

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

**Statement of Policy and Intent:**

It is the policy of Indianapolis Youth Hockey Association (IYHA and/or Association) that all of its Members, Employees, Coaches and any other individual participating in the activities of IYHA (referred to collectively as Member(s)) exhibit the qualities of good sportsmanship and civil behavior and abide by the Code of Conduct (Code) of IYHA.

It is the intent of IYHA to provide a fair and impartial review procedure to determine whether Members have been involved in misconduct while participating in activities sponsored by IYHA, USA Hockey, Mid Am Hockey Association, Buckeye Travel Hockey League,, or any other participating event. An individual is participating in sponsored activity if he or she is a spectator, a volunteer minor game official (time-keeper, scorekeeper/point streak, penalty box official or other off-ice official), a player or coach of an IYHA team or in attendance at any event sponsored by IYHA.

When it is found that a Member has violated the IYHA Code of Conduct, SafeSport Code of Conduct, "Zero Tolerance" Alcohol, Drugs, and Controlled Substances Policy, 24 Hour Rule and/or the Rules and Regulations of IYHA, the Association will discipline the individual in accordance with the procedures and penalties set forth in this policy and procedures.

**Definitions:**

"Assistant Coach" means a USA Hockey certified coach that serves under the direction of the Coach. An Assistant Coach is not required to be a member of IYHA.

"Board" means the Indianapolis Youth Hockey Association Board of Directors.

"Chairman of the Committee" means the Board member of IYHA that has been assigned to the Discipline Committee and referenced in this document as "Chairman."

"Coach" means a USA Hockey certified coach that is the person primarily responsible for directing and guiding the play of the team. The Coach is responsible for the conduct of the players before, during and after practices and games. The Coach is not required to be a Member of IYHA.

"Discipline Committee" means the Indianapolis Youth Hockey Association committee responsible for administering this policy and procedures and referenced in this document as "Committee."

"Employee" means an individual employed by the Association to perform duties as assigned by the Executive Director or the Board.

"Executive Director" means an individual employed by the Association to administer Indianapolis Youth Hockey Association programs as directed by the Board of Directors.

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

"Member" means an individual that is registered as a Member of the Indianapolis Youth Hockey Association.

"Other Individual Associated with the Association" means an individual that participates in IYHA activities and programs that is not an employee or member, such as an individual that may perform minor official duties at the request of IYHA or another game official.

"Taunting or Threatening" means to address an individual(s) in an intimidating, mocking, insulting or contemptuous manner or to verbally or physically express an intention to inflict harm upon another individual(s).

**Authorization:**

As provided and directed by the Board and the By-laws of IYHA , the Committee has the full power and authority to recommend to the Board any violations that have occurred and the resulting penalties which are contained in the provisions of this policy and procedures. The IYHA Board shall have the final and ultimate authority in determining, levying and enforcing any and all penalties and disciplinary actions to its members.

**The Indianapolis Youth Hockey Association Discipline Committee:**

The Committee shall consist of an even number of association members with Chairman of the Committee serving as the tie breaker vote if needed or an odd number of association members with no tie breaker vote needed, and shall be selected by the Chairman of the Committee with final approval by the Board. IYHA members wishing to volunteer and serve on the Committee shall complete a Disciplinary Committee Application and submit to the Chairman. If said Committee does not have the available member participation, the Executive Board Members will act as the Committee for recommendations to be made to the entire Board for final decision. The Committee member from the Board will have a term that coincides with the term of his or her elected position on the Board. IYHA Members serving on the Committee shall have a term of one year and may be reappointed by the Board on an annual basis. Members of the Committee serve at the discretion of the Board and any member may be suspended or removed by the Board for violations of the Code of Conduct or breach of responsibility associated with the duties of the Committee.

Committee members are reminded of the sensitive nature of the issues that may come before the Committee. As such Committee members agree to respect, maintain, and adhere to the strict confidentiality of all participants, materials and information obtained during the Committee process.

