



HOCKEY



POLICY HANDBOOK

2022-2023

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EXECUTIVE TEAM

Andrew Sherman
Owner, CFO



Pat Bingham
President
Director of Player
Development



Tyler Shipstad
Vice President
Tier 1 Hockey Director
Director of Academies



Joe Stanczyk
Tier 2 Hockey Director
12U Age Group Coordinator



Colin Martel
Assistant Hockey Director
10U Age Group Coordinator



Admin/Operations

Registrar: Ed Blach

Member Services: Shawn Vanderbeck

365 Hockey Performance Academy: Mario Puskarich

President of Hockey Operations: Kelly Moon

Manager Director: Kelly Moon

Billet Coordinators: Kathy Rakosky/Rie Sanchez

Admin and CAHA SafeSport Coordinator: Shaun Hathaway

Grow the Game Director: Al Pedersen

10U Age Group Coordinator: Colin Martel

Tier 2 Hockey Director/12U Age Group Coordinator: Joe Stanczyk

The Colorado Rampage Executive Team reserves the right to, at any time, review and/or amend any and all policies and procedures contained within this manual. Not all Colorado Rampage policies and procedures are contained in this manual and the Executive Team is charged with creating, implementing and regulating all procedures and policies of The Colorado Rampage, whether listed herein or not. In the event clarification or determination regarding a policy or procedure is required, any participant or parent of a participant may contact an appropriate Colorado Rampage Executive Team Member for assistance with any policy or procedure whether contained in this manual or not. In the event of a dispute regarding the interpretation or implementation of any of the policies and procedures, the Colorado Rampage Executive Team or a Committee or panel appointed thereby shall review and render a decision

based on the best interest of the Colorado Rampage. The Executive Team's decision shall be determinative and final.

MISSION

Our goal is to give every player the opportunity to develop and play at the highest level in our sport, while also becoming a great person in the process. We value GRATITUDE, EMPATHY and KINDNESS in our staff and players. We are looking for players that have passion for the game and can attack every day with the goal of bettering themselves while practicing these core values.

PLAYER CONDUCT

"You can't be a FIRST CLASS PLAYER if you are a second-class citizen"

"Whether you're trying to learn in hockey or trying to learn in life, I've always tried to be observant and tried to learn more, tried to evolve, whether it's as a hockey player or as a person. With each year, I try to do that." – Sidney Crosby

All players at every level will conduct themselves in a manner consistent with the spirit of the Colorado Rampage Mission Statement and as outlined in the Player Code of Conduct. This Code of Conduct identifies the expected behavior standards of all Colorado Rampage Club members. Any inappropriate behavior may result in disciplinary action to include temporary or permanent removal of the individual from the team or the Colorado Rampage Organization.

Members of the Colorado Rampage Organization shall conduct themselves at all times in a fair and responsible manner. Members shall refrain from comments or behaviors that are disrespectful, offensive, abusive, racist, or sexist. The Organization will NOT tolerate harassing or abusive behavior. Players will:

- Play only ice hockey and exclusively for Colorado Rampage during the hockey season. (National Bound Team Tier 1)
- Promise to maintain a positive attitude during all Colorado Rampage events, practices and games.
- Promise to be punctual and ready at the time required for all practices, training sessions, games and events.
- Promise to notify the coach/trainer or team manager 24 hours in advance of training/practice absence and 48 hours in advance of game day absence (emergency situations excepted).
- Promise to be a team player and encourage my fellow teammates at all times.
- Promise to follow the directions of my coaches and trainers.
- Promise to respect my teammates, coaches and trainers. I will accept the authority of my coach when disciplined.
- Promise to respect and NOT criticize opposing players, coaches, teams, or spectators.
- Promise to respect and NOT criticize or raise my voice to officials.
- Promise to NOT use foul or degrading language while playing for Colorado Rampage.
- Promise to NOT engage in any flagrant unsportsmanlike conduct during any practice, training session, game or event.
- Promise to conduct myself appropriately on Social Media and never engage in online bullying, hazing, harassment, or criticism of any member of the Colorado Rampage or the organization.

- Respect all equipment, locker rooms, playing facilities, buses, airplanes, and hotels. Leave them cleaner than they found them
- Understand that playing time is NOT guaranteed and recognize that players will earn more playing time based on effort, ability and attitude at practices and games.
- Promise to self-advocate by first addressing any concerns such as playing time, systems, or issues with a teammate with the Coach.
- Pledge to honor the Colorado Rampage Player Code of Conduct at home and school.
- Promise to refrain from any and all alcohol, drug, tobacco and vaping products.
- Understand these products are detrimental to overall player health and development.
- Understand Tier 1 NBT Colorado Rampage players may be subject to random drug testing.
- Accept victory AND defeat with dignity.

Failure to adhere to any of these statements may result in disciplinary action by the Coaches or Hockey Director or Hockey Operations Committee, which may include, but is not limited to, removal from remainder of practice or training session, loss of playing time for some or all of next scheduled game, suspension from future games and/or suspension or removal from organization.

HOCKEY OPERATIONS COMMITTEE

The Hockey Operations Committee (HOC) directly supports the mission of Colorado Rampage “to provide youth with the opportunity to enjoy the game of hockey and develop players of high character and integrity.” As such, the HOC will deal with all reported disciplinary issues pertaining to harassment, bullying, hazing, fighting, and/or racism. The HOC will thoroughly investigate and determine a just and equitable consequence aimed at educating and rehabilitating players to align with Colorado Rampage core values.

The HOC will manage all questions, concerns, and complaints pertaining to disciplinary issues presented by parents and/or players. The HOC will make every effort to maintain and promote consistency and transparency with decisions and consequences related to disciplinary issues, and effectively articulate the basis of said decisions to all relevant parties as deemed by HOC.

LOCKER ROOM & SHOWER POLICY

The safety and protection of our participants remains central to the Colorado Rampage’s mission. The Colorado Rampage requires players and coaches to follow USA Hockey and CAHA SafeSport Program locker room guidelines to protect participants from physical abuse, sexual abuse and other types of misconduct, including emotional abuse, bullying, threats, harassment and hazing. To maintain personal privacy and help prevent abuse or misconduct from occurring in our locker rooms, Colorado Rampage enforces the following locker room policy.

