

BY-LAWS
OF THE
GREENSBURG-SALEM HOCKEY CLUB, INC.

ARTICLE I

NAME

The name of this organization is the "GREENSBURG-SALEM HOCKEY CLUB, INC." hereinafter referred to as "Club"

ARTICLE II

PURPOSE

The purpose of the Club is to provide an opportunity for students of the Greensburg-Salem School District (hereinafter "District") to play competitive ice hockey under the rules and regulations of the Pennsylvania Interscholastic Hockey League (hereinafter "PIHL") of which the Club is a member; to develop ice skating and ice hockey skills; to promote social relationships among its members; to engender community spirit and interest in ice hockey and to encourage academic achievement.

ARTICLE III

NON-PROFIT CORPORATE STATUS

Section 301 – Nonprofit status

The Greensburg-Salem Hockey Club, Inc. is a Pennsylvania corporation organized exclusively for charitable, educational and athletic purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under Section 601(c)(3) of the Internal Revenue Code, as amended, or the corresponding section of any future Federal tax Code.

Section 302 – Distribution of Net Earnings

No part of the net earnings of the corporation shall inure to the benefit of or be distributed to its members, trustees, officers or other private persons except that the Greensburg-Salem Hockey Club, Inc. shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of its purpose. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise, the attempt to influence legislation and the corporation shall not participate or intervene in, including the publishing or distribution of statements, any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other

provision of these By-Laws the corporation shall not, except to an insubstantial degree, engage in any activities or exercise powers that are not in furtherance of the purposes of the Greensburg-Salem Hockey Club, Inc.

Section 303 – Distribution of Assets upon Dissolution

Upon dissolution of the Greensburg-Salem Hockey Club, Inc., assets shall be distributed for one or more exempt purposes within the meaning of Section 601(c)(3) of the Internal Revenue Code or the corresponding section of any future Federal tax code, or to state or local government for public purpose. Any such assets not so disposed of shall be disposed of by a Court of competent jurisdiction in the county in which the principal office of the Greensburg-Salem Hockey Club, Inc., is then located exclusively for the purposes and to such organization or organizations, as such Court shall determine and for such organization or organizations are organized and operated exclusively for such purpose.

ARTICLE IV

MEMBERSHIP

Section 401 – Membership Classes

Unless specified otherwise herein the Club shall operate with the following four (4) classes of membership for each school year season of play – Active Player, Inactive Player, Voting and Alumni.

Section 402 – Active Player Member

An Active Player Member shall meet the following conditions:

- A. Is a student currently enrolled as a student in the Greensburg-Salem School District and according to the rules of the PIHL or any league of which the Club is a currently a member.
- B. Is current in all dues and assessments unless otherwise indicated by action of the Board.
- C. Is in good academic standing as determined by the policies of the Greensburg – Salem School District.
- D. Has participated in mandatory and other fundraisers for the benefit hereunder as may be more specifically outlined in these By-Laws.
- E. Has agreed to and executed the Club's written Student Athletic Conduct Policy.

Section 403 – Inactive Members

- A. Failure to Meet Section 402 Conditions - An Active Player will be moved to Inactive Status for failure to meet any conditions outline in Section 402 and will only be reinstated upon Board approval.

B. School Absence - An Active Player will be deemed Inactive for practice, game or other club function on any day he is classified as absent by the District.

C. Suspensions:

- 1.) PIHL -An Active Player will be deemed inactive for any period of suspension imposed by the PIHL or any league of which the Club is a member.
- 2.) Club -An Active Player will be deemed Inactive for any Head of Coaching imposed suspension as permitted by these By-Laws until such time as the Board is informed by the respective Head of Coaching that the suspension has been satisfied.

D. Season Discharge/Season Suspension – An Active Player who has been suspended or discharged for the school year season either by PIHL action or Head of Coaching/Board action will only be reinstated as an Active Player Member the following school year season with application to and approval by the Board.

Section 404 – Voting Members

Each Active Player Member shall be represented by one voting parent or guardian at each Club membership meeting.

Section 405 – Alumni Members

An Alumni Member shall be any former player, parent or coach of the Club who is active in the continuing functions and activities of the Club. Alumni Members shall be non-voting members.

ARTICLE V

OFFICERS

Section 501 – Officers

The Club shall have the following officers who shall be elected annually by the Voting Membership – President, Vice-President, Secretary-Registrar, Treasurer, Two (2) PIHL Board of Governors Representatives, Ways & Means Chair and Parent-Player Representative.

Section 502 – Term of Office

Subject to the provisions of this Article and these By-Laws Officers shall be elected for a term of one (1) year.

Section 503 – President

The President of the Club shall have the following duties:

- A. To set the time and place of all Club meetings.
- B. To preside over all Club meetings.
- C. To serve as Chair of the Executive Board.
- D. To appoint such committees and committee chairs as may be required.
- E. To see that the Club operates within these By-Laws.
- F. To authorize payment of bills and other expenditures that requires action between meetings of the Executive Board.
- G. To countersign checks signed by the Treasurer.
- H. To serve as an ex-officio member of all Club committees.
- I. To negotiate appropriate ice rink time for all Club teams or to designate an appropriate Member or membership committee to do so.

Section 504 – Vice-President

The Vice-President of the Club shall have the following duties:

- A. To assume the duties of the President in his or her absence
- B. To automatically become President if the office of President becomes vacant.
- C. To direct communications with the District and news media.
- D. Serve as a member of the Executive Board.
- E. To countersign checks signed by Treasurer if President is unavailable.

Section 505 – Secretary-Registrar

The Secretary- Registrar of the Club shall have the following duties:

- A. Record minutes of all Club and Executive Board meetings.
- B. Notify all members of conditions of Club membership, membership meetings, fund raising obligations and any other Club functions or activities as may be required by the Executive Board.
- C. Acquaint prospective and new members with Club policies.
- D. Keep an up-to-date roster of players and members.
- E. Become temporary presiding officer in the absence of the President and Vice-President.
- F. Make available to the various Officers and/or Committees any Club records or documents that are necessary for the performance of their duties and, upon request, make these records or documents available to any member current with dues.
- G. Provide to incoming Officers, within two (2) weeks of their election, a copy of their duties of office.
- H. To countersign checks if the President or Vice-President are unavailable.
- I. Upon request and within a reasonable period of time a copy of the minutes for the current term.
- J. To exercise the duties and responsibilities as the Club's PIHL Registrar including, but not limited to, league registration requirements, league correspondence or

providing such other documentation as may be required to maintain the Club's membership in the PIHL or similar successor or substitute league.

K. To serve as member of the Executive Board.

Section 506 - Treasurer

The Treasurer of the Club shall have the following duties:

- A. Keep current financial records of the Club and provide a report at each Executive Board and Club meeting.
- B. Maintain records of the Club checking account and any other Club bank account.
- C. Keep current records of each Club member's account.
- D. Draft a proposed budget for the coming year.
- E. Distribute and keep record of game tickets and assign Club members to do same.
- F. Alert Executive Board of delinquent accounts.
- G. Keep the Executive Board advised of the financial condition of the Club.
- H. Provide the Executive Board with a summary report of the income and expenses of the Club for the term served.
- I. Serve as a member of the Executive Board.
- J. Sign checks on behalf of Club, which shall be countersigned as required by these By-Laws.
- K. To serve as a member of the Executive Board.

Section 507 - PIHL Board of Governors Representative

There shall be two (2) Club Representatives to the PIHL Board of Governors with the following duties:

- A. Attend all PIHL meetings as representatives of the Club and to render votes on behalf of the Club as authorized and directed by the Executive Board.
- B. To arrange for another Executive Board member to attend any PIHL meeting if the Representatives cannot attend.
- C. To serve as members of the Executive Board with each Representative having a vote on the Board.

Section 508 - Ways and Means Chair

The Ways and Means Chair shall have the following duties:

- A. Be responsible for organizing all fund raising drives.
- B. Serve on all fundraising committees.
- C. Keep detailed records of each fundraising drive, including individuals team member's participation and transmission.

- D. Make a written and oral report to the Executive Board of the gross and net profit of each fundraising drive.
- E. To serve as a member of the Executive Board.

Section 509 – Parent-Player Representative

The Parent-Player Representative shall have the following duties:

- A. Be available in person or by phone to the Player Members and their parents or guardians for the purpose of ascertaining the nature and details of the problem resolution process.
- B. Assure that the problem resolution process is carried out and that any written problem resolution form is submitted to the Executive Board.
- C. Communicate the decision of the Executive Board to the aggrieved party.
- D. Serve as a member of the Executive Board.

Section 510 – Election of Officers & Nominating Board

- A. Officers shall be elected at the Annual Banquet Meeting of the Club held in April of each school year season.
- B. In January of each school year season the President shall appoint three (3) Voting Members to the Nominating Committee which the President shall chair. The Nominating Committee shall present a slate of candidates with the name of one (1) candidate for each Office notifying, in writing, the Voting Members of the slate of Candidates at least two weeks prior to the Annual Banquet Meeting of the Club.
- C. The President shall read the slate of candidates as has been provided by the Nominating Committee and shall ask for any additional nominations from the floor.
- D. If no additional nominations are received the Voting Members present shall vote on the slate of candidates as a unit unless a motion is made and carried by a majority of the voting members present at the meeting.
- E. A plurality vote by show of hands shall constitute an election unless a motion is made to hold a secret ballot said motion being carried by a majority of voting members present at the meeting.
- F. Officers elected shall be installed and commence their terms on May 1.
- G. No member shall be permitted to serve as President or Vice-President of the Club for more than two (2) consecutive terms.

ARTICLE VI

EXECUTIVE BOARD

Section 601 – Executive Board

The Executive Board shall consist of the following members of the Club – President, Vice-president, Secretary-Registrar, Treasurer, Board of Governors Representatives (2), Ways and Means Chairperson and Parent/Player Representative.

Section 602 – Meetings

- A. Regular meetings will be held monthly throughout the year.
- B. Special meetings shall be held at such time and place as may be directed by the President or upon request of the four (4) members of the Executive Board.

Section 603 – Board Organization

- A. The President of the Club shall serve as the Chairperson of the Executive Board. In absence or unavailability of the President the Vice-President will preside.
- B. The Secretary-Registrar will serve as Secretary of the Executive Board. The Board Secretary shall take minutes of all meetings providing a copy to each Executive Board member. The Secretary shall read such minutes at the beginning of the following Executive Board meeting. One copy of the minutes of each Executive Board meeting shall be retained in a minute book that shall be maintained by the Board Secretary.

Section 604 – Board Duties & Responsibilities

- A. No action of the Executive Board shall conflict with actions taken by the Club membership.
- B. To adopt such policies as are necessary to :
 - 1. Insure the safety and well-being of Club Members.
 - 2. Encourage scholastic achievement among Club Members.
 - 3. Encourage good sportsmanship in the Club Members.
 - 4. Engender community spirit and support of interscholastic ice hockey.
 - 5. Promote social relationships among Club Members
- C. Appoint a Head of Coaching – Coaching Coordinator, as defined in Article VII of these By-Laws, for each school year season and oversee the actions of that individual to insure that the requirements of the Club By-Laws are followed and that the best interest of the Club and Club members is being served.
- D. To oversee the discipline of players as might be imposed by the Head of Coaching or his staff through the problem resolution process as outlined in Article XIII of these By-Laws.
- E. Develop and adopt an annual Club budget.
- F. Disburse Club Funds.
- G. Take all necessary measures to keep the Club solvent.
- H. Resolve the complaints and concerns or grievances of parents, players and coaching staff.

Section 605 – Voting

- A. A majority of the members shall constitute a quorum.
- B. Each member of the Executive Board shall have one vote.

ARTICLE VII

COACHING STAFF & RULES OF PLAY

Section 701 – Coaching Positions

The Executive Board shall annually appoint individuals for the following positions who upon acceptance of position shall execute a written agreement for the position with the Executive Board:

- A. Head of Coaching – Varsity Head Coach
- B. Junior Varsity Head of Coaching
- C. Middle School Head of Coaching
- D. Developmental Program Coordinators (2)

Section 702 – Head of Coaching – Varsity Head Coach

- A. Shall be appointed annually by the Board and serve at the direction of the Board.
- B. Shall be a person of high moral character.
- C. Shall not be an Officer of the Club or a member of the Executive Board.
- D. Shall meet all requirements of any league to which the Club is a member.
- E. Shall be required to attend Board Meetings and present regular reports concerning the operation and functioning of Club teams including coaching, disciplinary and any other team related issues.
- F. Shall, in conjunction with the Executive Board, plan, implement, foster and promote the development of a Club wide coaching scheme that creates a core of instruction with concepts and strategy consistent through each team level, in general, and in the following particulars:
 - (1.) Interview and assess candidates for Junior Varsity and Middle School Head of Coaching positions, Developmental Coordinators and assistant coach positions and present candidates with appropriate skill, experience, character and temperament to the Executive Board to appoint the individual for the appropriate position.
 - (2.) To assist the Executive Board and Rink in coordinating practice schedules with Head of Coaching and Developmental Coordinators and overseeing practices as necessary to follow the Club wide program outlined above.

- (3.) To assist the Executive Board with a system of discipline and a code of conduct for all Club players.
 - (4.) To foster and encourage communication between players and coaching staff.
 - (5.) To use the Problem Resolution Process to address grievances.
- G. Shall develop and implement an appropriate method to determine Varsity Player eligibility for Varsity Letters for the school year season.

Section 703 – Junior Varsity & Middle School Head of Coaching

- A. Shall be appointed on an annual basis, as may be required, by the Executive Board upon recommendation of the Head of Coaching.
- B. Shall be required to secure and maintain all certification requirements of the League or Association of which the Club is a member.
- C. Shall coordinate with the Head of Coaching procedures and practices to implement the Club wide program with their individual teams.
- D. Shall provide the Head of Coaching with assistant coach candidates with appropriate skill, experience, character and temperament for confirmation by the Executive Board.
- E. Shall implement and follow the Club discipline system and code of conduct.
- F. Shall foster and encourage communication between Club players and coaching staff.
- G. Shall facilitate and cooperate with the Problem Resolution Process to resolve grievances.

Section 704 – Developmental Program Coordinators

- A. Two (2) Developmental Program Coordinators shall be appointed on an annual basis, as may be required, by the Executive Board upon recommendation of the Head of Coaching.
- B. Shall be required to secure and maintain all certification requirements of the League or Association of which the Club is a member.
- C. Shall coordinate with the Head of Coaching procedures and practices to implement the Club wide program with the Developmental Program.
- D. May provide the Head of Coaching with candidates for assistant positions with appropriate skill, experience, character and temperament for confirmation by the Executive Board.
- E. Shall implement and follow the Club discipline system and code of conduct.
- F. Shall foster and encourage communication between Club players and coaches.
- G. Shall facilitate and cooperate with the Problem Resolution Process to resolve grievances

Section 705 – Rules of Play

The Head of Coaching and the Coaching staff shall be responsible for and be familiar with the prevailing rules as established by the current league to which the Club is a member and USA HOCKEY as these shall be the Club's Rules of Play

ARTICLE VIII

COMMITTEES

Section 801 – Standing Committees

A. The Club Standing Committees shall be:

- 1.) Auditing
- 2.) Banquet
- 3.) By-Laws
- 4.) Communication & Publicity
- 5.) Equipment
- 6.) Membership
- 7.) Nominating
- 8.) Rules
- 9.) Ways & Means

B. The President shall have the authority to create additional standing committees as may be needed.

C. All chairpersons shall be appointed by President except as follows:

- 1.) The President shall Chair the Nominating Committee.
- 2.) The Vice President shall be Chair of the Communication & Publicity Committee.
- 3.) A PIHL Board Representative shall Chair the Rules Committee.

D. The duties and responsibilities of each Standing Committee shall be prepared by the Chair and kept on file with the Club Secretary.

E. An annual written report for the school season year shall be prepared by each Chair and submitted to the President.

Section 802 – Special Committees

The President shall have the authority to create special committees as may be required during the term of the school year season. Such committees shall be required to report to the president and have a term that does not exceed its specific purpose or the school year season.

ARTICLE IX

FUNDING

Section 901 – Methods

Funding for the operation of the Club shall be obtained primarily through the assessment of membership dues, registration fees and the conduct of fundraising activities.

- A. The assessment of dues and registration fees is at the sole discretion of the Executive Board.
- B. Fundraising activities as organized by the Ways and Means Chair and approved by the Executive Board.

Section 902 – Ownership of Funding Receipts

All cash or gifts received under the auspices of and/or in the name of Greensburg-Salem Hockey Club, Inc. are the sole property of the Club and are used for the operation and betterment of the Club.

Section 903 – Player Participation Accounts

- A. The Executive Board shall approve selected fund raising activities in which a percentage of earned profits are assigned to players participating in the activity as “credits”.
- B. The Executive Board shall determine the percentage of profits assigned for the selected fundraiser.
- C. The dispersion of Player Participation Credits is available solely for the payment of Club dues in order for the Club to meet its season participation fee requirements. The Credits may not be used for any other purpose such as equipment, hockey camp fees, uniforms or other costs of any nature.
- D. Maintenance and Reporting of Player Participation Credits
 - 1.) The sum of the cash payment of each player’s dues as Club Treasury general funds.
 - 2.) Credits totaling the assessed season fees are reported monthly. When a Player’s assessed fees for the season are paid in full all excess credits are reported as a separate account for the Player.
 - 3.) Credits shall be maintained until the Player graduates or no longer participates in the program.
 - 4.) All account balance information shall be made available by the Treasurer upon request of the Player.
- E. Disposition of Player Participation Credits

- 1.) Any credits balance on record following the Player's final game shall revert to the Club treasury general fund.
- 2.) At Player's request a credit balance that exists following the Player's final game may be held on record for up to two seasons for the use of a sibling joining the program. This request must be made in writing within sixty (60) days of the final game date.
- 3.) The Executive Board shall have discretion to maintain a credit balance for a player who leaves the Club under special circumstances. The Player shall make a request in writing to the Club before the final game of that school year season.

ARTICLE X

CLUB MEMBERSHIP MEETINGS & ANNUAL BANQUET

Section 1001 – Regular Club Membership

There shall be Semi-Annual meetings held in September and April of the school year season or at such other times as the President shall designate.

Section 1002- Special Meetings

The Board shall have the discretion to schedule special meetings of the Club membership as may be required throughout the school year season.

Section 1003 – Annual Banquet

The Club Annual Banquet shall be held in conjunction with the April Regular Club Membership meeting and will serve to recognize team accomplishments, accomplishments of individual players, recognition of Senior players, recognition of coach and volunteer contributions to the Club and to provide a social environment in which all Club members may interact.

ARTICLE XI

WAIVER OF BY-LAWS

Section 1101 – By-Law Waiver

In the event that an action contrary to any provision of these By-Laws is determined by the Club to be in the best interest of the Club then such provision may be waived for a period of one year.

Section 1102 – Waiver Request

A request to waive a provision of the By-Laws must be made in writing to the Executive Board. The proposed waiver must be read at two (2) Executive Board meetings prior to any action being taken.

Section 1103 – Membership Action

- A. After presentation to the Executive Board per Section 1002 the proposed waiver must be presented to the Club Membership for vote at the next membership meeting.
- B. Written notice shall be provided to Voting Members of the Club no more than twenty (20) days and no less than seven (7) days prior to the membership meeting and shall include:
 - 1.) The provision proposed to be waived.
 - 2.) The reasons and rationale for the requested waiver.
 - 3.) Any recommended restrictions or limitations of the waiver.
 - 4.) The proposed duration of the waiver if less than the permitted one year period.
 - 5.) The intention to vote on the proposed waiver at the meeting.
 - 6.) The date and time of the meeting.
- C. The waiver must be approved by two-thirds of the Voting Members present at the meeting by show of hands or secret ballot as the Executive Board shall determine is appropriate.

ARTICLE XII

AMENDMENTS TO BY-LAWS

Section 1201 – Amendment Request

All proposed amendments to these By-Laws shall be made in writing to the Executive Board. The proposed amendment must be read at two (2) Executive Board meetings prior to any action being taken.

Section 1202 – Membership Action

- A. After presentation to the Executive Board per Section 1101 the proposed waiver must be presented to the Club Membership for vote at the next membership meeting.
- B. Written notice shall be provided to Voting Members of the Club no more than twenty (20) days and no less than seven (7) days prior to the membership meeting and shall include:

- 1.) The amendment proposed.
 - 2.) The reasons and rationale for the requested amendment
 - 3.) The intention to vote on the proposed amendment at the meeting.
 - 4.) The date and time of the meeting.
- C. The amendment must be approved by two-thirds of the Voting Members present at the meeting by show of hands or secret ballot as the Executive Board shall determine is

ARTICLE XIII

GRIEVANCES/PROBLEM RESOLUTION

Section 1301 – Grievance Procedure

Any aggrieved parent or player shall present their grievance according to the procedures and rules outlined in the Club problem Problem Resolution Process hereinafter outlined. The Parent/Player representative shall communicate the aggrieved party of the decision of the Executive Board.

Section 1302 – Problem Resolution Process

The Problem Resolution Process is attached hereto and made a part hereof as Appendix “A” as if set forth herein at length.

ARTICLE XIV

PARLIAMENTARY AUTHORITY & PROCEDURE

The manual “Robert’s Rules of Order, Revised” shall govern the proceedings of the Club not otherwise provided for in these By-Laws.

PROBLEM RESOLUTION FORM

Player/member's Name _____

Head Coach's Name _____

Team (Varsity, JV,) _____

Date on which this Form was completed _____

Nature of problem (to be completed by player/member) _____

Action desired by player/member: _____

Coach's/Board Answer _____

Player/Members Signature _____ Date _____

Head Coach's Signature _____ Date _____

RESOLUTION

NOW, this 9th day of September, 2015, after proper notice and presentation

of the proposed By-Laws of the Greensburg-Salem Hockey Club, Inc., to the Voting Members present a regular meeting of the Club, with a majority of those Voting Members present voting in favor, it is hereby **RESOLVED** that the foregoing By-Laws governing the operation of the Greensburg Salem Hockey Club Inc. are hereby accepted and enacted by the Voting Membership repealing and superseding any prior Bylaws, as may have been amended.

GREENSBURG-SALEM HOCKEY CLUB, INC.

BY: _____

President

ATTEST:

Connie Linderman
Secretary- Registrar

GREENSBURG SALEM ICE HOCKEY

P. O. BOX 1733

GREENSBURG, PA 15601

www.gshockey.net



GREENSBURG SALEM ICE HOCKEY STUDENT ATHLETE CONDUCT POLICY

The Greensburg Salem Ice Hockey Association will provide a safe, healthy and civil athletic environment, in which all members of the school sponsored teams (Varsity team, Junior Varsity team, and Freshman team) are treated with mutual respect, tolerance, and dignity. To that end, the Hockey Association has in place policies, procedures, and practices that are designed to reduce and eliminate behaviors that deter from the goal of hockey instruction and competition to all students in a safe and secure environment. Inappropriate behaviors including, but not limited to, verbal and/or written threats, verbal, written or physical intimidation, harassment, bullying, cyber bullying (GS Hockey Facebook Page), personal degradation or disgrace, taunting, directed abusive language, substantial disruption of the athletic instruction process and lack of respect for coaching staff will not be tolerated. Each student is responsible to respect the rights of others and to ensure an atmosphere free from bullying, intimidation, harassment and any other detrimental behaviors. This policy is in effect while students are representing their respective teams at all ice rink facilities (practices and/or games) and while students are traveling to or from games and/or practices. Any violation of this policy shall be considered an infraction of the *Student Athlete Conduct Policy* with disciplinary sanctions implemented accordingly.

The GS Hockey Executive Board and Coaching Staff encourages students who have been victims of, or witnesses to, inappropriate behaviors to promptly report such incidents to the coaching staff present at the time of the incident. Confidentiality of all parties involved shall be maintained consistent with the Association's moral, legal, and investigative obligations. Students, who, in good faith, file a complaint, make a report, or who have assisted or participated in any manner in the investigation of such a complaint or report *may not* be retaliated against.

