



# PLAYER and PARENT HANDBOOK

**2017-18 Season**

**Rink Address: Tri-County Ice Arena - 700 East Shady Lane - Neenah,  
Wisconsin 54956**

**Mailing Address: Fox Valley Youth Hockey Association - PO Box 841 -  
Neenah, WI 54957**

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# FVYHA Organization Overview

**Welcome to the Fox Valley Youth Hockey Association!** The Fox Valley Youth Hockey Association (FVYHA) provides youth ages 4 to 15 the opportunity to develop character, sportsmanship and teamwork skills through the sport of hockey. FVYHA is a member of the [Wisconsin Amateur Hockey Association](#) (WAHA - Division II) and offers instructional and competitive hockey opportunities for youth in the Neenah, Menasha, Hortonville and Shiocton school districts.

## Governance

### Board of Directors

FVYHA is led by a [Board of Directors](#), elected by the general membership, which has representation across all age groups and functions within the association. The officers comprise the Executive Committee and conduct day-to-day business of FVYHA, while the Board of Directors is responsible for policy decision and management. Please see the [FVYHA By-laws](#) on the website for specific board member duties and responsibilities.

[Contact information](#) for all Board Members and key non-Board positions can be on the Board of Directors [page](#).

### Board Meetings

The Board of Directors typically meets during the third week of each month. BOD [meetings schedule, minutes, and documents](#) are posted on the association website.

Meeting times are posted on the FVYHA website in advance, and **Members are welcome and encouraged to attend**. The Board of Directors encourages member attendance, comments, and feedback - the first 15 minutes of every meeting are reserved for member comments.

*Note:* Board meetings are not a forum for grievances. Issues not resolved by working with the team manager should be directed to your age director via e-mail, who will make the necessary recommendations to the Board.

## Facilities

### Location

**Tri-County Ice Arena (TCIA) is the home rink for FVYHA.** The rink is located at 700 East Shady Lane, Neenah Wisconsin 54956.

### Our relationship with TCIA and AppletonIce Inc.

The arena is owned by Winnebago County and managed under a 15 year lease contract by [Appleton Ice, Inc.](#) FVYHA is one of many ice customers at this facility, including the Fox Valley Figure Skating club, the Neenah-Hortonville-Menasha High School Hockey Teams, and the Fox Valley Stars Girls and Boys Teams.

FVYHA contracts ice time for hockey programming at the rate of: \$225 per 50 minutes for the large ice and \$100 per 50 minutes for the small ice. Ninety percent of our annual budget is ice cost.

The club has access to a storage room behind the 'Keller Room' - this is open only to coaches and board members. The club also has storage under the bleachers that is used by

our equipment manager. We own limited equipment (bumpers, small nets, pucks, etc.) to be used by our association.

TCIA is an old facility in need of significant and visible repairs. In August 2015 a new chill tower was installed as well as a rebuilt compressor. While these repairs are the responsibility of Appleton Ice; we ask members to recognize that Appleton Ice took control of the arena in July of 2014. Please exercise patience with the inconveniences of operating and repairing an older rink.

## **General Association Information**

### **Annual Calendar** (April – March)

These activities are not inclusive of all association events that will occur throughout the season; timing may vary season to season.

<b><u>April:</u></b> - Annual Budget set	<b><u>May</u></b> - Memorial Day parade	<b><u>June</u></b> - Ice contract for next season set - Budgeting process	<b><u>July</u></b> - 4 <sup>th</sup> of July Parades - Greenville Catfish Races
<b><u>August</u></b> Labor Day Parade - Greenville	<b><u>September</u></b> - recruiting efforts in schools for IP and Mite - skater registration opens - pre-season Parents mtg	<b><u>October</u></b> - Practices start - Team tryouts	<b><u>November</u></b> - IP seasons starts - Travel teams: Practice, Games and Tournaments - team pictures
<b><u>December</u></b> - Travel teams: Practice, Games and Tournaments	<b><u>January</u></b> - Travel teams: Practice, Games and Tournaments	<b><u>February:</u></b> - IP Season ends - Travel teams: Practice, Games and Tournaments - Playdowns for State Tournament - FVYHA Elections for next season - Annual Parents Meeting	<b><u>March</u></b> - State Championships – 1 <sup>st</sup> and 2 <sup>nd</sup> weekends

