



Rosemount Area Hockey Association

Member Handbook

(Last Updated July 12, 2023)

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1.0 INTRODUCTION

The materials presented in this handbook are for parents, legal guardians, players, coaches and managers of the Rosemount Area Hockey Association (RAHA) members. These guidelines will serve as an information resource to be used by everyone involved in this program. The success of RAHA is determined by its players, parents, legal guardians, managers and coaches working together. Any violation of these guidelines may be subject to discipline as set forth herein or as deemed appropriate by RAHA Discipline Committee and/or the Board of Directors.

RAHA is dedicated to the principles of fair play, good sportsmanship and to the development of hockey players of all ages. It is the goal of this organization to teach the game of hockey and to instill in players the virtues necessary to achieve success. It is the intent of the RAHA program to develop every player by having all rules and regulations designed around the player. The most important goal for this association is to ensure that all participants have fun while learning the sport of hockey.

2.0 ORGANIZATIONAL STRUCTURE

RAHA is governed by a Board of Directors. The board will consist of (4) Officers (President, Vice-President, Secretary/Treasurer and Operations Manager) and up to 13 additional Board Members.

Board positions includes, but is not limited to, Boy's Traveling Coordinator, Girl's Traveling Coordinator, Registration/Registrar, Coaches Coordinator, IP Coordinator, DIBs Coordinator, Goalie Coordinator, Equipment Coordinator, Website/Communications/Social Media Coordinator, Team Manager/Tournaments Coordinator, Fundraising Coordinator and District 8 Representative. The non-officer positions may be modified on an annual basis at the discretion of the Board of Directors.

All of the members of the Board of Directors are elected for a two-year term of office by the general membership of RAHA.

Each household is entitled to one vote per player registered with RAHA. Once elected to the Board of Directors each of the Officer Positions (President, Vice President, Secretary/Treasurer, and Operations Manager) are filled by an election of the Board Members. The Board Coordinator positions are then chosen by the remaining Board Members who have not been elected to an Officer Position in order of seniority and are placed into these positions by approval of the board.

The Board of Directors meets on the second Wednesday of each month throughout the year. The general membership is welcome to attend all meetings, but twenty-four (24) hours' notice to the Secretary is mandatory if you require time on the agenda. The Board of Directors has the right to call special meetings. They can also close an entire meeting(s) or sections of meetings for the purpose of coaching, interviewing and selection, tryout meetings and for player selection for traveling teams.

RAHA is a member of District 8, Minnesota Hockey, and USA Hockey, and adheres to mandatory District 8, MNH and USA Hockey rules on rink features, teams, equipment, penalties, officials and playing rules.

RAHA playing divisions are based on Minnesota Hockey guidelines which are as follows (Age as of June 30th):

Level	Ages
Initiation Program	
Mini-Mites/Termites/6U Girls	4 - 6 (Termite age cut off is June (1 of each year))
Mites/8U Girls	7 & 8
Traveling Program	
Squirts/10U Girls	9 & 10
PeeWees/12U Girls	11 & 12
Bantams	13 & 14
15U Girls	13, 14 & 15
U16/Jr. Gold	15 - 17

The players of RAHA fall into one of two team categories: Initiation Program (IP) or Traveling Program. The IP program consist of; Mini-Mites/Termites/6U Girls and Mites/8U Girls. . Traveling teams consist of; Squirts/10U through 15U/Jr. Gold. Girls are allowed to skate or tryout at all boys' traveling program levels. The ice costs of Initiation Program teams are covered by the Association except for the registration fee. Additional fees up to \$150 can be collected by the Initiation Program team manager.

Additional information is provided on this subject under Rules and Regulations.

3.0 BACKGROUND POLICIES

Background Checks/Screening

All RAHA Board Member Members and coaches are subject to background checks/screenings as required by Minnesota Hockey.

Conflicts of Interest

Any RAHA Board Member or employee of RAHA that may have a potential conflict of interest where their actions or relationships present the potential for improper personal gain or advantage, or will have an adverse effect on the interests of RAHA, shall disclose such potential conflicts of interest to the RAHA President for further review and determination.

Commitment Policy

RAHA recognizes that the success of its program is dependent upon the commitment of all coaches, parents and players. Additionally, hockey is a sport which places substantial focus on a player's strength within the context of the team. Missed games and/or practices by any player place an undue burden on the ability of a team to adequately perform. Accordingly, it is the policy of RAHA that any unauthorized missed practices and/or games may result in less game time at the discretion of the head coach. This applies to the entire post season including, but not limited to, District, Regions and/or State Tournament games.

4.0 RAHA CODE OF CONDUCT

This section states RAHA's Code of Conduct ("Code of Conduct"). It incorporates the Coach Conduct Policy, Player Conduct Policy, Parent Conduct Policy, Discipline Policy and related RAHA policies. It also incorporates the polices of USA Hockey, Minnesota Hockey and District 8 as if fully set forth

herein, including, the USA Hockey Safe Sport Policies, which has a zero tolerance for any abuse or misconduct. RAHA's Code of Conduct is subject to any contrary requirements in Federal, State, local laws, or Minnesota Hockey and USA Hockey policies. Any disputes or discrepancies concerning this Code of Conduct shall be determined pursuant to the Grievance Procedure set forth in Section 5.

General Conduct Policy

All RAHA members, including Board Members, players, coaches, volunteers, parents and guardians, and agents of RAHA shall maintain an environment that encourages mutual respect and promotes respectful and congenial relationships amongst participants in RAHA events and activities. RAHA therefore adopts the following as its General Code of Conduct which applies to all RAHA members and agents:

1. All incidents involving conduct exhibited by RAHA members or its agents that is offensive, disorderly, harassing or discriminatory in nature ("Occurrence") must be brought to the attention of the team coaches, manager, or RAHA Vice President, as soon as reasonably possible after such an occurrence, whether it is on or off the ice.
2. Any coach(es) meeting(s) with an individual player shall be conducted on the ice, on the bench, in the locker room with the other team members present, another coach or team manager, or in a public setting, unless agreed otherwise by the player's parent or guardian.
3. Coaches, managers, or players exuding the scent of alcohol, discernibly under the influence of alcohol or any controlled substance, or while using any tobacco products (including chewing tobacco) or while using E-Cigarettes, shall not be allowed within the players bench area, locker room, or the penalty box area either during a game, scrimmage, or practice.
4. RAHA member, including players, coaches, volunteers, parents or guardians, spectators or agents may not enter the Referee's room without an invitation before, during or after a game.
5. All RAHA members, including players, coaches, volunteers, parents and guardians, spectators or agents agree to comply with RAHA's Bylaws and other written policies adopted by the RAHA Board of Directors, and further agree to refrain from engaging in any conduct detrimental to or in violation of the RAHA Bylaws, this Handbook, RAHA's Policies, or the mission and purpose of RAHA. This includes, without limitation, threatening, defaming or harassing the RAHA Board of Directors, or any member thereof, or otherwise engaging in any conduct unbecoming of a member of RAHA as determined by the RAHA Board of Directors.
6. Violations of these rules may result in sanctions and penalties imposed by game officials, USA Hockey, Minnesota Hockey, or RAHA through its Board of Directors.
7. Sanctions may include monetary fines, suspension, expulsion, either temporary or permanent, from RAHA, in addition to other penalties imposed by USA Hockey, Minnesota Hockey, or by Minnesota law.
8. Coaches and team managers must advise players, families, and spectators of RAHA's code of conduct rules and policies.

Coach Conduct Policy

RAHA expects all coaches to exemplify the highest ideals of sportsmanship on-and-off the ice and establishes the following Coach Code of Conduct:

1. All coaches shall agree to play all players evenly throughout every game (applies to every level except Bantam, 15U, Jr. Gold). Skill/talent will not be grounds for more or less play;

- however, effort, attendance or adherence to team rules will be grounds for more/less playtime in conjunction with player ice time/fair ice section of the RAHA Handbook.
2. All coaches shall teach each player to compete to win, rather than coaching solely to win, especially at the expense of a few players.
 3. All coaches shall think of each player as a work in progress, and know their success is measured by the progress made by each player throughout the season.
 4. All coaches shall follow the player position plan:
 - a. SQ/U10 - are to play all positions equally throughout the season (D/C/W)
 - b. PW/U12 - are to play 2/3 of the season at the players preferred position (F or D), and the other 1/3 at other positions (F or D)
 - c. BTM/U15 - are to be encouraged to change positions – find where players are best suited to succeed and help their team
 5. All coaches shall designate a coach to work with goalies consistently throughout the season and understand the absence of goalie(s) for goalie specific training that may interfere with team practices.
 6. All coaches shall have at least one coach be first to the rink and last to leave at all team practices and games.
 7. All coaches shall base coaching on two areas of control – Effort and Attitude – and will look for ways to reinforce this on a daily basis in practices and games.
 8. All coaches shall create a positive atmosphere where players should be encouraged to practice and play at full speed without worry of being reprimanded for mistakes.
 9. All coaches shall act as a positive role model, understand that coaching behavior, actions and appearance on and off the ice is important, and reflect the same standards that we are teaching our players.
 10. All coaches shall follow the same rules and guidelines put forth for their players.
 11. All coaches shall act and speak responsibly and respectfully to players, parents, other coaches, game officials, etc., and be aware of surroundings, both on and off the ice.
 12. All coaches shall not drink alcohol or chew tobacco in front of players, nor have the scent of either substance on their breath at practices, games and team events.
 13. All coaches shall treat all players, coaches, parents, and referees with respect.
 14. Although passionate about the game, all coaches shall act with class and discipline at all team events, and in a way that honors the team, program and community.

