



Salem Youth Hockey Association

POLICY STATEMENTS

www.salemsaints.org

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INTRODUCTION

The Board of Directors of the Salem Youth Hockey Association (SYHI) wants to strongly reinforce with all its members, that we plan to strictly adhere to the following USA Hockey and SYHI Policies in an effort to make ice hockey a more desirable and rewarding experience for all participants. We hope these policies re-affirm Salem Youth Hockey Association's commitment to that end. All members of the association will be required to read and abide by all documented policies, and asked to sign a policy agreement that you understand the aforementioned policies and the penalties subject to violation.

I. CODE OF CONDUCT POLICY

It is the intention of this USA Hockey code of conduct policy to promote Fair Play and Respect for all participants within Salem Youth Hockey (SYHI) program. It is expected that all Salem Youth Hockey (SYHI) association members continue to observe and follow all the principles contained within the code of conduct throughout the year.

Players Code of Conduct

- Play for FUN.
- Work hard to improve your skills.
- Be a team player - get along with your teammates.
- Learn teamwork, sportsmanship and discipline.
- Be on time for practices and games.
- Learn the rules and play by them. Always be a good sport.
- Respect your coach, your teammates, your parents, opponents and officials.
- Never argue with an official's decision.

Parents Code of Conduct

- Do not force your children to participate in sports, but support their desires to play their chosen sport. Children are involved in organized sports for their enjoyment. Make it fun.
- Encourage your child to play by the rules. Remember, children learn best by example, so applaud the good plays of both teams.
- Do not embarrass your child by yelling at players, coaches or officials. By showing a positive attitude toward the game and all of its participants, your child will benefit.
- Emphasize skill development and practices and how they benefit your young athlete. De-emphasize games and competition in the lower age groups.
- Know and study the rules of the game, and support the officials on and off the ice. This approach will help in the development and support of the game. Any criticism of the officials only hurts the game.
- Applaud a good effort in both victory and defeat, and enforce the positive points of the game. Never yell or physically abuse your child after a game or practice - it is destructive. Work toward removing the physical and verbal abuse in youth sports.
- Recognize the importance of volunteer coaches. They are important to the development of your child and the sport. Communicate with them and support them.
- If you enjoy the game, learn all you can about hockey – and volunteer.

Spectators Code of Conduct

- Display good sportsmanship. Always respect players, coaches and officials.
- Act appropriately; do not taunt or disturb other fans; enjoy the game together.
- Cheer good plays of all participants; avoid booing opponents.
- Cheer in a positive manner and encourage fair play; profanity and objectionable cheers or gestures are offensive.
- Help provide a safe and fun environment; throwing any items on the ice surface can cause injury to players and officials.



- Do not lean over or pound on the glass; the glass surrounding the ice surface is part of the playing area.
- Support the referees and coaches by trusting their judgment and integrity.
- Be responsible for your own safety - be alert to prevent accidents from flying pucks and other avoidable situations.
- Respect locker rooms as private areas for players, coaches and officials.
- Be supportive after the game – win or lose. Recognize good effort, teamwork and sportsmanship.

Administrators Code Of Conduct

- Follow the rules and regulations of USA Hockey and your association to ensure that the association's philosophy and objectives are enhanced.
- Support programs that train and educate players, coaches, parents, officials and volunteers.
- Promote and publicize your programs; seek out financial support when possible.
- Communicate with parents by holding parent/player orientation meetings as well as by being available to answer questions and address problems throughout the season.
- Work to provide programs that encompass fairness to the participants and promote fair play and sportsmanship.
- Recruit volunteers, including coaches, who demonstrate qualities conducive to being role models to the youth in our sport.
- Encourage coaches and officials to attend USA Hockey clinics, and advise your board members of the necessity for their training sessions.
- Make every possible attempt to provide everyone, at all skill levels, with a place to play.
- Read and be familiar with the contents of the USA Hockey Annual Guide and Official Playing Rules.
- Develop other administrators to advance to positions in your association, perhaps even your own.

Coaches Code of Conduct

- Winning is a consideration, but not the only one, nor the most important one. Care more about the child than winning the game. Remember, players are involved in hockey for fun and enjoyment.
- Be a positive role model to your players, display emotional maturity and be alert to the physical safety of players.
- Be generous with your praise when it is deserved; be consistent and honest; be fair and just; do not criticize players publicly; learn to be a more effective communicator and coach; don't yell at players.
- Adjust to personal needs and problems of players; be a good listener; never verbally or physically abuse a player or official; give all players the opportunity to improve their skills, gain confidence and develop self-esteem; teach them the basics.
- Organize practices that are fun and challenging for your players. Familiarize yourself with the rules, techniques and strategies of hockey; encourage all your players to be team players.
- Maintain an open line of communication with your players' parents. Explain the goals and objectives of your association.
- Be concerned with the overall development of your players. Stress good health habits and clean living.
- To play the game is great, to love the game is greater.

