



EVERETT YOUTH HOCKEY — BEAR BOOK

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SECTION 1 — Mission & Values

Everett Youth Hockey (EYH) is committed to develop young athletes on and off the ice by instilling life skills through the greatest game on earth. Through hard work, dedication and a string commitment to our community. We foster character, teamwork, and a lifelong love for the sport of hockey.

Core Values

Journey We embrace growth, learning, and long-term development for every player, coach, and family.

Respect We treat teammates, opponents, officials, coaches, volunteers, and the game with dignity and professionalism.

Teamwork We work together, support one another, and understand that success is built collectively.

Integrity We act with honesty, fairness, and accountability on and off the ice.

Perseverance We push through challenges, stay committed, and develop resilience through effort and adversity.

Sportsmanship We compete with class, humility, and respect, representing EYH with pride in every environment.

SECTION 2 — Program Overview

Everett Youth Hockey offers a variety of programs designed to meet players where they are in their hockey journey. Our goal is to provide developmentally appropriate opportunities for all ages and skill levels.

Cubs Beginner Hockey

An introductory program focused on skating fundamentals, basic hockey skills, and building confidence on the ice. Designed for new players with little or no prior experience.

Recreational (House) Hockey

A development-focused program emphasizing skill growth, teamwork, and fun. Teams are balanced to ensure fair and competitive play throughout the season.

Rep (Select/Travel) Hockey

A competitive program requiring tryouts, commitment, and travel. Rep teams focus on advanced skill development, higher-level competition, and preparing players for future hockey opportunities.

Specialty Programs

EYH may offer additional development opportunities such as:

- Goalie-specific training
- Skills clinics
- Camps

- Off-season development programs

These programs support players seeking additional growth outside their regular team schedule.

SECTION 3 — Registration & Eligibility

To participate in EYH programs, players must complete the registration process and meet all eligibility requirements.

Registration Requirements

- Completed EYH registration form
- USA Hockey membership for the current season
- Payment of all required fees or an approved payment plan
- Agreement to EYH policies, including the Bear Book
- SafeSport compliance for applicable age groups

Eligibility Requirements

Players must be in **good standing** to participate in:

- Practices
- Games
- Tournaments
- Team events
- Travel
- Tryouts for future seasons

Good standing includes financial, behavioral, and compliance expectations.

Player Releases:

All players registered within PNAHA are required to receive a release from their current season association or last registering association prior to registering or playing with another USA Hockey association. Players may not skate with their "new" association until the association receives an official signed release from the players' former association.

Upon paying all dues to the association and team for all family members a player must be provided their release.

Players Released to EYH:

EYH reserves the right to refuse the registration of a player based on the player(s) or family status in another USA Hockey program. If a player and or members of the family have been in violation of policies, codes of conduct and are currently suspended or are involved ongoing hearings regarding disciplinary action related to behavior and actions by the former association, PNAHA or USA Hockey, EYH reserves the right refuse the release(s) and not to accept the player(s) for registration.

Unconditional:

Coaches, or Parents are members in good standing. Association fees have been paid for player and when applicable, siblings. Team fees have been paid to team for player and when applicable, siblings. If applicable, scholarship monies received are paid back to EYH.

Conditional:

A Player, Coach, or Parent leaving the program in a manner that is deemed to be Conduct Detrimental (inconsistent with the philosophy and practices and policies of EYH) may be subject but not limited to the following:

- This Player and sibling(s) may be ineligible to register and play with EYH
- The Player and sibling(s) may be ineligible to register with EYH schools or clinics
- If the Player and sibling(s) desires to return to EYH they may be ineligible for up to one year for a Tier I team and ineligible to return to play at EYH
- The Player and sibling(s) may be ineligible to skate in EYH arenas for activities such leagues, teams, schools, clinics, stick & puck and public skating for an undetermined period.
- The Coach may be ineligible to coach with EYH or skate on EYH's ice
- The Parent may be ineligible to enter the Community Ice Arena or Angel Of The Winds Arena.

SECTION 3A — Membership Terms & Annual Renewal

Membership in Everett Youth Hockey is granted on a **season-by-season basis**.

Participation in any EYH program does not guarantee membership or placement in future seasons. EYH reserves the right to review all memberships annually to ensure alignment with the values, expectations, and standards of the association.

Annual Membership Structure

- Memberships are issued **one year at a time**.
- Returning players and families must complete registration each season.
- EYH evaluates conduct, compliance, and good standing at the end of every season.
- Membership is a **privilege**, not a permanent entitlement.

Right to Non-Renew Membership

At the conclusion of each season, EYH reserves the right to not renew a membership for the following year. This decision may be based on:

- Repeated behavioral issues
- Violations of EYH or SafeSport policies
- Disrespect toward coaches, officials, volunteers, or staff
- Online slander or defamation
- Failure to uphold EYH's Core Values
- Actions that negatively impact the team or association
- Loss of good standing
- Failure to meet financial obligations

Membership Release

If EYH determines that a player or family is not eligible to return, the association may issue a formal release at the end of the season.

A release means:

- The member is **not welcomed back** for the following season
- EYH will **not accept registration** from the released member
- The decision is final and made in the best interest of the program and community

Purpose of the Membership Review Process

This policy exists to:

- Protect the safety and well-being of all players
- Maintain a positive, respectful environment
- Ensure alignment with EYH's mission and values
- Support coaches, volunteers, and staff
- Strengthen the long-term health of the association

EYH is committed to fostering a community where players can grow, families feel supported, and the program can thrive. Annual membership review ensures that all participants contribute positively to that environment.

SECTION 4 — Age Divisions

EYH follows USA Hockey's age classifications based on birth year:

- **8U (Minor)**
- **8U (Major)**
- **10U (Squirts)**
- **12U (Peewees)**
- **14U (Bantams)**
- **16U (Midgets)**
- **18U (Midgets)**

Players are placed in the appropriate division based on their birth year, not skill level. Skill level is considered during team formation within each division.

SECTION 5 — Team Formation

EYH forms teams with fairness, development, and competitive balance in mind.

House Team Formation

House teams are created through:

- Evaluation skates

- Coach input
- Balancing of skill levels
- Consideration of player development needs

The goal is to create evenly matched teams that promote fun, growth, and fair competition. Teams playing in the MHL will be reviewed as a player pools and the determination of band will be selected.

