

Rhineland Ice Association Hockey Handbook

Rev. 1 (Approved July14, 2008)

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

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 Rhinelander Ice Association is a non-profit, all-volunteer organization dedicated to improving and expanding hockey and figure skating in the Rhinelander 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

2.4 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

- 8.1. LTPH (Learn To Play Hockey)- Ages 3-8, with
 - 8.1.1. Description: LTPH is the RIA's entry level hockey program for boys and girls who have little or no skating experience. Ages of participants range from 3 years of age through 8 years of age. This program emphasizes skating fundamentals and introduces basic puck handling skills. No skating or hockey experience is necessary. LTPH participants will practice 1-2 times weekly on average and may have "in house" instructional scrimmages throughout the year and perhaps participation in a home or away "mini-mite" tournament. This is a non competitive program with no parent volunteer hour responsibilities.
 - 8.1.2. Eligibility: Any child between the ages of 3-8 yrs who has never skated on a competitive team (Mite-Bantam, U12-14 girls) within the RIA is encouraged to begin in the LTPH program.
- 8.2. Proposed Advanced LTPH- Ages 9-14, coed, in-house and/or limited travel.
 - 8.2.1. Description/Eligibility: Similar to LTPH except that this program is for older skaters, typically 9-14 years of age who fall between the skill levels of LTPH and the competitive teams within the skaters age classification.
 - 8.2.2. Purpose: To provide an instructional environment where the "older" novice skater can learn

to skate and puck handle by being challenged at a level to which he/she is capable. This will provide more rapid development of the skills necessary for advancement to the age appropriate competitive teams. This is typically a non travel program with all scrimmages/games played on our own rink, however, if there are local teams of similar skating abilities, away games may be scheduled. The Hockey Board, ACE coordinator and Advanced LTPH coaches will continuously assess the Advanced LTPH participants and will determine when a skater is capable of advancement to the next level in the RIA Hockey Program where it is felt the skater will develop most effectively and be able to contribute to the team. (See Team Selection Process). Advanced LTPH participants will practice 1-2 times weekly. Depending on coaching and base availability, Advanced LTPH participants may be encouraged & to skate practices with “skill matched competitive teams” which will allow LTPH participants to develop the necessary skills as rapidly as possible to advance them to the “age-matched competitive teams”.

8.3. Mites – Ages 8 & under

8.3.1. Description: The primary focus at the Mite Level is to have fun and develop individual skills as well as to introduce teamwork concepts.. Practices will emphasize skating basics, puck skills, and game basics. Mites will practice twice weekly and will be scheduled 15-20 competitive games (both at home and away) in addition to tournaments. This is a competitive travel program with parent volunteer hour responsibilities. The mite team will host and organize a home mite tournament and may participate in away tournaments and state playoffs.

8.3.2. Eligibility: The Mite program represents the next level of instruction for players 8 years and younger after they have satisfactorily completed the LTPH program or made the team try a tryout process, However, if a child participated in the Mite program during the previous year that child can and should register as a Mite at registration. A tryout will be held for those skaters 8 & under, who have completed LTPH, who wish to skate on the Mite Team(s). The Hockey Committee and Tryout Evaluators reserve the right to recommend and place any 8 and under skater in any RIA Hockey Program where it is felt the skater will develop the most effectively and will be able to contribute to the team (See Team Selection Process). Players who have completed LTPH but are not quite ready for the Mite A level of play may be placed on the Mite B team, or an appropriate team suited to their personal development (LTPH, advanced LTPH).

8.4. Squirt – 9 and 10 year olds only, coed

8.4.1. Description: The primary focus at the Squirt Level is to improve the skating and puck handling skills learned in the Mite Program. Practices will emphasize more advanced skating and puck handling skills and will incorporate more instruction on game concepts. Squirts will practice twice weekly and will be scheduled 20-25 competitive games (both at home and away) in addition to tournaments. This is a competitive travel program with parent volunteer hour responsibilities. the squirt team will host and organize a home tournament and may participate in away tournaments and state playoffs.

8.4.2. Eligibility: The Squirt program ideally represents the next level of instruction for players who are 9-10 years of age who have satisfactorily demonstrated the skills learned in the Mite Program. However, there are children who join our programs after 8 years of age who have never participated in the Mite Program. Every Child who is 9-10 years of age is eligible to play on the Squirt team, however, the RIA requests that those children who are new to our organization or with little skating experience register in the LTPH program(s) in order to acquire those skills necessary to compete at the squirt level. A tryout will be held for all 9-10 year olds, regardless of skating experience, who wish to skate on the Squirt Team(s). The Hockey Board and Tryout Evaluators reserve the right to recommend and place any 9-10 year old tryout participant in any RIA Hockey Program where it is felt the skater will develop the most effectively and will be able to contribute to the team (See Team Selection Process). Players who have completed LTPH but are not quite ready for the Squirt A level of play may be placed on the Squirt B team, LTPH, or advanced LTPH Program.

