

Vikings Youth Hockey

Rules, Regulations and Policies



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1. Mission Statement

Vikings Youth Hockey is an organization whose purpose is to promote the enjoyment, recreational, and competitive benefits of youth hockey. It is our goal to teach the fundamentals of hockey and the fun of playing. We are not an organization whose purpose is to win at all costs. We try to support fair ice time for all players regardless of playing ability, to measure development in personal growth, hard work, self-discipline and team work. We hope to teach the valuable lessons that can be equated to everyday life...work hard, play fair, and enjoy a great experience.

2. Tryouts and Team Selections Policy

Vikings Youth Hockey will conduct tryouts for teams as needed. Prior to tryouts there will be a notice published by written or electronic means. Notice will include an overview of the program to be offered, anticipated costs, registration requirements, as well as the dates and times related to the programs activities.

2.1 Policy Statement

Tryouts and team selections will be conducted in a fair and impartial manner under the supervision of the Hockey Director. All slots on all Vikings teams are open for competition. Selections will be based upon the player's abilities and the coach's view of the needs of the team. Positions will not be "promised" to a player prior to tryouts, whether the player is currently with the Vikings or from another organization.

2.2 Attendance at Tryouts

Players wishing to play for the Vikings must participate in the scheduled tryouts. Unless waived by the Board, players must attend at least half of the scheduled tryouts. Players must still attend at least one tryout session, even if the Board waives the minimum. Failure to meet this requirement or obtain the waiver makes a player ineligible for selection. However, current Vikings players may be excused from attending tryouts by a majority vote of the Board based upon extenuating circumstances (e.g. illness, injury, and special family circumstances).

2.3 Recruiting

The Vikings prohibit recruiting of players. Viking Board members, coaches, managers or other officials may not directly or indirectly promise a player a position on any Vikings team

2.4 Conducting Tryouts

Tryouts will be conducted in a fair and impartial manner. The Hockey Director shall be responsible for establishing the proper number and structure of tryout sessions.

2.5 Team Selection

All slots on all teams are open for competition. The only exceptions to this rule are situations where a head coach has a son/daughter who is eligible to play on the coach's team. Sons/daughters of coaches may generally be selected in advance to be on the parent's team. Otherwise, a player may not be promised a position on a Vikings team prior to tryouts.

Coaches are responsible for the choice of players for his/her team. Such decision should be made in a fair and impartial manner, based upon the player's abilities and the needs of the team. Skating skills, experience, work ethic and commitment are among the criteria that coaches may consider when making selections. Race, gender, ethnic background and religion are not. Coaches should seek input from the Hockey Director in making these decisions. However, the coaches ultimately make the selection of players.

Selections may begin during tryouts. The highest tiered teams in an age group will select first and will continue until its roster is filled. The next highest team will select its players next. The selection process will proceed in this manner until all teams have been selected.

2.6 Viking Preference

Coaches are encouraged, when making team selections, to consider the fact that a player has previously been with the Vikings. This is not intended to give a Viking player a "right" to a position on a team. It should be viewed as a "tie-breaker" when deciding between a Viking player and a roughly equal player from outside of the organization.

2.7 Skating Up

Players will tryout and be selected only for teams in their age group. However, on rare occasions, a player may be asked to "skate up." Skating up must be for the benefit of the organization and the player, not at the request of the player or coach. Skating up may occur only from a Gold level team to a Gold level team at the higher age group. If there is no Gold Level team at one level, then the move up must be between the highest level teams in the respective age groups. Any such action must be initiated by the Hockey Director, approved by the Board and done with the parent's consent.

2.8 Skating Down

A player who elects to tryout for the Vikings agrees to play on the team for which he/she is selected. Players may not decline selection on one team to play for a lower level Vikings team.

2.9 Player Placement Without Tryout

A player who has received a waiver as indicated in section 2.2 not participating in tryouts may be placed on a team upon the recommendation of the Hockey Director and majority approval by the Board of Directors.

2.10 Players Placement After Tryout

Any player who participates in the on-ice tryout process and is not selected to a team will be entitled to a refund minus the established tryout fee. Players who participate in the tryout process and are selected to a Vikings team but for whatever reason refuse join that team will not be entitled to any refunds.

3. Return Policy

3.1 Return

A player who has left the Vikings to play for another travel hockey organization or house team may return to the Vikings. All returning players will be required to complete the tryout and team selection process to be placed on a team.