Rep Team Formation

Rep teams are formed through competitive tryouts. Players must:

- Attend all required tryout sessions
- Be registered and in good standing
- Demonstrate skill, effort, attitude, and hockey IQ

Placement Decisions

Final placement decisions are made by EYH Hockey Operations and coaching staff.

Placement decisions are final and not subject to appeal.

SECTION 6 — Tryout Policies

Tryouts are designed to evaluate players fairly and consistently.

Tryout Requirements

- Attendance at all scheduled sessions
- Full equipment
- Registration completed prior to tryouts
- Player must be in good standing

Evaluation Criteria

Coaches and evaluators assess:

- Skating ability
- Puck handling
- Shooting

- Game awareness
- Effort and compete level
- Coachability
- Attitude and sportsmanship

Tryout Results

- Results are final
- Players may be placed on any team appropriate for their development
- Not all players will make a Rep team

SECTION 7 — Attendance & Punctuality

Attendance is essential for player development and team success.

Expectations

Players are expected to:

- Arrive on time
- Attend all practices, games, and team events
- Notify coaches or managers of absences in advance

Impact of Absences

Chronic absences or lateness may result in:

- Reduced ice time
- Loss of privileges
- Impact on future team placement

Attendance is a key component of commitment and development.

SECTION 8 — Player Expectations

Players always represent EYH and are expected to uphold the highest standards.

Players Must:

- Work hard and give full effort
- Respect teammates, coaches, officials, and opponents
- Follow instructions from coaches and staff
- Maintain self-control and discipline
- Demonstrate sportsmanship
- Represent EYH positively on and off the ice

Prohibited Behavior

- Bullying or harassment
- Disrespectful language
- Unsafe or reckless conduct
- Violations of SafeSport
- Damage to facilities or equipment

SECTION 9 — Parent Expectations

Parents play a crucial role in creating a positive environment for players and teams.

Parents Must:

- Support coaches and staff
- Avoid coaching from the stands
- Follow the 24-Hour Rule
- Communicate respectfully
- Model sportsmanship
- Support all players, not just their own

Prohibited Behavior

- Confronting officials
- Disrupting team activities

- Negative or hostile communication
- Online slander or defamation
- Violations of SafeSport

Parents are partners in creating a safe, positive hockey experience.

SECTION 10 — 24-Hour Rule

To promote healthy communication and reduce emotional conflict, EYH enforces a strict 24-Hour Rule.

Parents Must Wait 24 Hours Before Contacting Coaches About:

- Ice time
- Game decisions
- Emotional concerns
- Conflicts or frustrations

Purpose of the Rule

- Allows emotions to settle
- Encourages productive communication
- Protects coaches from confrontational situations
- Ensures respectful dialogue

Exceptions

Safety concerns or urgent issues may be addressed immediately.

SECTION 11 — Player Evaluations & Feedback

Player development is a core priority at EYH. Coaches provide ongoing feedback throughout the season to help players grow in skill, confidence, and understanding of the game.

Evaluation Methods

Coaches may use:

- On-ice observations
- Practice performance
- Game performance
- Work ethic and attitude
- Coachability
- Team play and sportsmanship

End-of-Season Evaluations

At the conclusion of the season, players may receive a written or verbal evaluation summarizing:

- Strengths
- Areas for improvement
- Progress made during the season
- Recommendations for off-season development

Confidentiality

Player evaluations are confidential and shared only with:

- The player
- The player's parent/guardian
- EYH coaching staff

Evaluations are not shared with other families or players.

SECTION 12 — Membership in Good Standing

Membership in good standing is required for participation in all EYH activities, including practices, games, tournaments, and travel.

A Member in Good Standing:

- Follows EYH policies and expectations

- Demonstrates respectful conduct
- Maintains financial obligations
- Complies with SafeSport requirements
- Supports a positive team environment

Loss of Good Standing

A member may lose good standing due to:

- Unpaid fees
- Repeated behavioral issues
- Violations of SafeSport
- Violations of EYH Zero Tolerance policies
- Disrespect toward EYH staff, coaches, or volunteers
- Online slander or defamation

Impact of Losing Good Standing

Loss of good standing may result in:

- Suspension from practices or games
- Ineligibility for tournaments or travel
- Removal from team activities
- Ineligibility for future registration

Good standing may be restored once issues are resolved.

SECTION 13 — Ice Time Expectations

Ice time is an important part of player development, but it is not guaranteed to be equal in all situations.

House (Recreational) Hockey

House teams aim for balanced ice time over the course of the season. However, game-to-game ice time may vary due to:

- Penalties
- Player readiness
- Safety considerations
- Player attitude

Rep (Select/Travel) Hockey

Rep ice time is earned and based on:

- Effort
- Attitude
- Attendance
- Team play
- Coachability
- Game situations
- Safety considerations

Important Notes

- Ice time is **not guaranteed** at any level.
- Coaches have full discretion over game decisions.
- Parents may not challenge ice time decisions.

SECTION 14 — Code of Conduct (Players & Parents)

EYH expects all members to uphold the highest standards of behavior.

Players Must:

- Treat teammates, coaches, officials, and opponents with respect
- Demonstrate sportsmanship
- Follow team rules and instructions
- Maintain self-control
- Avoid abusive or inappropriate language

- Protect the safety of others

Parents Must:

- Model respectful behavior
- Support coaches and staff
- Avoid coaching from the stands
- Communicate appropriately
- Follow the 24-Hour Rule
- Encourage all players

Prohibited Conduct

- Harassment or bullying
- Verbal or physical abuse
- Confronting officials
- Disrupting team activities
- Online slander or defamation
- Violations of SafeSport

Violations may result in disciplinary action or release from EYH.

SECTION 15 — Zero Tolerance Policy

EYH enforces a strict Zero Tolerance Policy to ensure a safe, respectful, and positive environment for all participants.

Zero Tolerance Applies to:

- Players
- Parents
- Coaches
- Volunteers
- Spectators

Zero Tolerance Violations Include:

- Harassment, bullying, or intimidation
- Abuse of officials
- Disrespect toward EYH staff or volunteers
- Online slander or defamation
- Unsafe or reckless behavior
- Locker room misconduct
- Violations of SafeSport
- Threatening or aggressive behavior

Consequences

Depending on severity, consequences may include:

- Immediate removal from the rink
- Suspension
- Loss of good standing
- Ineligibility for travel or tournaments
- Removal from EYH
- Ineligibility for future registration

EYH will not tolerate behavior that compromises safety, respect, or the integrity of the program.

