



Rutland Amateur Hockey Association (RAHA)

Handbook/Policies & Procedures for the 2023/24 Season

Welcome! The Rutland Amateur Hockey Association, (RAHA) would like to welcome you to another great season of youth hockey. The Board of Directors welcomes the participation of your family in the association. The purpose of this handbook is to help provide insight into our Policies and Procedures and make your experience with RAHA more rewarding by offering information about our program.

RAHA exists to provide a constructive recreational opportunity for our children that will have a positive effect on their development. The goal is to create an environment in which the participants may challenge themselves physically, build confidence, and learn sportsmanship, teamwork, and fair play. The personal commitment to these values by every member of the association is fundamental to the continued success of RAHA and the enjoyment of all its participants.

RAHA is an all-volunteer organization including elected officers, a Board of Directors, committee members, coaches, team coordinators, and parents. In the very near future, we will all be very busy with practices, games, and many other tasks required to make the program work. As such, each Association Member is expected to volunteer in some capacity (e.g., time clock, scoresheet, penalty boxes, contact tracing screening, etc.). Specific volunteer roles will be determined at the individual team level. On behalf of the children in our association, the Board wishes to express our appreciation in advance to each parent for volunteering their time. It is your dedication and hard work that will make this season rewarding and memorable for the children. You make it all possible and we are looking forward to a great season.

About the Rutland Amateur Hockey Association

The Rutland Amateur Hockey Association was founded in 1972 and incorporated as a non-profit organization. The majority of our players reside in Rutland County. All players must be US citizens to be eligible to participate in the Rutland Amateur Hockey Association or as approved by the Board of Directors. A Board consisting of four elected officers, and 8 appointed officers govern RAHA. The bylaws of the association are available on our website. RAHA is an affiliate of the Vermont State Amateur Hockey Association, (VSAHA), and USA Hockey. USA Hockey is the governing body of amateur hockey in the United States from local associations, like ours, right up through the US Olympic Team.

RAHA offers programs from Little Bruins to competitive travel programs through 14U. Our home ice arenas are Giorgetti and Spartan Arenas, and we have a strong affiliation with Castleton University. We are an intermediate-sized organization in the Vermont State Amateur Hockey Association with over 100 registered participants and an annual operating budget of approximately \$100,000. The vast majority of funding comes from program fees. Parent involvement in fundraising is essential to keeping the program

affordable. Board Member Information Current Board Member Information can be found on the RAHA Website: Website address: www.rahavt.org

Executive Board

The Executive Board consists of the President, Vice President, Treasurer and Secretary. These positions are voted on at the Annual Meeting by current Association Members in good standing. Please refer to the RAHA bylaws for full description of these positions.

Appointed Officers

The following Officer positions are appointed by the Executive Board: Registrar, Safety Officer, Player Agent, Scheduler, Fundraising, Coaching Coordinator, Marketing/Public Relations, Growth Coordinator, Tournament and Special Events Coordinator and At Large. Please refer to the RAHA bylaws for full description of these positions.

RAHA Board Meetings

Board of Directors meetings are held on the second Thursday of each month unless altered due to holiday, schedule or venue conflicts. Board meetings are open to all RAHA Association Members in good standing. Participation is strongly encouraged. Bring your feedback and ideas forward in a positive environment to identify opportunities to contribute to the organization and lead it into the future.

USA Hockey

USA Hockey is this country's national governing body for the sport of ice hockey. In this role, USA Hockey provides a registrar to register teams and a risk manager to oversee liability and safety programs. USA Hockey studies and makes recommendations for protective equipment and provides an insurance plan covering excess medical and liability among other services. For coaches and officials, USA Hockey conducts Coaching and Officiating Education Programs. USA Hockey also promotes uniformity in playing rules and the interpretations of those rules. USA Hockey requires all coaches and volunteers to complete and annual SafeSport training and bi-annual background checks to be eligible to coach, be a locker room parent, or Board Member. USA Hockey also requires coaches to be current on age specific modules and CEP certification. The RAHA Safety Officer oversees compliance with these requirements.

