Board of Directors at the Association’s Annual Meeting, held in May of each year.

ARTICLE III. THE COLORADO SELECT GIRLS HOCKEY ASSOCIATION

The Colorado Select Girls Hockey Association is a Colorado non-profit corporation, qualified as a tax-exempt entity under IRC Section 501(c)(3). The Colorado Select is the first girls’ hockey association in the state of Colorado and is the premier girls’ hockey association in the Rocky Mountains. The Colorado Select was created to promote and advance girls hockey in Colorado by providing girls the opportunity to play hockey in a well-organized and supported atmosphere, where they can achieve their varied goals and have fun in the process.

CSGHA teams are registered with the Mountain States Girls Hockey League (A teams), the Girls Tier II League (14 U AA) and the CCYHL Youth Hockey League (12 U) and DNHL (10 U). In some cases, our teams compete on an informal basis against local youth teams.

The CSGHA maintains a website at www.coloradogirlshockey.com that contains the latest news, schedules, scores, and more! Please refer to it frequently; it will have the latest game and practice schedules.

ARTICLE IV. **PLAYER ELIGIBILITY**

- A. Age: Hockey Level: Placement in age divisions is determined on the basis of the participant's birth year. Age groups for the 2015/2016 are as follows:

U8	Birth years 2008 and later
U10	Birth years 2006-2007
U12	Birth years 2004-2005
U14	Birth years 2002-2003
U16	Birth years 2000-2001
U19	Birth years 1997-1999 & 2000 (juniors)

- B. Move-Up Policy: CSGHA believed that all players have the right to play at their appropriate age level as dictated by USA Hockey.

1. U19AAA division: U16 age division players who are incoming juniors (grade 11) or seniors (grade 12) in high school, for the playing year in question, shall be allowed to try out for the U19AAA age division. While the demands (time, travel, skill, physical and mental maturity) are rigorous for the U19AAA age division, this opportunity provides players with a chance to maximize their exposure to college recruiters as early as possible.
2. U14AAA and U16AAA age divisions: Exceptions will be considered at these Tier I levels to allow extraordinarily skilled players to play one age division above their age appropriate division. No player may try out for an AAA division above their age appropriate division, except as listed in item 1 above, without permission from the Director of Coaching and Director of Hockey. Players seeking permission to try out for an upper age division must submit a CSGHA Under Age Tryout Request form to the Registrar by May 1st. Requests shall be responded to no later than May 10th. Requests submitted after the deadline might be considered under extenuating circumstances at the discretion of the Director of Coaching and the Director of Hockey. If permission to try out for an upper age division is granted and the player does not make the upper age division team, the player must try out for their age appropriate team.
3. Remaining levels and age divisions: Requests for an underage try out will not be accepted for Tier II or Recreational Divisions. However, if an age division at any level, other than those listed in items 1 and 2 above, does not have enough registered players to make up a team at the time of tryouts, then players from a younger age division will be allowed to try out for the age division that is short of players.
4. All players trying out for an upper age division must register for their age appropriate division session and pay the tryout fee for both their age appropriate division and the upper age division. Players trying out for an upper age division may be released from the upper age division try out at anytime during the tryout process, without refund of the registration fee and try out fees, and will then attend their age appropriate tryout session. Players achieving positions on an upper age division team shall receive a credit for the age appropriate division tryout fee.

- C. Double Rostering: Competitive players (AAA/AA) are prohibited from double rostering with outside organizations: exceptions to this rule may only be made with prior approval of the prospective coach and Director of Hockey. Colorado Select strongly discourages the practice of double rostering for recreational players. All double rostering is subject to the USA Hockey,

CAHA, and league rules. Player must declare their intent to double roster before or at CSGHA tryouts. The conditions for double rostering may be determined in writing by the coach, and the player/parent and coach must all sign the written document. Girls who are permitted to double roster on a youth Tier I or Tier II team are required to declare the CSGHA team as their district/national bound team by December 31st, 2016.

D. Restrictions:

1. Any player who (a) is not properly registered in CSGHA (including the payment of all fees as they become due), (b) gives an incorrect age or any other incorrect personal information, or (c) is a competitive player, and is found to have registered and/or be playing with another girls' hockey team during the CSGHA season without the Select coach's prior consent, will be ineligible and will be suspended for the remainder of the playing season (the season is defined as commencing with the first league game and completion of playoffs). The CSGHA Board must approve exceptions to this.
2. The Association reserves the right in its sole and absolute discretion to deny registration and membership to any player for any reason.
3. Only registered Colorado Select players will be allowed on the ice during team practices, scrimmages, and games with the exception of "open" practices that are designated by the CSGHA Board and the team coach. This restriction includes siblings of players, children of coaches, etc.
4. The above rules will be enforced with or without a formal protest.

E. Player Release Policy

1. Any player participating with the Colorado Select as a player must obtain a Financial Release from their previous organization as per CAHA policy

ARTICLE V. REGISTRATION; SEASON FEES

- A. Annual Registration: Every girl who wishes to participate in the program must register annually with CSGHA and pay the season fees determined by the CSGHA Board. Either Tier I, Tier II or the Recreational Program Director must approve any late entry into the program before the acceptance of the registration by the Registrar. The only person authorized to accept a registration is the Registrar. A late fee of \$100.00 may be applied if the player's registration is not postmarked/electronically received by the registration deadline.
- B. Payment: The CSGHA will only accept checks and credit cards for Association fees and dues. No cash will be accepted. Individual team accounts do not have the ability to accept credit cards at this time.
- C. Due Date: All fees and assessments must be paid by the specified due date or the player will not be allowed to participate in practices, games, and other team related functions. Members who do not pay their fees and assessments, including team fees, or do not return Association jerseys or other equipment will be reported the Colorado Amateur Hockey Association. These members will then not be eligible to register with either of these groups until the debt is resolved.

