

Rhineland Ice Association

Hockey Handbook

Rev. 2 (Approved January 2011)

Rhineland Ice Association Inc Hockey Board of Directors

Please contact an RIA Hockey Board member for questions you may have regarding this document.

Tom Roeser – Chief of Hockey Operations Term Expires 2012 hockey1@frontiernet.net
Fritz Karsnia – Ace Coordinator Term Expires 2013 fritz@gsimn.com
Jeff Conner - Secretary Term Expires 2013 Jeffrey.Conner@ihs.gov
Lauri Millot Term Expires 2012 millot5@charter.net 715-401-2625
Joe Pequet Term Expires 2012 ncranch@onebox.com
Terri Detert Term Expires 2013 terri_detert@yahoo.com
Joe Voves Term Expires 2013 jvoves4@gmail.com

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1. RIA Organizational Structure

1.1. RIA Facility Board of Directors

1.1.1. Governing body over the RIA facility with emphasis on promoting youth ice sports as stated in the RIA mission statement:

1.1.1.1. The Rhineland Ice Association is a non-profit, all-volunteer organization dedicated to improving and expanding hockey and figure skating in the Rhineland area. Our

goal is to provide quality youth ice sports programs where participants can acquire skills, learn teamwork, socialize and have fun while interacting with appropriate adult role models. With the support of area businesses and individuals, our building is owned & operated by the association.

1.2. RIA Hockey Board

- 1.2.1. Self governing body through its own elected members whose purpose is to develop and maintain a competitive and successful hockey program that promotes the development of every skater at every level of play.
- 1.2.2. Interacts with the RIA Facility Board for purposes financing and scheduling for the hockey program.
- 1.2.3. Comprised of 5-7 members (RIA members, parents, and coaches) who are elected by RIA members at the RIA annual meeting.
 - 1.2.3.1. One ACE Coordinator or several individual who coordinate the activities of an ACE coordinator are chosen by the hockey board.
 - 1.2.3.2. Hockey Board elects one of it's members to act as director of hockey operations.
- 1.2.4. Convenes once monthly (or more frequently as needed) to administrate hockey program
- 1.2.5. is responsible for every aspect of the hockey program including, but not limited to, recruitment of players and coaches, program design, evaluation of players, coach selection, skater tryouts and appropriate team assignment, team splitting, and ice scheduling with the RIA Facility Board.

1.3. ACE (Association Coaching and Education) Coordinator of ACE Committee

- 1.3.1. Position{s} appointed by the Hockey Board and to serve on the ACE committee whose principal duties are to:
 - 1.3.1.1. Oversee the recruitment, selection, training and evaluation of all coaches and instructors.
 - 1.3.1.2. Organize and develop periodic workshops for all instructors and coaches.
 - 1.3.1.3. Plan, develop and organize skating clinics, goaltending clinics, checking clinics and any other clinics which will meet the needs of the association's players.
 - 1.3.1.4. Develop a teaching and practice curriculum for the association.
 - 1.3.1.5. Evaluate and supervise practice sessions and offer constructive criticism to improve the program.
 - 1.3.1.6. Act as an association resource for coaches, instructors, parents, players and officers.
 - 1.3.1.7. Sportsmanship

1.4 Sportsmanship

Good sportsmanship is required of all players, coaches, parents and spectators. All league and association rules will be strictly enforced. A Code of Conduct is available and will be signed by all players, parents and coaches. Coaches are responsible for their players conduct and behavior while on the ice and in the locker rooms. Parents will be held responsible, along with the player, to see that all the rules and policies are followed. The RIA abides by USA Hockey and WAHA rules, policies and regulations and is a zero tolerance organization.

