

# **Reading Youth Hockey Association**

## **By-Laws**

### **ARTICLE I**

#### **NAME**

##### Section 1.1

The name of the Association shall be known as the “Reading Youth Hockey, Inc.” or “RYH, Inc.”.

##### Section 1.2

The “Reading Youth Hockey Association” and “RYH, Inc.” is an official designation of the Reading Youth Hockey, Inc. Only the Board of Directors shall authorize the use of these names.

### **ARTICLE II**

#### **PURPOSE**

##### Section 2.1

The purpose of the Association is to promote ice hockey for youth who reside within Reading, regardless of race, gender, creed, color, nationality or disability. Players that live outside of Reading may only participate based on the terms and approval of the Board of Directors. It is further the purpose of RYH, Inc. to aid all players who participate in this sport in the improvement and development of hockey skills, to teach and promote physical, mental and moral development, to teach a sense of fair and honest competition, to promote equal play at all levels resulting in good sportsmanship and to encourage, aid and support acquisition of facilities and means for the playing of hockey and ice skating. It is also the purpose of this Association to provide independently a formal means of organizing, financing and directing said youth hockey program exclusively for charitable and educational purposes.

**ARTICLE III**  
**GOVERNMENT**

Section 3.1

A Board of Directors numbering up to nineteen (19) positions shall govern the Reading Youth Hockey Association, Inc. Each position, with the exception of the President, on the Board of Directors is entitled to one vote at all meetings. The President position is a non-voting position and is entitled a vote only to break a tie. Members of the Association with the right to vote are defined as parent(s)/guardian(s) of players, coaches and other volunteers. The members will vote only on Board (excluding the Executive Committee positions) nominees presented at the annual meeting. The Board of Directors may consist of the following level and functional positions:

- 1 President
- 1 Vice President
- 1 Treasurer
- 1 Secretary
- Program Directors
  - 1 Mite Director
  - 1 Squirt Director
  - 1 Pee Wee Director
  - 1 Bantam Director
  - 1 Midget Director
  - 1 Girls Director
  - 1 Clinic Director
  - 1 Registrar Director
  - 1 District 10 Director
  - 1 Ice Coordinator Director
  - 1 Equipment Director
  - 1 League Representative Director
  - 1 Director of Fund Raising
  - 1 Director of Communication/Publicity
  - 1 ACE Coordinator

From time to time it may not be required that all director positions, other than officers directorates, be filled. The directors may determine when vacancies on the Board are appropriate. The Board of Directors may also change the number of members on the Board by amending its by-laws accordingly. Positions may be shared by co-directors. If co-directorships exist, the position still carries a single vote. Co-directors may delegate voting authority to one another or choose to place half votes. In addition, one member may occupy two, but no more than two, Director positions. In the case that a single member holds two Director positions

simultaneously, that member will hold only a single vote on issues before the Board of Directors.

The board will ensure that membership and voting powers of its governing body consist of not less than 20% of members who have children actively skating in the association.

Additionally, the Executive Board of the Association will be comprised of the President, Vice President, Secretary and Treasurer Positions.

### Section 3.2

Each year the Nominating Committee will present the nominees for the Board positions that are up for election as defined in Section 3.4 below. The then existing Board will vote on the Executive Committee positions that are being nominated and the Membership will vote on the proposed Director positions as described in Section 3.1 above. The President shall serve as Chairman of the Board. Each member of the Board of Directors shall be elected to a two year term but may be eligible for reelection. Additional Director positions and vacancies of existing positions may be created and filled from time to time based on a 2/3 majority vote of the existing Board of Directors. Each year one half (1/2) of the Director positions, excluding the Executive Committee positions, will be voted on by the Membership present at the annual meeting; no proxies or absentee votes are permitted.

The nominees for open Board positions will be presented to the membership as a slate to be voted on. A simple majority vote is required for approval/non approval of the proposed slate. Voting members of the Association will be allowed to challenge any nominee or the entire slate. In this event, the Nominating Committee will reconvene at a later date to fill the open position(s). The non-approved nominee(s) can resubmit his or her name for consideration. At a subsequent meeting the Board will vote on the new proposed candidate(s). This meeting/vote shall be held no later than 60 days from the annual meeting.

