

# **BILLINGS AMATEUR HOCKEY LEAGUE, INC.**

(Centennial Ice Arena is owned by the B AHL)

## **Zero Tolerance Policy 2018-19**

The Billings Amateur Hockey League/Centennial Ice Arena (BAHL/CIA) continues to strive for the highest standards of sportsmanship in all Ice Sports-to include Ice Hockey, Figure Skating, and Curling. Every participant; whether player, coach, parent, and spectator have a responsibility to comply with the BAHL/CIA Zero Tolerance Policy and to behave in a respectable manner at all BAHL/CIA events. All involved shall act so that ice sports will be a desirable and rewarding experience for the participants. Disrespectful and unsportsmanlike conduct will not be tolerated. Loss of self-control is NEVER acceptable.

### **I. Zero Tolerance Classification (including, but not limited to the following examples):**

**A. Class 1 Violations: Inappropriate verbal or non-verbal abuse not covered in Class 2 or Class 3 during ALL BAHL/CIA related functions and activities.**

**B. Class 2 Violations: Confrontations or reactions to specific events or triggers during all BAHL/CIA related functions and activities.**

**1. Open disputing or arguing with the decision of an official, coach administrator, spectator, or player (whether on or off the ice).**

a. For a Class 2 violation, disputing or arguing must be persistent. A possible indication of persistence is issuance of an additional major misconduct penalty and/or ejection (by referee, coach, or parent) from the game.

b. If persistence is not demonstrated, a Class 1 or no violation is more appropriate.

**2. Obscene or vulgar language (swearing) or the use of a physical act, which deemed vulgar or obscene.**

a. With respect to obscene or vulgar language, a distinction should be made between swearing (perhaps out of frustration) not directed at any individual and language, which is directed to any to any individual associated with the game or hockey function.

b. Swearing not directed at any individual should be considered a Class 1 violation when the issue is persistent at a game or function or if the violator shows chronic behavior.

c. Occasional swearing can be considered no violation with a warning to prevent the behavior from becoming chronic.

**3. Encouraging abusive or unsportsmanlike behavior in any player, coach, official, administrator, or spectator.**

a. This is minimally a Class 2 violation and may be Class 3, if encouragement leads to physical violence or fighting. See Class 3-1 violation.

**4. Taunting or ridiculing of officials, coaches, players, administrators, or spectator.**

a. Need not be chronic or persistent. This should be a Class 2 violation in most cases.

b. Verbal abuse of any kind directed at anyone during ALL BAHL/CIA functions.

**5. Throwing of any object directed in the spectator's viewing area, at a person, in the playing area (including bench area), the ice, or a to create the potential of a safety hazard or issue. This will apply to all areas and property associated with those being used during BAHL/CIA functions.**

a. Should always be minimally Class 2 violation and a Class 3 violation if resulting in injury.

**6. Intentional physical contact using the body or stick after the whistle is blown or the buzzer has sounded.**

a. Should always be minimally a Class 2 violation and a possibly a Class 3 violation if resulting in injury. Not all contact after the whistle is blown or horn is sounded would be considered a Zero Tolerance violation. An R&E investigation should be triggered by issuance of a major, misconduct, or game misconduct penalty.

**7. Not stopping Zero Tolerance conduct once advised to do so.**

a. This indicates a chronic or persistent problem and should be a Class 2 violation.

**8. Not voluntarily leaving any facility once advised to do so by any official, administrator, or security personnel.**

a. This is always a Class 2 violation. This could be a Class 3 violation if complete loss of self-control is demonstrated or if violence occurs. See Class 3 violations.

**C. Class 3 Violations: Complete loss of self-control during ALL BAHL/CIA related functions and activities.**

**1. Off-ice physical violence or fighting, or abusive physical contact while the person is upset or angry.**

a. This is always a Class 3 violation.

## **2. Threats of any nature.**

- a. Threats can be verbal or physical in nature.

## **3. Retuning to the facility after being removed.**

- a. This is always a Class 3 violation, since this behavior can lead to further issues including violence.