2. Equipment

2.1. Equipment recommended for all players

- Helmet and approved face mask
- Hockey gloves
- Hockey pants with pads
- Practice jersey
- Shoulder pads
- Elbow pads
- Shin pads
- Athletic support cup for boys, Pelvic protector for girls at appropriate ages
- Colored mouth guard at required classification This is required by WAHA and USA Hockey. It should be attached to the face mask. Clear mouth guards are not permitted as the referees cannot see them. The mouth guard also helps protect against

- concussions.
- Goalies must wear an approved, fully protective, face mask and helmet with throat shield
- Protective safety lens when needed
- Sticks must have the butt-end of the handle covered properly with tape or rubber end cap.
- Any other equipment covered by USA Hockey or state association rules.

- 2.2. The player ,coach, and parents are responsible to ensure that all mandatory equipment is worn.
- 2.3. Parents have the obligation to ensure that all of their child’s equipment is in satisfactory condition. It should be of the correct size and not be modified in any manner that would reduce its performance as warranted by the manufacturer.

3. Coaching Eligibility

- 3.1. Any person who has been convicted in a court of law of sexual or physical abuse of a child will not be allowed to coach for RIA. 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 members or patrons of the RIA.
- 3.2. All coaches and assistant coaches are volunteers and must abide by the rules of USA Hockey.

4. Coaches Selection Procedure

- 4.1. The following is the process to be utilized by the RIA Hockey Board in selecting coaches:
 - 4.1.1. The Hockey Board will review all coaches' applications, which shall be provided to each board member in advance of the meeting in which coaches are to be selected.
 - 4.1.2. No coach will be considered for a coaching position unless he/she has submitted a complete coach’s application.
 - 4.1.3. The Hockey Board will review all applicants and discuss their respective coaching attributes. Applicants will be reviewed based on various criteria including but not limited to:
 - Hockey knowledge;
 - Coaching experience;
 - Ability to interact with children;
 - Ability to interact with parents;
 - How the applicant has represented the organization in the past;
 - The level of support and cooperation the applicant has shown towards the organization and the board in the past.

The Hockey Board may, in its sole discretion, interview any or all candidates for coaching positions. A member of the Hockey Board who is a coaching applicant must excuse him/herself from the hockey board discussions concerning another applicant for the same position.

- 4.1.4. All coaches may be subject to a background check in the event that such procedure is reasonably available to the Board and not cost-prohibitive, with such decision to be made by the Hockey Board in its sole discretion.
- 4.1.5. The initial coach’s selection process will be for head coaches.
- 4.1.6. All potential assistant coaches will go through the background check and if approved will be part of a pool of coaches, but will not be assigned until after team selection. After the team selections, all coaching staffs will be aligned and approved by the head coaches and by the Hockey Board.
- 4.1.7. All coaches not selected, as head coaches will be eligible as assistant coaches and/or vacant head coach positions.
- 4.1.8. The Hockey Board will review all applicants per the above and then vote for a head coach at each level.
- 4.1.9. The Hockey Board will keep a written record of the coach selection process.
- 4.1.10. The matters discussed by the Hockey Board regarding the selection of coaches will be deemed confidential.

5. Coaching Certification

- 5.1. Coaches and assistant coaches must be knowledgeable about the rules and regulations governing amateur ice hockey.
- 5.2. All coaches must have the necessary coaching credentials as required by USA Hockey for coaching their division.

6. Coaches Conduct

- 6.1. The position of coach is an important one and carries with it the responsibility to portray a proper role model for all players within the RIA.
- 6.2. Coaches are responsible for the development of all players on their teams.
- 6.3. Coaches must conduct themselves in a sportsmanlike manner at all times.
- 6.4. Coaches must not use abusive, threatening, or demeaning language or actions during games, practices, or RIA events. Coaches must refrain from name-calling, profanity, and/or humiliating players.
- 6.5. 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.
- 6.6. Coaches shall refrain from screaming at or criticizing referees.
- 6.7. No coach shall be under the influence of mind altering substances at scheduled game or practice.
- 6.8. All coaches must comply with the RIA Coaches Code of Conduct
- 6.9. All coaches must comply with USA Hockey Code of Ethics.
- 6.10. Coaches found to be in violation of the RIA Coaches Code of Conduct or USA Hockey Code of Ethics shall be subject to penalty up to and including dismissal.
- 6.11. A case by case basis will be used to develop precedent for future incidents
- 6.12. Coaches who become aware of violations of the codes of conduct by players or parents should notify any Hockey Board member as soon as possible.
- 6.13. Any coach removed from a game should notify the ACE Coordinator within 48 hours and provide a copy of the game sheet, as well as a written explanation of what occurred during the game.