### **Skater Registration and Insurance**

Registration will be held on line [via the FVYHA Website](#). Registration is typically open from August thru September. Per USA Hockey guidelines, skaters must be registered with their forms signed and returned to their age director prior to being allowed on-ice (USA Hockey insurance regulations). Players are covered by USA Hockey insurance while participating in FVYHA activities (once registration has been paid in full). There are a number of coverage exclusions, including travel to and from practices, fighting, intentional acts, etc. To obtain more information, please refer to the [USA Hockey website](#).

### **Membership Meetings**

- **Preseason (Fall) Mandatory Parents' Meeting:** A pre-season meeting is usually held in late September to discuss the upcoming season – programs, policies and volunteer expectations. The Board of Directors, coaches, and key volunteers will be introduced and there is an opportunity for questions.

- Annual meeting: An annual membership meeting is held each February. Agenda items may include but are not limited to: election results, member comments and feedback, board updates on current association activities, and expected offseason initiatives.

## **Member Communication**

FVYHA works to communicate with its members through several channels:

- **Email**: the '**Slapshot**' is FVYHA's email newsletter. Usually sent weekly during season, and monthly off-season, it is used to inform membership of current and upcoming activities. **This newsletter is the primary way that association updates will be conveyed to membership.** Members are expected to read the Slapshot upon receipt.
- **Website**: The FVHYA website is [www.foxvalleyblades.com](http://www.foxvalleyblades.com). This site lists the ice calendar, tournament and volunteer information, and association policies.
- **Team managers**: will communicate with their specific parent groups via emails or in-person throughout the season.
- **Facebook**: FVYHA also has a Facebook page, this is another way to keep up with club news and communicate between members. All members are invited to 'Like' the FVYHA page and post throughout the season.

Parents are expected to check their e-mail for communication from the board (age directors and *Slapshot* newsletter), and from coaches and team managers. They should check the website and their team calendar on a regular basis to stay apprised of schedules. Please engage with these communication channels to stay informed throughout the season.

## **Volunteerism**

**Fox Valley Youth Hockey Association is a parent run, non-profit, volunteer organization.** Skater Fees collected for participation in ice programs are used to cover ice costs. Player and goalie equipment, training for coaches, referee fees, and additional budget needs not funded by skater fees are covered through fundraising efforts.

This program model requires **Parent volunteerism** in order to provide a great hockey experience for our kids.

Each family is required to complete either 10 volunteer hours if they have one child skating, or 15 volunteer hours if they have two or more children skating. Introductory Program (IP) families are required to fulfill 1 credit, and are encouraged to get involved with their child's IP experience.

As an association FVYHA owes Appleton Ice Inc. 90 volunteer hours. Members can use volunteering for the rink to count toward their FVYHA volunteer credits. Members are responsible for making sure these "rink" hours get counted both for the association and for themselves by contacting the [volunteer coordinator](#).

Credits not fulfilled during the season will result in a \$25 fee.

Example: if a family is required to fulfill 10 credits, but only volunteers 7 credits, the remaining 3 credits will be charged to the family at end of season (**3 x \$25 = \$75**)

Please see the FVYHA [volunteering page](#) for specific policy details.

It is important to **start volunteering early** in the season to make sure you support the organization and get your credits in. Upcoming volunteer opportunities will be listed on the website and/or in weekly Slapshot newsletters. Please contact the Volunteer Coordinator with questions.

### **Fundraising and Sponsorship**

FVYHA depends upon sponsorships and gifts from businesses and individual members of the community to fully fund its programs. Please contact the [Sponsorship Director](#) if you are interested in helping with sponsorship activities.

The FVYHA Fundraising Committee helps manage sponsorship and fundraising activities for the association. Members receive volunteer credit hours for serving on the committee. Fundraising opportunities will be communicated through Slapshot emails. Please contact the [Fundraising Director](#) if you are interested in helping with fundraising activities.

FVYHA, Inc. is a 501(c)(3) tax exempt charitable organization and has also been granted sales tax exemption by the State of Wisconsin. Contributions to FVYHA are tax deductible. Your employer may match your charitable contribution.