### **D. Bullying and Hazing: Each violation will be dealt with on a case-by-case basis. Policy violations falling under this category will always be a Class 2 or Class 3 violation.**

**1. Bullying:** is unwanted aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated over time. Bullying includes (but not limited to) actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose (social). This will also apply to posts made via social media.

**2. Hazing:** is the practice of rituals and other activities involving harassment, abuse, or humiliation used as a way of initiating a person into a group. Hazing is often prohibited by the law and may comprise either physical or psychological abuse. It may also include nudity or sexually oriented offenses.

## **II. Zero Tolerance Penalties:**

### **A. General**

**1. Penalties listed are minimum and may be more severe, as in the case of aggravating circumstances or multiple offenses, or may remain at minimum if there are mitigating circumstances. Suspension may be issued in games missed or by calendar days to reflect the number of games missed.**

**2. Suspensions and any appeals must comply with USA Hockey By-law 10 and MAHA By-laws, Rules and Regulations. Each organization should review these and specifically the Affiliate Guidelines and MAHA Rule Articles IX and X.**

**3. Financial Penalties will be enforced for those families with an outstanding balance, which is not paid in full in a timely manner. Financial deadlines will be set forth by the Treasurer. Failure to make payments when required will result in an indefinite suspension to ALL players from delinquent families from ALL on and off ice activities.**

**4. In accordance with the new MAHA Zero Tolerance guidelines, the BAHL/CIA will abide by and enforce 3 game minimum suspensions for any spectators who are removed from the ice-viewing surface by an On-Ice Official. This is set forth by MAHA and WILL NOT be eligible for an appeal with the BAHL/CIA organization. It will then be determined by the BAHL/CIA discipline whether**

**any further discipline ins necessary. See MAHA Zero Tolerance for further information.**

**B. Classifications:**

**1. Class 1 Violations:**

- a. Minimum penalty: Written reprimand, and written apology to person(s) offended.
- b. Maximum penalty: Suspension 3 games; 5 games for those in official capacity (Board member, coach, manager, etc).

**2. Class 2 Violations:**

- a. 1<sup>st</sup> occurrence: Minimum suspension 3 games; 5 games for those in official capacity (Board member, coach, manager, etc).
- b. 2<sup>nd</sup> occurrence: Minimum suspension doubled from 1<sup>st</sup> occurrence (6 to 10 games as noted above).
- c. 3<sup>rd</sup> occurrence: Minimum 60 calendar day suspension.
- d. All Class 2 violations may also include a written apology to person(s) offended.

**3. Class 3 Violations:**

- a. Up to one-year minimum suspension.
- b. Potential referral to Law Enforcement.

**\*\*A suspension** is defined as the loss of privilege from participating or viewing of ALL on-ice activities, to include practices, until the required number of games has been served. Attendance will also be forbidden to ANY and ALL BAHL/CIA related functions that may fall within that time frame. By agreeing to this policy, all members will voluntarily refrain from occupying ALL AFFILIATED ICE ARENAS during BAHL/CIA events if suspended. Suspended members will be allowed inside the lobby during drop off and pick up of players for the events, only to ensure the safety of that player. Any suspended member’s will then be expected to immediately leave thereafter\*\*

**C. Appeals: All appeals of discipline will be made in accordance with Article X of the MAHA By-laws, Rules and Regulations.**

- 1. Must be accompanied by a \$125.00 Filing Fee that shall be paid by “by certified check” only.**
- 2. Must be submitted in writing and received by the President within 10 calendar days for the Committee decision. (May be received by the Vice President if President was somehow involved).**
- 3. A copy of MAHA Article X will be made available if requested.**

**D. Disputes: Any disputes will be in accordance with MAHA Article XIV-Dispute Resolution Procedures. A copy of this will be made available at the request of any member.**

### **III. Organizations Responsibilities:**

#### **A. Define Zero Tolerance Responsibilities.**

- 1. The MAHA Zero Tolerance policies are the MINIMUM of acceptable policies.**
- 2. Individual organization must comply with these Zero Tolerance standards. In addition, they are required to develop their own written Zero Tolerance Policy.**
- 3. Develop Code of Conduct.**

#### **B. Have Rules and Ethics/Discipline Committee: The Enforcing Body for Zero Tolerance Policy.**

#### **C. Education.**

##### **1. Mandatory pre-season meeting(s) for parents, players, coaches, board members to define and explain:**

- a. Zero Tolerance Policy, Rules, Definitions and Classifications.
- b. The absolute requirement to comply with Zero Tolerance Policies.
- c. Penalties/Disciplinary Action.