RAHA Philosophy, Values and Objectives

RAHA's philosophy is to provide a foundation for the growth and development of the participants, designing programs aimed at improving skills and providing a responsive environment for the conduct of youth hockey. Primary emphasis is on the development of skills, sportsmanship and teamwork, and a de-emphasis on excessive competition and a win-at-all-costs attitude. To assist in guiding the association's members in their planning, programming, and play, both now and in the future, this association has espoused the following values:

- Sportsmanship - Foremost of all values is to learn a sense of fair play. Become humble in victory and gracious in defeat. Foster friendship with teammates and opponents alike.
- Integrity - Seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.
- Respect for the individual - Treat all others as you expect to be treated.
- Pursuit of excellence - Each member of the organization, whether player, volunteer, or staff, should seek to perform, each aspect of the game, to the highest level of his or her ability.

- Teamwork - We value the strength of learning to play together. The use of teamwork is reinforced and rewarded by success in the hockey experience.
- Enjoyment - It is important for the hockey experience to be fun, satisfying and rewarding for all participants. Our Philosophy and Values are reinforced through the following objectives
- To make every possible attempt to provide everyone, at all skill levels, with a place to play.
- To provide programs that encompass fairness to all participants, promote fair and safe play, and teach sportsmanship.
- To permit volunteers, including coaches, in the community who demonstrate qualities conducive to being role models to the youth, in the sport of hockey.
- To support programs that train and educate players, coaches, parents, officials, and volunteers.
- To partner with parents by practicing open communication through parent meetings as well as by being available to answer questions and address problems throughout the season.
- To promote and publicize our programs and to seek out financial support when possible.

RAHA Programs

- Little Bruins/Learn to Play: This program is offered to new, first-time participants who have not been registered to a USA Hockey sanctioned program. Little Bruins provides the opportunity for participants to develop fundamental skills of hockey. This is a popular program for very young players and families to see what hockey is all about. It is an excellent platform that serves as a stepping stone to Mite Lites. Hockey equipment is provided for use for the duration of the program. Little Bruins/Learn to Play meets once per week for a 1-hour session in October. Upon program completion, the player has the option to join Mite Lites.
- Mite Lites: This is an introductory program youth under 8 that are new to hockey. This program focuses on the basic fundamental skills of hockey. Significant emphasis is placed on fun and overall familiarization with skills such as skating, shooting, and passing. This program also aims to build confidence in a player's progressing abilities in order to prepare for the 8U level. This program typically practices in a 1-hour session twice per week and the season runs from approximately early November through February. There is no travel or competitive games in this group. There may be an occasional intra-squad scrimmage. This is intended to be a one season program for players ages 6 and under.
- 8U House: This program is intended to provide opportunities to play for enjoyment, fitness and fellowship. Skill development and team concepts are stressed, rather than competition. This program will skate an average of 2 one-hour sessions per week with our 8U Travel Program for approximately 16 weeks. They may play up to 10-15 cross-ice scrimmages over the course of the season. A few optional away tournaments may be offered throughout the season for additional fees. There may be a House Mite Jamboree at the end of the season where each team will play games over the course of a weekend.
- 8U Youth Travel: The 8U Travel program focuses on skill development, fun, and de-emphasis competition for the sake of more balanced player development. 8U Travel teams will typically practice two times per week and have at least one weekend game. The game format will be 3 on 3 cross ice. Optional away tournaments may be offered throughout the season for additional fees. There will be a Travel Mite Jamboree at the end of the season where each team will play games over the course of a weekend.

