



IRVINE ICE FOUNDATION

Jr. Ducks

Lady Ducks

ADHSHL

Great Park Ice

INFORMATION

jrducks.com

anaheimladyducks.com

adhshl.com

greatparkice.com

IIF HOCKEY HANDBOOK

IN CONJUNCTION WITH 

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Mission Statement

IIF is committed to the development of athletes of all levels on and off the ice; building character and integrity while encouraging sportsmanship, teamwork and fun through positive reinforcement. By creating a safe, effective, and world-class training environment for all participants and families, we create a culture of pride, development, and trust for all customers and employees throughout our community.

History



About Irvine Ice Foundation

Irvine ICE Foundation, consisting of the Anaheim Jr. Ducks, Anaheim Lady Ducks, San Diego Jr. Gulls, San Diego Lady Gulls, and the Anaheim Ducks High School Hockey League, is a youth hockey organization dedicated to the development of our players at every skill level. The aforementioned programs have continued to maintain their status as one of the premier hockey programs in Southern California over the last 20+ years.

We offer competitive teams for boys (ages 6 - 18) and girls (ages 6 - 19).

Our "A/B" teams offer a balance of skill development and competition in the Southern California Amateur Hockey Association "SCAHA" League and both local and regional tournaments. We also strive to compete at the state level in the CAHA State Tournament.

Tier II "AA" players are offered skill development at a more complex level, coupled with practice programs that are specifically designed for the advanced player. Our "AA" teams participate in SCAHA, CAHA Weekends as well as compete in Regional and National tournaments.

Additionally, our Tier I "AAA" teams offer the highest possible developmental and competitive learning experience by playing at the state, regional and national level. At the highest level, our Tier I "AAA" teams develop elite players who are capable of continuing their hockey career. The Jr. Ducks have produced National Hockey League (NHL) draft picks, and numerous NCAA Division 1 and 3 student athletes. The Anaheim Lady Ducks is a youth hockey organization committed to the growth of girls hockey in Southern California. The Lady Ducks are the leading

girls hockey program in Southern California and all of the Western United States, with over 150 athletes signing at the NCAA Division 1 and 3 levels. The Lady Ducks program has a wide range of teams: beginner/intermediate to elite, ages five to 19 years old.

The San Diego Jr. Gulls and Jr. Gulls Girls joined IIF in October 2020. The Jr. Gulls are the largest youth hockey program in San Diego and one of the top programs in California having consisted of teams from 8-under to 18-under for more than 40 years. There are currently 11 Jr. Gulls teams. The Jr. Gulls have developed players that have progressed to the NHL, other professional leagues, NCAA, Junior A Tier 1 & 2, and the USA Hockey National Team Development Program.

The San Diego Jr. Gulls Girls launched in 2016 and has grown to six teams in four years from 8-under to 19-under. The program has developed players to the NCAA Division 1 and 3 levels with players also representing Team USA at the international level.

The Anaheim Ducks High School Hockey League began with one team in 2008, growing to over 50 teams for the 2019-20 season. The league offers both Varsity and Jr. Varsity divisions for players of all skill sets. The goal of the ADHSHL is to provide student-athletes a positive high school hockey experience on the ice, as well as academically and socially. The league has also won three National Championships at the USA Hockey Nationals.

The Jr. Ducks and Lady Ducks are recognized as Model Club Associations through USA Hockey, and are dedicated to age-appropriate, age-specific skill development, in accordance with USA Hockey's American Development Model.

History

Welcome to the Irvine Ice Foundation!

Nearly 90 players with ties to the club were active at the professional, college and junior levels during the 2019-20 season. The group includes a trio of recent NHL Entry Draft picks and six players who have competed internationally for Team USA the past two years. A look at some of our alumni:

NHL Entry Draft Picks

- 2019 – Cam York, Philadelphia Flyers, first round (14th overall)
- 2019 – Ryan Johnson, Buffalo Sabres, first round (31st overall)
- 2018 – Slava Demin, Vegas Golden Knights, fourth round (99th overall)
- 2014 – Thatcher Demko, Vancouver Canucks, second round (36th overall)
- 2011 – Chase Balisy, Nashville Predators, sixth round (170th overall)
- 2008 – Mitch Wahl, Calgary Flames, second round (48th overall)
- 2005 – Brian Salcido, Anaheim Ducks, fifth round (141st overall)
- 1999 – Noah Clarke, Los Angeles Kings, ninth round (250th overall)
- 1998 – Justin Morrison, Vancouver Canucks, third round (81st overall)
- 1997 – Torrey DiRoberto, Buffalo Sabres, fifth round (128th overall)

International

- 2018 – Cayla Barnes, U.S. Women's National team (Boston College/Hockey East)
- 2017 – Josh Groll, U.S. World Jr. A team (Michigan/Big Ten; Lincoln and Chicago/USHL)
- 2018 – Ryan Johnson, U.S. World Jr. A team (Minnesota/Big Ten; Sioux Falls/USHL)
- 2018 – Annie Pankowski, U.S. Women's National team (Wisconsin/Big Ten)
- 2017-18 – Dominique Petrie, U.S. Women's U20 National team (Harvard/ECAC)
- 2017-19 – Cam York, U.S. World Junior team (Michigan/Big Ten; USNTDP)

Timeline



1993 – Disney ICE, Walt Disney Company

The history of the Anaheim Ducks began when the team joined the National Hockey League (NHL) in 1993 as the Mighty Ducks of Anaheim. Founded as an expansion team, the Ducks were originally owned by The Walt Disney Company, which named the franchise after its film *The Mighty Ducks*. Since their inception, the team has played at Honda Center (formerly known as the Arrowhead Pond), located in Anaheim, CA. Disney Ice was commissioned by Disney's then-CEO Michael Eisner as the official practice facility of the Mighty Ducks.



1995 – Jr. Ducks/AAHA (Anaheim Amateur Hockey Association)

The Jr. Ducks youth hockey program was founded to promote youth ice hockey and the development of young players to pursue their dreams of playing competitive hockey.

Our "A/B" teams offer a balance of skill development and competition in the Southern California Amateur Hockey Association "SCAHA" League as well as local and regional tournaments.

Tier II "AA" players are offered skill development at a more complex level coupled with practice programs that are specifically designed for the advanced player. Our "AA" teams participate in SCAHA, CAHA weekends, as well as compete in Regional and National tournaments.

Additionally, our Tier I "AAA" teams offer the highest possible developmental and competitive learning experience by playing at the state, regional and national level. At the highest level, our Tier I "AAA" teams develop elite players who are capable of continuing their hockey career. The Jr. Ducks have produced NHL draft picks, and numerous NCAA Division 1 and 3 student athletes.