Player Conduct Policy

RAHA expects all players to exemplify the highest ideals of sportsmanship on-and-off the ice and establishes the following Player Conduct Policy:

1. All players shall conduct themselves in a respectable manner while on-and-off the ice during practices, scrimmages, games, and team activities as follows:
 - a. Respect for coaches: Players shall respect coaches, which means following the coach's rules and leadership and attending all practices, games and off-ice training sessions within my power;
 - b. Respect for opponents: Players shall respect their opponents, including an opponent's players, coaches, parents, and spectators;
 - c. Respect for officials: Players shall respect officials and their decisions, which means that even if a player disagrees with a call, a player shall refrain from verbal disagreements or gestures that imply such disagreement.
 - d. Respect for the game of hockey: Players shall play by the rules and never attempt to deliberately injure another player.
 - e. Respect for the building: Players shall treat all aspects of the ice arena, business, hotels or other locations with respect, which means from the moment a player enters a building to the moment the player leaves.

2. Players shall maintain a positive attitude as a teammate. This means each player agrees to the following:
 - a. Refrain from using profanity and making derogatory remarks towards others.
 - b. Pay attention and follow instructions given by coaches without complaint.
 - c. Respect all equipment and facilities we play in.
 - d. Do things at home to better my game - shoot pucks, stickhandle, watch hockey, etc.
 - e. Do not intimidate, threaten, make fun of, or disrespect my teammates, referees, and coaches neither on-nor-off the ice (including on social media).
 - f. Be modest in victory and gracious in defeat.
3. Consequences for violations of the Player Conduct Policy
 - a. First Offense – A player’s first violation of the Player Conduct Policy will result in a meeting between the coach and player and a suspension of player for a time to be determined by the team’s coaches.
 - b. Second Offense – A player’s second violation of the Player Conduct Policy will result in a meeting between the coach, player and player’s parents and guardians, and a mandatory additional suspension of ½ of the player’s next game or scrimmage.
 - c. Third Offense – A player’s third violation of the Code of Conduct will result in an additional meeting between the coach, player and player’s parents and guardians, an additional mandatory additional suspension to be determined by the Discipline Committee and/or the Board of Directors, and the player’s possible removal from the team.
 - d. Compounding Offenses – Any repeat or multiple violations of the Player Conduct Policy by a player may be compounding and shall result in appropriate disciplinary consequences as determined by RAHA’s Discipline Committee and/or the Board of Directors.

Parent/Guardian/Member Conduct Policy

All parents, guardians, RAHA members and guests play a vital role in the development of athletes. It is the duty of all parents, guardians and RAHA members to exemplify the highest ideals of sportsmanship, ethical conduct and fair play. All parents, guardians, RAHA members and guests are expected to abide by the guideline for behavior described in the following Parent/Guardian/Member Conduct Policy:

1. All parents, guardians, RAHA members and guests shall embrace the highest ideals of sportsmanship, ethical conduct and fair play.
2. All parents, guardians, RAHA members and guests shall support coaches and officials to encourage a positive and enjoyable experience for all.
3. All parents, guardians, RAHA members and guests shall refrain from coaching players during games and respect that all practices are ran by the coaching staff.
4. All parents, guardians, RAHA members and guests shall be a “team fan” not a “my child fan”.
5. All parents, guardians, RAHA members and guests shall demand that his/her child treat other players, coaches, officials, and spectators with respect.
6. All parents, guardians, RAHA members and guests shall not engage in any kind of unsportsmanlike conduct with any official, coach, player, or parent for either team (i.e. booing, profane language).

7. All parents, guardians, RAHA members and guests shall be modest in victory and gracious in defeat.

Policy Concerning Mood-Altering Chemicals for Players

During the hockey season, regardless of the quantity, a RAHA player shall not:

1. use a beverage containing alcohol;
2. use tobacco; or
3. use or consume, have in possession any non-prescribed medication, or buy, sell, or give away any other controlled substance.

Policy Concerning Mood-Altering Chemicals for Coaches, Managers and Directors

During the hockey season, regardless of the quantity, a coach, manager, or Board Member shall not:

1. be under the influence;
2. use tobacco; or
3. use or consume, have in possession any non-prescribed, or buy, sell, or give away any other controlled substance.

These policies apply to any RAHA player, coach, manager, or Board Member while at any function sponsored by RAHA or representing RAHA. This includes all games, tournaments, scrimmages, or practices. It includes arenas, locker rooms, or bleachers, occupied by RAHA players while representing RAHA.

It is the responsibility of all RAHA coaches, assistant coaches, managers, and Board Members to report any violations of the rule above to the President of the association who must report it to the board for action.

Anti-Discrimination Policy

RAHA shall provide an equal opportunity to all RAHA members and non-members, including players and participants, their families, coaches, and officials to participate in competition without discrimination based on protected class, such as race, religion, disability, national origin, sex, marital status, familial status, age, sexual orientation and gender identity.

Emotional, Physical & Sexual Abuse Policy

RAHA is committed to creating a safe and positive environment for its participants' physical, emotional, and social development and ensuring it promotes an environment free from abuse and misconduct. Accordingly, RAHA adopts the following policies:

Sexual Abuse Policy

- There shall be no sexual abuse of any participant involved in RAHA-sanctioned programs or events by any other participant or RAHA member; whether directly or indirect.
- 'Sexual abuse' is defined broadly to include all violations under Minnesota Statutes Chapter 609 which constitute crimes against the person, crimes against the family, sex crimes, sexual and labor trafficking crimes, homicide, or crimes causing bodily harm.
- Upon proof of violation of this policy, the violator will be permanently banned or suspended from RAHA sanctioned programs and events.
- RAHA will not authorize or sanction in programs that it directly controls any volunteer or employee who has regular, routine, or frequent access to minor children who refuses consent to be screened by RAHA and Minnesota Hockey.
- Persons may be disqualified and prohibited from serving as, participants, members, employees or agents of RAHA if they have:
 - Been convicted of a crime of child abuse, sexual abuse of a minor, physical abuse, causing a child's death, neglect of a child, murder, manslaughter, felony assault, any

- assault against a minor, kidnapping, arson, criminal sexual conduct, prostitution related crimes, gross misdemeanors, felonies or controlled substance crimes;
- Been adjudged liable for civil penalties/damages involving sexual/emotional/physical abuse of children.
- Been subject to any court order involving any sexual, emotional, or physical abuse of a minor, including but not limited to domestic orders for protection.
- Had their parental rights terminated.
- Complaints from another organization (volunteer, employee, etc.) of sexual or physical abuse of minors.
- Resigned, been terminated or been asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual, emotional or physical abuse of minors; or
- A history of other behavior that indicates they may be a danger to children

RAHA reserves the right to use information obtained in the course of its Screening Program in any reasonable manner to protect its participants, affiliate organizations and programs from risk of future criminal behavior.

Physical & Emotional Abuse Policy

- There shall be no physical or emotional abuse of any participant, member, family member, volunteer, employee or agent of RAHA, while involved in any RAHA sanctioned program or event.
- 'Physical abuse' is defined broadly to include all violations under Minnesota Statutes Chapter 609 and 518B, which constitute crimes against the person, crimes against the family, homicide, or crimes causing bodily harm; EXCLUDING physical contact reasonably designed to coach, teach or demonstrate a hockey skill. Permitted physical conduct may include, but is not limited to, shooting pucks at a goaltender, demonstrating checking and other hockey skills, and communicating with or directing participants, during the course of a game or practice, by touching them in a non-threatening, non-sexual manner.
- 'Emotional abuse' is defined broadly to include conduct or pattern of unwanted conduct that has the effect of threatening or causing emotional or psychological harm, undue embarrassment, or otherwise adversely affecting the safety, security or privacy of another.
- These behaviors may include verbal acts, physical acts, or acts that deny attention or support. Bullying, threats, harassment and hazing are all forms of emotional abuse.

