

MBA Storm Hockey Player/Parent Handbook



Approved by both

Benson and Morris Hockey Associations

August 2, 2020

History of Morris-Benson Storm Hockey

The MBA Storm Hockey Program is a cooperative association made up of the Morris Hockey Association and Benson Hockey Association and was formed in 2000. It is a joint effort to ensure a hockey program for the youth of the greater area and communities near Benson and Morris.

MBA Storm Core Values

Welcome to the Morris-Benson Storm Hockey Program. Our goal for this season is ***“striving for excellence through sportsmanship, player development, and teamwork.”*** It is our goal to have every participant, whether he/she be a player, parent, or coach, have the opportunity to improve their knowledge and development of the game of hockey while experiencing the enjoyment in a team experience. Our theme supports the following core values USA Hockey has adopted to guide our Program in planning, programming, and play.

- 1. Sportsmanship** — Foremost of all values is to learn a sense of fair play, become humble in victory, and gracious in defeat. We will foster friendship with teammates and opponents alike.
- 2. Respect for the individual.** Treat all others as you expect to be treated.
- 3. Integrity:** We seek to foster honest and fair play beyond mere strict interpretations of the rules and regulations of the game.
- 4. Pursuit of excellence at the individual, team and organizational levels:** each member of the organization, whether player, volunteer, staff, should seek to perform each aspect of the game to the highest level of his or her ability.
- 5. Enjoyment:** It is important for the hockey experience to be fun, satisfying and rewarding for all participants.
- 6. Loyalty:** We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.
- 7. Teamwork:** We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience.

We would like to take this opportunity to encourage every member to get involved in whatever capacity you may choose to continue to improve our program. Let's exhibit STORM PRIDE!

MBA Storm Organization

For hockey levels Squirt and up, The MBA Storm operate and conduct events at two rink facilities – the Benson Civic Center located in Benson and the Lee Community Center located in Morris. Each association (BHA and MHA) are members of District 15 Minnesota Hockey and USA Hockey and operate as a joint cooperative in District 15. Each season, associations operating jointly and as a cooperative request approval from District 15 and require a majority vote for approval by other District 15 members (towns). The MBA cooperative adheres to District 15, Minnesota Hockey and USA Hockey rules on rink features, teams, equipment, penalties, officials and playing rules.

Each association is comprised of their own board consisting of 9 members at the Benson Hockey association, and 9 members at the Morris Hockey association. Monthly board meetings are held for each individual association to manage non-joint matters pertaining to the individual associations. In addition to the individual association board meetings, a separate monthly meeting is held consisting of all 18 members from both associations to manage the joint cooperative agenda items.

See the “Joint Operations Committee Bylaws” document on our website for more details regarding the positions and roles of the members. This is located at mbastorm.com

Board Members

See website for current listing of the Morris & Benson Hockey Association board members.

HOCKEY 101

Hockey Season

- A. The MBA storm hockey season typically runs from October to March.

Communication

- A. **Website:** The website for MBA Storm is www.mbastorm.com. The website contains information on the MBA Storm program, links to each individual association (BHA and MHA) and is a good resource for announcements, calendar of events, and practice schedules.
- B. **Email:** Email communications for the overall MBA Storm will come from the administrator. Additional communications may also come from the administrator of your specific association as well. You must be a “member” of BHA or MHA to receive emails. It is the responsibility of each Member to edit and keep contact information, including email, current on the Sportsengine website. If you are concerned you are not receiving emails or communication, please contact a board member.

Emails for reference:

- Benson Hockey: benson.hockey@mbastorm.com

- Morris Hockey: morris.hockey@mbastorm.com
 - MBA Joint Board: joint.board@mbastorm.com
- C. **Social media:** For additional information on the MBA Storm – look for us on your favorite social media platform.
- D. **Questions:**
- Questions can be directed to:
 - MBA President (or your specific Association Pres listed on the website)
 - MBA board members (listed on the MBA Storm website)
 - MBA coach or volunteer

MBA Storm Member Meetings

A. Pre-season Parent meeting

Prior to the hockey season there will be a **MANDATORY PARENT MEETING**. At least one parent for each player family **MUST** attend to get important information regarding the upcoming season, the SafeSport program, and necessary updates from USA and Minnesota Hockey. The time and venue will be communicated to members prior to the season. In the event this requirement is not met, the player(s) will **NOT** be allowed to participate with the Storm unless and until the requirement is completed.

B. Annual meeting

An annual meeting is held after each hockey season and is open to all members. This meeting is a year in review and an opportunity for parents to bring up issues and concerns. It is also the time that new board members are elected. The meeting notice is sent to all active members via email.

