

MITCHELL SKATING & HOCKEY ASSOCIATION

CODE OF CONDUCT - 2023-2024



In accordance with its mission, Mitchell Skating and Hockey Association (MSHA) provides programming to increase participation in youth hockey while improving skills. Youth sport uniquely offers formative experiences which provide life-long lessons, including self-discipline and controlling emotions in the midst of adversity. For this reason, MSHA will establish responsible environments that nurture healthy conduct of and good citizenship.

Participation in MSHA is a privilege. The misconduct of a player or his/her parent(s)/guardian(s) (or both) may cause privileges to be revoked. Demonstrating good sportsmanship is an expectation of all individuals involved in MSHA activities, including all elected and appointed MSHA officials, coaches, referees, parents, fans, and players. The governing board of this Association views the implementation of this Code as both essential and vital to its efforts to achieve the vision established for our organization.

EXPECTATIONS FOR APPROPRIATE CONDUCT

The guidelines contained here within support the establishment and maintenance of an environment that fosters positive human growth in youth. These guidelines should not be interpreted to be an all-inclusive list of Association rules concerning player, coach, and parent behavior for anticipating every example of behavior unbecoming of the expectation they establish is not possible.

Therefore, by acknowledging one's successful receipt of this document and professing one's understanding of its content, players, coaches, and parents affiliated with MSHA are expected to conduct themselves in a manner that is respectful of others and reflects positively on MSHA and the Mitchell community. Players are expected to use good judgment and common sense in their behavior consistent with social standards of conduct normally expected in a youth athletic setting and core values of hockey clubs affiliated with USA Hockey.

Violations of the Code of Conduct will be presented to the Disciplinary Board in accordance with the procedures outlined here within.

All participants in MSHA will:

- Adhere to the "24-Hour Rule"
- Ensure their conduct demonstrates good sportsmanship and represents MSHA in a positive manner.
- Know, understand, and abide by the rules of MSHA, Mitchell Activities Center, South Dakota Amateur Hockey Association (SDAHA), and USA Hockey.
- Conduct his/herself in accordance with the "Code of Conduct" detailed in this document.
- Refrain from physically, verbally, or psychologically abusing any player, parent, game official, spectator, Board member, or volunteer.

24-HOUR RULE

Coaches, coordinators, board members and parents are required to wait 24 hours before discussing any game or incident/situation that occurred during the game which has provoked an adverse, emotional response or led to a hostile situation. The intent of this rule is to move an emotional and confrontational discussion away from the presence of players, to allow the parties to permit emotions that might be running high to wane, and to better compose themselves. Placing the provoking incident in perspective before meeting to discuss it lends the best opportunity for identifying constructive take-aways. When we honor the 24-hour rule, those life-lessons we seek for youth are more likely to be captured.

*Exceptions to the 24-Hour Rule will be allowed when the need for expeditious formal investigations of specific situations or disciplinary incidents are required. It will be expected that such investigations will be conducted by the Executive Committee or Board Members be of neutral party to the incidents being investigated.

FACILITIES

General Guidelines

The Mitchell Activities Center is a ZERO TOLERANCE FACILITY. The zero tolerance rules are an effort to promote high standards of sportsmanship and behavior for all ages. These are general guidelines and outline some of the behaviors that may require action by either a MSHA adult or a Mitchell Park and Recreation employee at the Mitchell Activity Center (MAC). These are examples and may not include all areas of misconduct:

- Lack of respect for others; disregard for adults/staff authority
- Swearing and use of unacceptable language.
- Lack of respect for or making fun/intimidating other participants
- Demonstrating poor sportsmanship by work or action
- Actions that endanger yourself or others
- Improper or unauthorized use of equipment; vandalism
- Use of tobacco products
- Use of illegal drugs, alcohol or being under the influence of drugs or alcohol on site.
- Use of cell phone or other recording device while in locker rooms.

These rules apply to participants, coaches, volunteers, and spectators. For more information see USA Hockey Zero Tolerance Policy: <https://www.usahockeyrulebook.com/page/show/1015130-zero-tolerance-policy>.

Corrective Actions

Corrective actions may range from warnings to eviction from the MAC. Offenders may be evicted by either Mitchell Parks and Recreation employees or MSHA. Length of eviction will depend on the severity of the misconduct. Eviction means the offender may not be in the building or on the grounds for Parks and Recreation or MSHA activities for the duration of the eviction. No refunds will be given if an offender is evicted from an event/activity.

This code of conduct applies to all players and shall be in effect beginning with the first day of the school year and shall continue through the final day of the last MSHA-associated event of the season hosted in the MAC.

Offenses that occur during the hockey season will be counted against a player for one calendar year from the date of the offense. This means that the disciplinary action taken against a player can follow him/her from one season to the next. These consequences are minimums only and the Disciplinary Committee and/or MSHA reserves the right to look at each case individually, and to determine if more severe consequences are warranted. Disciplinary notes are cumulative from one offense to another.

SOCIAL MEDIA, MOBILE, AND ELECTRONIC COMMUNICATIONS POLICY

MSHA participants are encouraged to utilize social media as a way to network with friends, family, and other hockey players. However, participants must use caution to ensure appropriate behaviors while utilizing social media.

