

Rhineland Ice Association

Hockey Handbook

Rev. 3 (Approved July 2020)

Rhineland Ice Association Inc - Hockey Board of Directors

Please contact an RIA Hockey Board member for questions you may have regarding this document

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1. RIA Organizational Structure

1.1 Mission Statement: The Rhinelander Ice Association is a non-profit, volunteer organization dedicated to improving and expanding hockey and figure skating in the Rhinelander area. The goal is to provide quality youth ice sports programs where participants can acquire skills, learn teamwork, socialize and have fun while interacting with appropriate adult role models. With the support of area businesses and individuals, our building is owned and operated by the association.

1.2 RIA Facility Board of Directors - The Facility Board of Directors is the governing body over the RIA facility with emphasis on promoting youth ice sports as stated in the RIA mission statement.

1.3 RIA Hockey Board - The RIA Hockey Board is a self-governing body through its own elected members whose purpose is to develop and maintain a competitive and successful hockey program that promotes the development of every skater at every level of play following rules and guidelines promoted by Wisconsin Amateur Hockey Association (WAHA).

1.3.1 The RIA Hockey Board interacts with the Facility Board for purposes of financing and scheduling for the hockey program.

1.3.2 Annual Meeting - Early in the season, the Hockey Board will hold an Annual Meeting to cover the basic rules and expectations for the season. Each RIA family will be required to have one family member attend. Topics covered may include things like: equipment rentals and expectations, Safesport policies, games and tournaments, sportsmanlike conduct expectations of all families during games, volunteer hours, introduction of board members, and voting on new board members.

1.3.3 The RIA Hockey Board is comprised of 5-7 members (RIA members, parents, coaches) who are elected for a 2 year position by RIA members at the RIA annual meeting.

1.3.4 The RIA Hockey Board convenes in person once monthly (or more frequently if needed) to discuss and administrate hockey program obligations

1.3.5 The RIA Hockey Board is responsible for every aspect of the hockey program including, but not limited to: recruitment of players and coaches, program design, evaluation of players, coach selection, skater tryouts and appropriate team assignment, team splitting, and ice scheduling (with the Facility Board).

1.3.6 Annually, after election of new hockey board members, the RIA Board elects three positions from its members - Hockey Board President, Director of Hockey, and Secretary.

1.3.6.1 The Hockey Board President responsibilities include but are not limited to:

- Facilitate board meetings
- Coordinate with the facilities board
- Serve as contact for WAHA communications, attend or assign attendance to WAHA meetings
- Serve as main contact for all inquiries to Rhinelander Ice Association
- Review monthly meeting minutes

- Performing such duties usual to the Office of the President, including calling special meetings of the Association and the power to address issues arising from emergencies not provided for in the Rules, Regulations or Bylaws
- Following the Rules and Regulations as set out by WAHA and USA Hockey

1.3.6.2 The Secretary responsibilities include but are not limited to:

- sending at least 1 reminder about the upcoming meeting,
- taking meeting notes,
- providing past notes in advance to review/discuss/update at each meeting
- Either assigning someone or otherwise personally following up with questions that need answers from each meeting.
- Post open/public Hockey Board minutes on the RIA website monthly
- Maintain separate closed meeting notes as necessary for the Hockey Board to refer to/review
- Update/maintain contact information for board members on the RIA website as needed

1.3.6.3 The Director of Hockey responsibilities include but are not limited to:

- Oversee the recruitment, selection, training and evaluation of all coaches and instructors. Ensure that all coaches have completed RIA requirements and USA Hockey certifications in order to be able to coach.
- Organize and develop periodic meetings for all instructors and coaches.
- Plan, develop, and organize skating clinics, goaltending clinics, checking clinics, and any other clinics which will meet the needs of the association's players.
- Develop a teaching and practice curriculum for the association.
- Evaluate and supervise practice sessions and offer constructive criticism to improve the program.
- Act as an association resource for coaches, instructors, parents, players and officers.