Complaints of Sexual, Physical or Emotional Abuse

Complaints concerning violations of the RAHA's and/or of MH's Sexual, Emotional and Physical Abuse Policy shall be in writing addressed to the Board Vice President, or, Minnesota Hockey SafeSport Coordinator, and although preferably signed by the complainant, may be submitted anonymously. The complaint shall state in full and complete detail the basis of the complaint concerning the alleged violations. Upon receipt of such written complaint, the Vice President shall review the complaint and based on circumstances determine who will conduct the ensuing investigation of the allegations. All credible complaints of sexual, emotional and/or physical abuse shall be referred to the appropriate law enforcement officials. The VP may initiate immediate administrative action against the member against whom the complaint was made.

Conduct Toward Game Officials Policy

There will be **"ZERO TOLERANCE"** of abusive behavior on behalf of Coaches/Players and Parents toward game officials. Coaches/Players/Parents will be notified of this policy at the first team/coaches meeting, and this will constitute a verbal warning. Coaches, Players or Parents that exhibit any type of harassment, obscene language or gestures, and other behavior deemed to be abusive directed toward referees that results in the ejection from a game will not be tolerated and will have the following consequences:

- **Coach/Player First Offense:** The District 8 Director will inform the president of RAHA that an ejection from a game has occurred. The Head coach must also inform the President of RAHA immediately that either a coach or player from his/her team has been ejected. The coach or player will serve a two-game suspension and will not be allowed to participate in any team events (practices, etc.) until the suspension is completed. This suspension will be in addition to the penalties assessed by the District.
- **Coach/Player Second Offense:** The District 8 Director will inform the President of RAHA that an ejection from a game has occurred. The Head coach must also inform the President of RAHA immediately that either a coach or player from his/her team has been ejected. The coach or player will be removed from the team pending a meeting with the RAHA Grievance Committee. The RAHA Grievance Committee will meet with the player or coach within 5 days of notification from the Head Coach. Penalties will range from a five (5) game suspension to removal from the team. This suspension will be in addition to the penalties assessed by the District.
- **Parent First Offense:** The Team Manager or Head Coach will inform the President of RAHA that a parent has been ejected from a game. The parent will be required to appear before the RAHA Grievance Committee within 5 days of notification from either the Team Manager or Head Coach. If the RAHA Grievance Committee finds just cause, a minimum of a two-game suspension will be invoked.
- **Parent Second Offense:** The Team Manager or Head Coach will inform the President of RAHA that a parent has been ejected from a game. The parent will be required to appear before the RAHA Grievance Committee within 5 days of notification from either the Team Manager or Head Coach. If the RAHA Grievance Committee finds just cause for this second offense, or any offense deemed serious enough by the RAHA Grievance Committee, the offense may result in further suspension or expulsion.
- **Parent Third Offense:** The Team Manager or Head Coach will inform the President of RAHA, that a third occurrence has occurred. The parent could be banned from RAHA events for the remainder of the season. This would include games and practices. Results of a third offense could also be grounds for a ban from RAHA/Arena.

The “**ZERO TOLERANCE**” policy is in place to promote a positive experience for all participants.

Disciplinary Review Process

All violations of the RAHA Bylaws, this Handbook, or the RAHA Code of Conduct, shall be referred to the Board of Directors Discipline Committee for review and determination subject to this Disciplinary Review Process. The only exception applies to alleged violations of the Player Code of Conduct. It is RAHA’s intent that any violation of the Player Code of Conduct should be first evaluated and addressed by the team head coach if possible. If, however, the alleged violation of the Player Code of Conduct also involves the team head coach or other coaches, or based upon the facts, circumstances and severity of the violation(s) at issue, or at the team head coach’s discretion, the alleged violation may be referred to the Discipline Committee for review and determination.

In reviewing and determining any alleged violations of the RAHA Bylaws, this Handbook or the RAHA Code of Conduct, the Discipline Committee shall first inform the coach, player, manager or RAHA Member of the alleged violation and the commencement of the Discipline Committee’s review. The Discipline Committee shall then identify and review the relevant facts, circumstances and severity of the alleged violation(s) at issue. This review may include, but may not be limited to, a review of any written or other tangible information (e.g., videos, social media postings, etc.) provided to the Discipline Committee, a review of information shared with the Discipline Committee by another coach,

player, manager or RAHA member, or interviews with players, coaches, managers or members of RAHA. The Discipline Committee shall also request information from the coach, player (or player's parent/guardian), manager or RAHA member at issue regarding the alleged violation. If appropriate, the Discipline Committee may schedule a meeting (in-personal or remote) with the coach, player (or player's parent/guardian), manager or RAHA member at issue to further discuss the alleged violation provided, however, that the Discipline Committee provides at least twenty-four hours advance notice of such meeting. The Discipline Committee shall also consider and make other reasonable accommodations to ensure a fair Disciplinary Review Process. If necessary, any members of the Discipline Committee may recuse themselves from the Disciplinary Review Process and be replaced by another impartial member of the Board of Directors.

Based upon its review under this Disciplinary Review Process, the Discipline Committee, subject to the reasonable exercise of the Committee's discretion, may impose appropriate discipline and penalties upon any player, coach, manager or RAHA member for any violation of RAHA Bylaws, this Handbook, the RAHA Code of Conduct, or any policies of District 8, Minnesota Hockey and USA Hockey. Alternatively, the Discipline Committee may also refer the allegation violation to the Board of Directors for the determination of any discipline and penalties. Any discipline or penalties imposed by the Discipline Committee or the Board of Directors may be subject to further review pursuant to the RAHA Appeal and Grievance Policies set forth herein, as well as review by the Board of Directors, District 8, Minnesota Hockey, USA Hockey and Safe Sport as may be appropriate.

Discipline & Penalties

Generally, any violation of RAHA's Code of Conduct by a player will result in a disciplinary meeting, the suspension of playing privileges, or the dismissal from a RAHA team. Any violation of RAHA's Code of Conduct by a coach, manager, or RAHA member (including any parent or legal guardian) may result in the imposition of discipline and penalties by game officials, USA Hockey, Minnesota Hockey, District 8 or RAHA through the Discipline Committee and/or the Board of Directors. This discipline and penalties may include, but are not limited to monetary fines, suspension, expulsion, either temporary or permanent from RAHA, in addition to other penalties imposed by USA Hockey, Minnesota Hockey, or by Minnesota law. The following are examples of discipline and penalties that may be considered and/or imposed by RAHA under this Code of Conduct:

Examples of Coach/Player/Manager Discipline:

1. After the first violation of the RAHA Code of Conduct by a coach or player, the coach or player may lose eligibility for the next two consecutive league, playoff or tournament games, or one week, whichever is greater;
2. After the second violation of the RAHA Code of Conduct by a coach of player, the coach or player may lose eligibility for the next four consecutive league, playoff or tournament games, or two weeks, whichever is greater; and
3. After the third or subsequent violation of the RAHA Code of Conduct by a coach of player, the coach or player may lose eligibility for the next twelve consecutive league, playoff or tournament games, or up to and including a full season suspension.

Examples of Parent/Guardian/Member Discipline:

1. After a first violation of the RAHA Code of Conduct by a parent or guardian or RAHA member, the parent or guardian or RAHA member may be asked to leave the arena, may be asked not to attend the following game or scrimmage, or penalties may be imposed against the player;

2. After a second violation of the RAHA Code of Conduct by a parent or guardian or RAHA member, the parent or guardian or RAHA member may be suspended from attending multiple games or scrimmages; and
3. After a third violation of the RAHA Code of Conduct by a parent or guardian or RAHA member, the parent or guardian or RAHA member may lose the privilege of attending all future RAHA, District 8, Minnesota Hockey or USA Hockey events.

5.0 GRIEVANCE PROCEDURE

The Board of Directors intends to guide this organization towards the goal of making hockey a meaningful, enjoyable, and learning experience for all our players. In the process of doing this, it is realistic to assume that because of the nature of what we are doing and the number of people we are working with, some conflicts will arise, and infractions may occur. The Board of Directors wants to address each of these and arrive at an acceptable conclusion in the most efficient and effective way possible.

The following is applicable to all grievances and complaints involving hockey operations except for grievances related to the tryout/evaluation process. For grievances relating to the tryout/evaluation process, RAHA requires a 7-day waiting period after tryouts/evaluations are completed to file a grievance with the Board of Directors. All other procedures relating to a tryout/evaluation grievance shall remain the same as set forth in this section.

The first and most important step in conflict resolution is at the team level. The manager of each team is the primary contact person and the Board urges all members to make every effort to resolve conflicts through positive communications with the team manager, coach and SafeSport Coordinator, if necessary, after a 24-hour waiting period. In the case of a reported violation of RAHA or USA Hockey policy, reports must be submitted in writing to the Vice-President as provided below, instead of a team manager or coach.

If resolution is not possible at the team level, the next step in the grievance or violation process is to submit to the Board in writing a detailed description of the conflict or violation. The grievance form is found on the RAHA Website.

This document shall be directed to the Vice-President of RAHA, who is the Chairperson of the Discipline & Grievance Committee. The other members of the committee consist of the President, Secretary/Treasurer, and additional members as determined by the Board.

