

AMHA CODE of CONDUCT

By registering with AMHA, all players agree to be subject to the following rules concerning bullying, harassment, hazing, social media, academic and conduct eligibility. All AMHA members, including parents, coaches and players are responsible for enforcing the following rules. Team coaches and coordinators are responsible for enforcing the sanctions and thus carrying out the policies passed by AMHA.

AMHA supports an environment for participation in hockey conducive to the enjoyment of hockey that is free from threats, harassment, and any type of bullying behavior. The purpose of this policy is to promote consistency of approach and to help create a climate in which all types of bullying, harassing or threatening behavior are regarded as unacceptable.

Bullying

Bullying is the use of coercion to obtain control over another person or to be habitually cruel to another person. Bullying involves an intentional, persistent or repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate another person. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture. Bullying behavior in any manner in connection with any AMHA sanctioned activities or events.

Examples of bullying prohibited by this policy include without limitation physical behaviors, including punching, kicking, or choking an athlete; verbal and emotional behaviors, including, the use of electronic communications (i.e., “cyber bullying”) to harass, frighten, intimidate, or humiliate.

While other team members are often the perpetrators of bullying, it is a violation of this policy if a coach or other responsible adult knows or should know of the bullying behavior but takes no action to intervene on behalf of the participant(s) targeted.

An AMHA participant or parent of a participant who engages in any act of bullying is subject to appropriate disciplinary action including but not limited to suspension, expulsion and/or referral to law enforcement authorities. The severity and pattern, if any, of the bullying behavior shall be taken into consideration when disciplinary decisions are made.

Threats

A threat to harm others is defined as written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone else. A threat may be communicated directly to the intended victim or communicated to a third party. Threatening behavior is prohibited in any manner in connection with any AMHA sanctioned activities or events.

Any AMHA participant or parent of a participant who engages in any act of threatening harassing behavior is subject to appropriate disciplinary action including but not limited to

suspension, expulsion and/or referral to law enforcement authorities. The severity and pattern, 2 if any, of the threatening behavior shall be taken into consideration when disciplinary decisions are made.

Harassment

Harassment includes any pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation, or annoyance, (b) offend or degrade, (c) create a hostile environment, or (d) reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability.

Examples of harassment prohibited by this policy include, without limitation such non-physical offenses as (a) making negative or disparaging comments about an athlete's sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or symbols; (c) withholding or reducing playing time to a participant based on his/her sexual orientation.

Sexual harassment is a form of harassment prohibited by this policy. It shall be a violation for any volunteer, or other participant to harass a participant(s) through conduct or communications of a sexual nature or to retaliate against anyone that reports sexual harassment or participates in a harassment investigation. AMHA will investigate all indications, informal reports and formal grievances of sexual harassment by any volunteer, or participant in AMHA and appropriate action shall be taken. Corrective action includes taking all reasonable steps to end the harassment, to prevent harassment from recurring and to prevent retaliation against anyone who reports sexual harassment or participates in a harassment investigation.

Unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal or physical conduct of a sexual nature may constitute sexual harassment, even if the harasser and the participant being harassed are the same sex and whether or not the participant resists or submits to the harasser, when;

1. Submission to such conduct is made either explicitly or implicitly a term condition of a participant's participation in any activity; or
2. Submission to or rejection of such conduct by a participant is used as the basis for decisions affecting the participant; or
3. Such conduct is sufficiently severe, persistent or pervasive such that it limits a participant's ability to participate in or benefit from a hockey related program or activity or it creates a hostile or abusive environment.

Any conduct of a sexual nature directed by a minor participant toward an adult or by an adult to a minor participant is presumed to be unwelcome and shall constitute sexual harassment. Legitimate non-sexual touching or other non-sexual conduct is not sexual harassment.

While other team members are often the perpetrators of harassment or sexual harassment, it is a violation of this policy if a coach or other responsible adult knows or should know of the harassment or sexual harassment but takes no action to intervene on behalf of the player(s) targeted.

An AMHA participant or parent of a participant who engages in any act of harassing or sexually harassing behavior is subject to appropriate disciplinary action including but not limited to

suspension, expulsion and/or referral to law enforcement authorities. The severity and pattern, 3 if any, of the harassing or sexually harassing behavior shall be taken into consideration when disciplinary decisions are made.

Hazing

It is the policy of AMHA that there shall be no hazing of any participant involved in any of its sanctioned programs by any volunteer or participant.

