

POLICIES AND PROCEDURES
2013 – 2014



Utah Lady
GRIZZLIES



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I. GENERAL INFORMATION

Mission Statement

The Utah Lady Grizzlies Hockey Association is dedicated to providing a positive learning experience as we challenge our players to grow in every aspect of the game. It is our goal to develop character, sportsmanship in girls, young women, coaches and parents, and promote physical fitness among the girls and young women of Utah; promote, encourage, and improve the standard of amateur girls and young women ice hockey; associate with other girls and young women ice hockey associations; expand the game of girls and young women hockey in Utah through public awareness and development of as many girls and young women as possible; and to perform or participate in other activities that will aid in reaching these objectives.

Utah Lady Grizzlies Hockey Association

Utah Lady Grizzlies Hockey Association is a non-profit organization operating a girls and young women hockey program for the benefit of girls and young women ages 15 to 19 in Utah. The home rink is the Davis County Recreation Center in Bountiful, Utah. The Team name is the Utah Lady Grizzlies (ULG).

ULG is affiliated with and operates under the guidelines of USA Hockey and the Utah State Amateur Hockey Association (“UAHA”). Games are conducted according to the rules of USA Hockey and UAHA.

ULG will participate in games and tournaments in the Intermountain West at the discretion of the Board of Directors, Coaches and Parents.

II. BOARD of DIRECTORS

Utah Lady Grizzlies Hockey Association is governed by an all-volunteer Board of Directors (the “Board”). Meetings of the Board are held year-round on a regular basis. Meeting times, dates, and location are posted on the web site at <http://www.utahladygrizzlies.org>.

The first part of each regularly scheduled board meeting is an open session for anyone who wishes to meet with the Board. To formally request an item of business at a scheduled board meeting, a written request must be sent to the Manager at least three days prior to the meeting, indicating the subject to be discussed. The Manager is authorized by the Board to deny any request to meet with the Board that he/she deems inappropriate or unnecessary. The Manager shall notify the Board of any such denials at the next Board meeting.

Minutes of all Board meetings shall be made available following their approval at the next scheduled Board meeting. An electronic copy may be requested by any member of the Association.



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ULG BOARD OF DIRECTORS 2013 - 2014

<u>NAME</u>	<u>POSITION</u>	<u>Term</u>	<u>E-Mail Address</u>
Derrick Radke	Manager	2015	dradke@allwest.net
Tamara Yocus	Assistant Manager	2014	tntyocus@gmail.com
TBD	Board Member	2015	

STANDING COMMITTEES

Tournament
Fund Raising/Activities
Disciplinary*

*Committees consist of at least three members appointed by the Board. One member shall be selected by the Board of Directors to act as the Chairperson of the Committee, except for the Disciplinary Committee where a member of the Board of Directors will be the Chair of that Committee. If the disciplinary action involves a family member or close friend of a member of the Committee, the Board will appoint an alternate committee member.

COACHES

Stan Weiss – Head Coach
TBD – Asst. Coach
TBD – Asst. Coach

III. PLAYERS AND PARENTS

- 1) Player Eligibility
 - a) Any girl or young woman between the ages of 15 and 19 residing in the State of Utah. Girls younger than 15 may be allowed to participate if they have previously been a member of the Utah Lady Grizzlies Association, or a special exception may be granted by the Board for girls who have sufficient skills to be a competitive member of the team. The special exception will only be granted upon receipt of a written request to the Board and a positive recommendation of the Head Coach.
 - b) Players must have written consent of their parents or guardians to participate.

- 2) Player Registration
 - a) All players must complete an Individual Membership Registration (IMR) form (made available from USA Hockey) and submit to the ULG prior to the start of the current season (at or prior to the Try-Out Camp).
 - b) All players must complete the medical information form and the USA Hockey Consent-to-Treat form prior to the start of the current season.
 - c) Except when a ULG player is rostered on a ULG Tier team (see subsection d for Tier exceptions), ULG youth members may participate in/on any other youth hockey association (dual association/team registration) during the regular season, provided written notice is given to the Board. However, players must be committed to make ULG their priority team and make every effort to participate in all scheduled activities (as is reasonably possible).
 - d) Per USA Hockey Rules and Regulations, "Girls may dual roster on a youth