Locker room monitors are mandatory at 14U and below. 15U and above place emphasis on Captains and coaches to monitor safety and tone of locker room

Locker room monitors to be assigned by team leaders per Rampage/MIR guidelines. Persons monitoring locker rooms *must* be Safesport certified.

MONUMENT ICE RINKS EAST AND WEST: Players assigned to locker rooms without restroom or shower areas must wear minimum attire and shower shoes as they transition from locker room to restroom/shower. Minimum attire is defined as t-shirt and shorts in good condition. No robes or towels may be worn over clothing while walking through the rink.

MONUMENT ICE RINKS EAST:

- Locker room 1 and 2 do not have restroom or shower areas.
 - Teams assigned to Locker room 1 and 2 must use the common rink restroom.
 - Minimum attire required to use restroom or shower facilities
- Locker room 3 shares a restroom and shower area with Locker room 4.
- The 16UAAA and 18UAAA teams will use their own dedicated locker rooms.
- Additionally, there are two Girls **ONLY** locker rooms in the East rink. Girls' locker rooms do not have restroom or shower areas. See Mixed Gender team policy below.
 - Minimum attire required to use restroom or shower facilities

MONUMENT ICE RINKS WEST:

- Locker rooms 1-4 as well two designated for use by the 15UAAA and the 16/18U MHA teams do not have restroom/shower areas.
- Teams assigned to these locker rooms must use the restroom common to all rink patrons. A shower area is available in the West rink.
 - Minimum attire required to use restroom or shower facilities

MIXED GENDER TEAM LOCKER ROOM USE

Some of our teams consist of both male and female players. The privacy rights of all players remain important and require appropriate arrangements. Teams will implement the following locker room protocol options listed in order of preferred use. These practices maintain the privacy rights of all players.

- 1) Separate Locker Rooms- (Preferred Option) In any facility where separate locker rooms are available, Colorado Rampage requires the male and female players dress/undress in separate monitored locker rooms. Coaches may need to request a separate locker room be made available. At a designated time prior to the practice/game (10-15 minutes) all players convene in a designated locker room before the practice/game to allow coach to address the team. If a player is not fully dressed when the coach arrives, that player must go to a separate locker room or bathroom to finish dressing. Once the game or practice is finished, the players may return to a single locker room for a team meeting. Male and female players will then proceed to their separate locker rooms to undress and shower, if available.
- 2) Alternate Use-(Secondary Option) In facilities where separate locker rooms are unavailable, teams may use a single locker room and alternate use. Players of one gender dress in the locker room while players of the opposite gender wait outside. When the group is ready, which can mean dressed in gear but not skates and helmets, the players switch. No coaching should take place until ALL players are together in the locker room. Neither group should be favored, nor should one group be the one who always changes first.
- 3) Minimum Attire-In the event separate locker rooms are unavailable and alternate use is not feasible, teams must adopt a "minimum attire" policy. If sharing a single locker room, all players are required to arrive at the rink wearing their hockey base layers or shorts and t-shirt (IN GOOD CONDITION-no holes or tears in any part of the clothing) under their street clothes. All members of the team must have this minimum attire before entering a mixed gender locker room so that no player of one gender has the opportunity to see players of the opposite gender in any state of undress. If a player is not wearing the required minimum attire, that player will be directed to a restroom or private area to change into minimum attire prior to entering the locker room.

APPROPRIATE USE OF LOCKER ROOMS (Leave every place cleaner than you found it)

Team use of locker room remains a privilege earned by adherence to expected standards of conduct. All Colorado Rampage players will treat all locker rooms and shower facilities with

respect. Players will remove trash, water bottles, tape and miscellaneous garbage daily. Vandalism, in any part of the rink, will not be tolerated.

- Teams must play appropriate and Coach approved music ONLY
 - Music may not contain swear words or use racially insensitive verbiage
- Teams are responsible for the cleanliness of their individual locker room.
- Teams or players causing damage to any locker room will be assessed repair charges.
- Failure to meet expected organizational standards may result in removal of locker room privileges.

APPROPRIATE USE OF SHOWERS

- Showering and changing at the club/organization are optional.
- Showers should be used by same aged peers when possible, no mixed gender allowed.
- Opposite gender players should be provided separate changing and showering facilities.
- The showers are for showering only. No horseplay, urinating, physical contact, sexual activity or other forms of misconduct is allowed.
- No bullying, hazing, harassment, fighting, locker boxing.
- Players are not permitted to touch other player's genital area or their own in a way that will make others uncomfortable.
- Video recording devices including voice, still camera, video or phone cameras are prohibited.
- No pornographic materials are permitted in the locker room or shower.
- Nudity is kept to a minimum. After showering players are asked to dress quickly.
- No drugs, alcohol or other illegal substances are allowed.
- No physical contact between players in a sexual nature is allowed.
- The locker room is not a place to criticize or humiliate teammates.
- No displays of affection.

CELL PHONES AND OTHER MOBILE RECORDING DEVICES

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras, are not permitted for use inside the locker rooms. All media recording apps and still camera apps for phones are also prohibited including, but not limited to, Tik Tok, Instagram, Snapchat, etc. If phones or other mobile devices must be used, players will take devices outside of the locker room.

Music Electronic Media

Players may play only clean music with no references to racial slurs, drugs, or alcohol. Music must not be offensive or derogatory to any gender, racial, or ethnic groups. Coaches must approve playlists and can remove music privileges.

REPORTING

All players and coaches must immediately report any and all misconduct, abuse or violations to their Hockey Director. At the Pee wee level and above, parents are not permitted in the locker rooms unless they are a screened and approved coach or Safe Sport trained monitor for the Colorado Rampage.

REGISTRATION & ASSOCIATION FEES

All players must pay Colorado Rampage Registration fees as outlined and agreed upon in player contract at time of registration. This registration fee does not include registration with USA Hockey or Colorado Amateur Hockey Association (CAHA). Each player is responsible for registering with USA Hockey and submitting the confirmation number to the team lead when requested. Registering with USA Hockey also covers the player's CAHA registration.

TIER 1 TRAVEL PROGRAM INFORMATION

See the following website for Colorado Rampage 12U, 13U, 14U, and 15-18U AAA team specific fee structures, included program details, and any additional fees.

