

**ARCTIC FOXES HOCKEY
ASSOCIATION**



2022-23
PLAYER/PARENT HANDBOOK



2022-23 Arctic Foxes Hockey Association

Dear Players, Parents/Legal Guardians, Coaches, Managers and Volunteers:

On behalf of the Board of Directors of the Arctic Foxes Hockey Association, I would like to welcome each and every one of you to the RMU Island Sports Center and to the Arctic Foxes, Pittsburgh's premier youth sports organization. We are confident that you and your family will find a positive and rewarding experience with the Arctic Foxes.

Within the enclosed 2022-23 Player/Parent Handbook you will find a wealth of information that will be useful to you as you begin and progress through the upcoming season. Please review this handbook to ensure an understanding of the rules, regulations and policies that must be followed by all participants and members of the Arctic Foxes Hockey Association.

All AFHA players and parents/legal guardians are required to return a signed copy of the AFHA Code of Conduct. This signed document must be returned to your Team Manager before participation in any team events for the 2022-23 season and will also serve as a formal acknowledgment of your agreement to abide by the rules, regulations, policies and procedures detailed and referenced in this handbook. Should you have any questions pertaining to the rules, regulations, policies and procedures as directed in this handbook, please do not hesitate to contact your Team Manager or coaching staff for clarification.

Our organization is run by an all-volunteer workforce from top to bottom. As such, I would like to invite and encourage you to seek out volunteer opportunities within the organization. You will find opportunities to volunteer in all areas of the organization from team coach or manager positions all the way through service as a member on the Board of Directors. We are always on the lookout for volunteers with the right mix of experience, drive and enthusiasm who are ready to make a positive difference in our organization. If you are interested in volunteering within the organization, please contact your team coach, manager, or a member of the Board of Directors for more information about how you can help. Please refer to our website for more information: www.arcticfoxeshockey.org

Again, welcome to the Arctic Foxes for the 2022-23 season!

Arctic Foxes Hockey Association Board of Directors

INTRODUCTION

AFHA Mission Statement:

The Arctic Foxes Hockey Association (“AFHA”) is an organization dedicated to the development and promotion of the sport of youth ice hockey. The purpose of AFHA is to educate, train, and instill good sportsmanship in the skills and applications associated with the highly competitive sport of ice hockey as well as fair play and respect for their fellow players, coaches, and officials. AFHA will cooperate with Mid Am/USA Hockey, Inc. and the Pennsylvania Amateur Hockey League (“PAHL”) as well as all other governing agencies, private and public, which are committed to the cause of youth ice hockey.

POLICIES

I. Age of players

AFHA shall abide by USA Hockey, Mid-Am and PAHL policies regarding the placement of players in the appropriate team levels within the competitive divisions for amateur play.

II. Registration

At the time designated by the AFHA Board of Directors prior to player evaluations, each player must submit the following for consideration of an application of membership in the AFHA:

All players must register for tryouts via the Arctic Foxes online registration system. Links for the tryout registration system will be prominently displayed on the Arctic Foxes website (www.arcticfoxeshockey.org) when registration is open. All application questions must be answered and the applicable Tryout and Commitment Fee must be paid to be eligible for Tryouts. Players must be registered to tryout no later than 24 hours prior to the first scheduled tryout session for their age group. At the time of registration, players must provide their USA Hockey Member number for the upcoming season. (ex. If registering to tryout for a team that will play during the 2022-23 Season, the player will need to provide their USA Hockey Number for the 2022-23 Season).

III. Placement of Players

Every player applying for membership in the AFHA must attend evaluation sessions as designated by the AFHA Board of Directors. Sessions are conducted by the AFHA Evaluation Committee, which is comprised of coaches and other hockey professionals. At the completion of the evaluation sessions, placement may be offered to players on a team commensurate with his/her skill level. The AFHA does not recommend "playing up" (i.e. playing at an age level above the birth year levels of participation established by USA Hockey, MidAm and/or PAHL). However, in the event that a parent/legal guardian would like to request for their player to "play up", the parent/legal guardian should contact the AFHA ACE Coordinator.