- Travel Teams (10U Youth, 12U Youth, 14U Youth boys, girls, and co-ed teams): These programs provide an opportunity for higher-level skill development for players who have the desire and ability for a competitive experience. A balance of winning and sportsmanship is stressed. Travel is required for competition with other teams within the Vermont State Amateur Hockey Association. Teams will likely choose to travel within New England, New York, and Canada to play in one or two away tournaments during the season. Travel Teams at the 10U, 12U and 14U age brackets are rated or “tiered” according to overall skill level of the team. RAHA submits the initial tiering to VSAHA at the onset of the season. Teams may change tiers based on team records, recommendations and/or petitions. VSAHA has the ultimate authority to designate a team to a specific tier. Here is what to expect at each tier:
 - Travel Tier II - At this level you will typically practice three times a week and play 2-3 games per weekend. There may be away tournaments requiring travel over a weekend. This level will participate in the VSAHA State Tier II Tournament. These teams are required to participate in Regional and National Level Tournaments if qualified for age 10U and older.
 - Travel Tier III - At this level you will typically practice twice a week and play 2-3 games per weekend. There may be away tournaments requiring travel over a weekend. This level will participate in the VSAHA State Tier III Tournament. These teams are required to participate in Regional and National Level Tournaments if qualified for age 10U and older.
 - Travel Tier IV - At this level you will typically practice twice a week and play 2-3 games per weekend. There may be away tournaments requiring travel over a weekend. This level will participate in the VSAHA State Tier IV Tournament.

Travel teams play in at least 20 games, and up to 35-40 games per season. Each player must play in 10 regular games during the season to qualify to play in the State Tournament.

RAHA Program Fees

Program fees are established to cover actual team costs including practice ice, home game ice, referees, insurance, administration, and state tournament entry fees. RAHA does not pay for away game ice.

Away Tournaments: Travel teams may choose to attend tournaments during the season. Team tournament fees range from \$700 - \$1500. RAHA will provide funding to each team up to a certain amount, as agreed upon by the Board of Directors, to attend a tournament(s) as decided by the team’s head coach. Parents cover any additional costs of the team entry fees above what RAHA contributes, and their own travel expenses.

RAHA will cover team entry fees for the USA Hockey state, regional and national tournament upon team qualification.

Fee Payment: Skaters that have not paid their fees or committed to a payment arrangement for the current season by December 15th will no longer be eligible to participate in practices or games, including the State Tournament as they will be placed on the Outstanding Debt List (ODL). Any fees paid to that point are non-refundable.

Registration: Families are encouraged to pay program fees in full at the time of player registration by paying online. Monthly installments may be arranged with the RAHA Registrar. Players who are on the ODL from the previous season(s) will not be permitted to register for the following or subsequent

seasons until those outstanding debts are paid in full. Players transferring from another organization must have a signed release at registration.

Recruitment Discount: For players who recruit one or more new players to the RAHA program who have paid their registration fees will receive a \$50 discount/refund on the registration fee. The \$50 is the sum regardless of how many additional players are recruited.

Scholarships: RAHA sets aside a fixed amount of funds as agreed upon by the Board of Directors to reserve for families in need of financial assistance. A scholarship application must be submitted to the Scholarship Committee by September 15th who will determine what amount can be provided. Full or partial scholarships should not be considered guaranteed on submission of the application or if scholarships have been received in previous years.

Refunds: RAHA does not typically issue refunds once a player is registered given the logistics associated with the season but does recognize there may be extenuating circumstances in which a player needs to withdraw for part of or the entire season after registering (e.g., hospitalized, parental loss of employment, pandemic, etc.). Please note events such as vacations and other leisure activities that require the player to be absent for a period of time and who wish to fully withdraw from the entire or part of the season are not eligible for refunds.

Refund requests may be submitted to the Board of Directors. If a refund is approved, refund amounts will be divided out at even increments based on months of the season. For purposes of clarification, the season is October 1 through February 29 (5 months) for all levels. A new month starts on the 1st and players are considered to be enrolled for that month on this day (e.g., A player who is rostered on Nov. 1 is considered paid through November and will not be eligible for the November refund amount if they withdraw at any point thereafter in the month of November). For example, a 12U player registers for the season in full at \$750 ($\$750 / 5 \text{ months} = \$150.00/\text{month}$) and withdraws in December. The refund amount of refund is \$300 (January and February). For those on an installment plan, refund rates will apply to what has been paid, if applicable. Scholarship amounts awarded or discounted rates are not considered or calculated as part of the refund. Players who have transferred out of the organization after the season start or who have missed play due to disciplinary action are not eligible for refunds. Once a refund has been issued, that player is not eligible to return until the next season.