The Anaheim Lady Ducks is a youth hockey organization committed to the growth of Girls Hockey in Southern California. The Lady Ducks are the leading Girls Hockey program in Southern California and all of the Western United States, with over 150 athletes signing at the NCAA Division 1 and 3 levels. The Lady Ducks program has a wide range of teams: beginner/intermediate to elite (ages 5 - 19). The Jr. Ducks and Lady Ducks are recognized as Model Club Associations through USA Hockey and are dedicated to age-appropriate, age-specific skill development, in accordance with USA Hockey's American Development Model.

Timeline



1999 – Lady Ducks Hockey Programs

The Lady Ducks Began in 1999 to fill the need for some 20 young females playing hockey in Southern California. From there it has grown to represent the West as the powerhouse program west of the Mississippi. From two teams in 1999 to 13 teams today, the Lady Ducks have developed female hockey players from age four to the NCAA. Lady Duck AAA players are three times more likely to attend a four-year university as a student-athlete than other programs in USA Hockey. College-bound AA players have the support through our college prep staff to get our hard-working, strong students into college programs that fit both their academic goals and athletic compete level.



2005 – Henry & Susan Samueli Reach an Agreement to Buy The Mighty Ducks of Anaheim from The Walt Disney Co.

On February 25, 2005, Dr. Henry Samueli and his wife, Susan, well-known Orange County entrepreneurs and philanthropists, announced they had reached an agreement with The Walt Disney Company to purchase the Mighty Ducks of Anaheim. When the then Mighty Ducks of Anaheim were sold to Henry and Susan Samueli, Disney ICE was also sold to the Samuelis, who renamed it Anaheim ICE.



2006 – Anaheim Ducks Launch Instrumental “Grassroots” Learn to Play Hockey Program Sponsored by Ryan Getzlaf and Corey Perry.

The Anaheim Ducks Learn to Play Hockey program was launched in 2006 to offer first-time hockey players the opportunity to skate in full hockey equipment for free. Skaters receive instruction on the basics of hockey, including proper techniques. The Ducks have invested more than \$3.3 million into the program since its inception.



2007 – Anaheim Ducks Rebrand All Training Facilities Under the Ducks Organization to “The Rinks”

“The Rinks” program was established in 2007. Ten additional facilities were soon added as the program now spans across Orange, Los Angeles and San Diego Counties.

2007 – Anaheim Ducks Win the Stanley Cup

They become the first California team to lift the trophy.

Timeline



2007 – The Rinks, Corona Inline

The Rinks acquired the two-surface facility in Corona.



2008 – Anaheim Ducks Launch High School Hockey League

Launched in July of 2008, the Anaheim Ducks High School Hockey League (ADHSHL) has grown from one to 51 teams and more than 750 players from three different states and two different Canadian provinces. The league includes Varsity Divisions 1-3, a JV Division, and a JV-Developmental Program. The league has produced two national champions: Santa Margarita High School (both in 2018 and 2019), California's first and still only USA Hockey National High School Varsity Champion.



2009 – The Rinks, Westminster ICE

The Rinks acquired the one-surface ice facility in Westminster.

2011 – The Rinks, Irvine Inline

The Rinks acquired the three-surface facility in Irvine.

2012 – The Rinks, Lakewood ICE

The Rinks acquired the three-surface ice facility in Lakewood.



2012 – The Rinks, Yorba Linda ICE

The Rinks acquired the one-surface ice facility in Yorba Linda and the Orange County Hockey Club.



2013 – Anaheim Ducks Launch the Inline Scholastic League

The Anaheim Ducks launched the Inline Scholastic League in 2013 for inline hockey players in both high school and junior high schools from four different Southern California counties. The Anaheim Ducks i3 (Interscholastic, Inline, Initiative) Roller Hockey League is an interscholastic league offered to students in grades 5-8 and takes place from March through May, with all games taking place directly after school. Games are held at Irvine and Corona. Many graduates from roller hockey and take on the new endeavor of ice hockey in the ADHSHL.



2015 – Anaheim Ducks Purchase AHL San Diego Gulls Hockey Club

The Ducks announced they would purchase their AHL affiliate, the Norfolk Admirals, and relocate the team to San Diego as one of five charter members of the AHL's new Pacific Division. The club plays at Pechanga Arena San Diego, and is the winningest team in the newly-created Pacific Division.

Timeline



2016 – The Rinks, Jr. Ducks and Lady Ducks Become California's Third Model Association

In 2016, USA Hockey announced that the Anaheim Ducks youth hockey program, consisting of The Rinks, the Jr. Ducks and the Lady Ducks, had earned designation as a USA Hockey Model Association. With the designation, the association has committed to fully implement programming dedicated to age-appropriate, age-specific skill development in accordance with USA Hockey's American Development Model throughout the 8-U, 10-U and 12-U age classifications.



2017 – The Rinks, Poway ICE

The Rinks acquired the one-surface ice facility in Poway, the first rink in San Diego County and the official practice facility of the San Diego Gulls.



2019 – Great Park Ice & FivePoint Arena Irvine and the Irvine Ice Foundation (IIF)



In 2019, Irvine Ice Foundation (IIF) opened the doors to Great Park Ice - a dazzling state-of-the-art public ice facility at the Orange County Great Park in Irvine. The massive 280,000 square-foot facility is the largest in California and one of the nation's most expansive ice facilities. The facility welcomed over one million participants and visitors in its first year of operation. Great Park Ice is financially supported by the Samueli Foundation and Anaheim Ducks Foundation with zero taxpayer dollars. The facility includes four sheets of ice, including FivePoint Arena, which features seating for 2,500 spectators, giving the area's rapidly increasing high school hockey league an appropriate location to host highly attended games, as well as highly anticipated figure skating competitions and other events that require additional seating. Great Park Ice also includes a 7,000 square-foot dryland training center on the premises, two snack bars, an 800 square-foot Ducks team store, 1,900 square-foot pro shop, a full service sports-themed restaurant overlooking two sheets of ice and more than 1,000 free parking spots.



2020 – San Diego Jr. Gulls and Jr. Gulls Girls

In 2020, The Irvine Ice Foundation (IIF) added the San Diego Jr. Gulls and Jr. Gulls Girls youth hockey organizations. The programs are based out of The Rinks, Poway ICE.

Hockey Development Roadmap

1

TRY HOCKEY FOR FREE

Anaheim Ducks Learn to Play (Ages 4-12)

Equipment is provided. This program is designed for first time hockey participants. Skating experience is not required.

2

LITTLE DUCKS (Ages 4-12)

Introduction to hockey program for new players with skating experience. Participants receive a FREE set of Bauer hockey equipment, including skates with registration. Part of the NHL Learn to Play Initiative.

3

HOCKEY INITIATION

Hockey skills development program utilizing the USA Hockey American Development Model. Participants will learn the proper techniques for skating, shooting, passing and stick handling.

4

THE RINKS REC. HOCKEY LEAGUE

Group clinics, team practices and games in a fun, competitive environment. Mite: 8 & under, Squirt: 10 & under, PeeWee: 12 & under, Bantam: 14 & under, Midget: 18 & under.

