

Watertown Hockey Association Handbook



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Watertown Hockey Mission Statement

To provide for growth of Watertown Hockey Association (WHA) players. We do this by emphasis placed on *sportsmanship, teamwork, respect for the individual, integrity* and *love of the game*.

Hockey Affiliation

Watertown Hockey Association is an affiliate of the South Dakota Amateur Hockey Association (SDAHA), which is an official affiliate of USA Hockey and governs all amateur hockey within the state of South Dakota. USA Hockey is a member of the International Ice Hockey Federation (IIHF), a worldwide governing body for ice hockey and in-line hockey.

WHA Handbook

The WHA handbook will be available on the Watertown Hockey Association website. The handbook will be a working document that may be updated during the year. It is the responsibility of the WHA member to look for notices on the website that the handbook has been updated, read, and apply those changes immediately.

Facilities

Watertown Hockey Association rents ice the Maas Ice Arena to facilitate our season.

The George E. Maas Indoor Ice Arena is located at 112 21st St SW, Watertown, SD 57201. The mailing address for WHA is PO Box 483, Watertown, SD 57201.



The Prairie Lakes Ice Arena is currently being constructed. The location will be on First Avenue and 31st Street Northeast in the Willow Creek development. The 94,000-square-foot facility will host two NHL-sized ice rinks.



Board of Directors

Executive Board	President	Todd Randall trandall1104@gmail.com	C: 605-881-5260
	Past President	Adam Lalim alalim_neaa@msn.com	C: 605-868-3487
	Vice President	Adam Sullivan asullivan@wat.midco.net	C: 605-520-3998
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	Secretary	Amber Dahl amber.r.dahl@gmail.com	C: 605-520-9190
Directors	League Director A	Kris Dorneman krisdorneman@gmail.com	C: 605-520-4656
	League Director B	Travis Young travis.young@hotmail.com	C: 605-881-5912
	Development Director A	Matt Engen matthewengen21@gmail.com	C: 605-520-2313
	Development Director B	Nate Shuller nate2003@hotmail.com	C: 605-881-9102
	At Large Director A	Eric Skott eric@crestonebuilders.com	C: 605-868-4036
	At Large Director B	Jeremy Johnson jcjohnson45@gmail.com	C: 208-570-2626
Hockey Operations Manager		Lucas Deutsch whalakerchief@gmail.com	C: 605-881-5252
Business Manager		Tonya Holien whaexecdir@gmail.com	C: 605-868-3406

Board Meetings

The WHA Board of Directors typically meet the 2nd Monday of each month at 7:00pm. Please check the website to confirm date, time, location, and agenda. When attending, we ask that you be courteous and allow the board to work through the meeting's agenda without interruption. Robert's Rules of Order are practiced. Items for discussion or consideration must be approved by the President and added to the agenda by the Board Secretary prior to the approval of the agenda for the scheduled meeting. Please email the secretary at amber.r.dahl@gmail.com if you have items you would like to have considered for a board meeting.

Player Eligibility

Any person born on or before 1/1/2005 who lives in the Watertown school district is eligible for play. Players who wish to play for the Watertown Hockey Association and do not live within the Watertown school district must request waiver/transfer from their member organization through the SDAHA. They must also receive approval from their member organization, WHA, and SDAHA prior to participating in practice or games.

Age Group/Team Definitions

NON-TRAVEL LEVELS

Initiation Hockey

- Boys and girls aged 5-8. Players may be placed in a different group for safety and success.
- Initiation Hockey finishes around Thanksgiving each year. If your player wants to continue, you may register your player with the Watertown Hockey Association and continue playing through the end of the regular hockey season through “In-House” hockey
- Ice time: average of 2-3 times a week, including games

In-House Hockey - *This program is available following the conclusion of Initiation Hockey*

- Boys and girls born between 1/1/2014 and 12/31/2015
- Ice time: average of 2-4 times a week, including games

Goals for Initiation Hockey & In-House Hockey: Skill development and FUN! Station-based practices using the USA Hockey ADM model. Practice consists of skating, passing and scrimmage.

TRAVEL LEVELS:

Travel for Mites (8U) will consist mostly of in-house games but may include local travel and jamborees. Travel for Squirt (10U) will include games/tournaments within a 500-mile radius. At the Peewee (12U) levels and above, travel will occur within an approximate 500-mile radius for games, tournaments and a state tournament.

Mite/8U

- Boys and girls born between 1/1/2015 and 12/31/2019
- Ice time: average of 2-4 times a week, including games
- Goals: Skill development and FUN! Station-based practices using the USA Hockey ADM model.

Squirt/10U

- Boys and girls born between 1/1/2013 and 12/31/2014
- Ice time: average of 3-6 times a week, including games
- Goals: Continued skill development. Improve skating, passing, shooting, positional play and team play. USA Hockey ADM model practices.

Peewee/12U

- Boys and girls born between 1/1/2011 and 12/31/2012
- Ice time: average of 3-6 times a week, including games
- Goals: Continued skill development. Improve skating, passing, shooting, positional play and tactical preparation, stress importance developing team concept.

Girls 14U - Girls born between 1/1/2009 and 12/31/2012

- Ice time: average of 3-6 times a week, including games
- Goals: Continued skill development. Stress importance of working and developing the team concept. Improve players' skating, shooting, and passing skills

Bantam

- Boys and girls born between 1/1/2009 and 12/31/2010
- Ice time: average of 3-6 times a week, including games
- Goals: Continued skill development. Stress importance of working and developing the team concept. Improve players' skating, shooting, and passing skills. Ensure safe bodychecking.

Registration Information

USA Hockey Registration Fees

Watertown Hockey Association is an affiliate of USA Hockey, the national governing body for the sport of ice hockey in the United States. Annually every player, coach, coordinator, board member, and necessary volunteer participating is required to complete their annual registration to participate. The USA Hockey registration fee varies based on your level and position and is not included in your WHA registration. Each player will be required to obtain a USA Hockey confirmation number during the annual registration process. For more info:

<https://membership.usahockey.com/>

WHA Registration Fees and Key Dates

Registration fees may be paid all at once or can be paid in installments based your level and on when you register through SportsEngine on the WHA website.

Season Game Passes

Season Passes are required for all families with league level players (Squirts through Varsity). Single Season Passes (\$30) are valid only for the individual named on the pass. Family Season Passes (\$60) are valid for Parents and immediate children living in the household. Season passes are valid for all Watertown Laker home games but EXCLUDE State Tournaments. Grandparent passes are \$40 for the season.

Travel Levels

Travel registration opens on July 1st and closes August 31st. Returning player registrations after August 31st will be assessed a \$100 late fee. No late fees will be assessed to players registering for the first time.

Travel players not registered by 11:59 pm on August 31st that are interested in playing should contact the WHA Business Manager.

Refund Policy:

Refunds are allowed for all players through season registration closure only.

No refunds will be made after registration closure unless the following condition is met: A refund of the registration fee based on percentage of season played (25%, 50%, 75%, 100%) may be granted for a season-altering injury if the request is accompanied by written documentation from a physician. This will be reviewed on a case-by-case basis. Refund will be issued back to the original form of payment.

Unpaid Balance Policy:

All regular season registration payments must be paid in full by December 1st of the current season to ensure continued play.