SECTION 16 — Athletic Code of Conduct (Rep Teams)

Rep players and families represent EYH at a higher competitive level and are held to elevated standards.

Rep Players Must Demonstrate:

- Commitment to practices and games
- Strong work ethic

- Respect for coaches and teammates
- Integrity on and off the ice
- Coachability and willingness to learn
- Positive attitude and sportsmanship

Rep Families Must:

- Support the coaching staff
- Follow communication protocols
- Model professionalism
- Respect team decisions
- Avoid negative or disruptive behavior

Consequences for Violations

- Reduced ice time
- Suspension
- Loss of good standing
- Removal from the team or EYH

Rep participation is a privilege that requires consistent commitment and conduct.

SECTION 17 — Disciplinary Actions & Consequences

EYH uses a progressive discipline model to address behavioral issues, though serious violations may result in immediate higher-level consequences.

Progressive Discipline Steps

1. **Verbal Warning** Coach or staff addresses the issue directly.
2. **Written Warning** Documented notice outlining the concern and expectations.
3. **Loss of Privileges** May include reduced ice time or removal from team events.
4. **Suspension** Temporary removal from practices, games, or activities.
5. **Loss of Good Standing** Impacts eligibility for participation.

6. **Removal from EYH** Permanent removal from the program.

Immediate Consequences

EYH may bypass steps for:

- SafeSport violations
- Harassment or abuse
- Threats or violence
- Online slander or defamation
- Severe disrespect toward staff or officials

Discipline protects the safety and integrity of the program.

SECTION 17A — SafeSport Reporting & Misconduct Procedures

Everett Youth Hockey (EYH) is committed to providing a safe, respectful, and abuse-free environment for all participants. EYH follows the U.S. Center for SafeSport and USA Hockey policies regarding abuse, misconduct, and reporting requirements. This section outlines **when to report, where to report, and how to ensure concerns are handled quickly and correctly.**

17A.1 Report to EYH First

To ensure the fastest and most effective response, **all concerns must be reported to EYH before contacting PNAHA or the U.S. Center for SafeSport.**

Required Reporting Order

Parents and participants must follow this order:

1. **Report to the Coach or Team Manager**
2. **Report to the EYH SafeSport Coordinator Email:**
SafeSport@everettyouthhockey.com
3. **EYH will determine whether the concern must be escalated to PNAHA or the U.S. Center for SafeSport**

Why EYH Must Be the First Contact

- **95% of reports sent directly to SafeSport National are returned to PNAHA, and then forwarded to EYH for local handling.**

- This creates **significant delays**, often preventing EYH from beginning its investigation for several days or longer.
- Reporting directly to SafeSport **does not bypass EYH** — all information is ultimately shared back with EYH for action.
- EYH can resolve most misconduct issues **faster, more accurately, and with better context** when the report comes directly to us.
- Parents sometimes believe they are “going over EYH’s head” by reporting to PNAHA or SafeSport. In reality, **all reports come back to EYH** for review and action unless they involve mandatory SafeSport categories.

EYH is not trying to avoid SafeSport involvement; rather, we want to ensure concerns are handled **efficiently, correctly, and without unnecessary delays**.

17A.2 When SafeSport *Must* Be Contacted

There are specific situations where EYH is required to escalate a report to the U.S. Center for SafeSport. These include:

- Sexual abuse or misconduct
- Grooming behavior
- Physical abuse
- Emotional or psychological abuse
- Bullying, harassment, or hazing
- Abuse or misconduct by a coach, volunteer, or adult in authority
- Criminal conduct

If EYH receives a report involving any of the above, **we will immediately escalate it** to the appropriate governing body.

Parents do **not** need to make this determination themselves — EYH will do it.

17A.3 When NOT to Report to SafeSport National

The following issues should **not** be reported directly to SafeSport National or PNAHA:

- Disagreements with officiating
- Parent or spectator behavior that is not abusive

- Ice time concerns
- Coaching decisions
- Team conflicts
- One-time comments or minor interpersonal issues
- General misconduct that does not involve abuse

These issues are handled **within EYH** and can be resolved much faster when reported locally.

17A.4 Why EYH Handles Most Misconduct Internally

A. Faster Resolution

EYH can begin reviewing a concern **immediately** when it is reported directly to us.

B. Reduced Administrative Delays

When parents report directly to SafeSport National:

- The report is sent to PNAHA
- PNAHA reviews it
- PNAHA sends it to EYH
- EYH must wait for authorization to begin

This process delays action and slows down communication with families.

C. Better Context

EYH understands:

- The teams
- The families
- The coaches
- The facility
- The environment

This allows for **more accurate and informed decisions**.

D. Avoiding Unnecessary Escalation

Most issues do **not** fall under SafeSport jurisdiction. EYH can resolve them quickly without involving multiple governing bodies.

17A.5 How to Report to EYH

Step 1 — Report to Coach or Team Manager

They can help determine whether the issue needs to be elevated.

Step 2 — Report to EYH SafeSport Coordinator

Email: SafeSport@everettyouthhockey.com

Step 3 — EYH Reviews and Determines Next Steps

If escalation is required, EYH will forward the report to:

- PNAHA SafeSport
- USA Hockey SafeSport
- The U.S. Center for SafeSport (for mandatory categories)

Parents will be informed of the escalation.

17A.6 Retaliation Prohibited

EYH strictly prohibits retaliation against any individual who makes a good-faith report.

Retaliation may result in:

- Loss of good standing
- Suspension
- Removal from EYH

17A.7 Purpose of This Policy

This reporting structure ensures:

- Concerns are handled **quickly and efficiently**
- SafeSport National is reserved for cases that legally require their involvement
- EYH can address misconduct at the club level without unnecessary delays
- Parents understand the correct reporting pathway
- The community remains safe, respectful, and well-supported

SECTION 18 — Player Equipment Requirements

Safety begins with proper equipment. All players must wear full, approved hockey gear.