**Duties of the Committee:**

The Committee shall be tasked with, but not limited to, the following duties:

1. Review and investigate allegations of misconduct.
2. Determine if an individual has violated IYHA Code of Conduct and/or the Rules and Regulations; USA Hockey Code of Conduct and IYHA and USA Hockey SafeSport.

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

3. Recommend penalties or disciplinary action commensurate with the severity of the offense when the Committee finds that a violation has occurred.
4. Report to the Board regarding its activities and recommendations.
5. Conduct other business as necessary to carry out its duties.

The Committee will meet as needed and as often as necessary to carry out its duties. Three members in attendance of a Committee meeting shall constitute a quorum in order for a meeting to occur. Due to the amount of information obtained during a review and the time sensitive nature of the reviews, should a Committee member be absent from the original review hearing, that member shall be removed from participating in that issue during the review process unless authorized by the Committee Chairman.

On matters before the Committee, unless as otherwise provided above the Chairman will not have a vote during the Review Hearing, but the Chairman will have a vote when the recommendation of the Committee is voted on by the Board. The Chairman is tasked with facilitating and coordinating all Committee meetings.

The Committee Chairman shall also be responsible for reviewing all misconducts and game suspension penalties to determine if additional disciplinary action is warranted and to assure game suspensions are appropriately documented. To assist the Chairman with this task the Executive Director shall prepare and send a weekly report to the Chairman detailing all misconducts and game suspensions that have occurred. The Chairman and the Executive Director will review the report to determine if any actions merit the consideration of the

**Powers of the Committee:**

Issues may be brought to the Committee's attention by Association Members, Executive Director, a member of the Board, an employee of the Association or any other Individual associated with any association(s), league(s) or arena in which IYHA participates. The Committee will initiate reviews of possible misconduct, conduct interviews to collect facts relative to an allegation, meet with persons with information regarding the issue to determine facts, and perform other duties as necessary to investigate allegations and make determinations as directed by the Board. The Committee shall have the power to determine and recommend penalties, or disciplinary action, as described in the section titled Penalties, Terms and Conditions, including the termination of membership.

**Confidentiality:**

All individuals involved in Disciplinary proceedings/investigations shall protect the confidentiality of the allegations and reports of wrongful conduct to the extent possible. However, information about allegations filed under the Disciplinary Policies and Procedures may be shared on a need-to-know basis. Records relating to violations under these procedures shall be kept confidential on the same basis.

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

**Procedures:**

The following IYHA policies/procedures are in compliance with the Mid Am Disciplinary Actions, Hearings, and Appeals and USA Hockey Annual Guide, Section 10 Dispute Resolution, Discipline, Arbitration and shall be used to review allegations. Notice of an issue must be reported within 10 days of the incident/violation of the IYHA Code of Conduct, SafeSport Code of Conduct, "Zero Tolerance" Alcohol, Drugs, and Controlled Substances Policy, 24 Hour Rule and/or the Rules and Regulations of IYHA by completing and delivery of Disciplinary Incident Report ("Exhibit F"). Reporting time frame of 10 days does not apply to incident/violation of child abuse or sexual abuse/misconduct. Child abuse and sexual abuse/misconduct should be reported immediately to the Carmel Police (317)571-2580, Westfield Police (317)804-3200 and Todd Naylor, Mid Am SafeSport Coordinator (toddn@midamhockey.com).