Families who have unpaid balances because of uncompleted volunteer hours, damaged or unreturned equipment, returned checks, disputed credit card charges, bank charges, etc. are not considered a member in good standing until these outstanding bills are paid in full.

Players in these families will not be allowed to participate in any WHA sponsored events, on-ice or off, until these balances are paid in full. This includes but not limited to camps, training, evaluations, practice, games, or open hockey.

Membership Requirements

Volunteer efforts and fundraising are essential to keep costs reasonable and ensure opportunities for the youth we serve. Volunteer and Fundraising requirements are not a requirement for families with players who are Squirt/10U Non-Travel.

Volunteer Policy

Requirements:

Watertown Hockey Association requires a commitment of volunteer points defined by division level of the player. There is a maximum of 300 volunteer points per family with multiple players. No families will be required to complete accelerated volunteer points without an amendment to this policy.

Watertown Hockey Association is a parent-run organization that depends on the volunteer efforts of hundreds of people and thousands of hours to cover operational costs, while maintaining low player registration fees. It is very important that all participants take on responsibility and share the necessary duties.

Parents earn points by working at concessions, admissions, and serve as minor officials for games (running the clock, announcing, scorekeeping and penalty boxes) throughout the season (including the post-season). To ensure that all parents of youth hockey players are involved in the program, WHA has developed a Watertown Hockey Association Volunteer Points Agreement. The purpose of the agreement is to increase parental awareness of the need for volunteers in the Hockey Association.

A family is required to earn points based on the number of children in the program. A point value will be assigned to each position that requires volunteer work. It is up to each individual to make sure they sign in for their volunteer shift, so that they will be credited with time worked. The Volunteer Coordinator will record all points and post them periodically on the website throughout the season. You will be required to acknowledge receipt of the volunteer points agreement at the time of registration.

At the end of the season the Volunteer Coordinator will tally all points. If you have not earned enough of the required points, you will be billed for the outstanding balance owed to WHA. Positions and points assignment that parents can earn toward their agreement are available on the WHA website. The time frame to earn these points begins May 1st and continues until April 30th of the following year.

Extra points earned in this time are appreciated by the association but cannot be carried over to the next playing season. Points are also not transferable to other families. Concerns on meeting points should be referred to your respective Age Level Coordinator and then to the Volunteer Coordinator, who in turn can request a WHA board review.

Guidelines:

- Volunteer service hours can be performed by any member of the family, if the family member or guardian is 18 years old or older.
- Volunteer points earned cannot be transferred between families and cannot be carried over season to season. Volunteer hours can be completed on behalf of another family if notice is given to the Business Manager ahead of time.
- Volunteer hours will be posted on TeamSnap app and need to be claimed through the TeamSnap app unless otherwise approved by the Board of Directors or WHA employees.
- Volunteer slots not filled by others but needed for host tournaments will be filled by the parents whose children are participating in the tournament. Your volunteer hours account will receive a credit for host tournament hours worked as a parent of the tournament participant in this instance.
- All shifts are approximately 10 points per 2 hours worked per person, unless noted. Game worker shifts are 10 points per game for all League Level.
- All shifts listed state points value. If a game is cancelled and NOT RESCHEDULED, points will be awarded to those individuals signed up.
- Concession workers must be age 14 or older; booth workers must be age 18 or older.
- Game workers must always remain neutral, and it is against rules to take pictures from booth as a worker.
- All Volunteers must print and sign their names on provided sheets to log shifts worked and to get credit.
- A total opt-out of working is available at a rate of \$1,500 per player. If you elect to opt out, you must communicate this prior to 12/1/2023.
- Point Requirement:
 - Non-Travel: 0
 - Travel Mite Player: 100 Points per player
 - League Level Player (U10/Squirts and older): 150 Points per player
 - Family Maximum: 300 Points per family

Unfulfillment of Volunteer hours:

Any unfulfilled volunteer hours will be billed at \$10/point at the end of the season. Any shifts that you do not show up for or find your own replacement for you will be charged for at the end of the season. (Ex. A 10-point shift that you are a no show for will cost you \$100 at the end of the season.) These points that were not worked are still required to be worked at another time in addition to paying for the missed points. If families' points have not been earned as of April 30th, an invoice from WHA will be sent.

Should an invoice be distributed for unfulfilled volunteer hours and go unpaid, player and family will not be eligible to register for camps or registration for the following season without completion of payment at the time of registration.

Coaches, Coordinators, Team Managers and Board Members who are not in compliance with WHA, including the Code of Conduct, may be marked in non-completion of volunteer hours regardless of number of hours volunteered.

Fundraising Requirements

Fundraising is a necessary requirement for participation in WHA, except for Non-Travel players. Fundraising helps offset costs of registration and helps contribute to ice rental expenses, equipment, coach compensation, and other necessary expenses to conduct business. Each family is encouraged to do their best to fundraise using outside resources as to not incur additional costs to themselves. Members who choose not to fulfill their raffle requirements will be billed at the buy-out value for their family.

The following fundraising options will be provided to each family during the 2023 – 2024 season:

Winter Raffle: Each family is required to sell raffle tickets dependent on league level. Raffle tickets will be sold at \$20/ticket.

8U Travel Mites = 25 tickets (\$500)

1 League Level Player = 30 tickets (\$600)

2 or more League Level Players = 45 (\$900)

Once raffle tickets have been checked out to a member family, that member family is responsible for the full value of the tickets. If tickets are lost, stolen, washed, etc. the member family will be responsible for the value of the tickets.

Evaluations and Team Selection

All Teams: The WHA strives for equality during the entire evaluation process.

- Before the evaluation process begins, all stickers from other spring/summer/fall hockey programs must be removed from helmets.
- The listing of teams will be posted on the WHA website within 1 week of the final evaluation practice.

Mite/8U

- There is no formal evaluation process for these levels.
- Mites: Three groups will be developed based on skill level. Within those groups, teams will be created randomly.
- Multiple groups will be developed based on the number of players and skill levels.

Squirts/10U, Peewee/12U, Bantam/14U

- The WHA's Hockey Operations Manager will oversee all evaluations. The evaluation leadership team may consist of independent evaluators, coaches, and coordinators who may all be part of the selection process.
- It is encouraged that socks and jerseys worn are of neutral color or represent the WHA. Tryout jerseys will be given to all players at the Squirt, Peewee, Bantam and 14U levels.
- All players will be grouped randomly. Evaluations will be made up of skills and drills, in-house scrimmages, and outside scrimmages if available. Players may be moved to different groups during the evaluation process by the evaluation team.
- Any parent coaches will be removed from the selection process.
- Evaluations are closed at all WHA venues. This is necessary to provide a fair process as well as allow your child to perform without the pressure of their parent/guardian(s) watching.

- The number of teams at each level will be determined by the Hockey Operations Manager and Coaching Committee.
- All players must try out for the group (youth or girls) that they intend to play with during the season. No change requests will be granted during or after evaluations.

Non-Travel Leagues/Teams

- No official evaluation process will occur for this level. The Hockey Director will make reasonably even and balanced teams based on the players ability.

Player Movement Policy:

As a general guideline, a player's registration level is determined by their date of birth and level guidelines as determined by SDAHA.