Financial Information

A. Registration Fees

- Registration is **FREE** for **First year players**
- See your specific association registration for a table of registration rates based on your player(s) age and level of play for the upcoming season.

Volunteering Expectations

- We encourage all members, regardless of player level and hours already worked, to work home tournaments.
- Regardless of “home” association, work hours and volunteering apply at either rink for an MBA Storm events.
- Volunteers are **ALWAYS** needed, please find a way to contribute during the season so we can keep the program going. If you have questions please ask another member, board member, coach or email us.

- By being a member of the MBA Storm Hockey association, you are required to volunteer the following amount:
 - **Mites/Mini Mite** families – **5 hours**
 - **FIRST YEAR** families (if above Mite level) - **10 hours**
 - 20 hours per season for the first skater
 - 5 hours for each additional skater

Equipment

All players on MBA teams are required to wear protective equipment during all games and practices. Each player's equipment shall be as prescribed by, District 15 of Minnesota Hockey for their position, including, but not limited to the following:

- Proper fitting ice skates
- Hockey Socks (team colors)
- Stick
- Breezers
- Safety certified helmet with attached faceguard
- Attached colored mouth guard
- A supporter and cup or pelvic protector
- Shin Pads
- Shoulder Pads
- Hockey Gloves
- Elbow Pads

Goalie Equipment Requirements

- Athletic cup/pelvic protector
- Garter belt and socks or sweatpants
- Breezers
- Goalie skates
- Leg Pads
- Chest protector/arm protector
- Helmet, mouth guard and neck protector
- Glove and blocker
- Goalie stick

See your specific association for options on equipment and/or equipment rentals if need be. Options are available, especially for young or new skaters.

Please note that this equipment and uniforms that are being provided by the MBA is still the property of MBA. Any equipment that is lost or stolen while assigned to the player will be the player's financial responsibility.

Uniforms

Each player will receive two game jerseys of contrasting colors that they will keep until season's end.

*Mites will be assigned a jersey that the "Team Mom/Dad" is responsible for.

No teams in the MBA will have uniforms that differ from the MBA approved uniform.

POLICIES AND PROCEDURES

The MBA Joint Committee has established some policies and procedures that serve as guidelines for our players, parents, and coaches who participate in the MBA Program. The following policies and procedures have been approved and supersede any previous policies and procedures.

NO EXCEPTIONS TO THESE POLICIES AND PROCEDURES WILL BE PERMITTED UNLESS PRESENTED TO AND APPROVED BY THE MBA JOINT COMMITTEE.

ELIGIBILITY

1. The Morris-Benson Area Hockey program is open to youth currently residing within the Morris-Benson Area boundaries as defined by District 15. Your permanent address and proximity to Morris or Benson will define the association you will register with (MHA or BHA).
2. ***Statement of Responsibility.*** As a player, parent, and coach in the Morris-Benson Area Storm Hockey Program, you have voluntarily obligated yourself to certain team commitments including participation in practices, scrimmages, league, and tournament games, as well as team meetings. ***Any player unable to attend a team function should notify the coach by a time specified by the coach prior to the scheduled activity.*** Any player not meeting team commitments may be subject to disciplinary action by the Coach or the Joint Committee.

REGISTRATION

1. Registration will be conducted August 15th – October 1st.
 - a. See your designated association for applicable fees by skater level
2. See Minnesota Hockey for your player level by birthdate.
 - a. <https://www.minnesotahockey.org/page/show/85059-age-charts-and-participation-levels>
3. Skaters must be registered with USA Hockey as well as with the appropriate association
4. All youth wishing to participate in the MBA program ***MUST*** complete registration.
5. It is the sole responsibility of the parents/guardian to verify their son/daughter is registered at the correct level and association (see registration form).
6. Players deciding not to play may request a refund of their registration fee according to the refund policy found in the appendix and by submitting the Refund Request form. USA Hockey and Minnesota Hockey membership fees will not be refunded.

TEAMS

MBA may have the following traveling hockey teams entering Minnesota Hockey District 15 League at the A, B, or C levels of play: Squirt, Girls 12U, Girls 14U, Peewee, and Bantam.

The MBA storm offer an in-house Mite program (up to age 8) within the individual local associations.

Early Move-up

Requests from parents to move their child up early will not be entertained. The only instance that a player could potentially be moved up to the next level prior to the age or grade of eligibility would be in the instance that there are insufficient numbers of players at the higher level (as determined by the Joint Board at the recommendation of the Hockey Operations Committee). The procedure for early move-up will be as follows should the Hockey Operations Committee feel that there is a shortage of players at a certain level.

