



# MINNEAPOLIS TITANS HOCKEY ASSOCIATION

## Parent Guide

An informational guide on youth hockey, and the Minneapolis Titans hockey program

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# **Welcome to Minneapolis Titans Hockey!**

Also known as City of Lakes Youth Hockey, the Titans is a volunteer driven association that was founded in 2009. Our core mission is to provide affordable hockey to kids in all neighborhoods north of 94/394 in Minneapolis (Downtown, Northeast, and Southeast) along with kids in Columbia Heights, Fridley, and Brooklyn Center. We want to ensure that every child who wants to play hockey has a chance to play. Additionally, we want to help promote hockey in our area by helping to ensure that hockey is available for all levels of commitment.

The Titans strive to enrich both the lives of the kids in our program as well as the surrounding community. A child in our program gets a healthy, safe environment for an hour, multiple days a week, where they learn the importance of friends, teamwork, education and perseverance. The camaraderie and confidence they get is evident from the smiles on their faces.

The Titans promote hockey in the community by helping ensure hockey is accessible for all levels of play and skill. The Titans partner with New Directions at North Commons Park (Minneapolis Park Board youth hockey organization) for kids who would like to play hockey at a lower commitment level. The Titans ensure all kids that want to play hockey have an opportunity through scholarships. As Titans, we strive to create a shared sense of community and belonging where all are welcome and engaged.

## **Diversity, Equity and Inclusion**

The Titans aspire to achieve equity in outcomes, not just access. We want kids to not only enter sports, but to stay in them. Participation in youth sports is done right when kids have the opportunity to reap the long-term benefits of playing sports and we aim to see increased participation rates.

The Titans are committed to cultivating an environment where diverse backgrounds and experiences are welcome. We support all teammates, coaches, fans, officials, facilities workers, volunteers and opponents who provide their time and effort to make hockey possible. We believe all our interactions should be safe and inclusive of all walks of life regardless of race, color, religion, national origin, gender, disability, sexual orientation or socio-economic status.

## **Equal Time**

The focus of Titans hockey is long term player development and building confidence on the ice. Shortening the bench does not accomplish either goal, so it is the Titans policy to do everything possible to provide equal playing time for all players at all levels of play.

While there may be occasions when certain players may get more ice time in a particular game, coaches and managers will make every effort to balance playing time over the course of the season.

If a team is required to restrict the number of players attending games, coaches and managers must take actions to avoid the appearance of preferential treatment or team division by incorporating our principles of diversity, equity and inclusion. This means that considerations beyond playing ability will be incorporated into decisions about which players attend games unless pre-season tryouts are held to determine player positions or teams.

### **Expectations**

The Titans expect all coaches and adults in leadership positions to know, model and reinforce the Titans DEI/Mission.

“Know” means to read and understand Titans policies.

“Model” means to embody the policy in your words, actions and behaviors.

“Reinforce” means to listen to concerns and incorporate corrective actions when necessary.

### **Social Media**

The Titans and Starwhals reserve the right to post images on our website and social media platforms which may also include promotional material for our community sponsors.

### **Board Meetings**

The Titans hold monthly board meetings scheduled on the first Thursday after the second Monday of each month. Meetings are made available to all members via Zoom and monthly invitations are sent by email by the Secretary. Please see our website for additional information under Calendar.

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# Youth Hockey Structure

Youth hockey in Minnesota is typically organized into two formats, “recreational” and “community” programs.

## **Recreational Hockey**

Often referred to as *Park Board Hockey*, rec hockey is a neighborhood-based winter sport where teams made up of local players compete outdoors over a 3–4-month season. Games are played against other nearby park board teams within a defined geographic area. These teams are typically coached by parent volunteers and make use of both indoor and outdoor ice facilities.

## **Community Hockey**

Increasingly unique to Minnesota, community hockey is made up of 140 associations who are formed into 13 districts and are governed by Minnesota Hockey, an affiliate of USA Hockey. Community hockey programs are organized by local associations with city-wide, or school-wide, geographic boundaries. The city of Minneapolis has two local associations with the geographic boundary of Interstates 94 and 394 as the dividing line. The community hockey season is typically 5-6 months, from September to February. League games are played against other associations within the district. Tournament games may be played against teams from Minnesota or neighboring states. Teams may have parent or non-parent coaches who are all educated, trained, and certified to coach by USA Hockey.

