



Chiefs Hockey Club

Parent & Player Conduct Policies and Procedures Forms for Completion & Signature

Approved by the Chiefs Board of Directors: November 5, 2015

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Introduction

The policies and procedures outlined herein are to be used by Chiefs Hockey Club parents, guardians, coaches and players as guidelines to ensure:

1. Their conduct both on and off the ice is in keeping with club policy
2. They are aware of the processes should an incident occur

The Chiefs Hockey Club's Rules and Conduct (R&C) Committee, on behalf of the Chiefs Hockey Club Board of Directors (Board), will utilize these policies and procedures to ensure a predictable, professional and fair process is followed should an incident occur. The Chiefs Hockey Club reserves the right to unilaterally amend at any time and for any reason.

At the beginning of each season, each team Manager will provide each family with various forms that are required to be completed and signed by each player and or each parent or guardian as early as possible in the season and no later than prior to the first game of the season. Should a completed set of forms not be returned by this deadline, the player may be un-registered from the program and will be provided with a full refund with the exception of the evaluation fee. All players and parents and guardians are subject to these Chiefs Hockey Club policies, procedures and terms outlined herein at all times they are engaged in club on-ice or off-ice Club activities.

The following documents are to be completed, signed and provided to your team manager prior to the first game:

1. USA Hockey Code of Conduct
2. USA Hockey Consent to Treat
3. USA Hockey Waiver
4. Chiefs Hockey Club Zero Tolerance Policy
5. One photocopy of your player's birth certificate

It is suggested that your family review this document together to ensure all players, parents and guardians are aware of the Chiefs Hockey Club policies and are familiar with penalties they may face, should a violation occur. All parents and guardians of active Chiefs Hockey Club players are required to abide by all policies, procedures, rules and guidelines outlined herein.

AHAI Parent/Spectator Suspension Rule and Zero Tolerance Policy

In an effort to help control inappropriate spectator behavior, the following AHAI rule is effective immediately.

Parents and Spectators

A game will be stopped by on-ice officials when the parents/spectators displaying inappropriate or disruptive behavior interfere with other parents/spectators or the game. The on-ice officials will identify violators to the coaches for the purpose of removing parents/spectators from the parents'/spectators' viewing and game area. Once removed, play will resume. Lost time will not be replaced. Violators will incur a minimum mandatory 3-game suspension from that team's games and may be subject to further disciplinary action by the NWHL and the Chiefs Hockey Club.

The reasons for this necessary minimum 3-game suspension rule are simple; there has been a marked increase in parents'/spectators' behavior being out of control. These behaviors included verbal and physical altercations with officials, players and other spectators. Additionally clubs/teams that have a responsibility to help control and penalize these behaviors were asking for guidance from AHAI. No matter why a spectator is asked to leave, the minimum suspension is 3 games (per AHAI).

Reporting System

An official will file an electronic "Incident Report" detailing the official's version of the occurrence with the AHAI R&E Committee. The Committee sends the report to the spectator's club in order for the club to conduct an investigation, per the process outlined herein. Upon completion of the spectator's club investigation, the investigating club will report back to the AHAI R&E Committee for final approval of the minimum 3-game suspension or any additional imposed suspension.

Any spectator asked to leave a rink by an official or by the rink personnel will automatically miss a minimum of 3 games. No questions asked.

Zero Tolerance Policy

In an effort to make ice hockey a more desirable and rewarding experience for all participants, AHAI and the Chiefs Hockey Club have a very simple definition of Zero Tolerance and it will not be tolerated. The definition is: Any lack of Respect or Unsportsmanlike conduct will not be tolerated and will be a violation of the Zero Tolerance Policy. This policy is designed to require all players, coaches, officials, team officials and administrators, parents and spectators to comply with the Zero Tolerance Policy. Each organization, player, coach, officials, team officials and administrators, parents and spectators are expected to enforce this Policy. In addition, AHAI has instructed the Officiating Program to adhere to certain points of interest to enforce this Policy in all USA Hockey sanctioned games. Thus, the following points of emphasis must be implemented by all On-Ice 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 verbal or non-verbal language at any time, including any swearing, even if it is not directed at a particular person.
3. Visually demonstrates 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 displays 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. On-ice officials are ambassadors of the game and must always conduct themselves with this responsibility in mind.