2. Equipment

2.1 Required equipment for all players

- Helmet and approved facemask
- Hockey gloves
- Hockey pants with pads
- Shoulder pads
- Elbow pads

- Shin pads
- Practice jersey
- Colored mouth guard at WAHA required classification
- Athletic support cup for boys
- Sticks must have the butt-end of the handle covered properly with tape or rubber end cap
- Goalies must wear an approved, fully protective helmet and face mask including throat shield
- Any other equipment required by WAHA or USA Hockey rules

2.2 The player, parents, and coaches are responsible to ensure that all mandatory equipment is worn.

2.3 Parents are obligated to ensure that all of their child's equipment is in satisfactory condition. Equipment should be the correct size and not be modified in any manner that would reduce the safety warranted by the manufacturer.

3. Coaching Eligibility

3.1 All coaches and assistant coaches are volunteers and must abide by the rules of USA Hockey <https://www.usahockey.com/rules>

3.2 Any person who has been convicted in a court of law of sexual or physical abuse of a child will not be allowed to coach for RIA. The Board will not knowingly appoint such a person to a coaching position or any other position within the organization where said person may come into contact with any children members or patrons of the RIA.

4. Coaches Selection Procedure

4.1 Coaching Applications - Complete coaching applications must be received by the RIA Hockey Board by deadline provided each year.

4.2 Disbursement of applications - Coaching applications will be provided to each board member in advance of the board meeting selecting coaches.

4.3 Coach Application Review

4.3.1 The RIA Hockey Board will review all applicants and discuss their respective coaching attributes. Applicants will be reviewed based on various criteria including but not limited to:

- Hockey knowledge
- Coaching experience
- Ability to interact with children
- Ability to interact with parents

- How the applicant has represented the organization in the past
- The level of support and cooperation the applicant has shown towards the organization and the board in the past

4.3.2 Coaching Applicant Interviews

4.3.2.1 The Hockey Board may, in its sole discretion, interview any or all candidates for coaching positions.

4.3.2.2 A member of the Hockey Board who is a coaching applicant must excuse him/herself from the hockey board discussions concerning another applicant for the same position and may not vote for that position.

4.4 Hockey Coach Applicant Decisions - After application review, the RIA Hockey Board will:

- Vote for the Head coach for each level/team, the rink manager may be asked to vote in the case of a tie vote.
- Approve a list of potential assistants for the head hockey coach to choose from
- The Hockey Board secretary will notify all applicants of the decisions made for head coaches within 48 hours of board decisions.
- Create a written list of all decisions
- Keep all conversations discussed regarding the selection of coaches confidential

5. Coaching Certifications

5.1 All coaches will be subject to a background check

5.2 All coaches must have the necessary coaching credentials as required by USA Hockey for coaching their level

6. Coaches Conduct - The position of coach carries with it the responsibility to portray a proper role model and have a sportsmanlike manner at all times within the RIA and on RIA property.

6.1 **USA Hockey** - All coaches must comply with the USA Hockey Code of ethics
www.usahockey.com/coachingethics

6.1.1 Coaches found to be in violation of the USA Hockey Code of ethics may be subject to a penalty decided upon by the RIA Hockey Board, which can include dismissal.

6.2 **RIA Code of Conduct** - All coaches must comply with the RIA Coaches Code of Conduct

6.2.1 Coaches found to be in violation of the RIA Coaches Code of Conduct may be subject to a penalty decided upon by the RIA Hockey Board, which can include dismissal.

6.3 Coaches must not use abusive, threatening, or demeaning language or actions during games, practices, or RIA events. Coaches must refrain from name-calling, profanity, and/or humiliating players.

6.3.1. Physical or verbal abuse of a player by a coach will not be tolerated and may be grounds for dismissal following an investigation and hearing.

6.4 Coaches shall refrain from screaming at or criticizing referees. Coaches will model respect for referees.

6.5 No coach shall be under the influence of mind altering substances on RIA property, at practices or scheduled games

6.6 Any coach removed from a game should notify the Director of Hockey within 48 hours and provide a copy of the game sheet, as well as a written explanation of what occurred during the game.

6.7 Coaches who become aware of violations of the codes of conduct by players or parents should notify any Hockey Board member as soon as possible.