Executive Committee positions will be voted on and approved by a majority vote of the then existing Board of Directors at the annual meeting.

### Section 3.3

The Board will meet monthly but can also hold additional meetings as deemed necessary. Each year, four of these meetings will be open to the Membership. The annual meeting and election of the Board of Directors shall be called during the month of May of each year. Notification for all open meetings will be sent in advance to all members of the association at least fifteen (15) days prior thereto.

#### Section 3.4

A five (5) member nominating committee will be selected annually to manage the nomination, selection and approval of new Directors. The Board President will select a Nominating Committee Chairperson. The Chairperson will select two additional Board members to serve on the committee as volunteers. Additionally, two non-board volunteers will be added to the committee. These two individuals will be familiar with the program and its charter. Once the five members of the nominating committee are assembled, they will be responsible for submitting, in writing to the secretary prior to the date of the Annual Meeting, the names of the nominees for Directors and Executive Committee to be voted on at the Annual Meeting. In order to facilitate meeting these deadlines all current Members Board of Director will be required to declare their intention of returning to their existing Board position, seeking a new Board position or resigning from the board. This declaration must be made by March 1<sup>st</sup> each year.

#### Section 3.5

Governing of the Association shall be under the supervision of the Board of Directors who shall determine all policy matters and make such reasonable rules and regulations as may be necessary to carry out the objective and purpose of this organization. Unless otherwise indicated herein, all voting matters shall be determined by majority vote of the Board of Directors who are in attendance at any given meeting. The quorum for a Board of Directors meeting is defined as 51% of the voting positions. Any duly constituted meeting without the quorum present shall not be permitted to vote on policy matters.

#### Section 3.6

No action by any coach, committee, employee, director or officer shall be binding upon or constitute an expression of the Reading Youth Hockey Association, Inc. until it shall have been approved or ratified by requisite vote of The Board of Directors.

#### Section 3.7

Monthly Board Meetings: The RYH, Inc. Board of Directors shall hold monthly meetings and other meetings as determined to be necessary. The Board of Directors shall determine the exact date, time, and place of the meetings.

## **ARTICLE IV**

### **MEMBERSHIP**

#### Section 4.1

The Board of Directors and all players as well as their respective parents/guardians, coaches and other volunteers shall be considered members of the Reading Youth Hockey Association. Voting members are defined in Section 3.1 above.

#### Section 4.2

All head coaches, assistant coaches and clinic instructors (Coaches) shall be nominated by the respective director and approved by the Board. All Coaches selected by the Board at a duly constituted meeting shall be considered actual members of the Reading Youth Hockey Association, Inc.

#### Section 4.3

A 2/3 vote of the Board of Directors at a regularly scheduled meeting shall have the authority to propose disciplining any member whose conduct is considered detrimental to the objectives of the Association. Such action shall occur only after notice and opportunity for a hearing are afforded the member complained against. If such action is committed by a Board Director, or a related party to him/her, than that Director shall not be permitted to vote. Upon such vote, a Discipline Committee will be formed in accordance with Article XIV (suspension, expulsion, other discipline, appeals) of Massachusetts Hockey Bylaws. The committee will then conduct the proceedings in accordance with Article XIV.

## **ARTICLE V**

### **BOARD OF DIRECTORS**

#### Section 5.1

The business and property of the Association shall be vested in the Board of Directors. All Directors shall hold office for the term of two (2) fiscal years. Members of good standing shall be eligible to serve on the Board of Directors.

#### Section 5.2

The Board of Directors shall determine the policies and activities of RYH, Inc., approve the budget, approve all disbursements, meet with committees, determine registration fees, have general management responsibilities for RYH, Inc., including the selection of coaches, and shall determine the official depository for

the Association's funds. The Board of Directors shall also assign committee members and committee chairs as needed for specific purposes with exception of the nominating committee as described in Section 3.4. The Board of Directors also may approve the provision of monetary compensation to RYH, Inc. members for specific services rendered. All decisions by the Board of Directors shall be final.

### Section 5.3

At the meeting of the Board of Directors or special meeting of the Board, each position is entitled to one vote upon each subject properly submitted to a vote. Non-board members attending these meetings are not entitled to vote.