Definition of Bullying (aka Hazing)

Bullying shall mean an intentional electronic (cell phone), written, verbal or physical act or series of acts:

1. Directed at another student or students; and
2. Which occur in an athletic instructional setting.
 - An athletic instructional setting is defined as meaning at an ice rink, on ice rink grounds, or while traveling to or from a school sponsored athletic event (practice or game); and

3. That are severe, persistent or pervasive; and
4. That has the effect of doing any of the following:
 - a. Substantially interfering with or threatening a student's athletic participation, instruction, and competition.
 - b. Creating a threatening environment.
 - c. Substantially disrupting the orderly operation of the ice hockey program.
 - d. Threaten physical or emotional violence or harm.
5. Additionally, direct physical contact (fighting) will be considered bullying and is subject to the same disciplinary procedures.

Prohibited bullying acts could also occur outside of the athletic setting if those acts are directed at another student or students and meet the requirements of items 3 and 4 above. Prohibited bullying acts occurring outside of the athletic activity setting specifically include, but are not limited to, a student's use of a personal computer or other electronic device outside of school (cyber bullying via the GS Hockey Facebook page).

Consequences for Violations

A student who violates this policy shall be subject to appropriate disciplinary action, consistent with USA Hockey Code of Conduct (signed by each player), by the Greensburg Salem Ice Hockey Coaching Staff and the Greensburg Salem Executive Board, which will consist of the following:

First Offense

If the offense occurs at an ice facility (i.e. ice rink) the student athlete will be removed immediately from a practice and or game environment. The student athlete will be asked, by the approved team coaching staff, to leave the ice surface and go to the locker room. The athlete's participation in the practice or game is terminated. If the offense occurs off the ice (i.e. cyber bullying on the GS Hockey Facebook page) or at the end of a practice or game session, the student will be banned from attendance at the next practice and/or game.

Second Offense

The student athlete will be subject to the aforementioned consequences and additional consequences including, but not limited to, non-participation in practice, non-participation in level games (their primary teams) and call-up games, and non-participation in off-ice activities including dry land training, team meetings, and team dinners. The duration of non-participation will be determined by recommendations made by the Greensburg Salem Ice Hockey coaching staff to the Executive Board.

Third Offense

The student athlete will be subject to the aforementioned consequences and additional consequences including, but not limited to, extended non-participation (multi-practice and/or multi-game suspension) and termination of participation from the ice hockey program.

Awareness of Policy

This policy will be provided to each student athlete and their parents for review and acknowledgement via student athlete and parent signature. Additionally, the policy will be included in each team book (available at all home and away games) and shall be disseminated annually to students. This policy will also be reviewed and acknowledged by each member of the Greensburg Salem Coaching Staff and by each Greensburg Salem Ice Hockey Executive Board Member.

Violation Investigation Process

The investigation and confirmation of the violation of the *Student Athlete Conduct Policy* shall be determined in the following manner:

Direct observation of the incident, of the offending individual, by a member of the Greensburg Salem Ice Hockey Coaching Staff or Greensburg Salem Executive Board.

Corroboration of the incident by two or more parents, who were present at the time of the incident, will be considered by the coaching staff and/or executive board.

Corroboration of the incident by three or more student athletes (players), of the Greensburg Salem Ice Hockey team(s), who were present at the time of the incident, will be considered by the coaching staff and/or executive board.

Incident Reporting and Resolution Process

All incidents are to be reported to *only* the Player/Parent Representative, Greensburg Salem Ice Hockey Association *after* a 24 hour waiting period from the time of the observed offense. The Player/Parent Representative can be reached via the GS Hockey website at gshockey.net. All reported incidents will be processed, by the association, as per the Greensburg Salem Ice Hockey Association by-laws. Multiple violations by a particular student athlete, occurring within a season and all pertinent information related thereto, will be reported to the Greensburg Salem School District. During this time period, all team participation privileges *will be* revoked. The problem-resolution process is identified within the club by-laws as an addendum. If you have any questions regarding the process please contact the Player/Parent Representative.

I hereby acknowledge that I have read and completely understand the Greensburg Salem Ice Hockey Association *Student Athlete Conduct Policy*. I also acknowledge that refusal to sign the policy *will result* in automatic reporting to the school district for a first observed offense.

Parent

Player

Printed Name

Printed Name

Signature

Signature