

MASSACHUSETTS HOCKEY DISCIPLINE PROCEDURES



USA Hockey Bylaw 10 & Massachusetts Hockey Bylaw XIV

This Memorandum is to provide guidance to those within USA Hockey that have occasion to impose suspension or other discipline to any participant. (This includes all participants in Massachusetts Hockey from the MH BOD through all parents.) All USA Hockey Affiliates, Leagues, Programs, Associations, or other organizations, must follow Bylaw 10 in imposing discipline.

These procedures are in place to deal with any alleged violations of any USA Hockey or Mass Hockey Bylaws, Rules & Regulations, Policies, Codes of Conduct or Codes of Ethics, and any alleged violations of USA Hockey SafeSport Handbook Policies and Mass Hockey Association Affiliate Agreement (July, 2022).

THE MOST IMPORTANT RULE

Any Discipline (suspension, probation, censure or other discipline) of a participant may be taken only AFTER a hearing by the appropriate Discipline Authority, and must follow specific rules and procedures spelled out in USA Hockey Bylaws Chapter 10 and Mass Hockey Bylaws Article XIV.

“Appropriate Discipline Authority” shall mean Massachusetts Hockey, each District of Massachusetts Hockey, and each League, Association or Program having jurisdiction to operate within USA Hockey Massachusetts Hockey.

THREE EXCEPTIONS TO THE MOST IMPORTANT RULE

Exceptions to the requirement that there be a hearing BEFORE discipline can be imposed:

1. All suspensions resulting from USAH Playing Rules violations:

- Match Penalties
- Game Misconduct Penalties
- Additional suspensions (usually 1-3 games) pursuant to written Leaguerules which have been approved by the Mass Hockey Referee-in-Chief.

2. Summary Suspensions

- In Massachusetts, Summary Suspensions may only be issued by the Chair of the Discipline Committee or the USA Hockey SafeSport Coordinator.
- May be issued only in those cases where a person has been arrested for a crime alleged to have been committed, a person has allegedly assaulted another, a person has allegedly violated USA Hockey SafeSport Policy, or allegedly violated USA Hockey or Massachusetts Policies that are in writing.

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3. Officiating Suspensions

- The MA Hockey Referee-in-Chief and MA Hockey Discipline Chair has authority to suspend a referee up to 10 days without a prior hearing.

MAIN PRINCIPLES OF USA & MA HOCKEY DISCIPLINE PROCEDURES

A. Hearings

1. In nearly all cases, a suspension may not be issued until after a participant has been afforded a right to a hearing under the procedures set forth in USA Hockey Bylaw Chapter 10 and Mass Hockey Bylaw Article XIV.

Hearing Requirements:

- **Hearing Panel:** The Hearing Panel must have at least 3 reasonable disinterested and impartial persons. The Mass Hockey Discipline Chair may appoint a Hearing Panel Chair/Facilitator whose function shall be to facilitate the process. In cases involving coaches and referees, the Mass Hockey Coach in Chief or Referee in Chief, or his/her designee, shall serve on the Hearing Panel
 - **Offer of Hearing:** The Hearing Panel must hold a hearing within 30 days after its appointment unless a later date
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- **Notice of Hearing:** The Hearing Panel must provide:
 - At least 7 days' notice of the hearing (unless waived in writing by the party)
 - which shall include time and place of the hearing,
 - the manner in which the hearing will be conducted,
 - the grounds for any proposed suspension or discipline,
 - the possible consequences of an adverse finding, and
 - the issues to be resolved by the panel;
 - notice if the hearing will be recorded by either video or audio. A copy of any such record shall be provided at cost to the Parties.
 - Prior to hearing, the names of all Hearing Panel members and Facilitators must be provided to persons subject to discipline. If there is any objection to Hearing Panel member/Facilitator on basis of conflict of interest, the participant must state so in writing to the Hearing Panel chair and the Mass Hockey Discipline Chair at least 24 hours prior to hearing.

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- Suspension Remains in Effect: Any existing suspension remains in effect until the decision of the Hearing Panel is rendered.
- Hearing Requirements: A fair hearing is required, including:
 - (a) Reasonable notice of the grounds for the proposed suspension, but any grounds supported by the evidence may be considered in reaching a decision;
 - (b) Notice of the possible consequences of an adverse finding;
 - (c) A reasonable opportunity for each Party to present their case and argument;
 - (d) The ability to have counsel present – although counsel may not participate in hearing;
 - (e) The Rules of Evidence in judicial proceedings shall not apply in the hearing;
 - (f) All Parties are to be treated in a substantially equal manner.