### Section 5.4

In the event that a duly elected or appointed member of the Board of Directors fails to attend seventy five percent (75%) of the general monthly meetings of the Board of Directors, the Board through a private hearing and majority vote, may terminate his/her term of office and appoint a new Director to fulfill the term of office wherein the best interests of the Association will be served. The board member facing termination may be present during the vote, but may not participate in the actual vote determining termination. If for some reason, a member of the Board of Directors cannot complete his/her term of office, the Board of Directors shall appoint a replacement for the remainder of the term.

### Section 5.5

A duly constituted meeting of the Board of Directors shall be one at which 51% or more of the voting members of the Board of Directors are present.

### Section 5.6

A majority vote of those voting members present at such meetings shall govern except when otherwise specifically provided.

### Section 5.7

Roberts Rules of Order shall govern the proceedings of all meetings except where the same conflicts with By-laws of the Association.

### Section 5.8

Notice of any Board of Directors meetings shall be given by regular mail, e-mail or telephone at least three (3) days prior to such meetings to each Director, except when otherwise specifically provided.

## Section 5.9

The Board of Directors shall be empowered to provide for as many committees as they deem necessary to enhance the objectives and purposes of this organization. In certain Board approved instances some committees may receive financial remuneration for their services. (Example—Paid Evaluators)

## ARTICLE VI

### EXECUTIVE BOARD DEFINITION & DUTIES

#### Section 6.1

The Executive Board of the Association shall consist of a President, Vice President, Secretary and Treasurer. The Executive Board shall hold certain authorities as outlined in Section 6.3.

#### Section 6.2

The Board of Directors shall have control and management of the property and management of the organization. Funds of the organization shall be withdrawn from the bank or banks with which they are on deposit by the signature of duly elected Treasurer and/or President.

#### Section 6.3

##### President:

The President shall be the Chief Executive Officer of the Association. The President shall preside at all meetings of the Board of Directors and members. Among the President's other duties, the President shall have general supervision over the activities of the Association and shall see that all orders, policies and resolutions of the Board of Directors are put into effect. The President or the President's delegate shall represent RYH, Inc. at all U.S.A. Hockey meetings. The President shall be bonded for the amount of \$10,000 and shall be eligible to sign on the Association's accounts with the Treasurer. All checks will require signatures from the President and/or the Treasurer. The presiding shall make an annual report thereon to the General Membership and shall be Chairman of the Board of Directors. In board meeting situations where the President is absent the Secretary will assume the responsibilities of the President, including casting the tie breaking vote when necessary.

#### Vice President:

The Vice President shall have oversight of responsibilities that do not fall under the duties of any other Director. This includes responsibilities of vacant Director positions that may occur as determined by the Board of Directors. Examples of responsibilities not falling to other Directors could include, but are not limited to, management and upkeep of the web site, management of RYH sponsored tournaments, etc. In the case where the Vice President is filling the responsibilities of a vacant position, the Vice President will still only have one vote on issues before the Board of Directors. In addition, the Vice President will assume the role of President in situations where the President is absent from a board meeting. S/he will maintain all the same responsibilities that the President maintains including but not limited to casting the tiebreaking vote when necessary.

#### Treasurer:

The Treasurer shall have custody of all RYH, Inc. funds and shall keep books belonging to the Association with full and accurate accounts of all receipts and disbursements. The Board of Directors at each Board of Directors' monthly meeting shall approve all unbudgeted, unapproved disbursements in excess of \$1000 before disbursements are made. He/she shall render full account balances to the President and the Board of Directors at the regular meetings of the Board of Directors whenever requested by them. He/she shall be able to account for all transactions as Treasurer and for the financial condition of RYH, Inc. A treasurer's report shall be presented to all members of the Board of Directors at each monthly meeting and shall report in detail at the annual meeting and at such other times as directed by the Association. The Treasurer shall be bonded for the amount of \$10,000 and shall be eligible to sign on the Association's accounts along with the Association's President.