5

TRAVEL HOCKEY

High level of competition, 2-3 weekly training sessions, travel for games and tournaments. Mite: 8 & under, Squirt: 10 & under, PeeWee: 12 & under, Bantam: 14 & under, Midget: 18 & under.

6

ANAHEIM DUCKS HIGH SCHOOL HOCKEY LEAGUE

Midget: 18 & under
Varsity | JV | JV Development

To help further your child's skill development, check out:

LEARN TO SKATE

Weekly group skating lessons. Learn to Skate is strongly recommended for all new hockey players to focus on skating skills.

CONTACT THE DIRECTOR OF HOCKEY, RICK HUTCHINSON

Contact by phone at 1.949.774.1646 or via email at rhutchinson@therinks.com



Coaching Ethics

Introduction

This USA Coaching Ethics Code (“Code”) intends to provide standards of ethical conduct for coaches involved with USA Hockey and its member organizations. It provides General Principles and Ethical Standards which cover many situations encountered by coaches, with its principle goals the welfare and protection of participants with whom coaches work. In addition to the Code, the USA Hockey SafeSport Program provides resources for the safety of all involved in the game. For more information, go to usahockey.com/safesport. Coaches will respect and protect human and civil rights and not knowingly participate in or condone unfair discriminatory practices.

General Principles

COMPETENCE

Coaches will maintain a standard of excellence with regard to education and information related to coaching and make an on-going effort to maintain competence in the skills they use.

INTEGRITY

Coaches will exercise integrity in the practice of coaching and be honest, fair and respectful of others.

PROFESSIONAL RESPONSIBILITY

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

RESPECT FOR PARTICIPANTS

Coaches will respect the fundamental rights, welfare, dignity, values, opinions and worth of all participants

and will be aware of cultural and individual differences including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socio-economic status.

CONCERN FOR PARTICIPANTS

Coaches will be sensitive to different roles and responsibilities of all participants and not exploit or mislead them.

RESPONSIBLE COACHING

Coaches will be aware of ethical responsibilities to society and the community in which they work and live as well as comply with the law and encourage the development of policies which serve the interest of the sport and USA Hockey.



Coaching Ethics

Ethical Standards

APPLICABILITY OF THE ETHICS CODE

Although many aspects of personal behavior and private activities may seem far removed from the official duties of coaching, coaches will be sensitive to their positions as role models for participants and will consistently obey the standards of the Code. Additionally, the USA Hockey SafeSport Program has policies prohibiting sexual, physical and emotional abuse, hazing, bullying and harassment. There are also locker room, travel, billeting and electronic communications policies that are intended to reduce the risks of potential abuse.

DISCRIMINATION

Coaches will not engage in or condone discrimination based upon age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socio-economic status or any other basis prescribed by law.

SEXUAL HARASSMENT

Coaches will not engage in sexual harassment which includes but is not necessarily limited to sexual solicitation, unwelcome physical advances and verbal or non-verbal conduct. Coaches will not deny any participants the right to participate in any activity based upon their having made or their being the subject of a sexual harassment claim.

HAZING/BULLYING

Coaches will not engage in or condone behavior which is harassing, harmful or demeaning to participants.

PERSONAL PROBLEMS AND CONFLICTS

Coaches will recognize a personal problem may harm participants. Coaches have an obligation to take reasonable steps to prevent impaired performance by recognizing a personal problem and seeking assistance for it.

AVOIDING HARM

Coaches will take reasonable steps to avoid harm being caused to participants whether it be physical, verbal or through electronic/ social media.

MISUSE OF INFLUENCE

Coaches will guard against the misuse of influence and understand any action or judgment may have an effect on participants.

OUTSIDE RELATIONSHIPS

Coaches will refrain from entering into personal, professional, financial or other relationships with anyone if such a relationship may impair objectivity, interfere with properly performing coaching functions or directly or indirectly exploit or harm participants. Coaches will refrain from taking on obligations if a pre-existing relationship may create a conflict of interest.



Coaching Ethics

Ethical Standards (Continued)

EXPLOITATION

Coaches will not exploit or have a sexual or intimate relationship with participants.

STATEMENTS

Coaches will not make a statement which is deceptive, false, fraudulent or misleading.

COMMUNICATION WITH PARTICIPANTS

To avoid any misunderstanding with participants, coaches will discuss the nature and course of training with them and answer any questions they may have.

RELATIONSHIP INVOLVING COACHES, PARTICIPANTS AND PARENTS

Coaches will clarify the role of each party and any service provided relative to a relationship with participants and parents.

ALCOHOL, DRUGS AND TOBACCO

Coaches will refrain from using and discourage the availability or use of alcohol, tobacco or performance enhancing or recreational drugs in conjunction with, including traveling to or from, any USA Hockey competition, training or practice session and prohibit the use of alcohol, tobacco or performance enhancing or recreational drugs by participants.

GAMBLING

Coaches will refrain from and prohibit gambling of any kind in conjunction with, including traveling to or from, any USA Hockey competition, training or practice session.

PORNOGRAPHY

Coaches will refrain from and prohibit the use of pornographic or sexually explicit material in conjunction with any USA Hockey competition, including travel to or from any USA Hockey competition, training or practice session.

RECRUITING

Coaches will not recruit a participant who is already a member of another USA Hockey team. Direct contact by a coach or his/her staff or indirect contact through an agent or parent during the playing season with a participant who is a member of another USA Hockey team is considered tampering and is prohibited.

EVALUATING PARTICIPANTS

Coaches will evaluate participants on actual ability, attitude and performance and in a manner consistent with the Code.



Coaching Ethics

Resolving Issues

FAMILIARITY WITH CODE

Coaches will be familiar with the Code. Lack of awareness or misunderstanding of general principles or ethical standards included in the Code will not excuse violations of the Code.

CONFRONTING ISSUES

Coaches will consult with other coaches when they are uncertain if a particular situation or course of action violates the Code.

ORGANIZATIONAL CONFLICTS

Coaches will clarify the nature of any conflict between the demands of an organization and the Code, make known their commitment to the Code and seek to resolve the conflict in a way which adheres to the Code.

REPORTING VIOLATIONS

Coaches will inform participants of any perceived violation of the Code and their right to report any violation to the president or other appropriate designee of their association and complete an Ethical Violation Form provided by the association. Any violation of the Code shall be addressed via the process explained in USA Hockey Bylaw 10 and referred to the appropriate law enforcement agency as required. USA Hockey requires coaches to report abuse, misconduct and violations of its

safety policies. Procedures by which coaches should respond to allegations of abuse and misconduct are also outlined in USA Hockey's SafeSport Program Handbook.

COOPERATION WITH INVESTIGATIONS,

PROCEEDINGS AND RESOLUTIONS

Coaches will cooperate with any investigation, proceeding or resolution related to a perceived violation of the Code as mandated by USA Hockey or any of its member organizations. Failure to cooperate in itself is a violation of the Code.

