RMU Hockey Academy

Procedures for the Determination and Administration of Misconduct and Disciplinary Penalties

Statement of Policy and Intent

It is the policy of the RMU Island Sports Center and its Hockey Academy (referred to collectively as the RMUHA) that all of its Members, Coaches and any other individuals participating or spectating in the RMUHA's activities (referred to collectively as Member(s)) exhibit qualities of good sportsmanship and civil behavior and abide by the USA Hockey Code of Conduct (Code) and Zero Tolerance Policy (Zero).

It is the intent of the RMUHA to provide a fair, consistent and impartial review procedure to determine whether a Member(s) have been involved in misconduct while participating in the RMUHA. The goal is to determine if the Member committed a violation, to determine if the Member is someone the RMUHA wants in its program, to help the Member understand what they did wrong, to help the Member understand the severity and ramifications of their action and to accept responsibility of those actions, to help the Member make a positive change in their behavior that will have a lasting impression, and to get the Member active again in the RMUHA as soon as possible.

An individual is participating in a RMUHA activity if he or she is a spectator, a volunteer, team or game official, a player or coach on a RMUHA team or in attendance at any RMUHA sponsored event.

When it is found that a Member has violated the Code and/or the Zero, the RMUHA will investigate and discipline the individual in accordance with the procedures and penalties set forth in the policy and guideline. However, the RMUHA and the RMU Island Sports Center retains the right to, depending on the severity of the misconduct or infraction, make a unilateral decision and take immediate action to modify, move or terminate the participation of any Member(s) if / when it is deemed by RMUHA or RMU Island Sports Center to be in the best interest of the Member(s), of RMUHA, of RMU Island Sports Center, of other visitors or Member(s), of the program, of the game or of the team.

Authorization

The RMUHA has the full power and authority to carry out and administer the provisions of this policy and guideline.

RMU Island Sports Center Hockey Academy Discipline Committee

The Committee consists of RMUHA members. The Committee can consist of one or more members of the RMUHA, whatever it deems necessary and appropriate per incident.

Duties of the Committee

- The Committee shall:
    - Review the allegations of misconduct;
    - Determine if an individual has violated the Code and/or Zero;

- Issue penalties commensurate with the severity of the offense when the Committee finds that a violation has occurred;
- Conduct other business as necessary to carry out its duties;

Powers of the Committee

The Committee can receive allegations from Members alleging violations of the Code and the Zero, initiate reviews of possible misconduct, conduct interviews to collect facts relative to an allegation, meet with Members to determine facts, and perform other duties as necessary to investigate allegations and make determinations. The Committee has the power to determine penalties, as described in the section titled Penalties, Terms and Conditions, including an indefinite suspension and the termination of membership without reimbursement of any participation fees.

Procedures

The following procedures are used to review allegations:

- **Notice of an Issue:** Any Member or any person may notify the Committee about an issue that he or she believes warrants the Committee's attention.
- **Notice to Parties:** The parties that are the subject of the Notice will be notified of the Committee's receipt of the notice and provided an opportunity to attend a scheduled review meeting.
- **Review Meeting:** The purpose of the Review Meeting is to establish the facts relative to the incident being reviewed. At the Review Meeting the Committee will review the Notice and take one or more of the following actions:
  - Determine that no violation has occurred and dismiss the matter;
  - Determine that a violation of the Code and/or the Zero has occurred;
  - Determine that additional information needs to be collected to establish facts and make a determination;
- **Issuance of Findings of Fact, Determination and Penalty:** Upon conclusion of the Review Meeting, if it is determined by the Committee that a violation has occurred and a penalty is to be imposed, the Committee can either inform the party at that time of the penalty or the Committee can inform the party that it will provide the penalty to the party in writing at a later time. This information will, at a minimum, include documentation of the penalty, establishment of the calendar for the penalty term, notification of coaches, team managers and/or other appropriate individuals of the penalty, notice to the Member when the conditions of the penalty have been satisfied and other appropriate duties. Failure by a Member to honor any penalty or suspension imposed will be punishable up to and including dismissal from the RMUHA, which can be subject to an indefinite suspension or permanent termination of continuing participation.
- **Penalties, Terms and Conditions:** The Committee will determine the severity of any penalty, its term and conditions, based on, but not limited to, the following:
  - Member's history;

- Did violation happen in the heat of the moment and more of an emotional reaction or did the Member have time to think and then act;
- Did the violation cause or warrant the summoning of security or law enforcement officials;
- Were derogatory or racist remarks, taunting, physical, verbal or emotional abuse, threats, profane and/or vulgar language or mannerisms made;
- Were any objects thrown onto the playing surface, into the player's area, into the spectators area or at another individual;
- Was another Member injured as a result of the violation;
- What is the Member's attitude during the Review Meeting;
- Does the Member admit guilt and show remorse for the incident;

Code of Conduct: The Code of Conduct is based on the rules of the USA Hockey Association. This list of words or actions constitutes a violation of the Code of Conduct and includes, but is not limited to, the following:

- Making physical contact with any player, coach, an on or off-ice official, an association or league representative, arena personnel, spectator, parent or guardian.
- Taunting or threatening any player, coach, official, association or league representative, arena personnel, spectator, parent or guardian.
- Going onto the playing surface for any reason, unless directed by a coach or other official.
- Entering the bench area during a game.
- Entering the locker room or any opposing team or obstructing their access or exit from said room or arena.
- Entering the locker room of any official or obstructing their access or exit from said room or arena.
- Using profane and/or vulgar language or mannerisms that is offensive to other persons.
- Throwing of any object on to the playing surface, into the player's area, or at another individual.
- Pounding or climbing on the rink's protective glass.
- Defacing or damaging property belonging to any individual, team, association, or arena.
- Violating posted or commonsense facility rules, including, but not limited to:
    - Damage to the facility and/or vandalism of any sort.
    - Theft of any kind.
- Being involved with any activity that would warrant the summoning of security or law enforcement officials.
- Inciting other persons to become involved in any of the above listed activities.
- Any other conduct deemed inappropriate by the officials, representatives, RMUHA and Island Sports Center personnel.

Zero Tolerance Policy: In an effort to make hockey a more desirable and rewarding experience for all participants, USA Hockey instituted, and the RMU Island Sports Center supports, a zero tolerance policy. This policy requires all players, coaches, officials, team officials and administrators and

parents/spectators to maintain a sportsmanlike and educational atmosphere before, during and after all hockey games and activities. Failure to follow this policy may results in a variety of penalties, including, but not limited to:

- Penalties assessed to players and/or coaches, which could include ejection from the game or practice or facility.
- Game or practice being stopped by game or practice officials until parents/spectators displaying unsportsmanlike or inappropriate behavior are removed from the arena, which could possibly include being ejected from the facility and grounds for an indefinite period of time.

For more information on USA Hockey's Code of Conducts and Zero Tolerance Policy visit www.usahockey.com

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