RAHA Fundraising

RAHA has an organized fundraising committee with an objective to raise funds from individual, corporate and business sponsors. This is done through a series of events and activities. The goal of the RAHA fundraising committee is three-fold.

- Make the sport of organized hockey more accessible the community's youth.
- Raising sufficient funds to allow RAHA to maintain reasonable program fees and fund a scholarship program for those needing assistance.
- Provide a fun and quality experience in the development of fitness, sportsmanship and hockey knowledge and skills in the communities' youth.

Funds raised are used to assist in the general operating expenses of RAHA.

Evaluation Process

RAHA has developed an evaluation process for tryouts that is intended to place players on age-appropriate tiered teams matching the individual skills and competitive level of each child. Great care is

taken to ensure that the process is as impartial as possible. RAHA's Youth Hockey Committee administers evaluations and utilizes independent evaluators from outside the organization to objectively evaluate each of the players. Additionally, RAHA will utilize members of our coaching staff to provide subjective input on the results of the tryouts. Each player is given the opportunity to perform at their highest level, in a fair and open chance to compete for a position on each team for which they are eligible. RAHA adheres to an open tryout at all levels; a player is not guaranteed a position on their previous year's team. If a player is unable to tryout due to injury or other absence, then their placement will be determined on a case-by-case basis. VSAHA requires that all players play at their age-appropriate group as outlined by USA Hockey. No player in any age group will be allowed to 'play up' without approval by the RAHA Board of Directors and subsequently the VSAHA Board of Directors. This process must be completed by October 1st of the current playing season.

Rutland Amateur Hockey Association Policy on Sports Conduct Preamble and Core Values

The Rutland Amateur Hockey Association ascribes to the Codes of Conduct of USA Hockey. All players will read, review, and sign the USA Hockey Code of Conduct form during the registration process. Sportsmanship is a cornerstone of fair and competitive play and RAHA expects all its players, coaches, volunteers, and parents to conduct themselves in a manner that supports this ideal. As a member of RAHA, we all must show:

- RESPECT FOR THE INDIVIDUAL - Treat all others as you expect to be treated. Get along with your teammates. Respect your coaches, teammates, parents, opponents, officials, and property.
- INTEGRITY - We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game. Learn the rules and play by them.
- PURSUIT OF EXCELLENCE AT THE INDIVIDUAL, TEAM AND ORGANIZATIONAL LEVELS - Each member of the organization, whether player, volunteer or staff, should seek to perform each aspect of the game to the highest level of his or her ability.
- ENJOYMENT - It is important for the hockey experience to be fun, satisfying and rewarding for all.
- LOYALTY - We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.
- TEAMWORK - We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience. Put The needs of the team come first and foremost.
- COMMITMENT – Understand the commitment to your team, teammates, coaches, and yourself. Work hard to improve your skills. Be on time for practices and games.

Expectations of Parents

Each parent is expected to be familiar with the Core Values and their place in the organization. The Core Values will be reviewed among Coaches, teammates and Parents/Guardians at the first team meeting of each season. Parents are expected to review and sign the USA Hockey Parental Code of Conduct at time of registration. Please remember everyone involved, from the individuals who serve on its executive board, to the coaches who spend countless hours working with the players in practices and games, is a volunteer. As such, RAHA expects parents to:

- Lead by example. Encourage playing by the rules, fair play, applaud good plays from both teams and respect the decisions of officials and coaches.
- Make it fun and support them. Children participate in organized sports for their enjoyment.
- Encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice, or other youth sports event.

- Emphasize skill development and practices and how they benefit the 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.
- Recognize the importance of volunteer coaches. They are important to the development of your child and the sport. Communicate with them and support them.
- Remember the game is for the children, not the adults.
- RAHA, consistent with USA Hockey's Zero Tolerance Policy, requires all parents/spectators to maintain sportsmanlike behavior and preserve the educational atmosphere before, during and after all USA Hockey sanctioned games and RAHA events (practices, meetings, games, etc.). RAHA wants the hockey experience to be rewarding for your child. As a parent, you can help to ensure that it is in many ways.
- Volunteer to help with the many tasks required to make our programs successful.
- Be sure that your child wears properly fitting equipment.
- Ensure that your child attends all practices and games.