### **Tournaments**

**Home tournaments:** FVYHA often hosts 1-2 WAHA sanctioned tournaments each year, and occasionally hosts WAHA State Championships. Tournaments are a fundraising opportunity and also provide an opportunity for competition for our travel teams. Home [tournament](#) dates are listed on the FVYHA website.

**Away Tournaments:** Teams may also participate in additional 'away' tournaments. Coaches and Team managers meet with parents early in the season to agree on which tournaments to attend. A typical number is 1 or 2 away tournaments, maybe 3 if there is not home tournament at that age level. Board approval is required for Teams who would like to play in an away tournament that is on a weekend when Fox Valley is hosting a home tournament. This is to ensure that there are enough parent volunteers in town to staff the Home tournament.

**State Tournament Play Downs:** Only one team from each WAHA region is invited to the State Championship tournament in March. FVYHA plays in WAHA Division II, Region 3. Region 3 has two DII associations: FVYHA and DePere. **"Play-down"** games by team level occur each Spring prior to State tournament, typically during the last weekend in January or 1<sup>st</sup> weekend in February, with the winner advancing to the State tournament.

## **Hockey Affiliation, Coaching and Team Details**

### **Affiliations**

FVYHA is affiliated with [USA Hockey](#), the national governing body of ice hockey, and the [Wisconsin Amateur Hockey Association \(WAHA\)](#). FVYHA plays in WAHA Division II, Region 3.

FVYHA abides by and acts in accordance with articles of incorporation, bylaws, rules and regulations, and playing rules of USA Hockey and WAHA. Member coaches and players shall be registered with USA Hockey, and teams shall be registered with USA Hockey and WAHA.

## **Coaching**

**ACE Director:** The Association Coaching and Education (ACE) Director serves to guide and oversee coaches and provide guidance on the planning and execution of player development programs. The ACE director also serves to help parents understand their local association and the larger body of USA Hockey, and is an important link between the members, coaches, and players. The ACE Director's responsibilities include:

- Develop FVYHA progression for hockey systems and skill development, in accordance with USA Hockey's American Development Model (ADM)
- Coordinate team selection tryouts in October
- Work with the scheduler to develop practice schedules
- Serve as a liaison for coaches
- Provide guidance and feedback to coaching staff
- Network with state hockey organizations
- Oversee coaching education programs

## **Team Details**

USA Hockey determines player classification by birth year as outlined below:

<b><u>Division</u></b>	<b><u>Age</u></b>	<b><u>Birth Year</u></b>
U6-U8	4 - 8 year olds	2013 - 2009
U10 / Squirt	9 and 10 year olds	2008 & 2007
U12 / Peewee	11 and 12 year olds	2006 & 2005
U14 / Bantam	13 and 14 year olds	2004 & 2003

Player development priorities are sportsmanship, skill development, team play and hockey strategy. All participants are expected to participate in practices and games unless prior approval has been issued.

## **Team Tryouts**

FVYHA will field teams in each age division based on enrollment numbers. Team tryouts are held typically the 2nd or 3<sup>rd</sup> week in October.

- Skaters will be evaluated on the following: Skating Skills; Puck Handling Skills; Hockey/Game Knowledge, Athletic Ability, Coachability, Player Commitment, Player Attitude and/or behavior.
- Tryouts are optional – skaters who do not tryout will be placed on the lowest level team within their age division.

If you have questions about the process – ASK! Please contact your Age Director or the ACE Director with questions. See Tryout Policy on the [policy page of the FVYHA website](#) for full policy specifics.

**Post Tryout - New Player Policy:** FVYHA welcomes players of all abilities throughout the year. When adding a new player mid-season, FVYHA and coaches are sensitive to pre-established team dynamics, the skaters' coaching needs, and the safety of the new player on the ice. See the Tryout Policy on [FVYHA website](#) for full policy specifics. Players who wish to join FVYHA after the season has begun will be subject to the following guidelines:

- The new player will be evaluated by the coaching director and team coaches to determine which team will be the most appropriate for the new player.
- A fee will be determined based upon the date of joining FVYHA and estimated number of games to be played.