The WHA does allow parent(s) to petition a player up. Bantam players that are Freshman and/or a G14U by birth year may be asked by the Boys/Girls Varsity head coach(es) to try out for a JV/Varsity position. Players in this age group will not be automatically allowed to try out for JV/Varsity unless asked by a head coach prior to the season starting. If the player chooses to try out, the head coach will make the final decision on which team the player will play. Parents may override this process if a parent chooses to keep his/her player at the Bantam or G14U level.

Equipment Requirements

The equipment listed below will be required for participation in Laker hockey. Players not wearing the required equipment will not be allowed to play or practice. Any youth or adult (including coaches, helpers, and parents) on the ice—in any capacity—is required to wear approved helmets and have the approval of the Hockey Operations Manager.

Players must represent WHA until their final game is played which includes keeping all helmet stickers in place and wearing Association-provided uniforms.

Required:

- Helmets: (must be black for Squirt/10U and older); HECC – approved helmet with face mask, neck & chin straps. Helmet must contain current evidence of up-to-date HECC approval
- Breezers (must be black for Squirt/10U and older)
- Pelvic Protector (girls)
- Cup and Supporter (boys)
- Shin Pads and socks
- Elbow Pads
- Shoulder Pads
- Gloves (must be black for Squirt/10U and older)
- Skates (laces must be black or white for Squirt/10U and older)
- Mouth Guard
- Stick
- Neck Guards: ****HIGHLY ENCOURAGED****

Players at the Squirt/10U and up Travel Levels are required to comply with all color equipment policies as indicated above or may be subject to non-participation in games and tournaments.

Water Bottles

All players must have their own water bottles for personal use during any on-ice or off-ice athletic event. Sharing of water bottles is not recommended as it limits a proper fluids for each player and encourages spread of germs. It's recommended that each player have multiple bottles at home, in their bag, and/or in their parent's vehicle that they can access when a bottle is misplaced or lost. Please ensure your player's name is clearly marked on each bottle as to not confuse it with another player.

Goalie Equipment

For goaltenders, special equipment is necessary such as gloves (catching and stick), chest and stomach protection, goalie skates (with protective shell), leg pads and shoulder and arm protectors. The goaltender's equipment is especially important so if you have any questions, please contact the WHA Hockey Operations Manager. All goalie equipment that is provided by WHA must be returned at the completion of the regular season or immediately following any state tournament in good condition.

WHA Uniform Policy

Uniforms are one of the most visible ways in which WHA is represented to Watertown, the state of South Dakota, and other communities and hockey associations across the region. Because of both this and the cost of uniforms, it is important that Watertown Lakers teams present themselves in a consistent manner that conveys team unity, and that players and parents take care of uniforms in such a way that they always look sharp, well-kept, and last as long as possible.

The official colors of WHA are black and yellow and these colors are the predominant colors in the uniform scheme.

If there is excessive wear or intentional damage to the uniform, a charge may be made to either replace or repair the article.

Game jerseys are provided by WHA at all levels from Mites (U8) through Varsity levels.

Players and parents at all levels will be responsible for maintaining their uniform in a clean and repaired state during the season. Uniforms are made of nylon or similar materials, and care must be taken when washing and drying. Jerseys may be washed in warm water. Hot settings in the washer and dryer shorten the life of the lettering on jerseys. It is best to hang and air-dry jerseys. If a dryer is used, it should be set at a low temperature and gentle dry setting. Participants are encouraged to contact their director as soon as a major problem with jerseys or breezer covers arises.

Players may only wear jerseys at games and to school on Fridays. Jerseys shall not be used for practice unless specifically requested by the coach. If a player is found to be wearing a jersey at other than authorized times, the jersey will be confiscated immediately, the deposit will be paid, and the jersey will not be returned to the player.

All WHA jerseys and equipment must be checked in to the Equipment Coordinator, no later than April 1 following the season. Jerseys and equipment cannot be used for any games or tournaments outside the season (November 1 through the Varsity State Tournament) without receiving permission from the WHA board. Equipment rented from WHA for use at summer camps is excluded from this restriction.

Game socks can be purchased from the Equipment Coordinator or Division Director for a fee of \$20. Players will be responsible for providing their own practice socks. It is recommended that game socks not be worn for practices.

Players are responsible for acquiring their own helmet and hockey stick. WHA helmet color for U12/Peewee and above is black. All players in divisions of U12/Peewee, U14/Bantam, Varsity and JV will wear a black helmet. 10U/Squirt and below can wear any color but black is preferred by WHA.

As stated in SDAHA Playing Rules section 7A, all helmets will be uniform same color for teams at the Peewee, Bantam and varsity levels. All coaches/on ice instructors must wear helmets during practices and scrimmages. All players are required to wear colored mouthpieces. (9/2021).

Mites/8U & Squirts/10U

Mites and Squirts are provided with a single jersey.

Peewee, Bantam, 14U, JV, Varsity

Peewee through Varsity players are provided with a set of home and away jerseys. The jersey number a player starts with as a first-year varsity or JV player is the number they keep throughout their WHA high school career.

Breezer covers must be purchased for players at the Boys and Girls Varsity and Boys JV levels (\$50). Jerseys are owned by WHA. Uniform Usage Fee for Boys and Girls Varsity and Boys JV is \$50 per year of high school for a total of \$200. After \$200 is collected by WHA, the player will own the home and away jerseys. Number changes will not be allowed for Boys and Girls Varsity and Boys JV. A player can change their number if they “buy out” of the jersey contract. They need to finish paying the fees for the old number and catch up to the fees for the new number - usually \$200.

Practice Jerseys:

- Practice jerseys are assigned to all skaters at all levels and are to be used for WHA practice and coach requested events only.
- Coaches may ask players to switch jerseys throughout the year based on position changes.
- Players are required to return practice jerseys at the end of the season.

Jersey/Equipment Financial Responsibility

- Any jerseys or equipment owned by Watertown Hockey Association that are loaned to a player for use during the season or off-season and deemed unusable upon its return will be the financial responsibility of the player.
- Travel level game jerseys - \$100 per jersey (\$200 for a set of home and away jerseys).
- Goalie Equipment – full replacement value of same or similar equipment.

Uniform Alterations

Players must not represent WHA on-ice during any USA Hockey regulated game in anything other than their assigned jerseys and socks, or make any alterations to their assigned uniform, without written approval of the Hockey Director. Players and/or teams in violation of this policy will forfeit all events in which alternative uniforms are displayed and make-up events will not be allowed. This includes but not limited to adhering symbols designating “Captains” or “Assistant Captains” that may be requested by coaching staff.

Scholarship Policy

The Watertown Area United Way sponsors WHA scholarships. Completed applications can be sent to the WHA Business Manager at whaexecdir@gmail.com or to WHA, PO Box 483, Watertown, SD 57201.

Eligibility

- Player must be a member of the Watertown Hockey Association (WHA) and be committed to participate for the complete season in which they are applying for.
- Player must be in good standing with WHA, SDAHA and USA Hockey.
- Player must have a complete application submitted with required documentation by the due date to be considered.
- Volunteer requirements for the prior season must have been completed in full.
- Fundraising requirements for the prior season must have been paid in full.
- Player must have no balance owing to WHA from any prior season or summer session.