1. Hockey Operations Committee makes a recommendation to the Joint Board to move a specific number of kids from one level to another level.
2. The Joint Board approves or denies the Hockey Operations Committee's recommendation for the number of players to be moved.
3. Based on the numbers of players approved by the Joint Board. A Sub-Committee of the Hockey Operations Committee will observe players during fall clinic, placements, or try-outs. Members of the Sub-Committee should not have conflicts of interest in the decision. The Sub-Committee will make a recommendation for approval to the Hockey Operations Committee on which players will be asked to move-up to the next level.
4. A member from the Joint Board will approach the parents of the player(s) and ask if they would be interested in an early move-up pending Joint Board Approval.

Tryouts and Team Selection

In the event that a level has enough skaters to make up 2 teams, the teams will be split by ability determined through a closed tryout. A closed tryout means that only the players and evaluators are permitted in the rink area. The objective of the tryout process is to ensure that each player is given a fair evaluation and that all players are placed at the most appropriate level for their abilities.

Players not participating in the tryout process will be automatically placed into the lowest competitive level of players for their age classification.

If siblings are of the same player level but different ability, they can either a) be on separate teams (split by their ability) or b) skate together at the lowest competitive level.

These tryout group sessions are led on ice by an evaluation panel. This panel will be made up of a group of people assigned by the Hockey Operations Committee. Parent coaches for any players at that level will not be part of the panel. The tryout session will consist of a combination of drills and scrimmages depending on the level and preferences of the Hockey Operations Committee. Tryout drills are designed to test both individual skills and team play. Desire, hard

work and self-control are also determining factors in evaluation and selection. An objective of the scrimmage is to have the players skate on various player combinations of lines and positions throughout the tryout process and to evaluate each player's abilities in game like situations. ***Only the players and Evaluation Panel will be allowed at the on-ice evaluation.***

Evaluators will be assessing, using an evaluation sheet, provided at the tryout of the following:

- The player's skating skills
- The player's individual hockey skills (puck handling, passing, receiving, shooting, body positioning).
- The player's team skills, both offensive and defensive.
- The player's position play, teamwork, game skills, awareness.

At the conclusion of the tryout sessions, the Evaluation Panel will split the teams by ability based on the tryout scores and their judgment.

** Any player unable to participate in tryouts due to injury or illness will be evaluated based on their prior year performance, coaches' recommendations, and Hockey Operations Committee to determine team placement.

Tryout Pressure

Let's not kid ourselves; the players feel the pressure of tryouts. If they don't think about the tryout process, they will more than likely be reminded by their friends, classmates and parents. During the tryout process, it is important for parents to provide support and be upbeat. The best advice we can give you is to tell your son or daughter how proud you are of them, to go out and do the best they can. Advise them to have fun and that, whatever happens, you love them, and they are going to have a great season.

There will be disappointments. It is inevitable that a player will not make a level that he or she thought they would make in the tryout process. As a parent, you need to make sure that you step back and understand that the words you choose and feelings you reflect to your child will have an impact on them going forward. Positively reinforcing your child's play rather than critiquing the tryout process or criticizing other players can only assist the player's development. As we all know, once the new teams are formed and the first practices begin, the optimism of having a successful season becomes the focal point.

Commitment and Expectations

- All coaching staff will be certified according to District 15 requirements (safe sport and age specific module), complete a background check release form and sign the Coach's Code of Conduct.
- Mandatory practices that interfere with a fall sport, religious or school function will not be scheduled by the coaches.

- Late night practices will not be scheduled during the school week (Sunday through Thursday). Concluding times are as follows for any time scheduled by the coach and/or team manager.

Mites --8:00 p.m.

Squirts, Girls 12U --9:00 p.m.

Peewees, Girls 14U --9:30 p.m.

Bantams --10:00 p.m.

***This rule does not apply to any ice assigned by the MBA scheduling coordinator preparing for Minnesota District and/or Region Hockey tournaments.*

- All coaches are approved by the MBA Joint Committee based on the recommendations of the Hockey Operations Committee. Assistant coaches may be recommended by the head coach but will also have to be approved by the MBA Joint Committee.
- There will be no inter-level play between any Morris-Benson Area teams except in a controlled scrimmage.
 - In post season/ tournaments teams at same level will possibly play each other.
- The maximum number of regular season games, and scrimmages and tournaments recommended by the MBA Joint Committee for each level is as follows:
 - Squirts, Girls 12U – 35 games
 - Peewees, Girls 14U - 40 games
 - Bantams – 45 games

***These numbers do not include District or State-Regional tournaments. No team may participate in more than four (4) invitational tournaments unless approved by a two-thirds (2/3) vote of the team parents.*

Tournaments

The head coach for each team may submit tournament entry fees expenses, not to exceed the maximum of \$1200 per year per team, as set forth by the Joint Committee. Any amount exceeding \$1200 is the parent/team responsibility to cover.