**Minneapolis Titans Hockey** is the youth hockey association offering comprehensive hockey programs for boys and girls living or going to school in Minneapolis (north of I-94/I-394), Brooklyn Center, Columbia Heights, and Fridley. The Minneapolis Titans Hockey association is a nonprofit 501(c)3 entity run by volunteers and runs a charitable gambling business to help offset the costs of the association. The Titans are an affiliate of District 1, Minnesota Hockey, and USA Hockey.

**Minneapolis-St. Paul Starwhals** is a girls’ hockey co-op team made from three District 1 associations: Minneapolis Titans Hockey, Langford Park Hockey and Edgcumbe Hockey Association.

Girls start by playing Mini Mite hockey in their neighborhood associations, and starting at the 8U/Mite level they can decide to continue playing co-ed or they can play for the Starwhals.

**District 1** is one of 13 geographical Districts governed by Minnesota Hockey, and includes 4 member-affiliated associations:

- DinoMights Hockey
- Minneapolis Titans Youth Hockey
- Edgcumbe Hockey Association
- Langford Park Hockey

Each District administers the youth hockey leagues and District tournaments (including referees) for its member-affiliated associations.

**Minnesota Hockey** is one of 13 geographical Districts governed by USA Hockey, and is the statewide governing body of amateur hockey in Minnesota. Since 1947, Minnesota Hockey (formerly known as the Minnesota Amateur Hockey Association) has been providing volunteer services for the development and promotion of all youth hockey in Minnesota. When you register with USA Hockey, all players, coaches, and volunteers will automatically be registered with Minnesota Hockey. To learn more, visit [minnesotahockey.org](http://minnesotahockey.org).

**USA Hockey** is the national governing body for the sport of ice hockey in the United States. Its primary emphasis is on the support and development of grassroots hockey programs. Beyond serving those who play the game at the amateur level, USA Hockey has certification programs for coaches and officials, to ensure standards are met that coincide with the level of play. Furthermore, a large focus is put on parent education with equipment needs, rules of the game and parental roles in youth sports among common topics. Members of the organization are entitled to many benefits, including a subscription to USA Hockey Magazine and excess accident, general liability and catastrophic insurance coverage. Before registering with MHA, all players, coaches and volunteers will first become registered members of USA Hockey. To learn more, visit [usahockey.com](http://usahockey.com).

## **Core Values**

The Minneapolis Titans Youth Hockey association is dedicated to developing young hockey players in and around the Twin Cities. Kids from Downtown, Northeast, and Southeast Minneapolis, Brooklyn Center, Columbia Heights, and Fridley, Minnesota are welcome to join.

Titans Hockey is designed for boys and girls aged 4 to 15, from beginners in Learn to Skate, Mini and Mite hockey to Squirt, Peewee, and Bantam hockey, your child will be supported with top-tier coaching in a fun and inviting environment.

It is the Titans mission to provide fun, affordable, and accessible hockey to all. Every effort is made to accommodate any family whose skater is dedicated to learning the game of hockey with the availability of scholarships and free equipment loans.

## **Administration**

### **Registration**

Minnesota Hockey requires that players play where they live or where they attend school. Registrants must live or attend school within the Minneapolis Titans boundaries (north of I-94/I-394), Brooklyn Center, Columbia Heights, or Fridley.

All players, coaches, and volunteers must have a current season USA Hockey registration confirmation number prior to registering for the Titans season.

Registration typically opens early July and remains open until the end of December. All players, coaches, and volunteers must complete registration by forwarding all necessary documents to the Registrar. Players new to the Titans will be asked to provide an electronic copy of their birth certificate.

### **Financial Aid & Payment Plans**

Financial aid and payment plans are available. The Titans mission is to be inclusive to all, if registering may cause a financial burden, families are asked to select the scholarship option within the registration process. Please contact the Titans President for more information.

### **Delinquent Accounts**

Players in families that possess a debt with the Titans at the time of registration will not be allowed to participate until the debt is paid. The Titans may restrict or prohibit participation for all players within the family until the debt is paid in full.

### **Communication**

Families are responsible for ensuring that anyone who wants to receive email communication from the team coaches is connected to each player's SportsEngine profile as a Parent or Guardian. Detailed instructions are available at [help.sportsengine.com](http://help.sportsengine.com). Families are also added to the seasonal Member email account that is used for association wide communications. Families are also encouraged to follow the Titans on Facebook and Instagram.

## **Volunteering**

The Titans association is driven by volunteers and volunteers are essential for the viability of the program. Through volunteering, each family personally contributes to the success of the association and helps keep registration fees affordable. At the time of registration, returning families must agree to complete the requirement of 10 hours, or choose the “buyout” option. All first year Titans families will not have any volunteer requirements but are encouraged to do so.

All Starwhals families new to the Titans association will be required to volunteer 5 hours or select the Volunteer Buyout option of \$200. Returning Starwhals families will be required to fulfill 10 volunteer hours or select the Volunteer Buyout option of \$400. Volunteer hours from host (Titans, Langford, and Edgcumbe) associations work toward Starwhals requirements.

There are many opportunities to volunteer throughout the season. These opportunities include Spirit Wear Coordinator, Fundraising Chair, Spaghetti Dinner Lead, and many more. The Titans utilize Dibs (a volunteer management feature within each family’s SportsEngine account) to sign-up for opportunities and to track the number of hours completed.

All volunteer hours must be completed by the final events of the season in March or a fee equal to the Buyout Option will be invoiced. All required hours must be fulfilled, and partial credit for hours is not allowed. The Titans board will work with families if additional hours are needed to meet the requirement.

### **Volunteer Buyout Option & Fees**

While we value and prefer families to volunteer, we recognize that not all families are able to do so. In those cases, families can purchase the \$400 volunteer buyout associated with their oldest skater’s level during registration (which will be applied immediately) and they will be exempt from volunteer requirements.

### **Volunteer Exceptions**

Certain jobs within our organization are particularly demanding and automatically fulfill volunteer requirements.

These jobs include:

- Board Positions
- Head Coaches (completing coaches’ certification)

- Team Managers (completing background check and SafeSport)
- Committee Chairperson (e.g. greens sales, recruiting, etc.)
- Other leadership tasks determined by the appointed Volunteer Coordinator

### **Executive Board, Appointed Positions, & At Large Members**

Comprised of volunteers, they are the governing body of the association and oversee the hockey operations, support programs, and charitable gambling operations. Board meetings are held on the Thursday following the second Monday of each month. All interested parties are welcome to attend board meetings, either in person or via Zoom. Link is sent the week before via the Members' email account.

The executive board consists of the President, Vice President, Secretary, Treasurer, and the Ice Director. *(See page 19 for contact information)*

At-Large members are full members of the board who do not hold a specific officer position but have the same voting rights and responsibilities as the executive board members. At-Large members are nominated and voted into position for a one year term.

Appointed Positions consist of but not limited to Coaching Coordinator, Tournament Coordinator, Manager Coordinator, Promotions Lead, Fundraising Chair, Volunteer Coordinator, Webmaster, Registrar, Equipment Manager, Communications Lead, and Grants Coordinator.

### **Team Managers**

Led by the Manager Coordinator, team managers organize and maintain the team chat via SportsEngine, organize volunteers needed to play games (game-clock, penalty box, Gamesheet, locker room monitors), and organize non-hockey activities for the team (parties, meals, etc.). Team managers work closely with the Head Coach and Manager Coordinator to manage the season and may designate someone as an assistant manager to assist in these duties.

### **Ice Management**

Led by the Ice Director. Team schedules are published via SportsEngine throughout the season, with as much advance notice as possible. During the season, this is typically a few weeks in advance. Teams advancing in end-of-season tournaments necessitate practice schedules being published with less notice in February and March. All concerns related to scheduling should be communicated to the Ice Director by only the Head Coach or Team Manager.

## **Fundraising**

Our mission is simple: To provide an affordable option to youth wishing to enjoy the great sport of hockey. We believe that regardless of economic status, every child should be given the chance to play.

There are several ways we work to accomplish this mission. While other hockey associations charge hundreds or even thousands of dollars to participate, we keep our registration fees low to allow more kids to join in. Our registration fees are 30% lower than the surrounding area, thanks to our fundraising efforts. We provide scholarships to assist families that have difficulty paying this registration fee.