D. Player/Team Information:

- a. Players and their families are responsible to report their change of address, phone numbers, and email addresses to the Registrar and their team manager so that the Association has current information for every player at all times. Our most frequent and common source of communication is through email directly from our Registrar or through our team managers to be passed along to our members, so it is very important that the Association Registrar and team managers have current email addresses and phone numbers at all times.
- b. Each team will be assigned a team page to post team pictures, statistics, and other team information. Other team and player statistics may be available on the applicable league website.

E. Privacy: Player information will be shared only with the Colorado Amateur Hockey Association and USA Hockey. In no event will the Association permit the sale of player information to outside third parties.

F. Season Fees/Team Fees: While the Association may allow for installment payments of Season Fees and Team Fees, players are **liable for the entire Season Fee and Team Fee upon placement on a team.** The Association purchases ice in reliance on the number of players that have submitted registrations regardless of whether they play through the season or not. Returning player registrations are very important as they indicate how many open slots will be available for particular age divisions, which in turn determines our team count. Therefore, deposits and registration/team fees are NONREFUNDABLE except in the following limited circumstances. The Finance Committee shall exercise the final decision on all refunded deposits and fees.

G. Refunds:

1. Season Fee Deposits: Season Fee Deposits (excluding the tryout fee) are NONREFUNDABLE except in the following circumstances:
 - a. Written notification that the player is withdrawing from the Association, received BEFORE the expiration of the registration deadline; or
 - b. A player who has tried out for, but is not offered a position for the team(s) levels specified in the Player Registration Form.
2. Season Fee/Team Fees: **Once a player has been assigned to a Colorado Select Team, the entire Season Fee and Team Fees established for that team is due and owing, subject only to the installment payments determined by the Finance Committee of the Board and Team Treasurer.** Prorated refunds of Season Fees (minus any tryout fee and handling fee) may be considered by the Finance Committee until December 31st for the following reasons:
 - a. Written notification by a licensed physician that the player is unable to play for the remainder of the season due to a medical condition; or
 - b. Relocation of the player's family residence more than 3 hours away/out of state.
3. Tryout Fees: Tryout fees are nonrefundable.

Circumstances other than those above, i.e., death in a family or other events, which may arise, will be left to the Board of Directors' discretion based upon the Finance Committee's recommendation. After September 1st, a \$50 handling fee will be charged on all refunds.

ARTICLE VI. EQUIPMENT

A. Players: Each player must possess the following equipment for practices and games;

- Hockey skates

- Stick
- USA Hockey approved helmet/face mask properly installed. Currently preferred color for all player helmets is navy blue; ALL COMPETITIVE players 14 U and above are required to have navy blue helmets. USA Hockey approved helmet/face mask must be worn by registered players at all times on the ice, in score box, on the bench for CSGHA sponsored activities (i.e., practices, games, clinics, and tournaments).
- Internal mouth guard – must be colored and attached to the cage and worn by players at all times on the ice.
- Shin pads
- Breezers/Hockey Pants, preferred color is navy. ALL COMPETITIVE players will be required to purchase navy breezer covers with the CO Select logo.
- Wind suits are required for all competitive players.
- Travel hockey bags are required for all competitive players.
- Elbow pads
- Protective pelvic protector for girls
- Shoulder pads
- Gloves
- Neck/throat guards are mandatory for players ages 14 and under and recommended still for all others
- Socks
- Goalies must wear a standard goaltender throat protector and are responsible for providing all additional goalie gear.

A player without proper equipment will not be allowed to play.

- B. Jerseys: Jerseys are to be worn for games only. They should be cleaned regularly and are to be transported to and from games on hangers.
- C. Team Equipment: Team and Equipment managers are responsible for equipment used by the team and they must collect it and turn it in at the end of the season. The Equipment manager is responsible for distributing, collecting, repairing, and storing all CSGHA owned equipment.

ARTICLE VII. TEAM VOLUNTEERS

- A. Coaches: Colorado Select coaches come from a variety of backgrounds, but all share one very important characteristic; they care deeply about the development of all the players on the teams they are coaching. All of our coaches deserve the respect and support of the parents and the players they are coaching.

The specific needs of the Colorado Select teams and our individual players are the primary concerns when selecting our coaching staff. Applications for coaching positions within the Colorado Select will be solicited from current, active USA Hockey certified coaches. All applicants will be reviewed and assessed according to the pre-established coaching selection criteria by the Coaching Selection Committee, which is a committee appointed by the Board of Directors. The purpose of the selection criteria is to assist the Coaching Selection Committee in identifying coaches who possess the desired qualities, which are essential to the development of competitive and recreational girls' ice hockey teams within the Association. The selection criteria are a combination of objective measures such as experience and certifications, together with respect for our players' and parents' evaluations and feedback.

- B. Team Manager: The role of the Team Manager is to assist the coach by handling off-ice administrative and organizational activities for the team. A well-organized manager allows the coaches to devote time to their players and concentrate on coaching. For additional information, please refer to the Team Manager Handbook. Some of the team manager duties include:
- Maintaining a roster of team players that includes birth dates, parent names, phone numbers, addresses, and other pertinent information

- Distributing team practice and game schedules
- Acting as a liaison to the Division Directors and Board Directors for the purpose of providing and receiving information
- Coordinating with the Association Registrar for all Official and Supplemental Rosters
- Coordinating with the team coach for the optional tournament information and activities
- Management of the locker rooms during practice and games

C. Team Treasurer: The role of the Team Treasurer is to manage the team budget and team checking account. This account will be used for items that are specific to the team, including social events, travel, coaches' expenses, team apparel, etc.