1. Notice of an Issue: As detailed above in the Powers of the Committee notification of an issue may be presented to the Committee by a number of sources. For timeline purposes, notice of an issue shall not be recorded until the notice is received and acknowledge by the Committee Chairman. The notice of an issue is to be provided to the Committee by:
  - a. Delivery of a completed Disciplinary Incident Report ("Exhibit F") to the Association Hockey Office, Committee Chairman, any Board Member, or Executive Director. All incident reports should be forwarded to the Chairman as soon as possible after receipt.
  - b. Delivery of any additional information pertaining to the issue whether it is written statement(s), video of the incident, etc. should be forwarded to the Chairman as soon as possible.
2. Distribution of Notice: Upon receipt of the completed Disciplinary Incident Report, the Chairman shall confer with the Executive Director regarding the issue and a determination will be made if the issue identified in the Disciplinary Incident Report qualifies as a Level I offense, as defined in the Penalties, Terms and Conditions section below. In the event the issue identified in the Disciplinary Incident Report is a Level I offense, the appropriate disciplinary action may be a written warning. If it is determined that the issue identified in the Disciplinary Incident Report merits a Committee Review Hearing, the Chairman will distribute the Notice of Issue to the Committee members as soon as possible, informing the Committee that a Level 2 or higher issue has been identified.
3. Summary Suspension Pending Review: In instances where the alleged infractions are of a serious nature, the Disciplinary Committee Chairman with concurrence with the Board President, or its designee, and the Executive Director can suspend a Member from participating in any Association activity until the Committee reviews the matter during a Review Hearing. Any such suspension will remain in effect during the review process unless the Committee Chairman, Board President, or its designee, and the Executive Director determine that the summary suspension be terminated. The IYHA will enforce any and all suspensions levied by the Mid Am Hockey Association and the Buckeye

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

- Travel Hockey Association, and all such suspensions shall remain in full force and effect until served in full regardless of the status of the Disciplinary Committee review process.
4. **Scheduling of Review Hearing:** Within the notification to the Committee members of the notice of an issue, the Chairman shall set a preliminary date and time for a Review Hearing. Committee members shall respond to the Chairman if they are able to attend the proposed Review Hearing. Upon receipt of sufficient affirmative attendance responses to constitute a quorum the Review Hearing date and time shall be established. The Review Hearing must be scheduled within 15 days of the receipt of Disciplinary Incident Report.
  5. **Notice to Parties:** In an effort to provide the parties an opportunity to attend the Review Hearing, the Chairman shall notify the parties of the scheduled Review Hearing and shall provide parties with a minimum of two (2) days notice of Review Hearing date.
  6. **Review Hearing:** The purpose of the Review Hearing will be to establish the facts relative to the incident being reviewed.
    - a. **Conduct of Hearing:** The Committee may hear any evidence it believes is relevant to the issue(s) before it, may place limits on time, evidence and documentation to be submitted, may have live witness or written statements, and may establish other hearing rules or restrictions as deemed necessary by the Committee Chairman so long as each party is treated in a substantially equal manner. The hearing length shall not exceed two (2) hours. Parties are required to notify the Disciplinary Chairman of the identity of all witnesses at least 72 hours prior to the hearing start time. Witnesses not identified by the 72 hour deadline shall not be permitted in the hearing. The Disciplinary Chairman will determine if the witness is to provide a written statement or if the witness needs to be present at the hearing. All parties and witnesses can be examined and cross-examined.
    - b. **Policy Violation Hearing Procedures:** The Disciplinary Committee Chair shall conduct the hearing as follows:
      - i. The audio recorder will be turned on.
      - ii. The Chair shall conduct introductions to ensure the names and roles of all attendees are recorded.
      - iii. The Chair shall notify attendees that the hearing is being conducted in accordance with Section 10 of the USA Hockey, Mid Am and IYHA Policies.
      - iv. The Chair shall identify the alleged violation(s) to include the IYHA and/or USA Hockey Policies.
      - v. The timing clock shall be set and the Chair shall have 30 minutes to:
        - Present their opening statement
        - Present all evidence
        - Call and examine witnesses
      - vi. The timing clock will be reset and the parties of the alleged violation shall be provided up to 30 minutes total to:
        - Present their opening statement