### **Skater Equipment**

It is necessary for the protection and safety of the skaters that they have properly fitted equipment. For information on proper equipment, please contact your child's coach or manager or any member of the Board of Directors. The following equipment is necessary:

- Helmet
- Black hockey pants (breezers); belt or suspenders
- Shoulder pads with chest protection
- Elbow pads
- Knee pads with shin guards
- Athletic supporter with cup
- Hockey socks
- Hockey gloves
- Hockey skates
- One (or two) sticks
- Mouth guard

**Equipment rental is available for IP; and may be available for other ages – please talk to your Age Director if you have a financial need related to equipment.**

### **Jerseys**

All skaters will be provided jerseys for use during games. Mite skaters purchase and keep their jerseys as part of registration – all travel team game jerseys will be collected at end of season. Jerseys are provided through association sponsors, and as a result, game jerseys will include sponsor details on the back (not player names - exception for Mite purchased jerseys). Each player is responsible for keeping his/her jersey clean and in good condition. The club may require each team to assign a jersey coordinator to care for the jerseys between games. Hockey socks are available for sale at local hockey pro shops. FVYHA uses the Black Hawks colors for the socks.

### **Goalie Equipment**

FVYHA provides one set of goalie equipment for each team to be returned at the end of the season. Equipment for additional goalies is provided on an "as available" basis. All players are given opportunities (and encouraged) to try the goalie position in practice and / or in games through the Squirt age level. Interested players are encouraged to take advantage of additional goalie practices, typically held every other week.

### **Locker Rooms**

TCIA has 4 locker rooms for use. Locker room assignments are posted in the lobby at TCIA. Use of the rink and the locker rooms is a privilege, not a right. TCIA management and FVYHA will not tolerate excessive noise, rough-housing, physical abuse of locker rooms, inappropriate language and other displays of poor judgment. It is expected that all players respect one another no matter what level of play or team. The coaches, manager and parents will work together to provide for adult supervision in the locker room. **Please see the [Locker room policy](#) for additional information.**

With our youngest age groups it is often necessary for parents to assist the players getting dressed. We encourage parents to teach their players as young as possible how to get



dressed independently. In circumstances where parents are permitted in the locker room, coaches may ask that the parents leave for a short time before the game and wait to enter the locker room after the game so that the coaches may address the players. As players get older, the coach may in his or her discretion prohibit parents from a locker room.

### **Coach Selection Process**

FVYHA's coaching staff has unpaid volunteers and occasionally paid coaches. Qualifications are consistent for both, and include:

- Must complete Coaching Certification (Level I,II or III)
- Must complete SafeSport and Age Specific module training
- Must have Hockey knowledge, skills and coaching experience
- Must have ability to work effectively with children and other FVYHA volunteers,
- Must have ability to put in the time and effort required throughout the season.
- Must have ability to create a positive experience for the team.

After the team player selection process is completed, the Coaching Committee will select from available candidates the most qualified coaches for each team. Coaching assignment is at the Committee's sole discretion. Individuals interested in coaching should contact the ACE Director. Coaches are required to sign a Coaches Code of Conduct setting forth coaching performance standards. A background check is required through USA Hockey.

### **Team Rules and Structure**

Each Head Coach will establish individual team rules. Individual team rules must be in writing and submitted to the Coaches Committee for prior review and approval. Before the first game of the season, Head Coaches will hold a team meeting with players and parents to discuss and explain team rules. Coaches are encouraged to have team meetings with players and parents on a regular basis throughout the season to provide information, resolve concerns and answer questions. Team rules may vary from team to team and it is the responsibility of the team manager/head coach to communicate with parents.

### **Team Captains**

At the Squirt level and above, each head coach may determine a process for selecting a team captain and two assistant captains. All team captains are expected to demonstrate leadership by example. Head Coaches may request captains to play a more active leadership role. Head coaches should establish realistic goals and meet with team captains to clearly explain their expectations.

### **Coaches Expectations**

Coaches have the primary responsibility for ensuring that players meet their obligations to their teammates and to FVYHA. Coaches should be clear and consistent with their expectations for player behavior on and off the ice. At minimum players should avoid being disruptive or inattentive during practice, making negative comments, complaining or whining, and blaming goals or losses on individual teammates. Coaches should provide a positive learning environment in which players can ask questions and learn from both their mistakes and successes.