3. Hearing Rules

- The Hearing Panel Facilitator may declare the level of formality for the hearing, may hear evidence it thinks is relevant, may place limits on time, evidence and documentation, may allow witnesses, and/or written statements, and may establish other hearing rules as long as each Party is treated substantially equally.
- The Hearing Panel may allow a Party to question the other Party. The extent of such questioning is determined by the Hearing Panel Chair/Facilitator.
- Burden of Proof: The Party proposing the suspension must establish the facts and the violation of rules/bylaws/policies/codes of Conduct/Ethics, etc. by a preponderance of the evidence (ie., more likely true than not true.)
- Decision Deadlines: The Hearing Panel must use reasonable efforts to render a summary decision within 5 business days of the hearing. A formal written decision must be prepared and delivered to the Parties within 15 business days of the hearing.
- **Decision Contents: The written decision must contain findings of material facts, conclusions, and the decision of the Hearing Panel. There is a Mass Hockey form to use for this process.**
- Scope of Discipline/Suspension: Except for suspensions of one year or more in length, or for violations of sexual misconduct, any suspension imposed is only valid within the jurisdiction of the suspending authority (eg., a local program may only suspend within its program; a League may only suspend within its League, and Mass Hockey may only suspend a party from participation within Mass Hockey.) HOWEVER, a local program, or league may request that Mass Hockey honor the discipline throughout Mass Hockey; and, Mass Hockey may request that USA Hockey honor the discipline throughout USA Hockey's jurisdiction.
- **NOTE: All suspensions of one year or more, and all violations of sexual misconduct policies are automatically national in scope**

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Incidents Resulting in Discipline Hearings

1. Match Penalties – USA Hockey Playing Rule 405
2. Physical and Other Assaults (Players, Coaches, Referees, Parents)
3. Supplemental Discipline – USA Hockey Playing Rule 410
4. Any violation of Mass Hockey Association Affiliate Agreement (July, 2022)
5. USA Hockey Code of Conduct violation – Administrators, Officials, Parents, Players, Spectators
(See USA Hockey Annual Guide.)
6. USA Hockey Coaches Code of Ethics
7. Zero Tolerance Violations (USA hockey Annual Guide)
8. USA Hockey SafeSport Violations (See USA Hockey SafeSport Program Handbook)
 - Sexual Misconduct
 - Physical Misconduct
 - Emotional Misconduct
 - Bullying
 - Threats
 - Harassment
 - Hazing
 - One on One interactions
 - Locker Room Monitoring violations
 - Social Media and Electronic Communications Policy violations
 - Travel Policy violations
 - Billeting Policy violations
 - Any other violations of US Center for SafeSport Policies

USA Hockey Playing Rule 410 – Supplemental Discipline

(a) In addition to the suspensions imposed under the USA Hockey playing Rules, the proper disciplinary authority, at its discretion and after the game has been completed, may investigate any incident that occurs in connection with any game. Any incident that occurs prior to, during, or after the game is subject to review regardless of whether the action was penalized by the Referee.

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ROLE OF THE HEARING PANEL FACILITATOR

1) Name a Hearing Panel

- Appoint 3-5 people to sit as Hearing Panel members.
- Hearing Panel members must be “reasonably independent and objective” persons.
- Avoid conflict of interest – and the appearance of conflict of interest.
- Do not appoint relatives or friends of any of the parties. • Do not put “related” people on the panel – so no husband/wife combinations, or father/son, etc.
- **NOTE:** In cases involving coaches & referees, the District Coach-in-Chief or Referee-in-Chief or his/her designee, shall serve on the Hearing Panel.

2) USA Hockey requires at least 7 days written notice of a hearing. If Parties wish to waive this requirement, it must be in writing.

3) Send out the Notice of Hearing form. This should go to Parties, Referees, Panel members.