3.2 Exit Interviews

Players who are on the Vikings and leave the organization for any reason may be asked to complete an "exit interview" letter.

4. Injury and Sickness Policy

4.1 Non- Participation

All injuries or sickness that cause a player to miss a practice (including power skate, skills, etc.) or games should be reported to the team manager.

4.2 Medical Waiver

Any player who suffers an injury requiring ongoing medical treatment must provide a doctor's statement/release to return to hockey.

4.3 Ice Bill Waiver

If a player is unable to practice or play for more than twenty-eight (28) consecutive days due to sickness or injury, the player's ice bill will be waived during the time of his or her absence, starting with the day of the first (1st) missed practice or game. The request for waiver must be supported by a written doctor's statement that the player is not able to play due to sickness or injury. If the ice bill is waived, responsibility for the balance of ice bills will resume effective the first day of the player's return to the ice.

5. Fair Ice Policy

The Vikings support fair ice time for all players. Coaches are encouraged to use their best efforts to give ice time fairly to all players on their team.

5.1 Fair Ice

"Fair ice" does not mean "equal ice" in each game. The flow of the game, penalties, power plays and penalty killing may occasionally result in unequal playing times in a particular game. In addition, some teams may carry two lines of defense and three lines of forwards that will obviously result in different playing times between defensemen and forwards. Further, coaches may choose to use certain players during the last few minutes of a close game to give the team its best chance to win. This could result in some players finishing the game with more ice time than others players. On the other hand, coaches are encouraged to fully use all players. Use of all players in "specialty" situations (e.g. power player, penalty killing, etc.) develops Viking players and is strongly encouraged. For these reasons, ice time may not be equal in each and every game, but should be roughly equal over the course of the season.

5.2 Level of Play

The level that a team plays may also have an impact upon playing time. "Mite" level teams should have nearly equal ice times among all players. On the other hand, "Midget" level teams may be in more games where ice times differs among players and may require the stronger players on the ice more at the end of some games. However, even among the older teams, the goal remains to give all players a roughly equal amount of ice and a variety of game experiences, taking into account the competitive nature of play.

5.3 Motivation/Discipline

Motivation and discipline may also affect ice time. Coaches may use a player's ice time as a motivational/disciplinary tool, either for violations of team rules, repeated failures to follow directions or for lack of "hustle" during a game. When this occurs, the coach should explain to the player how he/she failed to meet the coach's expectations and the impact that this will have on the player's ice time. As is always the case, motivational/disciplinary actions should be applied consistently and without regard to the perceived "importance" of a player to a team. A coach, at his or her discretion, may suspend a player for up to one game. However, any such disciplinary action by the coach beyond one game must be approved by the Vikings Board in accordance with the Vikings "Standards of Conduct" policy.

5.4 Goalies

In general, the "fair ice" policy applies to goalies. However, it is left to the coaches to decide how to rotate goalies on teams with more than one. Coaches may choose to play both goalies in one game. The coach may also choose to play goalies game-by-game. In

the latter situations, coaches are not required to play goalies in alternating games. Coaches may choose to play a goalie in consecutive games so long as the games played during the course of the season roughly even out between the goalies. This is not considered disciplinary action, as discussed above, and will not normally involve the Vikings Board.

6. Physical Abuse Policy

It is the policy of Vikings Youth Hockey that there shall be no physical abuse of any of any member in its programs, tournaments or events.

6.1 Physical Abuse Definition

Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of 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 communicating with or directing participants, during the course of a game or practice, by touching them in a non-threatening, non-sexual manner.

7. Consumption Abuse Policy

It is the considered judgment of the Board of Directors of Vikings Youth 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, or coaching, or officiating careers in the sport of ice hockey.

7.1 Substance Abuse Violation

Vikings Youth Hockey prohibits all players, coaches or team officials from the use of mood altering substances during active participation in its games, practices or training sessions. If it is determined an individual violated this policy, the Board will take appropriate disciplinary action. This can include suspension, or in sever situations expulsion from participation in Vikings related activities.

7.2 Definitions

For purposes of this policy, the words mood altering substances shall include the following:

1. Intoxicating beverages, including, but not limited to, alcohol.

2. Illegal drugs, such as Cannabis.
3. Non-prescription or prescribed controlled substances.
4. Prescription or non-prescription controlled substances when used for purposes other than treatment of a medical condition.