FVYHA expects coaches to evaluate and make judgments regarding players' behavior and, when appropriate to take corrective action, including benching the player. If players or parents wish to discuss the reasons for a coach's decision, they should first discuss them with the coach. If resolution is not achievable the parties may discuss the matter with the age director and may choose to file a grievance following the grievance procedure.

## **Number of Games and Practices**

Each team generally will have a minimum of two practices per week, either shared on the TCIA full ice or on the small ice. Practices are scheduled to be fairly consistent throughout the season (as possible, typically the same nights per team/division each week). Home ice availability by team is assigned by the association scheduler. The association scheduler may also schedule away games. Team managers should confer with the team coach and decide if scheduling additional away games is warranted. Team managers are responsible for coordinating with the scheduler and for confirming all games (both home and away) with the opposing team.

## **Practice and Game Attendance (FVYHA)**

Hockey is a team sport and players are expected to attend practice and participate in games and tournaments. At the Head Coach's discretion, failure to attend one or more practices during the week prior to any game may affect game participation. Players must arrive at the rink in time to dress, attend team meetings and be on the ice on time. Each Head Coach will establish team rules regarding tardiness and absences. If a child has school, religious, or other sport obligations that overlap with hockey, a discussion with the head coach is mandatory so that all parties are aware of participation requirements. Coaches shall not sanction or penalize players for missing any team functions including games, tournaments, or practices due to prior communicated commitments.

## **Conduct and Safety**

### **General Safety and Rink Conduct**

Ensure you and your child's safety by using proper equipment and a certified helmet and following basic common sense rules of safety.

- Skaters must wear a helmet on the ice at all times. Exercise caution in and around the rink.
- Walk carefully in the parking lot, avoiding potholes and icy patches.
- Stay off of and away from machinery including the Zamboni.
- Skaters must be fully off the ice before the Zamboni enters the rink to resurface the ice.
- Stay out of areas not designated for use by rink management.
- Do not run in the lobby. Do not play hockey in the lobby. Do not allow your children to play around the fireplace including running and jumping on the fireplace benches.
- Be aware of the odd puck flying out of play while in the stands or on the bench.
- If you leave the rink during practice, make sure another parent on your team knows that you have left and when you'll be back.
- Be respectful of others: There is a small quiet room for parents to work and siblings or skaters to do homework off the lobby.
- Pick up after yourself in the lobby, locker room, and in the stands.

### **SafeSport**

USA Hockey has long had systems in place to protect its participants from physical abuse, sexual abuse and other types of abuse and misconduct that can be harmful to youth hockey players and other participants. These include without limitation **Sexual Abuse, Physical Abuse, Emotional Abuse, Bullying, Threats, Harassment, and Hazing.**

The [USA Hockey SafeSport Handbook](#) is posted on the FVYHA website. The handbook contains USA Hockey's various policies to protect its participants from all types of

misconduct and abuse. All board members, Coaches, and Team Managers are [SafeSport](#) trained. Any USA Hockey participant or parent of a participant who engages in abusive behavior or misconduct is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities. FVYHA strives to provide participants with an environment that is conducive to the enjoyment of hockey. All types of bullying, harassing or threatening behavior among participants are regarded as unacceptable. It is a violation of this USA Hockey Policy if a coach or other responsible adult knows or should know of the bullying, harassing or threatening behavior but takes no action to intervene on behalf of the targeted participant(s).

## **Codes of Conduct and Expectations**

[USA Hockey Codes of Conduct](#) are applicable to administrators, coaches, officials, parents, players and spectators. All players, parent, coaches and managers are required to print and sign the FVYHA Codes of Conduct, thereby agreeing to abide by standards of conduct based on USA Hockey, WAHA and FVYHA guidelines. The Codes of Conduct outline in general terms a minimum standard of behavior. Players, parents, coaches and managers are expected to have an understanding of their obligations. If they are unsure, they should discuss any questions with their coach or their team manager.

Parents, players and coaching staff should keep in mind that they represent their club and community at all times and should act accordingly.

Failure to conform to the standards of the applicable Code of Conduct will be a cause for disciplinary action by the Board.