#### Secretary:

The secretary shall attend all meetings of the members and the Board of Directors and shall record true minutes of the proceedings of all such meetings. He/she shall give all notices as required by the RYH, Inc. by-Laws or resolutions. He/she shall perform such other duties and may be delegated and keep a complete list of all RYH, Inc. members, with addresses and telephone numbers. He/she shall take a roll call at all Board of Directors' meetings to ensure attendance. The secretary will be the custodian of all official records of the Association will maintain a library for five consecutive years. In addition the Secretary will assume the role of President in situations where both the President and Vice President are absent from a board meeting. S/he will maintain all the same responsibilities that the President maintains including but not limited to casting the tiebreaking vote when necessary.



## ARTICLE VII

### COACHES

#### Section 7.1

The Board of Directors, in the selection of coaches of teams, shall formulate standards of character and leadership qualities. Said standards shall be in keeping with the objectives of the Reading Youth Hockey Association, Inc .and USA Hockey as defined in section XIV, especially with regard to the prime importance of molding future citizens and secondary importance of the attainment of exceptional athletic skills.

#### Section 7.2

The Board of Directors shall annually approve Coaches of all teams. Coaches shall at all times be under the direct supervision of the Program Director for the team level and the Board of Directors. All coaches should be patched to their appropriate level based on USA hockey Guidelines

#### Section 7.3

Any coach who is accused of violating Article II, Paragraph (2.1) of the By-Laws shall be called before the Discipline Committee, in private session, to explain any such accusation and after due consideration of the charges shall be subject to dismissal by a majority vote of the Committee. Written notice of this meeting for the purpose herein stated shall be presented to the coach ten (10) days prior to the meeting. The coach may appeal the decision of the Committee which may be reversed by a two-thirds (2/3) vote of the attending Board of Directors.

#### Section 7.4

Coaches of competitive teams outside the clinic may, on a voluntary basis, participate as instructors or assistant coaches in the clinic program, subject to the approval of the Director of the Clinic.

**ARTICLE VIII**

**FISCAL YEAR**

Section 8.1

The fiscal year for the Reading Youth Hockey Association shall be from July 1<sup>st</sup> of the current year through June 30<sup>th</sup> of the following year. At the Annual Meeting the Treasurer shall present the Association a current Statement of Condition and accompanying Financial Statements.

**ARTICLE IX**

**POLICIES AND PROCEDURES**

Section 9.1

If deemed necessary the Reading Youth Hockey Association will adopt and maintain a written policies and procedures manual that will comply with all requirements established by USA Hockey.

**ARTICLE X**

**AMENDMENTS**

Section 10.1

These By-Laws or any section thereof may be amended or repealed by a two-thirds (2/3) vote of the Board of Directors.

**ARTICLE XI**

**FINANCIAL POLICY**

Section 11.1

The Board of Directors shall decide all matters pertaining to the finances of the Association, and it shall be the permanent policy to place all income in a common Association Treasury, directing the expenditure of same in such manner as will give no individual or team an advantage over the others as to equipment, ice facilities, etc.

### Section 11.2

The Treasurer of the Association shall receive all income of the Association and shall be empowered to sign all checks for payment of bills properly incurred by the Board of Directors, unless otherwise specifically noted in their By-Laws.

### Section 11.3

The Board of Directors must approve in advance any targeted contributions to specific individuals or teams. Otherwise, the board shall not permit the contribution of funds to individuals or teams and shall solicit same for the common treasury of the Reading Youth Hockey Association, Inc. The above regulation is to discourage favoritism among teams and to endeavor to equalize the benefits of the Reading Youth Hockey Association, Inc. Donations that are earmarked for a special purpose shall be used for that purpose.

## **ARTICLE XII**

### **RULES**

### Section 12.1

The official Playing Rules and Regulations of the Affiliate Association of USA Hockey, Inc. shall be binding on this Association where applicable.

### Section 12.2

The Board of Directors shall adopt the local playing rules of the Association.

### Section 12.3

Any boy or girl meeting the requirements of the Reading Youth Hockey Association, Inc. as determined by the Board of Directors shall be eligible to play and participate in the games, clinics, skating drills, teams of the Association. The eligibility of a player to participate or not to participate shall be determined by the Board of Directors and shall be deemed final.