Handbook

Requests for changes to the handbook should be submitted in writing to any of the Joint Committee members any time prior.

MBA PLAYER, PARENT, COACH Behavior Expectations

Coaches and parents should set a positive example of sportsmanship and good conduct and, in general, be a good representative of the MBA Storm and our communities.

The head coach is the person recognized as having responsibility for the team. The coach is not required to bend to parental pressure, however, shall be available to discuss any situation with the players and/or parents - keeping in mind their responsibility is to coach the whole team and not any one individual. A coach shall have the flexibility to reduce a player's ice time to solve a disciplinary problem if it is in the best interest of the team.

In order to have a uniform expectation of all MBA Storm participants, each player, parent, and coach will be required to sign a specific Code of Conduct document at the beginning of each season. All forms must be submitted to the MBA registrar before their team will be registered with Minnesota Hockey. The Code of Conduct forms can be printed on the pages that follow in this handbook and/or are available online.

Player Guidelines

- 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 for practices and games.
- 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 or a coach's decision.
- No cell phones in locker rooms for players.

PLAYER SPORTSMANSHIP AGREEMENT

Each player is expected to sign the Player's MBA Sportsmanship Agreement

A. Sportsmanship Agreement (see Appendix). Players found in violation Sportsmanship Agreement may be subject to disciplinary action by the Joint Committee which may include suspension and/or dismissal.

B. Consequences for Players

1. Failing to shake hands after a game (sit one period).
2. Intentionally breaking a stick on the ice or hitting the boards or glass with a stick (sit one period).
3. Yelling obscenities or giving obscene gesture to referees, other players, coaches or parents (sit one game)
4. Abusing arena or locker room (sit one game).

5. Unnecessary roughness or retaliation during a game (sit one game in addition to misconduct penalties issued by referees).
6. Discrediting a teammate or coach (sit one period).
7. Absent from practice without notification or permission (sit one period).

Parent Responsibilities and Rights

Responsibilities

- Do not force your children to participate in sports, rather support their desires to play their chosen sport. Children are involved in organized sports for their enjoyment, make it fun.
- Encourage your child to play by the rules. Remember, children learn best by example, so applaud the good plays of both teams.
- Do not embarrass your child by yelling at players, coaches, or officials. By showing a positive attitude toward the game and all the participants, your child will benefit.
- Emphasize skill development and practices and how they benefit your young athlete. De-emphasize games and competition in the lower age groups.
- Know and study the rules of the game and support the officials on and off the ice. This approach will help in the development and support of the game. Any criticism of the officials only hurts the game.
- Applaud a good effort in both victory and defeat and enforce the positive points of the game. Never yell or physically abuse your child after a game or practice – it is destructive. Work toward removing the physical and verbal abuse in youth sports.
- Recognize the importance of volunteer coaches and the officials. They are important to the development of your child and the sport. Communicate with them and support them.
- If you enjoy the game, learn all you can about hockey – and volunteer.
- Do not compare your child with other players. Be honest with yourself when it comes to your child's capabilities.
- Take care of your financial responsibilities.

Rights:

- Have the player treated fairly and with respect.
- Have the player playing and practicing in a safe and healthy environment.
- Have the player coached by an effective and qualified adult leader.
- Have the player engaged in playing and practicing activity that increases his/her skill and enjoyment of the sport.
- Know what is expected of your player from the coach.

Parent/Spectator Behavior

In an effort to make ice hockey a more desirable and rewarding experience for all participants, USA Hockey has instituted a program of **Zero Tolerance** for parental and fan behavior that has been adopted by District 15 and MBA Referees, at their discretion, may have parents/spectators removed from the arena. MBA supports this program and requests that all parents be supportive of the team, the players, AND the OFFICIALS.

Players and officials all strive to perform at the highest possible level and deserve our support. On-ice officials will stop the game when the parents/spectators displaying inappropriate and disruptive behavior interfere with other spectators or the game. The on-ice 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 MBA. This inappropriate and disruptive behavior shall include:

- Use of obscene or vulgar language in a boisterous manner to anyone at any time.
- Taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical violence or act.
- Throwing of any object in the spectator's viewing area, player's bench, penalty box or on ice surface, directed in any manner as to create a safety hazard.