The committee will schedule and meet with the member(s) after reviewing the grievance or complaint. The Chairperson of the committee reserves the right to schedule the meeting, time and place. The Chairperson also reserves the right to CLOSE the meeting to only those involved in the grievance or complaint. Other Board Members may be present but do not have to vote in the proceedings.

Each committee member has one vote. Final ruling on each grievance or violation must be held final and be accepted by all parties. The Chairperson will then report the findings of the meeting to the full Board at the next scheduled board meeting. The Chairperson will notify the member(s) filing the grievance or complaint of the final findings and determination.

Upon making a final determination, the Grievance & Discipline Committee may take action including suspension, probation, censure, financial penalty or other forms of discipline.

A record of Committee's meetings, findings, and final determination, along with the reported grievance or complaint, shall be kept by the Secretary/Treasurer, and shall be kept confidential, unless otherwise determined by a majority vote of the Board; Minnesota Hockey; or USA Hockey.

Appeals & Hearing Process

A party contesting a final determination by the Grievance and Discipline Committee shall be afforded a hearing.

Upon written request of a hearing submitted to the Vice-President, a hearing shall take place within thirty (30) days, with a minimum of seven days' notice of the hearing date and location, making reasonable efforts to convene the hearing in a location accessible to all parties. The hearing notice must include the process and rules that will be used to conduct the hearing. In suspension/discipline cases, the grounds for the proposed suspension/ discipline, the consequences of an adverse finding, and issues to be resolved shall be included in the notice.

The Vice-President shall convene a hearing panel consisting of a minimum of three, impartial three (3) Board Members. In the event that Board Members are involved in the grievance or appeal, then the Vice-President may convene an impartial panel consisting of three (3) RAHA Members that are not on the Board. The panel may hold a formal or informal hearing, closed or public, in person or remotely; hear any evidence it feels relevant; place limitations on time, evidence and documentation; allow witnesses or written statements; and establish other hearing rules. Each party shall be treated equally, and shall have reasonable opportunity to present their case, in accordance with the established rules.

Video and/or audio evidence shall be allowed to be submitted as evidence, provided that proper foundation for the authenticity and chain of custody is established by the proponent.

Parties may be represented by legal counsel, but counsel's role is limited to listening only. Counsel may advise the parties quietly during the hearing or during a recess in the hearing.

The panel's findings must be supported by a preponderance of the evidence (more likely true than not true) that an applicable rule has been violated. The decision logic must be included in the written findings. The Panel must endeavor to render its decision within (5) days of the Hearing and mail a written decision within (15) days of the Hearing. The decision must include the parties' right(s) of appeal to District 8 and Minnesota Hockey. Decisions can affect only parties that were part of the Hearing (cannot be expanded to discipline a party that was not a subject of the Hearing). The Vice-President shall report the findings and determination of the panel to the District Director.

Any party with standing in the matter may appeal a determination of the panel, in writing, to the District Director for a period of ten (10) calendar days after a decision was rendered.

6.0 BOUNDARIES AND PARTICIPATION POLICY

RAHA follows Minnesota Hockey and District 8 hockey participation rules. Members in good standing are to participate on teams from their local association based on the residence of their parent(s) or legal guardian(s).

School attendance waivers will be granted to any player who wishes to participate in the association whose boundaries incorporate the school in which the player is enrolled and is attending. However, if a player attends their normally assigned public school, and that school normally includes students from more than one youth hockey association, the player shall be assigned to their Association of Residence and is not eligible for a school attendance waiver.

Waivers for non-school attendance will be considered only under extenuating circumstances such as to play on a co-op team, to fill teams between associations, to address a goalie surplus/need, etc. A non-school attendance waiver will also be considered for a player that was impacted by the 2009-2010 Minnesota Hockey "Participation Rule" change. In this situation, a waiver will be granted to a player that played with an association based on the boundaries of their school location, has continued to play with that association since the 2009-2010 season, and is requesting to be waived to that association.

All non-school attendance waiver requests will be reviewed by the RAHA officers before a waiver is granted or denied. Please refer to the Minnesota Hockey Handbook & District 8 Rulebook for the complete & current Participation Policy.

7.0 FUNDRAISING/FUNDRAISER PARTICIPATION

RAHA is grateful for sponsor contributions received from businesses and organizations. There are also team sponsors, and fundraising events that are sponsored by RAHA which may include, but are not limited to, an Annual RAHA Golf Tournament and RAHA hosted hockey tournaments.

RAHA may also offer fundraising opportunities throughout the season which may include, but are not limited to, Gerten's Holiday Fundraiser, Nitti Sanitation credits, and Raise Right. These fundraising opportunities are optional. If a RAHA member participates in an optional fundraising opportunity, the RAHA member will be allocated an earned fundraising credit from RAHA that can be used to pay for the RAHA member's portion of team expenses, excluding travel and lodging costs, jerseys, apparel, gifts, or meals. Earned fundraising credits may only be used for RAHA registration fees, tryout fees, or preseason clinic expenses subject to the review and approval of the Board of Directors.

Additionally, to the extent a RAHA member has any remaining fundraising credits after the current season has been completed and all of that member's hockey expenses have been paid (whether team allocated expenses or individual expenses) such remaining fundraising credits can be carried over and used for that member's hockey expenses in the subsequent season provided the member remains in good standing under RAHA's Handbook, Bylaws and Codes of Conduct. If a RAHA member fails to remain in good standing under RAHA's Handbook, Bylaws and Codes of Conduct, then the member will automatically forfeit all fundraising credits. No fundraising credits earned by a RAHA member are redeemable from RAHA or transferrable to another fundraising account or organization. Fundraising credits may be transferred from a RAHA Member to another RAHA member. Any fundraising credits of a RAHA member that remain at the conclusion of the RAHA member's participation in RAHA shall be forfeited to RAHA.

Additional funds are also raised through a charitable gambling operation at Carbone's restaurant in Rosemount. Said charitable gambling operation is to be directed by the Gambling Manager hired by the Board. The person holding the Gambling Manager position will be paid a wage to be determined by the Board and will be responsible for attaining necessary credentials from the MN Gambling Control Board. He/she, along with the RAHA President, will be responsible for ensuring that all facets of the operation meet State and Federal guidelines.

Expenditure of funds obtained through the charitable gambling operation will require approval of the Gambling Committee and ultimately the Board of Directors.

8.0 REGISTRATION, FEES & COSTS

Each RAHA player is required to register annually for the upcoming hockey season.

- A registration fee is due at the time of registration for all RAHA members.
- At registration, traveling team players will also be required to pay tryout and tryout jersey fees.
- A Volunteer Deposit check in an amount determined by the Board will also be collected from each family at the time of the parent meeting.
- This check will be kept on file and destroyed at the end of the season, as long as your family has fulfilled their minimum volunteer hour requirements.
- If your volunteer requirements are not met, your check will be cashed at the discretion of the Board.

Traveling Team Managers and the RAHA Accountant are responsible for establishing the budget for their team and communicating it to the parents throughout the season. The RAHA Accountant will establish a uniform payment schedule which all teams will be required to follow.

Jerseys/Socks

Traveling players buy a new set of jerseys and socks each year. The cost of the jerseys and socks is incorporated into the players' monthly ice bill.

9.0 EQUIPMENT

The Hockey Equipment Certification Council (H.E.C.C.) is an independent organization responsible for the development, evaluation, and testing of performance standards for protective ice hockey equipment. To date, it has established standards for face masks, helmets, and skate blades:

Skates

All players and on-ice officials must wear skates of a design approved by the H.E.C.C. Committee. All skates worn by players (but not goalkeepers) and by the Referee and Linesman shall be equipped with approved safety heel tips. It is recommended that all players (except goalkeepers) and on-ice officials wear skates with blades that have been approved by the H.E.C.C. The use of speed skates or fancy skates or any skate so designed that it may cause injury is prohibited.

Mouthpiece

All players are required to wear an internal, non-clear mouthpiece which covers all the remaining teeth of one jaw, customarily the upper.

Helmet

It is mandatory that all players wear a H.E.C.C. approved helmet with chin straps properly fastened. All players are required to wear a face mask certified by H.E.C.C., plus any chin protection that accompanies the mask. Any helmet or face mask that is altered shall be deemed illegal equipment and shall not be allowed to be used in a game, warm-up, or practice. This shall include helmets from which a part has been cut or removed, face masks from which the chin cup has been removed, or any such alterations from the original manufacturing specifications.

Goalie Equipment

Goalies are governed by the same rules and regulations concerning all players. However, some special equipment is worn by the goalie. This equipment includes blocker glove, catching glove, leg guards, chest, abdominal and arm protector, and goalie supportive cup or pelvic protector. Throat protection is required. Helmets and face masks are to be H.E.C.C. approved.

Equipment Notes

1. All elbow pads shall have a soft protective outer covering of sponge rubber or similar material.
2. A glove from which part or all of the palm has been removed or cut to permit the use of the bare hand shall be considered illegal equipment.