IV. Scheduling

Games and practice schedules will be set according to the ice time slots available as provided pursuant to the terms and conditions of the ice time with the facility. Schedules will be published and distributed by the AFHA Ice Scheduler and your Team Manager via TeamSnap. Schedules are subject to change. Except in case of emergency, no Coach or Team Manager shall cancel practice. Requests for cancellation must be submitted to the AFHA ACE Coordinator and Ice Scheduler not less than 48 hours prior to the scheduled practice. In all cases, the AFHA ACE Coordinator and Ice Scheduler shall be notified of any cancellations as soon as possible. No Coach or Team Manager shall obtain additional ice time for any teams of the AFHA outside of practice ice slots and games scheduled through/by the AFHA Ice Scheduler. Requests for additional ice time must be submitted to the AFHA Ice Scheduler.

V. Hockey Policies

Players and parents/legal guardians shall abide by USA Hockey, MidAm, PAHL and AFHA policies, rules and regulations. Within its sole discretion, the AFHA Board of Directors reserves the right to change/amend/adopt policies, rules and regulations not inconsistent with, but possibly more restrictive than, those of USA Hockey, MidAm and/or PAHL.

Awards:

USA Hockey distributes Hat Trick, Zero Club and Play Makers awards. Each player that achieves the following in any one game during their season will receive one award. (*only one award will be given to honor and recognize achievement no matter how many times your player will achieve).

- Hat Trick: 3 goals in one game
- Play Maker: 3 assists
- Zero Club Shut out: no goals during game (awarded to goalies only)

VI. Equipment

Players and coaches must comply with USA Hockey, MidAm and PAHL equipment guidelines whenever they are on the ice or on the bench. This includes, the use of mouthpieces, neck guards, helmets, etc. at all levels of play. Mouthpieces need not be attached to the face mask of the player's helmet. USA Hockey requires that each player wear a colored (non-clear) internal mouthpiece. Failure to comply with the any rule, regulation or policy regarding equipment will result in disciplinary action.

VII. Dress Code

Membership in the AFHA is a privilege. All players and coaches must appear in suitable and appropriate clothing, equipment and attire at games, practices and other AFHA functions. Clothing that is torn, tattered or deemed offensive, or at the discretion of the team head coach and/or AFHA Board of Directors to be inconsistent with promoting the best interests of youth sports and/or the AFHA shall be prohibited.

Purchase and maintenance of game jerseys, shells and socks are the sole responsibility of the player and parent/legal guardian. Players are required to purchase new jerseys, shells and socks to maintain uniformity within the AFHA.

Teams may, purchase additional apparel for team use. Additional team apparel purchases must be submitted to and approved by the AFHA Board of Directors via its designated Apparel Committee. No team, coach, Team Manager, player, parent/legal guardian or any other individual may have or cause to have any image and/or logo of the AFHA, including but not limited to that of the "Arctic Foxes", reproduced without the prior express written consent of the AFHA Board of Directors.

No team may register as, and no player shall compete on, a rostered "Arctic Foxes" team or team that otherwise uses any image or logo of the AFHA without prior express written consent of the AFHA Board of Directors.

Any unauthorized reproduction or use of any image, logo and/or name of the AFHA, including but not limited to that of the "Arctic Foxes", may result in the forfeiture, loss or suspension of membership privileges.

VIII. USA Hockey "Zero Tolerance" Policy

In an effort to make ice hockey a more desirable and rewarding experience for all participants, USA Hockey instituted a zero tolerance policy beginning with the 1992-93 season. 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 USA Hockey-sanctioned games.

Thus, the following points of emphasis must be implemented by all referees and linesmen:

A. Players:

A minor penalty for unsportsmanlike conduct (“Zero Tolerance”) shall be assessed whenever a player:

- Openly disputes or argues any decision by an official.
- Uses obscene or vulgar language at any time, including any swearing, even if it is not directed at a particular person.
- Visually demonstrates any sign of dissatisfaction with an official’s decision. Any time that a player persists in any of these actions, he/she shall be assessed a misconduct penalty. A game misconduct shall result if the player continues such action.
- Within the sole discretion of the AFHA Board of Directors, such conduct may be referred to the Discipline Committee to determine if the conduct constitutes a minor and/or major infraction and subsequent recommendation to the Board of Directors which may result in further disciplinary action.