ARTICLE VIII. FINANCIAL ASSISTANCE; SCHOLARSHIP PROGRAM

A. Needs-based Financial Assistance: The Colorado Select is very pleased to be able to offer financial assistance to players with demonstrable need. The following are criteria to help determine if families are candidates for financial assistance from the organization:

1. Income level of family.
2. The principal wage earner has become physically disabled and unable to work.
3. The principal wage earner is unemployed (although if the principal wage earner finds employment during the hockey season, a percentage payment should be arranged with the CSHGA President and Treasurer).
4. Other extenuating circumstances such as death in the family or other events, which may arise.
5. The number of years that the applicant has been a member of the association is one factor that will be considered when determining the amount of scholarship that will be awarded. Other factors include the participation history of the family in volunteer and other fundraising activities.

Applications for needs-based financial assistance should be **submitted to the President on or before June 1st** of each year, and are awarded by July 15th. Scholarship Application Forms are available on the website.

B. Competitive Recruitment Financial Assistance: The Colorado Select has a limited financial assistance to select competitive players to assist in team travel and other expenses. The funds for this financial assistance are a separate budgeted item from proceeds of specific competitive camps and clinics throughout the year. The Competitive Coaches and/or the Director of Coaching or Director of Hockey submit requests for Competitive Recruitment Financial Assistance.

C. Dan Minnick College Scholarship: The Colorado Select is very proud to offer the Dan Minnick College Scholarship. This \$1,000 annual scholarship is awarded to a deserving Colorado Select senior who has played for the Select for at least three consecutive previous seasons, based on the following criteria: academic achievement, and community service (inside and outside the organization). The Dan Minnick Scholarship will only be awarded to players attending a four-year college, however there is no requirement that the player be playing college hockey. All checks will be written directly to the college or university, to be used for tuition or room and board. Applications are due by April 1st with scholarship presented and announced at the SCORE event in April/May.

ARTICLE IX. COMPETITIVE PROGRAM

1. Tier I Teams: The Colorado Select Tier I teams are comprised of elite players who reside in Colorado, the Rocky Mountain District and in some cases from across the country in the 16U and 19U age divisions. The Tier I teams emphasize advance player development and involve considerable time, travel, and significant financial commitments from the players and their families. The focus is on the 360° total player development including on ice practices, off ice strength and conditioning, rest, recovery, academics, competition and NCAA recruitment. Each

facet of this model is executed deliberately to give our student-athletes the best environment for success.

League/Games: Tier I Teams at The Colorado Select will play an independent schedule this season. The teams will travel once per month to tournaments and showcases to compete against like caliber (Tier I) competition from around North America. The season was designed to challenge the players as well as give each player an opportunity to be recruited by NCAA programs. The Tier I teams will also compete in the Colorado State Tournament (if needed), Rocky Mountain District Tournament in early March and, if successful, USA Hockey Nationals at the beginning of April.

Ice Time: The Tier I teams are on the ice an average of five to six times per week to provide the necessary skill and strategy development that a Tier I player needs as she advances her game to the college level. Tier I teams may also have local games set up against ACHA Women's Club teams as well as local boys teams of a like caliber compete level.

Season Fees: Tier I season fees include all practice ice through Rocky Mountain Districts, off ice training, association overhead costs, coaches stipends and tournament fees (19U Tier I only). Practice ice from Rocky Mountain Districts through Nationals is not covered in season fees and must be covered by teams fees should the team advance.

2. Tier II Teams: The Colorado Select will field Tier II teams at the 14U and 19U age levels. Tier II teams are comprised of competitive players who reside in the local Denver area and, on occasion, from surrounding cities and states. While being sensitive to the increased financial and time commitment to the families, The Colorado Select is dedicated to providing an opportunity for competitive players in Colorado to train and develop their talents together in a full season program. By providing appropriate coaching, on and off ice training, and competition, it is our goal to prepare these players with the necessary skill set to prepare them for Tier I hockey or an NCAA program.

League/Games: The 14U Tier II team will compete in the CO Girls Tier II league as well as three tournaments. The 19U Tier II team will play an independent schedule including three tournaments and weekend series against 19U Tier II teams from Utah, Colorado Springs, Arizona and Wyoming. All Tier II teams will compete in the Colorado State Playoffs (if necessary), the Rocky Mountain District Championships and if successful, the USA Hockey Girls' Tier II National Championships.

Ice Time: Tier II teams will have an average of three and four ice touches per week, including practices and games. Tier II teams may also set up games with local boys teams of a like caliber compete level in an effort to provide competition when teams are not traveling.

Season Fees: Tier II season fees include all practice ice through Rocky Mountain Districts, off ice training, association overhead costs and coaches stipends. Practice ice from Rocky Mountain Districts through Nationals is not covered in season fees and must be covered by teams fees should the team advance.

3. Competitive Practices/Off Ice Training: Participation in all practices is mandatory. Any missed practices or team events must be communicated to the Head Coach in advance and will be handled on a case-by-case basis. All competitive players are also required to attend strength and conditioning training and all classroom "chalk talk" or video sessions as part of their 360° player development.
4. Competitive Travel: Competitive teams involve significant commitment of time, effort, and finances. **All of our parents are encouraged to evaluate whether their personal financial situations permit the considerable expenditures that are inherent with a competitive team.**

Competitive teams consistently travel out of state for weekend series, tournaments, playoffs, and District and/or National tournaments, all of which may potentially involve a full or half-days of missed school. However, all travel will be planned to minimize the amount of school that must be missed. Traveling to play other girls' teams is an essential part of the competitive team programs.