3. All traveling level players are required to have a Navy colored helmet, Navy colored gloves and Navy breezers. This excludes goalies and waived-in players.
4. All Traveling Teams are allowed to obtain a 3rd jersey that parents must approve by a 75% vote and be on the Irish color palette (Michigan Gold, Grey, White or Navy). Majority cannot be the same color as the home or away jersey.

10.0 INSURANCE

RAHA provides supplemental medical insurance coverage, which is supplied by USA Hockey. For more information on the coverage or for claim forms, contact the Secretary/Treasurer.

11.0 CLINICS

Pre-season clinics, for each level, may be held during the Fall. Registration and fees for these clinics may be accepted through the RAHA website and may or may not be restricted to RAHA members.

12.0 INITIATION PROGRAM (IP)

The RAHA Initiation Program consists of termites, Mini-Mites, 6U girls, Mites, and 8U Girls, subject the ages provided into Section 2.0 above.

- A. Initiation Program players are furnished with a team jersey and socks for their use in the IP Program. Initiation Program Goalie equipment will be provided to each mite & 8U team and required to be turned back in at the end of the season.
- B. All Jamborees hosted or attended (outside a 30-mile radius of Rosemount Ice Arena) by any RAHA IP Level team must be pre-approved by the District 8 Director, through the IP Coordinator.
- C. Regular season ice purchases for all Initiation Program level teams shall be purchased through the RAHA Ice Scheduler and paid for by the RAHA Accountant. Additional ice time for practice or scrimmages may be purchased by the team in coordination with the RAHA Ice Scheduler, with the team manager coordinating payment requests to the parents. IP Managers can request up to an additional \$150 from parents to cover additional ice costs or to attend jamborees.
- D. Mite/8U will be placed in like ability skating groups.

13.0 TRAVELING PROGRAM

The RAHA Traveling Program consists of Squirts/10U (9-10 years old), PeeWees/12U (11-12 years old), Bantams/15U (13-14 years old), and U16/Jr. Gold (15-18 years old).

- A. Traveling teams provide more competitive hockey and are based on tryout results. Parent participation is a must in this program, as there are additional costs and transportation involved. Past costs for Traveling hockey teams typically have ranged from \$200 to \$400 per month beyond the original registration fee but may exceed this estimated range.
- B. Traveling teams are offered in the following age groups for boys and girls: Squirts/10U (9-10 years old), PeeWees/12U (11-12 years old), Bantams/15U (13-14 years old), and U16/Jr. Gold (15-18 years old). The following levels may be offered at each age group dependent on skill level and participation numbers: AA, A, B, B1, B2, C.

- C. Goalies on Squirt/10U traveling teams and higher are required to have their own goalie equipment. If a player is new to playing goalie at the Squirt/10U traveling level, RAHA may be able to provide leg pads, chest protector, blocker, and catch glove. This equipment may be checked out from the RAHA Equipment Coordinator for tryouts, clinics, and season play.
- D. Goalies on traveling teams are given an annual credit (amount to be determined by the Board annually) to be used towards the purchase of their own goalie protective equipment (excluding skates, helmets, breezers, and sticks). Goalies may purchase this equipment after April 1st, with reimbursement after team placement. Players receiving this credit must complete the season with their team and their account with the team must be in good standing.
- E. For spring and summer hockey, goalie equipment can be loaned out by RAHA on an “as available basis.” A deposit may be required to receive the equipment. This equipment may be checked out from the Equipment Coordinator, in coordination with the Goalie Coordinator.
- F. For traveling teams with paid head coaches, up to \$2,000 will be included in that team’s budget for the season to cover the coaching stipend, hotel rooms for the paid coaches for the season, and a per diem for meals and transportation for out of town events. Any travel expenditures for paid coach(es) exceeding \$2,000 will be the responsibility of the coach(es).
- G. For traveling teams with a parent head coach, the parent head coach will receive one \$300 ice credit.

14.0 GRAY-ZONE SKATER MOVE-UP POLICY (June 1 – Aug 31 Birthdates Only)

All players will generally play at the hockey level appropriate for their birth year. However, players born between June 1st and August 31st will have the option to move-up provided their birthdates fall within the 62-day period immediately following the May 30th cut-off date for a particular level. The parent or guardian of the player must petition the Board via the online move-up petition located on the RAHA website. The petition must be submitted prior to the last scheduled registration date of the level requesting to move up to.

Once petition is granted by the Board of Directors to allow the Gray Zone move-up, the following conditions apply:

- A. This player must complete a minimum of two years of hockey at each level (2nd year of eligibility Mites/8U, 2 Squirts/10U, 2 Peewee/12U, 2 Bantam/15U).
- B. Because of their extended eligibility, this player may choose to play three (3) years at a particular level. It will be at the player’s/player’s parent(s) discretion as to when this would be in the best interest of the player. No action is required by the parent if you choose to extend your skater at a particular level for a 3rd year.
- C. Move-Up petitions are only good for the current level your skater is choosing to move-up to. A new move-up petition must be filled out each year a skater is choosing to move-up to the next level.

15.0 PLAYER MOVE-UP POLICY

Any players interested in moving up to the next level must contact the Board of Directors, with the request that their skater be allowed to tryout at the next level. This request must be made prior to

the last scheduled tryout registration date so that the application may be addressed by the Board of Directors.

Mini-Mite Move-Up to Mite

Requests for mini mites to move to Mites is not allowed. Should Mite team sizes be such that it is necessary to move skaters up to balance out team sizes, a request will be offered to all mini mites in their final year of mini mite eligibility.

Mite/8U Move-Up to Squirts

Mites/8U in their final year of eligibility can apply to move-up to Squirts. Should the application to move up be accepted by the RAHA Board of Directors, the player then must go through the Squirt traveling hockey tryout process.

1. To be eligible for an A or B team, the player must fall within the final Pool 1 tryout rankings.
2. To qualify for A Squirts, the player must fall within the scope of the team size (i.e. if the A team is determined to be at 13 players, he/she must rank in the top 13).
3. If the player falls within the determined pick pool (example: in 2012 the A team pick pool was set at 7), the player shall be picked on the A team.
4. If the player is within the scope of the A team, but outside the pick pool, they will need to be a coach's selection to make the A team.
5. If the player is not selected to the A team, they will be picked on a B team.
6. Any player who does not make pool 1 will need to return to the Mite/8U program.

Should team sizes be such that it is necessary for Mite move-ups to fill out our Squirt "C" teams, a special tryout session will be offered to all Mites in their final year of eligibility at the mite level. This mini-tryout session will be held immediately following our traveling team tryouts, so that these Squirt "C" teams can be formed within one week from the end of the regular tryout sessions.

8U Move-Up to 10U

If numbers dictate at the 10U level, 8U's in the final year of eligibility can be allowed to tryout at the 10U level. Final year of eligibility 8U players that move up and tryout will play on the team they are selected for based on tryouts. Any final year of eligibility 8U player that decides to move up and not tryout will be placed on the lowest 10U level team. Move ups at the 10U level are at the Board's discretion annually based on need and player numbers.

Squirts/10U Move-Up to PeeWees/12U or PeeWees/12U Move-Up to Bantams/15U

In some rare cases a player's hockey ability may require a special consideration for a move-up to a higher age level to provide a greater challenge to continue the player's development.

In order to be considered for a move-up to a higher age level:

1. Needs to have competed at the highest level for consecutive seasons
2. Received a recommendation from the player's previous season's coach
3. Review by Player Development Committee
4. Approved by RAHA Board of Directors
5. Ranked in the Top 5 of age group (if higher) during the evaluation process and selected by coach

If the player is not selected, the player will be returned to their age level.

16.0 TEAM COACH SELECTION

The Coaches Coordinator on the RAHA Board of Directors collects the names of the candidates through outside solicitation and applications. The Coaches Committee will evaluate resumes and may

conduct interviews with all candidates who are applying for a Head Coach position. The selection committee will vote for the most qualified individual in each division after interviewing all interested candidates. The committee will then forward their recommendations to the Board of Directors for final approval. If the committee's recommendations are not approved by the Board, the committee will meet again to re-visit their decisions, and then bring these recommendations back to the Board of Directors for final approval. This process will continue until the Board has approved the committee's recommendations of all coaching positions.

At the IP level, the IP Committee will be involved in IP level coach selection by identifying coaches and informing the Board of candidates based on a similar process set forth above.

Coaches must be knowledgeable with and adhere to all philosophies, rules and regulations of RAHA and satisfy the USA Hockey certification requirements.

In selecting coaches, the Board will consider an applicant's willingness to spend at least 300 hours during the hockey season, personal attendance at least 80% of the time, his/her philosophy and support of RAHA guidelines, and past coaching experience.

Once selected, the traveling coaches will be "ranked." If the top-ranked coach is a parent coach, that coach will have the opportunity to wait until try-outs are completed, and if that coach's son/daughter does not make the "A" or "B" team, then that coach will have the chance to coach at the level he/she so desires. The next highest ranked coach will then be given the chance to take the highest remaining ranking team and so forth until all coaches are in place.