### **Expectations for Player Conduct/Behavior**

#### **USA Hockey Players Code of Conduct:**

- Play for fun and work hard to improve your skills.
- Be a team player; get along with your teammates.
- Learn teamwork, sportsmanship, and discipline.
- Be on time for practices and games.
- To have appropriate equipment.
- Learn the rules and play by them. Always be a good sport.
- Respect your coach, your teammates, your parents, your opponents and the officials, never argue with the officials.

#### **Fox Valley Youth Hockey Code of Conduct for Players**

- No swearing or abusive language on the bench, in the rink, or at any team function.
- No lashing out at any official no matter what the call is. The coaching staff will handle all matters pertaining to officiating.
- If you receive a penalty, skate directly to the penalty box - no questions asked.
- Have good sportsmanship on and off the ice. Poor sportsmanship may result in disciplinary action by the coach.
- No behavior that could injure another player, coach, official or bystander on or off the ice.
- Fighting on or off the ice will not be tolerated. Fighting will result in an appearance before a Discipline Committee.
- Do not take anything that doesn't belong to you.

- Do not use, transport or sell drugs or alcohol.

Conduct that is deemed unacceptable by these standards and repeated conduct violations will result in disciplinary action. These actions may include, but are not limited to, benching during practice or a game, short term suspension of activities, season suspension.

### **Player's Rights**

- Be treated with respect by coaches, teammates, rink staff and association members.
- Be aware of Association rules, regulations and expectations and the degrees of enforcement.
- To communicate directly with the coaching staff, team manager, age director or a board member.

### **Expectations for Parent-Spectator Conduct/Behavior**

Your child's participation in the Association's hockey program requires significant, but rewarding, contribution of your time and effort. At minimum you are expected to support your child's development, your child's team and the Association.

### **FVYHA Parent/Spectator Code of Conduct**

- Observe USA Hockey Zero Tolerance Policy as posted and provided to you by the Team Manager.
- Display good sportsmanship. Always respect players, coaches and officials.
- Maintain self control and exemplify good sportsmanship.
- Do not openly criticize officials, coaches, other parents or skaters; keep negative comments to yourself.
- Do not taunt or disturb other fans; enjoy the game together.
- Cheer good plays of all participants; avoid booing opponents.
- Act appropriately on and off the ice: Remember that you as well as your team represent the association and community.
- Recognize the importance of volunteer coaches. They are important to the development of your child and the sport. Communicate with them and support them.
- Communicate with your team manager and coach (24 hour rule applies).
- Take care of your financial responsibilities to the club promptly.
- Remember that the locker room is for skaters, coaches and team managers (locker room policy applies).
- Support the philosophy and policies of the club.
- Complete your skater's coach's year-end evaluation.
- Volunteer - at minimum complete your volunteer requirements.

Parent conduct that is deemed unacceptable by these standards and repeated conduct violations will result in disciplinary action. These actions may include, but are not limited to short term suspension of the parent from team activities, season suspension of the parent or spectator.

### **Hockey Parenting: Best Practice**

- Leave the "coaching" to the Coach. Compliment and encourage the Coaches, your child, and other skaters (let the Coach handle criticism when required).
- Applaud a good effort in both victory and defeat, and enforce the positive points of the game. Never yell or physically abuse your child after a game or practice – it is destructive. Work toward removing the physical and verbal abuse in youth sports.

- Emphasize skill development and practices and how they benefit your young athlete. Get your child to all practices; communicate with your coach if your child cannot make it to practice.
- De-emphasize games and competition in the youngest age groups.
- Know and study the rules of the game and support the officials on and off the ice. This approach will help in the development and support of the game.
- Teach your child to have fun and enjoy competition. Do not tell your child that winning does not matter because it does and your child knows it. Instead, help your child and other skaters on the team develop a healthy competitive attitude towards winning and losing.
- DO NOT compare your child with other players (it is not fair to your child, remember each child develops at their own pace and skills will usually even out over time). Be honest with your expectations and assessment of your child's capabilities.
- Be responsible for your own safety – be alert to prevent accidents on and off the ice.
- Be involved with the association and your child's team.