II. ZERO TOLERANCE POLICY

In an effort to make ice and inline hockey a more desirable and rewarding experience for all participants, USA Hockey Youth have instructed the Officiating Program to adhere to certain points of emphasis relating to sportsmanship. This campaign is designed to require all players, coaches, officials, team officials and administrators and parents/spectators to maintain a sportsmanlike and educational



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atmosphere before, during and after all USA Hockey-sanctioned games. Thus, the following points of emphasis must be implemented by all Referees and Linesmen:

Players

A minor penalty for unsportsmanlike conduct (Zero Tolerance) shall be assessed whenever a player:

1. Openly disputes or argues any decision by an official.
2. Uses obscene or vulgar language at any time, including any swearing, even if it is not directed at a particular person.
3. Visually demonstrate's any sign of dissatisfaction with an official's decision.

Any time that a player persists in any of these actions, they shall be assessed a misconduct penalty. A game misconduct shall result if the player continues such action.

Coaches

A minor penalty for unsportsmanlike conduct (Zero Tolerance) shall be assessed whenever a coach:

1. Openly disputes or argues any decision by an official.
2. Uses obscene or vulgar language in a boisterous manner to anyone at any time.
3. Visually display's any sign of dissatisfaction with an official's decision including standing on the boards or standing in the bench doorway with the intent of inciting the officials, players or spectators.

Any time that a coach persists in any of these actions, they shall be assessed a game misconduct penalty.

Officials

Officials are required to conduct themselves in a businesslike, sportsmanlike, impartial and constructive manner at all times. The actions of an official must be above reproach. Actions such as "baiting" or inciting players or coaches are strictly prohibited.

Officials are ambassadors of the game and must always conduct themselves with this responsibility in mind.

Parents/Spectators

The game will be stopped by game officials when the parents/spectators displaying inappropriate and disruptive behavior interfere with other spectators or the game. The game officials will identify violators to the coaches for the purpose of removing parents/spectators from the spectator's viewing and game area. Once removed, play will resume. Lost time will not be replaced and violators may be subject to further disciplinary action by the local governing body. This inappropriate and disruptive behavior shall include:

1. Use of obscene or vulgar language in a boisterous manner to anyone at any time.
2. Taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical violence or physical violence.
3. Throwing of any object in the spectators viewing area, player's bench, penalty box or on ice surface, directed in any manner as to create a safety hazard.

Per NHAHA directive, upon proof of violation of this policy, the violator if a parent or spectator will carry an automatic 30 day suspension from all USA Hockey sanctioned programs and/or the programs of its Affiliate Associations. NHAHA will investigate any game misconducts with players or coach's to determine if these suspensions apply. Any of these suspensions will need to have a hearing by NHAHA executive board prior to the person being reinstated.



III. SEXUAL ABUSE POLICY

It is the policy of USA Hockey that there shall be no sexual abuse of any minor participant involved in any of its sanctioned programs, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Clinics, Regional and National Tournaments or other USA Hockey events by an employee, volunteer, or independent contractor. Sexual abuse of a minor participant occurs when an employee, volunteer or independent contractor touches a minor participant for the purpose of causing the sexual arousal or gratification of either the minor participant or the employee, volunteer or independent contractor. Sexual abuse of a minor participant also occurs when a minor player touches an employee, volunteer or independent contractor for the sexual arousal or sexual gratification of either the minor participant or the employee, volunteer or independent contractor, if the touching occurs at the request or with the consent of the employee, volunteer or independent contractor.

Neither consent of the player to the sexual contact, mistake as to the participant's age, nor the fact that the sexual contact did not take place at a hockey function are defenses to a complaint of sexual abuse.

Per USA Hockey, upon proof of violation of this policy, the violator will be permanently banned or suspended from USA Hockey sanctioned programs and/or the programs of its Affiliate Associations.

IV. PHYSICAL ABUSE POLICY

It is the policy of USA Hockey that there shall be no physical abuse of any participant involved in any of its sanctioned programs, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Clinics, Regional and National Tournaments or other USA Hockey events by any employee, volunteer or independent contractor. Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.

Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate a hockey skill. Permitted physical conduct may include, but is not necessarily limited to, shooting pucks at a goaltender, demonstrating checking and other hockey skills, and communicating with or directing participants, during the course of a game or practice, by touching them in a non-threatening, non-sexual manner.