Coaches are placed into positions for one season. Each team will have two co-coaches, or one head coach all being approved by and responsible to the RAHA Board of Directors. Each team can also have up to 3 assistant coaches. All coaches shall be obligated to comply with USA Hockey, Minnesota Hockey and District 8 registration and coaching requirements.

17.0 TRAVELING TEAM TRYOUTS & PLAYER SELECTION

RAHA has established a process for conducting traveling team tryouts based on objectivity and fairness. The tryout process will be overseen by the RAHA Tryout Committee who is determined by the Board each year. The goal of the tryout process is to ensure all players are given a fair evaluation and players are placed at the highest level commensurate to their demonstrated abilities. Further, the tryout process for RAHA requires the evaluation of athletes from diverse backgrounds, and the Board will work to select evaluators to provide an objective and equitable tryout process. The evaluators will be selected by the Tryout Committee and must be approved by the Board of Directors.

Traveling team tryouts for RAHA are held in late September/early October. RAHA will publish and provide the process, procedures and rules for the upcoming season at the mandatory try-out meeting held each year. Tryouts will be closed to all parents and accessible only to approved tryout evaluators, named coaches and RAHA Board Members who do not have any children or relatives under evaluation at specific level for the tryout. Only approved tryout officials may review and tabulate scores. Final scores will not be released in any form to any players, parents or coaches.

The format for tryouts may include skills and scrimmages. The players are evaluated on their skating ability, puck control, shooting, passing/receiving, game knowledge, and general athletic ability. The evaluations will be a mix of individual skills and game play. Desire, attitude, aggressiveness and self-control are also determining factors in evaluation and selection.

Junior Gold and 15U Girls Tryouts (if applicable)

Jr Gold/15U tryout process (if applicable) will be determined by the Boy's Coordinator and Girls Coordinator. Team selection will be based upon District 8 rules and regulations and team rosters will be determined in the following order: Jr Gold/15U A (if designated), Jr Gold/15U B (if designated) and Jr Gold 16's shall be selected in unison of the level coaches (16's and Jr Gold/15U B) and at the discretion of the RAHA tryout committee.

RAHA Players who are also trying out for High School

Any player wishing to play within the RAHA program and also tryout for the High School level should complete their registration with RAHA at the appointed times. If the player is selected by the High School, the player's registration fee shall be refunded minus the pro-rated ice time and expenses that the player incurred while with our program. All team rosters must be approved by the Tryout Committee. The selection process must be completed, rosters approved, and results posted within three days of the final tryout session.

Jerseys with names are not to be worn during the tryouts. No personalized items can be used. RAHA socks are required. If a player does not have a pair of RAHA socks, a pair will be provided. This is mandatory.

At the conclusion of the tryout sessions, the head coaches, starting at the highest level (AA or A), select their teams based on the tryout scores and their judgment, with the oversight of the Board. Other teams (B1, B2 and C levels) are then selected. Rosters are open at the start of each team/player draft and filled based on performance in tryouts. In determining the final team rosters, coaches are given the following guidelines:

- Coaches have the right to select a team compatible with the RAHA mission.
- Coaches have the right to select a team for legitimate hockey reasons.
- Coaches have the right to select a team based on tryout scores, performance and the Coach's individual evaluation.

There will be a Board Member(s) present at all tryout and team selection sessions.

Any complaints or grievances concerning the RAHA's tryout process shall strictly adhere to RAHA's Grievance Policy.

18.0 INABILITY TO TRYOUT POLICY

Medical Absence: Players who are unable to tryout because of health or medical reasons must notify the Vice President in writing at least 24 hours before tryouts begin. If a player is unable to finish tryouts, he/she must contact the Vice President immediately.

A player must verify his or her medical problems in writing from a medical doctor. The Board may request documentation or proof at their sole discretion. The Board of Directors will review each player's case and decide on a placement for the player. The Board's decision may be based upon several factors including, without limitation, the following:

- Past abilities of the player.
- Past team placement of the player.
- Interviews with past coaches.
- The expected date of player's return.
- Other factors as deemed relevant by the Board, such as partial or incomplete tryout scores.

In reviewing these factors for a player's placement, the Board will seek to focus upon objective, non-biased and equitable factors relevant for a player's placement to ensure a fair tryout process. In

doing so, the Board will not consider personal statistics, individual accomplishments, or the like.

Based on the criteria above, the Board shall designate the three appropriate levels for placement of the player that is subject to this Policy. A position would then be left open for a period of 30 days from the end of tryouts at that highest level designated by the Board. That player, when healthy enough to resume playing, will play with the highest level team designated by the Board of Directors for two on-ice practices. Any players in the injury hold process are not allowed to participate in games or scrimmages until they are placed on a team. The coach of the highest level team, in consultation with the Vice President and Tryout Coordinator, will then decide whether to select that player for that team. If the coach of the highest level team does not select the player, then the player will play for the middle level team designated by the Board for two on-ice practices. The coach of the middle level team, in consultation with the Vice President and Tryout Coordinator, will then decide whether to select that player for that team. If the coach of the middle level team does not select the player, the player will be placed on the lowest level team designated by the Board of Directors. Depending on the placement of the player subject to this Policy, the head coach of either the highest level team or middle level team would then be required to fill their remaining open rosters with player(s) identified during team selection from the next level team.

For example, if the Board of Directors designates that the appropriate levels for a player are AA, A and B1, the player will first play with the AA team for two on-ice practices. The AA coach, in consultation with the Tryout Committee, will decide whether to select that player for the AA team following the two on-ice practices. If the AA coach does not select the player, then the player will play with the A team for two on-ice practices. If the A coach does not select the player following the two on-ice practices, then the player will be placed on at a team at the next relevant level by the Board of Directors.

If a player cannot resume playing within thirty days of the conclusion of tryouts at that level, then the player would be placed on a team at the discretion of the board consistent with this Policy and the factors referenced above.

Other reasons for not being able to tryout, interruption or lack of completion of the tryout process, or other unusual circumstances concerning the tryout process may be considered on a case-by-case basis by the Tryout Committee, which shall make a recommendation for review and determination by the Board of Directors.

Finally, RAHA recognizes the unique challenges associated with the tryout process and the placement of goalies that are unable to complete the tryout process. As a result, the Tryout Committee and the Board of Directors deems the absence or lack of completion of the tryout process by a goalie to be an "unusual circumstance" for which this Policy will apply. Any discrepancies under this Policy shall be resolved by a recommendation from the Tryout Committee for review and determination by the Board of Directors.

19.0 TEAM ROSTER SIZE

The RAHA hockey program is determined to develop as many players as possible with sound hockey fundamentals. Final team levels (i.e., AA, A, B, etc.) and team sizes are determined each year by the RAHA Board of Directors, based on number of players per age group, anticipated registrations, evaluation results, recommendations from coaches and prior year results. These factors are considered to in furtherance of RAHA's goals of hockey development and enjoyment. Maximum team sizes will be consistent with Minnesota Hockey Guidelines.

RAHA supports Minnesota Hockey by-laws on team registration and eligibility. The coaches will be allowed, with Board approval, to transfer players from a "B" to an "A", or from a "C" to a "B" category

during the October/November/December period. Minnesota Hockey, District 8 regulation requires team rosters to be frozen on December 31. All RAHA teams must submit an official USA Hockey roster before a team can participate in their first scheduled scrimmage or game. All rosters will be submitted by the RAHA Registrar. Any change to the submitted roster, whether it is moving a player from A to B, B to A, B to C, C to B, A to C or C to A, must be approved by the district director.

Any traveling A or B player requesting to move to a lower level of competition will submit their request, in writing, to the Tryout Committee Chairperson, to determine level of play for Board Approval. All requests must be submitted in writing by December 15th to the Tryout Committee Chairperson.