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

- Rebut the evidence presented by the Chair and/or contained in the hearing package
      - Call and examine witnesses
    - vii. The timing clock will be reset and the Disciplinary Committee Members shall be provided up to 30 minutes to:
      - Examine the parties of the alleged violation
      - Recall and cross-examine witnesses
      - Rebut the evidence presented by the parties and/or witnesses
    - viii. The timing clock will be reset and the parties of the alleged violation shall have five (5) minutes to present their closing remarks.
    - ix. The Chair shall conclude the hearing, dismiss the parties and have the audio recording device turned off.
  - c. Burden of Proof: The burden of proof rests exclusively with the Chairman of the Disciplinary Committee. All evidence to be included in the hearing packet and presented at the hearing must be received by the Chairman no later than 72 hours before the start of the hearing. Evidence provided after that time may be admitted at the discretion of the Chairman of the Disciplinary Committee. The Hearing Packet which includes all facts to be presented at the hearing will be scanned in and emailed to all parties and members of the Disciplinary Committee no later than 24 hours prior to the start of the hearing.
7. Disciplinary Committee Executive Session Procedures: The purpose of the Executive Session is to determine if based on the evidence and testimony presented if the parties are in violation of the IYHA Code of Conduct, SafeSport Code of Conduct, "Zero Tolerance" Alcohol, Drugs, and Controlled Substances Policy, 24 Hour Rule and/or the Rules and Regulations of IYHA , USA Hockey Rules and Policies identified during the Hearing.
- a. The Committee shall review the burden of proof guidelines per the USA Hockey, Bylaws 10 Dispute Resolution Discipline, Arbitration Unified Procedures, Hearing Procedures, Burden of Proof: "In order to impose a suspension or discipline, the hearing panel must make a finding supported by a preponderance of the evidence (i.e., more likely true than not true) that the Party violated an Applicable Rule. The Disciplinary Authority proposing the Discipline shall have the burden of proof and shall present evidence to support the suspension or discipline by a preponderance of the evidence."
  - b. The Committee shall review the alleged violations.
  - c. The Committee shall enter deliberation and based on the information provided in the Hearing Package and presented during the Hearing shall determine:
    - Finding of Facts
    - Conclusion
  - i. • Disciplinary Action(s)
8. Decision: The Committee will use reasonable efforts to take one or more of the following actions within 5 days of the Review Hearing:

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

- a. Determine that no violation has occurred and dismiss the matter and forward this recommendation to the Board.
  - b. Determine that a violation of the Code has occurred and forward a recommendation to the Board and include, if necessary, a recommended penalty or disciplinary action.
  - c. Determine that additional information needs to be collected to establish facts in order to ultimately make a determination and establish a time frame and action plan to gather the additional information required to make a determination and recommendation to the Board.
9. Penalties, Terms and Conditions: The following penalties can be issued:
- a. Level 1: May result in a written warning. Level 1 actions include, but are not limited to, the following Code violations:
    - i. IYHA Code of Conduct – 7, 8, and 17.
    - ii. Violation of the 24 Hour Rule.
    - iii. Violation of the Electronic Communication Guidelines.
  - b. Level 2: May result in up to a 30 day suspension. Level 2 actions include, but are not limited, to the following Code violations:
    - i. IYHA Code of Conduct – 9, 10, and 16.
    - ii. Severe and/or repeated Violations of the 24 Hour Rule.
    - iii. Violation of the Electronic Communication Guidelines – social media sites should not be used to abuse or criticize the organization, members or players.
    - iv. Violation of IYHA Locker Room Policies and SafeSport Guidelines.
    - v. Violation of SafeSport Hazing, Bullying and Sexual Harassment Guidelines.
    - vi. Multiple misconduct penalties and game suspensions.
  - c. Level 3: May result in a 30 to 90 day suspension or termination of membership. Level 3 actions include, but are not limited to, the following Code violations:
    - i. HSHA Code of Conduct – 1, 2, 3, 4, 5, 6, 11, 12, 13, 14, and 15.
    - ii. Parent, Coach and/or Player violation of the Association "Zero Tolerance" Drugs and Alcohol Policy.
    - iii. Violation of the Electronic Communication Guidelines – Texting, Email and Similar Electronic Communications – should never include or contain offensive, sexual or inappropriate language or photos.
    - iv. Violation of IYHA Locker Room Policies and SafeSport Guidelines.
    - v. Violation of SafeSport Hazing, Bullying and Sexual Harassment Guidelines.
  - d. Level 4: May result in termination of membership, indefinite suspension, or suspension up to 180 days. Any member receiving a Level 4 penalty must obtain approval from the Board before returning to involvement within the Association. Level 4 actions include, but are not limited to, the following Code violations:
    - i. IYHA Code of Conduct – 1, 2, 3, 4, 5, 6, 11, 12, 13, 14, and 15.