7. Coaches Responsibilities

- 7.1. Head coaches are responsible for the selection of their assistant coaches. Assistant coaches must complete an RIA coaching application form to be eligible to be an assistant coach. They must be approved by the RIA hockey board.
- 7.2. Coaches and assistant coaches are responsible for the instruction of players on teams to the best of the coaches' and players' abilities. Coaches are encouraged to challenge every skater to develop to their full potential.
- 7.3. Coaches and assistant coaches must maintain discipline for their players during games and practices both on and off the ice. Coaches should ensure that all players (boys and girls) are entitled to use the team locker room provided proper attire is maintained (at squirt age and above girls may be asked to dress separately, rejoining the team locker room once all team members are dressed). For all practice sessions and games held at any rink, coaches should inspect the locker

room upon arrival and report any damage to rink personnel. The head coach or appointed team official must ensure that there is appropriate conduct in the locker room and supervision at all times. Any damage discovered shall be reported to the ACE Coordinator within 24 hours.

- 7.4. 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.
- 7.5. A coach must be present at all times when players are on the ice – either for a game or practice.
- 7.6. Hockey Board must ensure that all assistant coaches have completed an RIA coach's application and are registered as an assistant coach for the team with USA Hockey prior to going out on the ice. (USA Hockey HS player asst. coaches exempt)
- 7.7. Only coaches registered with USA Hockey and named on a RIA team roster for the current year shall be allowed 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.
- 7.8. If a coach determines that a player has chosen to no longer participate in RIA, the coach should promptly contact the player and the player's parents or guardians to determine the reason for that decision. The coach must then notify the ACE Coordinator immediately when it is confirmed that a player has opted to no longer participate. The ACE Coordinator will, in turn, inform the Board. Under no circumstances does a coach have the authority to permanently remove a player from the team without Hockey Board approval.
- 7.9. All coaches should attend all RIA coaching meetings.
- 7.10. Head coaches are responsible to ensure that a parent from his/her team coordinates "team – coach" communication as a "team parent". The Team Parent will be selected by the parents of the team.
- 7.11. Head coaches and or team parent are responsible to ensure that all RIA rental equipment is returned to the equipment manager of the organization.
- 7.12. Helmets are to be worn by coaches while on the ice.

8. Hockey Program Descriptions and Eligibility Requirements

Learn to Skate (8.1)

Description: The Learn to Skate program is the RIA's entry level skating program intended for boys and girls with little or no skating experience. There are no age limitations for this program. This program will emphasize skating fundamentals including but not limited to balance, coordination, agility, and proper skating technique. Participants will be instructed on athletic position, forward and backward skating, turning, cross-overs, one and two foot stops. No skating experience is necessary to enroll in this program. Participants are required to have skates, helmets, and gloves. Instruction will be provided 1 time per week. Two sessions will be held annually (Nov-Dec and Jan-Feb). No RIA volunteer hours are required to participate in this program.

Mite In-house (8.2)

Description: The Mite In-house is the RIA's entry level hockey program for boys and girls. Participants will need to have minimal skating experience to participate in this program. This program will follow USA hockey's American Development Model (ADM). (Insert Link to USA hockey ADM)

Ages of participants range from 3 years of age through 8 years of age with exceptions made for those older players who are new to the sport of hockey.

The purpose of this program is to provide a FUN instructional environment focused on the development of core hockey skills including but not limited to skating, stopping, passing, shooting and puck handling as well as an introduction to hockey rules and basic team concepts. All players will have the opportunity to play the goalie position during the year. No player will be allowed to play the goalie position on a full time basis.