##### **2. Signed Code of Conduct for every parent, player, coach, and board member must include:**

- a. The Zero Tolerance Policy/BAHL League Handbook acknowledgement and Code of Conduct of the your organization.
- b. Zero Tolerance classifications and minimum penalties.
- c. Social Media usage policy.

#### **D. Enforcement.**

**1. The BAHL/CIA has the ultimate organizational responsibility and authority to enforce Zero Tolerance Penalties, including the enforcement that all persons associated with their organization comply with the Zero Tolerance Policies. Non-members will be held to the same standards. However, the BAHL/CIA cannot compel a non-member to go before the Rules and Ethics/Discipline Committee. If a non-member refuses to go before the committee, they will be**

banned indefinitely from any BAHL/CIA events until they meet with the committee.

#### **IV. Individual Responsibilities:**

##### **A. General:**

- 1. All individuals must comply with the Zero Tolerance Policies, By-laws, Rules, Regulations, and policies of all governing bodies (BAHL and MAHA).**

##### **B. Coaches:**

- 1. On-ice tolerance issues.**
- 2. Mutual respect of officials, coaches, and opposition.**
- 3. Strict control of players both on and off ice.**

##### **C. Players:**

- 1. Strict and complete self-control both on and off ice at all club functions.**
- 2. Mutual respect of officials, coaches, and opposition.**

##### **D. Parents:**

- 1. Mutual respect of officials, players, opposition, parents, and spectators.**
- 2. Absolute self-control.**
- 3. Work with officials, coaches, MAHA, league, and organization personnel to assure a positive experience for all.**
- 4. Parents that are minor officials (e.g. timekeepers and penalty box personnel) are to be professional, impartial, respectful, and sportsmanlike.**

##### **E. Spectator and other family members of players:**

- 1. ALL spectators will abide by this Zero Tolerance Policy. This includes any spectator, which has not read and signed a copy of this policy. It will be assumed that all in attendance at BAHL/CIA events understand and will abide by this Zero Tolerance Policy. A copy of this policy can be found on the BAHL/CIA web site for reference at any time.**

## **V. Alcohol, Drug, Tobacco AND Vaping POLICY:**

Coaches, Players, and Parents understand and agree that the best interests of all involved are dependent upon the elimination of **ANY AND ALL USE** of alcohol, drugs, tobacco, or vaping by a player; use of alcohol or any illegal drugs use by a coach. Coach or player agree to abide by the Zero Tolerance Policy regarding alcohol, drugs, tobacco, and vaping-their sale, purchase, use, possession and physical detection-which may be promulgated and modified at any time. This shall be published to the club and all players/coaches. All minor officials will be compliant with this policy. Coach or Player agrees that the B AHL/CIA Board of Directors shall have the power and absolute discretion to suspend or terminate any Coach or Player found in violation of this policy. The Boards of Directors finding and decision shall be binding and conclusive on all parties. Coach or Player hereby releases the B AHL/CIA and waives every claim he/she may have against the B AHL/CIA coaches, officers, and directors, the commissioner and/or League, for damages and for all claim's/demands arising out of, or in connection with, the decision of this matter by the Board of Directors.

### **A. Penalties:**

#### **1. Drugs and Alcohol:**

- a. First Offense: Three game suspension
- b. Second Offense: Permanent suspension for B AHL/CIA Hockey Club and forfeiture of all fees paid.

#### **2. Tobacco and Vaping:**

- a. First Offense: One game suspension.
- b. Second Offense: 3 game suspension.
- c. Third Offense: Permanent suspension from B AHL/CIA Hockey Club and forfeiture of all fees paid.