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

- ii. Parent, Coach and/or Player violation of the Associations "Zero Tolerance" Drugs and Alcohol Policy.
  - iii. Violation of the Electronic Communication Guidelines – Texting, Email and Similar Electronic Communications – should never include or contain offensive, sexual or inappropriate language or photos.
  - iv. Violation of IYHA Locker Room Policies and SafeSport Guidelines.
  - v. Violation of SafeSport Hazing, Bullying and Sexual Harassment Guidelines.
- e. A combination of multiple lower-level or repeated infractions may result in a higher-level disciplinary action. The Disciplinary Committee retains the right to make this determination.
  - f. The Disciplinary Committee may also issue a letter delineating behavioral expectations of the involved Member. Failure to sign or abide by this agreement may result an increase in suspension length and up to termination of membership.

10. Recommendation to Board: Based upon the Committee's findings and decision the Chairman shall issue a written Findings of Fact and its recommendation to the Board President, or its designee, who will be responsible for forwarding the information to the entire Board. Upon the Board receiving the recommendation of the Committee the Review Hearing shall be considered closed. The Board shall then have 5 business days to approve, deny, or alter the recommendation of the Committee. The Board President, or its designee, shall render its decision to the parties of the Review Hearing. The Board's decision shall be rendered by written means of communication.

**Administration and Enforcement of Penalties:**

The Chairman of the Committee as directed by the Board will administer the Penalty, which includes documentation of the penalty, establishment of the calendar for the penalty term, notification of coaches, team managers or other appropriate individuals of the penalty, notice to the Member when the conditions of the penalty have been satisfied and other appropriate duties. The Executive Director will monitor the penalty and ensure that the penalty is enforced. The Executive Director shall make every effort to ensure that the coach(s) and team manager(s) are aware of the suspension and the severity of the penalty should a suspension not be properly observed. Failure by a Member to honor any penalty or suspension will be punishable up to and including dismissal from the Association. In the event the person(s) membership with the Association is revoked, it will be for a minimum term of one (1) year. After the said time limit expires the person(s) may reapply for membership with the Association. Permission to rejoin the Association is subject to the approval of the Board.

**Violation of Zotec Partners Carmel Ice Skadium and Arctic Zone Iceplex Rules/Protocol:**

Penalty enforcement for violation of rink rules will be carried out by the Association, in conjunction with the arena General Manager. Severity and penalty duration will be administered



**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

by the Association on behalf of the arena Manager. The arena reserves its right to restrict, suspend, terminate the privileges of person(s) and/or team(s) violating any of its rules.