This is a non travel program which will feature two instructional practices per week as well as cross-ice games on Saturday mornings. The instructional practices will be coordinated by the ACE coordinator and the “head In-house” instructor and will have additional RIA coaches on the ice to provide additional individual instruction. Players will be divided into “skill matched competitive teams” for the weekend cross-ice games. Individual jerseys will be provided and teams will have specific head coaches. The Mite In-house participants will have the opportunity to host and organize a Mite tournament during which full ice games will be played. In addition, the RIA may host a cross-ice jamboree involving other associations within close proximity to Rhinelander. Full hockey equipment is required for participation in this program. Players will be provided with hockey equipment rental from the RIA at no additional charge. Parents of participants will be required to provide 5 RIA volunteer hours during the year.

Squirt (8.3)

Description: The Squirt level is a travel hockey program for boys and girls 9 to 10 years of age who have participated in the Mite In-house program and/or who are deemed appropriate for that level by the designated Squirt coaches and the ACE coordinator. The primary focus at the Squirt Level is to improve core hockey skills introduced previously and introduce instruction on game concepts as well as developing peer relationships. Squirts will practice 2 times per week and will be scheduled for a maximum of 20 full ice games throughout the season. In addition, Squirt teams will organize and host a home tournament and may play in an away tournament as well as state “play downs”. The RIA has implemented a 60 mile travel restriction for the Squirt travel level. This is a competitive travel program with parent volunteer hour responsibilities.

Tryouts will be held at the beginning of the season for those players who are age eligible for the Squirt level. The Squirt coaches and ACE coordinator reserve the right to recommend and place any 9-10 year old tryout participant on any Squirt team or in the Mite In-house program depending on the area which will most effectively develop the players hockey skill level. Absolutely no checking or slap shots are permitted at the Squirt level or below in either practice or games.

PeeWee (8.4)

Description: The PeeWee level is a travel hockey program for boys and girls 11-12 years of age with previous hockey experience who are deemed appropriate to participate by the designated Pee-Wee coaches and the ACE coordinator. The primary focus of this program is to continue to develop hockey skills learned previously, while introducing body checking and additional team concepts. PeeWee’s will typically practice 3 times per week and will be scheduled for a maximum of 30 full ice games throughout the season. In addition, PeeWee teams will organize and host a home tournament and may play in an away tournament as well as state “play downs”. The RIA has implemented a 90 mile travel restriction for the PeeWee travel level. This is a competitive travel program with parent volunteer hour responsibilities.

Tryouts will be held at the beginning of the season for those players who are age eligible for the PeeWee level. The PeeWee coaches and ACE coordinator reserve the right to recommend and place any 11-12 year old tryout participant on any PeeWee team or in the Mite In-house program depending on the area which will most effectively develop the players hockey skill level. Checking and slapshots are instructed and permitted at the PeeWee level.

Bantam (8.5)

Description: The Bantam level is a travel hockey program for boys and girls 13-14 years of age with previous hockey experience who are deemed appropriate to participate by the designated Bantam coaches and the ACE coordinator. The primary focus of this program is to continue to develop advanced hockey skills learned previously, while emphasizing team concepts and tactics. Bantams will practice 3-4 times per week and will be scheduled for 30+ games throughout the season. In addition, Bantam teams will organize and host a home tournament and may play in an away tournament as well as state “play downs”. This is a competitive travel program with parent volunteer hour responsibilities. Checking and slapshots are instructed and permitted at the Bantam level. No travel restrictions or season game numbers have

been implemented at the Bantam level.

Girls U-14 (8.6)

Description: The Girls U-14 program will operate similar to the PeeWee level with the exception of body checking, which are not permitted. All girls are eligible to try out for the U-14 level. The U-14 coaches and ACE coordinator reserve the right to recommend and place any tryout participant on the U-14 team or in the Mite In-house program depending on the area which will most effectively develop the players hockey skill level. The primary focus of the girls U-14 level is to improve the core hockey skills previously learned including but not limited to skating, shooting, angling and stick checking and puck handling in addition to team concepts and tactics providing girls the opportunity to develop peer relationships with those whom they will be playing hockey with throughout the remainder of their youth and Girls High School Hockey careers. This is a competitive travel program with parent volunteer hour responsibilities. U-14 Girls will typically practice 3 times per week and will be scheduled for a maximum of 30 full ice games throughout the season. In addition, U-14 Girls teams will organize and host a home tournament and may play in an away tournament as well as state "play downs". No travel restriction will be implemented at the Girls U-14 team due to the lack of teams at close proximity, however, attempts to schedule teams in closest proximity to Rhinelander will be the primary focus. Because of the larger age discrepancy that may exist on this team, the U-14 coach may alter the line-up as they deem appropriate for the opponent. Efforts will be made to schedule games with both U-12 and U-14 teams and players placed on game day rosters as age and ability dictates.

9. Note Regarding Girls Desiring to Skate on Coed Teams

Any girl may tryout, and be placed on a coed competitive team, if her tryout performance/ability places her in the top 5 skaters on the team. If players are needed to field a competitive team we will consider relaxing the top 5 rule on a case by case basis. This rule applies only to peewee and above teams.

10. Skater Selection Process and Team Splits

- 10.1. Mites and Squirts are eligible to split at 18 players
- 10.2. Peewees and Bantams are eligible to split at 20 players
- 10.3. Try out format will include head coach of A team, B team, and ACE Coordinator
- 10.4. The players will be ranked from 1-20+ and the teams will be assembled according to rankings
- 10.5. Players may be moved up or down before the final rosters are due depending on coaches recommendation, not a parent or parents who feel their son/daughter should move up
- 10.6. Evaluations will take place after sufficient practice time has been given and split will take place before 1st game

11. Playing Time

- 11.1.1. Coaches and assistant coaches of house teams (non competitive, non travel) must allow all players substantially equal ice time in both games and practices.
- 11.1.2. Coaches and assistant coaches of competitive travel teams must allow for equal ice time for players during practice ice time. Due to the competitive nature of the travel program, all players may not receive equal ice time during games. Specific Guidelines for competitive travel teams are as follows:

- 11.1.3. Mite & Squirts - player participation shall be on as fair basis as possible and should reflect fairly the player's effort and commitment . This means that players are played as equally as possible. The Hockey Board discourages the use of man-up or man down-lines at the Mite & Squirt travel level. In state tournament qualifier games coaches may use their discretion without regard to equal playing time . Players who display lack of commitment towards the team (i.e., unexcused absences from practices, persistent lack of effort in practice and games) may receive less playing time. Coaches should discuss with the players parents in private any concerns regarding player lack of commitment, its consequences, and ways to improve commitment before it gets out of control. 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 un-sportsmanlike manner, or who refuses to follow the directions of the coaching staff.
- 11.1.4. Pee Wees & Girls U12 - player participation shall be on as fair basis as possible and should reflect fairly the player's effort and commitment. All players will be given substantially equal ice time, with the exception of power plays and penalty kills. Games may be split for goaltenders . Players who display lack of commitment towards the team (i.e., unexcused absences from practices, persistent lack of effort in practice and games) may receive less playing time. Coaches should discuss with the players parents in private any concerns regarding player lack of commitment, its consequences, and ways to improve commitment before it gets out of control. 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.
- 11.1.5. Bantam, Girls U14 and above – 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. Coaches should discuss with the players parents in private any concerns regarding player lack of commitment, its consequences, and ways to improve commitment before it gets out of control. 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 un-sportsmanlike manner, or who refuses to follow the directions of the coaching staff.