B. Coaches:

A minor penalty for unsportsmanlike conduct (“Zero Tolerance”) shall be assessed whenever a coach:

- Openly disputes or argues any decision by an official.
- Uses obscene or vulgar language in a boisterous manner to anyone at any time.
- Visually displays any signs 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, he/she shall be assessed a game misconduct penalty.
- Within the sole discretion of the AFHA Board of Directors, such conduct may be referred to the Discipline Committee to determine if the conduct constitutes a minor and/or major infraction and subsequent recommendation to the Board of Directors which may result in further disciplinary action.

C. 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.

Appropriate disciplinary action may be pursued by the AFHA Board of Directors for any violation by on-ice officials of the “Zero Tolerance” policy set forth by USA Hockey.

D. Parents/Legal Guardians/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:

- Use of obscene or vulgar language in a boisterous manner to anyone at any time.
- Taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical violence or physical violence.
- 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.
- Within the sole discretion of the AFHA Board of Directors, such conduct may be referred to the Discipline Committee to determine if the conduct constitutes a minor and/or major infraction resulting in further disciplinary action.

Anyone attending an Arctic Foxes hockey game, practice or event whether at RMU Island Sports Center or other facility must respect and abide by this. Any violation of Zero Tolerance will be subjected to suspension, expulsion or revocation of privileges of attending any or all future events as deemed appropriate by the AFHA Board of Directors and/or Discipline

Committee and without any financial recourse. This covers parents, guardians, family members and guests of any player representing the Arctic Foxes. Any submitted complaint, whether taking place in 'real time' or 'post event' may be substantiated through recording devices including but not limited to Live Barn or cell phone footage and used as appropriate to make determination whether a violation of Zero Tolerance has occurred.

IX. Communications

It is the responsibility of a player's parent/legal guardian to submit questions, concerns or other material issues regarding participation with the AFHA to the appropriate coach or team manager. If necessary, the matter will be referred to the AFHA Board of Directors or its designated committee or representative.

Although the AFHA Board of Directors will attempt to informally address questions, concerns and material issues, formal action may be taken only upon written request to the Board. Such requests, as well as any type of notice, must be submitted to the AFHA President.

X. Discipline and Infractions

Coaches must notify the ACE Coordinator of any Major Infractions to include fourth (and subsequent) Minor Infractions incurred by a player within twenty-four (24) hours. The ACE Coordinator will refer incidents that are considered Major Infractions to the AFHA Discipline Committee. The AFHA Discipline Committee will make a disciplinary action recommendation to the AFHA Board of Directors.

Although any member of the AFHA may notify the Head Coach, assistant coaches, team manager, the ACE Coordinator or any member of the AFHA Board of Directors of any incidents witnessed that they consider an issue, it is highly recommended to submit such concerns to the appropriate level to properly address the issue.

Violation of the policies, rules and regulations published by USA Hockey, MidAm, PAHL or the AFHA by a parent/legal guardian may result in the suspension or termination of AFHA membership, to include fines and/or disqualification of players and/or parent/legal guardians from participation/attendance in games, practices, tournaments and/or AFHA functions.

The AFHA Board of Directors via the AFHA Discipline Committee will investigate and further consider the administration of penalties for any player receiving a suspension by the PAHL Disciplinary Committee. All incidents resulting in penalties stemming from major infractions whether imposed by a coach, on-ice official, or the PAHL Disciplinary Committee shall be reported to the AFHA Discipline Committee within twenty-four (24) hours of notification or becoming aware of the incident or sanction.

Know the AFHA 24-Hour Moratorium Policy.

Coaches and players are permitted to have post-practice or game discussions relative to any disagreement or dispute arising during the event, as long as the issue can be discussed by both parties in a productive manner. If in the opinion of the coach or the player, the emotional aspects of the disagreement or dispute, prevent a productive discussion, either party may invoke the 24-hour Moratorium Policy, without retribution, and a subsequent meeting will be scheduled.