### **B. Consumption of alcohol by Spectators:**

1. Due to the fact that some ice arenas sell alcoholic beverages, it is assumed that some patrons may purchase liquor while at B AHL events. Alcohol consumption will **NOT BE PERMITTED** anywhere in the immediate viewing area of the ice surface and locker room areas. Alcohol consumption will be restricted to any restaurants/establishments located within these ice arenas or the lobby seating area of any arena which sells alcohol at concessions. Penalties for violation of this rule will be subject to the same discipline as noted in section V. A. 2.

## **VI. Social Media Policy:**

**A. The BAHL/CIA is committed to promote a safe and professional environment for our players, members, and staff. The BAHL/CIA strives to protect its members, players, and staff from the harmful effects of derogatory comments via Social Media channels from its fellow members. We are promoting a respectful and constructive atmosphere in the attempt to make the youth hockey experience with our organization a positive one. All members of the BAHL will be REQUIRED to sign and adhere to this policy as a term of membership.**

**B. Definition of Social Media Channels: Blogs, micro-blogs, social networks, social publishing platform; whether accessed through the web, a mobile device, other existing or emerging communications platform. (Social Media examples are but not limited to: Twitter, Facebook, LinkedIn, MySpace, Instagram, or any other online message boards).**

**C. Violations of this policy may include, but not limited to:**

**1. Anything that may harm the goodwill or reputation of the members/staff of organization (includes but not limited to BAHL, MAHA, and any other MAHA Affiliated Hockey Club). This includes engaging in vulgar or abusive remarks, personal attacks of any kind or offensive terms targeting individuals or groups with these organizations.**

**2. Any derogatory remarks or comments, whether personal or professional, aimed towards any member/staff of the BAHL/CIA or any other youth hockey organization. This includes any remarks that may be considered counter-productive or non-constructive to the progress, practices, and development of these hockey programs.**

**3. Any confidential or private personal information or information relating to finances of any member/staff of the BAHL/CIA. This includes, but not limited to, email addresses, personal addresses, and phone numbers of our members without their consent.**

**D. Discipline:**

**1. Discipline and enforcement shall be the responsibility of the BAHL Rules and Ethics/Discipline Committee. Discipline received may be appealed along the same guidelines set forth by the BAHL/CIA Zero Tolerance Policy. Discipline will be at the request of any BAHL/CIA member/staff via submitted Incident Action Form with proof of violation of this policy. A written apology may be required with any of the following:**

**a. 1<sup>st</sup> Offense: Written recorded of warning and removal of post(s) in question.**



- b. 2<sup>nd</sup> Offense: 1 game suspension and removal of post(s) in question.
- c. 3<sup>rd</sup> Offense: 3 game suspension and removal of post(s) in question.
- d. 4<sup>th</sup> Offense: 5 game suspension minimum, up to 364 days maximum suspension and removal of post(s). This will be the discretion of the Rules and Ethics committee.
- e. 5<sup>th</sup> Offense: Indefinite membership termination from the BAHL/CIA.

**VII. Acknowledgement of Receipt of Zero Tolerance Policy and BAHL Handbook 2018-19:**

The undersigned, being Player, Parent/Legal Guardians of Player, Coach, or other BAHL Member, hereby acknowledge and attest to have read (online), understand and agreed upon the Zero Tolerance Policy and the BAHL Handbook 2018-19 set forth by the BAHL/CIA. The BAHL board understands that younger players may not be able to read and understand the Zero Tolerance Policy and Handbook, it is expected that the parents will explain as needed the Zero Tolerance Policy and BAHL Handbook. The undersigned agree to any and all discipline set forth by the BAHL/CIA Board of Directors for violations of this policy. The undersigned understands that agreement to abide by this policy is mandatory for all membership with the BAHL. Renewal of this agreement will be on an annual basis effective October 1<sup>st</sup> of each calendar year.

_____	_____
<b>Player, Coach, Board Member (print name)</b>	<b>Player, Coach, Board Member Signature</b>

_____	_____
<b>Parent or Legal Guardian #1 (print name)</b>	<b>Parent or Legal Guardian #1 (signature)</b>

_____	_____
<b>Parent or Legal Guardian #2 (print name)</b>	<b>Parent or Legal Guardian #2 (signature)</b>

\_\_\_\_\_  
**Date**