Hazing includes any conduct that is intimidating, humiliating, offensive, or physically harmful. The hazing conduct is typically an activity that serves as a condition for joining a group or being socially accepted by a group's members. Any player, team official, or administrator of an AMHA team having been party to or having had knowledge of any degrading hazing, or initiation rite, without reporting it or taking action, shall be subject to suspension or expulsion.

Examples of hazing prohibited by this policy include, without limitation, requiring or forcing the consumption of alcohol or illegal drugs; tying, taping, or physically restraining an athlete; sexual simulations or sexual acts of any nature; sleep deprivation, or the withholding of water and/or food; social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule; beating, paddling, or other forms of physical assault. The activity known as "Locker Boxing" (aka fighting with helmet and gloves) is a form of hazing that can produce head trauma in children and young adults and is prohibited.

Activities that fit the definition of hazing are considered to be hazing regardless of a person's willingness to cooperate or participate.

Hazing does not include group or team activities that are meant to establish normative team behaviors, or promote team cohesion, so long as such activities do not have reasonable potential to cause emotional or physical distress to any athlete. Examples of activities that do not constitute hazing include directing or allowing a younger player to pick up pucks or move nets after practice or bring or fill water bottles, or giving older players first preference in team assignments, responsibilities, accommodations, facilities or equipment.

While other team members are often the perpetrators of hazing toward their teammates, it is a violation of this policy if a coach or other responsible adult knows or should know of the hazing but takes no action to intervene on behalf of the player(s) targeted.

An AMHA participant or parent of a participant who violates this hazing policy is subject to appropriate disciplinary action including but not limited to suspension, expulsion and/or referral to law enforcement authorities.

Social Media, Mobile and Electronic Communications

The requirement for effective communication concerning travel, practice, or game schedules, and administrative issues among administrators, coaches, players and their families is critical. However, the use of mobile devices, web-based applications, social media, and other forms of electronic communications increases the possibility for improprieties and misunderstandings and also provides potential offenders with unsupervised and potentially inappropriate access to participants. The improper use of mobile and electronic communications can result in misconduct. Adherence to a policy for mobile and electronic communication reduces these risks.

All electronic communication between coach and player must be for the purpose of communicating information about team activities. Coaches and players must follow common sense guidelines regarding the volume and time of day of any allowed electronic communication. Any content of an electronic communication should be readily available to share with the public or families of the player or coach. If the player is under the age of 18, any e-mail, electronic text, social media, or similar communication must copy or include the player's parents.

Social Media (Facebook, Myspace, Twitter, Blogs and Similar Sites)

Online discussion boards, mass e-mails, Facebook, Twitter, and other social media make it easy to share ideas and experiences. AMHA recognizes that social media, mobile and other electronic communications can be especially concerning where youth participants are involved. Coaches are prohibited from having players joined to their personal social media page. To facilitate communication, an official organization team page may be set up and players and parents may join (i.e. "friend") the official organization or team page and coaches can communicate to players through the site. All posts, messages, text, or media of any kind between coach and player must be non-personal in nature and for the purpose of communicating information about team activities or for team oriented motivational purposes.

E-mail, Text Messaging and Similar Electronic Communication

Coaches, and players may use e-mail and text messaging to communicate. All e-mail and text message content between coach and player must be non-personal in nature and for the purpose of communicating information about team activities. E-mails and text messages from a coach to any youth player **must** include a copy to parents. Where possible, a coach should be provided and use the organization web site email center (the coach's return e-mail address will contain "@organization.com") for all communications with the team and players.

Request to Discontinue All Electronic Communications or Imagery with Athlete

Following any written request by the parents or legal guardians of youth player that their child not be contacted by any form electronic communication by coaches or other adults, the organization, team and coaches and administrators shall immediately comply with such request without any repercussions for such request.

Abuse and Misconduct

Social media and electronic communications can also be used to commit abuse and misconduct (i.e., emotional, sexual, bullying, and hazing). Such communications by coaches, volunteers, officials, parents, or athletes will not be tolerated and are considered violations of the AMHA code of conduct. Any participant or parent of a participant of AMHA who violates this mobile and electronic communications policy is subject to appropriate disciplinary action including but not limited to suspension, expulsion, and/or referral to law enforcement authorities.