- and girls' team...Dual-rostered females playing on youth and girls'/women's teams may continue playing on both teams until the end of the regular season. However, the player must declare in writing to her appropriate registrar, or his/her designee, by December 31 on which national championship-bound team she wishes to be eligible to advance to the district, state, regional and national championship".
- e) When a ULG Player is playing for more than one team/organization and is selected to play on the "A" or "Tier" team, they must commit to travel to all scheduled tournaments. Exceptions may be granted for medical or family emergencies. The player and/or parent/guardian must contact the Head Coach to be granted an exception.
 - f) ULG season nominally runs from mid September to the first of April
- 3) Annual Player Fees
- a) Player fees are determined each year by dividing the total cost to run the proposed program for the season by the number of players anticipated to participate in the Association. The cost to run the team(s) includes, among other things, practice and game ice rental fees, referee fees and an allocation of administrative expenses of the Association. Required player equipment and USA Hockey player registration is not included.
 - b) An annual fee will be assessed for the use of jerseys and socks purchased by the Association. This fee will be determined by the Board on an annual basis.
 - c) All players registered with the Association are required to pay all the declared fees for the Association.
 - d) Registration fees are required to be paid in full by the date determined by the Board at the start of each season. However, the Board will determine a monthly payment plan, which parents or guardians may elect to participate in by signing a promissory note with the Association.
 - e) Cash, check, credit cards or money orders are acceptable forms of payment. A 3% fee will be charged for the use of a credit card.
 - f) In cases of hardship, payment of fees may be reduced or eliminated as determined by a simple majority of the Board of Directors. All such cases will be handled on a case-by-case basis and under the strictest confidence without minute coverage.
 - g) If ULG is unable to deliver the agreed upon practice or game slots as estimated at the beginning of the season, refunds or credit against future fees will be granted to parents or guardians at the end of the season. No refunds will be granted for practices or games missed by players, or for practices or games that are canceled due to unforeseen circumstances.
 - h) If a player is cut or chooses to leave the team for whatever reason, one-half of the registration fees are refundable ("Refund Amount") prior to November 1st. The amount to be refunded shall be the total amount paid on the players account less the Refund Amount. No refunds shall be granted after November 1st, except for medical reasons if supported by a physician's note. Refunds for medical reasons shall only be for the proportionate cost of the program, less equipment rental fees, from the



- date of the physician's note. Refunds must be requested in writing to the Board.
- i) A player whose fee is not paid on the designated payment dates will not be permitted to participate in games or practices with her team until the fees are paid.
 - j) ULG reserves the right to dismiss any young woman whose behavior is deemed detrimental to the Association or program without a refund.
- 4) Player Accommodations
- a) All female players will have designated an adequate area in which to dress. Coaches and managers will ensure a "gender neutral" environment for all team meetings and discussions. "Gender neutral" is defined as: Fully clothed, excluding gloves, helmets, and skates. All coaches and players will follow USA Hockey Guidelines (Annual Guide) in preventing gender harassment and discrimination.
- 5) Appearance
- a) Both players and coaches should maintain a neat appearance to and from the rink facilities. The level of appearance (dress code) shall be delineated by the Board and Head Coach.
- 6) Safety Equipment
- a) All players are required to wear any and all safety equipment required by USA Hockey for all practices and games. Players will be asked to leave the ice until the proper equipment is on their person. No exceptions will be made.
 - b) Players will not engage in "horse-play" (dog piles; play-fighting; intentional tripping, slashing, body checking, etc.)
 - c) Mouth guards are required for all players, and neck guards are strongly recommended.
 - d) Pelvic protection is required for all ULG players.
 - e) Players must wear helmets at all times when on the ice or on the bench during the play of a game or practice. Helmets shall have a current/unexpired and visible (sticker) certification. No exceptions.
- 7) Roster Changes (Applicable only if more than one Team is formed)
- a) Roster changes are possible and will be made at the discretion of the Head Coach(s). Roster changes may be made for the following reasons:
 - i) Players' level of play changes.
 - ii) Coach(s) determine that it is in the best interest of the team.
 - b) The Head Coach will discuss his/her decision with the player and the parents or guardians prior to making the change.
 - c) Roster changes will not be allowed for any reason after December 31st in accordance with USA Hockey rules.
- 8) Player Conduct
- a) While representing the organization during all ULG functions including home and away games, practices, fund raising activities, etc., all players