Parents and Spectators

The game will be stopped by on-ice officials when the parents/spectators displaying inappropriate and disruptive behavior interfere with other spectators or the game. The on-ice 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:

- Use of obscene or vulgar language (verbal and non-verbal) in a boisterous manner to anyone at anytime.
- Taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical violence or physical violence.
- Throwing of any object in the spectators viewing area, players bench, penalty box or on ice surface, directed in any manner as to create a safety hazard.

Chiefs Hockey Club Parent and Guardian Conduct Policy

The Chiefs Hockey Club is a member of the Northwest Hockey League (NWHL). The Chiefs Hockey Club adheres to the Parent's Code of Conduct of all leagues it is a participant of and governed by the Amateur Hockey Association of Illinois (AHAI) and USA Hockey.

Under the governance of AHAI, the Chiefs Hockey Club shall adopt and enforce their rules regarding parental conduct. Any conduct (on or off-ice) deemed to not be in the best interest of youth hockey or the Chiefs Hockey Club, will be viewed as a violation of the Parental/Guardian Code of Conduct by the Chiefs Hockey Club.

The Chiefs Hockey Club Parental/Guardian Code of Conduct and Parent's Pledge are outlined below.

Parent and Guardian Pledge

As a parent/guardian of a young person in the Chiefs Hockey Club,

- My family will read, understand and abide by this document as well as the NWHL and AHAI Rules and Regulations.
- I will do my part to respect all participants.
- I will not participate in any name calling or undesirable acts that detract from the game of hockey; either in person, via telephone, via email or any other media.
- I resolve to conduct myself as a respectful parent and adult even under the most trying circumstances.
- I will remember that all of our children are looking to us for guidance.
- It is important to remember that through hockey we are building a solid foundation for future character development and I serve as a direct example to all youth in the program.
- I will do my part to make this season of hockey the best for my child and our team, welcome our guests at our home rink and recognize a good play regardless of who makes it.
- I will assure that my player is properly equipped to play the game of hockey including all safety equipment.
- Finally, I will remember that each game is for our young people, and win or lose; it's a positive step in life for them.

Code of Conduct

In addition to the aforementioned guidelines, the Chiefs Hockey Club also insists that parents/guardians adhere to the following conduct:

- Parents/guardians will refrain from engaging in any physical or verbal altercations. Any altercation or unwanted contact with another will result in a thorough investigation and may result in extended suspension penalties or expulsion from the Chiefs Hockey Club for life as determined by the Chiefs Hockey Club Rules and Conduct Committee.
- Parents/guardians will conduct themselves in a manner which will exemplify good sportsmanship and fair play.
- Parents/guardians will be supportive of all team players and coaches both on and off the ice.
- Parents/guardians will refrain from negative or derogatory public comments about players, coaches, referees, the Chiefs Hockey Club Board of Directors, or league officials; either in person, telephone, email, social media or any other

media.

- If a problem exists on their team, the Parents/guardians will first contact the team coach and if the problem is not resolved, will then contact a Chiefs Hockey Club Board Member.
- Parents/guardians are aware that their conduct at all times, at practices, games, tournaments and while conducting Chiefs Hockey Club business is a reflection on the Chiefs Hockey Club. Excessive, negative, unprofessional, obnoxious or overbearing behavior will not be tolerated by the Chiefs Hockey Club and will be investigated and dealt with by the Chiefs Hockey Club Rules and Conduct Committee.

Disciplinary Action

All parents/guardians are to be reminded that their behavior sets the example for both the player and the organization. Any parent/guardian found to be in violation of the Chiefs Hockey Club Parental Code of Conduct or any policies outlined herein, may be subject to formal investigation by the Chiefs Hockey Club Rules and Conduct Committee and could face formal sanctions and penalties as outlined herein.

Chiefs Hockey Club Player Uniform/Dress Code

The Chiefs Hockey Club has a preferred uniform policy in order to maintain a consistent appearance that reflects well on the organization and its participants. The purpose of this policy is to have all representatives of the Chiefs Hockey Club presented in a consistent, professional and positive view to the club, visiting clubs and to the public.

The Chiefs Hockey Club has a game day dress code, which encourages all players to wear club approved warm-ups to/from all games and tournaments. At times, a team's coach may change this game day policy by asking the team to wear shirts and ties, for example. This is acceptable and is at the coach's discretion. All Chiefs Hockey Club players are required to wear approved jerseys and socks which are made available by the organization. Each player must have home and away jerseys with matching socks. The white jersey will be worn with the white socks and the black jersey will be worn with the black socks.