12. Hockey Parent Responsibilities to RIA

12.1. Dropping off and picking up children:

- 12.1.1. Parents with younger children that need assistance with dressing and tying skates should provide such assistance themselves and not rely on coaches and managers. Please do not simply "drop off" these younger players at the rink.
- 12.1.2. Parents must be on time to pick up their children after RIA activities. RIA may take action if a parent is consistently late

12.2. Designate One Team Parent

12.3. Designate One Team Tournament Manager (TTM)

12.4. Fulfill volunteer hours

12.5. Abide by all USA, WAHA, and RIA policies as stated throughout this document

13. Dual Rostering

- 13.1. Dual rostering is permitted provided that the Hockey Board members have approved of this arrangement and it is in compliance with USA Hockey and WAHA. Dual roster skaters must give priority to skating in their age classification and may skate up if it doesn't conflict with any games within the skaters age classification
- 13.2. The goal of the RIA is to keep players of the same age, physical and emotional maturity together and to protect the integrity of each age division within the RIA. As a general

rule, players will participate at the appropriate age level as determined by USA hockey. The RIA recognizes that certain circumstances may arise that would suggest a player to play in an age division other than his/her USA hockey classification. Permission to play at another level can only be granted after the appropriate application process and evaluation has occurred. Only those requests adhering to the RIA handbook process will be considered.

No movement of players between age levels will be allowed, without the consent of the player, player's parents, the ACE coordinator, BOTH coaching levels, and ultimately the hockey board. The movement of a player must be in the best interest of the player, both teams involved, and the RIA. Candidates will be evaluated on aspects including the player's physical, emotional, and psychosocial developmental level. The player must be within 1 year of advancing to the division of which they are requesting to 'play-up'. Neither team may be adversely affected by the movement of the player.

Parents and players wishing to "play-up" to the next age level must use the following process,

- completely fill out an application and submit it in person to the RIA hockey board no later than the September board meeting.
- the player will try out for both their age appropriate level, and the level that they are requesting to play, if all other elements of the policy are met.
- if a player attempting to 'play-up' is not deemed an appropriate candidate for playing at a higher age level, they will be allowed to play at their age appropriate level.

Once a player is granted permission to 'play-up' and has completed the try-out process, the player must remain at the level chosen. Additionally, a skater electing to move up may review this request with the Hockey Board every 2nd year to determine the best level of play for his/her social and physical development. Again, the same criteria must be met for the player to 'play-up'.

For a goalie to move up, there must be a vacancy on the team at the higher level. The goalie will follow the same process as a skater. If multiple goalies are looking to move up, both would attend the tryout and the appropriate player would be selected to play at the higher level.

14. Registration Fees, Financial Aid, Refunds, etc

- 14.1. All Registration fees are set by the RIA Facilities Board and all questions regarding fees should be discussed with the RIA Rink Manager or RIA Treasurer.
- 14.2. Financial Aid is available for those who meet the financial aid requirements. The Rhinelander Ice Association uses a similar scale for financial aid as the Rhinelander School District uses for reduced fee lunches. Only registration fees are available for aid. Equipment rental, USA Hockey/WAHA Dues, and RIA membership fees are not reduced under any circumstances.
- 14.3. All refunds are handled on a case by case basis through the RIA Rink Manager, RIA Treasurer, and RIA Facilities Board.

15. Coach and Player Conduct

- 15.1. General Rules
- 15.2. Players, coaches and parents are representatives of RIA during all games at home and away arenas.
- 15.3. The ACE Coordinator 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 USA hockey rules for Game Misconduct.

16. Grievances

- 16.1. Definition :
 - 16.1.1. 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.

16.1.2. Procedure for Mediation between Coaches and Parents/Guardians

- 16.1.2.1. Any disagreement or conflict with a coach should first be addressed between the parties involved in a spirit of cooperation. It is strictly enforced that you wait twenty-four (24) hours before engaging in such discussions so that the involved parties have cooled down. This discussion should take place privately between the parties involved.
- 16.1.2.2. If no agreement can be reached, then a formal written grievance should be presented to the rink manager. The rink manager will as soon as possible contact the hockey board to make them aware of the grievance. If confidentiality is requested, the Hockey Board should try to accommodate the request if possible.
- 16.1.2.3. The Board will meet in closed session to review the situation and determine what course of action to take.
- 16.1.2.4. A written response from the Board will be issued to those involved.
- 16.1.2.5. The resulting decision of the Board is final.