- This form includes name of Hearing Panel Chair/Facilitator & names of Hearing Panel members;
- Right of Party charged to object to Hearing Panel member on basis of conflict of interest;
- The rule, bylaw or policy allegedly violated;
- Date and time of hearing;
- Request that names of any witnesses be provided to Hearing Panel Chair/Facilitator;
- Copies of all pertinent documents (For example: Incident Report, any written reports of witnesses, etc.)
- Procedures to be followed at hearing;
- Notice if the hearing will be recorded;
- Requirement that person charged participate in the hearing;
- Notice of consequences of adverse decision;
- Right to appeal the Hearing Panel decision.
- **NOTE:** This Notice and all attachments should also be copied to each Hearing Panel member.
- **NOTE 2:** If any of the parties are minors, the hearing rules may be adjusted.

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- 4) Contact referees and confirm date & time of hearing. At least one of them must attend.
 - 5) Arrange with MH Executive staff to set up videoconference. Confirm.
 - 6) Conduct Hearing. Introduce everyone. Review procedures. Document persons present in writing. Reminder that Chair/Facilitator conducts hearing but does not vote. Reminder that the hearing may be recorded.
 - 7) Parties must have reasonable and equal opportunity to hear the case against them and present own case.
 - 8) At the conclusion of the Hearing, the Parties and all witnesses will be excused. The Hearing Panel should deliberate and come to a conclusion. In order to impose any discipline or suspension, the Hearing Panel must make a finding supported by a preponderance of evidence (more likely true than not) that the Party violated an applicable rule. Put the decision in writing (even if first draft) immediately. It does not have to be announced to the Parties immediately. You have 5 business days to announce decision per USA Hockey to the parties.
 - 9) The Facilitator must provide the written decision to all parties and to the Chair of the Mass Hockey Discipline Committee within 15 business days of the Hearing.
 - 10) The written decision must include findings of material facts, conclusions, the decision of the Hearing Panel, a statement about the right of appeal from the decision, and a copy of the formal Appeal Form.
 - 11) The Hearing Panel Facilitator must not discuss anything regarding the issues of the Hearing with any Party or participant. The Hearing Panel Chair may discuss matters of time and place of Hearing, procedures, and who may testify. All other discussions must be in writing. Any questions should be referred to Mass Hockey Discipline Chair.
- It is vital that the Hearing Panel Facilitator be neutral and unbiased.
- 12) Any written or verbal character references on behalf of the Party charged may be reviewed by the Hearing Panel members, but will not be considered as evidence.

REMINDER: All matters involved in these Hearing must be treated as CONFIDENTIAL.

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ADDITIONAL COMMENTS

1) On MATCH PENALTY Hearings, both referees should participate in hearing. If one is absolutely unable to participate, he/she must write up the incident with as much detail as possible and submit it to the Hearing Panel Facilitator at least 3 days prior to hearing. It is not likely that referees need to be on teleconference for more than 20 minutes.

2) Considerations for Discipline – in addition to or instead of suspension:

Require Person subject to Discipline to read and review the USA Hockey Code of Conduct, and the USAH Zero Tolerance Policy, the SafeSport Program Handbook – or specific pages in the Handbook. We will have these documents available to be sent online and signed by the person. For Players: require them to take the USA Hockey age appropriate SafeSport training online.

REMEMBER: One of the goals is to EDUCATE players, coaches, parents and referees about the rules. Hopefully they will learn something from the experience. Keep this in mind when you are determining what Discipline to impose.

DEFINITIONS: Suspension: It is up to the Hearing Panel to define what activities the party may not participate in. Generally, a suspension by a Hearing Panel is suspension from “all on-ice and off-ice activities.” It means that a suspended party may not attend games, practices or be involved in any team/league activities at all. The suspended party may not be at the rink for any activities– including being a spectator. However, the Hearing Panel should decide exactly what the person may not do, and state it clearly in the decision. what is meant by “suspension.”

Probation: DISCUSS

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MASSACHUSETTS HOCKEY DISCIPLINE **COMMITTEE NOTICE OF HEARING**

To: _____ **Date:** _____

Email of Party: _____ **Phone # of Party:** _____

From: _____ (Hearing Panel Facilitator)

Email of Facilitator: _____

This is your Notice of Hearing under USA Hockey Bylaw Chapter 10, and Massachusetts Hockey Bylaw Article XIV to determine whether you will be suspended or otherwise disciplined as a result of violations of:

which occurred on _____ **(date) at** _____ **(location).**

The Hearing will be held via teleconference on _____ **, at** _____ **am/pm.**
Each Party will have any opportunity to present their case to the Hearing Panel.