Any disagreement or dispute between coaches and a player's parent/legal guardian arising from practice or game related events mandates a "cooling off" period of 24 hours. This provides a prescribed period that allows time for all participants (coaches, players, and parents/legal guardians) to reflect, review and gain a calm perspective on the events, and to seek rule clarification, in such where a potential penalty or suspension may be considered. Coaches are instructed that if any contact is made by a player's parent/legal guardian within the 24-hour period, they are to invoke the 24 Moratorium Policy and decline further contact. Coaches will notify the ACE Coordinator if an infraction occurs.

Any party can refer a violation of the 24-hour Moratorium Policy to the ACE Coordinator who will bring the matter to the AFHA Discipline Committee for investigation.

A. Minor Infractions:

Violations of the following guidance may be determined to be Minor Infractions.

- Players or Parents/Legal Guardians are required to notify the Head Coach of a known player absence no later than twenty-four (24) hours prior to a practice, game or team function.
- Players or Parents/Legal Guardians are required to notify the Head Coach of sudden illnesses or other emergencies resulting in a player absence no later than twenty-four (24) hours after the conclusion of a practice, game or team function.
- Players will arrive at their team's designated locker room no later than sixty (60) minutes prior to the start of a game and thirty (30) minutes prior to the start of practice.
 - Player show times may be adjusted as necessary at the discretion of the Head Coach.
- Players are to be dressed and stretched fifteen (15) minutes prior to the start of practices and games.
 - Player show times may be adjusted as necessary at the discretion of the Head Coach.
- Players will comply with USA Hockey, MidAm and PAHL equipment guidelines whenever they are on the ice or on the bench.
- Players may not leave the ice during a practice or game without permission of the coaching staff.
- Players will obey curfews as established by the Head Coach.
- Players will not criticize fellow team members, coaches, officials or other representatives of the AFHA on the ice, in the locker room, or at any AFHA function.
- Players will not knowingly violate Team rules or regulations.
- A player may accumulate a maximum of three (3) Minor Infractions.
- Any Minor Infraction incurred subsequent to the third offense (i.e. 4th offense and beyond) will be considered Major Infractions.

B. Major Infractions:

Violations of the following guidance may be deemed a Minor Infraction.

- Accumulation of more than three (3) Minor Infractions.
- Violations of USA Hockey Zero Tolerance Policy resulting in a game misconduct penalty or, in the case of a Parent/Legal Guardian/Spectator, resulting in being removed from the spectator's viewing and game area.
- Theft or vandalism of property.
- Use of alcohol, tobacco, vaping or illegal drugs, criminal or otherwise illegal activity and/or behavior deemed, in the sole discretion of the AFHA Board of Directors as determined by the Discipline Committee, to be excessively offensive and/or otherwise undesirable during practice, games, tournaments and/or other AFHA sanctioned functions.

XI. Preserving Team Tranquility

At any time, a coach shall be able to take all reasonable and necessary action to preserve the welfare of the players and the team. In no situation shall a coach deny a player access to any practice, game, tournament and/or other AFHA function for a period in excess of twenty-four (24) hours without written or electronic notification to the ACE Coordinator or by the direction of the AFHA Board of Directors resulting from recommendations of the AFHA Discipline Committee.

Except as expressly specified in Article XII, Penalties for Infractions, no coach shall have authority to suspend a player. Suspension, expulsion, and/or forfeiture of AFHA membership for a player, parent/legal guardian, coach and/or Team Manager shall be imposed by the AFHA Board of Directors resulting from recommendations from the AFHA Discipline Committee in accordance with Article XIII, Due Process.

XII. Penalties for Infractions

Monetary fines may be imposed only by the AFHA Board of Directors.

Minor Infractions: Head Coaches, the ACE Coordinator, and the AFHA Board of Directors via the Discipline Committee may administer penalties for minor infractions. Penalties may include suspension from AFHA activities (including practice or game play and AFHA functions) of up to twenty-four (24) hours to include an immediate suspension up to a maximum of one (1) game.

Major infractions: The AFHA Board of Directors via the Discipline Committee may administer penalties for major infractions. Penalties may be imposed up to and including suspension or termination of AFHA membership, to include fines and/or disqualification of players and/or parent/legal guardians from participation/attendance in games, practices, tournaments and AFHA functions without refund of fees.