20.0 SUBSTITUTE AND REPLACEMENT PLAYERS

Per D8 rules in order for players to be eligible to participate in a game for another team, the following guidelines are adopted:

Player/Skater

In the event a rostered Player(s) is not able to participate in a LEAGUE OR NON LEAGUE GAME WITHIN THE DISTRICT WITH ANOTHER DISTRICT 8 TEAM, a substitute Player may play in place of the rostered Player provided your team has less than 10 Skaters:

- The substitute Player is not from a higher level team classification.
- The substitute Player is acquired from within the local association district or region.
- The substitute Player must wear the jersey from his/her home team
- The substitute Player must abide by the player rest rules as stated in Youth Rules, Section VIII, Para J.
- Substituting does not interfere with activities of his/her home team
- Substitute Player may play ONLY if rostered Players are not able to play.
- Must have the approval of the District Director
- SUBSTITUTE PLAYERS ARE NOT ALLOWED OUTSIDE DISTRICT 8 GAMES OTHER THAN THE MH GOALIE SUBSTITUTION RULE
- SUBSTITUTE PLAYERS ARE NOT ALLOWED FOR INVITATIONAL TOURNAMENTS OR POST SEASON PLAY
- A PLAYER CAN ONLY SUBSTITUTE 2 TIMES FOR THE SAME TEAM IN A SEASON

Goalie

In the event a rostered goalie(s) is not able to participate in a league game, non-league game, invitational tournament, or District Tournament game, which are Minnesota Hockey sanctioned events, a substitute goalie may play in place of the rostered goalie provided;

- The substitute goalie is not from a higher level team Classifications
- The substitute goalie is acquired from within their local association, district 8 league, or region.
- The substitute goalie must wear the jersey from his/her home team
- The substitute goalie must abide by the player rest rules as stated in Youth Rules, Section VIII, Para J.
- Substituting does not interfere with activities of his/her home team. (Provide a copy of both teams calendars for requested date(s))
- Substitute goalie may play ONLY if rostered goalies are not able to play.
- MUST HAVE APPROVAL OF THE DISTRICT DIRECTOR

Team Rest

- Teams shall not participate in more than two (2) on-ice activities per day.
- Teams shall not participate in more than one tournament at a time (no overlapping days).
- There shall be a minimum of two (2) hours between on-ice activities on the same day.

- There shall be a minimum of ten (10) hours between on-ice activities on consecutive days.
 - Note 1: On-ice activities include games (league, tournament, exhibition, etc.) and/or practices.
 - Note 2: The activity time is from the end of one activity to the beginning of the next.
 - Note 3: For Mites, the time between activities can be reduced to 1 ½ hours.
 - Note 4: Teams may schedule a practice before or after a game, without two hours of rest, at the discretion of the coach and the association.

For District Tournaments Only

Spare/Replacement Goalie

Per Minnesota Hockey, it is recommended that each team in the **District 8 tournaments** dress two goalies.

- If the team does not have two goalies, a "spare goalie" may be chosen from a team in its league or association.
- Failing the above, a "spare goalie" may be chosen from within District 8.
- If a "replacement" goalie is not available from within a team's league or association, a "replacement" goalie may then be chosen from among the teams in the district.
- The "replacement" goalie shall wear the jersey of the in-season team on which they are rostered.
- The "replacement" goalie retains eligibility with their parent team or organization at their original classification for the balance of the playing season whether they play as a "replacement" goalie.
- The "replacement" goalie must be properly registered on a MH team for the season in question to be eligible to participate in a District 8 tournament. Proof of registration, such as a copy of their parent team's registration roster will be required during tournament check-in.
- Must be approved by the District Director(s) using the District 8 Substitute Goalie Form.

Note: The objective of the rule is to allow a team to obtain a back-up goalkeeper during District 8 tournament play. The rule is not intended to permit teams to improve their goaltending through drafting of an additional player.

21.0 INJURED PLAYER POLICY

If a player is injured for any reason during the season, he/she may be eligible for coverage. The board uses the 1st day of the month as the "marking" day.

The player's parent or guardian should notify the manager of the team that the player is unable to participate due to injury as soon as possible. The manager will then notify the Board of the player's injury and the player's inability to participate. The player's parent or guardian must then provide the team manager or Board with a written notice from the player's medical doctor as to the injury and the length of time the player will be unable to participate. Once a player is unable to participate for 28 consecutive days (not being on the ice for any reason at all) the board will cover the child's ice bill for the next month (the month following the month of injury).

The child's next ice bill would be covered after missing ANOTHER 28 consecutive days.

The "ice bill" is determined as the amount of the ice bill for each player that is being paid on a monthly bill as determined at the beginning of the year. Each team will be different on this based upon what the manager decided at the beginning of the season.

If your child was injured in November and is out for the season, that would mean that the board would cover your December, January, February, and March bill.

If your child is injured and the board is paying your ice bills, you are still responsible for your volunteer hours. Refusal/failure to complete your volunteer hours voids your eligibility for coverage under the policy.

It is the parent's responsibility to provide written documentation from the player's treating physician to the team manager. Please also note that we need updated medical slips every 28 days. Failure to provide written documentation each month voids your eligibility for coverage under the policy.

22.0 GENERAL TEAM GUIDELINES

Team Conduct

The Coach and Manager(s) shall encourage the team's compliance with the RAHA Handbook, Codes of Conduct, and Policies. The Coach and Manager(s) shall report any issues with the team's conduct to the appropriate representative on the Board of Directors.

Coaches

A coach is a teacher of hockey skills and is responsible for the social, psychological, and physical development of all players in his/her care. He/she is accountable to the RAHA Board.

Our player's obligations to hockey are secondary to church, family and school.

He/she is also responsible for the following:

1. Appoint a team manager to handle finances, scheduling, etc.
2. Schedule a team parent meeting at the start of the season (and other times during the season) to discuss philosophy, goals, finances, and other team matters.
3. Communicate with players and parents and handle grievances in a fair and courteous manner.
4. Make hockey fun while also maintaining team discipline. When discipline is necessary, the player should be told the reasons for the punishment in private, if possible.
5. Encourage and compliment players – criticism should be handled in a constructive manner.
6. The coach is a role model for the players and must be courteous and maintain self-control when dealing with opposing players, coaches, parents, and officials
7. Treat all players fairly.
8. Support RAHA philosophy.
9. There shall be no more than four (4) coaches on the bench. All coaches on the bench must be appropriately certified and rostered.
10. All Coaches shall adhere to the RAHA Coaches Code of Conduct.

Team Manager

Each traveling team must have a team manager. The team manager will be responsible for the following:

1. Accounting for ice time and cost to parents each month.
2. Keeping their team checkbook current and balanced.
3. Collection of monies for team expenses during the year.
4. Reporting any unpaid ice bills to the Manager Coordinator and Operations Manager.
5. Informing parents of changes in game, practice, or tournament schedules.
6. News articles in local newspapers, RAHA Newsletter, and Let's Play Hockey.
7. All managers shall adhere to the Parent Code of Conduct.

All financial obligations and equipment inventory must be satisfied by April 15 of the current hockey season. Any coach or team manager that fails to timely complete their

obligations will lose any volunteer hours (DIBs) allocated to them based on a review and determination by the RAHA Board.

Players, Parents, Guardians

Players chosen to play on a traveling team or on an IP team should take pride in themselves and in their team, follow directions of the coach, and be willing to accept constructive criticism.

1. Have pride and confidence in yourself and work hard in practice and games.
2. Keep your uniform clean, equipment in good repair and skates sharp. Bring two sticks to games and practices.
3. Participation at games and practices is expected at all times. Players unable to attend a game or practice must notify the coach or manager in advance.
4. Show respect towards opposing coaches, players and referees.
5. Be a competitor, perform up to your ability, and contribute to team unity. Compliment teammates and let the coach handle criticism.
6. All players shall adhere to the Players Code of Conduct.

Parents can contribute many things to support his/her child, team and program:

1. Compliment and encourage. Let the coach handle criticism and coaching.
2. All grievances should be taken first to the coach or team manager. If you are uncomfortable going to the coach or team manager or aren't happy about their response, contact the RAHA Vice President. It is strongly suggested that the parent wait twenty-four (24) hours to present a grievance.
3. Support your coaches. Remember that they have many children for whom they are responsible.
4. Your child's transportation to and from games and practices is your responsibility.
5. Offer to help whenever you can.
6. Maintain self-control and exemplify good sportsmanship, refraining from open criticism of officials, coaches, and other parents or players.
7. Parents are not permitted to confront the tryout evaluators or coaches while in the process of grading players.
8. All parents shall adhere to the Parents Code of Conduct.

23.0 PLAYER ICE TIME/FAIR ICE

It is RAHA's policy that every player on a team must be given a fair opportunity to develop and improve their hockey skills. Consequently, fair ice time for each player is MANDATORY. It is the coach's responsibility to assure this by using all of the players in all hockey games. Nonetheless, there are limited instances in which a coach can reduce playing time, such as when a player displays attitude problems, violates the RAHA Code of Conduct, or misses practices or games without notifying the coach or manager regarding the absence.

EXCEPTIONS

Mini Mites/6U and Mites/8U (IP Level)

No Exceptions. Equal play time is required.

Squirts/10U

No Exceptions. Equal play time is required.

PeeWee/12U

- A. Coaches are given discretion to the equal playing time rule, in the closing few minutes of tight league games, tournament championships and playoffs

- B. Designated power play or shorthanded units are discouraged during the first two months of the season. All players should learn power plays and shorthanded playing techniques.
- C. Goalies also can be rotated out of normal sequence (method of rotation determined solely by the coach) but only in a few situations. Playing time must be made up later in another game as in point "B" above.