Acknowledgment

Coaches acknowledge the USA Hockey Coaching Ethics Code is administered under the authority of USA Hockey and its member organizations. Any violation of the Code subjects the violating coach(es) to the disciplinary processes of USA Hockey and its member organizations.

Positive Coaching Alliance



Irvine Ice Foundation is proud to announce that we have partnered with a non-profit organization called Positive Coaching Alliance (PCA) to work on developing Better Athletes, Better People through our organization!

PCA focuses on using sports to teach and learn life lessons within all levels of the youth sport experience: leaders, coaches, parents, and athletes. At the same time, we'll be working with them on developing our athletes into more prepared competitors - people who have a better grasp of self-control, resilience, problem-solving skills, sportsmanship, and more.

Among our work together, PCA will be conducting workshops for our coaches to provide professional development driven by high level concepts of sports psychology. Between workshops, PCA will be providing additional tools such as educational email newsletters, print-and-go tools, resources we can share, and more. There will be support for getting our parents on the same page, better managing parent meetings and expectations, and so much more.



Codes of Conduct

Coaches Code of Conduct

- Be a positive role model to your players. Display emotional maturity and be alert to the physical safety of players.
- Be generous with your praise when it is deserved; be consistent and honest; be fair and just; do not criticize players publicly; learn to be a more effective communicator and coach; don't yell at players.
- Adjust to personal needs and problems of players; be a good listener; never verbally or physically abuse a player or official; give all players the opportunity to improve their skills, gain confidence and develop self-esteem; teach players the basics.
- Organize practices that are fun and challenging for your players. Familiarize yourself with the rules, techniques and strategies of hockey; encourage all your players to be team players.
- Maintain an open line of communication with your players' parents. Explain the goals and objectives of your association.
- Be concerned with the overall development of your players. Stress good health habits and clean living.
- Be an ambassador for the game. Support all hockey in California. Remember you are part of a larger entity representing the Anaheim Ducks Hockey Club.
- Maintain annual engagement in the Positive Coaching Alliance.
- Be respectful. Treat opponents, coaches, officials, parents and spectators with respect regardless of race, sex, age, orientation, creed or ability.
- Do not engage in aggressive behavior towards referees, off-ice officials, opposing coaches or spectators.
- No smoking, consumption of alcohol or swearing in front of players at any time.
- Strictly adhere to all travel policies when playing games or practices out of the area.

Codes of Conduct

Parents 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 to 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 and support your child in all areas surrounding our sport.
- If you enjoy the game, learn all you can about hockey – and volunteer.
- Adhere to the communication policy. Keep lines of communication open and respectful.
- Advocate for hockey in California.
- No smoking, consumption of alcohol or swearing in front of players at any time.
- Be respectful. Do not engage in aggressive behavior towards referees, off-ice officials, opposing coaches or spectators.
- Treat other players, coaches, officials, parents and spectators with respect regardless of race, sex, age, orientation, creed or ability.

Codes of Conduct

Players Code of Conduct

- Play for fun and work hard to improve your skills.
- Be a team player – get along with your teammates.
- Learn teamwork, sportsmanship and discipline.
- Be on time to all team events.
- Learn the rules and play by them. Always be a good sport.
- Respect your coach, your teammates, your parents, opponents and officials.
- Never argue with an official's decision.
- Treat other players, coaches, officials, parents, spectators with respect regardless of race, sex, age, orientation, creed, or ability.
- Represent your team, club, and the Anaheim Ducks as an ambassador of the sport.
- Support your teammates on and off the ice.
- Be part of growing hockey in California.

Spectators Code of Conduct

- Display good sportsmanship. Always respect players from both teams, coaches and officials.
- Act appropriately; do not taunt or disturb other fans; enjoy the game together.
- Cheer good plays of all participants; do not boo opponents or referees.
- Cheer in a positive manner and encourage fair play; profanity and objectionable cheers or gestures are not tolerated.
- Help provide a safe and fun environment; throwing any items on the ice surface will not be tolerated.
- 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.
- Treat other players, coaches, officials, parents, spectators with respect regardless of race, sex, age, orientation, creed, or ability.

Drugs & Alcohol Policy

IIF has a zero-tolerance policy for alcohol, tobacco, drugs, and other controlled substances. Any member of an IIF program (player, coach, manager, administrator, board member, volunteer or any other person in a designated role within that program) who engaged in the use of or is in possession of drugs, alcohol or any other controlled substance while participating in an IIF program will be subject to disciplinary procedures, including but not limited to suspension or termination pending the outcome of an investigation. This policy also applies to the abusive use of non-prescription, over-the-counter products. This zero tolerance policy is in place and enforceable at any time that an individual is participating in their designated role within their IIF membership, including but not limited to on-ice practices, games, scrimmages, exhibitions, tournaments, off-ice training and program-related events, local and team travel.

Offensive & Discriminatory Language Policy

Both USA Hockey and the IIF have a zero-tolerance policy for offensive or discriminatory language of any kind, in any capacity or venue. The use of offensive or discriminatory language by any member of an IIF program (player, coach, manager, administrator, board member, volunteer or any other person in a designated role within that program) will not be tolerated and will be subject to disciplinary procedures, including but not limited to suspension or termination pending the outcome of an investigation.

Offensive or discriminatory language as defined by USA Hockey¹ applies to on-ice, off-ice, social media and electronic communications and is not defensible by intent. Within the USA Hockey membership, instances of offensive language fall under Rule 601 (e.3) which states:

- Anyone who uses language that is offensive, hateful or discriminatory in nature anywhere in the rink before, during or after the game, shall be assessed an automatic Match Penalty and shall be immediately suspended until a hearing is conducted by the governing USA Hockey Affiliate or junior league. Depending on the outcome, the individual may be subject to further discipline². In IIF programs, a hearing will also be held separate and apart from any determination or action taken by CAHA, a league, or USA Hockey.
- Reports of racial harassment and discrimination are also reported through the IIF SafeSport Coordinator at safesportconsultant@gmail.com.

¹ https://cdn3.sportngin.com/attachments/document/1d54-2015486/Jim_Smith_Letter.pdf#ga=2.44810788.1047170927.1597087485-267819428.1593792495

² https://www.usahockey.com/news_article/show/1061121

Membership Communication Guidelines

In any competitive environment, the need for healthy and effective communication is extremely important. We believe the sport of hockey can help facilitate learning this important life skill. Competitive activities can also, on occasion, bring about differences of viewpoint and opinion that necessitates a clear path to resolution.

We protect the welfare of our players above all else, but recognize that parents sometimes have unintentional, inherent biases towards their own children. By employing professional coaches with years of experience in evaluating how to get the best out of each player, we're confident in their ability to determine appropriate levels of play to help facilitate longterm development of each athlete. Recreational coaches are expected to share playing time more evenly among players, but not necessarily equally.

Higher level teams (AA & AAA) should anticipate that not all players will receive equal skating time. At these levels, coaches have the sole authority and wide latitude to determine playing times for each player on an individual basis.