Inappropriate use of social media will not be tolerated by the MSHA and, if discovered the participant will be subject to the Association disciplinary procedures. The following guidelines reflect the expectations of MSHA:

- No offensive or inappropriate pictures. Examples of inappropriate pictures may include, but are not limited to those containing alcohol, illegal drugs, or sexual content.
- No offensive or inappropriate comments. Examples may include but are not limited to references to behaviors relating to alcohol or illegal drug use, sexually related behaviors, behaviors that would be deemed illegal or unethical or inappropriate language (swearing).
- No inappropriate references to any players, coaches, or officials from MSHA or from opposing teams.
- Social media bullying will not be tolerated.
- No player should friend or directly communicate with coaches through social media, text or email unless parents are included in such communications. For more information, see USA Hockey Social Media, Mobile, and Electronic Communications Policy:

http://assets.ngin.com/attachments/document/0042/3878/SafeSport_social_media_policy.pdf

PRINCIPLES FOR APPROPRIATE CONDUCT: PLAYERS

Players who participate in MSHA should consider it an honor and a privilege. With this privilege comes responsibility to teammates, coaches, parents and to the entire MSHA hockey program, which you represent to other teams and communities. Among these responsibilities are:

1. Hockey players should always conduct themselves so as to maintain the highest principles: integrity of personal and organizational character, along with respect for the Game.
2. By their decision to play, hockey players accept the principle that an athlete's strong desire to compete and succeed may not justify compromise to the Game, its rules as established by governing bodies, and most especially any respect shown unto opponents. Acceptance of this concept is the very heart of sportsmanship and fair play.
 - a. Hockey players accept the authority of all game officials. At no time is it appropriate to demonstrably question the decisions and actions of game officials (i.e., never dispute an on-ice officials' call).
 - b. Hockey players' actions will never deliberately jeopardize the safety and well-being of opponents, teammates, officials, or spectators.
 - c. Show respect toward opposing coaches and players and to game officials at all times. The use of profanity and/or offensive gestures toward officials, players, spectators or coaches will not be tolerated.
3. No drinking alcoholic beverages or illegally using any controlled substance or tobacco products.
 - a. Any coach, referee, or MSHA board member has the authority to remove a player from the ice who in his/her opinion is under the influence of drugs or alcohol.
4. No use of social media to promote violence outside the Game, degrade other players, or to otherwise espouse sentiments that are inconsistent with the spirit of this Code.
5. Respects the property of others:
 - a. Stealing and/or vandalism of any property is prohibited.
 - b. Any damages assessed to MSHA or an MSHA team by any facility used by these teams will be shared evenly by the parents of all players who were at the facility during that time unless responsibility can be established.
 - c. Use of the locker room assigned to the team by the rink manager.
 - d. Leaves the locker room in a clean and orderly manner.
6. Views hockey as an instrument for life-long learning:
 - a. Conducts him/herself as a good citizen (i.e. grades, attendance, conduct, and service).
 - b. Accept that his/her academic responsibilities take higher priority over athletic responsibilities.
 - c. Strives to be a team player and gives due credit to your teammates. Avoids personal criticisms of your teammates and coaches.
 - d. Follows the directions of his/her coach and is willing to accept constructive criticism meant to draw attention to areas for personal improvement.
 - e. Attends all scheduled team activities. In the event a personal scheduling conflict arises which makes this not possible, players will communicate in advance with the coach and/or team coordinator.
 - f. Always comes prepared for practices and games. Keeps his/her game uniform clean and his equipment in good repair, including sharpened skates. Brings two sticks to games and practices.
7. Hockey players will honestly report all injuries and medical conditions in a timely manner to the appropriate institutional medical personnel.
8. Places sportsmanship ahead of success; as a player I will
 - a. Be a competitor. You are expected to give your best at all times. Play hard but fairly.
 - b. Be gracious and courteous in victory and defeat.
 - c. Recognize and uphold the significance that post-game acknowledgement means to the game of hockey by lining up and shaking hands with the opposing team after all games.

PRINCIPLES FOR APPROPRIATE CONDUCT: PARENTS

Being involved in MSHA demands time and effort on the part of the parent. Parents, in no small measure, help determine the success of the hockey program by understanding the requirements of team participation. Some of the behaviors and redeeming qualities that a parent will demonstrate to help their player, the team, the Association, and the Game are:

1. Places the welfare of the player and their future, personal/professional successes above the outcome of a game.
2. Make sure that your player knows that win or lose, you appreciate the effort made. Offers praises more frequently than criticisms; cheers for your own team, never against opponents. .
3. Accepts personal disappointment gracefully; doesn't pass it along to the player or team members.
4. Acknowledges your coach(es) for a job well done and discusses any health issues concerning your child with them.
5. Embodies the reality that the coach has the responsibility of an entire team in the locker room and on the ice. Understand, therefore, that the coach is not responsible for the behavior of your child outside of the locker room and ice surface. Activity and behavior of the player at all times is the sole responsibility of the parents.
6. Avoids becoming a chronic complainer and acknowledges that those who do, often do not have a solution. If you are of the belief that something systemic is wrong with your player's team, contact your Coach or Team Coordinator. If this does not achieve resolution, discuss your concern with the Coaching Director.
7. Knows the MSHA player Code of Conduct and encourages your player and your peers to live within it.
8. It is the responsibility of the parents to inform the coordinator, coach, coaching director, or board member of any known or alleged violations of the player's Code of Conduct.
9. Mindful of SDAHA Zero Tolerance rules for conduct during competitions, parents will conduct themselves with respect for the officials and opponents at all times.
10. Parents are expected to provide their players with the required equipment and assist them in taking proper care of their equipment.
11. Through the registration of their children with the Association, parents are to support the MSHA philosophy of encouraging players to enjoy hockey as a sport and to have fun.
12. Parents are expected to assist the team where needed. This includes providing essential volunteer manpower during games and MSHA Tournaments. These include but are not limited to assisting as minor officials, operating penalty boxes, score keeping, monitoring locker rooms, selling tickets and maintaining the facility.
13. Parents are asked to pay fees by published deadlines to ensure that their player remains eligible to participate with his or her team. Players with unpaid fees for the current and/or prior season will not be allowed to participate in future MSHA programs or other USA Hockey-registered teams until all outstanding fees have been paid.
14. Any damages assessed to MSHA or an MSHA team at any facility used by these teams will be shared evenly by the parents of all players who were at the facility during that time, unless individual responsibility can be established.