**Appeals Process:**

Any person receiving a Level 1 or Level 2 suspension may not appeal the Committee and Boards decision. Any person receiving a Level 3 or Level 4 suspension may appeal the decision. Appeal Procedures are as follows:

1. Notice of Appeal/Failure to Appeal: The appealing party must notify the Committee Chairman in writing within 10 days of receipt of the decision. If the notice of Appeal is not delivered to the Committee Chairman within the 10 day period, the suspension or discipline shall be final.
2. Reasons for Appeal: The appealing party shall submit at a minimum, a written statement of why the suspension or discipline should be overruled or reversed, ("Statement of Appeal") which shall be delivered to the Committee Chairman within 10 days of the date of the decision appealed from.
3. Appeal Authority: The IYHA Board of Directors shall act as the Appeal Authority and the President, or its designee, shall act as the Appeal Authority Chairman.
4. Suspension or Discipline Remains in Force: Any suspension or discipline shall remain in force and effect until it expires or the Appeal Authority modifies it.
5. Conduct of Appeal Hearing: The appeal Authority may hold a hearing, at its option, or consider the appeal on the written submissions of the parties to the appeal and establish other hearing rules so long as each party is treated substantially equally. Notice of hearing, if any, shall be given to all parties.
6. Evidence/Theories Limited to Original Hearing: Only the evidence and theories explicitly presented to the Disciplinary Committee in the Review Hearing for its consideration prior to the rendering of any decision by the body shall be presented or considered in the appeal.
7. Appeal Decision Timing: The Appeal Authority must use reasonable effort to decide the appeal within 10 days from the submissions.
8. Appeal Decision: The Appeal Authority may affirm, reverse, or modify (including increase or decrease) any decisions as it deems proper under the circumstances before it.

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

**“Exhibit A”**

**CODE OF CONDUCT**

The Code of Conduct is based upon the rules of the USA Hockey Association, the Mid Am Hockey Association and the Buckeye Travel Hockey League. This list of words or actions constitutes a violation of the Code of Conduct of the Association and includes, but is not limited to, the following:

1. Making physical contact with any player, coach, on-ice or off-ice official, association or league representative, arena personnel, spectator or parent.
2. Taunting or threatening any player, coach, on-ice or off-ice official, association or league representative, arena personnel, spectator, or parent.
3. Going onto the ice surface for any reason, unless directed by a coach or other official.
4. Entering, or attempting to enter, the bench area during a game without proper authorization.
5. Entering, or attempting to enter, the locker room of any opposing team or obstructing their access or exit from said room or arena. Opposing team shall be defined as any team other than the team for which the member(s) are involved.
6. Entering, or attempting to enter, the locker room of any official or obstructing their access or exit from said room or arena.
7. Using profane and/or vulgar language or mannerisms that is offensive to other persons.
8. Making disparaging comments to, shouting at, arguing with a parent, manager, coach, player, referee, or off-ice officials during the course of a game or as they leave the ice or the arena.
9. Throwing of any object onto the ice surface, into the player's area, or at another individual.
10. Pounding or climbing on the glass.
11. Defacing or damaging property belonging to any individual, team, association, or arena.
12. Violating Zotec Partners Arena Rules, including, but not limited to:
  - a. Damage to the facility and / or vandalism of any sort
  - b. Theft of any kind
  - c. Violation of the floor hockey rule
  - d. Any violation of posted Zotec Partners rules and regulations
13. Being involved with any activity that would warrant the summoning of law enforcement officials.
14. Entering the arena while intoxicated or under the influence of illegal drugs or controlled substances.

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

15. Any violation of the “Zero-Tolerance” Alcohol, Drugs and Controlled Substances Policy.
16. Inciting other persons to become involved in any of the above listed activities.
17. Any other conduct deemed inappropriate by the officials, association or league representatives, Board members of IYHA, and arena personnel.

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

**"Exhibit B"**

Indianapolis Youth Hockey Association (IYHA) is concerned with the health, safety and well-being of our player(s), parents and coaches who participate in activities and represent the organization. The use of illegal drugs of any kind, misuse of legal drugs and/or dietary supplements, use of performance-enhancing substances, and/or use of alcohol are inconsistent with the standards put forth by IYHA.