Per NHAHA directive, upon proof of violation of this policy, the violator will carry an automatic 365 day suspension from all USA Hockey sanctioned programs and/or the programs of its Affiliate Associations. Any of these suspensions will need to have a hearing by NHAHA executive board prior to the person being reinstated.

V. HAZING POLICY

It is the policy of USA Hockey that there shall be no hazing of any participant involved in any of its sanctioned programs, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Clinics, Regional and National Tournaments or other USA Hockey events by any employee, volunteer, participant or independent contractor.

Definition: Conduct which is insulting, intimidating, humiliating, offensive, or physically harmful.

Any player, team official, executive member of a team, club or association having been party to or having had knowledge of any degrading hazing, or initiation rite, without reporting it or taking action, shall be subject to suspension from playing or holding office with any team, club or association affiliated with USA Hockey.



VI. SCREENING POLICY

It is the policy of USA Hockey that it will not authorize or sanction in its programs that it directly controls any volunteer or employee who has routine access to children (anyone under the age of majority) who refuses to consent to be screened by USA Hockey before he/she is allowed to have routine access to children in USA Hockey's programs. Further, it is the policy of USA Hockey that it will require its affiliates to adopt this policy as a condition of its affiliation with USA Hockey.

A person may be disqualified and prohibited from serving as an employee or volunteer of USA Hockey if the person has:

1. Been convicted (including crimes the record of which has been expunged and pleas of "no contest") of a crime of child abuse, sexual abuse of a minor, physical abuse, causing a child's death, neglect of a child, murder, manslaughter, felony assault, any assault against a minor, kidnapping, arson, criminal sexual conduct, prostitution related crimes or controlled substance crimes;
2. Being adjudged liable for civil penalties or damages involving sexual or physical abuse of children;
3. Being subject to any court order involving any sexual abuse or physical abuse of a minor, including but not limited to domestic order or protection;
4. Had their parental rights terminated;
5. A history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse of minors;
6. Resigned, been terminated or been asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual or physical abuse of minors; or
7. Has a history of other behavior that indicates they may be a danger to children in USA Hockey.

Per SHYI, a person may be disqualified and prohibited from serving as an employee or volunteer of Salem Saints Youth Hockey Association if the person has disclosed or found to violate the screening policy.

VII. CONSUMPTION/USE/ABUSE OF MOOD ALTERING SUBSTANCES POLICY

It is the considered judgment of the Board of Directors of USA Hockey that consumption/use/abuse of mood altering substances is detrimental to a healthy state of mind, body, and spirit in an athletic participant. This is especially true for those participants aspiring to develop their talents in the furtherance of their playing, or coaching, or officiating careers in the sport of ice hockey. Therefore, with the best interests of its participants in mind, USA Hockey prohibits use by any participant of mood altering substances during active participation in its programs, and, upon discovery of any violation, shall take action to remove the participant from participation in its programs for a reasonable period of time.

Further, USA Hockey hereby recommends that each and all of its teams, associations, programs, and affiliates adopt reasonable regulations concerning the prohibition of consumption/use/abuse of mood altering substances, and a reasonable enforcement procedure thereafter, in order to maintain the health of our athlete participants, the integrity of our programs, and the eligibility of all of our competitors for national, international, and collegiate competition.

For purposes of this policy, the words "mood altering substances" shall include the following:

1. Intoxicating beverages, including, but not limited to, alcohol.
2. Non-prescription or prescribed controlled substances.
3. Prescription or prescribed controlled substances when used to an excess in violation of doctors orders, or to produce the state of intoxication in the participant.

Further, a participant shall include players, coaches, referees, and all persons involved in the conduct of an ice or inline hockey contest.



Per SYHI directive, upon proof of violation of this policy, violation by any member shall be subject to disciplinary action (i.e. suspension) up to and including dismissal from the association.

VIII. HARASSMENT POLICY (SYHI)

It is the policy of the Salem Saints Youth Hockey Association (SYHI) that all members have a right to participate in an environment free of harassment. Harassment is defined as *explicit* and *repeated* actions that are verbal, written or physical in nature and have the purpose or effect of substantially interfering with an individual's performance or creating an undesirable environment. Harassment is not a *single* or *isolated* incident such as an inappropriate remark, abrupt manner, or unfortunate lone incident as a result of a regrettable emotional response.

Specifically, no member shall threaten or insinuate, either explicitly or implicitly, that a volunteer member of the association will in any way influence any decision regarding another member's position, assignment, or any other condition of membership in the association.