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- will refrain from violence, profanity, and illegal activities, and will abide by the rules of USA Hockey, and ULG.
- b) Good sportsmanship is required of all players who represent ULG. Players are expected to abide by the rules of ULG, and USA Hockey.
 - c) Any player who is found with alcohol, tobacco, or any controlled substance that is not prescribed by his/her physician while involved in a ULG activity will automatically be suspended until a hearing can be held by the Disciplinary Committee.
 - d) All players must respect the property and facilities of any ice arena or other facility hosting a ULG event and the facilities of other hockey associations and refrain from willful or intentional destruction of property and/or facilities.
 - e) Locker Room Rules
 1. The ULG organization will follow the Utah Amateur Hockey Association (UAHA) Policy and Procedure regarding the USA Hockey Safe Sport Program. A copy is available at www.utah-hockey.com.
 2. A female locker room monitor will be assigned by the Board to be present and monitor locker room activities.
 3. There shall be no “rough-house” play, or other harassment of other players.
 4. Players may not use any photographic device in the locker room.
 5. Music may be allowed in the locker room provided the content does not contain language considered inappropriate (by the Locker Room Monitor).
 6. Players must be fully dressed (except for their helmet) and ready to take the ice at least 15 minutes prior to practice or game time. Players not fully ready will be asked to leave the locker room and finish dressing elsewhere. The Coaches have the authority to bar any player from entering the locker room who arrives after 15 minutes prior to ice time. That player will have to find an alternative location to get ready and may be further disciplined by the Head Coach.
 - f) If ULG equipment is not returned to a coach or designated person, the player will not be eligible to participate next season until the matter is cleared.
 - g) Any player found to be responsible for the theft of ULG or personal property or damage to such property while under the direction and supervision of ULG may be removed from participation in ULG and held financially responsible for any and all losses.
 - h) ULG players are not to wear ULG team jerseys for any games, or for any other teams (registered or recreation), other than scheduled ULG games.
 - i) Failure to abide by these rules may result in suspension or dismissal from ULG.
 - j) Each player must sign and abide by the ULG Player Code of Conduct (included as Exhibit A).



- 9) Parent Conduct and Responsibilities
- a) Any parent or guardian who has been legally convicted in a court of law of sexual or physical abuse of a child will not be allowed to attend any ULG sponsored event where children are present (e.g. practice, game, fundraiser) unless their child is participating. The parent or guardian shall have the right to attend their child's event without harassment, but shall not be left alone with children at any time, and shall leave the event when their child's participation has ended.
 - b) At all ULG home and away games, practices, and events, parents or guardians of players registered with ULG shall act in a manner that is conducive to the goals and objectives of ULG.
 - c) During both home and away games, parents shall show courteous respect to the game officials and their decisions. Parents should be ever mindful that their actions, and those of their children, are a reflection of our entire Association.
 - d) Parents are expected to volunteer their efforts and resources for the benefit of all ULG players and the ULG Association. This includes participation in ULG events, tournaments, and fund raising. Parents are also expected to volunteer to act as off-ice officials (penalty box, scorekeeper, timekeeper and announcer).
 - e) Parents are expected to provide encouragement and support for their team coaches. Any issues of disagreement should be brought forth in a spirit of cooperation. Parents should respect the coaches as volunteers who give their time and skills for the benefit of all players.
 - f) Inappropriate language or actions may result in expulsion from an arena or, in the extreme, from all activities of ULG.
 - g) All parents must sign and abide by the ULG Parent Code of Conduct (included as Exhibit B).
 - h) Any parent found to be responsible for the theft of ULG or personal property or services may be removed from official organization and team functions and/or held financially responsible for any and all losses, and if deemed appropriate, at the discretion of the Board, the child of such parent may be removed from participation in ULG.

IV. COACHES & MANAGERS

- 1) Coaching Eligibility
 - a) Any person who has been legally convicted in a court of law of sexual or physical abuse of a child will not be allowed to coach for ULG. The Board will not knowingly appoint such a person to a coaching position or any other position within the organization where said person may come into contact with any children of the members of ULG.
 - b) All coaches and other volunteers who may have regular contact with players must submit to a background check. The cost of the Background Check will be paid for by the Association. A Background Check Application must be submitted to the following web site:
<https://opportunities.avery.com/utahamateurHA>



- c) All coaches and assistant coaches are volunteers and must abide by the rules of ULG, and USA Hockey.
- 2) Coaches Selection Procedure
- a) The following is the process to be utilized by the ULG Board of Directors in selecting Head Coaches:
 - i) The Board will review all Head Coaching applications (applications may be verbal if applicant is known to the Board). Applications will be provided to each Board member in advance of the meeting in which coaches are to be selected.
 - ii) No coach will be considered for a coaching position unless he/she has submitted a complete coach's application.
 - iii) The Board will review all applicants and discuss their respective coaching attributes. Applicants will be reviewed based on various criteria including but not limited to (not necessarily in order of priority):
 - (1) Hockey knowledge;
 - (2) Coaching experience;
 - (3) Ability to interact with children;
 - (4) Ability to interact with parents;
 - (5) How the applicant has represented the organization in the past;
 - (6) Level of support and cooperation the applicant has shown towards the organization and the Board in the past.
 - iv) The Board may, in its sole discretion, interview any or all candidates for coaching positions. When a member of the Board is being considered against another applicant for a head coach position, the Board applicant will not be present during the interview (if one is held) or any discussion among the Board of the non-Board applicant.
 - v) All potential head coaches will go through the background check described above.
 - vi) The initial coach selection process will be for head coaches only. Applicants not selected as Head Coaches will be considered for assistant coaching positions.
 - vii) The Board will review all applicants per the above and then vote for a head coach at each level.
 - b) Assistant Coaches will be selected by the Head Coach for each Team (if applicable).
 - i) Assistant coaches must also submit a complete coach's application.
 - ii) All potential assistant coaches will go through the background check described above.
 - iii) Assistant coaches will not be assigned until after Head Coaches and teams are selected.
 - c) The Manager will keep a written record of the coach selection process.
 - d) The matters discussed by the Board regarding the selection of coaches