### **Fundraising Events**

The Titans and Starwhals have two main fundraisers during the season: Wreath Sales in September/October and a Spaghetti Dinner in March. Fundraising helps to cover the costs of new equipment, ice time, and hired skills coaches who help continue to develop our volunteer coaches and program skaters.

### **Sponsorships**

The Titans and Starwhals are continuously seeking new sponsorships. Our neighborhood businesses and community organizations are our biggest financial supporters! Sponsorship donations are tax deductible.

### **Grants**

The Titans Grants Coordinator is tasked with finding and applying for grants throughout the year. Grants range from the Herb Brooks Foundation to the Gear Up grant from Dick's Sporting Goods. The Grants Coordinator also works closely with MN Hockey on grant opportunities.

## **Hockey Operations**

### **Waivers**

Waivers must be approved by the President and grant permission for players to play for an association not consistent with the Minnesota Hockey Participation Rule. The Titans consider each waiver-in and waiver-out request based on the individual merit of the

request. District 1 and the reciprocating district have the final approval of all waiver requests.

### **Co-ed vs. Girls Teams**

Some girls prefer playing hockey with/against other girls. The Titans and other D1 member associations are proud to offer a girl-only option with the co-op: The Minneapolis-St. Paul Starwhals. Minnesota Hockey established the girls' programs to serve those associations that have enough female players to field female-only teams and play under the unique, no-checking rules of girls' leagues.

If you have questions about the Starwhals girls' program, please contact the Girls Coordinator at [starwhals.com/#contact](http://starwhals.com/#contact).

### **Playing-up/down**

The Titans values playing hockey within the age group set forth by Minnesota Hockey. The following guidelines are used for requests to play-up or play-down based on age.

- **Grade Exception:** Players born after June 1 are allowed to “play-up” to the next age level if they are in the same school grade as their peers in that age group.
- Players requesting to “play-down” will be reviewed on a case-by-case basis by the President and District Director.

### **Age Groups & Ice Touches**

Players are divided into 2-year age groups established by Minnesota Hockey. Youth teams follow Mini Mite, Mite, Squirt, Pee wee, and Bantam age-group titles. The Starwhals follow 6U, 8U, 10U, 12U, and 15U age-group titles. Below are the age groups and typical ice touches.

<b>Age Group</b>	<b>Age on June 1</b>	<b>Weekly Ice Touches</b>
Mini Mites/6U	4-6	2
Mites/8U	6-8	2-3
Squirts/10U	8-10	3-6
Pee wees/12U	10-12	3-7
Bantam/15U	13-15	3-7

### **Types of Play**

The Titans may organize the following:

- Dryland Training (off ice skills work)
- Indoor Ice Practices (solo and/or shared)

- Outdoor Ice Practices
- Scrimmages (coach and/or referee controlled)
- District Games
- Tournament Games
- Festivals/Jamborees
- District Tournament (end of season)

*Festivals and Jamborees for younger age groups are like tournaments for older age groups. Festivals and Jamborees use coaches instead of referees, and do not keep score. Tournaments always use referees and utilize a scoreboard.*

All age groups may or may not participate in all types of play throughout their season. Types of Play are at the discretion of the Ice Director and Head Coaches.

### **Locations**

The Titans consider Northeast Ice Arena (1306 Central Ave NE, Minneapolis, MN 55413) to be their “home rink” but the Ice Director may schedule practices at other rinks in the Twin Cities, including:

- Parade Ice Garden (600 Kenwood Pkwy, Minneapolis, MN 55403)
- Augsburg Ice Arena (2323 Riverside Ave, Minneapolis, MN 55454)
- Pleasant Arena (848 Pleasant Ave, Saint Paul, MN 55102)
- Lee & Penny Anderson Arena (2115 Summit Ave, Saint Paul, MN 55105)

### **Equipment**

All players at all age groups must wear the following equipment for all on-ice activities:

- Helmet (HECC approved, with full face guard and chin strap)
- Mouth Guard
- Neck Guard
- Shoulder Pads
- Elbow Pads
- Protective Cup/Pelvic Protector
- Breezers
- Shin Pads
- Hockey Socks
- Hockey Skates

*It is the Titans mission to provide fun, affordable, and accessible hockey, this includes providing used equipment. The Titans are proud to provide used equipment to loan*

*players at no additional cost. Please work with your Head Coach if equipment is needed.*

All Titans co-ed teams are required to wear a base layer to the rink. Base layers include but are not limited to t-shirts, long sleeve shirts, neck guard shirts, shorts, sweatpants, and compression leggings/pants.

Goalies wear additional equipment. All hockey sticks must have an enclosed (butt) end. All players are encouraged to put their name and phone number on all hockey equipment.

Additional equipment recommendations include:

- Dress in layers (some arenas are colder than others)
- Write player name on equipment
- Remove sweaty equipment from hockey bag when not in use to air dry
- Use a boot dryer to dry skates and gloves after use

### **Jerseys**

Both practice jerseys and game jerseys, if applicable, are provided to each player at the start of the season.

## **Coaching**

### **Coaching Requirements**

All coaches must register with USA Hockey at the start of the season, submit a background check through the USA Hockey website (good for two seasons), coach specific SafeSport training, and appropriate age group level coaching certification from USA Hockey. All coaches must wear HECC-approved helmets, with chin strap buckled, during all on-ice activity.

## **Codes of Conduct**

Parents play a major role when it comes to influencing youth hockey players to display good sportsmanship. Children often see their parents as role models and look to replicate their actions. Below is a list of principles that all people associated with the Minneapolis Titans are expected to follow.

It is expected that all Minnesota Hockey parents observe the following principles:

- Children are involved in organized sports for their enjoyment. I will encourage and support my child's desire to play his/her chosen sport but will not pressure him/her into participating.
- I will remember that the game is fun. I will not taunt or disturb other fans, or embarrass my child by yelling at players, coaches, or officials.
- I will support and promote Fair Play by encouraging my child to play by the rules. I will display good sportsmanship by applauding a good effort by both teams in victory and defeat, and respecting players, coaches, and officials.
- I will remember that "wins" are based on my child's performance, teamwork, and playing within the rules.
- I will recognize the importance of volunteer coaches and will take the time to attend team meetings to get to know my child's coach's philosophy, expectations, and guidelines. I will communicate with my child's coaches and support them.
- I understand that when my child is on the ice, the coaches do the coaching. I will not yell instructions to my child from the sidelines or give my child instructions counter to those of the coach.
- I understand that it is my role to teach my child sportsmanship, how to deal with success and failure, and to support my child's development in the game.
- I will strive to become knowledgeable about the rules of the game and support the official's decisions on and off the ice.
- I understand the importance of skill development. For the lower age groups, I will remember that practices benefit my child more than games and competition.
- I will respect locker rooms as private areas for players, coaches, and officials.
- I will not place unreasonable expectations on my child.

It is expected that all Minnesota hockey spectators observe the following principles:

- Display good sportsmanship. Always respect players, coaches and officials.
- Act appropriately; do not taunt or disturb other fans; enjoy the game together.
- Cheer good plays of all participants; avoid booing opponents.
- Cheer in a positive manner and encourage fair play; profanity and objectionable cheers or gestures are offensive.
- Help provide a safe and fun environment; throwing any items on the ice surface can cause injury to players and officials.
- Do not lean over or pound on the glass; the glass surrounding the ice surface is part of the playing area.
- Support the referees and coaches by trusting their judgment and integrity.

- Be responsible for your own safety – be alert to prevent accidents from flying pucks and other avoidable situations.
- Respect locker rooms as private areas for players, coaches and officials.
- Be supportive after the game – win or lose. Recognize good effort, teamwork and sportsmanship.

It is expected that all Minnesota hockey players observe the following principles:

- Play for fun.
- Work hard to improve your skills.
- Be a team player – get along with your teammates.
- Learn teamwork, sportsmanship and discipline.
- Be on time.
- Learn the rules and play by them. Always be a good sport.
- Respect your coach, your teammates, your parents, opponents and officials.
- Never argue with an official's decision.
- A player shall not intimidate, harass, or bully another player through words or actions. Such behavior includes: direct physical contact, verbal assaults, social isolation or manipulation, inappropriate texts or social media posts.

## **Behavior Expectations**

Beginning in the 2013-2014 season, all affiliate associations within Minnesota Hockey have implemented the USA Hockey SafeSport Program. The USA Hockey SafeSport Program addresses player safety issues including physical abuse, sexual abuse, screening, locker room supervision and hazing policies, in addition to Codes of Conduct applicable to administrators, coaches, officials, parents, players and spectators. Each USA Hockey Affiliate shall have an Affiliate SafeSport Coordinator (Titans Registrar) whose duties will include monitoring the training of local program administrators and others within the Affiliate, serving as the Affiliate's initial contact for persons reporting suspected abuse, misconduct or other violations, and compiling information on program infractions.

The Titans are dedicated to being a caring, welcoming, community of players, parents, coaches, referees, spectators and administrators, both within and outside of our community. Through our words, actions and communications with others, we set a positive example and focus on solving potential conflict through involvement and respectful dialog. We help everyone succeed by being positive role models, and we minimize conflict through adherence to our association Codes of Conduct.

## **Locker Room Monitors**

The Titans have predictable and limited use of locker rooms and changing areas (e.g., generally 30 minutes before and following practices and games). This allows for direct and regular monitoring of locker room areas. While constant monitoring inside of locker rooms and changing areas might be the most effective way to prevent problems, we understand that this would likely make some players uncomfortable and may even place our staff at risk for unwarranted suspicion. At the Squirt and Peewee levels players should conduct a sweep of the locker rooms and changing areas as they arrive and if the coaches are not inside the locker rooms, players should wait until a coach and/or a volunteer who has been SafeSport certified, and background checked arrives before entering the locker room. Only approved team personnel: coaches and players, SafeSport certified volunteers or family members are permitted in the locker room. Team personnel will also secure the locker room appropriately during times when the team is on the ice. Coaches will be primarily responsible for monitoring the locker room before and after all events. They should plan to arrive no later than 25 minutes prior to the start of the event and stay until one player is left in the locker room. One coach must be in the locker room at all times as long as there are multiple players inside. Once a one-on-one coach-to-player ratio is reached, the door must be opened (as long as there is reasonable privacy) or the coach must leave the locker room. Coaches are encouraged to create a culture of changing quickly before and after each event.

## **Guardians in Locker Rooms**

Except for players at the younger age groups (Mini-Mite and Mites), we discourage guardians from entering locker rooms unless it is truly necessary. If a player needs assistance with his or her uniform or gear, if the player is or may be injured, or a player's disability warrants assistance, then we ask that guardians let the coach know beforehand that he or she will be helping the player. Naturally, with our youngest age groups it is necessary for parents to assist the players getting dressed. We encourage guardians to teach their players as young as possible how to get dressed so that players will learn as early as possible how to get dressed independently. Teams will determine their own policy and circumstances where guardians are permitted in the locker room, coaches are permitted to ask that the guardians leave for a short time before the game and for a short time after the game so that the coaches may address the players. As players get older, the coach may in his or her discretion prohibit guardians from a locker room.

## **Co-ed Teams**

Some of our teams consist of both male and female players. It is important that the privacy rights of all of our players are given consideration and appropriate arrangements are made. All players are required to arrive at the rink wearing their hockey base layers or shorts and t-shirts (in good condition - no holes or tears in clothing) under their street clothes. All members of the team must have this minimum attire before entering a co-ed locker room so that no player of one gender has the opportunity to see players of the opposite gender in a state of dress/undress. If undressing is necessary, it must be done outside the locker room in a separate facility. Where possible, Titans will have the male and female players dress/undress in separate locker rooms and then convene in a single locker room before the game or team meeting. Once the game or practice is finished, the players may come to one locker room for a team meeting and then the male and female players proceed to their separate locker rooms to undress and shower, if available. We understand that these arrangements may require that players arrive earlier or leave later to dress but believe that this is the most reasonable way to accommodate and respect all of our players.

### **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 to be used in the locker rooms. If phones or other mobile devices must be used, they should be taken outside of the locker room. It is permissible to have the team manager or coach collect phones or to make exceptions for music--which will be the responsibility of the coaches to oversee.

### **Prohibited Conduct and Reporting**

The Titans prohibit all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Hockey SafeSport Handbook. Participants, employees or volunteers in the Titans may be subject to disciplinary action for violation of these locker room policies or for engaging in any misconduct or abuse or that violates the USA Hockey SafeSport Policies. Reports of any actual or suspected violations, you may email USA Hockey at [SafeSport@usahockey.org](mailto:SafeSport@usahockey.org) or may call 1-800-888-4656.

### **Consequences**

The consequences of violating the Player, Parent/Spectator or Coaches Code of Conduct, guidelines or policies within this Parent Guide, or any District 1, Minnesota Hockey, or USA Hockey rule or policy, may result in the Titans, in its sole discretion, restricting or revoking the player's, parent's, spectator's or coach's privilege to play, coach, view, attend, assist or volunteer at any Titans events including off-ice events, team parties and any events hosted by other athletic groups (such as high school,

college or professional hockey events) that include Titans members. The consequences of violating the Player, Parent/Spectator or Coaches Code of Conduct, guidelines or policies within this Parent Guide may also result in expulsion from the Titans.

### **Conflict Resolution**

The Titans value the input of its members, players, coaches, and parents. We actively seek suggestions for improving the overall hockey experience for all our stakeholders. The best way to offer suggestions for improvement is through respectful, direct, oral communication with the parties influencing your experience or the experience of your player. The Titans gather feedback after each season via parent and caregiver survey and through feedback provided to the Titans Board. This aims to give the Titans community an opportunity to voice compliments, concerns and suggestions. Some conflict arises due to challenges or perceptions regarding the coaching of a team, such as playing time, positions played, practice behavior, etc. Coaching challenges should first be addressed to the coach or team manager to be resolved amicably. Through the course of the season, conduct, conflict or disputes may arise that require the intervention of the Titans Board. Minneapolis Titans Hockey is dedicated to maintaining a positive hockey experience for all participants. When a member of the association believes the Minneapolis Titans Hockey Code of Conduct has been violated, or a conflict or dispute requiring intervention occurs, they must follow the Grievance Process below to seek formal resolution.

## **Formal Grievance Policy & Procedures**

The Titans recommend the following 3-steps in the event of a concern:

1. Wait 24 hours after the incident/situation occurs as a cooling off period prior to contacting anyone. The exception to this would be any situation where there is a threat or intended harm to a player.
2. Bring the situation to the attention of the head coach and/or team manager.
3. Make an attempt to discuss and resolve the situation with the parties involved, including the head coach and/or age-level coordinator/team manager.

If the conflict cannot be resolved through these initial three steps, you may submit a formal report using the Grievance Form found on the Titans website under Contact Info & Forms > Documents > Grievance Policy. Use this form to make a formal complaint of

abuse that doesn't include harassment. Please identify the policy or code of conduct that has been violated.

The Titans have a separate form for Harassment that is linked from the Grievance Form. This should be used to record and report any and or all incidents of harassment.

## **SafeSport Reporting**

It is the Titans policy that any SafeSport violation is reported to the Registrar. It is the policy of USA Hockey and Minnesota Hockey that every employee or volunteer of any Member Program must report (1) actual or perceived violations of the USA Hockey Safe Sport Program Handbook, (2) any violations of the Sexual Abuse, Physical Abuse, Emotional Abuse, Bullying, Threats or Harassment, or Hazing Policies, and (3) suspicions or allegations of child physical or sexual abuse to the appropriate Minnesota Hockey representatives.

Additionally, **in all cases involving suspicions or allegations of child physical or sexual abuse, every employee or volunteer of Minnesota Hockey Member Programs must also report to the appropriate law enforcement authorities.** If Minnesota Hockey receives a report of physical or sexual misconduct involving a minor, Minnesota Hockey will make a report to the proper authorities. The reporting of certain types of misconduct to law enforcement is required by law. [www.childwelfare.gov](http://www.childwelfare.gov)

### **Confidentiality**

To the extent permitted by law, and as appropriate, USA Hockey, Minnesota Hockey and all Member Programs shall keep confidential the complainant's name on request, not make public the names of potential victims, the accused perpetrator or the people who made a report of child physical and sexual abuse to the authorities.

### **Anonymous Reporting**

Anonymous reporting may make it difficult for USA Hockey or Minnesota Hockey to investigate or properly address misconduct or abuse. However, Minnesota Hockey recognizes it can be difficult for an athlete, teammate, friend or family member to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Anonymous reports may be made without the formality of completing a Report Form:

- complete the Reporting Form without including their name

- express concerns verbally to the Minnesota Hockey Safe Sport Coordinator or to their local program administrator (612-349-9512)
- email to the Minnesota Hockey Safe Sport Coordinator: [sgray@metrolegal.com](mailto:sgray@metrolegal.com)

### **“Whistleblower” Protection**

Regardless of outcome, it is the policy of USA Hockey, Minnesota Hockey and all USA Hockey Member Programs to support the complainant(s) and his or her right to express concerns in good faith. Neither USA Hockey, Minnesota Hockey nor any USA Hockey Member Program will encourage, allow or tolerate attempts from any individual, group or organization to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant will be considered a violation of the USA Hockey Safe Sport Program and grounds for disciplinary action.

### **Bad-Faith Allegations**

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith is prohibited. Such reports will be considered a violation of the USA Hockey Safe Sport Program and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

## **Contact Information**

Website: [www.minneapolisitanshockey.com](http://www.minneapolisitanshockey.com)

### **President - Cory Larson**

Email: [president@minneapolisitanshockey.com](mailto:president@minneapolisitanshockey.com)

The President leads the organization's board, sets the strategic vision, and serves as the public face of the league to the community and external bodies. They preside over board meetings, ensure compliance with policies and regulations, and hold other board members accountable for the organization's mission and operations. The president is ultimately responsible for the association's overall success and growth, ensuring a positive environment for skaters. All scholarship requests should be sent to the President for review and approval.

**Vice President - Michele Bednar**

Email: [vicepresident@minneapolisitanshockey.com](mailto:vicepresident@minneapolisitanshockey.com)

The VP works closely with the President to administer and oversee the daily operations of the association, offering assistance with core initiatives and projects.

**Secretary - Aaron Flannigan**

Email: [secretary@minneapolisitanshockey.com](mailto:secretary@minneapolisitanshockey.com)

The secretary handles administrative duties, including sending out monthly invitations, recording and maintaining minutes from board meetings, and keeping records of organizational documents.

**Treasurer - Peter Grotans**

Email: [treasurer@minneapolisitanshockey.com](mailto:treasurer@minneapolisitanshockey.com)

The treasurer manages the organization's finances by preparing budgets, tracking income and expenses, collecting fees and dues, and ensuring financial records are accurate and up-to-date.

**Ice Director - Brandon Arneson**

Email: [icedirector@minneapolisitanshockey.com](mailto:icedirector@minneapolisitanshockey.com)

The Ice Director is responsible for booking ice time at the arenas, returning unused ice, and scheduling team practices. All concerns related to scheduling should be communicated to the Ice Director by only the Head Coach or Team Manager.

**Registrar - Kimberly Luong**

Email: [registrar@minneapolisitanshockey.com](mailto:registrar@minneapolisitanshockey.com)

The Registrar is responsible for managing the official registration and rostering of players, coaches, and volunteers with USA Hockey. You can expect the Registrar to contact you for a copy of your child's birth certificate or passport at the beginning of the season.

**Grants Coordinator - Mike Ullmer**

Email: [grants@minneapolisitanshockey.com](mailto:grants@minneapolisitanshockey.com)

The grants coordinator is responsible for seeking out new grants to apply for and updating grants applications for existing grants that fit the needs of the association.

**Fundraising - Jay Rasmussen**

Email: [fundraising@minneapolisitanshockey.com](mailto:fundraising@minneapolisitanshockey.com)

The fundraising chair oversees each fundraising event and assigns a lead to manage the event. The fundraising chair works closely with the treasurer to ensure budget goals are met.

**Volunteer Coordinator - Jill Whitney**

Email: [vc@minneapolisitanshockey.com](mailto:vc@minneapolisitanshockey.com)

The Volunteer Coordinator is responsible for updating DIBS, emailing out volunteer opportunities, and tracking volunteer hours.

**Starwhals Girls' Team Coordinator - Dan Hatzung**

Email: [hatz0008@gmail.com](mailto:hatz0008@gmail.com)

The Starwhals Coordinator is the leader of the girls' teams, and is responsible for coordinating between the Starwhals and the Titans.