Qualifications

- Free or Reduced Lunch = 100% or Less Scholarship
- Hardship/Special Circumstances (unusual medical expenses, unusual debts or loss of assets, or extended family support) = based upon scenario and request

Application Process

- Players must submit their application during the registration process. All applications must be accepted by September 1st. Applications submitted after this date will not be considered.
- If hardship falls after this date within the season, you may still apply by contacting whaexecdir@gmail.com.
- Applications that are incomplete, inaccurate, or falsely represented will not be considered.
- No guarantee of financial assistance is implied by the completion of the application.
- Scholarships are granted on a per season basis. Applicants must reapply each season.
- For split custody parents, financial impact must be based on both parents.

Funds Allocation

- The awarded Scholarship amounts will vary from year to year.
- Awarded scholarships may vary depending on availability of funds and individual circumstances.
- The WHA Scholarship Committee will review all applications and determine the grants based on eligibility, the total number of applicants, the amount of available funds, and other factors considered relevant by the board.

- The amount of the scholarship cannot exceed the total registration cost of the skater.
- Scholarship funds are non-transferable within or outside of the WHA system.

Scholarship Funds Use

As part of its annual budget, WHA will determine a dollar amount that will be set aside as a scholarship fund. The total amount of the assistance that is awarded cannot exceed the amount budgeted. An exception could be granted for unforeseen financial hardship on the applicant's family, if approved by the WHA Scholarship Committee and the President.

Scholarship Covers:

- Single Player Registration
- USA Hockey Registration
- SDAHA Hockey Registration
- Rental Equipment

Scholarships will not cover:

- Transportation to/from hockey games or practice
- Travel Expenses (Hotels, meals)
- Tournament Gate Fees
- Fundraising Requirements
- Dibs/Volunteer Hours
- Team Parties/Coach Gifts
- Team or Association Apparel

Scholarship Recipient Season Requirements

Families receiving scholarships WILL NOT be permitted to "buy out" their volunteer hours either before or after the season. Families will need to work with the Business Manager to ensure their volunteer points are completed in full before the end of the season.

Families WILL participate in fundraising activities of selling raffle tickets. The buy-out option of these items, if available, will not be allowed for scholarship recipients.

Authority

Financial assistance is provided at the sole discretion of the Board of Directors at Watertown Hockey Association.

WHA Scholarship Committee

Scholarship committee is made up of the Treasurer, Secretary, Vice President and President of the board.

Approval Process

Approval process will be handled by the WHA Scholarship Committee.

Appeal Process

All decisions made from the WHA Scholarship Committee are final.

Privacy/Confidentiality

WHA will use reasonable care to keep all information confidential. All application forms and information submitted will be kept confidential with the Scholarship committee.

Equipment Scholarship

As a part of the scholarship application process, families can request additional funding for equipment. They must specify the amount they are requesting, it's intended use, and follow-up with a receipt to WHA validating proper use of the funds. Improper use of these funds may be punishable by required reimbursement or denied participation, including membership status no longer in Good Standing.

Weather Cancellation Policy

League Game Cancellations:

As most of you realize, our game schedule is extremely tight. League game cancellations should not be done without reason, but we do not want anyone traveling during dangerous road conditions. Safety of our families should be our priority.

League game cancellation procedures:

1. Reasons for cancellation:
 - a. Cancellation of a game due to weather is usually at the discretion of the traveling team, though we have occasionally had a home team cancel due to weather.
 - b. The only other reason for cancellation may be due to equipment/ice failure. If possible, the scheduled game should be played at a different site before cancelling.
2. Notifications:
 - a. **First notification** should be **between associations** and should begin with the scheduler of each association. MAKE SURE YOUR COACHES AND COORDINATORS KNOW THEY **MUST** CANCEL THROUGH THE LOCAL SCHEDULER OR A PERSON DESIGNATED BY THE LOCAL SCHEDULER. This helps us avoid the possibility of someone not being notified. Each association is responsible for notifying their players, parents, coaches, staff, etc.
 - b. **Second notification** should be to the official's scheduler. THIS IS THE RESPONSIBILITY OF THE HOME TEAM.
 - i. If officials have already arrived for a game that is cancelled, the home association may still be responsible for payment to that official if they have traveled some distance.
 - c. **Third notification** should be to the state scheduler or person designated by the state scheduler. The state scheduler/designee will get the information on the website and begin to work on rescheduling.
3. Rescheduling:
 - a. See the Playing Rule below. In reality, the SDAHA Scheduler will make every effort to reschedule a postponed game as quickly as possible. It is rare that the SDAHA President becomes involved

From SDAHA Playing Rules:

"Rescheduling of games delayed due to weather shall be done promptly by the teams involved. If they are unable to come to an agreement quickly on rescheduling, the SDAHA president will make the decision. If possible, at least 48 hours notice shall be provided to the official's scheduler."

Team Eligibility - A team must play its entire SDAHA schedule in order to be eligible for State Tournament competition for that year, e.g. any team which fails to play a regularly scheduled or rescheduled SDAHA league game will be deemed to have forfeited that game and thus will be ineligible for State Tournament competition for that year.

If, however, there is no time available to reschedule a game, a decision will be made by the SDAHA Board on the eligibility of a team to play in a state tournament. These decisions will be based on a review of the circumstances of the cancellation, how standings will be affected, and the reasons for not rescheduling.

Non-League Cancellations:

All non-league cancellations will come from the Hockey Operations Manager. For all events taking place at the Maas Ice Arena, WHA follows the weather cancellation procedures adopted by the City of Watertown Park & Rec Division (for in-town hockey events). In the case of questionable/stormy weather conditions, please check the internet address: www.watertownsd.us or call the Watertown Park & Rec division at (605) 882-6260. If the facilities stay open, the WHA events will stay as scheduled.

Weeknight Events (Monday-Friday)

All weeknight cancellations will come from the Hockey Operations Manager. If the Watertown School District cancels school and/or cancels events before and/or after school, WHA will consult with all applicable parties to decide on cancelling any or all meetings, practices, games, or dryland, regardless of the location where the event is to take place as soon as reasonably possible.

This applies to all teams and all levels with events both at home and away. In the event of a 6 a.m. practice and school has been delayed or cancelled, that practice will automatically be cancelled.

Weekend Events (Saturday-Sunday)

All weekend cancellations will come from the Hockey Operations Manager. As a best practice, decisions and potential schedule changes will be communicated as early as possible

General Guidelines

Parents/Guardians ultimately reserve the right to determine whether their child should participate in WHA activities on any particular day. Children who don't participate in WHA hockey events due to questionable/stormy weather conditions will not be reprimanded for their absence as long as the absence is communicated with the player's head coach.

Parents/guardians should always be sure the arena is open and staffed when dropping a child off for any WHA activities.

Any coaches or teams that disregard this policy will be subject to immediate disciplinary action, including suspension or expulsion by the WHA Hockey Operations Manager.

Scheduling

The WHA Hockey Operations Manager is the only person authorized to make additions or cancellations to scheduled games, scrimmages, and tournaments for the teams of the association. For scheduling questions, contact the WHA Scheduling Coordinator, Jenni Wirkus.