5. Competitive Playing Time: While it is the Colorado Select's goal that each team player should have approximately equal playing time, competitive players generally must earn their playing time through hard work, attendance, and skill development. Tier coaches may at their discretion, utilize specific players out of rotation by using "power play"/"penalty kill" units and during crucial in game situations.
6. Competitive Team Expenses: Season Fees, which are paid directly to the Association, cover the cost of ice time (practice and an average of home/away games), referee costs, coaching fees, strength training, league registration fees (if any), and each team's share of the Association administrative costs. Team Fees, which are collected by the team treasurer and deal specifically with team expenses, will generally cover coaches' travel expenses (e.g. airfare, hotel, per diem, parking, car rental), league ice fees, tournament entry fees, team functions, and other team expenses. Team fees are split equally among all players on the team, **regardless of whether or not a player attends the tournament**. Travel and hotel expenses are dependent on the number of out-of-town tournaments and league weekends in which the team participates. Meals, lodging, transportation, and entertainment costs can and will vary for each family involved. As a general estimate, excluding Nationals, competitive team players should expect to spend **\$5,000 - \$12,000** for the year (**excluding** family travel). The Colorado Select strongly encourages our teams to participate in both Association and team specific fundraising efforts, which can substantially reduce each family's financial output.
7. Competitive Tryouts: All Tier I and Tier II teams are established through competitive evaluations held respectively in May and June/July of each year for the following season. All players are required to attend tryouts. All requests for exceptions must be directed to the coach, who will review the situation with the Director of Hockey, Tier Programs. Players are positioned on appropriate teams based upon their skill level, attitude, knowledge of the game and work ethic by an evaluation team consisting of the head coaches for the particular team and other experienced coaching staff. Colorado Select Board Members have **no input** in the evaluation of players or the selection of teams. Competitive coaches are given the flexibility to recruit and scout for players within the tryout process as well as before and after tryouts. Parents should also be aware that players might be moved (up or down), from a team by a coach until December 31st as their performance, commitment, and dedication dictate. To reduce the stress and pressure on our players during the tryout process, and to provide them (as well as the evaluators) an environment where they can focus on their hockey with fewer distractions, all **Competitive tryouts are closed**.

ARTICLE X.

RECREATIONAL/DEVELOPMENT PROGRAMS

1. Recreational Teams (A Teams). The Colorado Select takes pride in fielding some of the best recreational teams in the state of Colorado. Our recreational players are given the unique opportunity of playing for an Association, which also fields premier competitive teams. Recreational teams are registered to play in either the Mountain States Girls Hockey League, the only girls' recreational league in the state of Colorado or in local youth hockey leagues (CCYHL and/or DNHL). Recreational team players that participate in the MSGHL are therefore required to travel to other MSGHL team locations for scheduled league play, which may include Aspen, Colorado Springs, Steamboat, Summit County, Gunnison, Telluride, Santa Fe, NM, Los Alamos, NM, and Crested Butte. Recreational Teams may also attend various recreational tournaments both within the state of Colorado as well as surrounding states. Recreational

teams will emphasize player and team development, and will require a certain level of travel and financial commitment from the players and their families.

U10, U12, U14, U16, and U19 Teams:

1. Team Evaluations/Formation: Recreational teams are established on the formation date based on the number of players registered. When there are enough players to form more than one recreational team, players are positioned on teams based upon their skill level, attitude, knowledge of the game and work ethic by an evaluation team consisting of the head coaches for that particular team(s) and other experienced coaching staff. Colorado Select Board Members have no input in the evaluation of players or the selection of teams. Parents should also be aware that players may be moved from one team to another by a coach until December 31st if their performance, commitment and dedication merit.
2. League/Games: Most A-level teams will play in either the MSGHL, which generally involves between 12-14 league games throughout the Colorado Region, or local youth hockey league play (such as the CCYHL), 18-20 games. Players and families should plan on participating in at least one to two in state or surrounding state tournaments.
3. Ice Time: The A level teams will have an average of three ice touches per week including league games and away games.
4. Practices/Off Ice Training: Participation in all practices is mandatory. A-level coaches may elect to require their players to attend informal off-ice training, which may include dry-land training and classroom instruction.
5. Travel: Traveling to play league games is an essential part of being in the MSGHL, and will **require travel** throughout the state of Colorado and possibly New Mexico. For some of the more distant towns, such as Steamboat, Aspen, Telluride, Santa Fe, Los Alamos, Crested Butte, or Gunnison may require overnight stays.
6. Playing Time: It is the Colorado Select's policy that each recreational team player should have approximately equal game playing time as measured over the entire season.
7. Team Expenses: Season Fees, which are fees paid directly to the Association, cover the cost of ice time (practice and an average of home/away games), referee costs, coaching fees, league registration fees (if any), and each team's share of the Association's administration costs. Recreational team Season Fees may also include a small stipend for head coaches. Team Fees, which are collected by the team treasurer and deal specifically with team expenses, will generally cover coaches' wind suits, and travel expenses (e.g. hotel, mileage, per diem), tournament entry fees, team functions, and other team expenses. Team Fees are split equally among all players on the team, **regardless of whether or not a player attends and out of town league game or tournament.** Meals, lodging, transportation, and entertainment costs and will vary for each family involved. As a general estimate, A-level players should expect to spend **\$1,000 - \$3,000** for the year (excluding family travel). Colorado Select strongly encourages our teams to participate in both Association and team specific fundraising efforts, which can substantially reduce each family's financial output.

U8 Teams:

1. Team Evaluations/Formation: U8 teams are established on the formation date based on the number of players registered. When there are enough players to form more than one U8 team, players are positioned on teams based upon their skill level, attitude, and

knowledge of the game. Head coaches for that particular team(s) will do the evaluations if necessary.