Harassing behavior or conduct in situations as defined, both on and off ice, which may create an intimidating, offensive or hostile environment, whether it be in the form of physical, verbal or written harassment (including email), and regardless of whether committed by volunteer members of the association (i.e. coaches, directors, board members, volunteers) or non-volunteer members (i.e. parents, players, guests, spectators) associated with Salem Saints Youth Hockey Association (SYHI) is strictly prohibited and will not be tolerated.

This includes, but is not limited to:

- offensive or unwelcome communications (act, comment or display), especially when told to stop.
- actions intending to demean, belittle or cause personal humiliation or embarrassment.
- unsubstantiated rumors or claims that cause unnecessary harm or damage to a person's reputation.
- jokes, put-downs, insults, or teasing about a person's physical characteristics or appearance.
- explicit or graphic verbal/written commentaries about an individual.
- the use of obscene, or profane language. o overly criticizing a person in public

This does not include:

- making a legitimate complaint or grievance against someone.
- speaking in a loud and stern manner to enforce rules or prevent injury.
- constructive criticism to illustrate ways for improvement.
- single email message that isn't overtly threatening, while very annoying.
- someone simply disagrees with you, however strongly or unpleasantly.

It is the policy of Salem Saints Youth Hockey Association (SYHI) to promptly investigate all claims of harassment, to maintain confidentiality to the extent possible in light of the personal nature of these matters, the privacy interests of all concerned, and the need to take appropriate, remedial action when necessary. This policy also prohibits coercion, intimidation, interference or retaliation in any form against any member who brings harassment charges or who assists in the investigation of such charges. To report any violations of this policy, immediately contact SYHI President.

Per SYHI directive, upon proof of violation of this policy, harassment by any member will result in disciplinary action (i.e. suspension) up to and including dismissal from the association, and may lead to personal legal and financial liability.

IX. COMPLAINT/ GRIEVANCE POLICY (SYHI)

The Executive Board of the Salem Saints Youth Hockey Association recognizes the importance to reinforce a long-standing practice for addressing any raised issues, concerns, or problems that one may



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have. If any member has any questions, issues, or policy violations to report, it is important that you feel comfortable that any issue or question raised will be seriously addressed either directly by one of these individuals in the indicated chain of command below, or you will be directed to the appropriate person within the association.

THE CHAIN OF COMMAND

Coach/Team Director

Coaching Director

President/ Executive Board

Step 1: A member is encouraged to openly discuss in a respectful way, any concerns or problems *directly* with the Coach/Team Director in order to avoid any misinterpretations or miscommunications. At this stage, email or written correspondence is not recommended. Also, it is recommended that you not approach the coach immediately after a game or practice, but if possible, wait until the next day or opportunity.

Step 2: If not satisfied with the response from the coach, or wish to discuss the issue with someone other than the coach, feel free to bring it to the attention the Coaching Director, who will attempt to address your concerns.

Step 3: If still not satisfied, you can then escalate the matter to the President or Executive Board Member of the association, who will then meet with all associated parties to discuss the issue. At this point, all concerns or issues should be submitted in writing for record, so there is no confusion regarding the existence of a problem or issue.

Step 4: If still not content with the resolution or answer, you always have the option of attending the monthly Board of Directors meetings, typically on the second Tuesday of each month, and bring it to the attention of the Executive Board. The board will require all associated parties to attend the meeting to discuss the issue or concern. Again, any issue or concern reaching this level will need to be in written form outlining the concern and provided to the board prior to the meeting.



POLICY STATEMENT AGREEMENT

INSTRUCTIONS: All association members (parents, participants, coaches, directors, officers, ect.) must complete this agreement every year. Study the Salem Youth Hockey Policy Statements document, which is located on the webpage (www.salemsaints.org). Sign and submit this form to the registrar for Salem Youth Hockey (SYHI) Association for records.

AGREEMENT

I, the undersigned member, have read and agree to abide by, all the USA Hockey and Salem Youth Hockey Association policies and code of conduct principles outlined in the SYHI Policy Statements document. I understand that violations of any of these policies may result in full or partial forfeiture of my privileges in programs sanctioned by USA Hockey and/or its affiliate, the Salem Youth Hockey Association (SYHI).

I further understand that lack of awareness or a misunderstanding of the policy standards and code of conduct principles on my part is not a defense to a charge of inappropriate conduct.

Association Member(s): (example for family: player & both parents must sign form)

PLAYER

PRINT NAME: _____

SIGNATURE: _____

DATE: _____

PARENTS

PRINT NAME: _____

SIGNATURE: _____

DATE: _____

PRINT NAME: _____

SIGNATURE: _____

DATE: _____



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