Bantam/15U/Jr. Gold/19U

- A. More flexibility for the coach (at their discretion) to move players out of normal line rotations in important games, tournaments, or playoffs. Playing time for players shortened ice time should be made up later in another game so that all players can learn to play in different situations.
- B. The coach can establish designated powerplay and penalty kill units. But, all players should have the opportunity on both PP and PK units during the season. Players not being used on the PP and/or PK should have ice time made up in another game so that all players have equal ice time during the season. Goalies also can be rotated out of normal sequence (method of rotation determined solely by the coach) in critical games. Playing time must be made up later in another game as in point "A" above.

24.0 TEAM GAMES & TOURNAMENTS

Team Activities, Games and Scrimmages

A team's on-ice and dryland activities will be scheduled by the RAHA Ice Scheduler. Additional activities may be conducted by a team and organized by a team head coach or manager. An activity is defined as the combining of a team or some of its members under the direction of the coach, manager, or captain for the purpose of a game, scrimmage or skill session.

RAHA complies with MN Hockey and District 8 rules regarding the total number of suggested league games and scrimmage games played in a season. These limitations are set forth in the District 8 Rulebook. The limitations in the District 8 Rulebook do not apply to district, regional or state tournament games. RAHA also intends to comply with MN Hockey and District 8 recommendations regarding practice/game ratios for all traveling teams. It is recommended that each team have three practices for every game or scrimmage.

Team Tournaments

The RAHA Board of Directors, through the Tournament Coordinator, will schedule tournaments for the upcoming hockey season based upon RAHA's expected team structure. RAHA will endeavor to register teams for tournaments that are competitively appropriate, enjoyable, and based on favorable experiences and feedback from RAHA members. Some tournaments registered for by RAHA may conflict with a player's obligations to church, family, school, or may occur during a holiday weekend. It is RAHA's desire to minimize such conflicts, however, RAHA members should be aware these conflicts may occur due to the dates, availability, or travel requirements of such tournaments.

The Board of Directors will register each team for tournaments for the upcoming season. The number of tournaments registered for each season is at the Board of Director's discretion and is subject to change. Generally, the Board of Directors will register each team traveling team for one (1) out of town tournament and three (3) in town tournaments, and will generally register each Junior Gold team for one (1) out of town tournament and two (2) in town tournaments. An out of town tournament is defined as a tournament that is located outside of the seven-county metropolitan area or that requires a mandatory hotel stay (i.e., a stay to play tournament). The registration limits herein do not apply to any "preview" tournaments hosted by Minnesota Hockey, District 8 hockey or another hockey association. Any tournament that is in another state requires approval by District 8. Exceptions to these guidelines may be changed based upon the discretion of the Board based upon tournament availability at specific team levels.

Any additional tournament registrations for a team will require a team vote pursuant to the team vote procedures set forth herein. Any team that is registered for a tournament by the Board of Directors that subsequently desires to change its tournament registration must receive approval from the RAHA Operations Manager, the Tournament Coordinator, and the RAHA Ice Scheduler, and pay all fees associated with such change. All fees for changing, withdrawing or registering for a tournament shall be incurred and paid for by the team through the RAHA ice bill process. This includes, but is not limited to registration fees, referee fees, district fees or fees withheld by a tournament for a team's withdrawal. Any flagrant violation of this rule shall be cause for dismissal of the coach, manager or both.

25.0 TEAM EXPENSES, ICE BILLS, INELIGIBILITY

Traveling Team Managers and the RAHA Accountant are responsible for establishing the budget for their team and communicating it to the parents throughout the season. The RAHA Accountant will establish a uniform payment schedule which all teams will be required to follow. All team expenses will be collected by the team manager through the RAHA ice bill process. This includes all expenses for ice, league and tournament registration fees, and related operational expenses for the team. Each RAHA Member shall timely submit payment for team expenses through the RAHA ice bill process.

The Coach and Manager(s) may propose additional hockey operations expenses during a season, which can be billed to each RAHA member on a team through the RAHA ice bill process. These additional hockey operations expenses may include registrations, costs for team pins, or other hockey-related expenses ("Hockey Operations Expenses"). Expenses for non-hockey operations includes expenses for third-jerseys, additional apparel, social gatherings/outings, meals and other expenses unrelated to hockey operations. ("Non-Hockey Operations Expenses").

If the additional expenses to be incurred by the team are (1) less than \$50 per RAHA member and (2) Hockey Operations Expenses then the Coach and/or Manager shall conduct a team vote to approve the expenses. For a team vote, one vote is permitted for each player on the team. A vote for Hockey Operations Expenses will pass if it receives greater than 50% of the total votes.

If the additional expenses to be incurred by the team are (1) more than \$50 per RAHA member or (2) Non-Hockey Operations Expenses then an anonymous team vote is required. In such instance, the Manager shall be responsible for contacting the RAHA Operations Manager or the Traveling Manager to arrange for and conduct a team vote. A vote for Non-Hockey Operations Expenses will pass if it receives at least sixty-five percent (65%) of the total votes.

Expenses for additional scrimmages, referee payments, or a team's selection of RAHA sponsored apparel are exempted from the team vote requirements. The purchase of RAHA sponsored apparel shall be individually paid for by RAHA members and shall not be paid via the ice bill process. Coaches and Managers are strongly encouraged to purchase RAHA sponsored apparel as compared to other apparel options. Coaches and managers shall also use their reasonable discretion in identifying and soliciting feedback from players and RAHA members for the purchase of RAHA sponsored apparel.

Player Ineligibility

Any RAHA member's account that is past due will be reported at the monthly Board meeting and become part of the monthly Board minutes. Players whose accounts are not paid by the 15th day of the month after they appear on the past due list will not be allowed to continue participation in any RAHA or team activity until the account is brought current. Players whose accounts are not paid in full at the conclusion of the season will not be permitted to register for the subsequent hockey season. If necessary, the Board of Directors is permitted and will take necessary legal action to collect any unpaid amounts by a RAHA member.

26.0 RAHA VOLUNTEER HOUR REQUIREMENTS & EXEMPTION POLICY

All members participating in the RAHA hockey program, IP level through Bantam/15U and Jr. Gold, are required to perform volunteer hours (DIBs hours), determined by the RAHA board on an annual basis. At the time of the parent meeting, a volunteer deposit check will be required by the RAHA Board from all families. The volunteer deposit amount will be determined by the RAHA Board on an annual basis. During the hockey season, volunteer hours will be tracked by the Board of Directors. These hours are managed on the DIBs website and it is the responsibility of the player(s)' parents or guardians to complete their hours. The examples below are based on 7.5 hours for individual players or 15 hours for multiple players per RAHA family and/or household.

Complete Exemptions

Individuals within the association who participate in the following positions will have their requirement to fulfill volunteer hours exempted:

- Current RAHA Board Members
 - Must meet all credential requirements (e.g., USA Hockey, SafeSport)
- RAHA Board Members who have successfully completed four (4) years on RAHA Board
- RAHA Boosters Board Members
- Rostered Traveling Level Head Coaches
 - Must meet all credential requirements (e.g., USA Hockey, SafeSport, Level requirements)
- IP Level Head Coaches
 - Must meet all credential requirements (e.g., USA Hockey, SafeSport, Level requirements)
 - IP Level includes all Mini-Mite/Termite/6U, Mite/8U teams

Partial Exemption of 7.5 or less hours

- Traveling Team Managers - Up to 15 DIBS hours will be allocated to each team
 - Must meet all credential requirements (e.g., USA Hockey, SafeSport)
- IP Managers - Up to 7.5 hours will be allocated to each team
 - Must meet all credential requirements (e.g., USA Hockey, SafeSport)
- Rostered Traveling Level Assistant Coaches
 - Must meet all credential requirements (e.g., USA Hockey, SafeSport, Level requirements)
 - A maximum of three (3) Assistant Coaches per team
 - Will be eligible for a maximum of 7.5 out of 30 hours available for Assistant Coaches
 - If rostered on two traveling teams, then exempt status will be met
- Rostered IP Level Assistant Coaches
 - Must meet all credential requirements (e.g., USA Hockey, SafeSport, Level requirements)
 - Will be eligible for a maximum of 7.5 out of the 37.5 hours available for Assistant Coaches for each IP level team
 - The allocation of DIBS hours among IP Level assistant coaches is subject to the head coach's discretion
- At-Large positions will be at the discretion of the Board of Directors.

27.0 PENNANTS/BANNERS/PLAQUES

At the conclusion of each hockey season, RAHA will place a banner/plaque in the Rosemount Community Center (RCC) Arena recognizing teams that meet the following criteria (pending approval by the RCC Arena Management).

For Squirts/10U and above;

- Team finishes district league play in 1st place; or
- Team wins District Tournament or Fargo Squirt International Tournament; or
- Team places 1st or is a runner-up in the Regional Tournament (or is a third place team in the 15U Regional Tournament);
- Team is a State Tournament Qualifier and placement if 1st, 2nd, 3rd, 4th, or 5th; or
- Team is a State Tournament participant at the Junior Gold level.

A banner will display season, team and level and District/Regional/State Tournament achievement as applicable.