Following the guidelines set out in the Parent's Responsibilities and Rights, as well as in the Parent/Spectator Behavior Section of this handbook, parents are required to sign a Parent/Guardian Code of Conduct at the beginning of each new season. A separate Code of Conduct must be completed for each child playing in the MBA Storm Association. The Code of Conduct Forms can be found in the Appendix of this document.

PARENTS' /GUARDIANS' EXPECTATIONS

A. It is the sole responsibility of the parents/guardians to pay bills and other expenses to the team coach/representative on schedule. If you have difficulty meeting your financial obligations speak with the team coach/representative and/or treasurer from your association. Don't think they should pay coach ..rather pay the association.

B. Parents/guardians are not permitted to confront the judges while they are in the process of player assessments.

C. Parents/guardians should discuss the Player's Rules and Responsibilities and MBA Sportsmanship Agreement with their child.

D. Parents/guardians should refrain from publicly ridiculing or verbally abusing any coach, official, team parent, visitors anywhere.

E. Parents/guardians are expected to volunteer to operate the time clock and/or scoreboard, and assist in the penalty boxes and the concession stand as necessary at both arenas when their team is playing.

Should follow each association work hours program. Opportunity may exist to coop both assoc work program

F. All families at each level are expected to work tournaments that their level is hosting and any tournaments that the association is hosting as a fund raiser. Tournaments are critical to our Program fund raising efforts, and require all to participate.

G. Each parent will sign the MBA Sportsmanship Agreement. (see Appendix).

H. Parents are encouraged to review the Hockey Education Program (HEP).

Parents and family members found in violation of these regulations and the MBA Sportsmanship Agreement will be subject to disciplinary action by the Joint Committee which may include suspension and/or dismissal.

A. Consequences for Parents

1. First Offense: warning by coach, referee, team representative, or Joint Committee member
2. Second Offense: one week suspension from all arenas
3. Third Offense: suspended from all arenas until the matter has been reviewed by the MBA Joint Committee and subject to District 15 disciplinary action. (See Appendix)

Coach's Responsibilities and Rights

The Coach's code of conduct shall be consistent with MBA's mission statement. Personal growth and development of the hockey player should be the focus. Improving one's skills and having competitive teams should also be the goal.

Responsibilities:

- Complete all necessary background checks and applicable training as set forth by Joint Board prior to the start of the season.
- Demonstrate a positive attitude to players, coaches, and officials. Being a role model, the coach needs to uphold the authority of the officials.
- Be prepared and plan ahead for all practices.
- Be present at all practices and games. Make arrangements for assistant coaches to run practices when impossible to attend.
- Treat players fairly and be a positive reinforcement.
- The coach will strive to provide each player with positive and constructive feedback.
- To select a team manager and provide any team specific goals, expectations and rule to the players and parents.

Rights:

- Be treated with respect by players, parents, and the MBA.
- Access to necessary safety and practice equipment.
- Access to all resource material available through the MBA, Minnesota Hockey or USA Hockey.

The coaches are approved and accountable by and to the MBA Joint Board. All MBA coaches are required to sign the Code of Conduct Form found in the Appendix of this document.

COACHES EXPECTATIONS

A. It is the policy of the MBA Joint Committee that “*comparable*” ice time is the guide for coaches. This means that all players should have comparable playing time as the norm during the regular season. *It is realized that there are special situations, i.e. power play, short handed play, tournament play and discipline issues, which may prohibit “comparable ice time”.* MBA’s overall philosophy is the establishment and development of team play and good sportsmanship.

At the Squirt level and below equal playing time among players shall be the goal.

During District and State-Regional tournaments, playing time shall be at the discretion of the team coaching staff.

B. Each coach must possess a coaching certificate at or above the level he/she is coaching at. This training will be coordinated by the Hockey Operations Committee. Coaches are also asked to attend additional clinics to improve their coaching ability.

C. At the request of the player, or player’s parent a coach may be asked for a verbal or written evaluation of the player’s skill level, attitude, or hockey knowledge.

D. Coaches are expected to follow the MN Hockey development guidelines as set down and presented to them by the Joint Committee. All coaching clinics that are designated by the Hockey Operations Committee for a specific group or team shall require the attendance of that team’s coaches.