Should violations of any of the above expectations for conduct be observed:

1. Parents whose conduct reflects negatively on the team, the MSHA, or The Game will be referred to the MSHA Executive Board and/or Coaching Director. Both have been authorized to administer limited punitive actions in the event parents are found to be in violation of the Code.
2. If resolution cannot be achieved or the violation is so egregious that it merits further investigation and possible penalty, the Executive Board and/or Coaching Director will refer the matter to the Discipline Committee. The MSHA Discipline Committee reserves the right to ban parents from attending MSHA games in the event observed behaviors are addressed and not altered for the better.

PRINCIPLES FOR APPROPRIATE CONDUCT: COACHES

A coach is responsible for the operation and conduct of his/her team. He/she is the teacher of skills and a developer of players; socially, psychologically, and physically. The coach is responsible to the MSHA Board of Directors. These responsibilities include:

1. Responsibility to "The Game"

- a. Coaches are role models. As such, they shall always conduct themselves so as to maintain the highest principles for human conduct, examples of integrity, and witnesses for how to show respect for the Game.
- b. Coaches are responsible for knowing, understanding, and following all rules of the game as established and directed by the MSHA, SDAHA and USA Hockey.
- c. It is the coach's responsibility to make sure that all players understand the rules and the reasoning for why they have been declared, even when the coach disagrees with the rule. Coaches, therefore, are expected to only use legitimate processes through which positive change to those rules might be affected.

2. Responsibility to the Association

- a. Coaches are educators. The rink serves as a classroom, practices provide skills, and competition allows for the application of instilled disciplines along with the forum in which pursuit of excellence might be measured. This primary function of the coach must never be disregarded. Behavior that reflects poorly on The Game or the MSHA undermines a coach's ability to function effectively in this essential role.
- b. Coaches must ensure that their program is being conducted and promoted properly. While there are definable duties in which coaches hold primary responsibility, coaches are also responsible for having an awareness of all institutional activities that may affect their program's performance and reputation.
- c. Coaches must immediately notify the Coaching Director or President of any situation that might violate any MSHA, SDAHA or USA Hockey rules or regulations.
- d. Coaching Certifications- ALL coaches are required by MSHA, SDAHA and USA Hockey to obtain appropriate certification(s) through the Coaching Education Program. Levels include Level 1, Level 2, Level 3, Level 4, and Level 5 (Masters). This clinic style program is offered periodically at different sites in the area and consists of both on-ice and off-ice instruction. This includes the age-specific modules that are completed online. Coaches must advance in CEP levels in accordance with USA Hockey requirements.
- e. Enforce common rules regarding care of equipment and facilities which include the following:
 - i. Restrain the players from damaging the rink, kicking the boards or related equipment with their skates or pounding them with their sticks.
 - ii. Return any MSHA equipment and jerseys to the Equipment Managers immediately following the season.
 - iii. Do not damage locker rooms. Be sure your players leave locker rooms in a clean and orderly condition both home and away.
 - iv. Safeguard other facilities and equipment utilized.

3. Responsibility to the Student-Athlete

- a. Be passionate and make hockey fun.
- b. Coaches should never place the value of a win above the objective of instilling the highest ideals and character traits in their players.
- c. The safety and welfare of the players should always be uppermost in their mind and these values must never be sacrificed for personal prestige or personal gain.
- d. The diagnosis and treatment of injuries is a medical problem and coaches should always defer to the proper medical authorities without the slightest interference.
- e. Coaches should never teach their players tactics or skills designed to circumvent the intent of the rulebook and the standards of fair play.

- f. Players will be held accountable by coaches. Whenever players exhibit unsportsmanlike behavior on their own, it is the responsibility of the coach to address that behavior and end it immediately. Coaches are responsible for the conduct of their players on the ice, in the locker room, and immediately following a game.
- g. Coaches are responsible for knowing and following the MSHA manual, SDAHA playing rules and the USA Hockey playing rules. Coaches should not knowingly jeopardize the eligibility and participation of any student-athlete due to ignorance of the rules and their application.
- h. Respect the fact that MSHA participants are student-athletes: emphasize the importance of academics and limit the demands placed on athletes outside of scheduled ice time to respect the athlete's need to study and rest adequately for learning.
- i. Respect, encourage and compliment players. Use constructive criticism that focuses on skill improvement only. Praise publicly, correct privately.
- j. Develop the hockey skills of every player within his/her personal limits of their physical, mental, and emotional abilities. A great coach holds an incredible impact on all of his students.
- k. Demonstrate proper control of emotions at all times because the coach is the model for the player.
- l. Enforce team rules fairly, without prejudice toward any one player.
- m. Maintain team discipline. When a player is disciplined, the coach should fairly inform the player of the reasons for the punishment before leaving the arena. Matters of discipline should be discussed privately between the player and the coach. Always have another adult in the room

4. Behavior Toward Officials

- a. All game officials - including but not limited to on-ice officials, goal judges, scorers, host facility personnel - shall at all times be treated in a professional and courteous manner.
- b. In particular, on-ice officials should be treated with respect at all times. It is the particular responsibility of the host coach to ensure the safety and well-being of these officials in that host facility.
- c. 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.
- d. Coaches wishing to express displeasure with an official's conduct must follow the proper procedure for making grievances as established by the SDAHA.