With that in mind, please find the organization's conflict resolution guidelines and expectations below.

1 Step 1

- At younger age levels (typically age 12 and younger) parents are requested to schedule a meeting with their child's coach to discuss directly either positive feedback or concerns; older or more mature athletes are encouraged to discuss any positive feedback or concerns directly with their coach in accordance with SafeSport guidelines, without parent involvement.
- For instances that do not require immediate attention, parents and players are urged to schedule meetings with their coach prior to the discussion of concerns, assuring all parties the opportunity to allot proper time, location and temperament for the dialogue.
- To help assure positive outcomes, communication between parents/athletes and coaches should be respectful and involve concerns specifically about that athlete (or athlete's specific issue).
- Please avoid scheduling meetings either immediately before or after games.

Membership Communication Guidelines

2 Step 2

- Parents/athletes that wish to escalate an unresolved concern may contact the organization's Conflict Resolution Committee by emailing crc@therinks.com.
- Upon submission, a member of the Conflict Resolution Committee will be in contact with you within three business days.
- The Conflict Resolution Committee's role is to bring about any needed determination and communicate findings to relevant parties.

3 Step 3

- In rare instances, determinations of the Conflict Resolution Committee could require additional discussion.
- In such cases, unresolved matters should be brought to the attention of the Vice President of Ice Management, Art Trottier (atrottier@therinks.com).
- After completing each of the steps outlined above, an individual compelled to seek further appeal, must do so in writing, to the IIF Director of the Board. Following assessment, the Board will issue a final decision. There is no additional appeal process for administrative decisions issued by the Board of Directors.

SafeSport Concerns

It is important to mention that communication regarding SafeSport concerns are addressed separately and follow a different process. All parents have the responsibility to educate themselves and their athlete regarding potential or suspected SafeSport violations. The SafeSport handbook is available online and can be found on the IIF, CAHA, Pacific District and USA Hockey websites. Further, the IIF has a dedicated, knowledgeable SafeSport consultant who is available to answer any questions or concerns related to suspected SafeSport activity. (See pages 38-39.)

IIF Steering & Conflict Resolution Committees

Steering Committee

The Steering Committee is composed of a group of individuals affiliated with the club (Jr. Ducks, Lady Ducks, ADHSHL) to provide support, guidance and leverage to aid in the achievement of the club's goals.

The committee was formed to increase the level of transparency surrounding all aspects of our programs, as well as receive feedback in helping to determine opinion on various elements surrounding our programs.

The goals of the Steering Committee include but are not limited to:

- Provide opinions/guidance to the management team on strategic directions related to the club.
- Stay informed on club activities, progress, and outcomes across all programs.
- Help manage any conflicts that occur across programs and management.
- Raise issues that may have been unknown to coaching or leadership teams.
- Serve as an advocate for the overall health and success of the clubs.
- Help resolve any conflicting priorities.

Conflict Resolution Committee

The Conflict Resolution Committee is responsible for settling disputes within IIF, hearing and resolving disputes arising from alleged violations of the IIF Handbook, CAHA and SCAHA Rules and Regulations, USA Hockey Rules and Guidelines, or other league rules.

The Conflict Resolution Chair (Steve Laing) is responsible for assembling a Conflict Resolution Committee to hear complaints and resolve disputes regarding IIF Handbook, rules, and/or other league rules. Upon resolution of a dispute or complaint, a Letter of Determination will be written explaining the Conflict Resolution decision and be distributed to all parties involved.

Travel Policy

Introduction

All IIF programs have teams that travel regularly to play individual games, two or three games at a time, or in tournaments, some teams where travel is limited to only a few events per year, and some teams where there is no travel other than local travel to and from our own arena. IIF 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. We distinguish between travel to training, practice and local games or practices ("local travel"), and team travel involving a coordinated overnight stay ("team travel"). Prohibited Conduct and Reporting 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 may be subject to disciplinary action for violation of the Travel Policies or for engaging in any misconduct or abuse or that violates the USA Hockey SafeSport Policies. Reports of any actual or suspected violations, you may email USA Hockey at SafeSport@usahockey.org, call 1-800-888-4656 or your IIF SafeSport Coordinator at SafeSportConsultant@gmail.com.

Travel Policy

Local Travel

Occurs when our in-house program or one of its teams does not sponsor, coordinate, or arrange for travel.

- Players and/or their parents/guardians are responsible for making all arrangements for local travel. The team and its coaches, managers or administrators should avoid responsibility for arranging or coordinating local travel. It is the responsibility of the parents/guardians to ensure the person transporting the minor player maintains the proper safety and legal requirements, including, but not limited to, a valid driver's license, automobile liability insurance, a vehicle in safe working order and compliance with applicable state laws.
- Employees, coaches, and/or volunteers of one of its teams, who are not also acting as a parent, should not drive alone with an unrelated minor player and should only drive with at least two players or another adult at all times, unless otherwise agreed to in writing by the minor player's parent.
- Where an employee, coach and/or volunteer is involved in an unrelated minor player's local travel, efforts will be made to ensure that the adult personnel are not alone with the unrelated player, by, e.g., picking up or dropping off the players in groups. In any case where an employee, coach and/or volunteer is involved in the player's local travel, a parental release should be obtained in advance.
- Employees, coaches, and volunteers who are also a player's parent or guardian may provide shared transportation for any player(s) if they pick up their player first and drop off their player last in any shared or carpool travel arrangement.
- It is recognized that in some limited instances it will be unavoidable for an employee, coach or volunteer of one of its teams to drive alone with an unrelated minor player. However, efforts will be made to minimize these occurrences and to mitigate any circumstances that could lead to allegations of abuse or misconduct.

Travel Policy

Team Travel

Overnight travel that occurs when one or more of our team's sponsors, coordinates or arranges for travel so that our teams can compete locally, regionally, nationally or internationally. Because of the greater distances, coaches, staff, volunteers and chaperones will often travel with the players.

- Team will provide advance notice before team travel. Travel notice will also include designated team hotels for overnight stays as well as a contact person within the team. This individual will be the point of contact to confirm your intention to travel and to help with travel details.
- Team will post specific travel itineraries when they become available. These will include a more detailed schedule as well as contact information for team travel chaperones. Teams will provide adequate supervision through coaches and other adult chaperones. Team will make sure that there is at least one coach or adult chaperone for up to eight players. If a team is composed of both male and female players, then we will arrange chaperones of both genders. However, we rely on parents to serve as chaperones and may be limited in providing this match.
- 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).
- Because of the greater distances, coaches, staff, volunteers and chaperones will often travel with the players. 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. All chaperones shall have been screened in compliance with the USA Hockey Screening Policy and all team drivers shall have been screened and the screen shall include a check of appropriate Department of Motor Vehicle records. A parent that has not been screened may participate in team activities and assist with supervision/monitoring of the players, but will not be permitted to have any one-on-one interactions with players.
- Players should share rooms with other players of the same gender, with the appropriate number of players assigned per room depending on accommodations.