Team Management

Team managers act as a liaison between the parents and coaches support the off-ice functions that are required by USA Hockey, SDAHA and WHA. Team managers may also perform additional duties in support of their team to streamline processes for the overall organization. Skills needed for success with team management are responsibility, organization, strong communication, and a willingness to provide a fun atmosphere for the parents and players alike!

Depending on their level, team manager duties may include:

- Team Communication
- Team Event Facilitation
- Off-Ice Duty Assignment
- Manage Game Documentation
- Team Schedule Validation
- Snack Schedule
- Distribute/Collection of Photos, Raffle Tickets, Jerseys, Photo Pucks

Off-Ice Duty Rules

- Must be a parent/guardian of said player. Siblings under 18 are NOT ALLOWED in the box while a game is going on.
- Refrain from consuming alcohol or other illegal substances prior to working the box.
- Treat all players with respect, no profane or abusive language.
- Always remain impartial. Limit cheering against the visiting team.
- Ensure players are following rules of the penalty box. (Players must remain seated)
- Assist the on-ice officials in the conducting of the game, when asked
- Do not award goals or assists without permission of the referee.
- Report any violations to the referee that occur while a player is serving a penalty
- Ask the referee questions when uncertain about penalty time expiration
- Pay attention to the game
- Respect all game participants
- Give your version of a play when asked to do so by the referee
- Refrain from openly cheer for any team
- Do not provoke or incite a player or official

Communications Policy and Procedures

Several communication methods will help our teams and association run more efficiently. Please get your information directly from an official source. For hockey related concerns during the season, it is best to try and talk with your team's coach to begin with. If a coach cannot answer the question, the coach will try to contact the appropriate person and get back to you. If the coach is not able to answer the question or isn't responding, the next level of contact should be the level coordinator. The final level of contact should be the Hockey Director. During the season, coach and coordinator contact information will be emailed or posted on the website. Please try to adhere to this "communication tree" if possible:

Methods of Communication

Travel Teams

Coach → Team Coordinator → Board Member → Hockey Operations Manager

Below are other forms of communication that will be provided to members throughout the year:

- **Schedules** – posted on the TeamSnap app and WHA website.
- **Team Managers** - Any changes will be communicated through the team manager via TeamSnap app.
- **Team/parent meetings** – held at the beginning of the year and periodically throughout the season as needed.
- **Email/handouts** – team managers will communicate through email, text, TeamSnap app, or handouts at practices.
- **Annual meeting** – Agenda includes review of financials, discussions regarding issues facing the WHA and voting for new board members. This meeting normally occurs within a month or two after the season ends.
- **Website** – www.watertownlakers.org
- **Facebook:** <https://www.facebook.com/watertownlakershockey>

A majority of WHA's business, including schedules, schedule changes, meeting notices, volunteer opportunities and policy changes are conducted electronically via TeamSnap (email & chat) and our website. **Please be sure to check your TeamSnap app and our website daily during the hockey season.** It is also imperative that your team manager and the association always have current contact information, including email address, phone number(s) and mailing address for all active hockey players. **You are responsible to keep your contact information current and correct in TeamSnap, as this is how most communication from the association is sent out. It is highly encouraged to have at least two contacts listed for communication.**

TeamSnap/Social Networking Best Practices

For the purposes of "hockey related team issues" it is highly encouraged that teams use the **TeamSnap team chat**. It is best practice to ONLY use team chats to discuss team issues such as schedule changes, team related activities, etc.

DO NOT use chats for other purposes such as voicing concerns/complaints about officiating, questioning coaching related matters, team problems, or other general complaints. This only creates unnecessary drama.

It is not the goal of the WHA to limit individuals' freedom of speech, however, the WHA wants to provide a basic "best practices" guide that will contribute to a positive culture within the Association.

Below is a list of "best practices" to consider when posting online:

1. Wait 24 hours before posting any type of comment on a team chat, unless it is directly related to a team schedule, practice, game, or other activity where information is needed immediately.
2. Consider how posts/comments could be construed by both members and non-members and how comments could affect team or Association culture.
3. Refrain from derogatory or defamatory comments about coaches, officials, opponents, WHA members, or WHA employees/volunteers.

4. Refrain from comments that could be construed as a threat of physical or emotional injury to another person.
5. Do not post comments or photos that describe unlawful assault, abuse, hazing, harassment, or discrimination.

Locker Room Policy

In addition to the development of our hockey players and enjoyment of the sport of hockey, the safety and protection of our participants is central to the Watertown Hockey Association's goals. The WHA adheres to USA Hockey's SafeSport Program to help protect its participants from physical abuse, sexual abuse, and other types of misconduct, including emotional abuse, bullying, threats, harassment and hazing.

To help prevent abuse or misconduct from occurring in our locker rooms, the **WHA has adopted the following USA Hockey locker room policy:**

It is the policy of USA 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 personally always monitor the locker room environment while participants are present and 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.

Locker Room Monitoring:

– USA Hockey policy of locker room monitoring will be followed. For the purposes of the WHA, the term “responsible adult” consists of WHA coaches, coordinators, WHA staff, board members or volunteer locker room monitors. In almost all situations, the WHA will utilize coaches to supervise locker rooms for all teams. If instances arise where gender specific supervision, or other additional supervision is required, the WHA may utilize team managers and/or locker room monitors who have completed the necessary background checks and SafeSport training.

– The WHA has predictable and limited use of locker rooms and changing areas before and following practices and games. Players are encouraged to dress and undress as quickly as possible to minimize locker room problems. Parents should encourage this practice. Coaches will also encourage and enforce speedy dressing and undressing.

Travel Team Locker Room & Arrival/Departure Policies

Travel teams are defined as Squirt Travel, 10U Travel, Peewee, 12U, Bantam and 14U.

- **Parents Are Not Allowed in the Locker Rooms** unless it is an emergency as defined by a coach or official. If a player has forgotten any equipment, the parent should do their best to find a coach who can have the player step outside the locker room to obtain the missing equipment. 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 parents let the coach know beforehand that he or she will be helping the player.

- **Players Arrive No More than 30 Minutes before Practices or 60 Minutes before Games:** Players should not be left unsupervised at the rink more than 30 minutes before practice or 60 minutes before a game unless directly supervised by their coach. Players also need to be out of the locker room within 10 minutes of the end of practice or a game, unless directly supervised by their coach. This applies to both goalies and skaters on all travel teams.

Non-Travel Team Locker Room & Arrival/Departure Policies

Non-travel teams are defined as Initiation Hockey (IH), Mite, 8U, Squirt/10U In-House Only & Rec Leagues.

- **Parents Are Allowed in the Locker Room:** Parents ARE allowed in the locker room at these levels. The WHA recognizes it is necessary for parents to assist the players getting dressed. We encourage parents 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.
- **Players Arrive No More than 15 Minutes before Practices or Games:** Players should not be left unsupervised at the rink more than 15 minutes before practice or games unless directly supervised by their coach. Players also need to be out of the locker room within 10 minutes of the end of practice or a game, unless directly supervised by their coach.

PLEASE DO NOT LEAVE YOUR PLAYER UNSUPERVISED AT THE RINKS AT ANY TIME. Players who are dropped off early or not picked up on time are not the responsibility of WHA, its coaches, team managers, other parents, or facility staff.