6.8 A case by case basis will be used to develop precedent for future incidents.

7. Coaches Responsibilities

7.1 **Assistant Coach selection** - Coaches are responsible for the selection of their assistant coach/es chosen from the approved list from the Hockey Board applicants. Coaches should notify the Hockey Board of their assistant coach/es decisions.

7.2 A coach must be present at all times when players are on the ice - either for a game or practice.

7.2.1 Only coaches registered with USA Hockey and named on an RIA team roster for the current year shall be allowed on the bench during a game.

7.3 **Player Instruction and Development** - Head and Assistant coaches are responsible for the instruction and development of each player on their team to the best of the coaches' and players' abilities. Coaches are encouraged to challenge every skater to their full potential.

7.4 Helmets are to be worn by all coaches while on the ice for practices.

7.5 **Locker Room expectations** - RIA's coaches donate an extraordinary amount of time and effort on the ice and it is not RIA's intention to overburden our coaches with excessive supervisory responsibilities off the ice. As such, each team parent is encouraged to organize a

schedule where SafeSport certified parents periodically each serve as a “locker room supervisor” for practices and games.

7.5.1 SafeSport Training at www.usahockey/safesportprogram

7.5.2 For all practices and games at any rink, coaches or designated parents should inspect the locker room upon arrival and report any damage to rink personnel.

7.5.3 Coaches or appointed team official must ensure that there is appropriate conduct in the locker room and necessary supervision. Refer to Safesport link in 7.5.1

7.5.4 Coaches should ensure that all players (boys and girls) are entitled to use the team locker room provided proper attire is maintained (at squirt age and above, girls may be asked to dress separately, rejoining the team locker room once all team members are dressed).

7.5.5 Coaches are encouraged to lace up their skates with their team prior to practice and when the coach arrives in the locker room, the primary responsibility for supervision of the players becomes the coach’s responsibility. When the coach arrives in the room, the supervisor should move to the door to the rink where players wait to go on the ice to oversee players that have left the locker room early. At the discretion of the head coach, the coaching staff may meet privately with the players before and after a practice or game. At that time all other people must leave the room.

7.6 All Coaches should attend all RIA coaching meetings.

7.7 Player participation/Player removal

7.7.1 A coach has complete authority to remove any player from the ice during a practice or game who is:

- Acting in an unsportsmanlike manner
- Refuses to follow the directions of the coaching staff
- Acting in a manner that jeopardizes the safety of any other player

7.7.2 Under no circumstance does a coach have the authority to permanently remove a player from the team without Hockey Board approval.

7.7.3 If a coach determines that a player has chosen to no longer participate in RIA, the coach should promptly contact the player and the player’s parents or guardians to determine the reason for that decision. The coach must then notify the Director of Hockey immediately when it is confirmed a player has opted to no longer participate. The Director of Hockey will in turn, inform the Hockey Board.

7.8 Team Parent - Head coaches are responsible to ensure that a parent from their team will help communicate between the coaches and parents. The Team Parent will be selected by the parents of the team.

7.9 Equipment - Coaches and Team parents are responsible to ensure that all RIA rental equipment is returned to the equipment manager of the organization.

8. Hockey Program Descriptions and Eligibility Requirements

8.1 Learn to Skate

- The Learn to Skate program is the RIA's entry level skating program intended for boys and girls with little or no skating experience.
- Ages are approximately 4-8 years old.
- This program will emphasize skating fundamentals including but not limited to balance, coordination, agility, and proper skating technique. Participants will be instructed on athletic position, forward and backward skating, turning, cross-overs, one and two foot stops.
- No skating experience is necessary to enroll in this program.
- Participants are required to have skates, helmets, and gloves.
- No RIA volunteer hours are required to participate in this program.