5. Coaches Rights, Responsibilities, & Expectations

- a. The expectation of team members to show up 30 minutes before practices and be dressed and ready to listen 15 minutes before the specified/assigned practice time reserved for the team at the training facility.
- b. The right to exercise reasonable discipline over the team and for the team to respond to that discipline without any verbal or physical abuse.
- c. The right to penalize player's shifts or games depending on the severity of the offense.
- d. The right to expect team members to be responsive to his/her instructions.
- e. The right to expect parental support for punitive actions taken in the wake of poor conduct by players.
- f. The expectation of parents' attendance at games and their assistance provided for the good of the team when requested of them.

PARTICIPANT GUIDELINES FOR LEAGUE-LEVEL TEAMS (SQUIRTS AND UP)

Academic Requirements

The MSHA recognizes the importance of a good education and takes the position that a player's education must take precedent over hockey. To be eligible to play all players and parents shall authorize their school district to release failing grade records to MSHA and subsequent passing grades to determine the player is meeting academic requirements. If a player is on the failing list the following actions will be taken:

- Players on league level teams with one failing grade in school cannot play in a game, however they will be eligible to participate in practice.
- A player on league level teams with two (2) or more failing grades will be ineligible to practice and/or participate in games.
- Players are required to carry at least five (5) classes a semester to be considered eligible to practice and/or participate in games.

If the player is on a failing list, he/she shall have the opportunity to come off the failing list prior to the game if the parent portal indicates the player's grade has risen above the failing grade or if the player's teacher acknowledges in writing that the player has brought their grade up to be considered passing.

THE PLAYER IS REQUIRED TO BRING DOCUMENTATION TO THE COACH PRIOR TO THE START OF THE GAME.

Level 1 Prohibited Conduct – General Activity

- Fighting, obscenities, abusive language, or other inappropriate behavior while in our facility or other state facilities will be subject to disciplinary action by the coaches, disciplinary board, and/or the MSHA board of directors.
- Poor sportsmanship and inappropriate behavior during games or practice will not be tolerated and will be subject to disciplinary action by the coaches, disciplinary board, and/or the MSHA board of directors.
- Disruptive/destructive behavior by participants at home or away events will not be tolerated and will be subject to disciplinary action by the coaches, disciplinary board, and/or the MSHA board of directors.
- Unexcused absences from practice or games/events will result in the individual not being able to participate for the next competition. Excused absences shall include personal or family illness and emergencies. Family, church, and school events, along with academic excellence take precedence over hockey and are strongly encouraged by MSHA. Absences will be monitored by the coaches, and any excessive absenteeism would allow the coaches and/or the Disciplinary Committee to take appropriate action.
- School suspension – participants who are suspended from school are also suspended from extracurricular activities during the length of the suspension.
- Criminal or juvenile legal code violations (excluding drug or alcohol violations which are addressed below) - participants who are charged with criminal or juvenile legal code violations may receive suspensions from events. The number of events will be determined by the Disciplinary Committee after consultation with the appropriate coach.
- Any participant who voluntarily participates in the initiation of other students shall lose eligibility under this policy consistent with the violation policies listed below.
- Any actions not specifically covered herein are subject to review by the Disciplinary Committee or by the MSHA Board of Directors.

Level 1 Disciplinary Action

if there is an admitted violation the following actions may be taken:

- **FIRST VIOLATION:** The coach will enact disciplinary action as deemed fit but may refer the decision relating to corrective action to the Disciplinary Committee.
- **SECOND VIOLATION:** In addition to the action taken by the coach the player must meet before the disciplinary committee.
- **THIRD VIOLATION:** One game suspension, possibly with further action taken by the Disciplinary Committee.
- **FOURTH VIOLATION:** The Disciplinary Committee shall determine appropriate corrective action.

Level 2 Prohibited Conduct - Alcohol, Tobacco, and Criminal Activity

Any MSHA player who is present where illegal alcohol or illegal drugs is also present or him/herself illegally uses or possesses alcohol, tobacco (including vaping), marijuana or any illegal drug, or participates in any other criminal activity, to include, but not be limited to referral to a juvenile ninety-day deferral program or prosecution as a juvenile delinquent, shall be subject to disciplinary action. If a player self-reports a violation of this section within twenty-four (24) hours of the players' actions giving rise to discipline the player will be entitled to have the suspension referred to below reduce by one (1) game for a first or second violation.

Level 2 Disciplinary Action

- **FIRST VIOLATION:** There will be an automatic suspension of 25% of the scheduled games during which time the player shall be required to attend all practices.
- **SECOND VIOLATION:** There will be an automatic suspension of 50% of scheduled games during which time the player shall be required to attend all practices.
- **THIRD VIOLATION:** The player will be suspended from all participation with MSHA for twelve (12) months from the date of the offense.

Any and all violations shall be cumulative for a period of 12 months from the date of the offense.

The consequences described above are minimums only. The MSHA Board of Directors, after consultation with the appropriate coach and/or the Disciplinary Committee, may enforce a more severe consequence if the violation warrants. Any participant that holds captain or assistant captain status shall forfeit that position and be ineligible to regain such a position for the remainder of the current season.

The preceding rules are in effect from the date of the first team's fall practice through the end of the competitive season.

Parents: MSHA recognizes the social situations that occur for parents and coaches during out of town travel. It should be remembered, however, that we are models for our youth. Please use discretion in the consumption of alcohol when players and children are present.

Coaches: Coaches will refrain from alcohol consumption prior to practices and games. When traveling with the team, use discretion with regard to alcohol consumption and tobacco use. Please use discretion in the consumption of alcohol when players and children are present.

Disciplinary Committee: Instances involving illegal use of a controlled substance or abuse of alcohol will be brought to the disciplinary committee for review and action. Coaches accused of violations will have a fair and impartial hearing before the committee before disciplinary action is taken.