Become a Team Parent: The Team Parent assists the head coach by communicating team news and information to the parents of the players, organizing team events, scheduling parent participation and managing the rotation of game assignments including clock, timekeeper, penalty box attendants and locker room monitors. The Team Parent relieves the head coach of the administrative tasks and allows them to focus on player development. The team parent also maintains the team binder with the official state roster, Code of Conduct forms and consent to treat forms for all players and coaches, game sheets and the tally for state games.

Expectations of Players

Rutland Amateur Hockey Association is dedicated to introducing the game of hockey to young men and women and their families. We expect the pursuit of hockey excellence will be accompanied by appropriate sports behavior and respect for every individual as described in the various USA Hockey Codes of Conduct.

RAHA, consistent with USA Hockey's Zero Tolerance Policy, requires that players maintain sportsmanlike behavior and preserve the educational atmosphere before, during and after all USA Hockey sanctioned games and RAHA events (practices, meetings, games etc.) Each player is expected to be familiar with the core values and their place in the organization.

Participation Standards for Players

1. Arrive to practice on time and on the ice in full gear at the start of practice. Parents are responsible for getting their child ready to get on the ice
2. If a player is not able to make a practice or a game, the player or parent are responsible for notifying a coach.
3. Players are expected to participate in practice – active listening and full effort. Ice time is a valuable commodity we cannot afford to waste with players that do not participate fully on the ice or distract their teammates when instruction is being provided (e.g., excessive talking to a peer, playing with pucks, etc.).

4. RAHA jerseys need to be treated with respect. Game jerseys and socks are not to be worn at practice unless specifically requested by the coach. The Board of Directors may require purchase of a new set of jerseys and/or socks if those belonging to a player are not presentable.
5. Teams work towards peaking as a team for the State Tournament at the end of the season. To ensure the best possible success of each team, players should make every effort to be available for all state tournament games.

Expectations of Coaches

Each coach or administrator is expected to be familiar with these values and their place in the organization. Rutland Amateur Hockey Association is dedicated to introducing the game of hockey to young players and their families. We expect the pursuit of hockey excellence will be accompanied by appropriate sports behavior and respect for every individual as described in the various USA Hockey codes of conduct.

- Winning is a consideration, but not the only one, nor the most important one. Coaches care more about the child playing and developing than winning the game.
- Be a positive role model to your players, display emotional maturity and be alert to the physical safety of players.
- Coaches are responsible for knowing, understanding, and following all rules of the game.
- Coaches are responsible for the conduct of their players. Whenever a player exhibits unsportsmanlike behavior, it is the responsibility of the coach to address the behavior and put an end to it.
- Game officials (on and off ice) shall at all times be treated in a professional and courteous manner. It is the responsibility of the host coach to ensure the safety and well-being of these officials in the host facility.
- Maintain an open line of communication with their player's parents. Explain the goals and objectives of the association and the team.

RAHA, consistent with USA Hockey's Zero Tolerance Policy, requires all coaches maintain sportsmanlike behavior and preserve the educational atmosphere before, during and after all USA Hockey sanctioned games and RAHA events (practices, meetings, games, etc.). All coaches will abide by the standards contained in the Coaches Policy on Sports Conduct and Responsibilities. If the standards are violated, the coach may be subject to immediate suspension or dismissal as a coach. Coaching is a privilege and not a right. All coaches must adhere to the USA Hockey coaching education requirements as defined by VSAHA and USA Hockey. This includes but not limited to SafeSport certification for the current playing season, completion of age-specific modules, current CEP as defined by USA Hockey, and a clear background check.

Coaching Responsibilities

Working with young people is both a responsibility and a privilege, the importance of this position of authority and leadership cannot be underestimated. The following is a list of examples of a coach's responsibilities.

Administrative Duties

- All coaches will attend all meetings held by the RAHA Head Coach.
- Conduct an organizational meeting for parents and players prior to the first game of the season.