Required Equipment

- Helmet with full cage
- Mouthguard (as required)
- Shoulder pads
- Elbow pads
- Gloves
- Hockey pants
- Shin guards
- Skates
- Stick
- Protective cup/pelvic protector
- Neck guard
- Jersey and socks

Goalie Equipment

Goalies must wear:

- Goalie mask
- Chest protector
- Blocker
- Catch glove
- Goalie pads
- Goalie skates
- Goalie stick

- Throat guard

Equipment Standards

- Must be properly fitted
- Must be in safe condition
- Must meet USA Hockey standards
- EYH game jerseys are not prohibited at practice.

Players may not participate without required equipment.

SECTION 19 — On-Ice Safety & Emergency Procedures

EYH prioritizes player safety through clear procedures and expectations.

On-Ice Safety Rules

- No horseplay
- No intentional contact outside of game play
- Follow coach instructions
- Respect officials
- Maintain control of stick and body

Emergency Action Plan

Coaches and staff follow established procedures for:

- Injuries
- Medical emergencies
- Concussions
- Blood on equipment or ice

Concussion Protocol

If a concussion is suspected:

- Player is removed immediately
- Player may not return without medical clearance

- EYH follows USA Hockey concussion guidelines

Blood Procedures

If blood is present:

- Player must leave the ice
- Equipment must be cleaned or replaced
- Player may return only when safe
-

SECTION 20 — Coaching Standards & Expectations

Coaches are leaders, mentors, and role models within EYH.

Coaches Must:

- Maintain USA Hockey certifications
- Complete SafeSport training
- Model professionalism and respect
- Prioritize player development
- Communicate clearly and respectfully
- Enforce EYH policies consistently
- Create a safe, inclusive environment

Coaching Responsibilities

- Practice planning
- Game management
- Player evaluations
- Team communication
- Conflict resolution
- Safety oversight

Coaching Conduct

Coaches must avoid:

- Abusive language

- Favoritism
- Unsafe drills
- Public criticism of players
- Online negativity or slander

Coaches are held to the same Zero Tolerance standards as all EYH members.

SECTION 20A — Rep Team Coach Travel Accommodations

Applicability

This section applies **only** to Everett Youth Hockey (EYH) **Representative (Rep) Teams**. These provisions **do not apply** to Recreational (REC) teams.

20A.1 Purpose

The purpose of this section is to establish clear, consistent guidelines for travel accommodation provided to coaching staff assigned to EYH Rep teams. These guidelines ensure responsible budgeting, equitable treatment, and appropriate support for coaches traveling on behalf of EYH.

20A.2.1 Responsibility for Airfare

Rep teams are responsible for covering airfare for eligible coaching staff.

20A.2.2 Eligible Coaches

The following coaches are eligible for airfare coverage:

- The **Head Coach**
- Any **non-parent coaches** assigned to the team

20A.2.3 Airfare Limit

Airfare may be reimbursed/purchased **up to a maximum of \$600 per ticket** for each eligible coach.

20A.2.4 Booking Expectations

Teams are expected to book airfare in a timely manner to secure reasonable pricing and ensure availability.

20A.2.5 Costs Exceeding the Limit

Any airfare cost exceeding the \$600 limit must either:

- Receive **prior approval** from EYH leadership, **or**
- Be covered by the team without expectation of Coach reimbursement

20A.3 Hotel Accommodations

20A.3.1 Responsibility for Lodging

Rep teams are responsible for providing hotel accommodation for eligible coaching staff during required travel.

20A.3.2 Eligible Coaches

The following coaches are eligible for hotel accommodation:

- The **Head Coach**
- Any **non-parent coaches** assigned to the team

20A.3.3 Shared Accommodations (When Available)

When hotel properties offer rooms large enough to comfortably accommodate:

- Both coaches, **and**
- The Head Coach's player

EYH **recommends shared accommodations** to support responsible team budgeting.

20A.3.4 Separate Rooms (When Necessary)

If the hotel does **not** offer rooms of adequate size for shared accommodation, the team must secure **separate rooms** for each coach.

20A.3.5 Room Selection Standards

Room selection should prioritize:

- Safety
- Reasonable comfort
- Proximity to team activities

20A.4 General Expectations

20A.4.1 Early Coordination

Teams should coordinate travel arrangements early to secure cost-effective options and ensure compliance with EYH guidelines.

20A.4.2 Purpose of Support

These provisions are intended to support coaches' ability to travel and perform their duties without undue financial burden.

20A.4.3 Exceptions

Any exceptions, special circumstances, or travel arrangements outside these guidelines must be communicated to and approved by EYH leadership **in advance**.

20A.5 Definitions

For the purposes of this section:

Non-Parent Coach A coach who does not have a child rostered on the team for which they are coaching.

Shared Accommodations A hotel room large enough to safely and comfortably house both coaches and the Head Coach's player, as determined by room type and occupancy limits.

Rep Team Any EYH team designated as Representative (Rep 10U-18U) and participating in competitive travel-based play.

20A.6 Compliance

20A.6.1 Required Adherence

All Rep teams are required to adhere to the travel accommodation standards outlined in this section.

20A.6.2 Consultation

Teams are encouraged to consult EYH leadership prior to booking travel if any uncertainty exists regarding:

- Eligibility
- Cost limits
- Rooming arrangements

SECTION 21 — Team Manager Responsibilities

Team Managers play a vital role in supporting coaches, players, and families. They help ensure smooth operations and clear communication throughout the season.

Team Managers Are Responsible For:

Communication

- Distributing team information
- Relaying updates from EYH and coaches
- Managing team communication channels
- Ensuring communication remains respectful and appropriate

Scheduling

- Coordinating game schedules
- Managing tournament logistics
- Communicating changes promptly

Compliance

- Ensuring locker room monitors are assigned
- Supporting SafeSport requirements
- Tracking required documentation

Game Operations

- Managing score sheets
- Coordinating volunteers (penalty box, scorekeeper, clock)
- Supporting coaches on game day

Travel Coordination

- Assisting with hotel blocks
- Communicating itineraries
- Supporting team logistics

Manager Conduct Expectations

Managers must:

- Remain neutral
- Avoid involvement in player-coach conflicts
- Model professionalism
- Uphold EYH policies
- Maintain confidentiality

Managers are essential to team success and must operate with integrity and consistency.

SECTION 22 — Locker Room Policies & SafeSport Compliance

Locker room safety and privacy are top priorities. EYH strictly follows USA Hockey and SafeSport requirements.