Mixed Gender Teams:

- Some of our teams consist of both male and female players. It is important that the privacy rights of all our players are given consideration and appropriate arrangements made. Where possible, the WHA 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. If separate locker rooms are not available, then the players will take turns using the locker room to change. 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 our players.

Cell Phones and Other Mobile Recording Devices:

- The WHA prohibits 'active use' of cell phones in locker rooms, including talking and texting. If a phone is "in transit" (i.e. moving between a pocket and a bag), it is not in active use. Cell phones and other mobile devices are only allowed in the locker room with the intent to play music. Most playing devices are cell phones. Music must be changed outside of the locker room, not in the locker room. Devices with recording capabilities, including voice recording, still cameras and video cameras, are not permitted to be used in the locker rooms by players, coaches, team managers, parents, etc. If phones or other mobile devices must be used, they should be taken outside of the locker room.

Prohibited Conduct and Reporting

The WHA prohibits 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 WHA 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 contact the WHA SafeSport Coordinator (Colette Krueger) or USA Hockey at SafeSport@usahockey.org or 1-800-888-4656.

Travel Policy

The WHA has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase player safety and improve the player's experience while keeping travel a fun and enjoyable experience.

- WHA players are not allowed to drive themselves to/from an out-of-town game.
- Players and/or their parents/guardians are responsible for making all travel arrangements to and from practices/games.
- The team and its coaches, managers or administrators should avoid responsibility for arranging or coordinating local travel.
- If a parents/guardian chooses to allow another family or friend to transport their child, it is the responsibility of the parent/guardian to ensure the person transporting the minor player maintains the proper safety and legal requirements, including, but not limited to, a valid driver's license, automobile liability insurance, a vehicle in safe working order, and compliance with applicable state laws.
- WHA coaches, and/or volunteers who are not also acting as a parent, should not drive alone with an unrelated minor player and should only always drive with at least two players or another adult, unless otherwise agreed to in writing by the minor player's parent.
- WHA coaches and volunteers who are also a player's parent or guardian may provide shared transportation for any player(s) if they pick up their player first and drop off their player last in any shared or carpool travel arrangement.
- When possible, the WHA will provide reasonable advance notice before out of town team travel is necessary. Travel notice will also include designated team hotels for overnight stays as well as a contact person within the WHA or the team.
- Although WHA coaches, coordinators, and/or team managers may make hotel reservations for out-of-town games or tournaments, it is not the responsibility of a coach or team manager to coordinate transportation for players or parents.
- In all cases involving travel, parents have the right to transport their minor player and have the minor player stay in their hotel room.
- It is recognized that in some limited instances it will be unavoidable for an employee, coach, or volunteer of the WHA or one of its teams to drive alone with an unrelated minor player. However, efforts should be made to minimize these occurrences and to mitigate any circumstances that could lead to allegations of abuse or misconduct.
- Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with a minor player (unless the coach is the parent, guardian or sibling of the player).
- The coach will establish a curfew by when all players must be in their hotel rooms or in a supervised location. Regular monitoring and curfew checks may be performed.

- Individual meetings between a player and coach may not occur in hotel sleeping rooms and must be held in public settings or with additional adults present.
- No employee, coach, or volunteer will engage in team travel without the proper safety requirements in place and on record, including valid drivers' licenses, automobile liability insurance as required by applicable state law, a vehicle in safe working order, and compliance with all state laws.
- If disciplinary action against a player is required while the player is traveling without his/her parents, then except where immediate action is necessary, parents will be notified before any action is taken or immediately after the action.
- No coach shall at any time be under the influence of alcohol or drugs while performing their coaching duties or while traveling to/from practices or games.
- In the event a parent/guardian cannot find transportation to any practice and/or game, the absence is considered an "excused" absence if the parent/guardian contacts the child's coach prior to the event.

Protocol for Coaching Concerns

Parents may not directly approach a coach with **any complaint** without first **waiting 24 hours** from the incident from which the complaint is derived. You are encouraged to not complain to the coach unless a simple, fair, and objective resolution can reasonably be expected to occur. At the coach's discretion, enlistment of a coaching coordinator, Coaching Committee, and/or board member may take place to hear a grievance.

If you believe you have a valid complaint about a coach, we ask you to bring your concern to the Coaching Committee, and if a resolution cannot be reached, then to the SafeSport Coordinator.

Tobacco Products, Alcohol, Drugs and Drug Paraphernalia

The use and/or possession of tobacco products, alcohol, drugs or drug paraphernalia by Watertown hockey players is illegal and forbidden.

- Suspected use and possession reported to the Disciplinary Committee will be immediately relayed to the parents and player by involved parties in a confidential meeting.
- Confirmed use or possession of the above products by a Watertown hockey player may result in suspension from play for a minimum of one month and/or report to law enforcement. The length of suspension and/or the possibility of expulsion from the team will be determined in a confidential meeting between parents, player and the coaching committee.

Attendance Policy

Practice (defined as both on and off-ice, including dry land) and game attendance is mandatory. Coaches, at their discretion, may bench players who have unexcused absences from any practice or game. If an absence is necessary due to illness, family functions, emergency situations, lack of transportation, or another situation that is deemed appropriate by parent/coach, it is expected you contact your coach prior to the event.

Player Discipline Guidelines

The following will be used as a *basic guide* by each team for handling specific problems that may occur during the year. Fluctuations from these guidelines may occur based on each individual situation. Each coach may put additional rules in place. Additional rules will be communicated to the participants.

Coaches will enforce such rules consistently and fairly with all participants. Enforcement may be applied by the Disciplinary Committee as well.

Not listening to coach, disruptive at practice, late for practice, not wearing required equipment, badmouthing teammates or competition, harmful teasing, or bullying, abusive or foul language, obscene gestures.

- **First occurrence:** Verbal warning
- **Second occurrence** on ongoing behavior: Benched at practice, sit out a shift or period, skating laps/crushers/pushups, etc.
- **Third occurrence** or ongoing behavior: Any of the above and/or sit the next game
- **Further ongoing occurrences** may be reported to the Disciplinary Committee and/or SafeSport Coordinator.

Missing practice/dryland (unexcused)

Players/parents must contact one of the coaches or team manager prior to practice to say they will not be able to attend and why.

Wednesdays are traditionally faith nights and will be viewed as such. Assuming you inform your coach(es) in advance of your faith-related commitments, Wednesday faith activities are an excused absence from practice and no reduction in playing time or other penalties will be assessed.

Other school-related events, such as band and choir performances, family functions, illness (a note from a parent or physician may be required if someone misses an inordinate number of practices or games) will also be considered excused absences. Disciplinary actions for unexcused absences may include:

- **First occurrence:** Verbal warning
- **Second occurrence:** sit a few shifts or multiple periods of next game
- **Third occurrence:** Sit a full game or possible expulsion from team.

Missing game (unexcused)

Disciplinary actions for unexcused absences may include:

- **First occurrence:** Coach discretion (may include sitting shifts or periods).
- **Second occurrence:** Coach discretion (may include sitting multiple periods or the entire next game.)
- **Third occurrence:** Coach/Disciplinary Committee involvement which may include possible expulsion from team.

Damage to locker rooms (home and away), provoking trouble in motels, stealing, or disrespect of other players' property.

- **First occurrence:** Coach/Coaching Committee/Disciplinary Committee discretion, but may include sitting multiple shifts, periods, and/or immediate game suspension and payment for damages. (Based on severity of incident)
- **Second occurrence:** Coach/ Disciplinary Committee / SafeSport Coordinator discretion which could include game(s) suspension up to expulsion from team and payment for damages.

Violence toward a player or coach

Any violence toward another player or coach should result in an immediate report to the coach, Coaching Committee, Disciplinary Committee, and/or SafeSport Coordinator. Coaches have discretion to impose any consequence up to a 1 full game suspension without a formal compliance meeting. If the details of the incident warrant, a report to the Coaching Committee, Disciplinary Committee and/or SafeSport Coordinator may occur which would likely result in a compliance committee meeting and further possible consequences (which could include a multiple game suspension, suspension from practice(s), and/or or expulsion from the team).

Players are also subject to calls by the coach. If the referee misses a call, but the coach sees it, the coach may assess that player a penalty and make him/her sit on the bench to serve time for the penalty. If this becomes a problem, the player will sit as long as the coach deems necessary up to one full game suspension.

Process for Suspension Procedures:

If a player's behavior violates the player code of conduct, WHA coaches have discretion to suspend a player for up to one full game without the necessity of a formal compliance hearing. If a player's behavior is determined to rise to the level of a possible multiple game/practice suspension, the player may be subject of an investigation by the WHA Disciplinary Committee and could face additional consequences per USA Hockey Rule 10.

Suspension for Match Penalties:

Per USA Hockey Rule 405 (c):

A player or Team Official incurring a match penalty shall be suspended from participating in any USA Hockey games and practices until his case has been dealt with by the proper authorities. A hearing by the proper authorities shall be offered to be held (including any further disciplinary action) within 30 days of the incident ("30-day period") together with a decision in accordance with Bylaw 10D (Suspension Hearings/Domestic Competition Playing Rules). If extenuating circumstances prevent the proper authorities from conducting the hearing within the 30-day period, the player or Team Official shall be automatically reinstated after the 30-day period. The failure to offer the hearing shall not prohibit the hearing body from conducting the hearing after the 30-day period and imposing further disciplinary action.

Parent/Guardian Discipline Guidelines

This will also be used as a basic guide for handling specific problems that may occur during the year. Fluctuations from these guidelines may occur based on each individual situation.

The Watertown Hockey Association has adopted a parent code of conduct to ensure the safety of all participants, develop a positive culture within the WHA and ensure behavioral control to encourage a positive experience for all involved. It is the goal of the Association to be a model in regard to showing both sportsmanship and class. To do that, parents must commit to following the code of conduct. Violations of the code of conduct may result in discipline. Discipline guidelines will follow all USA Hockey and SD Amateur Hockey Association policies and procedures.

If a compliance report is received, an investigation will be completed which could result in various forms of discipline. Parent discipline could include a hearing before the Disciplinary Committee if deemed necessary. Discipline examples may include any of the following:

- Written/Verbal warnings
- Completion of an educational assignment
- Extra DIBS hours
- Suspension from game(s) and/or arena
- Expulsion for the current season

Please do your best to show appropriate sportsmanship in all situations.

SDAHA Parent/Spectator Conduct

The SDAHA Rules & Regulations, Section II – General Playing Rules, Article I: General Playing Rules, F: SDAHA Parent/Spectator Conduct state the following:

A. PARENT/SPECTATOR CONDUCT

1. During an SDAHA community affiliate game, league game, invitational tournament, or state tournament the Game Officials, SDAHA District Directors, Section Directors, Executive Directors, designated district personnel or the tournament director shall have the authority to take actions as necessary to control spectator conduct.
2. Examples of this inappropriate and disruptive behavior shall include but are not limited to:
 - a) Use of obscene or vulgar language in a boisterous manner to anyone at any time.
 - b) Taunting of players, coaches, officials, or other spectators by means of baiting, ridiculing, threat of physical violence or act.
 - c) Throwing any object in the spectators viewing area, player's bench, penalty box or on the ice, especially if it creates a safety hazard.
3. Violators will incur a minimum mandatory 3-game suspension from that team's games and may be subject to further disciplinary action by the local governing body.
4. The SDAHA Game Official or Representative that takes action to control spectator conduct will file an "Incident Report" detailing their version of the occurrence with the SDAHA Discipline Committee.
 - a) The Committee will forward the report to the spectator's affiliate for the affiliate to investigate.
 - b) Upon completion of the spectator's affiliate investigation (that should include talking to the accused spectator) the investigating affiliate will report back to the SDAHA Discipline Committee for final approval of the minimum 3-game suspension or any additional imposed suspension.
5. Any spectator asked to leave a rink by a game official, representative of the SDAHA Board of Directors, Rink Personnel, or Tournament Director will automatically miss a minimum of that team's next three games that were scheduled before the incident.

Concussion Policy

It is the policy of the Watertown Hockey Association to take our players' safety, health, and well-being seriously. This safety includes not only proper rest, nutrition, and recovery, but also sports-related concussions.

WHA Standard Protocol:

The following protocol will be used if a concussion is suspected or if a player displays any of the above-stated signs or symptoms:

1. Remove immediately from play (training, practice, or game)
2. Monitor the player closely in the locker room (do not leave the player unattended)
3. Inform the player's coach/parents of the signs and symptoms the player has reported, or the coach has witnessed.
4. Refer them to a medical professional.
5. Hold the player out from practice, dryland, and/or game until medical clearance is received in writing (per USA Hockey policy). The official USA Hockey clearance forms **MUST** be provided to the coach and/or Hockey Director before the player will be authorized to return to action.

Compliance Information

For further information about WHA's full compliance manual, policies, and procedures, and how to file a compliance report, please refer to the following webpage: www.watertownlakers.org and select the Association Information page.

Confidentiality Policy

Nondisclosure Policy

Each Responsible Person (defined below) shall exercise care not to disclose confidential information acquired in connection with such status, the disclosure of which might be averse to the interests of Watertown Hockey Association. No Responsible Person shall use confidential information for his or her personal gain.

For the purposes of this policy, a "Responsible Person" is any person who holds one or more of the following positions with Watertown Hockey Association or with an entity that controls, is controlled by, or is under common control with USA Hockey: Board of Directors, Business Manager, Hockey Operations Manager, Team Manager, Team Scheduler, Coordinator, or Coach; or any other person determined by the Business Manager of Watertown Hockey Association to be subject to this policy.

Types of Confidential Information

The following types of information received by a Responsible Person in the performance of his or her responsibilities as a Responsible Person shall be treated as confidential unless otherwise determined by the Business Manager:

1. Membership data, including any identifying or contact information for any member of Watertown Hockey Association, USA Hockey or held within records or database(s) maintained by either.
2. Information regarding the behavior or discipline of any player, coach, coordinator, parent, guardian, or employee.
3. Player, coach, or coordinator Evaluations.

The foregoing is not intended to be a complete list of all the types of information that may be considered confidential.

Failure to Comply

Any Responsible Person who fails to comply with the provisions of this confidentiality policy shall be subject to such sanctions or other action by Watertown Hockey Association and/or USA Hockey. Any other person who is subject to this policy and who fails to comply with it shall be subject to discipline or such other sanction as Watertown Hockey Association determines is appropriate.