Travel Policy

Team Travel (Continued)

- 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 will be made of each room by at least two properly screened adults.
- The team personnel shall ask hotels to block adult pay per view channels.
- 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.
- All players will be permitted to make regular check-in phone calls to parents. Team personnel shall allow for any unscheduled check in phone calls initiated by either the player or parents.
- Family members who wish to stay in the team hotel are permitted/encouraged to do so.
- The team will make every effort to accommodate reasonable parental requests when a child is away from home without a parent. If any special arrangements are necessary for your child, please contact the team personnel who can either make or assist with making those arrangements.
- Meetings do not occur in hotel rooms, but the team may reserve a separate space for adults and athletes to socialize.
- If disciplinary action of any kind 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 or chaperone will engage with alcohol or drugs while performing their coaching and/ or chaperoning duties.
- In all cases involving travel, parents have the right to transport their minor player and have the minor player stay in their hotel room.
- During team travel, coaches, team personnel and chaperones will help players, fellow coaches and team personnel adhere to policy guidelines, including, without limitation, the Travel Policy, Locker Room Policy and Reporting Policy.
- Prior to any travel, coaches will endeavor to make players and parents aware of all expectations and rules. Coaches will also support chaperones and/or participate in the monitoring of the players for adherence to curfew restrictions and other travel rules.

Travel Permission

The undersigned is the parent or legal guardian of the minor Participant identified below, who is a member of USA Hockey under the age of 18. This consent is provided pursuant to USA Hockey's SafeSport Program, and I acknowledge that USA Hockey's SafeSport Program (see www.usahockey.com/safesportprogram) contains policies that are intended to protect participants from abuse and risks of harm. Travel for hockey (whether locally to or from practices/games, or overnight for games or events), is a time with an increased risk for actual or perceived misconduct. It is recommended that the parent or guardian take the SafeSport Training offered by the US Center for SafeSport.

I understand that USA Hockey's SafeSport Policy includes the following restrictions related to adults traveling alone with minor Participants:

Coaches

For local travel, coaches shall not ride in a vehicle alone with a minor Participant unless (i) they are related to or the legal guardian of the minor Participant or (ii) emergency circumstances exist.

For team/overnight travel, coaches shall not travel alone with an unrelated minor Participant, and shall not share a hotel room or other sleeping arrangements with a minor Participant under any circumstances, unless the coach is the parent, guardian or sibling of, or is otherwise related to the minor Participant.

Other Applicable Adults

Applicable Adults refers to and includes (i) adult members of USA Hockey who have regular contact with minor Participants, (ii) adults authorized by a USA Hockey program to have regular contact with or authority over minor Participants, and (iii) adult staff and board members of a Member Program.

Applicable Adults (other than coaches) may ride in a vehicle alone with a minor Participant only if (i) the Applicable adult is related to or the legal guardian of the minor Participant, (ii) emergency circumstances exist, or (iii) the parent/legal guardian of the minor Participant has agreed in writing in advance of each local travel for the minor Participant to ride in a vehicle alone with the Applicable Adult.

For team/overnight travel, except in rare circumstances where other reasonable travel options are not available, Applicable Adults other than coaches shall not travel alone with an unrelated minor Participant, and in all such circumstances the Applicable Adult shall obtain the written permission of the minor Participant's parent/legal guardian in advance of such travel.

Regardless of gender, Applicable Adults shall not share a hotel room or other sleeping arrangement with a minor Participant unless the Applicable Adult is the parent, guardian or sibling of or is otherwise related to the minor Participant, or if the minor Participant's parent(s)/legal guardian provides written consent to such an arrangement in advance.

Travel Permission

EXAMPLE TRAVEL PERMISSION SLIP BELOW

Permission for Travel with an Unrelated Applicable Adult

I, _____ am the parent or legal guardian of _____ and have had the opportunity to review and become familiar with the USA Hockey SafeSport Program policies, which can be found at www.usahockey.com/safesportprogram, and give my express written permissions for an unrelated Applicable Adult to (check applicable boxes and complete blanks):

- To provide local transportation alone with my minor child from _____ to _____ on _____ (date)
- To travel with my minor child to the following event: _____ taking place in _____ over the following dates: _____
- To share a hotel room or other sleeping arrangements with my child during the following event _____ over the following dates: _____

I acknowledge that this written permission is valid only for the transportation or travel on the specified date(s) and to the specified location. If I am signing and submitting this consent electronically, I acknowledge that my electronic signature shall have the same validity, force and effect as if I signed the consent by hand.

Parent/Legal Guardian Signature: _____ Date: _____

IIF Billet Policy

First and foremost, the billeting policy of USA Hockey is the primary authority on billeting practices in all IIF programs. It is expected that all members of program administration and management will be knowledgeable regarding this policy and those terms and conditions specific to IIF programs below.

All billet families will be coordinated between the head coach and the IIF Billet Coordinator. The IIF Billet Coordinator will serve as the primary conduit of all functions of the billeting process, including but not limited to:

- Understanding and following all USA Hockey protocol related to billeting.
- Creating and maintaining billet packets (hard copy or online) that contain all required information and documentation for each billet relationship, for both the billet and athlete's family.
- Creating and maintaining files on each billeted player that includes copies of all required information and documentation.
- Maintaining the CAHA Billet Coordinator database for each program and providing it to the CAHA SafeSport Coordinator as requested for auditing purposes.
- All communication pertaining to the billeting arrangement between the billet and athlete's family, as well as the head coach of the team, must be initiated by or through the Billet Coordinator or copied to the Billet Coordinator and maintained in the athlete's file with the program.

Billet Coordinator Contact

Bridget Hopkinson | bhopkinson@therinks.com | 1.714.692.8776 x.10

IIF Billet Policy

Billeting Policy (Continued)

- Billet families and the player and player's parents shall all sign an agreement with the Member Program and/or team that they will comply with the terms and conditions of the Billet Policy, the USCSS Code and the USA Hockey SafeSport Handbook.
- As required by the jurisdiction where the player is billeted, the player's parents shall sign and provide a power of attorney and/or guardianship (as necessary by applicable state law) to the billet family adults to allow for them to make emergency medical and schooling decisions.
- Each Member Program or team shall have a Billet Coordinator who shall be responsible for overseeing compliance with the Billeting Policy, the USCSS Code and all USA Hockey SafeSport Policies.
- No more than two players may be housed with any one billet family (At the Junior level, there may be exceptions to the number of players permitted in one billet home if approved by the USA Hockey Junior Council).
- Owners, coaches, team/program management and staff are not allowed to host or billet players.
- Minors must be placed with a billet family and may not reside in an apartment or home solely with other players.
- All adults living in the household of the billet family must be registered with USA Hockey Screening Policy, and must complete the SafeSport Training in compliance with Section II, including any additional screening procedures as mandated by the Organization. Proof that these requirements have been met must be received by the team's Billet Coordinator prior to the player moving in with the family.
- It is strongly recommended that all billet families be two-parent homes. However, single parent billet families may be acceptable, but the organization or team shall take additional reasonable steps to regularly monitor the billeting arrangement and its compliance with USA Hockey SafeSport Policies.
- The Member Program or team will have a mandatory curfew for all billeted players. The host family may have an earlier curfew.
- Players must agree to comply with the house rules of the billet families, including curfews, chores, telephone usage, etc. Complaints about unusual rules shall be addressed with the Member Program/team Billet Coordinator.