<https://www.corampage.com/tier1regfees>

INSURANCE

Insurance on season fees (and travel if opting to include payment for travel trips during registration) is offered during our registration process, to cover injury and illness, and is **highly recommended** for Tier 1 hockey players.

TIER 2 TRAVEL PROGRAM INFORMATION

See the following website for Colorado Rampage 10U, 12U, and 14U team specific fee structures, included program details, and any additional fees.

<https://www.corampage.com/tier2fees>

INCLUDES:

- CCYHL league games
- Two (2) skills / team practices per week

***Insurance available on fees - <https://www.registrationsaver.com/>

REFUND POLICY

Generally, all fees and deposits are non-refundable and non-transferable. The Colorado Rampage strongly encourages the purchase of insurance which is available on all Rampage registrations. Specific Tier level details are listed below and on the Colorado Rampage website. <https://www.corampage.com>

TIER 1: If cancelled **BEFORE** August 31st, players will receive a full refund, less an administrative fee of \$1000. See below for refund schedule.

Refund Applicable if Cancelled by Date				
Aug 31	Sep 15	Oct 15	Nov 15	Dec 15
Full Refund minus \$1000	75%	50%	25%	0%

TIER 2: If cancelled **BEFORE** the placements for the player's age group, players will receive a full refund, less an administrative fee of \$150.

Refund Applicable if Cancelled by Date				
Placements for age Group	Oct 15	Nov 15	Dec 15	Dec 31
Full Refund minus \$150	75%	50%	25%	0%

Colorado Rampage **will NOT** refund any fees for missed practices or games due to the following:

- Injury, illness, or absences due to COVID-19 related rink closures or team quarantines
- League, USA Hockey, CAHA, or Colorado Rampage disciplinary actions

If a player participates in Colorado Rampage team tryouts and makes a Colorado Rampage travel team but is later reassigned to an alternate team within the organization at any point during the season, and subsequently chooses not to participate on this alternate team, the Executive team will adjudicate this situation on a case-by-case basis.

NO PAY, NO PLAY POLICY

If a player's registration, travel or additional fees are delinquent, the "no pay, no play" policy takes effect immediately. A player will be deemed delinquent if the initial team fee payment is not paid prior to the team's first practice. A player will be deemed delinquent if travel payment is not paid 7 days prior to travel. The player's family will be provided an opportunity to present payment or provide a good faith effort toward reconciling past due fees. Payment compliance must be made at that time, or the player's coach will be notified. The player will not be allowed to skate until the player is in Good Standing with the association, as deemed by the Organization. In addition, any player who has an outstanding balance with a Colorado Rampage team cannot be registered and rostered on another USA Hockey sanctioned team until the outstanding balance is paid.

RECOVERY OF LEGAL FEES

Should any civil action be instigated under the Registration Agreement in regard to any alleged negligent acts, or dispute of non-refundable fees, Colorado Rampage shall be entitled to recover reasonable attorney fees and costs incurred as a result of that civil action.

TRAVEL TEAM TRYOUTS

A committee of coaches and the hockey directors oversee the tryout process for Colorado Rampage. The Colorado Rampage website will list the schedules for all tryout dates and times.

- Any player properly registered and in good standing with their current hockey organization may try out for the top team at their respective age level as determined by USA Hockey Guidelines.
- If selected, parents and players are notified by the age level coach or organization representative via email.
- If selected for Tier 1 team, player agrees to LIMITED TEAM MEMBERSHIP-player will play ONLY ice hockey exclusively for Colorado Rampage throughout the season.
- Registration and initial payment must be paid within 24 hours of offer or offer will be rescinded.

OFFICIAL UNIFORMS/JERSEYS

Players are welcome to participate in events outside of the Colorado Rampage regularly scheduled games and tournaments. However, teams must play using a different team name and supply their own jerseys which do not bear the Colorado Rampage logo. Absolutely no part of the current or past season's official Colorado Rampage game jersey may be worn at any event that is not a Rampage approved event or game - i.e. Pond Hockey, Roller Hockey, Spring tournaments, etc. A written request to use Colorado Rampage uniform for any non-Rampage event may be submitted for approval no less than 30 days

prior to the first day of the event. Please submit to the Executive Team via Kelly Moon at kmoon@corampage.org All decisions of the Executive Team are final.

FUNDRAISING

Teams may initiate team specific fundraising activities throughout the season. All fundraising activities must align with the overall mission statement of The Colorado Ramage and therefore must be approved by team coach and the Hockey Director. One benefit of team fundraising activities is that it helps to offset team expenses and while participation is encouraged it is not required.

All team fundraising proceeds must be submitted to the Colorado Ramage registrar and deposited into the main Colorado Ramage bank account for adherence to non-profit tax status. The Colorado Ramage will retain 10% on all team fundraising proceeds, distributing the remaining 90% to the team account. Those net proceeds will be distributed equally among the players on that team regardless of level of participation in the fundraising activity

VOLUNTEER OPPORTUNITIES

"Volunteering is at the core of every human being. No one has made it through life without someone else's help."-Heather French Terry

The Colorado Ramage mission and philosophy emphasizes the development of the whole person. We prioritize hard work and service throughout the organization. Volunteering is an essential dynamic of a great community and we have great players and families. By donating our time, we help the community and contribute to the betterment of society as a whole. Volunteering improves psychological and physical health. When a person, volunteers they emerge with a better sense of self, happiness, and gratitude.

TEAM LEADER

Each team head coach will identify a candidate to serve as the team leader to fulfill the following duties:

- Facilitate team communication via e-mails, phone calls, Sports Engine chats, etc.
- Maintain USA Hockey roster, player stats, tournament and travel details
- Act as the team representative when dealing with issues involving your team and the Hockey Operations Committee.
- Assure that a qualified member of your team is available for the following position: clock, score keeping, penalty box, locker room monitor, and filming/live streaming during home or away games as needed.
- Conduct self in a manner consistent with Colorado Ramage core values and mission statement.
- Enforce parent code of conduct at home/away games-
 - Document and report incidents of inappropriate behavior to Hockey Operations Committee

Team leader is a volunteer position and provides a great opportunity to be significantly involved with the team. Position requires significant dedication, attention to detail, organizational planning competencies and effective communication skills to maximize staff confidence.