1. Leagues/Games: U8 teams will play against local youth U8 teams and participate in jamborees and tournaments as applicable.
2. Ice Time: U8 teams will have an average of two ice touches per week, including practices, home and away games.
3. Practices/Off Ice Training: U8 teams will have regular practices, which are strongly recommended to develop the skill level of each player. No off-ice training will be required for U8 teams.
4. Travel: The U8 team may elect (by vote of the majority of parents) to attend additional tournaments and jamborees throughout the Rocky Mountain Region. Only players attending tournaments will be expected to contribute to the expenses of such tournaments.
5. Playing Time: It is the Colorado Select's policy that each U8 team player has approximately equal game time as measured over the individual sessions.
6. Team Expenses: Season Fees, which are fees paid directly to the Association, cover the cost of ice time (practice and an average of home/away games), referee costs, coaching fees, league registration fees (if any), and each team's share of the Association's administration costs. Recreational team Season Fees may also include a small stipend for head coaches. Team Fees, which are collected by the team treasurer and deal specifically with team expenses, will generally cover coaches' wind suits, tournament entry fees, team functions, and other team expenses. As a general estimate, A-level players should expect to spend **\$900 - \$1,100** for the year (excluding family travel). Colorado Select strongly encourages our teams to participate in both Association and team specific fundraising efforts, which can substantially reduce each family's financial output.

ARTICLE XI. TEAM/COACHES' EXPEDITURE GUIDELINES

These guidelines are put together so that the coaches, team managers, team treasurers, and parents have a roadmap for handling expenditures throughout the season. Parents, by silent majority vote may elect to reimburse additional coaches and/or additional expenditures PRIOR to incurring them. These types of votes should occur early in the season so everyone is on the same page before the season gets into full force.

- A. Wind suits: The team will purchase a wind suit for all rostered coaches if they don't already have one. Typically the association pays for the wind suits and then the team is billed. The team treasurer pays the bill.
- B. Practice Related Items/Extra Ice: The team is responsible for the payment of any extra ice if the extra ice is approved by the majority of the parents. Extra ice due to teams advancing to Districts and/or Nationals does not require a vote. The association provides practice related items, such as wipe boards, pennies, cones, etc. Coaches will not be reimbursed for these items. Coaches should contact the Director of Hockey should they need additional practice items.

- C. Certifications/USA Hockey Registration: The Association will reimburse rostered coaches to maintain the minimum level of certification required for the team he/she is coaching. This reimbursement is for the certification fee only. The Association will reimburse USA Hockey registration for up to three coaches on each team. These expenditures are not paid through the team account; they are reimbursed through the Association. A check request form should be submitted to the Director of Coaching for approval, who will submit it to the association Treasurer for reimbursement.
- D. Off Ice Training (aka Dryland): Strength and Conditioning is required for all competitive teams. Recreational teams may elect to run dryland as well. Dryland is included in the season fees for all Tier teams. For all other teams, dryland costs must be approved by the majority of parents and will be paid through the team account.
- E. League/Tournament Travel Expense: There will not be travel reimbursement to coaches for any league game that takes place in the Front Range, which includes Fort Collins south, to Colorado Springs.
- F. For games/and or tournaments that do not take place in the Front Range, coaches will be reimbursed for the following expenses:
- If traveling by car, mileage for one car to and from the tournament or game location. Miles while at the game/tournament are not included in the reimbursement.
 - If traveling by airplane, parking for head coach and one assistant for an amount up to the economy lot rate will be reimbursed. Tolls to/from DIA will not be reimbursed.
 - If traveling out of state, airfare for one head coach and one assistant coach. If either books airfare that is significantly higher than that paid by players on the team, the coach will only be reimbursed by the airfare that is the average for the team.
 - Two hotel rooms will be reimbursed when an overnight stay is required.
 - If traveling out of state, one rental car to be shared by the head coach and one assistant coach. No larger than a full-sized car will be reimbursed. The actual cost for gas for the rental car will be reimbursed. If van rentals for the entire team are done, there will be no rental car reimbursement for the coaches.
 - Food per diem of \$40 per day for one head coach and one assistant coach. Per Diem applies if more than two meals are eaten while traveling that day. Per Diem does not apply for league games where no overnight stay is required.
 - Receipts attached to an expense report for an/all of the above expensed must be presented to the team treasurer for reimbursement within 30 days.
 - Mileage reimbursement rate: .40 cents per mile
- G. Other Expenses: Coaches may not purchase or incur any expense without prior permission from the Association Treasurer. When in doubt, ask so that the coach doesn't become personally responsible for the expense.

ARTICLE XII. TEAM DUTIES; TIME COMMITMENT

A. Parents are asked to donate at least (10) hours of volunteer time per season to help with duties that involve the operation of their teams which include:

- Team Manager
- Team Treasurer
- Statistician – records team and player stats for all games
- SportsEngine, clock and penalty box operators for home games
- Fundraising Coordinator
- Webmaster: upload the teams stats and news to the web site

The handling of these duties is not only vital to the operation of the hockey team; it is also a way to get to know the coaches and parents involved with your player's team and to involve yourself as a volunteer. Questions on team assessments and the handling of team funds should be taken up with the Team Manager and/or Team Treasurer. If this does not resolve the questions, notify the CSGHA Age Division Director or Treasurer.

B. Team Time Commitment:

1. Time is an important factor that must also be taken into account. With seasons starting mid-August, running through to March or mid April, and with hockey practice/games running an average of four to five days per week, a great deal of time is committed to hockey. Time commitment involves not only players and coaches, but equally, the parents and families of the players as well. Ice times can be early morning or late evenings, with tournaments encompassing three to five weekends per season.