It is alleged that you: (describe facts)

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The Hearing Panel will also consider whether there have been any violations of the USA Hockey Zero Tolerance Policy, Code of Conduct Policy or Code of Ethics Policy.

If the Hearing Panel finds that the above events have occurred, you may be suspended or disciplined at the discretion of the Hearing Panel. Discipline for an adverse finding may include anything from probation, review of documents, requirements to take additional training sessions, and/or permanent suspension from all USA Hockey involvement.

All copies of reports of the incident (for example, a USA Hockey incident Report) that already exist are attached to this Notice.

The Hearing Panel Members assigned to your Hearing are: (name & position)

If you object to any of these members based on a conflict-of-interest, please notify the Hearing Panel Facilitator immediately, and no later than 3 days prior to hearing

The expected witnesses are:

The Parties must submit to the Hearing Panel a list of those individuals whom each Party will call as a witness during the teleconference hearing. Each Party shall provide a copy of the proposed witness list to the Hearing Panel Facilitator and to the other Party by email prior to the hearing.

All written witness statements must be submitted to the Hearing Panel Facilitator and the other Party prior to the Hearing.

The Rules of Evidence in judicial proceedings shall not apply in the hearing. Counsel may confer with his/her client but will not participate in the hearing.

The Hearing Panel shall make arrangements for a record of the proceedings. The Parties may request a copy of the record in the normal course and at their own expense.

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You are required to attend this hearing. Failure to attend this hearing may result in permanent suspension. The Hearing will proceed with or without your presence. Mass Hockey as the complaining party will have the burden of proving that the facts giving rise to the discipline are more likely to have occurred than to have not occurred, and that establishment of such facts constitutes a violation of the USA Hockey or Massachusetts Hockey Bylaws, Rules & Regulations, Policies or Codes of Conduct and Ethics identified above.

The Hearing Panel will deliberate in closed session following the Hearing, and a decision will be rendered in a timely fashion.

Following this hearing and the delivery of the decision to you, you will have a right to appeal any determination pursuant to USA Hockey Bylaw 10.E. and Massachusetts Hockey Bylaw Article XIV.

A formal Appeal Form will be provided to you along with the decision.

Please feel free to contact me or the Massachusetts Hockey Discipline Chair, Christine Mayer, if you have any questions regarding any of the foregoing.

Hearing Panel Facilitator

Enclosures *(list all enclosures)*

cc: Christopher Gong, Massachusetts Hockey Discipline Committee Chair Party
Proposing Suspension

MASSACHUSETTS HOCKEY HEARING REPORT



Name: _____ Date of Hearing: _____

Nature of Incident: _____ Date of Incident: _____

Status of Person: (player, coach, parent, etc.) _____

Email of Person: _____

Phone Number of Person: _____

Team and League Affiliation: _____

Hearing Panel Members: Facilitator _____

Member: _____

Member: _____

Member: _____

Member: _____

ISSUE TO BE DECIDED BY PANEL:

FINDINGS OF MATERIAL FACT:

MASSACHUSETTS HOCKEY HEARING



CONCLUSIONS:

ORDER/DISCIPLINE TO BE IMPOSED:

If discipline includes any suspension, said individual is suspended from all on-ice and off-ice activities throughout Mass Hockey (and USA Hockey if so ordered.) This includes any communication with team/program players, coaches or administrators in rinks, locker rooms, etc. Any program or coach who knowingly allows a suspended individual to participate during the suspension period will be subject to a Discipline Hearing.

You have the right to appeal this decision/order in accordance with Massachusetts Hockey Bylaws Article XIV. The form that may be used to request an appeal is enclosed with this report.

Copy to: Disciplined Party, Disciplined Party's team, program, league, Mass Hockey Registrar, Chair of Mass Hockey Discipline Committee, Mass Hockey Executive Director.

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MASSACHUSETTS HOCKEY DISCIPLINE **COMMITTEE REQUEST FOR APPEAL FORM**

Massachusetts Hockey Bylaws Article XIV states the basis of appeal from Hearing Panel decisions. "Only the evidence and theories presented to the Hearing Panel prior to rendering its decision shall be presented or considered on appeal. The only basis for appeal will be that the Hearing Panel acted erroneously in interpreting or applying USA or Massachusetts Hockey Bylaws, Rules & Regulations, Policies and Codes of Conduct and Ethics to the facts."

Note that all Requests for Appeal must be in writing and received by the Massachusetts Hockey Discipline Committee Chair within 14 days of receipt of the decision appealed.

NAME OF PERSON REQUESTING APPEAL: _____

Email: _____ **Phone:** _____

BASIS OF APPEAL:

State why the disciplinary action should be overruled, amended or reversed. See Mass Hockey Bylaws Article XIV for basis of appeal. Attach additional pages as necessary.

ATTACH A COPY OF THE HEARING PANEL DECISION

Signature of Appealing Party

Date

SEND COPY TO:

Christopher Gong
Chair of Massachusetts Hockey Discipline Committee
cgong@mahockey.org | (617) 388-5761

MASSACHUSETTS HOCKEY CORE VALUES



USA HOCKEY CORE VALUES

The following core values of USA Hockey are adopted to guide the association's members in their planning, programming and play, both now and in the future.

Sportsmanship

Foremost of all values is to learn a sense of fair play. Be humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.

Respect for the Individual

Treat all others as you expect to be treated.

Integrity

We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.

Pursuit of Excellence at the Individual, Team and Organizational Levels

Each member of the organization, whether player, volunteer or staff, should seek to perform each aspect of the game to the highest level of his or her ability.

Enjoyment

It is important for the hockey experience to be fun, satisfying and rewarding for all participants.

Loyalty

We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.

Teamwork

We value the strength of learning to work together. The use of teamwork is Reinforced and rewarded by success in the hockey experience.

I have read and reviewed the USA Hockey Core Values.

Signature

Date

Print Name & Email Address

MASSACHUSETTS HOCKEY DISCIPLINE PROCEDURES



MASSACHUSETTS HOCKEY

USA HOCKEY ADMINISTRATOR'S CODE OF CONDUCT

- Follow the rules & regulations of USA Hockey and your association to ensure that the association's philosophy and objectives are enhanced.
- Support programs that train and educate players, coaches, parents, officials and volunteers.
- Promote and publicize your programs, seek out financial support when possible.
- Communicate with parents by holding parent/player orientation meetings as well as by being available to answer questions and address problems throughout the season.
- Work to provide programs that encompass fairness to the participants and promote fair play and sportsmanship.
- Recruit volunteers, including coaches, who demonstrate qualities conducive to being role models to the youth in our sport.
- Encourage coaches and officials to attend USA Hockey clinics and advise your board members of the necessity for their training sessions.
- Make every possible attempt to provide everyone, at all skill levels, with a place to play.
- Read and be familiar with the contents of the USA Hockey Annual guide and USA Hockey's official playing rules.
- Develop other administrators to advance to positions in your association, perhaps even your own.

I have read and reviewed the USA Hockey Administrator's Code of Conduct

Signature

Date

Print Name & Email Address

MASSACHUSETTS HOCKEY DISCIPLINE PROCEDURES



USA HOCKEY ZERO TOLERANCE **PLAYERS**

USA Hockey and Massachusetts Hockey are committed to creating a safe and fair environment for all participants. Respect for the game, the opponents, coaches and officials is a critical part of the environment that is created. This Zero Tolerance Policy summarizes required actions to be taken when violations occur.

All players, coaches, officials, team officials, and administrators and parents/spectators are required to maintain a sportsmanlike and educational atmosphere before, during, and after all USA Hockey sanctioned games. Thus, the following points of emphasis must be implemented by all USA Hockey participants and spectators.

Players

A minor penalty for unsportsmanlike conduct (zero tolerance) shall be assessed whenever a player:

1. Openly disputes or argues any decision by an official
2. Taunts or incites an opponent
3. Visually creates a disturbance during the game

Any time that a player persists in any of these actions, he/she shall be assessed a misconduct penalty. A game misconduct shall result if the player continues such action.

In addition, any player who uses language that is offensive, hateful, or discriminatory in nature anywhere in the rink before, during or after the game shall be penalized under Rule 601(e3) resulting in a Match Penalty. Such behavior is reprehensible and has absolutely no place in our game. The offender shall be immediately suspended until a hearing is conducted by the governing USA Hockey Affiliate or Junior League.