IIF Billet Policy

Billeting Policy (Continued)

- Players will not stay overnight at any other home except with the permission of the player's parents and advance notification to the billet family and Member Program or team Billet Coordinator.
- Players are not to drive billet family vehicles without automobile liability insurance as required by applicable state law, and documentation and approval of the billet family.
- The Member Program's/team's billeting policy will include requirements that the billet family maintain appropriate homeowners/renters' insurance.
- Players living with a billet family will be permitted to make regular check-in phone calls to parents. Team personnel and billets shall allow for any unscheduled check-in phone calls between the player and parents.

All participants of the billet program will be required to separately agree to our billeting policies and protocols prior to participating.

Billeting is governed by USA Hockey's SafeSport program as required by federal legislation under the U.S. Center for SafeSport. Should any violation of the USA Hockey Billet Policy or the IIF Billet Policy, or a violation of any other governing policy of USA Hockey, CAHA or the IIF related to a billeted athlete occur, the athlete could be removed from the billet household and either placed with another billet family or returned home, depending on the nature of the violation.

Locker Room Policy

IIF Locker Room Policy

IIF adheres first and foremost to the locker room policies under the federally mandated SafeSport Program as a means 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, IIF has adopted the following locker room policy. This policy is designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms.

- Great Park Ice has 17 locker rooms available for our program's use. Each of the locker rooms shares a restroom and shower area with one or more locker rooms.
- Anaheim ICE has 8 locker rooms available for our program's use. Each of the locker rooms shares a restroom and shower area with one or more locker rooms.
- Westminster ICE has 4 locker rooms available for our program's use. Each of the locker rooms shares a restroom and shower area with one or more locker rooms.
- Yorba Linda ICE has 5 locker rooms available for our program's use.
- Lakewood ICE has 12 locker rooms available for our program's use. Each of the locker rooms shares a restroom and shower area with one or more locker rooms.
- Poway ICE has 4 locker rooms available for our program's use. Each of the locker rooms shares a restroom and shower area with one or more locker rooms.

Some teams in our program may also occasionally or regularly travel to play games at other arenas, and those locker rooms, rest rooms and shower facilities will vary from location to location. IIF team organizers will attempt to provide information on the locker room facilities in advance of games away from our home arena. At arenas for which you are unfamiliar, parents should plan to have extra time and some flexibility in making arrangements for their child to dress, undress and shower if desired.

Locker Room Policy

Locker Room Monitoring

IIF has predictable and limited use of locker rooms and changing areas (e.g., generally 30-45 minutes before and following practices and games). This allows for direct and regular monitoring of locker room areas. USA Hockey's Locker Room Policy requires that one adult locker room monitor (preferably two), trained in SafeSport and background screened, will monitor the locker room from directly inside the locker room (best practice) or at the very least from the immediate vicinity outside the locker room (near the door within arm's length and so that the monitor can sufficiently hear inside the locker room) who also regularly and frequently enters the locker room to monitor the activity inside. The locker room monitor also ensures that only participants (coaches, players, managers, approved team personnel) are permitted in the locker room. Family members may be allowed in the locker room at the younger age groups when assistance in dressing is needed, as determined by the head coach. Team personnel will also secure the locker room appropriately during times when the team is on the ice.

Parents in Locker Rooms

Except for players at the younger age groups (12 and under), we discourage parents from entering locker rooms unless it is truly necessary. If a player needs assistance with his or her uniform or gear, if the player is or may be injured, or a player's disability warrants assistance, then we ask that parents let the coach know beforehand that he or she will be helping the player. Naturally, with our youngest age groups it is necessary for parents to assist the players getting dressed. We encourage 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. In circumstances where parents are permitted in the locker room, coaches are permitted to ask that the parents leave for a short time before the game and for a short time after the game so that the coaches may address the players. As players get older, the coach may in his or her discretion prohibit parents from a locker room.

Locker Room Policy

Mixed Gender Teams

Some of our teams consist of both male and female players. It is important that the privacy rights of all of our players are given consideration and appropriate arrangements made. Where possible, IIF 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 of our players.

Prohibited Conduct and Reporting

IIF 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 IIF 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 should email the IIF SafeSport Coordinator at safesportconsultant@gmail.com.

Cell Phones and Other Mobile Recording Devices

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras, are not permitted to be used in the locker rooms.

Social Media Policy

Social Media and Electronic Communications Policy

As part of IIF's emphasis on safety, communications involving any Participant, and especially minor Participants, should be appropriate, productive, and transparent. Effective communication concerning travel, practice or game schedules, and administrative issues among coaches, administrators, players and their families is crucial. However, the use of mobile devices, web-based applications, social media, and other forms of electronic communications increases the possibility for improprieties and misunderstandings, while also providing potential offenders with unsupervised and potentially inappropriate access to minor Participants. The improper use of social media, mobile and electronic communications can result in misconduct. Adherence to the Social Media and Electronic Communications Policy helps reduce these risks.

Electronic Communication

All electronic communication originating from Applicable Adults to minor Participants must be professional in nature. Absent emergency circumstances, if an Applicable Adult with authority over minor Participants needs to communicate directly with a minor Participant via electronic communications (including social media), the Minor's parent must be copied. If a minor Participant communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor Participant with a copy to another Applicable Adult or the minor's legal guardian. When an Applicable Adult with authority over minor Participants communicates electronically to the entire team, said Applicable Adult must copy another adult. Pursuant to these requirements, all electronic communication between coach and player must be for the purpose of communicating information about team activities. Coaches, players and all team personnel must follow common sense guidelines regarding the volume and timing of any allowed electronic communication. All content between coaches and players 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 email, text, social media, or similar communication must also copy or include the player's parents.

Email, Text Messaging and Similar Electronic Communications

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

Social Media Policy

Social Media

IIF recognizes social media makes it easy to share ideas and experiences. USA Hockey recognizes, however, that social media, mobile and other electronic communications can be especially concerning where minor Participants are involved. Coaches are prohibited from having minor Participants joined to or connected through their personal Facebook page, Instagram or any other similar social media application. To facilitate communication, an official organization or 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 the team through that site. All electronic communication of any kind between coach (and any Applicable Adult) and a minor Participant, including use of social media, must be non-personal in nature and be for the purpose of communicating information about team activities or for team oriented motivational purposes.