Any Member of the AFHA Board of Directors, Team Manager, coach or on-ice official shall have the right to request removal of any spectator during games or practice in any facility of the AFHA. During games at any other facility, the aforementioned representatives of the AFHA shall direct any request for removal to the on-ice official. Any violation of the policies, rules and regulations of USA Hockey, MidAm or PAHL's Spectator Code of Conduct by a parent/legal guardian may result not only in the suspension, expulsion and/or forfeiture of a parent/legal guardian's AFHA membership including attendance for games, practices, tournaments and/or other AFHA functions, but also the AFHA membership of the player and his/her participation in the aforementioned events.

XIII. Due Process

The ACE Coordinator will refer incidents that are considered Major Infractions to the Discipline Committee within twenty-four (24) hours to determine if the conduct will result in further disciplinary action. Within five (5) days of the receipt of a report of any major infraction, the AFHA Discipline Committee shall provide to the AFHA Board of Directors a recommendation for administration of penalty. The AFHA Board of Directors shall render a decision within three (3) days of receiving the recommendation from the Discipline Committee. Affected parties shall be provided, within three (3) days, written notice of the decision, the nature of the penalty that is assessed (if any), and notice of the right to a hearing with the Discipline Committee. If requested, the hearing shall be conducted within seven (7) days, or at a later date if mutually agreed upon by all affected parties. Attendees at the hearing will include the affected member(s) and members of the AFHA Discipline Committee. Additional attendees will be allowed at the sole discretion of the Discipline Committee chairperson. Hearing procedures will include the opportunity for affected parties to speak or present written evidence, although they are not required to do so. Hearing procedures will be followed in accordance with procedures established by the AFHA Board of Directors and will be executed by the Discipline Committee chairperson.

Within five (5) days after conclusion of the hearing, the AFHA shall provide notice of its decision, in person or by certified mail, to the player and parent/legal guardian. A copy of the decision and other relevant material may be submitted to USA Hockey, MidAm or PAHL in accordance with appropriate guidelines.

XIV. Financial

Satisfaction of all financial obligations to the AFHA is the sole responsibility of the player and parent/legal guardian. Any unfulfilled financial obligation shall be the basis of denial of access to all practices, games, tournaments and other AFHA functions until the obligation is fulfilled.

Membership Fee Requirements, Late Fees and Delinquency:

All player membership fees must be paid in full, or current if paying via an AFHA approved payment plan (payment dates as determined by the AFHA Treasurer).

Fees are non-refundable and Financial obligations due the AFHA may only be waived at the discretion of the AFHA Board of Directors. Situations involving major illness, injury or hardship will be considered by the AFHA Board of Directors on a case-by case basis.

A \$25 fee will be charged each month that an account is not current. This fee will be applied seven (7) days after notification that an account is not current if the AFHA is unable to collect from the payment method provided due to expired payment method, change of account numbers or insufficient funds available.

A \$35 fee will be charged to a players account for any insufficient funds charges, returned checks or chargebacks.

Fund Raising:

As a condition of membership, members may be required to participate in mandatory fundraisers as may be designated from time to time.

No individual team shall conduct individual fundraisers of any kind without the prior written request submitted to and approved by the AFHA Board of Directors via its designated Fundraising Committee. If approved, the AFHA Board of Directors reserves the right to provide oversight and direction of the approved fundraising activity including, but not limited to collection and distribution of funds records and other actions at its sole discretion.

Fundraising activities may be made available to the Active Membership to provide alternative means of meeting funding requirements of the AFHA, including the financial commitments of Active Members. All fund raising activities shall be approved by the Board of Directors in advance. Individual teams may make additional team based fundraising activities available to their team upon Board of Director approval. All fundraising activity is to benefit the organization and any specific disbursements are at the discretion of the Treasurer and/or Board of Directors. If a member leaves the organization either voluntarily or involuntarily as set through Arctic Foxes Hockey Association Bylaws Section H.06. then said member relinquishes any benefit from fundraising activity.