8.2 Mite In-House

- The Mite in-house is the RIA's entry level hockey program for boys and girls. This program will follow USA Hockey's American Development Model (ADM). (www.admkids.com)
- Ages of participants range from approximately 4 to 8 with exceptions made for those older players who are new to the sport of hockey.
- The purpose of this program is to provide a FUN instructional environment focused on the development of core hockey skills including but not limited to skating, stopping, passing shooting and puck handling as well as an introduction to hockey rules and basic team concepts.
- All players will have the opportunity to play the goalie position during the year. No player will be allowed to play the goalie position on a full-time basis.
- This is a non-travel program which will feature two instructional practices per week as well as cross-ice games on Saturday mornings.
- The instructional practices will be coordinated by the Mite In-House Coordinator and the Director of Hockey, as well as additional RIA coaches on the ice to provide additional individual instruction.
- Players will be divided into "skill matched competitive teams" ("red", "white", and "blue") for the weekend cross-ice games.
- Individual jerseys will be provided and teams will have specific head coaches.

- The Mite In-house participants will have the opportunity to host and organize a Mite tournament during which cross-ice and half-ice games will be played. In addition the RIA may host a cross-ice jamboree involving other associations within close proximity to Rhinelander.
- “Red” mites (typically most skilled) may attend additional practices with squirts on skills nights as determined by the Director of Hockey and Mite In-House coordinator. No extra fees will be assessed.
- Players will be provided with hockey equipment rental from the RIA at no additional charge.
- Parents of participants will be required to provide 5 volunteer hours during the year.
- NEW (starting 2019): Mites within 1 year of Squirrel level eligibility may apply to skate up in order to participate with the Squirrel level. Decisions for mites to move up will follow WAHA policy requirements.
 - If the Squirrel level has less than 14 skaters, the mite skater requesting to move up will not be required to participate in an evaluation/assessment, and the player will be allowed to request to play up under the requirements set up under 11.3 of this policy.
 - If the Squirrel level has 14 or more skaters, an evaluation/assessment of all squirts will occur by neutral coaches and all players will be ranked. Mites applying to move up must be ranked in the top 1/3rd in the evaluations to be eligible to register as a Squirrel (link to rule). Applications to skate up must be received by November 1.
 - At any time, if the Squirrel level has late registrations, and reaches a roster of more than 14 players, an evaluation/assessment of the entire team must be made in order to rank the players and evaluate the mites wanting to move up.

8.3 Squirrel Level

- The Squirrel level is a travel hockey program for boys and girls 9 to 10 years of age as determined by birth year (January 1st through December 31st). These players will be either age-eligible,
 - or have participated in the Mite In-House program and are approved for Squirrel level team by the designated Squirrel coaches and the Director of Hockey following mite move-up requirements (see 8.2)
- The primary focus at the Squirrel level is to improve core hockey skills introduced previously as well as introducing instruction on game concepts, and developing peer relationships.
- Squirts will practice 2 times per week and will be scheduled for a maximum of 20 full ice games throughout the season.

- In addition, Squirt teams will organize and host a home tournament and may play in an away tournament and may play in “state playdowns”.
- The RIA has implemented a 60 mile travel restriction for the Squirt travel level.
- When needed to split teams or for additional mite applications to skate up, assessment/tryouts will be held before November 15th for those players who are age eligible for the Squirt level. Assessments will be made by neutral coaches from various levels of the association.
- The Squirt coaches and Director of Hockey reserve the right to recommend and place any 9-10 year old tryout participant on any Squirt team or in the Mite In-house program depending on the area which will most effectively develop the players hockey skill level.
- Absolutely no checking or slap shots are permitted at the Squirt level or below in either practice or games.
- This is a competitive travel program with parent volunteer responsibilities

8.4 PeeWee Level

- The PeeWee Level is a travel hockey program for boys and girls 11-12 years of age as determined by birth year (January 1st through December 31st) with previous hockey experience who are deemed appropriate to participate by the designated PeeWee coaches and the Director of Hockey.
- The primary focus of this program is to continue to develop hockey skills learned previously, introducing body checking, and additional team concepts.
- PeeWees will typically practice 3 times per week and will be scheduled for a maximum of 30 full ice games throughout the season.
- In addition, PeeWee teams will organize and host a home tournament and may play in an away tournament and may play in “state playdowns”.
- If necessary for splits, tryouts will be held by neutral coaches prior to November 15th with additional input from PeeWee coaches. The PeeWee coaches will finalize rosters.
- The PeeWee coaches and Director of Hockey reserve the right to recommend and place any 11-12 year old tryout participant on any PeeWee team or in the Mite In-house program depending on the area which will most effectively develop the players hockey skill level.
- The RIA has implemented a 90 mile travel restriction for the PeeWee travel level.
- This is a competitive travel program with parent volunteer responsibilities.