Web-Based Conferencing and Similar Communications

Coaches, team managers, and others may use web-based conferencing software (i.e. Zoom, Google Hangouts, Microsoft Teams) to meet with, train, or otherwise communicate with minor Participants. All web-based conferencing of any kind between a coach (or any Applicable Adult) and a minor Participant must be non-personal in nature and be for the purpose of training, communicating information about team activities or for team-oriented motivational purposes. Any invitation to such communication to any minor Participant must include the player’s parents or legal guardians and must adhere to all of the requirements found elsewhere in this Handbook as if the virtual meeting were being held in person, including the SafeSport One-on-One Interactions Policy and the Minimum Attire Policy (found at USAHockey.com/AnnualGuide). Virtual lessons or live stream videos should be observable and interruptible by another adult, such as another coach or parent. Coaches, team managers, and players may send pre-recorded technique or training videos, but must copy at least one other Applicable Adult.

Social Media and Group Chats Among Players

Minor hockey players often create group chats through texting or other social media applications. Such group chats are concerning because Minors may engage in bullying behavior, sexual misconduct, harassment, threats, discriminatory and other inappropriate conduct that may violate policies of USA Hockey. Group chats among Minor hockey players should be supervised by an adult to mitigate these risks.

Social Media Policy

Request to Discontinue All Electronic Communications or Imagery with Athlete

Following receipt of a written request by the parents of a minor Participant that their child not be contacted through any form of electronic communication by coaches or other adults in the program, IIF, the team, coaches and administrators shall immediately comply with such request without any repercussions for such request.

Abuse and Misconduct

Social media and other means of electronic communication can be used to commit abuse and misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by any employee, volunteer, independent contractor or other Participant of a USA Hockey Member Program will not be tolerated and are considered violations of USA Hockey's SafeSport Program.

Any player, coach or staff member who violates this Social Media and Electronic Communications Policy is subject to appropriate disciplinary action, including but not limited to suspension, permanent suspension and/or referral to law enforcement authorities.



U.S. CENTER FOR
SAFESPORT

Reporting Guidelines

Oversight

The SafeSport program is part of federal legislation and falls under the oversight of a federally designated organization (USCSS). S.534 - Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017

Compliance

IIF programs are solely responsible for its membership's compliance with SafeSport. As members in good standing with USA Hockey and California Amateur Hockey Association, IIF programs must agree to the terms and conditions at the time of CAHA annual member registration renewal.

MANDATORY - How to Report - Physical or Sexual Abuse ONLY

- 1** Call Child Protective Services or local law enforcement
- 2** Notify the U.S. Center for SafeSport by telephone: 720-524-5640 or online at [SafeSport.org](https://www.safesport.org)
- 3** Notify your Club/Program SafeSport Coordinator: safesportconsultant@gmail.com
- 4** Notify the CAHA SafeSport Coordinator: cahajaime@gmail.com

Note: The U.S. Center for SafeSport is only contacted for reports of physical and sexual abuse. In some cases, the Center will refer reports of physical abuse back to USA Hockey for further investigation and resolution.

All other suspected violations of the SafeSport Policy:

Notify your Club/Program SafeSport Coordinator: safesportconsultant@gmail.com

Notify the CAHA SafeSport Coordinator: cahajaime@gmail.com; OR

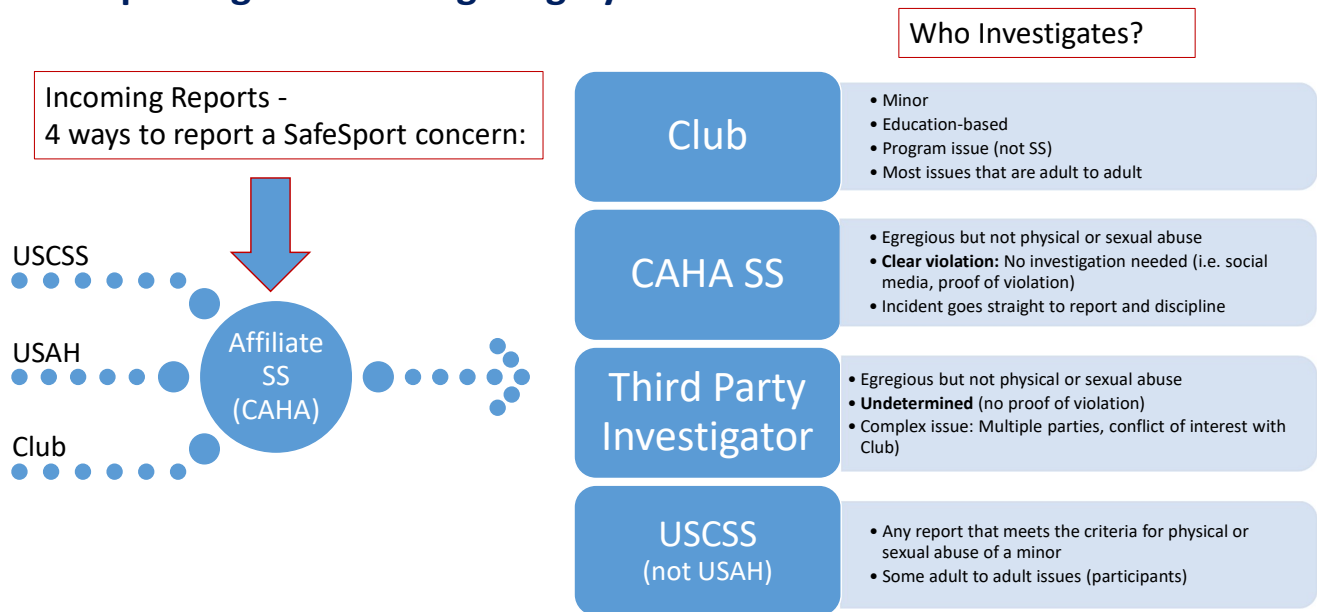
File a report online with USA Hockey: <https://www.usahockey.com/makingareport>

Remember: ALL SafeSport activity must be reported to CAHA as the state affiliate.



Reporting Guidelines

The Reporting and Investigating Cycle



Receipt & Acknowledgment

Receipt and Acknowledgment of IIF Manual, Policies and Procedures Acceptance and Agreement

I, the undersigned below, on behalf of myself and my participating child whose name is written below, acknowledge that I have received and read the IIF Hockey Handbook and agree to be bound by its terms. I further agree that prior to my child's participation in an Irvine Ice Foundation ("IIF") program that I will ensure my child understands the portions of the [insert name of the handbook] that applies to him/her, including without limitation, the players' code of conduct, locker room policy, social media policy and travel policy. I agree that my child and I will comply with all IIF and USA Hockey rules, policies, procedures, guidelines and findings at all times and that failure of me, my child, or my child's other parents or guardians to comply with the above may result, in IIF's discretion, discipline, suspension or termination from participation in IIF programs. By signing below, I represent that I am the parent or legal guardian of the child named below.

Name: _____ Title/Position: _____

Signature: _____ Date: _____

If a minor, Parent/Guardian Signature: _____ Date: _____