I have read and reviewed the USA Hockey Zero Tolerance Policy for Players

Signature

Date

Print Name & Email Address

MASSACHUSETTS HOCKEY DISCIPLINE PROCEDURES



MASSACHUSETTS HOCKEY USA HOCKEY PLAYERS CODE OF CONDUCT

- Play for fun.
- Work hard to improve your skills.
- Be a team player - get along with your teammates.
- Learn teamwork, sportsmanship and discipline.
- Be on time.
- Learn the rules and play by them. Always be a good sport
- Respect your coach, your teammates, your parents, opponents and officials.
- Never argue with an official's decision.

I have read and reviewed the USA Hockey Player's Code of Conduct

Signature

Date

Print Name & Email Address

MASSACHUSETTS HOCKEY DISCIPLINE PROCEDURES



USA HOCKEY ZERO TOLERANCE **PARENTS/SPECTATORS**

USA Hockey and Massachusetts Hockey are committed to creating a safe and fair environment for all participants. Respect for the game, the opponents, coaches and officials is a critical part of the environment that is created. This Zero Tolerance Policy summarizes required actions to be taken when violations occur.

All players, coaches, game officials, team officials, and administrators, and parents/spectators are required to maintain a sportsmanlike and educational atmosphere before, during, and after all USA Hockey sanctioned games. Thus, the following points of emphasis must be implemented by all USA Hockey participants and spectators.

Parents/Spectators

Parents are expected to be a positive role model by treating all players, coaches, officials and fellow spectators with respect and support.

The game will be stopped by game officials when parents/spectators displaying inappropriate and disruptive behavior interfere with other spectators or the game. The game officials will identify violators to the coaches for the purpose of removing parents/spectators from the spectator's viewing and game area. Once removed, play will resume. Lost time will not be replaced and violators may be subject to further disciplinary action by the local governing body. This inappropriate and disruptive behavior includes:

1. Use of obscene, profane, or abusive language to anyone at any time.
2. Taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical violence or physical violence.
3. Throwing of any object in the spectators viewing area, players bench, penalty box or on ice surface, directed in any manner as to create a safety hazard.

USA Hockey strongly recommends that each local youth hockey registered team designate a volunteer to serve as a parent/spectator monitor during all team games. This monitor will, ideally, address inappropriate spectator behavior prior to the situation escalating to the point it has an impact on the game. This designated monitor shall have the full support of the youth hockey association and the arena management to remove any spectator in violation of the Zero Tolerance Policy.

I have read and reviewed the USA Hockey Zero Tolerance Policy for Parents/Spectators

Signature

Date

Print Name & Email Address

MASSACHUSETTS HOCKEY DISCIPLINE PROCEDURES



MASSACHUSETTS HOCKEY USA HOCKEY COACH'S CODE OF CONDUCT

- Winning is a consideration, but not the only one, nor the most important one. Care more about the child than winning the game. Remember, players are involved in hockey for fun and enjoyment.
- Be a positive role model to your players. Display emotional maturity and be alert to the physical safety of players.
- Be generous with your praise when it is deserved; be consistent and honest; be fair and just; do not criticize players publicly; learn to be a more effective communicator and coach; don't yell at players.
- Adjust to personal needs and problems of players; be a good listener; never verbally or physically abuse others, particularly players or officials; give all players the opportunity to improve their skills, gain confidence and develop self-esteem; teach players the basics.
- Organize practices that are fun and challenging for your players. Familiarize yourself with the rules, techniques and strategies of hockey; encourage all your players to be team players.
- Maintain an open line of communication with your players' parents. Explain the goals and objectives of your association.
- Be concerned with the overall development of your players. Stress good health habits and clean living.
- To play the game is great; to love the game is greater.

I have read and reviewed the USA Hockey Coach's Code of Conduct

Signature

Date

Print Name & Email Address

MASSACHUSETTS HOCKEY DISCIPLINE PROCEDURES



USA HOCKEY ZERO TOLERANCE **COACHES**

USA Hockey and Massachusetts Hockey are committed to creating a safe and fair environment for all participants. Respect for the game, the opponents, coaches and officials is a critical part of the environment that is created. This Zero Tolerance Policy summarizes required actions to be taken when violations occur.

All players, coaches, officials, team officials, and administrators, and parents/spectators are required to maintain a sportsmanlike and educational atmosphere before, during, and after, all USA Hockey sanctioned games. Thus, the following points of emphasis must be implemented by all USA Hockey participants and spectators.