Each Responsible Person must also be familiar with and comply with any applicable state or federal law with respect to protection of private information.

WHA

Parent Code of Conduct

Do not force your children to participate in sports, but support their desires to play their chosen sports. 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 of its 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. They are important to the development of your child and the sport. Communicate with them and support them. The period immediately following a game can be an emotional time for players, coaches and parents. If you wish to voice a concern or complaint about a coaching decision, a particular player or a game, you will wait at least 24 hours to address the issue with the WHA Coaching Committee or the Director of your level.
- Communicate with them and support them.
- If you enjoy the game, learn all you can about hockey – and volunteer.
- Follow USA Hockey's Spector's Code of Conduct
- 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.

I understand that if I break the Code of Conduct, I will be subject to disciplinary action by the WHA Disciplinary Committee/USA Hockey. You have my commitment.

WHA

Player Code of Conduct

As a participant in the Watertown Hockey Association, I agree to follow the below stated rules:

1. I will abide by the rules and regulations of USA Hockey, South Dakota Amateur Hockey, and the Watertown Hockey Association.
2. I will do my very best to make hockey a fun sport for myself, my teammates, my coaches, and my family.
3. I will work my hardest to improve my skills and follow the rules and instructions of my coach(es).
4. I will not swear or use abusive language in the bench, in the locker room, in the arena, in hotels, or in any other place where I am representing the WF Hockey Association.
5. I will not drink alcohol, smoke, chew tobacco, vape, or use any other illegal substances.
6. I will treat my teammates, coaches, parents, opponents, facilities, fans, and referees with respect. I will not bully, intimidate, or make fun of my teammates. I will agree to encourage them even when they make mistakes.
7. I will respect my teammates, coaches, and facility's equipment and property. I will not steal or damage anyone else's property if it is not mine.
8. I agree to not use my cell phone in the locker room (no calls, texts, pictures, games and/or social media).
9. I will respect the ruling of any official or referee. I will not swear at, or argue with, the referee and will accept the ruling or penalty that is made against me or the team.
10. I will treat my opponents with respect whether we win or lose. I will play hard, but not cheap. I will refrain from fighting on and off the ice.
11. I will put my team first and learn to play as a team.
12. I will be on-time for all practices (including dryland) and games or will contact a coach ahead of time if there is a legitimate reason, I may be late.

I understand that any violation of this code of conduct may result in consequences received from my parent, coach, coordinator, Assistant Hockey Director, Hockey Director, and/or Compliance Committee which could include one or more of the following: verbal warning, conditioning/push-ups, loss of playing time, team consequences, removal from the locker room/rink, or suspension from the WF Hockey Association program.

WHA

Team Management Code of Conduct

Watertown Hockey Association Team Management Code of Conduct When holding a role in Team Management in the Watertown Hockey Association, I agree to follow the below stated rules:

1. I will be a positive influence and representation of WHA with parents, guardians, players, coaches, officials and visiting teams.
2. I will devote time and attention as appropriate to my position and its duties.
3. Treat confidential information with the respect it is due.
4. I will maintain an open line of communication with players' parents and clearly explain primary goals, the goals and objectives of the association, and the responsibilities everyone has in helping the team run smoothly.
5. I will not use my involvement with WHA to promote my own beliefs, behaviors or practices where these are inconsistent with those of WHA.
6. I will report any breaches in the WHA code of conducts to club officials and administrators.
7. I will be the team manager and not the coach.
8. I will not abuse my authority or extend power outside of the extent of my role for personal interest that negatively impacts the players, parents, and/or WHA.
9. I will follow the chain of command within the Membership & Recruitment position and will escalate issues to the Director of Membership & Recruitment.
10. I will be aware of, and maintain an uncompromising adherence to high standards, rules, regulations and policies of Watertown Hockey Association, South Dakota Amateur Hockey Association, and USA Hockey.

Non-compliance with this code of conduct will result in a review of the individual by the Team Management Committee to determine disciplinary action up to, and including, verbal warning, suspension, non-completion of volunteer DIBS hours, and/or termination of position.

WHA

Coach/Coordinator/Hockey Directors Code of Conduct

As a Hockey Director/Assistant Hockey Director/coordinator/coach in the Watertown Hockey Association, I agree to follow the below stated rules:

1. I will abide by the rules and regulations of USA Hockey, South Dakota Amateur Hockey and the Watertown Hockey Association.
2. I will conduct myself in a respectful, professional manner both on and off the ice.
3. I will focus on overall player development and not place winning at all costs above the culture of the Association.
4. I will understand the rules of the game, the importance of teamwork, and promote team unity.
5. I will wear appropriate attire to practice, games, and while representing WHA in the community.
6. I will be on-time for all games and practices.
7. I will be well prepared for practice sessions with organized practices that are fun and challenging, and properly utilize time and the ice.
8. I will maintain a professional relationship with all players and parents devoid of favoritism or the perception of favoritism.
9. Will promote fair playing time for all players to ensure the development of everyone. This fair playing time will be the result of effort, attitude and attendance in on-ice/off-ice practices and games along with a positive attitude towards all coaches, teammates and referees.
10. I will maintain an open line of communication with players' parents and clearly explain primary goals, the goals and objectives of the association, and the responsibilities coaches and players have in helping the team run smoothly.
11. I will not use offensive language toward, or physically/verbally abuse, the players, officials, coaches, or parents.
12. I will not use tobacco, drugs, or alcohol while supervising players or in the presence of players.
13. I will follow the USA Hockey and WHA policies for locker room supervision and SafeSport compliance. I will monitor players closely and hold them accountable if they are violating the WHFA player code of conduct. I will do my very best to be a positive mentor for my players and teach them not only be quality hockey players, but quality individuals on and off the ice.

Non-compliance with this code of conduct will result in a review of the coach by the coaching committee to determine disciplinary action up to, and including, verbal warning, suspension, loss of pay (or non-completion of volunteer DIBS hours), and/or termination of contract.

WHA

Board of Directors Code of Conduct

As a member of the Watertown Hockey Association board of directors, I agree to follow the below stated rules:

1. I will abide by the rules and regulations of USA Hockey, South Dakota Amateur Hockey, and the Watertown Hockey Association.
2. I will know the by-laws and policies and procedures of WHA.
3. I will attend scheduled meetings to the best of my ability and notify the proper individual(s) when I cannot be present.
4. I will encourage a hockey program that focuses on the development of competitive and respectful players.
5. I will carry out their responsibilities as set out by the WHA in a consistent manner and to the best of their abilities.
6. I will provide members with truthful and appropriate feedback and follow up in a timely manner.
7. I will act as good stewards and in the best interest of the association through ethical conduct.
8. I will be respectful of concerns of association members and work to negate any misconceptions or misinformation.
9. I will avoid conflicts of interest and disclose situations where a conflict could be perceived.
10. I will treat our members and employees fairly with dignity and respect. As a member of the Watertown Hockey Association board of directors, I agree that I WILL NOT:
11. Make improper use of position and/or improper use of information.
12. Tolerate unprofessional or malicious behavior among board or association members.
13. Use their position on the board of directors for personal gain.

I understand that non-compliance with this code of conduct could lead to review by the Compliance Committee and/or board of directors. I also understand that failure to follow this code could lead to my removal on the board within the bylaws of the Association.