8.5 Bantam level

- The Bantam level is a travel hockey program for boys and girls 13-14 years of age as determined by their birth year (Jan 1 through Dec 31st) who have previous hockey experience and are deemed appropriate to participate by the designated Bantam coaches and the Director of Hockey.

- The primary focus of this program is to continue to develop advanced hockey skills learned previously, while emphasizing team concepts and tactics.
- Bantams will practice 3-4 times per week and will be scheduled for 30+ games throughout the season.
- In addition, Bantam teams will organize and host a home tournament and may play in an away tournament and may play in “state playdowns”.
- There are no travel restrictions at the bantam levels to play games.
- Checking and slapshots are instructed and permitted at the bantam level.
- This is a competitive travel program with parent volunteer responsibilities

8.6 Girls Teams U12/U14

- All girls as determined by their birth year (Jan 1st - through Dec 31st) are eligible to tryout for a U14 level team if we have enough interest to create a team. U14 coaches and the Director of Hockey reserve the right to recommend and place any tryout participant in the program that will most effectively develop the players hockey skill level.
- Similarly girls aged 12 and under as determined by the birth year (Jan 1 through Dec 31st) will be eligible to tryout for a U12 level team and placed on the best team to develop their skill level.
- The primary focus of the girls teams is to improve the core hockey skills previously learned, including but not limited to skating, shooting, angling, stick checking, and puck handling, in addition to team concepts and tactics providing girls the opportunity to develop peer relationships with those whom they will be playing hockey with throughout the remainder of their youth and Girls High School Hockey careers.
- Girls teams will typically practice 3 times per week and will be scheduled for a maximum of 30 full ice games throughout the season.
- In addition, U14 Girls teams will organize and host a home tournament and may play in an away tournament and may play in state “playdowns”.
- No travel restrictions will be placed on the U14 teams due to the lack of teams at close proximity, however attempts to schedule teams in closest proximity to Rhinelander will be the primary focus.
- Because of the larger age discrepancy that may exist on this team, the U14 coach may alter the line-up as they deem appropriate for the opponent.
- Efforts will be made to schedule games with both U12 and U14 teams and players placed on game day rosters as age and ability dictates.
- This is a competitive travel program with parent volunteer hour responsibilities

8.7 Note Regarding Girls Desiring to Skate on Coed Team

- Any girl may tryout and be placed on a coed competitive team if her tryout performance/ability places her in the top 5 skaters on the team.

- If players are needed to field a competitive team we will consider relaxing the top 5 rule on a case by case basis.
- This rule applies only to peewee and bantams.

9. Skater Selection Process and Team Splits

9.1 Mites and Squirts are first considered eligible to split into 2 teams with a minimum 18 players registered.

9.2 Peeweess and Bantams are first considered eligible to split into 2 teams with 20 players registered.

9.3 Tryout format will include head coach of A team, B team and Director of Hockey.

9.4 Evaluations will take place after sufficient practice time has been given and the split will take place before the 1st game.

9.5 A knowledgeable Hockey Board member will hold a parent meeting prior to tryouts to explain the tryout/split process and answer any questions.

9.6 The players will be ranked from 1-20+ and the teams will be assembled according to rankings and any other supplemental information such as behavior or goalie situations may be taken into consideration before a final roster is created.

9.7 Players will not change teams after the first game without discussion and approval between the coaches, parents, Director of Hockey, and Hockey Board.

10. Game Playing Time

10.1 In House - Coaches of house teams (non competitive, non travel) must allow all players substantially equal ice time in both practices and games.