Coaches

A minor penalty for unsportsmanlike conduct (zero tolerance) shall be assessed whenever a coach:

1. Openly disputes or argues any decision by an official.
2. Uses obscene, profane or abusive language to anyone at any time.
3. Visually displays any sign of dissatisfaction with an official's decision including standing on the boards or standing on the bench doorway with the intent of inciting the officials, players or spectators.

Any time that a coach persists in any of these actions, he/she shall be assessed a game misconduct penalty.

In addition, any coach who uses language that is offensive, hateful, or discriminatory in nature anywhere in the rink before, during, or after the game shall be penalized under Rule 601(e3) resulting in a Match Penalty. Such behavior is reprehensible and has absolutely no place in our game. The offender shall be immediately suspended until a hearing is conducted by the governing USA Hockey Affiliate or Junior League.

I have read and reviewed the USA Hockey Zero Tolerance Policy for Coaches.

Signature

Date

Print Name & Email Address

USA HOCKEY COACHING ETHICS CODE



INTRODUCTION

This USA Coaching Ethics Code ("Code") intends to provide standards of ethical conduct for coaches involved with USA Hockey and its member organizations. It provides General Principles and Ethical Standards which cover many situations encountered by coaches, with its principle goals the welfare and protection of participants with whom coaches work. In addition to the Code, the USA Hockey SafeSport Program provides resources for the safety of all involved in the game. For more information, go to usahockey.com/safesport. Coaches will respect and protect human and civil rights and not knowingly participate in or condone unfair discriminatory practices.

GENERAL PRINCIPLES

COMPETENCE

Coaches will maintain a standard of excellence with regard to education and information related to coaching and making an ongoing effort to maintain competence in the skills they use.

INTEGRITY

Coaches will exercise integrity in the practice of coaching and be honest, fair and respectful of others.

PROFESSIONAL FOR PARTICIPANTS

Coaches will respect the fundamental rights, welfare, dignity, values, opinions and worth of all participants and will be aware of culture and individual differences including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socio-economic status.

RESPECT FOR PARTICIPANTS

Coaches will respect the fundamental rights, welfare, dignity, values, opinions and worth of all participants and will be aware of cultural and individual differences including those of age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socio-economic status.

CONCERN FOR PARTICIPANTS

Coaches will be sensitive to different roles and responsibilities and not exploit or mislead them.

RESPONSIBLE COACHING

Coaches will be aware of ethical responsibilities to society and the community in which they work and live as well as comply with the law and encourage the development of policies which serve the interest of the sport and USA Hockey.

ETHICAL STANDARDS

APPLICABILITY OF THE ETHICS CODE

Although many aspects of personal behavior and private activities may seem far removed from the official duties of coaching, Coaches will be sensitive to their positions as role models for participants and will consistently obey the standards of the Code. Additionally, the USA Hockey SafeSport Program has policies prohibiting sexual, physical and emotional abuse, hazing, bullying and harassment. There are also locker room, travel, billeting and electronic communications policies that are intended to reduce the risks of potential abuse.

DISCRIMINATION

Coaches will not engage in or condone discrimination based upon age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socio-economic status or any other basis prescribed by law.

SEXUAL HARASSMENT

Coaches will not engage in sexual harassment which includes but is not necessarily limited to sexual solicitation, unwelcome physical advances and verbal or non-verbal conduct. Coaches will not deny any participants the right to participate in any activity based upon their having made or their being the subject of a sexual harassment claim.

HAZING/BULLYING

Coaches will not engage in or condone behavior which is harassing, harmful or demeaning to participants.

PERSONAL PROBLEMS AND CONFLICTS

Coaches will recognize a personal problem may harm participants. Coaches have an obligation to take reasonable steps to prevent impaired performance by recognizing a personal problem and seeking assistance for it.

USA HOCKEY COACHING ETHICS CODE



AVOIDING HARM

Coaches will take reasonable steps to avoid harm being caused to participants whether it be physical, verbal or through electronic/ social media.

MISUSE OF INFLUENCE

Coaches will guard against the misuse of influence and understand any action or judgment may have an effect on participants.

OUTSIDE RELATIONSHIPS

Coaches will refrain from entering into personal, professional, financial or other relationships with anyone if such a relationship may impair objectivity, interfere with properly performing coaching functions or directly or indirectly exploit or harm participants. Coaches will refrain from taking on obligations if a pre-existing relationship may create a conflict of interest.

EXPLOITATION

Coaches will not exploit or have a sexual or intimate relationship with participants.