- Prepare and organize ADM style practices that are fun and challenging for your players. Familiarize yourself with the rules, techniques, and strategies of hockey; encourage all your players to play as a team. Coaching/Mentoring
- Encourage participation of every player in practices and games.
- Emphasize good sportsmanship on and off the ice.
- Stress the importance of teamwork.
- Treat all players equally.
- Stress FUN and skill development over winning.
- Provide each player with fair and equitable ice time.
- 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 them the basics. Encourage Healthy Lifestyles
- Help players develop physically by learning skills, improving conditioning, develop good health habits, and avoiding injuries
- Help players develop psychologically by learning to control their emotions and develop feelings of self-worth.
- Be concerned with the overall development of your players, stress good healthy habits and clean living.
- Use of tobacco products while in the presence of players is prohibited.
- Consumption of alcoholic beverages prior to practices and/or games is prohibited.

Role Models

- Lead by example – maintain a positive attitude towards referees, parent, players, and other coaches.
- 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; do not yell at players.
- Coaches should never teach their players tactics or skills designed to circumvent the intent of the rulebook and the standards of fair play. The rules exist to protect players and provide a common standard by which final results will be determined.
- Coaches should be sensitive to the impropriety of private meetings with on-ice officials before, during, or after the contest, without the presence of a representative of the opposing team.
- Coaches wishing to express displeasure with an official's conduct must follow the proper procedure, as established by VSAHA, and at no time will the media be used to criticize an official.

Coaching Selection Process

The Youth Hockey Committee will conduct the coaching selection process. Interested candidates will submit indicate their interest to the Youth Hockey Committee/Coaching Director. The Youth Hockey Committee/Coaching Director will then compile a list of interested candidates. The Coaching Committee will meet to review the names of prospective coaches and develop a list of potential candidates, based on the criteria listed below. This will help expedite the process when the teams are selected after player evaluations. No coaches will be assigned to a team until evaluations are complete. The Coaching Committee will select all head coaches. Head coaches will choose their staff. Each team will have a Head Coach and no more than three assistant coaches (the number of assistant coaches will be at the discretion of the head coach). These will be the only coaches allowed on the bench during games. It is at

the discretion of the Head Coach if they allow another coach on the ice during practice. Rostered assistant coaches have priority for games, over non-rostered coaches.

The goal of the Youth Hockey Committee is to select coaches who best exemplify the values of RAHA, VSAHA, and USA Hockey. Below are listed items of consideration during the process. These are meant as criteria guidelines, but they are not followed in any order nor are they weighted in any particular way.

Examples of Selection Process Criteria:

- USA Hockey Certification and level obtained
- Years of coaching experience in RAHA (outside of RAHA and other sports)
- Recommendation from other coaches, players, and/or parents
- Participation in the growth and operation of the organization as a whole
- Attitude and enthusiasm
- Follow core values of the organization and USA Hockey
- Disciplinary action history
- Input obtained by committee members from other associations
- Past coaching history in hockey
- Knowledge of hockey
- Love of the game
- Desire to teach players skills for life (physical and psychological)
- Honesty
- Teaching skills
- Listening skills
- Coaching skills
- Communication skills with parents, players, and other team officials
- Desires and expectations of candidates
- Ability of child to play at the level applied for.

No candidate is guaranteed a coaching position from year to year. Not all coaching candidates will be selected to coach. Coaching is a privilege, not a right. The Youth Hockey Committee will do its best to select the best candidates for each team, with the interests of the organization and the players coming first. After the evaluations and team selection, the Youth Hockey Committee will review the list of applicants and select the best candidates for each team. A member of the Youth Hockey Committee to confirm their acceptance of the position will then contact the coaches for each team. The Head Coach of each team will then receive the team roster and contact the players. The Youth Hockey Committee will not contact candidates that are not selected and no specific information will be made public. Concerned candidates may contact the Youth Hockey Committee chair to discuss specific issues.