Team “Slush Fund”

The purpose of a team budget is to fund reasonable expenses that are incurred during a typical hockey season. These expenses include, but are not limited to, scrimmage ice, scrimmage REFs/EMTs, team parties, practice jerseys, tournaments, extra ice time, playoff games, banquet gifts and decorations. It is the fiduciary responsibility of the Team Manager to oversee the team budget, accurately report all team financial activities and consider the financial impact on team parents. Many times referred to as the team “Slush Fund,” money should be collected for anything that requires payment outside of Regular Season PAHL games and practices. Family participation for these events/expenses is optional and players/families will only be charged for activities they consent and participate in. Manager Policies and Procedures define Team Budget and Event Planning (Article 10).

Coaching Compensation

Contracted coaches cannot demand compensation for non-PAHL sanctioned events, the MIDAM Tournament or the USA Hockey National Championship Tournament. Managers may collect a “Coach’s Fund” but contribution by the team cannot be made mandatory. Likewise, uncontracted coaches cannot demand compensation. Managers may collect a “Coach’s Fund” but contribution by the team cannot be made mandatory.

Insurance

With USA Hockey Registration, each player, coach and referee pay for an additional insured catastrophic policy, called Individual Member Request. This IMR provides additional specified insurance, after applicable private insurance coverage has been exhausted, regarding treatment for injuries sustained while playing the sport of ice hockey. USA Hockey insurance will only cover the player/coach/referee during a USA Hockey sanctioned event. Each team must be registered

with USA Hockey to play as a team and to be covered as a team. Tournaments are not excluded from this policy. All players, coaches and referees must have paid for and be covered by USA Hockey before entering the ice.

XV. Team Manager

Your Team Manager is a volunteer who will serve in many capacities to make ice hockey a more desirable and rewarding experience for all participants. Your Team Manager will be your communication conduit with the Head Coach and will provide information regarding ice scheduling, fundraising and AFHA functions. The Team Manager must attend all meetings as required by the AFHA Board of Directors and communicate matters of interest regarding the AFHA, PAHL, MidAm and USA Hockey. The Team Manager will also work with the Head Coach to set up and coordinate for participation in tournaments throughout the season.

The Team Manager is considered a Minor Off-Ice Official. They are responsible for (i) monitoring and reporting various player actions, e.g. on and off-ice infractions; (ii) accurately maintaining and submitting score sheets for home games; (iii) reporting of discipline matters to the AFHA Board of Directors or its designated Disciplinary Committee; (iv) assisting the coach in preserving team tranquility; (v) compiling and confidentially maintaining player information for proper registration; (vi) distributing schedules, STOP patches, jerseys and other information and materials as may be required by the AFHA Board of Directors.

As an all-volunteer organization, it is vitally important for parents/legal guardians to assist Team Managers throughout the season as scorekeepers, penalty-box attendants, time-clock managers and other areas that are requested by the Head Coach and Team Manager.

All individual team financial accounts (e.g. "slush fund") will be balanced and liquidated at the end of each season. Team Managers will report delinquent accounts to the AFHA Board of Directors through the Director of Team Managers. Players will be denied access to tryouts for the following season and will not be placed on a team until the balance owed to the Team Manager is settled.

XVI. Social Media and Networking Policy

Introduction

For the purpose of this Social Media and Networking Policy, the policy will encompass public Communications through such internet mediums and websites such as: Twitter, Facebook, MySpace, LinkedIn, Instagram, SnapChat, Foursquare and any other social media networks that allow users to communicate online.

The policy will be applicable to all members of the Arctic Foxes Hockey Association (AFHA), their families and associates and all with community links to the Association.

The AFHA recognizes and appreciates the value of social media and the importance of social networking to all of its stakeholders and respects the right of all Members and associates to express their views publicly. At the same time we must be aware of the dangers social media and networking can present.

The purpose of this policy is to educate the AFHA community on the risks of social media and to ensure AFHA members and associates are aware that conduct deemed to be inappropriate may be subject to disciplinary action by the AFHA.

Social Media Guidelines

The AFHA holds the entire AFHA Community who participates in social media and networking to the same standards as it does for all other forms of communication such as email, written or verbal.

Comments, remarks and pictures of an inappropriate nature which are detrimental to the AFHA will not be tolerated and will be subject to disciplinary action.