- will be deemed confidential and will not be disclosed to third parties.
- e) All votes cast during the coach's selection process will be by secret ballot unless otherwise agreed to by the Board.
- 3) Coaching Certification
- a) Coaches and assistant coaches must be knowledgeable about the rules and regulations governing amateur ice hockey and must be certified as designated by the USA Coaching Achievement.
- b) All coaches must have the necessary coaching credentials as required by USA Hockey for coaching their division (See Exhibit E).
- 4) Coaches Conduct
- a) The position of coach is an important one and carries with it the responsibility to portray a proper role model for all players within ULG.
- b) Coaches are responsible for the equal development of all players on their teams.
- c) Coaches must conduct themselves in a sportsmanlike manner at all times.
- d) Coaches must not use abusive, threatening, or demeaning language or actions during games, practices, or other ULG events.
- e) Coaches must refrain from name-calling, profanity, and/or humiliating players.
- f) Corporal punishment of a player or inappropriate physical contact with a player by a coach or any other member of ULG is prohibited by ULG.
- g) Physical or verbal abuse of a player by a coach will not be tolerated and may be grounds for dismissal following an investigation and hearing.
- h) Coaches shall refrain from screaming at or criticizing referees.
- i) No coach shall consume alcoholic beverages immediately before a scheduled game or practice.
- j) All coaches must comply with the ULG Coaches Code of Conduct (included as Exhibit C).
- k) All coaches must comply with USA Hockey Code of Ethics (included as Exhibit D).
- l) Coaches found to be in violation of the ULG Coaches Code of Conduct or USA Hockey Code of Ethics shall be subject to penalty up to and including dismissal.
- m) Coaches who become aware of violations of the codes of conduct by players or parents should notify the Manager as soon as possible.
- n) Any coach removed from a game by a referee must notify the Manager within 48 hours and provide a copy of the game sheet, as well as a written explanation of what occurred during the subject game.
- 5) Coaches Responsibilities
- a) Head coaches are responsible for the selection of their assistant coaches. Assistant coaches must complete a ULG coaching application form to be eligible to be an assistant coach.
- b) Coaches and assistant coaches are responsible for the equal development for all players on their teams to the best of the coaches' and



- players' abilities.
- c) Coaches and assistant coaches must maintain discipline for their players during games and practices – both on the ice and in the locker room. The head coach is responsible to maintain an adult presence in the locker room at all times and ensure that there is appropriate conduct in the locker room and supervision at all times. For all practice sessions and games held at any rink, coaches or managers should inspect the locker room upon arrival and report any damage to rink personnel. Coaches or managers shall not leave the facility after practices or games until the locker room has been inspected and all debris has been picked up. Any damage discovered shall be reported to the rink and the Manager.
 - d) A coach has complete authority to remove any player from the ice during a game or practice who is acting in a manner that jeopardizes the safety of any other player, who is acting in an unsportsmanlike manner, or who refuses to follow the directions of the coaching staff. For minor infractions, a Coach may also:
 - i) Require a player to sit on the bench for an amount of time deemed appropriate, or
 - ii) Skate additional drills, or
 - iii) Do “push-ups” or other physical fitness exercises.
 - e) A coach must be present at all times when players are on the ice – either for a game or practice.
 - f) Coaches must ensure that all assistant coaches have completed a ULG coach’s application, are registered as an assistant coach for the team and with USA Hockey prior to going out on the ice.
 - g) Only coaches registered with USA Hockey and named on a ULG team roster for the current year shall be allowed on the ice during practice or on the bench during a game. All coaches and assistant coaches shall have the appropriate USA Hockey certification level for the team they are coaching (see USA Hockey certification requirements).
 - h) Under no circumstances does a coach have the authority to permanently remove a player from the team without Board approval.
 - i) All coaches should attend all ULG coaching clinics and meetings.
 - j) Helmets are required for coaches while on the ice.
- 6) **Playing Time**
- a) Coaches and assistant coaches of competitive hockey/travel teams must allow for equal ice time for players during practice ice time. Due to the competitive nature of the competitive hockey/travel program, all players may not receive equal ice time during games. Guidelines for travel teams are as follows:
 - i) Playing time should reflect fairly the player’s ability, effort and commitment along with specific game situations. In games where there is a several goal differential, playing time should be substantially equal.
 - ii) Coaches will make every effort to ensure that no player sits out an entire period (except for disciplinary reasons or injury). Games



may be split for goaltenders or each goaltender may play an equitable (does not mean equal) number of games in their entire season unless a goaltender is subject to disciplinary measures. Actual playing time is determined by the Head Coach based on player skill and game situations.