**IYHA Member (Minor) Policy:** IYHA is a drug free environment and its Board of Directors (BOD) will enforce a zero tolerance policy for the use of alcohol, drugs and/or controlled substances. Participating in any practice, workout, game, function or event under the influence of drugs (illegal or legal), alcoholic beverages, intoxicant or narcotic substances is strictly prohibited and may be subject to disciplinary action. Any player, coach or team representative found using, possessing, buying or receiving illegal drugs, performance-enhancing substances, controlled substances and/or alcohol in the locker rooms, parking lots or other locations during a IYHA sponsored/sanctioned event is strictly forbidden and is in violation of the IYHA Alcohol, Drugs and Controlled Substances Policy and is subject to penalties as described in the IYHA Discipline Policy and Guidelines.

**Adult Alcohol Guidelines:** In addition to the zero tolerance policy in regards to minors, the IYHA BOD realizes there are certain situations when the responsible use of alcohol by adults is acceptable assuming the implementation of responsible parameters.

1. Alcohol is not appropriate in dressing rooms or in public, non-licensed areas.
2. Use of alcohol during team dinners, team events or hotel stays should be done in a responsible manner.
3. Consumption in buses, cars or vans while traveling to and from team events is strictly prohibited.
4. Entering the arena while intoxicated or under the influence of illegal drugs or controlled substances is prohibited.

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

**"Exhibit C"**

**24 Hour Rule**

Coaches should not discuss any try-out related situations, game, a game incident or a situation that occurred during the game that has provoked an adverse emotional response or created a hostile situation until at least 24 hours after the fact. A Member is not to approach a coach to discuss a try-out related situation, a game, a game incident or a situation that occurred during the game that has provoked an adverse emotional response or a hostile situation until at least 24 hours after the fact.

Note to 24 Hour Rule: Hockey is an emotional sport. The physical battles that players fight for control of the puck can spill on to the bench and stands and create strong reactions from coaches. This intense emotional aspect of hockey is one of the reasons it makes exciting entertainment.

For parents, it is important to separate game emotions from the best interests of their child's sports development. For this reason, Indianapolis Youth Hockey Association has adopted the "24 Hour Rule." The intent of this rule is to move an emotional and confrontational discussion away from the presence of the players, and to allow the parties to "cool off", compose themselves and put the provoking incident or situation that occurred in the game in perspective before meeting to discuss it.

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

**"Exhibit D"**

**SafeSport Hazing, Bullying and Sexual Harassment Guidelines**

Indianapolis Youth Hockey Association feels strongly that hazing, bullying, sexual harassment; initiation rituals and physical punishments are not permitted within the organization. Any form of misconduct by the team, coach or an individual in attempt to bond or take action against another individual or group of individuals, which result in abuse, harassment, intimidation or any form of degradation is not allowed by any player, coach, volunteer or member of Indianapolis Youth Hockey Association.

Player and coaches are also required to follow the USA Hockey and Mid Am SafeSport Hazing and Bullying Guidelines.

Indianapolis Youth Hockey Association is committed to offering an environment that is free of intimidation and abuse and has zero tolerance for misconduct. Indianapolis Youth Hockey Association requires all members to report any of the following behaviors.

**Hazing**

Hazing can be defined as any actions, whether physical, sexual, verbal, mental, emotional or psychological which subjects another person or group, voluntary or involuntary, with a result that has the intended or unintended effect of abusing, mistreating, degrading, humiliating, harassing, or intimidating the person who may be younger, weaker or have less power. These behaviors are prohibited by players, coaches, parents or any member or associate of Indianapolis Youth Hockey Association.

The following are examples of, but not limited to, misconduct that is prohibited by Indianapolis Youth Hockey Association.