10.2 Competitive teams Practices - Coaches of competitive travel teams must allow for equal ice time for players during practice time.

10.3 Competitive teams Games - Players of competitive teams may not receive equal ice time during competitive travel games. Specific Guidelines for travel teams are as follows:

10.3.1 Squirts - player participation shall be on as fair a basis as possible and should reflect fairly the player's participation in practice, effort and behavior. This means that players are played as equally as possible. The Hockey Board discourages the use of man-up or man-down lines at the Squirrt travel level. In state tournament qualifier games coaches may use their discretion without regard to equal playing time. Players who display a lack of commitment towards the team such as unexcused absences from practices or persistent lack of effort in practice and games, may receive less playing time. Coaches should discuss with the players parents in private any concerns regarding player lack of commitment, consequences, and ways to improve commitment. A coach has complete authority to remove any player from the ice during a game or practice who is acting in a manner that jeopardizes the safety of another player, who is acting in an unsportsmanlike manner, or who refuses to follow the directions of coaching staff.

10.3.2 PeeWees and U12 Girls - player participation shall be on as fair a basis as possible and should reflect fairly the player's participation in practice, effort and behavior. All players will be given substantially equal ice time, with the exception of power plays and penalty kills. Games may be split for goaltenders. Players who display a lack of commitment towards the team such as unexcused absences from practices, or a persistent lack of effort in practice and games may receive less playing time. Coaches should discuss with the players parents in private any concerns regarding player lack of commitment, consequences, and ways to improve commitment if necessary. A coach has complete authority to remove any player from the ice during a game or practice who is acting in a manner that jeopardizes the safety of any other player, who is acting in an unsportsmanlike manner, or who refuses to follow the directions of the coaching staff.

10.3.3 Bantams and U14 Girls - Playing time should reflect fairly the player's ability, effort, behavior and commitment along with specific game situations. In games where there is a several goal differential, playing time should be substantially equal. Coaches should discuss with the players parents in private any concerns regarding player lack of commitment, consequences, and ways to improve commitment if necessary. A coach has complete authority to remove any player from the ice during a game or practice who is acting in a manner that jeopardizes the safety of any other player, who is acting in an unsportsmanlike manner, or who refuses to follow the directions of the coaching staff.

10.3.3.1 Players who are eligible to play with either bantams or high school will be allowed to practice with the high school all season long. If players play one game with the high school level, they will be considered rostered on the high school team and no longer practice with the bantam team.

10.3.3.2 Add minimum commitment to Bantam team regarding practice/playing time if skating with the high school?

2nd year bantams may practice with HS as much as they want. They need to PICK their team by November 15th. Bantams MUST attend all their Bantam practices.

11. Additional team options for players - Rostering Up or Down, Dual Rostering, Releases

11.1 The RIA recognizes that certain circumstances may arise that would suggest a player to play in an age division other than his/her USA Hockey classification.

11.2 Special Request for a Player to play outside their USA Hockey classification level - Any request to play on a team other than the USA Hockey pre-determined classification must be received by the Hockey Board by November 1, to be finalized by November 15th every year.

11.2.1 Parent/Guardian and Hockey Board Requirements and Considerations for a player to play outside their USA Hockey classification level:

- The player's age must be within 1 year of the USA Hockey pre-determined classification requirement
- The parents request must be received by the Hockey Board by November 1st. Whereupon parents will be given the correct information, expectations, paperwork and deadline needed for changing their child's team which will be reviewed by the Hockey Board for a final decision.
- All required paperwork is to be received by the given deadline
- The requirements of USA Hockey and WAHA must be followed
- Consent of the player and parents/guardians involved
- Consent of both head coaches involved
- Consent of the Hockey Board
- Consent of the Director of Hockey
- Best interest of the player
- Best interest of the teams involved, neither team may be adversely effected as the result of the change.
- Completion and results of any required tryout
- Evaluation of player's physical, emotional, and psychosocial development
- Any other specific considerations that may not be listed at this time.
- For a goalie to move up, there must be a vacancy on the team at the higher level.
- For Mites to move up, they must follow the requirements listed under 8.2 of this policy

11.2.2 **Decisions for team change requests** - The Hockey Board will review the request and inform the family of the decision for their request as soon as possible.