The Chiefs Hockey Club also recommends each player wear a black helmet and black pants. Players new to the organization may have another color helmet and/or pants and we do not require them to purchase new equipment. The Club does request players and parents comply when purchasing new pants and helmets.

Chiefs Hockey Club Social Media Policy

It is the position of the Chiefs Hockey Club that all participants, players and family members of the club shall refrain from participating in any form of electronic cyber communications that are deemed by the club to be negative, threatening, harassing, derogatory, defaming or otherwise interpreted as cyber harassment as defined by Illinois Compiled Statute 720 ILCS 135/1-2 (<http://law.justia.com/codes/illinois/2010/chapter720/1883.html>).

These forums include, but are not limited to Facebook, Twitter, Instagram, email, texting, internet blogs or other forum.

Per the USA Hockey/AHAI SafeSport manual:

"...All electronic communication of any kind between coach and player, including social media, must be non-personal in nature and be for the purpose of communicating information about team activities or for team oriented motivational purposes.

Social media and other means of communication can be used to commit abuse and misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by any employee, volunteer, independent contractor or other participant of a USA Hockey/AHAI Program will not be tolerated and are considered violations of USA Hockey/AHAI's SafeSport Program."

In this era of social media, the club believes its membership needs to be held to the highest standard of integrity. Violations may be reported to law enforcement with formal criminal complaints to follow.

Anyone found to be in violation of the Social Media Policy may receive one or more of the following sanctions as deemed appropriate by the Chiefs Hockey Club Rules and Conduct Committee;

- | | |
|--|--|
| 1. Step One (First Violation) | Three (3) game suspension |
| 2. Step Two (Second Violation) | Thirty (30) day suspension |
| 3. Step Three (Third Violation) | <i>Lifetime Expulsion</i> from the Chiefs Hockey Club |

Take notice that it is possible for an individual to accumulate three (3) or more violations in the course of a single investigation that may result in a Step-Three violation and lead to a lifetime expulsion from the Chiefs Hockey Club.

Chiefs Hockey Club Right of Refusal of Service and Registration

In an effort to maintain the highest standards of sportsmanship and to demonstrate the Chiefs as a leader in Illinois youth hockey both on and off the ice, the Chiefs Hockey Club reserves the right to not accept registration for participation in any, and all Chiefs Hockey Club programming should the Board of Directors, through a simple majority vote, determine said registration jeopardizes the integrity of the organization.

The basis of any refusal of service may be based on past or present conduct by the individual attempting to register, or any member of their family, extended family, former marital relationships, or social network which has engaged in conduct which the Board of Directors deems to not be in the best interest of youth hockey and the Chiefs Hockey Club.

Any refusal of service will be provided to the applying individual in writing with an explanation outlining the decision and Chiefs Hockey Club board approval. Notwithstanding the foregoing, the Chiefs Hockey Club shall not deny service based upon race, religion, ethnicity, creed or sexual orientation.

NWHL and Chiefs Hockey Club “Game Misconduct” Policy

Should a Chiefs Hockey player or coach be issued a “Game Misconduct” during a game sanctioned by the NWHL, and “Game Misconduct” is noted and signed by all parties required on the scoresheet, the Chiefs Hockey Club shall consider a Game Misconduct did occur and will immediately follow the procedure noted below.

Procedure:

1. Within 24 hours of the game, the Chiefs team manager will scan and email the scoresheet (showing that a Game Misconduct did occur) to:
 - a. Chiefs Hockey Club President
 - b. Chiefs Hockey Club Rules & Conduct Committee Chairperson (Club VP)
 - c. NWHL Statistician
 - d. NWHL Rules and Conduct Chairperson
2. The Chiefs team coach will suspend the player (automatically and without prior approval needed) for one game, in accordance with AHAI and USA Hockey rules (see Suspension Serving Rules below). If the coach was issued a Game Misconduct, he will automatically serve a one game suspension per the same rules.
3. The Chiefs Hockey Club’s Rules and Conduct Committee, may determine that additional penalties are warranted (in accordance with policies and procedures outlined herein) and will communicate these as needed.
4. At the game in which the suspension is being served, a Chiefs team coach must note on the scoresheet that the player or coach served the suspension and the scoresheet must be signed by all parties required by the scoresheet.
5. Within 24 hours of the game, in which the suspension was served, the Chiefs team manager will scan and email the scoresheet (clearly showing the served suspension) to:
 - a. Chiefs Hockey Club President
 - b. Chiefs Hockey Club Rules & Conduct Committee Chairperson (Club VP)
 - c. NWHL Statistician (only for Game Misconducts)
 - d. NWHL Rules and Conduct Chairperson (only for Game Misconducts)
6. The issued Game Misconduct will be considered served and resolved by the Chiefs Hockey Club when the procedure above is complete.
7. In some circumstances, the NWHL may rule for additional penalties against the player or coach (in addition to the game suspension) and may also refer the issue to AHAI. AHAI is only involved in these situations when:
 - a. The NWHL refers the issue
 - b. The Chiefs Hockey Club optionally desires to get AHAI involved
 - c. A referee submits a formal incident report pertaining to Zero Tolerance Policy issues experienced with a spectator, parent, coach or player in addition to their notations on a standard scoresheet