Locker Room Access

Only:

- Players
- Coaches
- Approved Locker Room Monitors

are permitted in the locker room.

Parents are not permitted unless:

- A player requires assistance (younger ages), and coach or monitor approves entry

Cell Phone & Device Policy

No phones or recording devices are allowed in locker rooms at any time.

This includes:

- Players

- Coaches
- Parents
- Volunteers

Violations may result in suspension or removal from EYH.

Locker Room Monitors

- Must be SafeSport certified
- Must remain present for the entire time players are in the locker room
- Must ensure appropriate behavior
- Must prevent bullying, harassment, or unsafe conduct

Privacy Expectations

Players must:

- Respect personal space
- Change appropriately
- Avoid inappropriate language or behavior

Mixed-Gender Accommodations

EYH will provide:

- Separate changing areas
- Staggered dressing times
- Privacy accommodations

Prohibited Behavior

- Recording of any kind
- Bullying or harassment
- Horseplay or unsafe conduct
- Violations of SafeSport

Violations may result in **immediate removal from EYH.**

SECTION 23 — Travel Policies & Expectations

Travel is a privilege and requires responsibility, respect, and good standing.

Eligibility for Travel

Players must:

- Be in good standing
- Meet financial obligations
- Demonstrate consistent attendance
- Uphold EYH behavioral expectations

Player Expectations During Travel

Players must:

- Follow curfews
- Stay with the team
- Behave respectfully in hotels and public spaces
- Represent EYH positively
- Follow all instructions from coaches and staff

Parent Expectations During Travel

Parents must:

- Model professionalism
- Avoid confrontations with officials or staff
- Support team rules
- Maintain respectful communication
- Avoid alcohol-related misconduct

Hotel Conduct

Players and families must:

- Respect hotel property
- Keep noise levels appropriate
- Avoid running or playing in hallways
- Follow curfew and rooming rules

Prohibited Travel Behavior

- Vandalism
- Unsafe or reckless conduct
- Bullying or harassment
- Alcohol or drug use by minors
- Disrespect toward hotel staff
- Online slander or defamation

Violations may result in:

- Loss of travel eligibility
- Suspension
- Removal from EYH

SECTION 24 — Financial Policies & Obligations

EYH is a nonprofit organization that relies on timely payments to operate effectively.

Financial Responsibilities

Families must:

- Pay all fees on time
- Follow approved payment plans
- Resolve outstanding balances promptly
- Understand that non-payment affects eligibility

Refund Policy

Refunds may be limited due to:

- Ice contracts
- League fees
- Uniform costs
- Administrative expenses

Refunds are not guaranteed and are evaluated case-by-case.

Financial Good Standing

Required for:

- Practices
- Games
- Tournaments
- Travel
- Tryouts
- Future registration

Failure to Meet Financial Obligations

May result in:

- Loss of good standing
- Suspension
- Ineligibility for travel
- Removal from EYH

SECTION 25 — Volunteer Requirements & Community Expectations

Volunteers are essential to EYH operations and must uphold the highest standards.

Volunteer Requirements

Volunteers must:

- Complete SafeSport (if required)
- Pass background checks
- Follow EYH policies
- Model professionalism
- Support a positive environment

Volunteer Roles May Include:

- Team Manager
- Locker Room Monitor
- Scorekeeper
- Penalty box attendant
- Event support
- Committee member

Volunteer Conduct

Volunteers must:

- Maintain neutrality
- Avoid conflicts of interest
- Communicate respectfully
- Protect player privacy
- Follow SafeSport guidelines

Misconduct

May result in:

- Removal from volunteer role

- Loss of good standing
- Suspension
- Removal from EYH

SECTION 26 — Media, Photography & Social Media Policies

Media and social media can positively highlight EYH, but misuse can create safety risks and harm the program.

Photography & Videography

Allowed:

- From public spectator areas
- For personal use
- For positive, respectful sharing

Not allowed:

- In locker rooms
- In restrooms or changing areas
- To embarrass or target players
- To criticize EYH staff or volunteers

EYH Media Use

EYH may use photos or videos for:

- Social media
- Website content
- Promotional materials

Families may opt out with written notice.

Team Social Media Pages

Must:

- Be approved by EYH

- Be managed by approved adults
- Use EYH branding appropriately
- Post positive content

May NOT:

- Share confidential information
- Post locker room content
- Allow hostile comment sections
- Criticize EYH, coaches, or officials

Player Social Media Expectations

Players must:

- Use respectful language
- Avoid inappropriate content
- Protect teammates' privacy

Players may NOT:

- Bully or harass others
- Post negative comments about EYH
- Share confidential team information
- Post videos of fights or injuries

Parent Social Media Expectations

Parents must:

- Model respectful online behavior
- Avoid gossip or rumor-spreading
- Use private channels for concerns

Parents may NOT:

- Attack EYH staff

- Engage in online slander or defamation
- Create negative group chats

Consequences

Violations may result in:

- Removal of posts
- Loss of good standing
- Suspension
- Removal from EYH

Publication Policy

EYH encourages the promotion of our youth program and teams by members through the newspaper, TV and other mediums, but it is necessary for the protection of players and the program that the following guidelines are to be adhered to. EYH takes this matter very seriously; we do not want any misrepresentation brought upon or attributed to our teams, coaches, players or program. Additionally, EYH wishes to protect the privacy of all officials and players.

In order to protect the integrity of EYH youth program, it's officials, coaches, players and parents/guardians, no individual or group may represent EYH Director, coaches, players or parents/guardians in any public medium without the expressed consent of the EYH Director. This includes social media pages and other online platforms.

Additionally, no personal information of players, parents/guardians, or EYH official will be made public without the written consent of the interested parties. This includes but is not limited to: Print: Newspapers, magazines, periodicals; Internet: Social media, mass email, online publications; Television; and Radio.

- EYH Teams or anyone associated with the team in an official or unofficial manner cannot operate independent web-sites to represent EYH as an association or individual EYH teams including, but not limited to: Instagram, Facebook, Tik Tok, Snapchat, or any other social media platforms.
- Players 1st names may not be used on an internet site.

- If posting with EYH consent, but without EYH's photo/video rights, a picture or video of a player (s) may only be posted with the written consent of the parent or guardian.
- The player in the picture may not be identified by first name and only by last name with express consent of parent or guardian. 14
- EYH will only post rosters on the EYH website using a player's first initial and last name. Parents / Guardians may opt their child out.
- Teams may not create their own web site without the express consent of EYH.