STATEMENTS

Coaching will not make a statement which is deceptive, false, fraudulent or misleading.

COMMUNICATION WITH PARTICIPANTS

To avoid any misunderstanding with participants, coaches will discuss the nature and course of training with them and answer any questions they may have.

RELATIONSHIP INVOLVING COACHES, PARTICIPANTS & PARENTS

Coaches will clarify the role of each party and any service provided relative to a relationship with participants and parents.

ALCOHOL, DRUGS AND TOBACCO

Coaches will refrain from using and discourage the availability or use of alcohol, tobacco or performance enhancing or recreational drugs in conjunction with, including travelling to or from, any USA Hockey competition, training or practice session and prohibit the use of alcohol, tobacco or performance enhancing or recreational drugs by participants.

GAMBLING

Coaches will refrain from and prohibit gambling of any kind in conjunction with, including travelling to or from, any USA Hockey competition, training or practice session.

PORNOGRAPHY

Coaches will refrain from and prohibit the use of pornographic or sexually explicit material in conjunction with any USA Hockey competition, including travel to or from any USA Hockey competition, training or practice session.

RECRUITING

Coaches will not recruit a participant who is already a member of another USA Hockey team. Direct contact by a coach or his/her staff or indirect contact through an agent or parent during the playing season with a participant who is a member of another USA Hockey team is considered tampering and is prohibited.

EVALUATING PARTICIPANTS

Coaches will evaluate participants on actual ability, attitude and performance and in a manner consistent with the Code.

RESOLVING ISSUES

FAMILIARITY WITH CODE

Coaches will be familiar with the Code. Lack of awareness or misunderstanding of general principles or ethical standards included in the Code will not excuse violations of the Code.

CONFRONTING ISSUES

Coaches will consult with other coaches when they are uncertain if a particular situation or course of action violates the Code.

ORGANIZATIONAL CONFLICTS

Coaches will clarify the nature of any conflict between the demands of an organization and the Code, make known their commitment to the Code and seek to resolve the conflict in a way which adheres to the Code.

REPORTING VIOLATIONS

Coaches will inform participants of any perceived violation of the Code and their right to report any violation to the president or other appropriate designee of their association and complete an Ethical Violation Form provided by the association. Any violation of the Code shall be addressed via the process explained in USA Hockey Bylaw 10 and referred to the appropriate law enforcement agency as required. USA Hockey requires coaches to report abuse, misconduct and violations of its safety policies. Procedures by which coaches should respond to allegations of abuse and misconduct are also outlined in USA Hockey's SafeSport Program Handbook.

USA HOCKEY COACHING ETHICS CODE



COOPERATION WITH INVESTIGATIONS, PROCEEDINGS AND RESOLUTIONS

Coaches will cooperate with any investigation, proceeding or resolution related to a perceived violation of the Code as mandated by USA Hockey or any of its member organizations. Failure to cooperate in itself is a violation of the Code.

ACKNOWLEDGEMENT

Coaches acknowledge the USA Hockey Coaching Ethics Code is administered under the authority of USA Hockey and its member organizations. Any violation of the Code subjects the violating coach(es) to the disciplinary processes of USA Hockey and its member organizations.

MASSACHUSETTS HOCKEY ZERO TOLERANCE - OFFICIALS



USA HOCKEY ZERO TOLERANCE **OFFICIALS**

USA Hockey and Massachusetts Hockey are committed to creating a safe and fair environment for all participants. Respect for the game, the opponents, coaches and officials is a critical part of the environment that is created. This Zero Tolerance Policy summarizes required actions to be taken when violations occur.

All players, coaches, officials, team officials, and administrators, and parents/spectators are required to maintain a sportsmanlike and educational atmosphere before, during, and after, all USA Hockey sanctioned games. Thus, the following points of emphasis must be implemented by all USA Hockey participants and spectators.

Officials

Officials are required to conduct themselves in a businesslike, sportsmanlike, impartial and constructive manner at all times. The action of an official must be above reproach. Actions such as "baiting" or inciting players or coaches are strictly prohibited.

Officials are strongly encouraged to introduce themselves to the coaches prior to the game to establish a basis of mutual respect and to facilitate/define in-game communication.

Officials are ambassadors of the game and must always conduct themselves with this responsibility in mind.

I have read and reviewed the USA Hockey Zero Tolerance Policy for Officials.

Signature

Date

Print Name & Email Address