Discipline Guidelines for Parents/Coaches/Board Members

In addition to adherence to the MSHA Code of Conduct, the following actions may be subject to disciplinary action:

- If you are asked to leave the MSHA arena or any hosting facility by a referee, parent representative, board member or coach because of your actions.
- If you approach a coach in anger or frustration either in person, by phone or by email prior to talking with the Coaching Director after the designated 24-hour rule.
- If your actions against any other persons, including but not limited to, players, fans, parents, officials, board members and rink managers, causes a disruption on or off the ice or represents the MSHA in a derogatory manner.
- If you enter the locker room, bench area or ice, without permission from the coaching staff, in frustration or anger.

- If you are found consuming alcohol, smoking, using e-cigarettes, chewing, or using illegal substances in any hockey facility during an MSHA event (alcohol consumption is acceptable in those facilities that sell alcohol, but overt public intoxication may be subject to disciplinary action).

Reporting Procedure

Anyone that observes a violation of the MAC guidelines listed above shall have the opportunity to fill out an incident report stating the player's name, violation that was observed, the date, time and place the violation was observed. This report must be signed and dated and turned into the team coordinator, coach, coaching director, or be left in the drop box at the MAC. Such reports will be given to the team coach to determine/enforce disciplinary measures deemed necessary. To make enforcement of these guidelines as effective as possible, such reports must be turned in within 24 hours of the observed violation. The reporting party may be asked to provide additional information regarding any incident to MSHA. Following receipt of the violation, the coach shall notify the player and the player's parents.

Coaches wishing to implement any form of punishment (extra practice, dressed benching for any period of game time, etc.) to a player due to a code of conduct violation must complete an Incident Report documenting the scenario at hand and the resulting punishment details. The incident report will then be provided to the Coaching Director for logging. All incident reports (player, parent, or coach specific) will be logged for tracking multiple violations.

The consequences described above are minimums only. The MSHA Board of Directors, after consultation with the appropriate coach and/or the Disciplinary Committee, may enforce a more severe consequence if the violation warrants. Any participant that holds captain or assistant captain status shall forfeit that position and be ineligible to regain such a position for the remainder of the current season.

RIGHT TO APPEAL

The player and/or his parents have the right to appeal the disciplinary decisions of coaches or the Disciplinary Committee. The appeal must be made in writing to the MSHA Board of Directors within forty-eight (48) hours after the decision of the coach or Disciplinary Committee. If the decision of a coach is being appealed, the decision on the appeal will be made by the Disciplinary Committee. Any action taken by the Disciplinary Committee may also be appealed to the Board of Directors upon submission of a written appeal within forty-eight (48) hours of the decision of the Disciplinary Committee. The appropriate committee hearing the appeal shall provide a decision within twenty-four (24) hours of the submission of the written appeal. The disciplinary action shall be stayed pending the appeal process.

Any cost that may be involved in bringing an appeal is the sole responsibility of the player bringing on such appeal. MSHA will not cover any costs involved with any appeals.

PENALTIES FOR PLAYER MISCONDUCT

Any player who engages in fighting, violence, or any form of intimidation, or who receives a major or misconduct penalty for fighting, spearing, butt-ending or two unsportsmanlike penalties in one game will be disciplined as follows:

First Offense

- If the penalty is called in a game the player will serve the SDAHA-imposed penalty
- If the penalty is not called or misconduct occurs at practice or off-ice, coaches and/or discipline committee will determine penalty.

Second Offense

- Player is suspended from all activities, until a meeting can be held with the Discipline Committee, the player, parents, and coach.

- The meeting will take place within 5 days of the offense.
- The Discipline Committee will determine a sanction based on the circumstances. The sanction will be no less than a two- game suspension and no more than a five-game suspension
- The MSHA Board reserves the right to impose sanctions in excess of these norms if aggravating circumstances are present.

Notes

1. The coach or a member of the Discipline Committee will notify the player of the sanctions. It is preferred they accompany one another when meeting with the offending player.
2. Player misconduct may also be governed by SDAHA rules and sanctions. If use of alcohol, tobacco products, or drugs is found to be contributing factors, sanctions may be compounded.
3. Individuals to whom season-ending suspensions have been given may not participate in any team activities, including but not limited to meetings, practices, presence in the locker room, and presence on the bench during games or scrimmages.
4. Individuals on suspension for non-season ending suspensions must practice with a team under supervision of the coach. If it is determined that the individual's presence at practice is creating a disruption, additional action may be taken.

GRIEVANCE POLICY AND PROCESS

A Discipline Committee has been established by the MSHA to help enforce USA Hockey's Zero Tolerance Policy, the SDAHA playing rules, and the MSHA Code of Conduct. It is the intent of the Discipline Committee that any individual participating in the activities in the Association, including but not limited to, players, coaches, officials, fans and parents, exhibit qualities of good sportsmanship and civil behavior and abide by the Code of Conduct established by the Association.

Most disputes are minor and can be resolved at the team level by following the principle of subsidiarity through the use of appropriate channels for meeting, discussing the multiple viewpoints, and resolving disputes by achieving a common understanding of what transpired and why the conduct has been deemed to have not been in accord with the Code. This is true whether the dispute involves a coach, player, parent, or a member of the Board of Directors.

The aggrieved party should discuss, in person, any complaints, disputes or other significant concerns directly with the individual(s) immediately involved in or having knowledge of the issue. Ideally, most issues are resolved at this level. Players and parents agree to wait at least 24 hours after a game or practice prior to initiating this conversation. Parents and coaches, or other involved parties, agree to conduct themselves professionally and respectfully at all times.