11.2.3 If approved to move “up” or stay “down”, the skater will be registered for one team and pay that team’s registration fees.

11.2.4 **Dual rostering** is when a player is approved by the Hockey Board to play on two teams at two different levels per the rules set out in this policy in 11.2.1

11.2.4.1 Practices for dual roster players - If approved, the dual roster player must attend all primary team practices, and as many 2nd team practices as they can.

11.2.4.2 Games for dual roster players - Dual roster players may play up for their secondary team if it doesn’t conflict with any games with their primary team.

11.2.4.3 Dual roster players may play a maximum of 3 games in a day and 6 games a weekend, but not 3 games without a break, and their primary team being a priority for games.

11.2.4.4 Dual roster fees - dual roster players will pay the full registration amount for their primary team and ½ the amount for their secondary team.

11.3 **Releases** - After playing with an association for 2 years, that association becomes the “home association” for that player.

11.3.1 In order to play at another rink, that player must ask the home Association/Hockey Board for a “release” to play in another association.

11.3.2 Granting a release: The Hockey Board can receive a release request at any time and will convene to make a decision on granting the release. Note: Receiving a release does not guarantee the player acceptance at another association.

11.3.3 Per WAHA rules, the association can only accept 2 released players a year per level.

11.4 **Co-ops** - Co-ops will be considered only if there is a need to add players to create a single team. A co-op will not be considered in order to create two teams. The Hockey Board must consider the following when approving a co-op:

11.4.1 Expected RIA player numbers

11.4.2 Expected co-op numbers

11.4.3 Distance of team to co-op with

11.4.4 Possible coaches

11.4.5 Possible practice times

11.4.6 If players will not register due to the distance of a co-op

11.4.7 Deadline to create a co-op

11.4.8 Level of the team considering co-oping with, and whether it would

change our division

12. Practices - Players will practice with the teams they are registered for, with the following exceptions as outlined elsewhere in the policy:

12.1.1 "Red" mites may practice with squirts on skills nights without extra fees.

12.1.2 Dual roster players may practice with both teams they are dual rostered with (giving priority to their primary team). Fees will be collected for the year at the time of double rostering.

12.1.3 Coaches may invite players/team on occasion to play up for a practice. Additional fees will be charged for these extra practices.

13. Hockey Parent Responsibilities to the RIA

13.1 Parent Supervision of younger children

Parents with younger children may not simply "drop off" younger players at the rink.

13.2 Children needing Equipment Assistance - Parents with children at any age that need assistance with dressing or tying skates must provide such assistance themselves and not rely on coaches, managers, or other parents.

13.3 Pick Up - Parents must be on time to pick up their children after RIA activities. RIA may take action if a parent is frequently late.

13.4 Volunteer Hours - All families must fulfill volunteer hour requirements based on number of skaters and level of play or pay a "buyout" fee at a price of \$10 an hour per required hour.

13.5 Annual Meeting - One family member will attend the Annual Meeting in the fall which reviews parent and team expectations for the season.

13.6 Policies - All families must abide by USA Hockey, WAHA, and RIA policies as stated throughout this document. Failure to do so may lead to review by RIA board and disciplinary measures.

14. Registration Fees, Financial Aid, Refunds

14.1 All registration fees are set annually by the RIA Facilities Board and all questions regarding fees should be discussed with the RIA Rink Manager or RIA Treasurer.

14.2 Financial Aid may be available for those who meet the financial aid requirements. The Rhinelander Ice Association uses a similar scale for financial aid as the Rhinelander School District uses for reduced fee lunches. Only registration fees are available for aid. Equipment

rental, USA Hockey/WAHA dues, and RIA membership fees are not reduced under any circumstances.

14.3 Any and all refunds are handled on a case by case basis through the RIA Rink Manager, RIA Treasurer, and RIA Facilities Board.