16.1.3. Procedure for Mediation Between Parents/Guardians/Coaches and League Officials

- 16.1.3.1. Any incident between a parent/guardian and/or coach and a league official should be reported to the ACE Coordinator in writing as soon as possible.
 - 16.1.3.2. The Hockey Board will then take whatever action is necessary to investigate the situation and report to the Board for whatever action is necessary.
 - 16.1.3.3. No direct confrontation should occur between a parent, guardian, or coach and a league official.
- 16.1.4. If you have any questions or concerns regarding the RIA hockey programs and operations please notify your team parent and they will direct you to the correct person

17. Hazing, Harassment, and Abuse Policy

17.1. Intent

- 17.1.1. The Rhinelander Ice Association (RIA) is committed to develop and maintain a hockey program that is fun, where participants can develop and learn technique and skills of the game, life skills and good sportsmanship in a safe environment. Everyone related to the game of hockey deserves to be treated with respect. This includes coaches, referees, and teammates, players from other teams, parents and spectators. The RIA's goal is to eliminate all forms of hazing, harassment and abuse. The RIA's first priority is to protect its players. At the same time, Board Members, Coaches, Parents, and Officials can also be the targets of harassment and abuse. This Policy aims to eliminate all hazing, harassment and abuse, no matter who the harasser or abuser is, and no matter who the target is.
- 17.1.2. As such, every individual who participates in RIA activities, including parents, guardians and caregivers of players will be expected to abide by this policy. Failure to do so may result in disciplinary action, including expulsion.
- 17.1.3. Set forth below are the definitions that will guide RIA's anti-hazing, harassment and abuse efforts.

17.2. Definitions

- 17.2.1. Abuse: Maltreatment or lack of care that causes harm to another.
- 17.2.2. Harassment: Intentional comments, conduct, or gestures that are insulting, intimidating, humiliating, malicious, degrading, offensive, or discriminatory, directed toward an individual or group of individuals. Unwanted, unsolicited, unwelcome attention or actions that humiliate and/or degrade another person.
- 17.2.3. Hazing: Committing an act against a player or coercing a player into committing an act that creates a substantial risk of harm to a person in order for the player to be initiated into or affiliated with RIA.
- 17.2.4. RIA is not prohibiting all physical contact. Specifically, sexual harassment is not: a hug between friends; sincere and personal compliments; or spontaneous gestures of affection.

17.3. Enforcement

17.3.1. Disciplinary actions for violating any of the above responsibilities shall be enforced by the Hockey Board and/or the RIA Facilities Board. Punishments shall vary depending on the severity of the action. RIA shall focus on people taking responsibility and being held accountable for their actions; exercising discretion and judgment in trying to prevent hazing, harassment and abuse -whoever the harasser/abuser is, and whoever the target is.

18. Locker Room Supervision

RIA's coaches donate an extraordinary amount of time and effort on the ice and it is not RIA's intention to overburden our coaches with excessive supervisory responsibilities off the ice. As such, each team manager (team parent) is encouraged to organize a schedule where parents periodically each serve as a "locker room supervisor" for practices and games. Locker room supervisors should plan to be present in the locker room at least 30 minutes before and after all practices and 45 minutes before and after all games, whether home or away.

Coaches are encouraged to lace up their skates with their team prior to practice and when the coach arrives in the locker room primary responsibility for supervision of the players becomes the coach's responsibility. When the coach arrives in the locker room the locker room supervisor should move to the door to the rink where players wait to go on the ice to oversee players that have left the locker room early. At the discretion of the head coach, the coaching staff may meet privately with the players before and after a practice or game. At that time, all other people must leave the room.

19. RIA Parent Responsibilities:

19.1. Abide by RIA rules and policies as outlined in this manual. Failure to do so may lead to review by RIA board and disciplinary measures.