Violation of this policy can lead to disciplinary action and/or expulsion from EYH.

E-Mail/Group Chat Communication

EYH expressly forbids team members (Player, Coach, Parent) to use team e-mail lists/group chat lists as a form to express grievances, opinions or regarding players, parents, association members, EYH staff, other organizations, teams or their officials. By making a grievance known via communicating to all or most members of a team, it is announcing problems via an e-mail/group chat which becomes a public or semipublic form which is counterproductive to positive conflict resolution and EYH policy.

Personal communication among individuals on the team is of course personal and not of EYH business.

Group / Public complaint and grievance communication regarding EYH teams its' player, coaches and officials is EYH business and can lead to suspension from EYH. EYH offers means for dispute resolution.

It is the expectation that all team officials use a reasonable and sensible means to solve issues and problems that may arise over the course of a season through face to face communication. The use of e-mail/group chat all too frequently leads to misunderstanding which exacerbate problems.

SECTION 27 — Association Governance & Board Structure

EYH is governed by a volunteer Board of Directors responsible for the long-term stability and success of the program.

Board Responsibilities

- Strategic leadership
- Financial oversight
- Policy development
- SafeSport compliance
- Disciplinary decisions
- Program direction

Board Composition

May include:

- President
- Vice President
- Treasurer
- Registrar
- Hockey Director
- Associate Hockey Director
- SafeSport Coordinator

Decision-Making Authority

EYH Disciplinary Board: The EYH Disciplinary Board will consist of a EYH Director, and up to five other individuals from EYH. It will be a mixture of Staff, Coaches and/or knowledgeable individuals from within the program or former members of the program. The Disciplinary Committee will meet as soon as possible to expedite resolution of violations.

Appeal Process: All members subject to disciplinary measures have the right to appeal. To appeal a decision by the Disciplinary Board, the following guidelines should be followed:

1. A request to appeal a decision by the Disciplinary Board must be made in writing within 5 days following the board's decision. Written request for appeals should be forwarded to Kristian Armstrong - Hockey Director. After 5 days, the right to appeal is waived.

2. Upon receipt, a hearing to review the appeal will be held within 5 days.
3. The Appeal Committee will render a final judgment within 10 days of concluding the review hearing.

The Board has final authority over:

- Policy changes
- Financial decisions
- Team formation processes

Coaches have authority over:

- On-ice decisions
- Player development
- Ice time

Managers have authority over:

- Administrative tasks
- Communication
- Logistics

SECTION 28 — Annual Meetings

EYH holds an Annual General Meeting (AGM) to ensure transparency and community involvement.

Annual Meeting Includes:

- Season review
- Financial updates
- Program goals

SECTION 29 — Amendments, Updates & Policy Enforcement

The Bear Book is a living document that may be updated as needed.

Authority to Amend

The EYH Board may update policies at any time.

Communication of Changes

EYH will:

- Notify families
- Update the digital Bear Book
- Provide summaries of major changes

Member Responsibility

Members must stay informed. Ignorance of a policy does not exempt a member from consequences.

Policy Enforcement

Policies are enforced consistently and may result in:

- Warnings
- Suspension
- Loss of good standing
- Removal from EYH

SECTION 30 — Acknowledgment & Agreement

By participating in EYH, all members agree to:

- Follow the Bear Book
- Uphold EYH values
- Respect staff, coaches, and volunteers
- Comply with SafeSport
- Accept disciplinary actions
- Maintain financial responsibility

Participation in EYH is contingent upon adherence to these standards.

SECTION 31 — EYH Code of Conduct

Everett Youth Hockey Association Athletic Code

I. Purpose, Authority and Scope

The purpose of the Athletic Code is to establish standards for all Junior Silvertips in the area of performance and personal behavior for those individuals who voluntarily become involved with the Everett Youth Hockey Association. An athlete who voluntarily participates in ice hockey regular season programming that is coordinated by the Everett Youth Hockey Association agrees to abide by this Athletic Code of Conduct throughout the season in which the athlete participates. A “season” includes the moment that the athlete registers his/her intent to be evaluated for a Rep Division team or registers for the House Division season through 12:00 midnight on the date of the last team activity that is conducted for the season. Compliance with the Athletic Code is not limited to USA Hockey and/ or Everett Youth Hockey Association sponsored sports activities or rink premises - this Code is in effect at all times for all Junior Silvertips during the season. The Code is not a complete list of undesirable conduct by athletes. Everett Youth Hockey Association athletes are considered to be examples and role models and expected to act accordingly during their time at Everett Youth Hockey Association. Any athlete whose conduct is found to be a discredit or to cause unfavorable notoriety to the athlete, the team, or the Everett Youth Hockey Association shall be subject to disciplinary action as determined by the coach, Hockey Director, and/or the Board of Directors, whether or not the conduct is specifically described in the Athletic Code of Conduct. Everett Youth Hockey Association is a member of the Pacific Northwest Amateur Hockey Association (“PNAHA”) and USA Hockey. Additional standards, including USA Hockey SafeSport policies, may be found on their websites at www.pnaha.com and www.usahockey.com.

II. Specific Athlete Code Standards

The following rules are not an exhaustive list of conduct that subjects an athlete to discipline. At all times, athletes are expected to follow the USA Hockey Codes of Conduct and to behave in a manner consistent with the special privilege of being a Junior Silvertip.

A. Respect for Authority 18

- Everett Youth Hockey Association Management, Coaching Staff, and Other Staff Members (including SafeSport Volunteers) - No demonstration of disrespect for any member of the Everett Youth Hockey Association management or staff will be tolerated.
- Community Ice Arena and Angel Of The Winds Arena Management and Staff - It is imperative that the Junior Silvertips maintain a positive relationship in our home rinks and as such, no level of disrespect to their management or any member of their staff will be tolerated.
- On-Ice Officials - No adversarial confrontation, either verbal or physical, toward officials will be tolerated. All Junior Silvertips are to submit to the instruction of the referees whether they agree or not. The only athletes who are allowed to discuss issues with on-ice officials are the team captains or assistant captains, who are required to do so with the utmost respect.