E. Each coach must have a minimum of one (1) team meeting with the parents prior to the beginning of the season. The head coach will present the team meeting outline to the joint board for approval prior to the parent meeting. The meeting should take place prior to the first practice, so parents will understand the coaching staff’s policies and philosophy for the upcoming season. A Joint Board Member will be present at the first team meeting of the season.

F. All head coaches should try to have at least one (1) assistant coach and (1) team representative/manager. A goalie coach is also highly desirable. The team representative shall assist the coach with team administrative duties.

G. Coaches shall never instruct a player to deliberately injure another player.

H. Use of alcohol is not permitted in the arena, players’ box or locker rooms is prohibited until team events are completed for the day.

I. The use of illegal substances is strictly prohibited by any coach or player representative. The use of illegal substances will cause immediate suspension of coaching duties.

J. Each coach shall sign the Coach’s Code of Conduct (see Appendix).

Coaches found in violation of these regulations and the Coaches’ Code of Conduct may be subject to disciplinary action which may include suspension and/or dismissal. Any disciplinary

action shall only take place after a complete investigation, recommendation by the Grievance Committee and a vote in favor of such action by the MBA Joint Committee at a special joint meeting held to only review this issue. Any disciplinary action will be carried out by the Benson Board and Morris Board Presidents in person, shall be hand delivered to the coach, in writing and signed by both presidents.

SafeSport Policy

The safety of its participants is of paramount importance to USA Hockey and Minnesota Hockey. This includes not only on-ice safety, but also off-ice safety in any part of Minnesota Hockey's programs. The USA Hockey SafeSport Program is intended to protect all participants, not just players, from any type of misconduct or abuse.

By pulling together existing USAH off-ice safety policies related behavior and hockey environment management, constructing a supervision and monitoring structure, creating a reporting, investigatory, and response system, production of education and awareness training materials, and enhancing participant screening, USAH has taken giant steps towards improving off-ice safety.

USA Hockey and Minnesota Hockey have a ZERO TOLERANCE policy for abuse and misconduct. Through the USA Hockey SafeSport Program, USA Hockey and Minnesota Hockey are committed to creating the safest possible environment for participation in hockey.

Inclement Weather Policy

Any school district associated to the MBA Storm that cancels or closes school by noon on any day will automatically put the Inclement weather policy into effect. This means that practices will be non-mandatory and be held at the discretion of the head coach.

GRIEVANCE POLICY

A grievance is defined as an alleged violation of the specific terms and conditions of this Handbook.

Procedure: All parties involved must observe a 24 hour cooling off period and then attempt to meet and resolve issues before initiating a grievance.

Parent/Coach claiming a violation concerning the interpretation or application of this handbook shall, within 14 calendar days after such alleged violation has occurred, present such grievance in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the handbook allegedly violated and the remedy requested, to the Parent/Coach.

Step 1

The Parent/Coach will give their answer in writing within (3) calendar days to the Parent/Coach that claimed a violation of the Handbook

A grievance not resolved in Step 1 shall be appealed to the Grievance Committee within (3) calendar days after the Parent/Coach answer in Step 1. Any grievance not appealed in writing to the Grievance Committee within (3) calendar days shall be considered waived.

Step 2.

If appealed, the written grievance/response shall be presented to the Grievance Committee. All Parties shall have a meeting with the Grievance Committee. The meeting shall be scheduled and held within (7) calendar days of the notice of appeal. The Grievance Committee shall present the facts to the MBA board along with their recommendation in writing.

The board will answer in writing to all parties within (3) Calendar days after such board meeting. The board's decision is final.

ZERO TOLERANCE POLICY (USA Hockey Handbook)

In an effort to make ice hockey a more desirable and rewarding experience for all participants, the USA Hockey Youth, Junior and Senior Councils have instructed the Officiating Program to adhere to certain points of emphasis relating to sportsmanship. This campaign is designated to require all players, coaches, officials, team officials and administrators, and parents/spectators 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 On-Ice Referees and Linesmen:

A. 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. Use of obscene or vulgar language at anytime, including any swearing, even if it is not directed at a particular person.
3. Visually demonstrates any sign of dissatisfaction with an official's decision. Any time that a player persists in any of these actions, they shall be assessed a misconduct penalty. A game misconduct shall result if the player continues such action.

B. 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. Use of obscene or vulgar language in a boisterous manner to anyone at any time.
3. Visually displays any sign of dissatisfaction with an official's decision including standing on the boards or standing in the bench doorway with the intent of inciting the officials, players or spectators. Any time that a coach persists in any of these actions, they shall be assessed a game misconduct penalty.