2. During the hockey season time conflicts may occur. CSGHA will consider the following absences as "excused absences":

- Player illness
- Church/religious education conflicts
- Special school events (i.e. school concert)
- School academic concerns
- Special family extenuating circumstances (i.e. wedding, funeral)

Coaches may provide additional guidelines. Excessive excused absences or unexcused absences, may, at the coach's discretion, affect the playing time of the player. Family vacations are not an excused absence. If you plan on taking a family vacation during the season, you should advise the Program Director before the commencement of tryouts.

3. Due to the dedication and sacrifice of the other families and players involved and as importantly, the coaches and their staff, it is simple an expected conclusion that making and being a member of a competitive hockey team requires a major commitment from the player and her family. Missed practices, games, or tournaments are an exception rather than a rule. At the coach's discretion, disciplinary action may be taken.

4. All absences must be reported to the Team Manager/Coach **prior** to the missed practice or game. Failure to notify the Team Manager/Coach will be considered an "unexcused absence". Absences should be reported as far in advance as possible. Failure to give appropriate advance notice of an absence may result in a normally excused absence to be classified as an unexcused absence.

ARTICLE XIII.

SPORTSMANSHIP; ZERO TOLERANCE

- A. Good sportsmanship and “clean” play is the policy of the CSGHA. These attitudes are an important part of the growth and learning process leading to adulthood. Colorado Select has adopted the following “zero tolerance policy”:
1. Violation by any parent, player, member, fan or participant of a provision of this Code Conduct, may result in an immediate and indefinite suspension or expulsion from CSGHA for the family (including the player) or family member involved.
 2. Membership and participation in CSGHA activities is a privilege, not a right. Members, players, and participants are required to abide by the Bylaws and Policies of the Association, CAHA and USA Hockey.
 3. All members and participants of CSGHA shall respect other members, officials, parents, players, fans, team officials, volunteers, and Board members of CSGHA. Any inappropriate conduct, threats, harassment, or abuse (including the use of profanity or inflammatory gestures) directed towards game or team officials, members, parents, players, coaches, fans, volunteers, Board members of the Select or of another Association will not be tolerated.
 4. In the event of an alleged violation of CSGHA policies, the procedures outlined in the grievance procedure will be followed. Any Association member may file a grievance.
 5. A player drawing a misconduct penalty as a result of abusive conduct or any penalty where the coach and referee believed intent to injure was involved will be subject to all standard CAHA and USA Hockey sanctions. Depending on the offense, further disciplinary measure may be imposed at the discretion of the coach or the Board.
 6. Verbal or other abuse of officials or other abusive conduct, which results in a coach receiving a bench minor or removal from the bench, reflects poorly not only on the coach, but also the team and the CSGHA. Therefore, if a coach receives a second bench minor or is removed from the bench a second time for abusive behavior, the Director of Coaching will review the situation with the offending coach. A third bench minor and/or removal from the bench for abusive behavior by the same coach will result in an automatic two-week suspension.
 7. If an attitude or discipline problem, unsportsmanlike like conduct or excessive penalties becomes a continuing problem with any team member, the coach is expected to discuss the problem with the player (and parents, if available) as soon as the problem becomes one of concern to the coach. In cases where suspension or removal from the team of the offending player is contemplated, the coach should contact the respective Program and Age Division Directors for review and discussion. It is a matter of policy, however, that no coach should, or would be expected to carry a player who presents either a continuing disciplinary problem or creates a disruptive influence, to the coach and/or other team members.
 8. The members of players’ families are also to be held accountable for their actions. Public harassment or disruptive behavior directed to coaches, players, referees, opposing fan and/or other Association members will be addressed by the CSGHA Grievance Committee and the necessary action will be taken.
 9. CSGHA is primarily an organization to promote the healthy development and self-esteem of every young athlete in a team environment. Along with the obvious desire to develop good hockey players and to win games, coaches are urged to promote improvement in performance through encouragement and positive reinforcement as much as possible. Human nature being what is, improvements in performance and effort always come more effectively through PRAISE rather than criticism. When criticism is necessary, it is hoped that coaches will make every effort to do so in a private, calm, and unemotional manner.
 10. All Association members must also abide by the USA Hockey Zero Tolerance Policy.

ARTICLE XIV.

GRIEVANCE PROCEDURE

If a parent of a registered player, a registered player, a coach, or a referee is involved in a situation or incident where the persons involved cannot satisfactorily resolve the situation or incident between themselves and the other party, the following steps and documentation should be taken:

1. The persons involved in the dispute should first go to the Team Manager for assistance. The Team Manager will act as a liaison between the parties to resolve the issue. Documentation of the issue and steps for resolution are to be in writing and signed off by both parties. The Team Manager does not have the authority to make any findings of right or wrong, rather they are to act as a facilitator and try and help the parties come to a mutually agreeable solution.
2. If the problem remains unresolved to the satisfaction of either party, the applicable Program Director should be notified promptly. The Program Director should make every effort to solve the problem between the parties involved. If a team matter arises, the Program Director has the discretion to call a team meeting to resolve the issue.
3. If the problem is one involving a coaching matter or dispute and remains unresolved after discussing among the parties and the Team Manager, the matter should be referred to the Director of Coaching. This escalation can be initiated by any of the involved parties, including the Team Manager.
4. If the problem remains unresolved to the satisfaction of either party after review by the Program Director or the Director of Coaching, as applicable, the matter should be referred to the Grievance Committee. This escalation can be initiated by any of the involved parties.
5. To bring a matter before the Grievance Committee, a written request must be made and delivered to the Program Director who will then bring it to the committee. The Program Director can also request a hearing by the Grievance Committee on behalf of the Association (in the case of rule infractions). If the Program Director is part of the grievance, then the request can be made by the other Program Director or applicable Age Division Director.
6. The Grievance Committee consists of the President or Vice President, the Director of Recreational Programs and the Director of Tier Programs. The President (or Vice President) is the committee chairperson. The Grievance Committee investigates the issue, make finding of fact and can impose disciplinary action or make recommendations for changes based upon their findings. The Grievance Committee has the authority to suspend members, including coaches, players and or parents, as a result of their findings; it does not need full Board approval. Full Board approval will be required to remove a member from the Association. Only if the Grievance Committee has either suspended or removed a member from the Association will the affected member have the right to seek an appeal from the full Board of Directors.
7. The Grievance Committee may include other members of the Board when appropriate, i.e. the Director of Hockey or Director of Coaching may be involved in coaching-related matter. The Grievance Committee shall file a report describing grievances that they are investigating at each monthly Board meeting.
8. If, in any step along this grievance process, it is determined CAHA has jurisdiction, the matter will be guided by CAHA rules and procedures.
9. During the investigation of the dispute, if the Grievance Committee deems suspension appropriate, one or more parties may be temporarily suspended from CSGHA activities until the matter is resolved.
10. Disciplinary action for parents may include being barred from the ice rinks and team functions for a period of time. If a parent violates this disciplinary action by attending a practice, game or other team function, the player will not be allowed to participate in these functions. The CSGHA is required to report to the CAHA whenever a player or parent is suspended.

ARTICLE XV.

FUNDRAISING AND CORPORATE SPONSORSHIPS

- A. Money that is generated for the Association will be used to fund the administration of the CSGHA and special programs and events. The Association may distribute any excess funds to each team to help offset costs. These funds will be distributed based upon overall team costs, recruiting needs and other needs.
- B. Teams are encouraged to solicit team sponsorships. Ten percent (10%) of the funds that a team raises through sponsorships or donations will be allocated to the Association. All contacts for sponsorship and all fund raising ideas must be approved by the Program Director prior to the ideas implementation or the contact initiation.
- C. All checks for sponsorships and donations must be made out to the Colorado Select Girls Hockey Association and deposited into the Association's, not the individual team, account.

ARTICLE XVI.

ETIQUETTE AND RESPONSIBILITIES FOR ALL COACHES

- A. Coaches should set high standards and high examples of good conduct and sportsmanship both individually and for the team. They should teach players to praise each other and not criticize each other, the referees or the opposing team. Coaches are urged to promote improvement in performance through encouragement and positive reinforcement. Improvements in performance and effort come more effectively through PRAISE rather than criticism. When criticism is necessary, coaches should make every effort to communicate in a calm, unemotional manner.
- B. Coaches should never meet with a player alone; meetings with players should always include an Assistant Coach, the Team Manager or the appropriate Age Division Director.
- C. Coaches must attend all games and practices, or have designated in advance a proper substitute.
- D. Team Manager/Coaches must notify players and their parents of practice and game schedules as well as any changes.
- E. Game Control
 - 1. Any criticism of the refereeing should be reported to the Director of Coaching. Coaches should not criticize referees publicly or allow team members to do so.
 - 2. Coaches are assigned the responsibility of the conduct of the people watching the game. Upon request of the referees or other officials, they will take whatever action is necessary to allow the game to continue.
 - 3. Only the head coach or assigned line captain may confer with the referees.
 - 4. Any disputes within a team are to be handled by the head coach with a minimum delay and in a sportsman-like manner.
 - 5. The use of profanity towards officials, players, spectators, other coaches or any other person(s) connected with the game is prohibited.
 - 6. Verbal abuse of officials or other abusive conduct that results in a coach receiving a bench minor or removal from the bench reflects poorly on the coach, the team and CSGHA. Therefore, if a coach receives a second bench minor or is removed from the bench a second time for abusive behavior, the Director of Coaching will review the situation with the offending coach. A third bench minor and/or removal from the bench for abusive behavior by the same coach will result in an automatic two-week suspension and Coaches Selection Committee review.
- F. The proper level of USA Hockey coaching certification is required to coach all CSGHA teams.

- G. Coaches or managers who fail to comply with and support the stated goals and rules of CSGHA will be relieved from their team responsibilities at the discretion of the Board of Directors and/or may forfeit games, depending on the violation.

ARTICLE XVII. RESPONSIBILITIES, BEHAVIOR AND ETIQUETTE FOR PLAYERS

- A. Attendance: Players must attend the scheduled practices, or notify the coach or assistant coach or their designee **in advance** to be excused. The team coaches are responsible for setting the start and end times for practices and games. Failure to attend practice sessions can, at the option of the coach, make the player ineligible for the next game. Any player in this category must be notified of this status **before** the game is started.

- B. Alcohol, Controlled Substances and Tobacco Use: Any use of alcohol, controlled substances and tobacco by Select athletes is strictly prohibited, whether at an arena or otherwise. Any such confirmed use shall be reported immediately to the head coach of the team and the Program Director. The sanction for violation of this rule shall be suspension for such period as the head coach and Program Director shall jointly determine, with an entire year suspension as a potential sanction. (A player will be considered to be in violation of the rule, if the player is in the room in which the violation occurs.)

- C. Inappropriate Behavior: Inappropriate behavior by a CSGHA participant on or off the ice while involved with or associated with any CSGHA clinic, practice, scrimmage, game or other activity will not be tolerated. Inappropriate behavior includes but is not limited to: swearing or abusive actions, disrespectful behavior or verbal abuse towards coaches, referees, CSGHA officials, opposing teams and anyone associated with the various ice arenas, cheering or applauding for teams which are opposing other Association teams. Players engaging in such behavior are to be immediately reported to the head coach. Head coaches may impose such sanctions, as they deem appropriate, including but not limited to a sanction of total suspension for the remainder of the season. All violations of a law or ordinance are to be reported to the appropriate police department.