**Hazing Behaviors**

- Forcing the consumption of alcohol, drugs or other substances
- Shaving of body parts
- Any activity that is illegal, perverse, or publicly indecent
- Vandalism of any property or forced participation in pranks
- Dietary restrictions, sleep deprivation or creation of excess fatigue or other unhealthy behaviors
- Deprivation of sleep or disturbing individuals during normal sleep hours, creating of excessive fatigue
- Calisthenics intended as a physically abusive exercise
- Physical abuse of any kind (paddling, whipping or beating)
- Mentally abusive or demeaning behavior
- Forced tattooing, branding or public stunts
- Road trips, kidnapping, drop offs or any other such activity
- Subjecting a member to cruel and unusual psychological conditions

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

- Morally degrading or humiliating games or activities
- Verbal or cruel harassment including yelling and screaming
- Participation in sexual rituals or assaults and/or required nudity or contact
- Deception or threat contrived to convince the new member that he/she will not be permitted to join
- Required songs, chants, yelling or screaming
- Activities that promote or encourage the violation of state laws and club policy

Hazing does not include challenging team workouts or assigning team duties to specific players.

### **Bullying**

Bullying can occur when there is an imbalance of power and the person who is older, larger, stronger or more aggressive uses his or her power to control or harm someone in a weaker position. The person bullying has the intent or goal to cause harm (i.e. the act is not accidental) and the action is usually repetitious.

#### Bullying Behaviors

- Physical pushing, kicking, hitting, pinching, slapping, punching, etc...
- Name calling, sarcasm, spreading rumors, persistent teasing and emotional torment through ridicule, humiliation and/or the continual ignoring of individuals
- Racial taunts, graffiti, gestures
- Sexual comments and/or suggestions
- Unwanted physical contact
- Socially spreading rumors
- Leaving players out of group activities, telling them they are unwanted
- Cyberbullying, using the internet, email, texting, mobile phones, social media or other digital technologies to do harm to others

### **Sexual Harassment**

Sexual Harassment is unwanted, often persistent, sexual attention and any other behavior with sexual overtones that creates a hostile work or learning environment.

#### Sexual Harassment Behaviors

- Written or verbal abuse threats, physical contact, sexually graphic literature, sexual advances, demands for sexual favors
- Sexually oriented comments, jokes, lewd comments or sexual innuendos, taunts about a player's body or dress
- Intimidating sexual remarks
- Physical contact, fondling, pinching or kissing
- Offensive phone calls or photos and/or bullying on the basis of sex
- Sexual violence such as sexual assault, rape, and sexual coercion

**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

**"Exhibit E"**

**SafeSport Program**

Indianapolis Youth Hockey Association SafeSport Program based upon the guidelines and policies established by USA Hockey SafeSport Program and Mid Am SafeSport Program. All players, coaches and members are required to fully abide by the SafeSport policies.

USA Hockey SafeSport:

<http://www.usahockey.com/page/show/908023-usa-hockey-safesport-program>





**INDIANAPOLIS YOUTH HOCKEY ASSOCIATION**  
**Policies and Procedures for the**  
**Determination of Misconduct and Disciplinary Penalties**

I affirm that the information provided by me is true and complete to the best of my knowledge.

I understand and have abided by the IYHA Disciplinary Policies and Procedures for reporting incidents/violations within the **10 day** reporting time frame. I understand the 10 day reporting time frame does not apply to incident/violation of child abuse or sexual abuse/misconduct. Child abuse and sexual abuse/misconduct should be reported immediately to the Carmel or Westfield Police Department and Todd Naylor, Mid Am SafeSport Coordinator  
toddn@midamhockey.com.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Incident Reports must be filed with Indianapolis Youth Hockey Association, Disciplinary Chairperson VIA email or mailed to IYHA – Attention Disciplinary Chairperson, 1040 3rd Ave. SW Carmel, IN 46032.**

**Disciplinary Chairperson: Mark Barnhart indybarnhart@gmail.com**

THIS SECTION FOR OFFICE USE ONLY	
Received By: _____	Date Received: _____ Mail: <input type="checkbox"/> Email: <input type="checkbox"/>