C. OFFICIALS

Officials are required to conduct themselves in a business-like, sportsman-like, impartial and constructive manner at all times. The actions of an official must be above reproach. Actions such as "baiting" or inciting players or coaches are strictly prohibited. On-ice officials are ambassadors of the game and must always conduct themselves with this responsibility in mind.

D. PARENTS/SPECTATORS

The game will be stopped by on-ice officials when the parents/spectators displaying inappropriate and disruptive behavior interfere with other spectators or the game. The on-ice 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 shall include:

1. Use of obscene or vulgar language in a boisterous manner 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.

CONSUMPTION/USE/ABUSE OF MOOD ALTERING SUBSTANCES

(USA Hockey Handbook)

It is the considered judgment of the Boards of Directors of USA Hockey that consumption/use/abuse of mood altering 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 the sport of ice hockey. Therefore, with the best interests of its participants in mind, USA Hockey and USA Hockey InLine prohibit use by any participant of mood altering substances during active participation in its programs, and, upon discovery of any violation, shall take action to remove the participant from participation in its programs using guidelines set forth in the Minnesota Hockey handbook, section XIII. MOOD-ALTERING CHEMICALS (see A below). Further, USA Hockey and USA Hockey InLine hereby recommend that each and all of its teams,

associations, programs, and affiliates adopt reasonable regulations concerning the prohibition of consumption/use/abuse of mood altering substances, and a reasonable enforcement procedure thereafter, in order to maintain the health of our athlete participants, the integrity of our programs, and the eligibility of all of our competitors for national, international, and collegiate competition. For purposes of this policy, the words "mood altering substances" shall include the following:

1. Intoxicating beverages, including, but not limited to, alcohol.
2. Non-prescription or prescribed controlled substances.
3. Prescription or prescribed controlled substances when used to an excess in violation of doctors orders, or to produce the state of intoxication in the participant. Further, a participant shall include players, coaches, referees, and all persons involved in the conduct of an ice or inline hockey contest.

A. PENALTIES (XIII. MOOD-ALTERING CHEMICALS Minnesota Hockey Handbook)

The use, consumption or possession of mood altering chemicals, regardless of quantity, is expressly prohibited during the entire playing season. Included are: (1) beverages containing alcohol, (2) tobacco (including chewing tobacco), (3) controlled substances defined by law as drugs (including marijuana), and (4) buying, selling or giving away controlled substances. It is not a violation for a player to be in possession of a controlled substance specifically prescribed for the player's own use by the player's physician.

1. First Violation Penalty: after confirmation of the first violation, the player shall be suspended for the next two (2) consecutive games or two (2) weeks of a season, whichever is greater. No exception is permitted for a player who becomes a participant in a treatment program.
2. Second Violation Penalty: after confirmation of the second violation, the player shall be suspended for the next six (6) consecutive games. No exception is permitted for a player who becomes a participant in a treatment program.
3. Third Violation Penalty: a. after confirmation of the third or subsequent violations, the player shall be suspended for the next twelve (12) consecutive games.

b. If after the third or subsequent violations, the player, on her/his own volition, becomes a participant in a chemical dependency program or treatment program, the student may be certified for reinstatement in MH activities after a minimum period of six (6) weeks. Such certification must be issued by the director or counselor of a chemical dependency treatment center.

INTERPRETATION -"Game" in this rule means regular league or playoff contest. Practice, games or scrimmages cannot be counted in determining length of suspension. Associations or

individual teams may adopt a more prohibitive rule and/or more severe penalties for violation of this Rule.

APPENDIX

Morris & Benson Boards of Directors Directory District 15 Disciplinary Action Grievance Policy
Zero Tolerance Policy Refund Policy and Refund Request form Application for Advanced Level
of Play Coach's Code of Conduct MBA Sportsmanship Agreement Fundraising Volunteering
(Benson Only)

MBA YOUTH HOCKEY SPORTSMANSHIP AGREEMENT

As player and parent(s) of MBA Hockey, we are in agreement:

1. That it is a privilege, not a right, for our child to play youth hockey.
2. That sportsmanship and comparable play are essential to the sport of hockey.
3. That, because our children learn from example, we as parents need to exemplify the highest level of sportsmanship by supporting all players, coaches, referees and other parents.

THEREFORE, we agree to follow the sportsmanship disciplinary policy:

1. If my behavior results in eviction from any rink, I will accept a mandatory two-week suspension from all MBA hockey events both at the Benson Civic Center, Lee Community Center, and other arenas.