## **ARTICLE XIV**

### **USA HOCKEY PREEMINENCE**

The Reading Youth Hockey Association, an Affiliate Association of USA Hockey, Inc., shall abide by and act in accordance with the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of USA Hockey. Further, the RYH, Inc. shall (i) assist USA Hockey in the administration and enforcement of the provisions of the Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of USA Hockey, within and upon its members and/or within its jurisdiction and (ii) agrees to be guided by the following core values of USA Hockey:

#### **(1) SPORTSMANSHIP**

Foremost of all values is to learn a sense of fair play. Become humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.

#### **(2) RESPECT FOR THE INDIVIDUAL**

Treat all others as you expect to be treated.

#### **(3) INTEGRITY**

We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.

#### **(4) PURSUIT OF EXCELLENCE AT THE INDIVIDUAL, TEAM AND ORGANIZATIONAL LEVEL**

Each member of the organization, whether player, volunteer or staff, should seek to perform each aspect of his game to the highest level of his or her ability.

#### **(5) ENJOYMENT**

It is important for the hockey experience to be fun, satisfying and rewarding for the participant.

#### **(6) LOYALTY**

We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.

#### **(7) TEAMWORK**

We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience.

## **SEXUAL ABUSE POLICY**

It is the policy of USA Hockey that there shall be no sexual abuse of any minor participant involved in any of its sanctioned programs, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Clinics, Regional and National Tournaments or other USA Hockey events by an employee, volunteer or independent contractor. Sexual abuse of a minor participant occurs when an employee, volunteer or independent contractor touches a minor participant for the purpose of causing the sexual arousal or gratification of either the minor participant or the employee, volunteer or independent contractor. Sexual abuse of a minor participant also occurs when a minor player touches an employee, volunteer or independent contractor for the sexual arousal or sexual gratification of either the minor participant or the employee, volunteer or the independent contractor, if the touching occurs at the request or with the consent of the employee, volunteer or independent contractor.

Neither consent of the player to the sexual contact, mistake as to the participants age, nor the fact that the sexual contact did not take place at a hockey function are defenses to a complaint of sexual abuse.

Upon proof of violation of this policy, the violator will be permanently banned or suspended from USA Hockey sanctioned programs and/or the programs of its Affiliate Associations.

## **PHYSICAL ABUSE POLICY**

It is the policy of USA Hockey that there shall be no physical abuse of any participant involved in any of its sanctioned programs, its Training Camps, Hockey Clinics, Coaches, Clinics, Referee Clinics, Regional and National Tournaments or other USA Hockey events by any employee, volunteer or independent contractor. Physical abuse means physical contact with a participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat or immediate bodily harm or personal injury.

Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate a hockey skill. Permitted physical conduct may include, but is not necessarily limited to, shooting pucks at a goaltender, demonstrating checking and other hockey skills, and communications with or directing participants, during the course of a game or a practice, by touching them in a non-threatening, non-sexual manner.

## **ZERO TOLERANCE**

In an effort to make ice hockey a more desirable and rewarding experience for all participants, the USA Hockey Youth, Junior and Senior Councils have instructed the Officiating Program to adhere to certain points of emphasis relating to sportsmanship. This campaign is designed to require all players, 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, all On-ice Referees and Linesmen must implement the following points of emphasis for (A) Players (B) Coaches (C) Officials and (D) Parents/spectators:

### **(A) PLAYERS**

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

1. Openly disputes a call or argues any decision by an official.
2. Uses obscene or vulgar language at any time, including any swearing, even if it is not directed at a particular person.
3. Visually demonstrates and sign of dissatisfaction with an official's decision. Any time that a player persists in any of these actions; they shall be assessed misconduct penalty. A game misconduct shall result if the player continues such action.

### **(B) COACHES**

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

1. Openly disputes a call or argues any decision by an official.
2. Uses obscene or vulgar language in a boisterous manner to anyone at any time
3. Visually displays any sign of dissatisfaction with an official's decision including standing on the boards, or standing in the bench doorway with the intent of inciting the officials, players or spectators.

At any time that a coach persists in any of these actions, they shall be assessed a game misconduct penalty.

### **(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.

On-ice officials are ambassadors of the game and must always conduct themselves with this responsibility in mind.

## **(D) PARENTS/SPECTATORS**

On-ice officials will stop the game when the parents/spectators displaying inappropriate and disruptive behavior interfere with other spectators or the game. The on-ice officials will identify violators to the coaches for the purpose of removing parents/spectators from the spectators 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 anytime.
- 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, player's bench, penalty box or on ice surface, directed in any manner as to create a safety hazard.