Suspension Serving Rules:

1. The game(s) in which the suspension is to be served must fit two criteria. The game(s) must be:
 - a. The “next” scheduled game (required by AHAI)
 - b. An officially sanctioned game of the NWHL (required by NWHL)
2. There will be cases in which the “next” scheduled game is a non-NWHL game (a tournament, for example). In these cases, the player or coach is required to first serve the AHAI suspension of the “next” game and then serve the NWHL suspension of the next NWHL game (two games served for a one game

- suspension).
3. The suspended player or coach is required to attend the game(s) in which the suspension is being served, as a seated spectator/observer (not on the bench), dressed in their Chiefs provided warm-ups.

Chiefs Hockey Club Rules and Conduct Committee Purpose and Process:

Section 1. Purpose

The Chiefs Hockey Club's Rules and Conduct Committee (R&C) Committee is appointed by the Chiefs Hockey Club Board of Directors for the purpose of, assembling and maintaining the club's rules and regulations and/or policies, investigating findings with respect to alleged violations or complaints by club members, parents, players, coaches, employees or agents of any applicable by-laws, rules and regulations and/or policies and ruling and enforcing resulting penalties whether promulgated by the Chiefs Hockey Club, the Amateur Hockey Association of Illinois (AHA) or the Northwest Hockey League (NWHL).

Section 2. Chiefs Hockey Club Rules and Conduct Committee Process

The Chiefs Hockey Club subscribes to the following "24 Hour Rule" policy with regard to the reporting of a complaint or issue of concern. The intent is not to discourage discussion, but to impose a period to allow emotions to cool and to allow a civil conversation to occur.

1. Written complaints may be completed by any complainant via the attached official form (see Appendix 1), and is to be submitted to the Committee Chair, the club Vice President, no less than 24 hours after the incident occurs. If, for any reason, the complainant does not feel comfortable with submitting the complaint to the Committee Chair, the submission may be made to the club President.
2. There shall be no contact with the R&C committee before a 24-hour period following the occurrence of an issue of concern and only then shall the contact be in writing and following the processes and procedures outlined herein.

If a complaint is lodged against an individual and the complaint is found to be without merit, sanctions against the complainant may be enacted at the discretion of the Chiefs Hockey Club Rules and Conduct Committee.

Upon receipt by the Committee Chair of a written complaint alleging a violation or violations by club members, parents, players, coaches, agents or employees of any infraction, the R&C Committee shall, in a timely manner, follow the procedures outlined below:

- A. **Review of Complaint:** The R&C Committee shall review the written complaint. A complaint shall not be considered unless it is stated in writing, identifies the complainant and utilizes the form provided below. Upon review of the complaint, the R&C Committee shall make an initial determination as to whether the facts set forth in the complaint, if accepted as true, encompass acts or omissions that would constitute a violation of any rules. If not, the R&C Committee should submit to the Board of Directors a written report containing its finding that the complaint does not encompass acts or omissions that would constitute a violation of any rules, and that the R&C Committee is therefore without jurisdiction to consider said complaint. If the R&C Committee determines that the facts set forth in the complaint, if accepted as true, encompass acts or omissions that would constitute a violation of any rules, then the R&C Committee shall perform steps

(B) and (C) as set forth below.

- B. Investigation: One or more members of the R&C Committee may promptly interview, in person or by telephone, all pertinent parties as to the facts and circumstances underlying the complaint. Pertinent parties to be interviewed shall include the complainant, the accused, any witnesses identified by the complainant or accused, and any other witnesses otherwise known to the R&C Committee.
- C. Committee. The investigating member or members of the R&C Committee shall also review any pertinent documents or witness statements.
- D. Report: Following its investigation, the R&C Committee shall prepare a written report, which shall contain the following information: (i) the identities of the complainant and accused; (ii) the identity of all witnesses interviewed by the R&C Committee in its investigation; (iii) the identification of any other evidence considered by the Committee in the course of its investigation, including documents and/or witness statements; (iv) findings of fact as to the truth or falsity of complainant's allegations or other pertinent facts; (v) findings as to whether any rules were violated by the accused; and (vi) in the event a violation is found to have occurred, a recommended penalty. This report shall be reviewed by all members of the R&C Committee and then submitted to the Board of Directors.

Section 3. Hearing.

The Board of Directors shall review and consider the written report of the R&C Committee at its next regularly scheduled board meeting or, if deemed necessary, at a special meeting. At that time, the Board, by majority vote and paying due deference to the findings of fact as determined by the R&C Committee, shall either:

- (i) Approve and adopt the R&C Committee report, including its ultimate findings and recommended punishment, if any;
- (ii) Approve and adopt the R&C Committee report with modifications;
- (iii) Reject all or any part of the report; or
- (iv) Return the report to the R&C Committee for the purpose of clarification or additional investigation. The ultimate ruling upon the complaint shall be made by the majority vote of board following due consideration of the R&C Committee report. Neither the complainant nor the accused shall have the right to present witnesses, testimony, or any other evidence to the Board other than as presented to the Board by way of the R&C Committee report.

Section 4. Penalties

If the Board concludes that the accused has violated rules, the R&C Committee may then levy any penalty deemed appropriate, including, but not limited to, probation, suspension from club activities, or termination of membership, taking into account all underlying facts and circumstances. The expulsion or termination of membership shall be effective only after the affirmative vote of at least two-thirds of the board members present at a regular or duly notice special meeting.

Section 5. Appeal

Members may appeal penalties levied by the Board by submitting a written notice of appeal as well as an appeal fee in the amount of \$150.00 to the club Vice President. The appeal fee will be provided to the Treasurer for deposit into the scholarship fund.

Following receipt of the notice of appeal and appeal fee, the appealing member shall be allowed to appear before the Vice President and President and present witness testimony, other evidence, and/or reasons, factual, legal, or equitable, as to why the Board's ruling was incorrect, or should be reversed or modified. The Vice President and President shall give due consideration to the matters presented by the appealing member and then, by majority vote of the Board, determine whether the ruling should be affirmed, reversed, or modified. The appealing member may be notified of the Board's decision either at the meeting or in writing sent by email or U.S. mail or email to the appealing member's last known address of record. The Board's decision shall be final and non-appealable.

Section 6. Emergency Suspension

In the event the President or Vice President of the club becomes aware of any alleged improper conduct or behavior of any member, player, parent, guardian, player, coach, agent or club employee, which has the potential to result in immediate physical harm, violence, a violation of the law, or similar consequences, the President or Vice President shall have the emergency power to issue an immediate suspension of the accused member, player, parent, guardian, player, coach, agent or club employee. In the event such an emergency suspension is issued, the R&C Committee shall conduct an investigation of the allegations as soon as practicable and should report their findings to the President and Vice President. Following the presentation of such findings, the President and Vice President shall either: (i) revoke the suspension subject to a finding that there exists no potential for physical harm, violence, a violation of the law, or similar consequences; or (ii) continue the suspension pending a full investigation and report by the R&C Committee.

Chiefs Hockey Club Player Conduct Standards, Violation Point System & Penalties

As duly adopted by the Chiefs Hockey Club Board of Directors and its R&C Committee, the following Code of Conduct (Code) has been adopted for the purpose of establishing minimum conduct standards for Chiefs players, both on and off the ice and for ensuring, to the fullest extent possible, that all players are treated consistently and objectively in matters of discipline.

This Code shall apply to all Chiefs players and shall not exclusively govern the conduct of Chiefs players, but shall supplement and be in addition to other standards of conduct, including all “zero tolerance” or similar standards promulgated by USA Hockey, AHAI, NWHL or any other governing body.

As adopted, the Code shall assess “points” to a player for a violation of the Code. The following table sets out the type of conduct violating the Code and the number of points assessed for such violation:

| <u>Conduct Constituting Violation of Code</u> | <u>Points</u> |
|---|----------------------|
| Verbal and or non-verbal abusive conduct toward spectators, officials, coaches and or other player(s) | 3-5 |
| Refusal to cooperate with a R&C Committee investigation | 3-5 |
| Physical and or fighting abusive conduct toward spectators, officials, coaches and or other player(s) | 5-10 |

Only one “violation” can be assessed per incident. If a single incident falls within more than one category of “Conduct Constituting Violation of the Code,” then the violation carrying the higher number of points shall be assessed.

Points shall cumulate on a “rolling” two-year basis. If a player violates the Code, the points assessed shall be added to any points assessed at any time during the two calendar years prior to the incident in question. The total, or cumulated, number of points shall determine the penalty to be assessed. For example, if a player violated the Code on account of an incident occurring on December 30, 2013, which violation, standing alone, results in 5 points, but the same player was assessed 10 points for an incident occurring on December 31, 2011, then that player would be assessed 15 points for the December 30, 2013 incident and penalized accordingly.

Penalties

The following penalties shall be assessed to a player, depending upon the amount of points assessed:

1. A violation for which more than three (3) but less than five (5) points are assessed shall result in a one-game suspension. The game shall consist of only league, or tournament games (not practice games). The player shall be required to attend the suspension game as an observer dressed in accordance with the player dress code as it may exist at the given time. The player shall not be suspended from any practice or other team event. See “Suspension Serving Rules” on page 10.
2. A violation for which more than five (5) but less than ten (10) points are assessed shall result in a three-game suspension. The games shall be consecutive, and shall consist of only league, or tournament games (not practice games). The player shall be required to attend the suspension games as an observer dressed

in accordance with the player dress code as it may exist at the given time. The player shall not be suspended from any practice or other team event. See "Suspension Serving Rules" on page 10.

3. A violation for which more than nine (9) but less than fifteen (15) points are assessed shall result in a five-game suspension. The games shall be consecutive, and shall consist of only league, or tournament games (not practice games). The player shall be required to attend the suspension games as an observer dressed in accordance with the player dress code as it may exist at the given time. The player shall not be allowed to attend any practice or other team event occurring during the period of time between the first suspension game and the fifth suspension game. See "Suspension Serving Rules" on page 10.
4. A violation for which more than fourteen (14) but less than twenty (20) points are assessed shall result in a ten-game suspension. The games shall be consecutive, and shall consist of only league, or tournament games (not practice games). The player shall be required to attend the suspension games as an observer dressed in accordance with the player dress code as it may exist at the given time. The player shall not be allowed to attend any practice or other team event occurring during the period of time between the first suspension game and the tenth suspension game. See "Suspension Serving Rules" on page 10.
5. A violation for which twenty (20) points are assessed shall result in expulsion from the Chiefs Hockey Club as a player and club member. Assuming the player is otherwise eligible to play for the Chiefs Hockey Club, the expelled player may petition the club for reinstatement prior to the next Fall-Winter season. Such petition shall be granted only upon the majority vote of the Board of Directors.
6. No player, parent, member or registrant shall be entitled to any reimbursement or release of player fees, in whole or in part, on account of a suspension or expulsion.

Investigations

1. To the extent an investigation is required regarding conduct that may be in violation of the Code, the investigation shall be conducted by the Chiefs Hockey Club Rules and Conduct (R&C). The Committee shall determine by majority vote: (a) whether conduct constituting a violation of the Code occurred; and (b) if so, what amount of points shall be assessed in the event that the violation in question allows for a "range" of potential points to be assessed (e.g., "Vandalism / Property Damage," a violation of which will result in an assessment of 5-10 points). Where a "range" of points may be assessed, the Committee may consider the severity of the offense, the nature of harm or damage occasioned by the offense, a player's admission of or confession of the violation, and any other aggravating or mitigating circumstances.
2. Certain violations of the Code shall be automatic and require no investigation to determine whether a violation occurred, such as a suspension or expulsion from school. In performing its investigation, if any, the R&C Committee may, but is not required to, interview or question the player in question and/or any witnesses. No formal hearing shall be conducted or required. The R&C Committee's

investigation and findings shall be final, and the player shall have no right to a formal hearing or no right to examine witnesses.

Definitions

1. All terms and language used in the Code shall be given their commonly understood meaning and shall be subject to reasonable interpretation by the R&C Committee.
2. Abusive conduct is defined and characterized by improper or wrongful use of and or using or containing insulting or hurtful language and or causing physical injury to another

The Chiefs Hockey Club requires that each family provided a signed copy of the page below prior to the start of each season (Spring and Fall). One parent from each family is required to sign and accept on behalf of each family.

I, _____ (printed name), hereby acknowledge receipt of the Chiefs Hockey Club Conduct Policy and Procedures. Further, I have read and understand the information contained therein and will abide by said Policies and Procedures.

Signature

Printed Name