- D. Serving Penalties. Any player receiving a penalty must go directly to the penalty box. Players who are not on ice captains will not argue with or question the referees. Players will not exhibit bad behavior while entering or in the penalty box.

- E. Expulsion of Players. Players who fail to comply with these rules or the CSGHA Zero Tolerance Rules will be expelled from the team and potentially from the Association at the discretion of the CSGHA Board of Directors.

- F. Academic Performance: CSGHA desires to emphasize the importance of academic performance by its athletes. CSGHA expects all hockey participants and parents to apply the proper priority to academics versus youth sporting activities. Through the use of planning and organization, all school assignments as well as proper exam preparation can be achieved during the hockey season. Players need to be reminded that hockey is not a valid excuse for missed assignments or poor academic performance. Parents should discuss academic situations with the coach or team manager so they can make every effort to motivate and help the individual improve academically. All head coaches will be responsible for monitoring grade reports no less than twice each year, including immediately prior to all league playoff of district tournaments.

ARTICLE XVIII. ETIQUETTE AND RESPONSIBILITIES FOR PARENTS

- A. Parents should recognize that abusive conduct by any parent, whether in the stands or at the glass, may result in a team penalty.

- B. As a parent, if you see something that bothers you, call the matter to the attention of the team manager. The season is short, and the Board wants a positive experience for your child and all the players on the team. If the team manager does not remedy the problem, follow the procedure outlined under the Grievance Procedure (Article XIV). Also see Sportsmanship/Zero Tolerance (Article XIII).
- C. Parents are expected to display supportive, positive behavior towards coaches, players, officials and other parents. Parents may not always agree with the methods and decisions of the coaching staff, however, parents must allow the coaches to coach as they are making decisions based on what is best for the team. Confusion arises when players receive conflicting information from coaches and parents. This can be a detriment to the player and the team. If a parent has questions, please discuss with your coach. The 24-hour rule (see section D below) is to be utilized at all times. Discussing concerns with the coaching staff will in the majority of cases clarify what they are trying to accomplish and why. Interference and conflict are always a poor choice. Disciplinary action may be assessed towards the player in the loss of playing time due to parental behavior infractions. This will be at the discretion of the coaching staff.
- D. If you have an issue that you want to discuss with a coach, you must wait 24 hours after the last game or issue occurred. Parents should respect the coaching staffs' responsibility to prepare for games and practices and do not approach them with issues before a practice or game. The coach has the right not to discuss the issue with you and may refer you to the Program Director or Age Division Director.
- E. At least one parent/guardian will be required to register with the CAHA/Avs Cares Program each season.

ARTICLE XIX. SEXUAL HARASSMENT POLICY

It is the policy of this Association that harassment or bullying of any kind, be it sexual or otherwise, will not be tolerated or condoned in any way. Sexual harassment will be defined as broadly as possible to include unwelcome sexual advances, sexually explicit jokes or conversation and other verbal or physical conduct of a sexual nature that creates an unwelcome or hostile environment. Any offended player should immediately notify either the coach or the team manager of such harassment. The head coach shall investigate and address the matter immediately. If the matter remains unresolved to the satisfaction of the offended player or the coach, it may be referred to the Grievance Committee in accordance with Article XIV above. A finding of harassment by the Grievance Committee will result in that offending person being suspended, removed from her team, or otherwise disciplined.

ARTICLE XX. USA HOCKEY SAFESPORT POLICY

In accordance with USA Hockey and CAHA (Colorado Amateur Hockey Association), the Colorado Select is committed to not only improving the skill development of its Members but also the continuous safety and the welfare of its Members. This includes implementing child protection safeguards and ensuring all personnel, children and members feel confident and comfortable speaking out. It is the role of the governing state body to the sport and to set standards for all Members. For this reason, CSGHA will be issuing guidelines for compliance with USA Hockey SafeSport Program and CAHA. CSGHA supports full implementation of the USA Hockey Safe Sport Program including the assignment of a Member SafeSport Coordinator. CSGHA 2016-2017 SafeSport Coordinator will be Jim Porter. The USA Hockey SafeSport Program is designed to provide clear guidelines and expectations for all players, coaches and organization members on:

- Abuse or misconduct prevention strategies
- Appropriate behavior
- Effective response to concerns
- Training and education

To be in compliance with the SafeSport Program, it will be a requirement for each Coach, Manager, Board Member and Billet Family to register online with CAHA each season and to provide documentation/confirmation to the Association.

ARTICLE XXI WHISTLER BLOWER POLICY

- A. A whistleblower as defined by this policy is a CAHA member, volunteer, executive committee member, or board member of CAHA who reports an activity that he or she considers to be illegal or dishonest to one or more other parties specified in this policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.
- B. Examples of illegal or dishonest activities are violations of federal, state or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting.
- C. If a member or volunteer has knowledge of or a concern of illegal or dishonest fraudulent activity, the member or volunteer is to contact the CAHA Treasurer and President who are responsible for investigation and coordinating corrective action. The member or volunteer must exercise sound judgment to avoid baseline allegation. A member or volunteer who intentionally files a false report of wrongdoing will be subject to discipline up to and including suspension.
- D. Whistleblower protections are to cover two important areas: confidentiality and retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals of their legal rights of defense. There shall be no retaliation against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse action such as suspension, fines or threats of physical harm. Any whistleblower that believes he or she is being retaliated against must contact the CAHA Treasurer and President immediately. The right of the whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.
- E. Members or volunteer with any questions regarding this policy should contact the CAHA President.