15. Sportsmanship and Conduct

15.1 Good sportsmanship is required of all players, coaches, parents and spectators. Players, coaches and parents are representatives of RIA during all practices and games at home and away arenas. All league and association rules will be strictly enforced. A Code of Conduct is available and will be signed by all players, parents, and coaches.

15.2 The RIA abides by USA Hockey and WAHA rules, policies and regulations and is a zero tolerance organization

15.3 Coaches are responsible for their players conduct and behavior while on the ice.

15.4 Parents will be held responsible, along with the player, to see that all rules and policies are followed.

15.5 The Director of Hockey must be notified by the head coach within 48 hours if any player or coach is given a Game Misconduct. The head coach is responsible for imposing USA Hockey rules for Game Misconduct.

15.6 The Hockey Board will meet in person to discuss any possible consequences for poor behavior or conduct on the part of any coach or player.

16. Grievances

16.1 A grievance is defined as any conflict or disagreement between parents or guardians of a player, that player's coach, or a league official.

16.2 Procedure for Mediation between Coaches and Parents/Guardians

16.2.1 Any disagreement or conflict with a coach should first be addressed between the parties involved in a spirit of cooperation. It is strictly enforced that you wait 24 hours before engaging in an initial discussion to allow both parties time to cool down. Any discussion should take place privately between the two parties involved.

16.2.2 If no agreement can be reached, a formal written grievance should be presented to the rink manager. The rink manager will contact the Hockey Board as soon as possible to make them aware of the grievance. If confidentiality is requested, the Hockey Board should try to accommodate the request if possible.

16.2.3 The Hockey Board will meet in closed session to review the situation and determine the best course of action to take.

16.2.4 A written response from the Hockey Board will be issued to those involved in the grievance.

16.2.5 The resulting decision of the Hockey board is final.

16.3 Procedure for Mediation Between Parents/Guardians/Coaches and League Officials

16.3.1 No direct confrontation should occur between a parent, guardian or coach and a league official.

16.3.2 Any incident between a parent/guardian and/or coach and a league official should be reported to the Director of Hockey in writing as soon as possible.

16.3.3 The Hockey Board will then take whatever action is necessary to investigate the situation and relay the findings back to the Board.

17. Hazing, Harassment, and Abuse Policy

17.1 Intent

17.1.1 The Rhinelander Ice Association is committed to develop and maintain a hockey program that is fun where participants can develop and learn technique and skills of the game, life skills and good sportsmanship in a safe environment.

17.1.2 Everyone related to the game of hockey deserves to be treated with respect. This includes coaches, referees, teammates, players from other teams, parents, and spectators. This policy aims to eliminate all hazing, harassment and abuse no matter who the harasser or abuser is, and no matter who the target is.

17.1.3 The RIA's goal is to eliminate all forms of hazing, harassment and abuse. The RIA's first priority is to protect its players.

17.1.4 At the same time, Board Members, Coaches, Parents and Officials can also be the targets of harassment and abuse.

17.2 Definitions

17.2.1 Abuse: Maltreatment or lack of care that causes harm to another.

17.2.2 Harassment: Intentional comments, conduct, or gestures that are insulting, intimidating, humiliating, malicious, degrading, offensive or discriminatory that are directed toward an individual or group of individuals. Unwanted, unsolicited, unwelcome attention or actions that humiliate and/or degrade another person.

17.2.3 Hazing: Committing an act against a player or coercing a player into committing an act that creates a substantial risk of harm to a person in order for the player to be initiated into or affiliated with the RIA.

17.2.4 Physical Contact. The RIA does not prohibit all physical contact. Specifically, sexual harassment is not: a hug between friends, sincere and personal compliments; or spontaneous gestures of affection.

17.3 Enforcement

17.3.1 Infractions of hazing, harassment, and abuse should be reported to the Director of Hockey or a member of the Hockey Board

17.3.2 Each infraction will be reviewed by the Hockey Board and/or the Facilities Board and any disciplinary actions will vary depending on the severity of the action.

17.3.3 The RIA will focus on people taking responsibility for their actions while also exercising discretion, and accountability.

This policy/handbook will be reviewed and updated as necessary every 2-3 years.