TEAM LEADER CREDENTIALS

Team Leader must provide Colorado Rampage registrar with documentation of completion of the following:

- Safe Sport Certification (2-year certification)
- USA Hockey Registration (Annual)
- CAHA background screening (Annual)
- CAHA Registration (Annual)

TEAM MEMBER VOLUNTEER DUTIES

Colorado Rampage welcomes family members who are willing to serve on a team where your general expertise in a certain area can be utilized. Additionally, the organization requires volunteer hours for tournaments, games (Sport NGIN & clock), Penalty Box, Team stats, SafeSport Manager, etc. Some positions require training or certification through Safe Sport. The Team Manager will request help throughout the season. Please contact manager if interested in donating time. All volunteers must:

- Sign and implement all aspects of the Parent Code of Conduct
- Conduct self in a manner consistent with Colorado Rampage core values and mission statement
- Use appropriate language when volunteering and interacting with the team
- Refrain from foul language, inappropriate, and inflammatory statements about teammates, opposing team members, officials, coaches, or opposing team spectators when filming or live streaming games

PLAYER VOLUNTEER OPPORTUNITIES

Colorado Rampage players at all levels are encouraged to regularly seek opportunities to give back to their family, community, team, and organization. The organization hosts community outreach events both on and off site routinely. Types of events include but are not limited to, food drives, food bank, trail improvement, animal shelter, on site tournament support, and Goodwill. Players are expected to demonstrate a willingness to serve. Tier 1 team members are required to participate in team sponsored community outreach.

COACHING STAFF

“A good coach will make his players see what they can be rather than what they are.”- Ara Parseghian

Please remember that the majority of Colorado Rampage coaches are volunteers. Without their dedication and commitment to the growth and development of our players, Colorado Rampage could not operate at our current level. Please take time this year to thank your coaches for their efforts!

COACHES CODE OF CONDUCT

All coaches and team managers will conduct themselves in a manner consistent with the spirit of the Colorado Rampage Mission Statement. Any coach or manager that does not adhere to the professional standard expected from the staff will meet with the Hockey Director for counseling and/or corrective action.

COACHING CREDENTIALS

All Colorado Rampage coaches must complete the following eligibility requirements to participate with his/her team.

- USA Hockey Registration (Annual)
- USA Hockey SafeSport Certification (2 season certification)
- CAHA Background Check (Annual)
- Concussion Certification (Annual)
- USA Hockey Age-Specific Online Module
- USA Hockey Coaches Education Program (CEP) Class (Level 1-5)

Items 1-5 must be completed prior to a coach being placed on any roster or participating at any practice/game. CEP Class must be completed by December 1 of the current year.

SHARING OF INFORMATION & MEDIA RELEASE

The Colorado Rampage reserves the right to disclose player information to other youth hockey associations with respect to the player's financial standing with Colorado Rampage as well as the player's standing with respect to the player's Code of Conduct.

Additionally, by signing all Colorado Rampage registration paperwork, said parents and players give Colorado Rampage and its approved Members or business associates permission to use their likeness (photo, video, digital image) in any Colorado Rampage approved hockey related production for the purpose of promoting Colorado Rampage its teams and/or its players

PARENT & GUARDIAN CONDUCT

"Your child's success or lack of success in sports does not indicate what kind of parent you are. But having an athlete that is coachable, respectful, a great teammate, mentally tough, resilient and tries their best IS a direct reflection of your parenting." – USA Hockey

The Colorado Rampage endorses and supports USA Hockey's Zero Tolerance policy and reserves the right to enforce it. The Colorado Rampage asks for your cooperation while in Monument Ice Rinks and at any event representing the organization. Parents entering facilities where the Colorado Rampage is participating agree to act in the spirit of good sportsmanship.

This Code of Conduct identifies the expected behavior standards of all Colorado Rampage Club members. The Colorado Rampage Hockey Organization aims to ensure a respectful sport environment for all.

Members of the Colorado Rampage Organization shall conduct themselves at all times in a fair and responsible manner. Members shall refrain from comments or behaviors that are disrespectful, offensive, abusive, racist, or sexist. The Organization will not tolerate harassing or abusive behavior. Parents/Guardians will:

- Encourage good sportsmanship by demonstrating positive support for all players, coaches, officials and opposing players, coaches and teams.
- Communicate only POSITIVE comments during games/practices/team events to Referees, Players, Coaches, Team Leaders and other parents.
- Emphasize good sportsmanship, playing by the rules, and improving practice skills.
- Never force their child to play or verbally/physically abuse children at practice or post-game.
- Provide support for coaches, trainers and officials who are working with their child to provide a positive, enjoyable experience for all.

- Refrain from approaching the trainers or coaches with an impending issue before; during or after a training and/or practice session and games.
- Refrain from coaching any player or interfere with any coaching activities during the training/practice sessions or games; this includes telling any player what to do when they have the puck (pass, shoot, etc.)
- Agree not to criticize Colorado Rampage coaches and organization in a public forum or on social media.
- Understand that profanity, swearing, or abusive language is NOT tolerated at events or in communication with coaches, referees, or officials.
- NOT boo or taunt officials, opponents or other fans.
- Refrain from questioning or hassling officials during or post-game and allow coaches to handle all officiating matters.
- Understand that fighting will NOT be tolerated.
- Understand at Pee wee and above, league policy prohibits parents in locker rooms except for SafeSport trained monitors.
- Be responsible for the behavior of any guest brought to any team activity.
- Encourage their player to first discuss any concerns with the Coach. Conflict resolution is an important learned skill, and parents should provide player support necessary to resolve their own issues particularly to discuss playing time, systems, or issues with a teammate

PARENT & COACH 24 HOUR RULE CONFLICT RESOLUTION

Coaches, parents and players should not discuss any incident or situation that could be contentious or provoke an adverse emotional response until at least 24 hours after the incident or situation takes place. This provides an opportunity for all parties to gain some perspective before deciding if the issue warrants further discussion and to be able to approach the situation calmly and rationally.

The Team Leader serves as the liaison regarding all issues and concerns arising between players, parents/guardians and the organization. This includes, but is not limited to, conflicts between team members, coaches, parents, extended family, opposing teams and their affiliates. The Team Leader will act in the best interest of the players and the team as a whole by communicating any concerns or questions brought forth by players and/or parents to the coaching staff.

- All communication of differences or problems directed towards a coach from a parent must be made via the Team Leader (after the 24-hour rule)
 - If requested, parents may arrange a meeting through the Team Leader to meet with the coach and assistant(s) not sooner than 24 hours after the game or practice.
 - At the meeting, all questions and concerns will be addressed by the coach in an effort to move towards a resolution.
 - If the coach, or coaching staff, determines the violation of the 24-Hour Rule is significant, the Coach or Hockey Director may automatically suspend the player and/or parents, until a meeting may be scheduled.
- Parent-Parent issue: Addressed primarily by the Team Leader. If a mediation or meeting needs to be scheduled, a coach may attend as an unbiased third party
 - Issues with axillary parties and opponent teams: Addressed on case-by-case basis.
- If issues arise regarding playing time, systems, or issues with a teammate, players must arrange a meeting with the coach. Parents are welcome to sit in on this meeting.
- If a solution to the problem or difference cannot be reached through the channels above, the Team Leader shall escalate this to the Hockey Director for further action. If unable to resolve, a letter or email must be written to the organization's Hockey Director. A meeting

will be arranged with the Hockey Director, the Head Coach, the parent, and the player if necessary, in order to facilitate review of incident and implementation of corrective action if needed.

- Things to remember:
 - No two problems are alike and require unique assessment and resolution.
 - To maximize the effectiveness of conflict resolution, confidentiality cannot be honored.
 - The Team Leader may also be involved in some operational aspects related to conflict resolution at the request of the coaching staff.

Failure to adhere to the code of conduct may result in disciplinary action by the Coaches or Hockey Director, which may include, but is not limited to verbal warning, corrective action meeting, letter of counseling, parent/player suspension or dismissal, monetary sanctions and/or the forfeiture of opportunity to attend and watch their child participate in any training, practice sessions, game, tournament, or any other Club function or event.

365 PERFORMANCE TRAINING POLICY

“It’s not the will to win that matters—everyone has that. It’s the will to prepare to win that matters.” -Paul “Bear” Bryant

“The principle is competing against yourself. It’s about self-improvement, about being better than you were the day before.” - Steve Young

Colorado Rampage 365 Performance training facility athletic training staff is committed to providing our athletes with high level training designed for peak performance results. The 365 Performance Hockey Academy (PHA) Training Facility is located in the East rink. All programs are designed, implemented, and supervised by Certified and Licensed trainer/coach. Trainer also oversees and ensures athlete compliance with injury recovery programs and physician recommendations.

All injuries requiring medical attention, including suspected concussion, must be reported to the head 365 PHA Trainer for tracking and to allow for appropriate modifications to workouts. Parents, coaches, and players may not authorize return to play. Written documentation from a medical professional must be submitted to the trainer in order for the organization to allow a safe return to play.

Athletes may only utilize the 365 PHA training facility during the following supervised times:

- Team scheduled off ice training time
- 365 PHA scheduled training times
- Team warm up before home game
- By appointment, coordinated and approved by member of training staff

The training room is for focused and committed athletes. There is no room for horseplay or unruly behavior.

Please treat our staff and student intern athletic trainers in a professional, courteous, and respectful manner. Failure to do so may result in temporary or permanent suspension from 365 PHA training facility. All 365 PHA disciplinary action will be communicated to team coach. If necessary, follow up with parents may occur.

- Cell Phones should not be used in the 365 PHA Training facility.
- **Dress code:** Athletes may wear Colorado Rampage or 365 PHA Shirt and Shorts in good condition ONLY. Tennis shoes with proper support and black socks. No fly knit.
- Please leave equipment and personal bags outside of the 365 PHA training facility.

- Athletes should report all athletic injuries/illnesses to athletic trainer to allow the development
- Respect and return 365 PHA training property to its correct location after use.
- The athletic training room should not be used for socializing or lounging.
- No team meetings in the athletic training room.
- Report all prescription medications and over-the-counter nutritional supplements you may be using to a staff athletic trainer and team coach or leader. False information on supplements could result in a positive drug test for banned substances contained in the product. Athletes may face positive drug test penalties in these cases.

TRAVEL & HOTEL POLICY

"How you do anything is how you do everything."- Coach Andrew Sherman

***"Excellence is not a singular act but a habit. You are what you do repeatedly."
-Shaquille O'Neal***

Colorado Rampage teams regularly travel to compete in individual, multiple games or showcase events. Organizational policies guide travel, minimize one-on-one interactions and reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase player safety and improve the player's experience while keeping the travel experience fun and enjoyable.

The organization distinguishes between travel to training, practice and local games or practices ("Local Travel"), travel to out of state games ("Individual Team Travel") and team travel involving a coordinated overnight stay ("Team Travel").

- **DRESS FOR ALL GAMES**— Dress pants, dress shoes, belt, Rampage polo shirt (Tucked in). Some coaches may require button down shirt and tie for in state games.
 - All clothes must be clean, neat, and ironed if applicable.
 - No baseball hats.
 - Beanies, if worn, must be Rampage and may be not be worn inside.
 - Hoods may not be worn inside.
 - Inside is defined as the airport, air plane, restaurant, hotel lobby, etc
 - Rampage Warm up jackets may be worn over dress clothes to games.

LOCAL TRAVEL OR INDIVIDUAL TEAM TRAVEL

Local Travel or Individual Team Travel occurs when Colorado Rampage or one of its team representatives does not sponsor, coordinate, or arrange for any part of player travel or accommodations.

- Players and/or their parents/guardians are responsible for making all arrangements for Local or Individual Team Travel. The team and its coaches, team leaders or administrators should avoid responsibility for arranging or coordinating local travel or individual team travel. It is the responsibility of the parents/guardians to ensure the person transporting the minor player maintains the proper safety and legal requirements, including, but not limited to, a valid driver's license, automobile liability insurance, a vehicle in safe working order, and compliance with applicable state laws.
- The employees, coaches, and/or volunteers of any of Colorado Rampage teams, who are not also acting as a parent, should not drive alone with an unrelated minor player and should only drive with at least two players or another adult at all times, unless otherwise agreed to in writing by the minor player's parent.
- Where an employee, coach and/or volunteer is involved in an unrelated minor player's local travel, efforts should be made to ensure that the adult personnel are not alone with the

unrelated player, by, e.g., picking up or dropping off the players in groups. In any case where an employee, coach and/or volunteer is involved in the player's local travel, a parental release should be obtained in advance.

- Employees, coaches, and volunteers who are also a player's parent or guardian may provide shared transportation for any player(s) if they pick up their player first and drop off their player last in any shared or carpool travel arrangement.

TEAM TRAVEL

Team travel is overnight travel that occurs when Colorado Rampage or one of its team representatives, coordinates or arranges for player travel and accommodations so that our teams can compete locally, regionally, nationally or internationally. Because of the greater distances, coaches, staff, and/or team manager will always travel with the players. Travel fee includes player airfare, hotel, and ground transportation to and from the rink and planned activities. Each player is responsible for all food and incidental purchases during the trip.

Prior to any travel, coaches will endeavor to make players and parents aware of all expectations and rules.

- Colorado Rampage provides reasonable advance notice before team travel. Detailed itinerary includes flight, hotel, game and daily schedule information. Team manager is the point of contact for specific travel details.
- Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with a minor player (unless the coach is the parent, guardian or sibling of the player).
- No employee, coach, or volunteer will engage in team travel without the proper safety requirements in place and on record. All team personnel and volunteers shall have been screened in compliance with the USA Hockey Screening Policy.
- Players should share rooms with other players of the same gender, with the appropriate number of players assigned per room depending on accommodations.
- Coaches will determine sleeping arrangements based on gender, age, and personality.
- The coach will establish a curfew by when all players must be in their assigned hotel rooms or in a supervised location. Regular monitoring and curfew checks will be made of each room by properly screened adults.
- Incidental purchases by players are not permitted.
- Individual meetings between a player and coach may not occur in hotel sleeping rooms and must be held in public settings or with additional adults present.
- Meetings do not occur in hotel rooms, but the team may utilize a conference room or the lobby for team meetings and/or meals.
- If disciplinary action against a player, other than playing time, is required while the player is traveling without his/her parents, then except where immediate action is necessary, parents will be notified before any action is taken or immediately after the action.
- No coach or chaperone shall at any time be under the influence of alcohol or drugs while performing their coaching and/or chaperoning duties.
- The team will make every effort to accommodate reasonable parental requests when a child is away from home without a parent. If any special arrangements are necessary for your child, please contact the team manager who can assist with making those accommodations.
- In all cases involving travel, parents may request permission to transport their minor player for a special event with family members. Player must be within the parameters of curfew and notify team manager upon arrival at team hotel.
- Due to COVID 19: If a player becomes ill while participating in Team Travel, Team Lead will assess player symptoms and communicate with parent.
 - If deemed necessary by Team Lead, Coach, and HOC, parents may be required to facilitate player travel home at own expense

TEAM TRAVEL PROTOCOL

During all Team Travel Colorado Rampage players will:

- Follow the itinerary provided by the Team Leader
- Arrive 2 hours prior to scheduled flight departure time
- **Dress for Plane travel** -Dress pants, belt, dress shoes, Rampage polo OR shirt and tie. (All shirts must be tucked in)
 - All clothes must be clean, neat, and ironed if applicable.
 - No baseball hats.
 - Beanies, if worn, must be Rampage and may not be worn inside.
 - Hoods may not be worn inside.
 - Inside is defined as the airport, air plane, restaurant, hotel lobby, etc
 - Rampage Warm up jackets may be worn over dress clothes for plane travel.
- **Dress for Bus Travel** -Rampage warm ups
 - All clothes must be clean and neat
 - Same policy on hats and beanies
- Shower daily and follow dress code for all meals and events
- Eat breakfast together as a team
 - No pajama pants, sandals, flip flops, soccer slides, hats, beanies or bed head
 - Be ready to compete
- Meet outside captain's or leader's room
- Ensure presence of all teammates
- Arrive, as a TEAM, on time to all scheduled events; breakfast, study time, enrichment activities, etc.
- Clean up after selves. Be respectful at all times

PLAYER HOTEL BEHAVIOR POLICY

- Players are not permitted in a coach's rooms alone; only as a team
- Players may leave the lodging premises at designated times for meals/snacks
- Players should always travel in pairs when leaving the lodging premises
- Players should exercise caution when away from the lodging premises—use cross walks, stay in well-lit areas, be aware of surroundings, etc.
- Players are NOT permitted to use ride apps such as Uber or Lyft at any time during team travel without prior permission from Coach or team lead.
- Drugs, alcohol, tobacco, vaping and other illegal substances are not permitted in any player's room or possession at any time
- Pornographic material is not allowed among players and in rooms during travel
- Players MUST respect all property in playing facilities, locker rooms, buses, airplanes, and hotels-use each according to and only for its intended purpose
- Players MUST conduct themselves in a responsible manner at all times
- Players will not participate in or set up pranks for the purpose of embarrassing or humiliating hotel staff or teammates
- Players may not make incidental room purchases
- Roommates will shower alone and allow for privacy of others when changing
- Guests, other than teammates, are not allowed in any player's rooms
- Players are expected to participate in all team activities including study time, enrichment, rest and team meals unless prior arrangements are coordinated with team leader and coach
- Players may contact their parents without permission of the coach; however, except in urgent/emergency situations, players and parents should respect the itinerary by avoiding conflict with team functions such as study time, team meetings, and activities. Parental contact must occur within the parameters of curfew times and parents will

respect and uphold the established boundaries. Parental visits outside of curfew times require discussion with coaches prior to any curfew breach.

- Players are required to follow all travel rules and Codes of Conduct
- Failure to comply may result in loss of playing time, suspension and/or additional disciplinary actions.

ELECTRONIC COMMUNICATION GUIDELINES

Colorado Rampage understands that social media is a popular communication tool for players, parents and coaches. Colorado Rampage is also aware that social media is a venue where inappropriate behavior and misconduct can occur. The risk associated with social media include: inappropriate access, sharing personal information, bullying, unwanted and unsupervised contact between adults and children, receiving unwanted material, online grooming for sexual abuse or actual unlawful sexual exploitation.

Failure to comply with Colorado Rampage SafeSport Program or USA Hockey SafeSport Program guidelines can result in disciplinary action. Colorado Rampage has a zero-tolerance rule when it comes to player safety and preventing abuse and misconduct.

TEXTING, EMAIL AND SIMILAR ELECTRONIC COMMUNICATIONS

If it is necessary for a coach or staff member to send a direct text message or email to a player, the following guidelines must be followed:

- A parent (or guardian) or another Coach must be copied
- It must be signed so it is clear as to whom or what organization is sending the message. Just using the number or email address for identification is not sufficient.
- It should be non-personal and for the purpose of communicating information about team activities
- It should never include or contain offensive, sexual or inappropriate language or photos
- The time of day and the number of messages sent should be considered
- Records should be kept of every coach's current cell number and email accounts

When a player feels the need to text or email a coach or staff member, the following guidelines must be followed:

- A parent (or guardian) must be copied
- It should be sent only with information regarding the organization or team or club activities

SOCIAL MEDIA (INSTAGRAM, SNAPCHAT, TIKTOK, FACEBOOK, BLOGS ETC.)

- Coaches are not to have contact with players on any social media site.
- Players are never to post pictures of other club members or players that can be hurtful or embarrassing or without their permission.
- Protecting the identity and privacy of all Colorado Rampage players is required. Do NOT post names, photos or identifying information at any time.
- Players and parents can "friend" the official Colorado Rampage page and coaches can communicate to players through the site. The communication must be open, transparent and professional in nature and for the purpose of communicating information about the team or club activities.
- Social media sites should NOT be used to abuse or criticize the organization, members or players.

INJURY & CONCUSSION PROTOCOL

In the event of injury, including suspected concussion, during any Colorado Rampage event—practice, team activity, home and away/travel games—team personnel will complete an injury report and submit to 365 PHA trainer.

- If necessary, player must be examined by a physician to determine extent of injury.
- Coaches/Trainers/Parents and Player agree to follow physician recommendations and plan of action before returning to play.
- Team trainer will coordinate with player, coach and parents/guardians to facilitate a safe return to play.
- Players, Parents, Coaches, and Trainers may NOT authorize an athlete's return to play

CONCUSSION

It is not always enough to protect the head with proper equipment to reduce the risk of serious injury and prevent concussions. Coaches, trainers, and parents must be aware of the seriousness of all head injuries and understand Colorado Rampage adheres to the following protocol. When concussion is suspected, coaches and trainers are legally obligated to:

- Remove athlete from play.
- Ensure player is evaluated by an appropriate health care professional. Coaches and/or parents may not try to judge the seriousness of the injury.
- Inform player's parents or guardians about the known or possible concussion and provide a fact sheet on concussion signs and symptoms.
- Allow athlete to return to play **only with written permission from an appropriate health care professional.**
 - Players, Parents, Coaches, and Trainers may NOT authorize an athlete's return to play

Remember, every concussion is serious, so early recognition and appropriate response is important in reducing the risk of additional injury. Coaches and parents who arm themselves with the tools and knowledge to protect young players will keep more heads in the game.

Concussion testing assesses brain function before and after a head trauma. Concussion testing is one of the tools doctors use to evaluate and manage player's health after a head injury.

Some of the signs and symptoms of concussions could show up right after the injury or take several days. If coaches or trainers notice warning signs in a player, or if an athlete tells a coach or trainer about them, the player should take a break from the sport and seek medical attention right away. After assessing your child, a doctor will be able to tell the player if any other activities should be limited, and for how long.

BILLETING GUIDELINES & POLICY

Some youth leave home to play hockey in a location away from their parents. In those circumstances, the organization or team typically arranges for the player to live with a host or billet family. Having youth players live outside their homes may increase the risk for abuse and misconduct. All organizations and teams arranging for players to live with billet families shall have written policies and procedures in place to govern the arrangement. Colorado Rampage will follow all billeting policies and procedures and shall meet the following requirements:

- No more than two players should be housed with any one billet.

- All adults living or regularly visiting in the household of the billet family shall be screened in accordance with the USA Hockey Screening Policy prior to the player moving in with the family.
- All adults living in the household of the billet family shall have completed training in compliance with the Education and Awareness Training Policy prior to the player moving in with the family.
- The organization or team may take additional reasonable steps to regularly monitor the billeting arrangement and its compliance with the USA Hockey SafeSport Policies.
- Billet families and the player and player's parents shall all sign an agreement with the organization and/or team that they will comply with the rules and regulations for the billeting arrangement and the USA Hockey SafeSport Policies.
- Based upon the requirements of the jurisdiction, the player's parents shall sign and provide a power of attorney and/or guardianship (as necessary by applicable state law) to the billet family adults to allow for them to make emergency medical and schooling decisions.
- Colorado Rampage has two billet coordinators who shall be responsible for overseeing compliance with the Billeting Policy and all other USA Hockey SafeSport Policies.
- The team shall have a mandatory curfew for all billeted players. The host family may have an earlier curfew.
- Players shall agree to comply with the house rules of the billet families, including curfews, chores/cleaning, cell phone usage, etc. Complaints about unusual rules shall be addressed with the billet coordinators.
- Players shall not stay overnight at any other home except with the permission of the player's parents and/or advance notification to the billet family.
- Players are not to drive billet family vehicles without automobile liability insurance as required by applicable state law, and documentation and approval of the billet family.
- Players are accountable to the organization for all conduct at billet home and school which does not align with Colorado Rampage Player Code of Conduct, vision and mission statement.
 - Any inappropriate behavior reported to Colorado Rampage will be evaluated by the Hockey Operations Committee and disciplinary action taken if needed.
- The organization's/team's billeting policy shall include requirements that the billet family maintain appropriate homeowners/renter's insurance.

SEXUAL & PHYSICAL ABUSE POLICY

The intent of this policy is to eliminate the risk of a CAHA participant becoming the victim of sexual or physical abuse.