If individuals cannot resolve their differences, then a written and signed complaint can be given to the Team Coordinator, Coaching Director, or Board President. Within five days of receipt of an allegation, the Coaching Director and Board President will arrange for a meeting between the parties involved to resolve the issue. If the Coaching Director and/or President are directly involved in the grievance, another member of the Board, and a member of the Programs Committee or other committees applicable to the complaint may be brought into the grievance process to avoid conflict of interest. This meeting will be held no later than 14 days from receipt of the written complaint to review the facts of the situation with the parties involved and identify a fair resolution to the issue. A formal summary of the meeting will be documented and presented at the next scheduled Board of Directors meeting. If the issue remains unresolved, the full board will be responsible for final adjudication and documentation as part of the Board minutes. All decisions made by the MSHA Board of Directors as laid out above are final.

No grievances will be heard by any member of the Board until a Grievance Report has been filed. No grievances will be addressed at monthly Board meetings without prior reporting and meeting procedures completed.

DISCIPLINE COMMITTEE

The Discipline Committee is made up of five members appointed by the MSHA Board, not including the MSHA Board President who will serve as a non-voting Committee Chairperson. Members must be in good standing and may consist of present and past MSHA association members. Committee members are expected to be reasonably available for all discipline hearings, be active participants in the process and maintain an un-biased, reasonable point of view congruent with imposing fair discipline rulings.

The discipline committee will abide by USA Hockey Bylaw #10 policy when evaluating any punishments resulting in formal suspension of play or general activity from association events. Such determinations may then be referred to the MSHA Board of Directors for expulsion from the association and membership revocation per MSHA Bylaw procedures.

GENERAL DISCIPLINARY PROCESS

MSHA reserves the right to take action that ensures the integrity and fidelity of the association, including actions that ensure association participants (Players, Coaches, Parents, Board Members) are acting within the spirit and letter of the MSHA, SDAHA and USA hockey rules and policy.

Actions may include, unless explained specifically elsewhere:

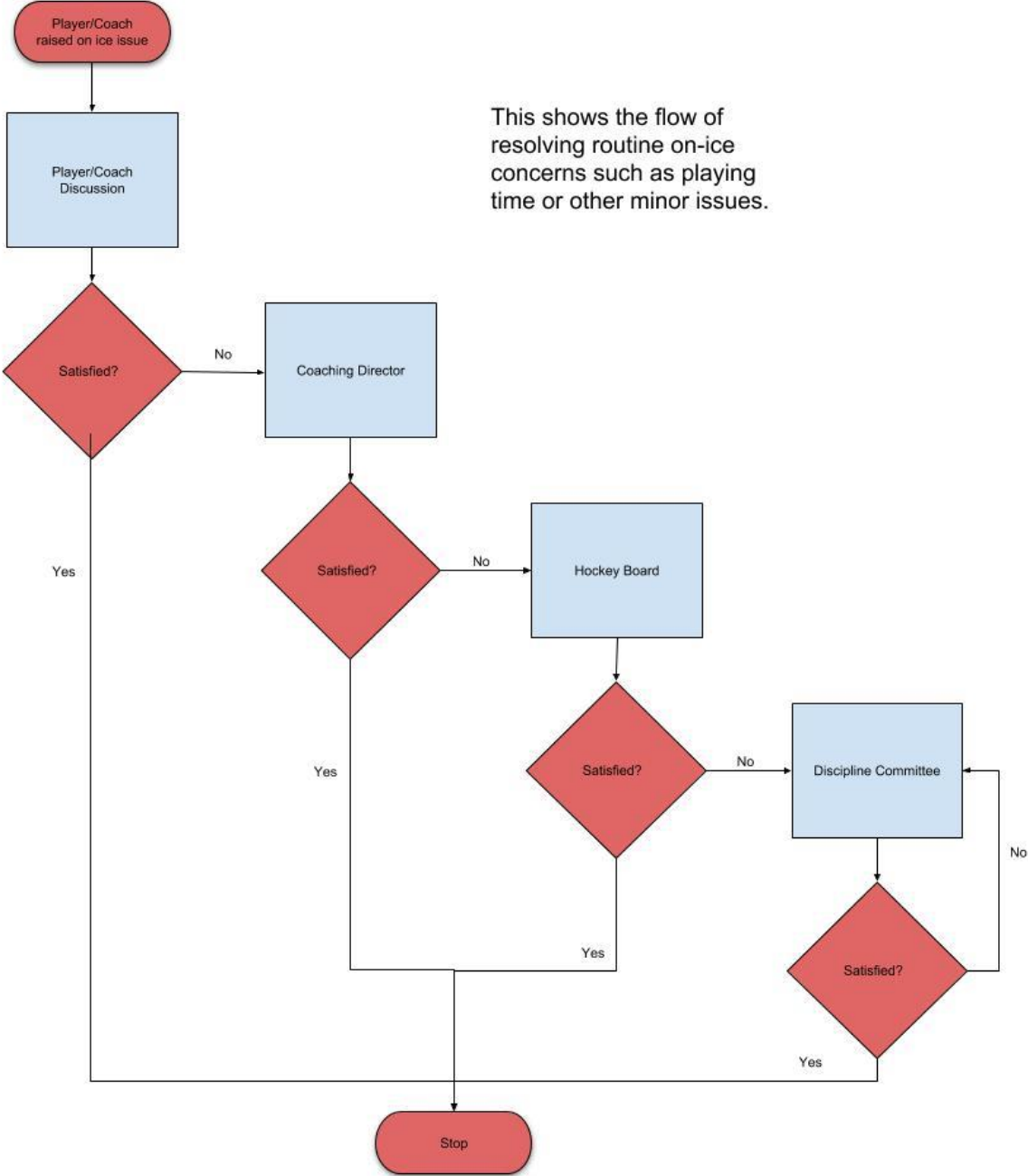
1. Verbal Warning
2. Written Warning and reprimand
3. Assignment of restorative acts (Training, apology, etc.)
4. Suspension from games and activities
5. Exclusion from MSHA events
6. Removal from MSHA

Any offense that occurs at a MSHA function, to include a crime alleging violence, illegal activity, sexual misconduct, intentional property damage or other criminal activities is subject to 4th level actions, regardless if a first or second offense have been committed.

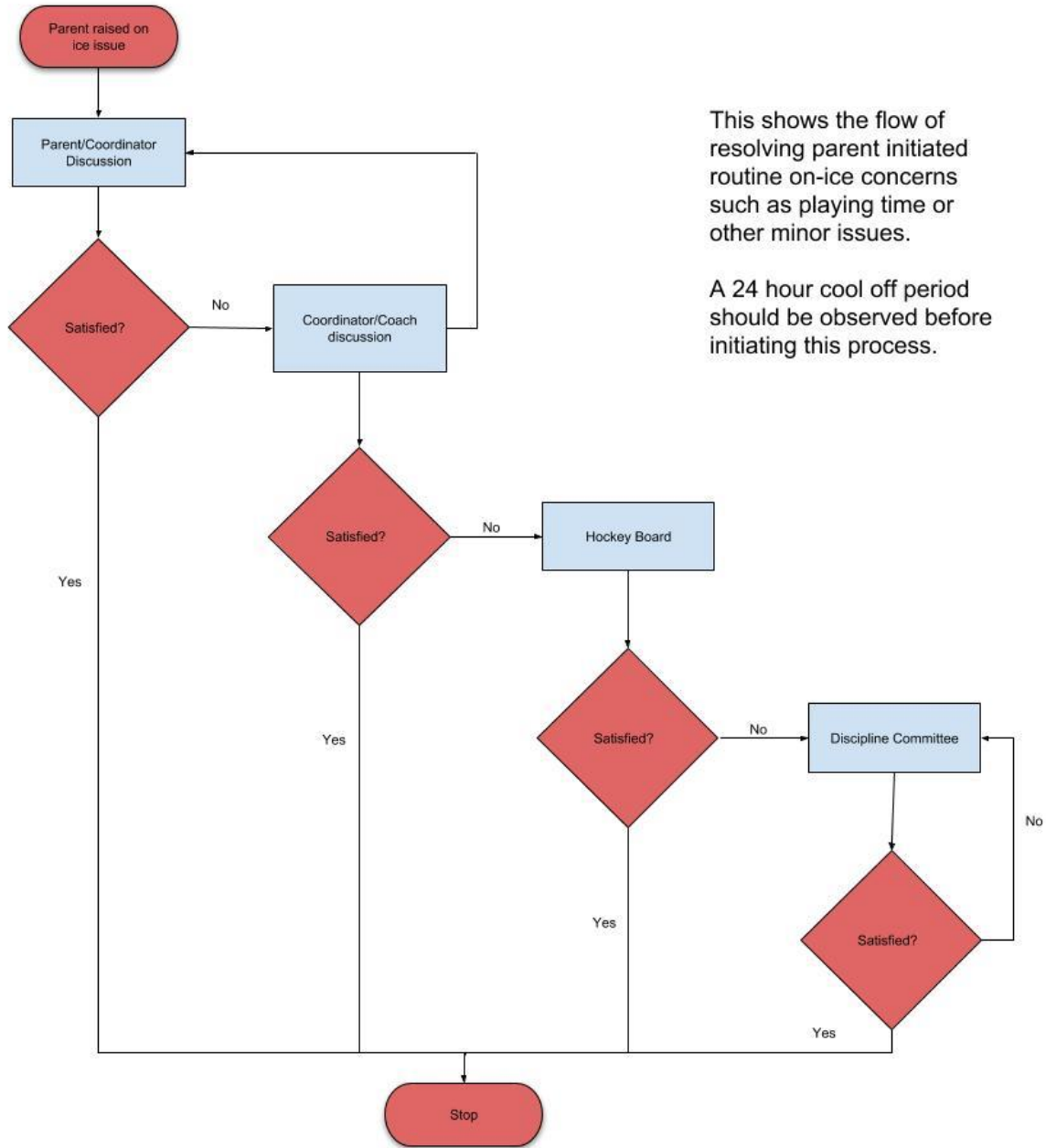
Good Intentions

The intent of the Disciplinary Committee and the discipline guidelines is to help prevent unnecessary behavioral incidents and to foster more sportsmanlike behavior within the Association, both in the stands and on the ice. The hope is that coaches, parents, and players will “think twice” before engaging in inappropriate behavior and that the actions of the Disciplinary Committee will not be necessary. Thank you for helping the MSHA model positive attitudes and behaviors to our skaters.

Routine On-Ice Concerns Flow Chart - Player/Coach



Routine On-Ice Concerns Flow Chart - Parent



This shows the flow of resolving parent initiated routine on-ice concerns such as playing time or other minor issues.

A 24 hour cool off period should be observed before initiating this process.

NOTIFICATION OF THE CODE OF CONDUCT, ACADEMIC REQUIREMENTS, AND DISCIPLINARY PROCEDURES

- Participants shall be informed regarding the rules and the penalties for violations by the MSHA PRIOR to the first practice of the season.
- The activity rules and regulations shall be posted on the MSHA website.
- The consent agreement shall be signed by the participant and parent/guardian. It will be returned to the appropriate Coordinator PRIOR to the first practice session.
- Coaches shall present this document and explain the specific code of conduct elements to all players of the team to reiterate the significance to

MSHA reserves the right to revise and update any information and policies contained herein at any time through normal approval channels. Please visit our website (www.mitchellmarlins.com) for the latest copy of this policy.