Penalties and Violations – For Parents, Players, Volunteers and Coaches

At their discretion, a coach may take immediate action against a player for Class I violations of this policy. A coach may bench the offending player during a game or have them leave the ice for the remaining duration of a practice or game. After the practice or game ends, the coach will discuss the incident with the player and the parents. The coach will be required to document the incident and provide a copy to the Disciplinary Committee within 5 days of the occurrence. Class I violations carry a penalty of (0-7 day) suspension from all practices, games, and/or any team activity. The disciplinary board will determine the penalty. The suspension begins when the Disciplinary Committee has reached a decision on the issue; however, the Disciplinary Committee has the authority to immediately suspend

the offender until the investigation is complete. This time will count towards the overall suspension period. Suspensions that occur at the end of a season will carry over to the following season after the end of evaluations. Class I violations include, but are not limited to:

- Use of obscene or vulgar language in a boisterous manner to anyone at any time.
- Use of abusive or disrespectful language (teammates, coaches, parents, officials, other players, and spectators).
- Taunting of players, coaches, officials, or spectators by means of baiting, or Ridiculing.
- Addressing a coach, official, or volunteer in an unsportsmanlike, discourteous, or threatening manner.
- Active or passive refusal of a player to follow a direct, reasonable instruction from the coach with regard to games and practices
- Questioning the coach(s) coaching during or after practices or games, in a disrespectful manner.
- Questioning the referees during or after games.
- Approaching a referee to voice a complaint.

Complaints are to be directed to the coach.

Class II violations carry a penalty of (8-30 day) suspension from all practices, games, and/or any team activity. The disciplinary board will determine the penalty. The suspension begins when the Disciplinary Committee has reached a decision on the issue however, the Disciplinary Committee has the authority to immediately suspend the offender until the investigation is complete. This time will count towards the overall suspension period. Suspensions that occur at the end of a season will carry over to the following season beginning immediately after evaluations. Class II violations include, but are not limited to:

- Threats of physical violence towards any player, coach, parent, official, RAHA volunteer, or spectator.
- Throwing of any object in the spectators viewing area, players bench, penalty box, in the locker room, or on the ice surface, that in any manner creates a safety hazard.
- Intentional shoving or striking another player, coach, or official during any RAHA functions, whether in the locker room, on the ice, or at any time the team is getting together.
- Public disparagement of other members (allegations found to be false).
- Repeat Class I violations.

Class III violations carry a penalty of (31 days to one year) suspension from the program and may include permanent termination from the RAHA organization. The Disciplinary Committee will determine the penalty. The suspension begins when the Disciplinary Committee has reached a decision on the issue however, the Disciplinary Committee has the authority to immediately suspend the offender until the investigation is complete. For Class III violations penalties will require ratification by a 2/3 majority of the Board of Directors, at a meeting where there is a quorum of the Board. Class III violations include, but are not limited to:

- Use of alcohol, tobacco, or drugs at the arena or official team function is not permitted. Parents, players and coaches are expected to represent RAHA at any team functions.
- Physical abuse of a player, coach, parent, official, RAHA volunteer, or spectator.
- Activities that violate State or Federal Laws which create a safety risk to any member of the organization.
- Repeat Class II violations.

Player/Parent Notification Players and parents will be informed of this Policy on Sports Conduct before the start of the season. Parents/guardians are required to acknowledge (by signature) that they received a copy of the Policy before their child may participate in USA Hockey sanctioned games.

Right to Appeal

Any parent, player, volunteer or coach has the right to appeal a decision of the Disciplinary Committee. The appeal is to be made in writing to the RAHA Board of Directors within 10 days of the decision rendered by the Disciplinary Committee. The RAHA Board of Directors (elected and appointed) will render a decision regarding the appeal, and once rendered, is final. This policy has no formal prescriptive order or system regarding corrective action and in no way implies that there will be progressive steps.

Coaching Education Program

The most up to date program information can be found on the VSAHA website:
www.vermonthockey.org

Officiating Seminars: The most up to date program information can be found on the VSAHA website: www.vermonthockey.org These policies and procedures are to be amended and ratified on an annual basis, during the June Annual Meeting and adopted for July 1 implementation.

Adopted Date: July 1, 2023