8.5. PeeWee- 11-12 year olds

8.5.1. Description: The primary focus at the PeeWee Level is to improve the skating, shooting, and puck handling skills learned in the Squirt Program. The players will learn body checking skill. Practices will emphasize advanced skating and puck handling skills and will incorporate more instruction on game concepts. PeeWee’s will typically practice three times

weekly and will be scheduled 25 or more competitive games (both at home and away) in addition to tournaments. This is a competitive travel program with parent volunteer hour responsibilities. The pee wee team will host and organize a home tournament and may participate in away tournaments and state playoffs.

- 8.5.2. Eligibility: The PeeWee program ideally represents the next level of instruction for players who are 11-12 years of age who have satisfactorily demonstrated the skills learned in the Squirt Program, however, there are children who join our programs after 10 years of age who have never participated in the Mite or Squirt Programs. Every Child who is 11-12 years of age is eligible to play on the PeeWee team, however, the RIA requests that those children who are new to our organization or with little skating experience register in the LTPH program(s) in order to acquire those skills necessary to compete at the squirt level. A tryout will be held for all 11-12 year olds, regardless of skating experience, who wish to skate on the PeeWee Team(s). The Hockey Committee and Tryout Evaluators reserve the right to recommend and place any 11-12 year old tryout participant in any RIA Hockey Program where it is felt the skater will develop the most effectively and will be able to contribute to the team (See Team Selection Process). Players who have completed LTPH but are not quite ready for the PeeWee A level of play may be placed on the PeeWee B team or in the LTPH Advanced Program, and may be asked to practice with the mites/squirts in order to obtain the skills necessary to advance to their age-appropriate level. Checking is allowed at the PeeWee level.

8.6. Bantam – 13-14 year olds

- 8.6.1. Description: The primary focus at the Bantam Level is to improve the skating, shooting, checking and puck handling skills learned in the PeeWee Program. Practices will emphasize the most advanced skating and puck handling skills and will incorporate a considerable amount of time on game tactics. Bantam's will practice 3-4 times weekly and will be scheduled 30 or more competitive games (both at home and away) in addition to tournaments. This is a competitive travel program with parent volunteer hour responsibilities. the Bantam team will host and organize a home tournament and may participate in away tournaments and state playoffs.

- 8.6.2. Eligibility: Highest level of skaters in the youth hockey program before High School. The Bantam program ideally represents the next level of instruction for players who are 13-14 years of age who have satisfactorily demonstrated the skills learned in the PeeWee Program, however, there are children who join our programs after 12 years of age who have never participated in the Mite or Squirt or PeeWee Programs. Every Child who is 13-14 years of age is eligible to play on the Bantam team, however, the RIA requests that those children who are new to our organization or with little skating experience register in the LTPH program in order to acquire those skills necessary to compete at the squirt level. A tryout will be held for all 13-14 year olds, regardless of skating experience, who wish to skate on the PeeWee Team(s). The Hockey Committee and Tryout Evaluators reserve the right to recommend and place any 11-12 year old tryout participant in any RIA Hockey Program where it is felt the skater will develop the most effectively and will be able to contribute to the team (See Team Selection Process). Players who have completed LTPH but are not quite ready for the Bantam A level of play may be placed on the Bantam B team or in the LTPH Advanced Program and may be asked to practice with the mites/squirts/pee wee's in order to obtain the skills necessary to advance to their age-appropriate level. Checking is allowed at the Bantam level.

8.7. Girls U12 – Girls 12 and under

- 8.7.1. Description: Similar to PeeWee's except that there is no checking, the team is only for girls up to 12 years of age, and that all girls are welcome. The primary focus at the U12 Level is to improve the skating, shooting, angling and stick checking, and puck handling skills as well as some game concepts and to provide girls the opportunity develop peer relationships with other teammates whom they will be skating with through the remainder of their youth hockey and Girls High School Hockey career. Depending on the experience and the number of skaters, this program may or may not be a travel competitive program.

- 8.7.2. Eligibility: RIA recommends girls who have not skated on one of the RIA competitive teams (Mite, Squirt, or PeeWee) register in the LTPH program in order to acquire those skills necessary to compete at the Girls U12 level. The Hockey Committee reserves the right to evaluate and to recommend and place any U12 girl participant in any RIA Hockey Program where it is felt the skater will develop the most effectively and will be able to

contribute to the team (See Team Selection Process).

8.8. Girls U14 – Girls 14 and under

8.8.1. Description: Similar to Bantams except that there is no checking, the team is only for girls up to 14 years of age, and that all girls are welcome. The primary focus at the U14 Level is to improve skating, shooting, stick checking and puck handling skills and learn the necessary game concepts to get ready for High School Girls Hockey. Furthermore, the U14 Girls program aims to provide girls the opportunity develop peer relationships with other teammates whom they will be skating with through the remainder of their youth hockey and Girls High School Hockey career. Depending on the experience and the number of skaters, this program may or may not be a travel competitive program.

8.8.2. RIA recommends girls who have not skated on one of the RIA competitive teams (Mite, Squirt, or PeeWee) register in the LTPH program in order to acquire those skills necessary to compete at the Girls U14 level. The Hockey Committee reserve the right to evaluate and to recommend and place any U14 girl participant in any RIA Hockey Program where it is felt the skater will develop the most effectively and will be able to contribute to the team. (See Team Selection Process).

9. Note Regarding Girls Desiring to Skate on Coed Teams (for PeeWee and Above)

9.1. 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.

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 give 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

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.