The Zero Tolerance Policy of the Reading Youth Hockey Association shall be posted in an accessible viewing area of parents/ spectators. All participating parents and spectators shall adhere to said Policy.

## **SCREENING POLICY**

It is the policy of USA Hockey that it will not authorize or sanction in its programs that it directly controls any volunteer or employee who has routine access to children (defined as, anyone under the age of majority) who refuses to consent to be screened by USA Hockey before he/she is allowed to have routine access to children in USA Hockey's programs. Further, it is the policy of USA Hockey that it will require its affiliates to adopt this policy as a condition of its affiliation with USA Hockey.

A person may be disqualified and prohibited from serving as an employee or volunteer of USA Hockey in the person has:

1. Been convicted (including crimes the record of which has been expunged and pleas of "no contest") of a crime of child abuse of a minor, physical abuse, causing a child's death, neglect of a child, murder, manslaughter, felony assault, any assault against a minor, kidnapping, arson, criminal sexual conduct, prostitution related crimes or any controlled substance crimes.
2. Being adjudged liable for civil penalties or damages involving physical or sexual abuse of children.
3. Being subject to any court order involving any sexual abuse or physical abuse of a minor, including but not limited to domestic order of protection.
4. Had their parental rights terminated.

5. A history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse of minors.
6. Resigned, been terminated or been asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual or physical abuse of minors; or
7. Has a history of other behavior that indicates that there may be a danger to children in USA Hockey.

## **CONSUMPTION/USE/ABUSE of MOOD ALTERING SUBSTANCES**

It is the considered judgment of the Board of Directors of USA Hockey that consumption/use/abuse of mood altering substances is detrimental to a healthy state of mind, body and spirit in an athletic participant. This is especially true for those participants aspiring to develop their talents in the furtherance of their playing, coaching or officiating careers in the sport of hockey. Therefore, with the best interests of the participants in mind, USA Hockey prohibits use by any participant of mood altering substances during active participation in the programs, and, upon discovery of any violation, shall take action to remove the participant from participation in its programs for a reasonable period of time. Further, USA Hockey hereby recommends that each and all of its teams, associations programs and affiliates adopt reasonable regulations concerning the prohibition of consumption/use/abuse of mood altering substances, and a reasonable enforcement procedure thereafter, in order to maintain the health of our athletic participants, the integrity of our programs, and the eligibility of all our competitors for national, international and collegiate competition. For the purpose of this policy, the words "mood altering substances" shall include the following:

1. Intoxicating beverages, including, but not limited to, alcohol.
2. Non-prescription or prescribed controlled substances.
3. Prescription or prescribed controlled substances when used to an excess in violation of doctor's orders or to produce the state of intoxication in the participant.

Further, a participant shall include players, coaches, referees, and all persons involved in the conduct of an ice hockey contest.

***Further, the RYH, Inc. Hockey Association shall suspend for a period of 30 days, any participant, as defined above that is in violation of the USA Hockey consumption/use/abuse of mood altering substances. This 30-day suspension shall be enforced for all USA Hockey activities during the duration of the suspension. This suspension applies to the first violation. Subsequent violations will be for the remainder of the USA Hockey calendar year, which ends on***



*June 30<sup>th</sup> of each year.*

## **CORE VALUES**

The following core values of USA Hockey are adopted to guide the Associations membership in its planning, programming and play, both now and in the future:

### **SPORTSMANSHIP**

Foremost of all values is to learn a sense of fair play. Become humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.

### **RESPECT FOR THE INDIVIDUAL**

Treat all others as you expect to be treated.

### **INTEGRITY**

We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.

### **PURSUIT OF EXCELLENCE AT THE INDIVIDUAL, TEAM AND ORGANIZATIONAL LEVELS**

Each member of the organization whether player, volunteer or staff, should seek to perform each aspect of the game to the highest level of his or her ability.

### **ENJOYMENT**

It is important for the hockey experience to be fun, satisfying and rewarding for the participant.

### **LOYALTY**

We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.

### **TEAMWORK**

We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience.