

Los Alamos Hockey Association

5-NOV-07

Zero Tolerance Policy for Drugs, Alcohol & Substance Abuse and PHYSICAL ABUSE

This policy follows the guidelines of the USAH 2007-2008 Annual Guide, the USA Hockey By-Law 10 Procedure for Suspension and Discipline of Members, the Constitution and By-Laws of the Los Alamos Hockey Association and the Los Alamos High School Extracurricular Activities Code.

PHILOSOPHY

The Los Alamos Hockey Association believes that hockey is a constructive influence for its participants and that it is our mission during suspected substance or physical abuse events to provide a safe environment for all while providing suspended participants with the opportunity to practice and benefit from a supportive environment while they are getting help.

DEFINITIONS

LAHA supported activity- for the purposes of this policy; this includes any practice, game, scrimmage, meeting and social event sponsored by the Los Alamos Hockey Association either at or away from the Los Alamos County Ice Rink.

SUBSTANCE ABUSE- *From page 37 of the USA Hockey 2007-2008 Annual Guide- "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.....Therefore with the best interests of its participants in mind, USA Hockey ... prohibit(s) 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 it s programs for a reasonable period of time. Further, USA Hockey ... hereby recommend(s) 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."*

This LAHA policy includes the above USAH defined consumption/use/abuse of “mood altering substances” and in addition includes solvents, and those substances possessed, sold and/or used that are represented to be controlled or illegal substances. Additionally this policy will include being under the influence of, possessing, selling or giving away alcohol, illegal drugs or drug paraphernalia at any LAHA activity. In the case of a minor participant this also includes tobacco usage. ***This policy does not define as misuse or abuse the use of alcohol or tobacco by adults of legal age at a LAHA function where there are no youth participants present.***

PHYSICAL ABUSE - From page 34 of the USA Hockey 2007-2008 Annual Guide- *“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.”*

This LAHA policy covers acts of violence that are not covered specifically in the USAH rule book as above or as part of the game rules and those acts which occur in conjunction with any LAHA supported activity. This includes hazing activities which are defined by USA Hockey as “conduct which is insulting, intimidating, humiliating, offensive, or physically harmful” on page 37 of the 2007-2008 Annual Guide.

REPORTING INCIDENTS

Any coach, player, referee, adult, manager, board member or other hockey participant has the right to report suspected drug, alcohol or substance abuse or physical abuse by any player or adult participant (including parents or fans of the hockey activity) through the LAHA chain of command to be dealt with according to this policy.

IF AT ANY TIME THE SAFETY OF THE SUSPECTED INDIVIDUAL OR THE REPORTING INDIVIDUAL IS IN DOUBT, CALL THE LOS ALAMOS POLICE DEPARTMENT AT 911 or 662-8222.

LAHA Chain of Command, to be followed in order, in case of an incident or suspected case of abuse:

1. Address concern to the individual if you feel safe doing so and give them the chance to self report to their team coach.
2. Address concern to team coach.
3. Address concern to LAHA Head Coach.
4. Address concern to a LAHA Executive Committee Member.

5. Address concern to a LAHA Executive Committee President.
6. Address concern to the New Mexico State Hockey Board LOE Board President.

Immediate Removal from LAHA Activity- Any participant (player or adult) suspected of drug, alcohol or substance abuse or violence (not already covered in the USAH Rule Book) shall be removed immediately from the hockey activity. The participant shall not return to the hockey activity until they are cleared by the appropriate level in the chain of command.

Self-Referral- If a participant self-refers to the coach (or higher in the chain of command) prior to a reported incident, it will not be considered a first offense and if the participant has taken corrective actions defined as entering into a No-Use Contract, Substance Intervention Plan, Violence Intervention Plan or Written Proof of Professional Counseling or has taken other such active steps in good faith to obtain one of the above or discontinue with the destructive behavior, the participant will not be removed from the activity or suspended for the first self-report. A written document detailing the self-report and actions taken must be provided to the LAHA Executive Committee.

HEARINGS

LAHA Executive Committee Hearing- If it is determined through the chain of command that the event/incident/suspected abuse requires the attention of the LAHA Executive Committee the following shall take place:

- The LAHA Executive Committee will appoint a substance /physical abuse incident manager to handle each individual case. This incident manager should be neutral to the parties involved and have professional experience in the area of substance and physical abuse if possible.
- A hearing will be called by the incident manager within seven days of the notification to the Executive Committee and that hearing shall include at least two other non-involved members of the LAHA Executive Committee, the participant and a family member if the participant is a minor.
- The circumstances surrounding the event will be reviewed in that meeting.
- If cause is found to reasonably believe that the individual has a problem with substance or physical abuse then the board will consider the following three actions and make a decision whether to implement each one and to what extent:
 - Period of suspension per consequence guidelines given below.
 - Details of suspension- whether or not the individual can continue to practice and whether or not they are allowed to attend games. During a suspension no individual will be allowed to play in games.
 - Need for a Substance Intervention Plan, Violence Intervention Plan, No-Use Contract, Written Proof of Professional Counseling or other such formal plan

- To be prepared at the cost of the suspected individual and may be required to be signed by a certified or recognized professional, the individual and a family member if the individual is a minor.
- A letter detailing the details of the incident and the required actions will be sent to the participant and the coach with a copy to the LAHA Executive Committee.

Recommended Consequences - The following are RECOMMENDED guidelines for the Incident Manager to consider recognizing that each incident is best managed individually to match the incident to the appropriate level of consequences. It shall be understood by all LAHA participants that it is impossible to have regulations for every possible situation. LAHA coaches, the incident manager and the Executive Committee members shall use discretionary judgment in dealing with any situations not covered by these written guidelines and shall err in favor of the safety of the participant and affected personnel.

General Tobacco Use Consequences:

- First Offense – suspension from one game/event and requirement of a “No-Use” Contract.
- Second and Subsequent Offenses– suspension from games for 30 days from the date of infraction. The participant if a player will be allowed to practice and attend games but not play in games.

General Consequences for Use or Abuse of Alcohol, Illegal Drugs, Controlled Substances & Possession, Sale, Dealing, Trading, Manufacturing of controlled substances or Drug Paraphernalia :

- First Offense – suspension from games for 30 days from the date of infraction. The participant, if a player, MAY be allowed to practice and attend games but not play in games.
- Second Offense – suspension from games for 90 days from the date of infraction. The participant, if a player, MAY be allowed to practice and attend games but not play in games.
- Third Offense – participation no longer allowed in LAHA activities for a period of one or more years at discretion of the LAHA Executive Committee.

General Consequences for Violent Behavior to Self or Others:

- Severity of the violent behavior will be commensurate with the suspension and requirements to return to participation in LAHA activities as decided by the LAHA executive Committee.

----- REMOVE AND RETURN THIS SECTION TO TEAM MANAGER OR EXECUTIVE COMMITTEE -----

Substance and physical Abuse Policy Acknowledgement Form

I have reviewed and understand the LAHA policy on zero tolerance for substance abuse and violence. I understand that my participation in Los Alamos Hockey Association Activities is contingent upon my following these guidelines.

Signature of participant

Date

Signature of family member (if minor participant)

Date

This signed form must be in the possession of the Team Manager or LAHA Executive Committee prior to any LAHA activity by the participant.

LAHA FORM: Zero Tolerance- 1

APPENDIX- Selected Information from LA High School website with minor additions/ revisions:

Crisis Help!

Problems? These are sources for help.

Local Los Alamos Resources

Tom Steward, LISW	Works with adolescents, not substance/alcohol abuse. Christian based counseling.
Ken Armbruster, LPCC	Works with adolescents, not substance/alcohol abuse.
Charlotte Lee, LISW, LADAC	Works with adolescents.
Pam Risley, LISW	Deals with physical/ emotional issues, not substance abuse
Laura Christiansan, LISW	Substance Abuse Professional
Bobby Coyne, LMSW, LADAC, CSMS	Substance Abuse Professional, Specialties include substance, alcohol, all addictions and physical abuse, performs Emergency room and County psychiatric assessments and evaluations

Any Emergency	911
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Crisis Management	
National Hopeline Network	1-800-SUICIDE 800-784-2433
Youth Crisis Hotline	1-800-448-4663
Runaway Switchboard	1-800-621-4000
Report Child Abuse	911
NM Child Abuse Hotline	1-800-432-2075
Children, Youth, & Families Dept.	1-800-797-3260
Crisis Center of Northern New Mexico (Española)	1-505-753-1656 or 1-800-206-1656
Crisis Center of Northern New Mexico (White Rock)	672-2208
Santa Fe Crisis Response Team of Santa Fe	1-800-662-HELP or 1-800-662-4357
National Runaway Switchboard	1-800622-4000
NM Domestic Violence Hotline	1-800-773-3645
National Domestic Violence Hotline	1-800-799-7233
National Rape, Abuse, Incest Hotline	1-800-656-4673
Girls & Boys Town National Hotline	1-800-448-3000 TTY 800-448-1833
National Child Abuse Hotline	1-800-422-4453
Teen Help	1-800-840-5704
Teen Line	1-800-443-8336
National Youth Crisis Hotline	1-800-HIT-HOME
National Cocaine Hotline	1-800-COCAINE
Al-ateen	1-800-352-9996
National Eating Disorders Association Hotline	1-800-931-2237
Trevor Helpline for Gay/Lesbian Youth	1-800-850-8078
National Center for Victims of Crime General Information and Referral	1-800-394-2255

Note: LAHA does not endorse individuals or organizations on this list, but it is provided as a service or convenience. This list is NOT part of the LAHA policy. Individuals seeking help may use whatever services are they determine are best for them.