### **Zero Tolerance Policy**

To make ice hockey a rewarding experience for all participants, the USA Hockey has instructed officials to adhere to certain points of emphasis relating to sportsmanship. The [Zero Tolerance Policy](#) is designed to require all players, coaches, officials, parents/spectators and team officials and administrators to maintain a sportsmanlike and educational atmosphere before, during and after all USA Hockey sanctioned games.

#### **Examples of unsportsmanlike behavior:**

- Openly disputes or argues any decision by an official.
- Uses obscene or inappropriate language or gestures at any time.
- Visually demonstrates any sign of dissatisfaction with an official's call.
- Taunting of players, coaches, officials or spectators.
- Throwing of objects in the viewing areas, player's area or on ice surface.

USA Hockey's Zero Tolerance Policy must be adhered to at all times. Officials have the right, with no warning, to require removal of the offending person, assess penalties during the game to the team representing the offending person, as well as run the clock if it is not an advantage to that team. For more details see the USA Hockey website. Parents, players or coaches who violate the zero-tolerance policy may face club sanctions, including, but not limited to suspension.

### **24 Hour Rule**

A member/parent is not to approach a coach to discuss a game, a game incident, or a situation that occurred during the game that may provoke an adverse emotional response or a hostile situation, until at least 24 hours after the fact.

Coaches should not discuss a game, a game incident, or a situation that occurred during the game that may provoke an adverse emotional response or created a hostile situation, until at least 24 hours after the fact. An exception to this is physical or sexual indiscretion or any situation that compromises the immediate safety of the children.

### **Conflict Resolution**

FVYHA encourages parents to take the initiative in resolving conflicts that they or their child may have with other team members, parents, and/or coaches, via respectful communication directly with those involved. If the issue cannot be resolved amicably, the Team Manager is

the first line of official communication for all parents and players. The Team Manager should notify the Age Director of the conflict. In the event the Team Manager is unable to resolve the conflict, it should be referred to the appropriate Age Director for resolution. As a last resort in resolving an issue, or as the first step in the appeal of a disciplinary action, the parent may file a formal grievance.

### **Protocol for Issuing Formal Grievance**

FVYHA recognizes the fact that over the course of a season certain issues may arise that need to be addressed by a Conflict Resolution Committee. The Conflict Resolution Committee, consisting of at least two board members and two parent members, will investigate allegations from members or other hockey officials which show a violation of a Code or Procedure of FVYHA or the USA Hockey Code of Conduct and come to a conclusion that may involve consequences and penalties for all parties involved. The decisions of the Conflict Resolution Committee are final.

The following steps are required to issue a formal grievance:

- **NO complaint may be addressed before the "24 Hour Rule"** (exception being physical or sexual indiscretion or any situation that compromises the immediate safety of the children).
- [Use the Grievance Form to submit complaint](#). This will go directly to the club president, who is also the SafeSport Coordinator, and on to the Conflict Resolution Committee. Care should be taken on the form to clearly outline the type of misconduct alleged, the name(s) of the individual(s) alleged to have committed the misconduct, the approximate dates the misconduct was committed, the names of other individuals who might have information regarding the alleged misconduct, and the reasons to believe that misconduct has occurred.
- An investigation of the complaint will follow. The Conflict Resolution Committee, at its discretion, will collect factual evidence, including but not limited to interviewing witnesses which affirms or denies the allegations. After reviewing all pertinent information, the Conflict Resolution Committee may determine that a violation has occurred or has not occurred.
- If a SafeSport violation has occurred a report will be submitted to USA Hockey by the SafeSport coordinator.
- If a violation of a Code, Penalty, Procedure or behavioral expectation of FVYHA is determined, the Committee shall issue a written finding of fact and penalty within seven days of its determination. The parties to the action are bound by the determination of the Committee, and there will be no appeal to FVYHA for any of the issues determined.

### **Scholastic Guidelines**

FVYHA strongly believes that scholastic achievement is of greater long term value than participation in youth sports. Parents should monitor their child's academic performance and their developing ability to successfully balance the demands of school and sports. If a player is having academic difficulty, parents are encouraged to discuss with the Head Coach and address the situation appropriately. Middle School and High School students are expected to maintain the academic eligibility standards established by their schools.