8. Conflict of Interest Policy

8.1 Purpose

The purpose of the conflict of interest policy is to protect Vikings Hockey organization's interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

8.2 Definitions

a. Interested Person

Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

b. Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family: a. An ownership or investment interest in any entity with which the Organization has a transaction or arrangement, a compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or a potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

c. Compensation

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. A person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

8.3 Duty to Disclose

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

8.4 Determining Whether a Conflict of Interest Exists

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

8.5 Procedures for Addressing the Conflict of Interest

- a. An interested person may make a presentation at the Board of Directors or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b. The President of the Board of Directors or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c. After exercising due diligence, the Board of Directors or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board of Directors or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

9. Disciplinary Policy

This disciplinary policy provides the framework to address violations of rules and regulations established by Vikings Youth Hockey, Northern Illinois Hockey League, Amateur Hockey Association of Illinois or USA Hockey. This policy is not intended to resolve private disputes or issues that arise regarding general operations. Concerns related to scheduling, uniforms, fundraising, tournaments or other business should be presented to the Board of Directors at scheduled meetings.

9.1 Rules and Ethics Committee

The Board of Directors will establish a Rules and Ethics Committee to investigate and provide recommendations regarding disciplinary violations. The Rules and Ethics Committee will include three (3) members of the organization. The Committee will serve and be appointed as needed by the Board of Directors. The Committee will work under the supervision of the President and report their findings to the Board of Directors.

9.2 Minor Infractions

Disputes that arise at the team level alleging violations of Vikings' policy should be fairly resolved at the lowest possible level. Minor violations may be presented orally or in writing. Generally, these matters should be reported to the team managers and/or coaches. Managers and coaches are encouraged to work with members to resolve disputes. In cases where it is not practical to present the violation to the team manager or coaches the matter may be referred to the hockey director or to the Board of Directors.

9.3 The "Twenty-Four Hour" Rule

With respect to minor infractions, Vikings members are encouraged to wait twenty-four hours after the event before raising a complaint.

9.4 Team Managers

Complaints about a team, its players or its coaches should generally first be directed to the team manager. Team managers should work with the members, coaches and/or managers involved to resolve the issue in an expeditious and fair manner.

9.5 Coaches

Coaches are encouraged to meet with members to attempt to resolve complaints in an amicable fashion.

9.6 Complaints Filed with the Board

Although members are encouraged to resolve complaints regarding minor infractions at the team level, this may not always be possible. In such cases, a complaint may be referred to the Board.

9.10 Filing a Complaint with the Board

Complaints filed with the Board must be in writing. Complaints may be filed with the President, the Hockey Director or the Board of Directors.

9.11 Board of Directors Complaint Review

The Board of Directors will refer complaint to the Rules and Ethics Committee for a review. The Committee will determine whether the complaint merits formal review. If not, the Committee will report to the Board of Directors their findings and the matter will be dismissed by majority vote without further action. In such a case, the President will notify the person filing the complaint of the Board's action and the reason the Board dismissed the complaint.

9.12 Mediation

In some cases, the Board may determine that a complaint can best be resolved through "mediation" between the parties. Generally, minor infractions not resolved at the team level can be subject of mediation. In such cases, the Board may, by majority vote, order that the parties meet, discuss the complaint and attempt to resolve the issue themselves. The Board will designate a "mediator" to help resolve the matter. The Mediator shall not be a Board member or the Hockey Director. The Mediator's role is to attempt to reach an acceptable resolution to the complaint. The Mediator shall report the results of mediation back to the Board. After reviewing the Mediator's report, the Board may vote to dismiss it without further action, forward it to the Rules and Ethics Committee or hear the complaint at the Board level.

9.13 Notice of Complaint

When a complaint is filed and after a preliminary review it is not dismissed, the President of the Board of Directors will notify the member who is the subject of the complaint. The notice will include the nature of the complaint and the procedures the Board will follow in resolving the matter. The notice will inform the member that he/she will be afforded an opportunity to respond to the complaint. The notification of the complaint should be made in writing. The notification can be delivered either electronically or through US Mail. Oral notifications should only be made if it is not practical to do so in writing.

9.14 Summary Suspension

Members may be suspended from Vikings activities, including attendance at games or practices, pending resolution of a complaint. "Summary suspensions" are appropriate only when a complaint has been filed with the Board against a member alleging a serious violation or a threat to others. Where such allegations are made in a complaint, the Board shall at the recommendation of the Rules and Ethics Committee meet to determine whether a summary suspension should be imposed. A summary suspension may be imposed upon the vote of two thirds of the Board of Directors. Nothing in this section shall prohibit the Board from acting independent of the Rules and Ethics Committee if needed. If a summary suspension is imposed, the President or the Rules and Ethics Committee Chairperson shall inform the member of the suspension and its parameters.

9.15 Investigations

Once the Board has reviewed a complaint, it will forward it to the Rules and Ethics Committee for investigation. The Rules and Ethics Committee will normally investigate most complaints. If the complaint warrants, the Rules and Ethics Committee may request the Board of Directors to appoint an individual to act as an Investigator. The Investigator should not be a member of the Board, the Hockey Director, have a personal or family interest in the outcome of the matter or otherwise create the appearance of bias. The Investigator will interview the individuals and witnesses involved, review documents and other materials and collect information to the extent reasonably necessary to determine the facts of the matter. All members of the Vikings shall cooperate in the investigation.

9.16 Reports of Investigations

Once the investigation has been completed, the Investigator shall prepare a report. The report will be forwarded to the Rules and Ethics Committee and/or the Board of Directors. The report should include the investigators finds regarding the complaint. The report will be used to determine the disposition of the complaint.

9.17 Opportunity to Respond to a Compliant

Any member who is the subject of a complaint will be given the opportunity to respond either in writing or in person. The Board of Directors may choose to hear the matter or refer it to the Rules and Ethics Committee. The Board will not proceed with disciplinary action prior to the subject member being given the opportunity to respond. The subject member may waive the opportunity to respond or may be deemed to have waived the opportunity to respond if he or she does not do so in a reasonable period of time set by the Board or the Rules and Ethics Committee. The subject of the complaint does not have a right to appear before the Board of Directors in person to respond. However, the Board may allow the person to do so if, and when it is relative, important or practical.

9.18 Follow-up Investigation of the Compliant

The Board of Directors will review all relative reports prior to ruling on a compliant. The Board may request further investigation, interview witnesses, complainants or the subject of the complaint prior to ruling on a complaint.

9.19 Disciplinary Action

The Board of Directors may take disciplinary actions against any player, coach, parent, Board member or other individuals associated with the Vikings for violation of rules related to amateur hockey. This may include but is not limited to probation, suspension from games/practices, exclusion from other activities or expulsion from the organization. If necessary, disciplinary action against a member can include suspending or excluding the member's player from games, practices or other activities. The President will administer a vote on disciplinary action. In order to impose discipline on a member the

discipline must be approved by a 2/3 vote of the Directors. The Secretary will record the vote into the minutes of the meeting. There is no right to appeal disciplinary action imposed by the Board of Directors.

9.20 Conflicts of Interest

Any Board or Committee member who has a personal interest in the outcome of a complaint shall not participate in any manner in the Board's consideration of the matter. This includes situations where the Board member is the person who has filed the complaint, is the person against whom the complaint has been made, is a witness to the incident, is the spouse or parent of such persons or has some other material conflict of interest. Board members who have conflicts of interests should voluntarily remove themselves from the proceedings. If they do not, the remaining Board members will vote on whether or not he or she should participate, outside the presence of the Board member in question.

9.21 Retaliation and Bad Faith

No coach, manager or other member will take any action against a person who has made a complaint in good faith. "Good faith" means that the person who makes the complaint actually believes that a policy has been violated and has a reasonable basis in that belief. A person who does not make a complaint in good faith is subject to disciplinary action by the Board of Directors.

10. Bill Payment Policy

Vikings Youth Hockey will utilize a licensed accounting firm to process all invoices associated with player fees. The accounting firm will periodically mail invoices/statements to the players address indicated on the registration form. The invoice/statements will include the player(s) name(s) to whom the invoice is associated with, the amount due and any outstanding balance, along with a payment summary.

10.1 Payment Schedule

Spring Season

February and/or March, during the walk-in registration, all fees due.

Fall Season

September - registration fee due during walk-in registration.

October 15th - first invoice, 1/3 of account balance due.

November 1st – second invoice 1/3 of remaining account balance due.

December 1st - third invoice, remaining account balance due. All fees must be paid.

(Note: All fees may be paid in advance)

Camps, Clinics Etc.

Payment in full due at the time of registration.

10.2 Discounts

Early Payment (Fall Season) - There will be a \$100.00 per player discount for invoices paid in full by the first invoice in October.

Families with two or more players will receive a multiple player discount of \$200.00 from the total invoice.

Early Bird Registration - For players registering the at the first registration date of the Fall Season, a \$50.00 discount and waiver of credit card service charges will be offered.

10.3 Late and Return Fees

There will be a \$50.00 late fee for payments not received on or before the date due. Checks returned due to lack of funds will be assessed a minimum \$50.00 processing fee.

10.4 Administrative Issues

When paying your bills please note the child's name and team they play for on the check. All credits earned during the season will be disbursed in January via check. This will eliminate late billing and any confusion regarding balance due. Do not wait to pay your monthly bill pending these credits, if you do you will be considered late and all fees will apply. All fees are subject to change for valid operational reasons.

10.5 Delinquent Accounts

Upon evidence of proper notification to a member regarding an unpaid balance, through either US Mail or other electronic means, any member who fails to comply with the Vikings Bill Payment Policy will be subject to removal from the organization. Players may be prohibited from participation in Vikings activities until all account balances are paid full. The Board of Directors may in addition seek additional sanctions through other means, including but not limited to legal action or suspension by AHAI.

10.6 Manager and Coach Credits

The Board of Directors may establish credits and compensation for individuals who manage or coach Vikings teams. Credits and compensation payments will be processed separately from player fees. Credits and compensation payments can not be deducted from unpaid invoices. Credits and compensation payments will be processed in a timely manner throughout the playing season.

10.7 Expenses and Reimbursement

Generally, expenses related to the operation of Vikings Youth Hockey must be submitted in writing to the Treasurer and pre-approved by the Board of Directors for reimbursement.

11. Standards of Conduct & Zero Tolerance Policy

11.1 Policy Statement

All Vikings players, coaches, parents, Board members and other members of the organization are expected to act in a responsible, respectful, and professional manner, both on the ice and off the ice. In addition, Vikings players are expected to follow all team rules and their coaches' instructions.

11.2 Zero Tolerance Rule

Physical abuse, verbal abuse or threats in any form shall not be directed at any on-ice or off-ice officials, rink staff, tournament officials, players, coaches, parents or fans. This includes, but is not limited to, shouting at referees, insulting opposing team players or taunting opposing team parents. In general, any conduct that is not suitable for an amateur athletic event is strictly prohibited. The "zero tolerance" rule applies to all coaches, players, fans, parents, or other individuals associated with the Vikings. It includes acts performed at any time before, during or after a game. Conduct inside or outside the arena is covered by the rule.

11.3 Good Sportsmanship

In addition to the "zero tolerance" rule, all Vikings players and coaches shall act in a sportsman-like manner. This means playing, winning and losing in an appropriate manner. Abusive and/or foul language, throwing equipment in anger, intentionally attempting to injure another player or damaging rink property or other property will not be tolerated.

11.4 Off-Ice Behavior

The standards of conduct described in this policy apply off the ice as well as on the ice. Any time a player is at a location as a Viking, he/she is subject to the requirements of this Policy. This includes away games, hotel stays, social functions, parades or any other situation where the individual is identified as a member of the Vikings.

11.5 Principles of Conduct

The most important objective and responsibility of our organization is to assist in the process of turning young boys and girls into mature, respectful and honorable adults. The following principles reflect what the Vikings expect from its members:

- a. We will value those people who provide us services, regardless of when and where it occurs. Whether a coach, player, parent, official, or arena employee gives that service, we will thank them.
- b. We will be on time for games, practices, meetings, and whenever people are relying on us to be somewhere or do something.
- c. We will greet people with proper etiquette, use civilized language and not use racial, sexual, ethnic or religious slurs.
- d. We will strive to reach our full potential, both on and off the ice. Hustle, discipline, sacrifice, team play, unselfishness, and commitment will be recognized and rewarded.

All members of the Vikings, including players, coaches, parents and fans, have a responsibility and obligation to promote these principles.

11.6 Equal Opportunity and Nondiscrimination

We believe in equal opportunity for all players, coaches, officials, Board members and members, regardless of race, gender, ethnic background or religion. The Vikings will not discriminate against any person on such basis.

11.7 Team Rules

Coaches may adopt appropriate team rules governing the conduct of team players. This may include, among other things, game dress codes, arrival times before games, procedures on notification of absences and parents' admission to the locker room before and after games. Team rules must be consistent with the substance of this and other Vikings policies. They must be communicated to the players and their parent(s) in writing and a copy must be provided to the Hockey Director.

11.8 Coaches' Instructions

Players are expected to follow the appropriate instructions of their coaches, both at practices and at games.

11.9 Drug-Free Commitment

The Vikings will succeed based upon ability, hard work, dedication, teamwork, effort and good character, not based upon the use of drugs. This includes the use of any

performance-enhancing drug, even if otherwise legal. It does not include medications prescribed by a doctor. All Vikings players will be asked to commit to a "Drug-Free Promise."

11.10 Coaches' Disciplinary Authority

Coaches are expected to take appropriate actions to maintain discipline on their teams. This may include, for example, "boards," pushups or wind sprints. However, any such disciplinary action must be reasonable, not demeaning and never taken to a point where the player's health is at risk. Foul or abusive language towards players will not be tolerated. Coaches are not allowed to use any form of corporal punishment as part of disciplinary action.

In addition, coaches may limit a player's ice time for up to one game as a motivational/disciplinary tool, either for violations of team rules, repeated failures to follow directions or for lack of "hustle" during a game. When this occurs, the coach should explain to the player how he/she failed to meet the coach's expectations and the impact that this will have on the player's ice time. The Hockey Director and the Vikings Board as provided below must approve "Benching" beyond one game. Repeated "benching" of a player, even if less than an entire game, is indicative of a problem that should be discussed with the player's parent(s). Use of ice time as a motivational tool, in accordance with this policy, is not a violation of the Vikings Fair Ice Policy.

11.11 Vikings Board's Disciplinary Authority

The Vikings Board may take disciplinary actions against any player, coach, parent, Board member or other individuals associated with the Vikings. This may include probation, suspension from games or practices, exclusion from Vikings games or other activities or expulsion from the Vikings. Disciplinary action against a parent may be enforced by suspending or excluding the parent's child from games or practices if the parent fails to abide by the Board's action. The detailed procedures for Board Disciplinary Actions may be found in the Vikings "Grievance Procedure."

Discipline shall be imposed fairly, consistently and in relationship to the wrongdoing. It shall be imposed without regard to the player's importance to his/her team. For further information on disciplinary procedures, see the Vikings' Disciplinary Policy.

12. Good Faith

The Vikings Youth Hockey Board of Directors establishes these regulations in good faith. It is not the intention of the Board of Directors to establish any rules, regulations or policy that may conflict with the guidelines established by either Amateur Hockey Association Illinois, Inc or USA Hockey.

13. Vikings Youth Hockey Uniform Policy

In order for Vikings Youth Hockey to maintain a consistent appearance that reflects well on the organization and its participants, the following uniform policy is effective immediately:

All Vikings players will be required to wear approved jerseys and socks. Each player must have a “home” and “away” jersey with matching socks. Uniforms will be maintained and cleaned when needed. Players will not wear any insignia, patches or symbols that are not approved by Vikings Youth Hockey.

Coaches and Assistant Coaches shall present a uniform professional appearance while on the bench. Vikings warm-up jackets can be utilized to present a uniform professional appearance.

13.1 Exemption

An alternate jersey may be approved if a Vikings team is required to play another Vikings team or there is an obvious problem in distinguishing one team from another due to similar color schemes. Any alternative jersey should be similar in theme or design as that of the normal jersey. The use of alternative jerseys must be approved by the Board of Directors.

13.2 Jersey Numbers

If two players on the same team wish to utilize the same number, the player with the most seniority as a Vikings player will be allowed to use the requested number. Seniority is determined by the number of consecutive fall hockey seasons the player has been a member of the Vikings.

14. Hazing Policy

It is the policy of Vikings Youth Hockey that there shall be no hazing of any participant involved in any of our programs, Training Camps, Clinics, or Events by any employee, volunteer, participant or independent contractor.

Definition:

Conduct which is insulting, intimidating, humiliating, offensive, or physically harmful. Any player, team official, member of a Team, or Vikings Youth Hockey having been party to or having had knowledge of any degrading hazing, or initiation rite, without reporting it or taking action, shall be subject to suspension from any participation in Vikings activities. Furthermore, the matter may be referred to AHAI and/or USA Hockey for additional action.