It should be recognized that social media comments are on the record and instantly published and available to the public and media. Everyone including the AFHA Board of Directors can review social media communications. You should conduct yourself in an appropriate and professional manner at all times.

Refrain from divulging confidential information of a personal or team related nature.

Use your best judgment at all times- pause before posting. Once your comments are posted they cannot be retracted. Ultimately, you are solely responsible for your comments and they are published for the public record.

Social Media Violations

The following are examples of conduct through social media and networking mediums that are considered violations of the AFHA Social Media and Networking Policy and may be subject to disciplinary action by the AFHA, at the discretion of the AFHA President.

- Any statement deemed to be publicly critical of the AFHA.
- Divulging confidential information that may include, but is not limited to the following: personal family issues, medical conditions or any other privately held right.
- Negative or derogatory comments about any of the AFHA board, players, or volunteers or any member of any AFHA team.
- Photographs, video or comments promoting negative influences or criminal behavior including but not limited to: drug use, alcohol abuse, public intoxication, sexual exploitation, etc.
- Online activity that contradicts the current policies of the AFHA.
- Inappropriate, derogatory, racist, or sexist comments of any kind, in keeping with the AFHA policies and regulations on these matters.

Reporting and Incident

- Reports will be sent to the President of the AFHA
- Reports will contain a copy of the medium used and the contents that contravenes the AFHA policy
- Incidents must be reported within 72 hours of the incident

Social Media Summary

The AFHA community, when using social media and networking mediums, should assume at all times they are representing the AFHA and/or its members and families. All members of the AFHA community should remember to use the same discretion with social media and networking as they do with other traditional forms of media. Should the identity or image of any member of the AFHA community be used in Social Media and Networking without the individual or AFHA authorization, this is considered to be identity theft. Please notify any AFHA Board Member or the President of AFHA of any infractions immediately.

XVII. USA Hockey SafeSport

The safety of its participants is of paramount importance to USA Hockey. USA Hockey SafeSport is the organization's program related to off-ice safety.

USA Hockey has long had systems in place to protect its participants from physical abuse, sexual abuse and other types of abuse and misconduct that can be harmful to youth hockey players and other participants. These include without limitation Physical Abuse, Sexual Abuse, Screening, Locker Room Supervision and Hazing Policies, in addition to Codes of Conduct applicable to administrators, coaches, officials, parents, players and spectators. The USA Hockey SafeSport

Handbook is intended to update and collect USA Hockey's various policies to protect its participants from all types of misconduct and abuse.

Attention: USA Hockey's SafeSport Program has been updated as of June 4, 2020. Please click [here](#) for a copy of the revised USA Hockey SafeSport Handbook.

The U.S. Center for SafeSport is a national independent non-profit organization. The Center believes that all athletes deserve to participate in sports free from any form of emotional, physical and sexual misconduct. The Center provides response and resolution services within the U.S. Olympic & Paralympic Movements and provides education and training to coaches, administrators, athletes, parents and sports organizations.

USA Hockey has ZERO TOLERANCE for abuse and misconduct.

This SafeSport Handbook includes the various Policies that apply to all USA Hockey Member Programs. Those Policies address

- Sexual Abuse
- Physical Abuse
- Emotional Abuse
- Bullying, Threats and Harassment
- Hazing

The Policies also address areas where misconduct can occur and are intended to reduce the risk of potential abuse, including:

- Locker Room Policy
- Electronic Communications Policy
- Travel Policy
- Billeting Policy

In addition to Policies, the SafeSport Handbook includes information about the available and required Training of USA Hockey and its Member Programs' employees, volunteers, administrators, coaches, parents and players on recognizing and reducing circumstances for potential abuse to occur; information on USA Hockey's Screening and Background Check Program; the availability and procedures for any person to Report suspected abuse or misconduct (including protections from any retaliation or repercussions for such reporting); the procedures and means by which USA Hockey and its Member Programs should Respond to allegations of abuse and misconduct; and how USA Hockey and its Member Programs will Monitor and Supervise the SafeSport Program to help ensure its effectiveness.

By combining all of these elements into a comprehensive SafeSport Program, USA Hockey intends to create the safest possible environment for participation in hockey.

Please visit usahockey.com/safesportprogram for more information.