Reporting

Infractions of the AMHA social media policy will be reported to the team coordinator who will address the issue. If violations of the policy continue the participant, parent of participant, coach or volunteer of AMHA will be subject to appropriate disciplinary action including but not limited to suspension, expulsion and/or referral to law enforcement authorities.

Procedure for Reporting Violations and Establishing Sanctions:

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All issues will be addressed at the lowest level possible, i.e. player to player, Team Captain to player, Coach to Player, coordinator to parent, coordinator to coach. The goal of AMHA is to develop players and to provide a safe environment both on and off the ice. Any violation of the AMHA policies and procedures, bullying, harassment, hazing, social media academic and/or eligibility rules must be reported to the Board President. Violations of the Conduct Eligibility rules must also be reported to the Chairperson of the Conduct Review Committee. The committee shall be made up of at least three members, one of whom shall be designated as the chair. The chair shall convene the committee to review the reported behavior and determine the sanction. This meeting shall not include the player or parents, unless requested as set forth below in the appeal process. The chair shall notify the player, the player's parent and the player's coach of the sanction. The committee is responsible for reviewing the behavior and establishing the sanction. The coach may establish separate sanctions, but those sanctions will be in addition to the sanctions set forth in this policy. The chair shall maintain written records regarding the dates of any violations of the eligibility policy and forward them to the President and Secretary of AMHA. The AMHA Secretary shall maintain a special file for records of conduct sanctions. The AMHA President, Secretary and the Chair of the Conduct Review Committee are the only persons to have access to the special file. Records for an individual player will be destroyed when that player's eligibility with AMHA is exhausted. Any member of the Conduct Review Committee or the Board who is directly involved in the issue at hand will be excused from the Conduct meeting and the issuance of sanctions. A substitute from the Executive Committee will serve in their place.

CONDUCT ELIGIBILITY:

A player will lose eligibility for any of the following behaviors during or outside of the hockey season, which shall include a period of three (3) months prior to the players' participation in AMHA.

Possession use or purchase of alcoholic beverages or possession, use, purchase or sale of illegal drugs or drug paraphernalia or the unauthorized possession, use or purchase of lawful drugs not prescribed by the player's physician. A player will have been found to have possessed, used, purchased, or sold if that player has been legally convicted in the criminal court system, adjudicated in the juvenile court system, or placed on informal probation by the juvenile probation office for any of the said offenses. In addition, any player who has been observed to have possession of, use of, be involved in the sale or purchase of alcoholic beverages or illegal drugs or drug paraphernalia or lawful drugs not prescribed by the player's physician shall also have violated the Code of Conduct. Engaging in any act for which a player has been legally convicted in the criminal court system, adjudicated in the juvenile probation system, or placed on informal probation by the juvenile probation office, excluding simple misdemeanor traffic offenses.

Academic Eligibility:

To participate on the AMHA Varsity, Junior Varsity hockey team's individuals must:

- Be enrolled and in good standing in a school located in the AMHA area (or be an out-of-district member who has successfully petitioned the Board for admittance to the AMHA pursuant of Art.III, Section A.2 of the AMHA By-laws);
- Be under 20 years of age
- Be enrolled students of the schools, and meet the academic eligibility requirements of the Iowa High School Hockey League. Individuals determined to be academically ineligible cannot participate in any games played by the AMHA Varsity, Junior Varsity teams.

Additional Eligibility Rules

Players who because of illness or unexcused absence do not attend a minimum of one half day of school on the day of a scheduled contest will be ineligible for the contest. Player competition is permitted on Saturday if school is missed on Friday. Players are expected to report such absences to the coach. Failure to report an absence is grounds for sanction. Players must have returned or paid replacement cost for equipment lost from previous seasons.

GOOD CONDUCT RULE

It is a violation of Ames Minor Hockey Association policy to use:

- Abuse and Misconduct to include bullying, harassment, hazing, or violation of the social media policy.
- Excessive Profanity
- Unnecessary roughness
- Hitting peers with or without a stick
- Fighting

Grade Reports:

1. It is the responsibility of the player or player's parents to provide a grade report from the player's previous semester to the coordinator prior to the beginning of the hockey season.
2. Any and all grade reports received by the player during the season must also be provided to the coordinator as soon as the player receives them.
3. Failure of the player and/or the player's parents to provide grade reports for the player shall be deemed ineligible and shall prohibit the player from participating in Varsity and Junior Varsity games.
4. It is the Varsity and Junior Varsity coordinators responsibility to enforce this standard with the full support of the AMHA Board of Directors.