- b) In tournament or tournament qualifier games, coaches may use their discretion without regard to equal playing time in order to attempt to win the game.
- 7) Managers Responsibilities
- a) Managers assume an important role in assisting the Head Coach with administrative matters necessary to run a hockey team. Every team is required to have a team manager. The responsibilities of the team manager shall include:
 - i) Act as the teams' administrative liaison with the Board of Directors.
 - ii) Maintain player documentation binder (for all teams). Information to be included in the binder includes consent to treat form, waiver of liability form, copy of signed roster, copy of all USA IMR and coaching cards (See binder checklist at Exhibit F).
 - iii) Schedule team parents to fill off-ice official positions (penalty box, announcer, timekeeper and scorekeeper) for every home game.
 - iv) Ensuring, in the event an injured player is transported to the hospital without the presence of his/her parent, that a responsible adult accompanies the player and the necessary Consent-to-Treat and Medical Information forms are available for the attending physician.
 - v) The head coach may request other responsibilities to the manager at his/her discretion.
 - b) The team manager may solicit assistant manager(s) from parents or guardians of players on the team they are responsible for.

V. TEAM SELECTION

- 1. Travel Teams
 - a. Any girl or young woman eligible under Section III (1) of these policies and procedures.
 - b. Non-refundable try-out ice fee must be paid at the first day of the try-out.
 - c. If there are more than 20 players signed up for the team try-out, two try-outs will be scheduled by ULG prior to team selection.
 - d. Players who try-out must attend all try-out sessions. If unforeseen circumstances prevent the player from attending a try-out, the parent or guardian must contact the Head Coach to make other arrangements. Other arrangements are solely at the discretion of the Head Coach.
 - e. The Head Coach and other individuals designated by the Board will evaluate all players who try out for the travel team. Players will be asked to declare what position they are trying out for (i.e., Forward or Defense) to assist the evaluators. The team will be recommended by all of the



evaluators using all the information that is available to select the most competitive team possible. The Head Coach will oversee the evaluation process and the ultimate selection of the team. The Head Coach must get the Board of Directors approval prior to releasing the list of players selected for the team.

- f. The number of players on a travel team will be determined by the Board of Directors, based on the number of players and the talent level of the players.
 - g. No travel teams will be held over from one year to another.
2. Transfer Players
 - a. Before playing for ULG, any player transferring into ULG must have a release from his/her previous hockey association.
 3. Dual Rostering (applicable only if there are multiple ULG teams)
 - a. Dual rostering may be permitted in certain situations, such as having an adequate number of players to field a competitive team for a game, provided that the Head Coaches involved and the Board have approved of this arrangement.
 - b. Dual rostering must also follow the rules and regulations of USA Hockey and UAHA.

VI. PRACTICE AND HOME GAME ICE SCHEDULES

1. General
 - a. The Board of Directors will determine the number of practice ice and game ice slots to be allocated to each team at the beginning of each season based upon the number of ice slots made available by the area Ice Arenas, and the number of teams in the ULG program.
 - b. To the extent practicable, teams (if applicable) will share practice ice in order to be as cost effective as possible.
 - c. The scheduling (day and time) of practice and game ice slots will be done in an as equitable manner as possible, and will not favor any one team over another. Every effort to prepare a schedule that minimizes conflicts and is as convenient as possible for all involved; however the Board will not solicit nor honor requests for scheduling preferences or changes.
 - d. If a coach has to cancel a game or practice for any reason, the coach should attempt to trade the ice slot with another ULG team (if applicable). The coach should contact the ULG Manager if assistance is needed in finding a team to trade with. Refunds or substitute ice will not be granted for cancellations.
 - e. If a coach has to cancel an away game, for any reason, the coach or Manager must make every effort to contact the opposing team coach or manager. The coach should contact the ULG Scheduler if assistance is needed.
 - f. Practice and game ice schedules will be maintained on ULG's web site at



<http://www.utahladygrizzlies.org>.

- g. Additional games solicited by coaches or other teams, must be coordinated with the Manager and approved by the Board.
- h. As a general rule, each team (if applicable) will be assigned the same number of game slots. The number of game slots depends a lot on the number of teams within the region of the same play level.

VII. Concussion Policy, Return to Play

ULG will follow the Return to Play Guidelines after Head Injuries of USA Hockey and abide by the Policies and Procedures adopted by UAHA:

*Return to Play Guidelines after Head Injuries
USA Hockey Safety and Protective Committee
(Summary by Dr. Michael Stuart, Chief Medical Officer, USA Hockey)*

The evaluation of an athlete with a suspected concussion should be prompt and thorough. Treatment is individualized according to patient age, concussion history, symptoms, signs and type of sport. All concussed athletes should be cleared for return to play by a sports medicine professional.

Based on the Summary and Agreement Statement of the First International Conference on Concussion in Sport, Vienna 2001 (www.bjsportmed.com <http://www.bjsportmed.com>)

Concussion in Sport Group (CISG) Protocol

Acute Response: When a player shows ANY symptoms or signs of a concussion-

- *The player should not be allowed to return to play in the current game or practice.*
- *The player should not be left alone; and regular monitoring for deterioration is essential.*
- *The player should be medically evaluated after the injury.*
- *Return to play must follow a medically supervised stepwise process.*
- *A player should never return to play when symptomatic. "When in doubt, sit them out!"*

- | | |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Symptoms</i> | <ul style="list-style-type: none"> * <i>unaware of situation</i> * <i>confusion</i> * <i>amnesia</i> * <i>loss of consciousness</i> * <i>headache</i> * <i>dizziness</i> * <i>nausea</i> * <i>loss of balance</i> * <i>flashing lights</i> * <i>ear ringing</i> * <i>blurred or double vision</i> * <i>vision</i> * <i>sleepiness</i> * <i>feeling dazed</i> |
|
<i>Signs</i> | <ul style="list-style-type: none"> * <i>loss of consciousness</i> * <i>altered mental status</i> * <i>poor coordination</i> * <i>slow to answer</i> * <i>poor concentration</i> |



- * *nausea or vomiting*
- * *vacant stare*
- * *slurred speech*
- * *personality changes*
- * *inappropriate emotions*
- * *abnormal behavior*

Return to Play Protocol

Return to play after a concussion follows a stepwise process:

**Proceed to the next level if free of symptoms at the current level*

**If any symptoms or signs occur, drop back to the previous level and progress to the next level again after 24 hours*

- 1.No activity, complete rest.*
- 2.Light aerobic activity, exercise such a walking or stationary cycling.*
- 3.Sports specific training- skating.*
- 4.Non-contact training drills.*
- 5.Full-contact training after clearance by a sports medicine professional*
- 6.Return to competition*

VIII. PLAYER DISCIPLINE

1. Coaches have the responsibility for player discipline any time his/her team is together for games, practices, and other ULG team events.
2. Discipline problems should be documented in writing for each incident requiring disciplinary measures.
3. At the point where a coach feels that a player has become a habitual discipline problem, the player will be referred to the Disciplinary Committee.
 - a. The Disciplinary Committee will meet with the player, her parents or guardians, and the coach; then determine the proper course of action for the player.
 - b. The decision of any the Disciplinary Committee may be appealed to the Board of Directors (in a closed session) for review.
 - c. The decision of the Board of Directors may be appealed to the UAHA Disciplinary Committee.
 - d. The decision of the UAHA Disciplinary Committee is final.

IX. PLAYER, COACH AND PARENT CONDUCT

1. Players, coaches and parents are representatives of ULG during all games and other ULG events.
2. The Manager must be notified by the head coach within 48 hours if any player or coach is given a game misconduct. The head coach is responsible for imposing the following automatic penalties for game misconducts:
 - a. First game misconduct in a season - Sit out the next scheduled game.
 - b. Second game misconduct in a season - Sit out the next two scheduled league games.
 - c. Third game misconduct in a season - Indefinite suspension. For reinstatement, parents must request in writing a meeting with the ULG



- Disciplinary Committee.
3. All fighting major penalties are considered as having three game misconducts ULG. The player is subject to immediate, indefinite suspension.
 4. The ULG Manager must be notified by the Head Coach within 48 hours if any player, coach or parent is asked to leave any arena by a referee, official from another association, or arena official.

X. GRIEVANCES

1. Definition
 - a. A grievance is defined as any conflict or disagreement between parents or guardians of a player and that player's coach or a league official that cannot be satisfactorily settled between those involved.
 - b. Procedure for Mediation between Coaches and Parents/Guardians:
 - i. Any disagreement or conflict with a coach should first be addressed between the parties involved in a spirit of cooperation and in a civil manner after a 24 hour "Cooling-Off" period.
 - ii. If no agreement can be reached, the subject should be addressed to the Board of Directors in writing. The Board will convene the Disciplinary Committee as soon as possible.
 - iii. The Committee will meet with each party individually who wishes to meet and then will meet in closed session to review the situation and determine what course of action to take.
 - iv. A written response from the Committee will be issued to those involved.
 - v. The decision of the Committee may be appealed to the Board of Directors in writing. The Board will convene as soon as possible.
 - vi. The Board will meet with each party individually who wishes to meet and then will meet in closed session to review the situation and determine what course of action to take.
 - vii. A written response from the Committee will be issued to those involved. The decision of the Board of Directors may be appealed to the UAHA Disciplinary Committee.
 - viii. The decision of the UAHA Disciplinary Committee is final.
 - c. Procedure for Mediation Between Parents/Guardians and/or Coaches and League Officials
 - i. Any incident between a parent/guardian and/or coach and a league official should be reported to the Manager in writing as soon as possible.
 - ii. The Manger will then take whatever action is necessary to investigate the situation and report to the Board for whatever action is necessary.
 - iii. No direct confrontation, including verbal abuse, should occur between a parent, guardian, or coach and a league official or referee.
 - iv. In general, Coaches will interact with the players and the parents will interact with the Manager.



Exhibit A

UTAH LADY GRIZZLIES HOCKEY ASSOCIATION 2013 - 2014

PLAYER'S CODE OF CONDUCT

(Please read carefully)

The Utah Lady Grizzlies (ULG) Hockey Player's Code of Conduct has been developed from the guidelines of USA Hockey.

- Play for FUN!!!
- Work hard to improve your skills.
- Display positive attitude, teamwork, sportsmanship and discipline.
- Be on time for both practices and games. Coaches must be notified in advance if you are unable to attend.
- Learn the rules and play by them. Always be a good sport.
- Respect yourself, your coach, your teammates, your parents, opponents and officials.
- Players will clean up after themselves in the locker rooms and will treat all public and private property with respect.
- Fighting will not be tolerated. Fighting will result in an appearance before the Disciplinary Committee.
- Inappropriate language or gestures on the bench, in the rink or locker rooms, or at any sponsored event will not be tolerated.
- Never argue with the official's decision. If called for a penalty, skate directly to the penalty box. The coaching staff will handle all matters pertaining to officiating.
- Players will represent themselves, their family, the ULG Hockey Association and their community with pride at all times.
- Players will not smoke, use chewing tobacco, drink alcoholic beverages, or use illegal substances.
- Any player or team official who cannot abide by these rules or violates them will be subject to further disciplinary action.

Exhibit B



UTAH LADY GRIZZLIES HOCKEY ASSOCIATION

2013 - 2014

PARENT'S CODE OF CONDUCT

(Please read carefully)

The Utah Lady Grizzlies (ULG) Hockey Parent Code of Conduct has been developed from the guidelines of USA Hockey.

- Your girl(s) and young women are involved in organized hockey for their enjoyment. Do not force your child to participate in sports, but support their desires to play. **MAKE IT FUN!!!**
- Comments should be made in the spirit of good sportsmanship. Do not yell at players, coaches, parents, spectators and/or officials.
- Inappropriate language or gestures to anyone at anytime will not be tolerated.
- Emphasize skill development and practices and how they benefit your young athlete.
- Know and study the rules of the games 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 will not be tolerated.
- Promote sportsmanship. Applaud good efforts in both victory and defeat and enforce the positive points of the game. Never verbally or physically abuse your girl(s) and young women after a game or practice. Work toward removing the physical and verbal abuse in youth sports.
- Respect the locker rooms as private areas for players, coaches and officials only. Enter only if invited by the coach. Follow the arena rules both home and away.
- Control non-playing children for their own safety and the comfort of others.
- Recognize the importance of volunteer coaches. Communicate with them and give them constant support whether winning or losing. They are important to the development of your girl(s) and young women and the sport.
- Abuse, whether verbal, physical or other, of a coach will not be tolerated. If you wish to calmly discuss the actions of the coach, you are asked to wait 24 hours and first contact the team Manager to discuss your concern. If further discussion/action is determined necessary by the parent and the Manager, the Manager will contact the coach to make arrangements for a face-to face discussion. No coach is required to listen to complaints in person or over the phone if the preceding process is not followed.
- If you enjoy the game or enjoy watching your child enjoy the game, learn all you can about hockey – and volunteer!
- If you have a question or issue, contact the manager or have your daughter contact the coach.



Exhibit C

UTAH LADY GRIZZLIES HOCKEY ASSOCIATION 2013 - 2014

COACH'S CODE OF CONDUCT

(Please read carefully)

The Utah Lady Grizzlies (ULG) Hockey Coach's Code of Conduct has been developed from the guidelines of USA Hockey.

- Winning is a consideration, but not the only one, nor the most important one. You should care more about the girls and young women 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 the 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. Explain the goals and objectives of ULG Hockey Program.
- Be concerned with the overall development of your players. Stress good healthy habits and clean living.



Exhibit D

USA Hockey Code of Ethics

INTRODUCTION

This Ethics Code is intended to provide standards of ethical conduct that can be applied by USA Hockey and its member organizations. Whether or not a coach has violated the Ethics Code does not by itself determine whether a contract or agreement is enforceable or whether other legal consequences occur. These results are based on legal rather than ethical rules. However, compliance with or violation of the Ethics Code may be admissible as evidence in some legal proceedings, depending on the circumstances.