2. If my behavior results in substantiated unsportsmanlike behavior, as decided by the MBA Joint Committee, I will accept a one-week suspension from all MBA hockey events both at the Benson Civic Center, Lee Community Center, and other arenas.

3. If I do not support this sportsmanship disciplinary policy, I realize my child will be restricted from play for the term as set forth.

4. That we and our child agree to abide by the rules and guidelines as stated in the MBA Policies and Procedures Handbook and agree that any violation of the rules is subject to disciplinary action.

5. The MBA Joint Committee will make all decisions on action to be taken and will notify the individual(s) involved in writing of action to be taken. I have read will abide by the rules set by USA Hockey, Minnesota Hockey, District 15, MBA, and the coaches.

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USA HOCKEY PARTICIPANT CODE OF CONDUCT

1. No swearing or abusive language on the bench, in the rink, or at any team function.
2. No lashing out at any official no matter what the call is.
3. Anyone who receives a penalty will skate directly to the penalty box.
4. Fighting will not be tolerated.
5. There will be no drinking, smoking, chewing of tobacco, or use of illegal substances at any team function.
6. I will conduct myself in a befitting manner at all facilities (ice rink, hotel, restaurant, etc.) during any team function.
7. I understand that players or team officials who cannot abide by these rules or who violates them will be subject to further disciplinary action.

I have read and understand the Code of Conduct. I agree to be held accountable for behavior contrary to the Code of Conduct and the policies of the Association.

Parent's Names

Player's Name

Player's Signature

Date

Morris-Benson Area Storm Hockey

REFUND POLICY

A refund should be requested by completing a Refund Request form to document the date that a player has stopped playing and to insure a timely refund to the player. It is the parent's responsibility to initiate a refund request. The percentage of refund is dependent upon the last day of participation as documented by the coach and varies according to level of play. The completed Refund Request form should be sent to:

Benson Assoc.:
Benson Hockey Association
PO Box 216,
Benson MN 56215

Morris Assoc.:
Morris Hockey Association
PO Box 303,
Morris, MN 56267

MBA must register all players with USA Hockey and Minnesota Hockey before any on-ice participation is permitted. Therefore, USA Hockey and Minnesota Hockey insurance and registration fees are NOT refundable.

Percentage of Refund
100% refund two (2) weeks from start of practice.
50% refund up to January 1st.
No refund after January 1st.
REFUND REQUEST FORM

Player's Name _____ Birth Date _____
Parents/Guardian Name _____
Address _____

City _____ State _____ Zip Code _____
Name/Address the refund should be sent if different from above:

Level of Play/Team _____ Coach _____

Last Day the Player was on the ice _____

Parent's signature Date

Coach signature Date

Office use:

Date received _____ Cancellation recorded _____

Amount to be refunded _____

Date Forwarded to Treasurer _____

Refund Check No. _____ Refund sent _____

Notes: _____

Morris-Benson Area Storm Hockey

COACH'S CODE OF CONDUCT: (USA Hockey Handbook)

GENERAL PRINCIPLES

COMPETENCE

Coaches will maintain a standard of excellence with regard to education and information related to coaching and make an on-going 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 RESPONSIBILITY

Coaches will uphold professional standards, clarify professional roles and obligations, accept appropriate responsibility for behavior and adapt methods to the needs of participants.

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 due to 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 of all participants 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.

DISCRIMINATION

Coaches will not engage in or condone discrimination based upon age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socioeconomic 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.

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

Coaches 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 AND 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 traveling 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.

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.

I _____ certify that I have read and will abide by the guidelines listed above for this season and understand that I can be removed from the appointed coaching position.

Coach's Signature Date

LOCKER ROOM POLICY (USA Hockey Handbook)

USA Hockey is concerned with locker room activities between minor players, locker room activities between minor players and adult players, adults being alone with individual minor players in locker rooms, and non-official or non-related adults having unsupervised access to minor participants at sanctioned team events.

It is the policy of USA Hockey and MN Hockey that all affiliates, districts, leagues and local hockey programs have at least one responsible adult directly monitoring the locker room during all team events to ensure that only participants (coaches and players), approved team personnel and family members are permitted in the locker room and to supervise the conduct in the locker room. Any individual meetings between a minor participant and a coach in a locker room shall require a responsible adult be with the coach.

Further, responsible adults must always personally monitor the locker room environment while participants are present and also make sure the locker room is appropriately secured during times when minor participants are on the ice.

All responsible adults serving as locker room monitors should be gender correct and the co-ed locker room policy must be followed as described in the current USA Hockey Annual Guide. Monitors must be screened and meet all USA Hockey screening standards.