- There shall be no sexual and/or physical abuse by any Colorado Rampage personnel or representative towards any participant involved in, or associated with, any activities organized and sponsored by Colorado Rampage.
- Sexual abuse occurs if a Colorado Rampage personnel or representative touches a participant to cause the sexual arousal or gratification of either the participant or the Colorado Rampage personnel or representative.
- Physical abuse occurs if a Colorado Rampage personnel or representative has physical contact with a participant that intentionally causes or intentionally creates a threat of immediate bodily harm or personal injury. Physical abuse shall not include physical contact reasonably designed to coach, teach, or demonstrate a hockey skill or technique. Physical contact permitted includes, but is not limited to, shooting pucks at a goaltender, demonstrating checking and other hockey skills, communication with or directing participants during a game or practice, or touching the participant in a non-threatening or non-sexual manner.

- It shall not be a defense to a complaint of sexual or physical abuse that the participant consented, that his/her age was unknown or mistaken, or that the act did not take place at a Colorado Rampage function.
- Colorado Rampage will notify the appropriate governmental authorities of all sexual and/or physical abuse complaints. Colorado Rampage may, at its discretion, initiate administrative action against the individual complained of pursuant to the applicable sections of its bylaws, policies, rules and regulations, and may suspend or permanently ban said individual from Colorado Rampage if the allegation is proven to be true.
- Colorado Rampage shall disqualify and prohibit anyone from serving in any position whether paid or unpaid if:

- The person has been convicted of any crime of violence against individuals, (including crimes the record of which has been expunged and pleas of "no contest"), or any crime which indicates the person may pose a risk to the safety and well-being of anyone under his/her direction and/or stewardship, including but not limited to:

- a. rape
- b. assault with intent to commit rape
- c. assault upon a child the age of fifteen years or younger
- d. kidnapping
- e. sexual assault
- f. sexual abuse
- g. molestation of a child
- h. sexual conduct with a minor
- i. public sexual indecency
- j. child prostitution
- k. pandering
- l. furnishing obscene or harmful items to minors
- m. distribution and trafficking of narcotics or other controlled substances
- n. intent to commit any of the above crimes

- It is determined that: He/she has been adjudged liable for civil penalties or damages involving sexual or physical abuse of anyone, is subject to any court order involving sexual abuse or physical abuse of anyone, including, but not limited to, domestic order of protection, has had his/her parental rights terminated for reasons involving sexual or physical abuse of children.
- Colorado Rampage comes into possession of verified information that he/she has: A history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse of anyone, resigned, was terminated or was asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual or physical abuse of anyone.
- Any Colorado Rampage personnel arrested, regardless of reason shall notify, or cause others to notify, the Owner, President and Vice President of the organization, within 72 hours of their arrest.

ALCOHOL, TOBACCO & DRUG POLICY

Consumption/use/abuse of illegal substances is detrimental to a healthy state of mind, body, and spirit in an athletic participant. This is especially true for those participants aspiring to develop their talents in the furtherance of their playing, or coaching, or officiating careers in athletics. Therefore, with the best interests of its participants in mind, USA Hockey and Colorado Rampage prohibit possession or use by any participant of alcohol, drugs, tobacco,

vaping or e-cigarettes as these terms are defined below, during participation in its programs as follows:

1. Zero tolerance for possession or use of drugs by any participant unless participant is currently under a doctor's care and the medication is required for treatment of an illness or injury;
2. Zero tolerance for providing or condoning the use of alcohol, drugs, tobacco, e-cigarettes to a minor athlete by a coach, assistant coach, manager, official or any other person who is in a position of authority over that athlete;
3. Zero tolerance for being under the influence of alcohol or drugs while supervising minor athletes or while participating in a USA Hockey practice, game or event; and
4. Abuse of alcohol by a participant while participating at a USA Hockey event other than that prohibited by #3 above.

Violation of this policy shall subject the participant to disciplinary action up to and including suspension or disqualification from membership. Participant may be subject to random drug and alcohol testing.

PHYSICAL CONTACT GUIDELINES

It is sometimes appropriate and necessary to have direct physical contact with players in order to develop their skills. These guidelines have been created to provide practical guidance for Colorado Rampage coaches and those working directly with players to keep players safe and promote a safe environment for staff and members. Rules for physical contact must be set to reduce the potential for misconduct. Players, coaches, volunteers and organization members are required to follow these guidelines and to report immediately those who violate them.

APPROPRIATE PHYSICAL CONTACT

- Physical contact takes place in public or in the presence of others
- Physical contact for the purpose of developing skill or technique
- Physical contact with no potential for physical or sexual intimacies during the contact
- The contact is for the benefit of the player, not to meet an emotional or other need of an adult
- Celebratory gestures such as high-fives, fist bumps, pats on the back, shoulder and head are appropriate
- Consolation gestures such as publicly embracing a crying athlete
- Physical contact assisting an injured player off the ice, preventing an injury or treating an injury are appropriate
- Touching in a non-threatening, non-sexual manner

PROHIBITED PHYSICAL CONTACT

- Lap sitting
- Lingered, maintaining prolonged or repeated embraces that go beyond what is appropriate
- Slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from an athlete
- Playful yet inappropriate contact that is not a part of regular training, (e.g., tickling, horseplay, wrestling)
- Continued physical contact that makes an athlete visibly uncomfortable
- Contact involving touching of genital area, buttocks or breasts
- Physical contact that intentionally causes or has the potential to cause the player to sustain bodily harm or injury

- Physical or sexual abuse
- Kissing

POLICY MAINTENANCE

It is the intention of the Colorado Rampage that its policies and procedures shall, when feasible, adhere to the following guidelines:

1. Each policy should address a pertinent issue to the success and adherence to the Colorado Rampage purpose, mission statement and policies.
2. The policy should clearly define the parties or persons intended to be affected.
3. Policies may not include details on how to administer policies and administration may be handled by a committee or panel appointed by the committee.
4. Each policy shall reasonably address the interests of the participants and long-term success of The Colorado Rampage.
5. It is acceptable for policies to be vague and cause details of the policy or implementation to be addressed by a committee or panel appointed by the committee.

PROHIBITED CONDUCT & REPORTING

Colorado Rampage prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Hockey Safe Sport Handbook. Participants, employees or volunteers in Colorado Rampage may be subject to disciplinary action for violation of these locker room policies, appropriate physical contact guidelines or for engaging in any misconduct or abuse or that violates the USA Hockey Safe Sport Policies. Reports of any actual or suspected violations, you may email USA Hockey at SafeSport@usahockey.org or may call 1-800-888-4656.



HOCKEY