B. Alcohol, Drugs and Tobacco are Strictly Prohibited

- Alcohol, Drugs and Tobacco are Strictly Prohibited- The possession, use, consumption, distribution, purchase, sale or manufacture of, or any other improper or unlawful involvement of any kind or description with illegal drugs, controlled substances, alcohol or alcoholic beverages, anabolic or androgenic steroids, tobacco, tobacco products, E-Cigarettes, Vapor Pens, or facsimiles, "look- alike" drugs, drug paraphernalia, or substances or products that mask or tamper with any of these, is strictly prohibited. Also prohibited is the distribution, abuse or misuse of over the counter medications or prescription drugs, or other chemicals or substances. In addition to the prohibition against possession and/or use, a Junior Silvertips shall not attend any party or gathering where the above substances, or any other mood-altering chemicals, are present. Such functions include parties in homes or outdoors, or while riding in a vehicle. Failure to leave such a situation immediately, in a safe manner, shall constitute a violation of this Athletic Code. If a Junior Silvertips cannot safely leave a situation where prohibited substances are present, the athlete must report the incident to a coach or administrator immediately. Verification of the circumstances will result in no disciplinary penalty.

C. USA Hockey and Everett Youth Hockey Association SafeSport Policies.

USA Hockey and the Everett Youth Hockey Association are committed to creating a safe and positive environment for its participants' physical, emotional and social development and ensuring it promotes and environment free from abuse and misconduct. As part of this program, USA Hockey and the Everett Youth Hockey Association have implemented SafeSport policies (outlined in the USA Hockey SafeSport Handbook) addressing certain types of abuse and misconduct, certain policies intended to reduce potential misconduct, to monitor and govern the areas where potential abuse and misconduct might occur, and certain policies pertaining to the procedures and interactions with the United States Center for SafeSport (USCSS). The policies below address the following types of abuse and misconduct and set forth boundaries for appropriate and inappropriate conduct:

- Sexual Misconduct and Child Abuse
- Physical Misconduct
- Emotional Misconduct
- Bullying
- Threats
- Harassment
- Hazing

The policies below are implemented by Everett Youth Hockey Association to incorporate protections to reduce the risks of potential abuse:

- One on One Interactions Policy
- Locker Room Policy
- Athletic Training Modalities
- Social Media and Electronic Communications Policy
- Travel Policy
- Billeting Policy

Strict adherence to all SafeSport policies is required by every athlete, coach and/or participant in our programming. All USA Hockey and Everett Youth Hockey Association participants shall familiarize themselves with each form of misconduct and the policies in the SafeSport Handbook and in the USCSS Code and shall refrain from engaging in misconduct and/or violation of any of these policies. At times, Everett Youth Hockey 19 Association SafeSport policies will be more strictly applied than the USA Hockey policies. In the event of any internal inconsistency between the two policies, the stricter interpretation will prevail.

USA Hockey and the Everett Youth Hockey Association are committed to creating the safest possible environment for participation in hockey. Questions about the USA Hockey SafeSport Program, or reports concerning possible violations of the SafeSport Program Policies, may be directed to USA Hockey's SafeSport Compliance Team by emailing SafeSport@usahockey.org, or calling 800-888-4656. Reports can also be emailed to PNAHA's SafeSport Coordinator by emailing SafeSport@PNAHA.com. Reports can also be emailed to EYH's SafeSport Coordinator by emailing safesport@everettyouthhockey.com.

D. Locker Rooms.

Everett Youth Hockey Association's Locker Room policy is acknowledged annually at registration and is posted on Everett youth Hockey Association's website. All provisions therein are strictly required of all athletes and SafeSport volunteers. In addition, the following provisions apply:

- Treat all team facilities (both home and away) with the same respect that one would treat their own home and property.
- Cell phones and other mobile devices with recording capabilities, which includes voice, recording, still cameras and video cameras, increase the risk for some forms of abuse or misconduct. As a result, the use of any device's recording capabilities in the locker rooms, changing areas or similar spaces at a Facility is prohibited.
- Junior Silvertips are NOT permitted to enter the locker room until 30 minutes prior to going on the ice for practices unless an alternative locker room time is posted on the schedule.
- Preparation in the locker room directly affects the outcome of a game. As such, the time in the locker room is to be considered part of the game preparation and should reflect the same focus that is demonstrated on the ice.

- When locker room space is available, athletes will be allowed to leave their equipment in the room for the duration posted. Leaving gear in the locker room is optional and at an athlete's own risk. Any lost or stolen items are the responsibility of the athlete, NOT the team.
- No food is to be consumed in the locker room area. If athlete's need to eat, please do so outside the room. Energy or Nutrition Bars are acceptable as long as wrappers and waste are disposed of properly.
- All stick preparation needs to be done prior to arriving at the rink. Any sticks requiring work or repair during a game or practice needs to be done by a trash can. All scrap tape is to be deposited in a trash can.
- All stalls are to have the equipment hung in the same manner. Jerseys must ALWAYS be left hanging neatly on their hanger at the front of the stall with the logo facing out.
- Locker rooms are to be cleaned up prior to leaving at the end of practice or games. NOTHING is to be left on the floor in showers or sinks regardless of the condition of the room upon your arrival. Cleanliness of the locker room is a TEAM responsibility.
- No hockey (stick handling, shooting, etc.), throwing or kicking balls of any kind is allowed in locker rooms.
- Upon exit, the locker room will be left absolutely spotless.

E. Social Media.

Junior Silvertips should be aware that third parties, including media, EYH staff, coaches and Board Members, future employers and PNAHA/USA Hockey personnel can easily access social media sites and view personal information. This includes pictures, videos, comments and posts. Posted items that are inappropriate in nature are easily discovered and can impact the perception of the athlete, the team, the organization and USA Hockey. Inappropriate posts can also be detrimental to a student's future education, athletic and employment opportunities and pursuits. Junior Silvertips must refrain from engaging in inappropriate posts, comments, pictures, and videos. Examples of inappropriate/offensive social media participation may include, but are not limited to, the following:

- Photos, videos, comments and/or posters showing the personal use of alcohol, drugs and/or tobacco. This includes holding cups, bottles, cans, shot glasses, etc.
- Photos, videos and/or comments that are of a sexual nature. This includes links to websites of a pornographic nature or depicting other inappropriate material.

- Photos, videos, comments and/or posters that condone drug-related activity. This includes images that portray the personal use of marijuana and/or drug paraphernalia.
- Content that is unsportsmanlike, derogatory, demeaning or threatening toward another individual or entity. This includes derogatory comments regarding another team, taunting comments directed at another athlete, coach or team and derogatory race/gender comments.
- Content that depicts or encourages unacceptable, violent or illegal activities. This includes hazing, sexual harassment/assault, gambling, discrimination, fighting, vandalism, academic dishonest, underage drinking and illegal drug use. 20
- Content that is in violation of team, EYH, PNAHA and/or USA Hockey rules. This includes commenting about a coach, teammate, opponent, official and/or EYH employees and/or Board members.
- Information that is sensitive or personal in nature or is proprietary to the team, which is not public information. This includes tentative or future team schedules, student athlete injuries, student eligibility status and/or team travel information (plans/itineraries).

F. Behavior in Public.

All Everett Youth Hockey Association members are required to refrain from any conduct in any and all public settings that will be offensive to those around them. Inappropriate behavior is a detriment to the reputation of the Everett Youth Hockey Association, sponsors and Board of Directors. Offensive behavior may be subject to disciplinary action and will not be tolerated.

- All players are prohibited from using vulgarities and/or explicit language, including language that is discriminatory in nature.
- To ensure that players are not exposed to age inappropriate conversations, specifically those of a sexual nature, are not to be conducted in the locker room.

G. Vandalism or Damage to Facilities.

At no time should an athlete damage any facility that is hosting the team. This includes all ice rinks, hotels, restaurants, host family homes, or any other public property. If an athlete accidentally damages property, he must bring it to the attention of Everett Youth Hockey Association staff immediately so the situation can be rectified with the appropriate establishment. If at any time a fee is assessed for damages, that fee will be designated to

the individual athlete who caused the damage or split among the athletes responsible in the facility at that time.

H. Lost or Stolen Items.

Lost or stolen Junior Silvertips property will be paid for by the athlete (such as team jerseys, socks, hockey gear, sticks and team jackets). Respect both your property and your teammates' property at all times.

I. Dress Code.

Dress codes support team members feeling part of a group and lends itself to a feeling of all working toward one purpose. Whether intentional or not, how we dress sends a message. Therefore, every Junior Silvertips will adhere to a dress code to signal by their appropriate appearance that they represent Everett Youth Hockey Association with the utmost respect and pride. Where communicated by the team's coach, the dress code is required for all Junior Silvertips when entering the rink, exiting the locker room and/or appearing in a public area during home games, showcase games, all-star games, etc. The dress code is also to be worn if a team participates in any volunteer activities.

- Teams may choose from these three (3) approved dress code options (teams are further encouraged to find sponsors to assist with the purchase of the team EYH attire):
- Full Suit and Tie. Ties must be tightly secured and not hanging loosely. Dress shoes must be worn at all times. No hats, of any kind, are to be worn with dress clothes. Vans are not dress shoes.
- EYH Track Suits; and/or
- Approved EYH Polo / Jacket / 1/4 Zip (same color).
- No jewelry of any kind is to be worn during on-ice activities as doing so may pose a safety risk.
- No hats may be worn during any team meal, games, tournaments.

J. Conduct Not Specifically Described.

Each athlete is responsible for his/her own behavior on and off the ice. Furthermore, each athlete will be held accountable for his actions. Any action(s) by a member of a Everett Youth Hockey Association hockey team that exhibits lack of respect for billets, teammates, coaches, medical staff, the hockey program, sponsors, and/or the Everett youth Hockey Association community, or represents the association in a negative fashion causing embarrassment to the organization, internally or externally, is cause for disciplinary action, suspension, or expulsion from the team.

Section Two: Forms of Disciplinary Action

The consequences described herein outline the range of possible discipline that may be imposed for the listed violations. However, the Hockey Director and/or EYH Board of Directors (or its designee/s) has complete discretion to depart from the listed range of discipline if the circumstances of a particular case justify a departure. The Hockey Director has the ability to instantaneously implement proper safety measures in accordance with the situation at hand; if safety measures are implemented, it is up to the Hockey Director's discretion to remove them as well. In all cases where suspension and/or expulsion are possible consequences, USA Hockey Bylaw 10 will be followed, which provides athletes/participants due process, including a hearing before discipline is imposed. In limited circumstances, a summary suspension may be imposed (by USA Hockey, PNAHA and/or Everett Youth Hockey Association) prior to a hearing.

Please note that violations of this Athletic Code may be required to be disclosed and may reflect negatively on applications to other hockey clubs, universities, colleges, and military academies. Everett Youth Hockey Association reserves the right to disclose violations in its sole discretion.

Violations will be cumulative during an athlete/coach time at Everett Youth Hockey Association. Cumulation will begin the first day an athlete registers for any team and will continue throughout his/her career with Everett Youth Hockey Association.

The following is a guide as to the typical consequences for certain violations. Each violation, however, will be handled on a case-by-case basis and consequences will be determined by the coaching staff, with consultation from the SafeSport Director, Disciplinary Chair and/or additional Board of Directors designees. Please note the following possible violations and their consequences:

A. Violation – Misuse of Team Equipment. Athletes are responsible for all equipment issued by Everett Youth Hockey Association, and that equipment must be treated with respect and kept in reasonable condition. You will be required to pay for any damage intentionally or negligently caused to your equipment.

B. Violation – Late to Practice, Game or any Team Function without contacting a member of the coaching staff. First Offense: Warning from the Coach. Second Offense: Minimum one period suspension. Third Offense: Minimum one game suspension.

C. Violation - Team Rules. All violations of team rules are subject to the coaching staff's discretion .

D. Violation – Tobacco or Alcohol Consumption Consequences could include, but are not limited to player suspension and/or expulsion from the team and/or Everett Youth Hockey Association.

E. Violation - Illegal Use of Drugs Immediate expulsion from Everett Youth Hockey Association. This is a zero-tolerance policy.

F. Violation - Unsportsmanlike Conduct, including Abuse of Officials, Abuse of Coaching Staff, Disrespect of Opposing Team. Notwithstanding required Playing Rules suspensions, consequences will be at the discretion of the coaching staff, but also may be subject to further disciplinary action from the Disciplinary Committee.

G. Violation - SafeSport Policies. Consequences could include, but are not limited to player suspension and/or expulsion from the team and/or Everett Youth Hockey Association.