This Code is intended to provide both the general principles and the decision rules to cover most situations encountered by coaches. It has as its primary goal the welfare and protection of the individuals and groups with whom coaches work. This Code also provides a common set of values. It is the individual responsibility of each coach to aspire to the highest possible standards of conduct. Coaches should respect and protect human civil rights, and should not knowingly participate in or condone unfair discriminatory practices.

GENERAL PRINCIPLES

PRINCIPLE A, Competence: Coaches strive to maintain high standards of excellence in their work. They recognize the boundaries of their particular competencies and the limitations of their expertise. They provide only those services and use only those techniques for which they are qualified by education, training or experience. In those areas in which recognized professional standards do not yet exist, coaches exercise careful judgment and take appropriate precautions to protect the welfare of those with whom they work. They maintain knowledge of relevant coaching educational information related to the services they render, and they recognize the need for ongoing education.

Coaches make appropriate use of scientific, professional, technical and administrative resources.

PRINCIPLE B, Integrity: Coaches seek to promote integrity in the practice of coaching. Coaches are honest, fair and respectful of others. In describing or reporting their qualifications, services, products, or fees, they do not make statements that are false, misleading or deceptive. Coaches strive to be aware of their own belief systems, values, needs and limitations and the effect of these on their work. To the extent feasible they attempt to clarify, for relevant parties, the roles they are performing and to function appropriately in accordance with those roles. Coaches avoid improper and potentially harmful dual relationships.



PRINCIPLE C, Professional Responsibility*: Coaches uphold professional standards of conduct, clarify their professional roles and obligations, accept appropriate responsibility for their behavior, and adapt their methods to the needs of different athletes. Coaches consult with, refer to, or cooperate with other professionals and institutions to the extent needed to serve the best interest of their athletes, or other recipients of their services. Coaches' moral standards and conduct are personal matters to the same degree as is true for any other person, except when coaches' conduct may compromise their responsibilities or reduce the public's trust in coaching and/or coaches. Coaches are concerned about the ethical compliance of their colleagues' conduct. When appropriate, they consult with their colleagues in order to prevent or avoid unethical conduct.

PRINCIPLE D, Respect of Participants and Dignity: Coaches respect the fundamental rights, dignity and worth of all participants. Coaches are aware of cultural, individual and role differences, including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socioeconomic status. Coaches try to eliminate the effect on their work of biases based on those factors, and they do not knowingly participate in or condone unfair discriminatory practices.

PRINCIPLE E, Concern For Others' Welfare: Coaches seek to contribute to the welfare of those with whom they interact. In their actions, coaches consider the welfare and right of their athletes and other participants. When conflicts occur among coaches' obligations or concerns, they attempt to resolve these conflicts and to perform their roles in a responsible fashion that avoids or minimizes harm. Coaches are sensitive to differences in power between themselves and others, and they do not exploit nor mislead other people during or after their relationships.

PRINCIPLE F, Responsible Coaching: Coaches are aware of their ethical responsibilities to the community and the society in which they work and live. They apply and make public their knowledge of sport in order to contribute to human welfare. Coaches try to avoid misuse of their work. Coaches comply with the law and encourage the development of law and policies that serve the interest of sport.



Exhibit E

USA Hockey Coaching Education Requirements

Per USA Hockey Coaching Education Program as published in the Annual Guide.

Exhibit F

Player/Coach/Manager Documentation Binder Checklist (FOR ALL TEAMS)

Documents required for each player, coach and manager (unless otherwise noted):

Player/Coach/ Manager Name	Player Number	USA Hockey Registration Card ¹	Birth Certificate ²	Signed IMR ³	Signed USA Hockey Consent to Treat ⁵	USA Hockey Completed Code of Conduct ⁴	Coaching Credential ¹
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1. Required for coaches.
2. Not required for team managers. Not required for coaches and players if team has been electronically registered with USA Hockey.
3. For players only.
4. Plus Waiver of Liability Release, Assumption of Risk & Indemnifying Agreement.
5. Required for players.
6. A coaching credential at the level mandated by USA.



Exhibit G

USA Hockey's Zero Tolerance Policy

In an effort to make ice and inline hockey more desirable and rewarding experiences for all participants, the USA Hockey Youth, Junior and Adult Councils and the In-Line Section 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, parents/spectators and team officials and administrators to maintain a sportsmanlike and educational 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 demonstrates any sign of dissatisfaction with an official's decision.
4. 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. 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 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, players bench, penalty box or on ice surface, directed in any manner as to create a safety hazard.



Exhibit H

UTAH LADY GRIZZLIES HOCKEY ASSOCIATION 2013 - 2014

Administrators Code of Conduct

(Please read carefully)

Follow the rules and regulations of USA Hockey and ULG Hockey 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 youths in our sport.
- Encourage coaches and officials to attend USA Hockey clinics and advise your board members of the necessity of these 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 ULG Hockey, perhaps even your own.