Sanctions

Offenses will accumulate from the Peewee division through high school.

First Offense:

A player will be ineligible to participate for four (4) games on each team on which that player is rostered and must attend practice and complete the current season. For example, if a player is rostered on the JV and the Varsity High School team, that player will be ineligible to participate in 4 JV games and 4 Varsity games. Failure to attend practices or complete the season will result in removal from the team. The time of ineligibility will begin with the first scheduled event and may carry over to the next season. No refunds will be given for missed events. After the first offense, the player is on probation for one calendar year from the date of the offense. If a second offense occurs within the probationary period, the player will be suspended for one calendar year from the date of the second offense. Players found using, possessing, or purchasing alcohol or illegal drugs for a second time must complete a drug and/or alcohol program to regain eligibility.

If a player does not report a conduct violation and the conduct violation is discovered, the player will be ineligible for an additional 2 games on each team on which that player is rostered.

Second Offense outside the probationary period:

A player must appear before the Conduct Review Committee. The player will be ineligible to participate in eight (8) games on each team on which that player is rostered and must attend practice and complete the current season. For example, if a player is rostered on the JV and Varsity High School teams, that player will be ineligible to participate in 8 JV games and 8 Varsity games. Failure to attend practices or complete the season will result in removal from the team. The time of ineligibility will begin with the first scheduled event and may carry over to the next season. No refunds will be given for missed events. The Conduct Review Committee may assess additional sanctions to the minimum listed above. Players found using, possessing, or purchasing alcohol or illegal drugs for a second time must complete a drug and/or alcohol program to regain eligibility. If a player does not report a conduct violation and the conduct violation is discovered, the player will be ineligible for an additional 2 games on each team on which that player is rostered.

Third or Greater Offense:

A player will be ineligible to participate in any AMHA activity for a minimum of one calendar year from the date of the infraction. Reinstatement of eligibility is not guaranteed at the end of one-year. Players with three (3) or more offenses must petition the Conduct Review Committee to have their eligibility restored.

POSSESSION, USE OR PURCHASE OF TOBACCO AND TOBACCO PRODUCTS:

A player will lose eligibility for possession, use or purchase of tobacco products, regardless of the player's age. The player will be suspended for two (2) games for the first offense. For a second offense, the player will be suspended for four (4) games and will be on probation from the date of the first offense. If a third offense occurs within the probationary year, the player is suspended for one year from the date of the second offense. If the player has no violations within the year after the first offense, full eligibility is restored. A player will have been found to have possessed, used or purchased tobacco if that player has been legally convicted in the criminal court system, adjudicated in the juvenile court system, or placed on informal probation by the juvenile probation office for any of the said offenses. In addition, any player who has been observed to have possession of, use of, or be involved in the sale of tobacco products shall have also violated the Code of Conduct. If a player does not report a conduct violation and the conduct violation is discovered, the player will be ineligible for an additional 2 games on each team on which that player is rostered.

Referral to the Conduct Review Committee

1. That player habitually violates this policy to the extent that it disrupts practice or otherwise causes harm to the team.
2. The coach judges any one incident to seriously threaten the safety of other players or coaches. It is the coach's responsibility to report such behavior to the Conduct Review Committee after attempts by the coach to remedy the habitual violations have been unsuccessful. The Conduct Review Committee is responsible for reviewing the behavior, determining if sanctions are justified, and establishing the sanction.
3. A player who has been removed from a team by the Association or their parents because of conduct violations shall be allowed to register the following year, as long as their account is in good standing. If there is a second removal, the Association may decide to refuse registration with AMHA. This is effective beginning April 15, 2002.

Appeal Process:

If the violation is a first offense or an offense during the first probationary period, a player may request a hearing before the Conduct Review Committee, after the player has been notified of the sanction. That hearing shall be requested of the chair and the committee shall then be convened. For all second or greater offenses, the player must appear before the committee before the sanction is imposed. A player or player's parent may appeal the committee's decision. Appeals that result from the application of the AMHA Code of Conduct may be made to the President of the AMHA Board of Directors. The person making the appeal or the Board may request a closed hearing of the appeal. The player's parents or guardians and members of the Conduct Review Committee may be present at a closed hearing. The player will not skate if they are removed from the team until the appeal process is complete.