Updated and Adopted xx-xx-2023 by the MSHA Board of Directors

MITCHELL SKATING & HOCKEY ASSOCIATION PLAYER CODE OF CONDUCT ACKNOWLEDGEMENT



The Mitchell Skating and Hockey Association requires that all players and at least one of their parents/guardians acknowledge receipt of this Code of Conduct policy and agree to be bound by the same.

We have received a copy of the MSHA Code of Conduct that the player is required to follow while participating in MSHA hockey.

We authorize the _____ school district to send failing grade records to Mitchell Skating and Hockey Association to determine that the player is following academic guidelines set by the association. In addition, we authorize the school district to send information showing passing grades in those same areas to determine player eligibility for hockey participation.

Player Name _____
Please Print

Grade Level _____

Player signature _____

Parent 1 signature _____

Parent 2 signature _____

Date _____

MITCHELL SKATING & HOCKEY ASSOCIATION

PARENT CODE OF CONDUCT ACKNOWLEDGEMENT



I / we _____ understand that the goal of Mitchell Skating and Hockey Association (MSHA) is to provide opportunities for Mitchell area youth to learn to skate and learn the fundamentals of the game of hockey according to USA Hockey recommendations and guidelines. As a parent and MSHA member volunteer I recognize that my most important role is to support my child and help the organization by participating as a volunteer. I will follow the rules and regulations of USA Hockey, the Mitchell Activity Center (and visiting rinks) and MSHA to ensure that the association's philosophy and objectives are enhanced.

Specifically,

- I will encourage my child to play by the rules. Remember, children learn best by example, so applaud the good plays of both teams.
- I will not embarrass my child by yelling at players, coaches, or officials. By showing a positive attitude toward the game and all its participants, your child will benefit.
- I will emphasize skill development and practices and how they benefit my young athlete. De-emphasize games and competition (especially in the lower age groups).
- I will do my best to know 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.
- I will applaud a good effort in both victory and defeat and enforce the positive points of the game.
- I will not yell or abuse my child after a game or practice - it is destructive. I will help work toward removing the physical and verbal abuse in youth sports.
- I will recognize the importance of both volunteer and paid coaches. They are important to the development of your child and the sport, and I will support these efforts.
- I will support my child's development and commitment to hockey by getting my child to practices and games on time.
- I will communicate any concerns through the appropriate chain as defined by MSHA.
- I will volunteer so the association will be able to continue to offer positive opportunities for my child.
- I will be positive and supportive in all social media posts relating to coaches or players (MSHA or opposing), officials, or volunteers.

I recognize that, although I am paying for my child to play hockey, his/her participation is a privilege. I further recognize that if I break this Code of Conduct, that my offense shall be reviewed by the MSHA Discipline Committee. If, by a majority vote of the members, the committee finds that I have broken this Code of Conduct, I will receive the potential consequences as listed in the GENERAL DISCIPLINARY PROCESS section as found in this document. If, after receiving the decision of the MSHA Discipline Committee, I feel I would like to appeal, I will make such an appeal within 2 business days according to the RIGHT TO APPEAL section of this document.

Signature _____ Date _____

Signature _____ Date _____

MITCHELL SKATING & HOCKEY ASSOCIATION

COACH CODE OF CONDUCT ACKNOWLEDGEMENT



I _____ understand that the goal of Mitchell Skating and Hockey Association (MSHA) is to provide opportunities for Mitchell area youth to learn to skate and learn the fundamentals of the game of hockey according to USA Hockey recommendations and guidelines. As a coach, my role is to teach the players the game of hockey as well as to model the standard of fair play and respect for the game. I will follow the rules and regulations of USA Hockey and MSHA to ensure that the association's philosophy and objectives are enhanced.

Specifically,

- I understand that winning is a consideration, but not the only one, nor the most important one. I will care more about the players than winning the game and remember, players are involved in hockey for fun and enjoyment.
- I will be a positive role model to your players and display emotional maturity.
- I will treat each athlete, opposing coach, parent and official with respect and dignity.
- I will do my best to be prepared for all practices and games and teach the fundamental skills, so that all athletes have an opportunity to improve their skills through active participation.
- I will be generous with praise when it is deserved; be consistent and honest; be fair and just; will not criticize players publicly; will learn to be a more effective communicator and coach.
- I will 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 and learn the basics of the game.
- I will become thoroughly familiar with the rules of my sport.
- I will uphold the authority of officials who are assigned to the contests in which I coach and I will assist them in every way to conduct a fair and impartial contest.
- I will communicate to my athletes and their parents the rights and responsibilities of individuals on our team.
- I will cooperate with the Coaching Director and Board of Directors of our organization in the enforcement of rules and regulations, and I will report any irregularities that violate sound competitive practices.
- I will be alert to the physical safety of players. I will protect the health and safety of my athletes by insisting that all of the activities under my responsibilities are conducted for their psychological and physiological welfare, rather than for the vicarious interests of adults.
- I will not use pervasive or insulting profanity.
- I will not indulge in the use of tobacco, alcohol or drugs while conducting the duties require of my coaching role.
- I will not directly friend players on social media or individually contact players without including parents on such emails as required by the USA Hockey social media, Mobile and Electronic Communications Policy. (http://assets.ngin.com/attachments/document/0042/3878/SafeSport_social_media_policy.pdf)

I recognize that it is a privilege to serve as a coach for MSHA, whether paid or as a volunteer. I further recognize that if I break this Code of Conduct, that my offense shall be reviewed by the MSHA Discipline Committee. If, by a majority vote of the members, the committee finds that I have broken this Code of Conduct, I will receive the potential consequences as listed in the GENERAL DISCIPLINARY PROCESS section as found in this document. If, after receiving the decision of the MSHA Discipline Committee, I feel I would like to appeal, I will make such an appeal within 2 business days according to the RIGHT TO APPEAL section of this document.

Signature _____ Date _____