



**LITTLETON HOCKEY ASSOCIATION**  
**Littleton Hawks and Colorado 14ers**

**24-Hour Rule and Team Dispute Resolution Policy**  
**2026-2027 Season**

The following provisions apply to participation in hockey programming with Littleton Hockey Association (“LHA”).

LHA understands that parents may have concerns or complaints regarding a player’s team or coaching decisions during the season. LHA also understands that coaches may have concerns or issues about particular parents that need to be addressed during the season. Often, it is necessary to allow for a “cooling off” period before discussions between coaches and parents occur.

**24-Hour Rule**

Parents may not approach or contact a coach, team manager, or other LHA staff member to voice complaints or displeasure about coaching decisions during or immediately following a game or practice. Parents must wait a **minimum of twenty-four (24) hours** before initiating contact or communication expressing complaints or displeasure about coaching decisions with such individuals, including contact or communication in person or via phone, text or email. Parents must wait a **minimum of twenty-four (24) hours** before requesting a meeting with a coach, team manager or other LHA staff member.

Coaches and team managers may not approach or contact a parent to voice complaints or displeasure during or immediately following a game or practice. Coaches and team managers must also wait a **minimum of twenty-four (24) hours** before initiating such contact or communication with a parent, including contact or communication in person or via phone, text or email; provided, however, that such prohibition does **not** apply to electronic communications in which a parent is copied pursuant to the LHA Social Media and Electronic Communication Policy; and further provided that such prohibition does not apply to communication to parents initiated by other LHA staff, level representatives, segment leaders, or the LHA Disciplinary Committee.

**Reporting of 24-Hour Rule Violation**

If the coach, team manager, parent, or LHA staff member believes a violation of the 24-Hour Rule is significant, the matter must be reported to the LHA Disciplinary Committee within five (5) days following the violation. A determination whether a violation of the 24-Hour Rule is “significant” shall be made at the discretion of the coach, team manager, parent, or LHA staff member against whom the contact or communication was directed, and can be based on factors including the severity of the contact or the frequency or pattern of prior interactions. Absent unusual facts or circumstances, the LHA Disciplinary Committee shall take no retroactive action for alleged violations of the 24-Hour Rule reported outside of the applicable five (5) day window.

### **No Third Party Benefit**

The “cooling off” period is intended to protect the individuals directly involved in a particular contact or communication. Both the determination of whether a violation is significant and the reporting obligation to the LHA Disciplinary Committee is vested in the individual against whom the contact or communication was directed, and cannot be exercised by another person on behalf of such individual.

For example, a parent approaches a coach immediately after a game to voice complaints or displeasure about a coaching decision to bench the parent’s child for a shift. The determination whether such violation is significant is vested solely with the coach, and any reporting to the LHA Disciplinary Committee must be performed by the coach him- or herself. Even if the team manager witnesses the interaction, the team manager cannot independently decide that the violation is significant and/or should not report the matter to the LHA Disciplinary Committee on behalf of the coach. If the coach chooses not to report the matter to the LHA Disciplinary Committee, it shall be deemed that the coach determined the violation was not significant.

### **No Additional Engagement**

There is a general expectation that in 24-Hour Rule situations, the individual against whom action is directed will invoke the 24-Hour Rule and will not further engage or interact with the other person. If a person takes action that would otherwise be a violation of the 24-Hour Rule, but the other individual chooses to substantively engage or interact in the situation, potential disciplinary action for a violation of the 24-Hour Rule would not apply; provided, however, that the interaction may still trigger potential disciplinary action under the LHA Code of Conduct.

For example, a parent approaches a coach immediately after a game to voice complaints or displeasure about a coaching decision to bench the parent’s child for a shift. The general expectation is that the coach will invoke the 24-Hour Rule and will not engage in discussion with the parent during the 24-hour period following the game; after the 24-hour period has elapsed, further communication between the parent and coach would resume. If the coach instead chooses to substantively engage or interact with the parent immediately after the game, then there would be no disciplinary action against the parent for the 24-Hour Rule violation. If the parent was yelling, cursing or otherwise acting inappropriately towards the coach, however, the interaction would still trigger disciplinary action against the parent under the LHA Code of Conduct.

### **Dispute Resolution Procedures**

After the expiration of the 24-Hour period, parents and coaches may address any questions, concerns, complaints, criticisms or other team disputes by scheduling a meeting among the parent(s), head coach and assistant coach(es), as applicable. During the meeting, issues should be addressed to the greatest extent possible to move towards an appropriate resolution. The team manager may facilitate scheduling, but should not participate in the meeting itself. To the greatest extent possible, both the meeting and the resolution should be documented for future reference, either in a confirming email after the conclusion of the meeting or in contemporaneous notes taken by one or more participants.

At the conclusion of such meeting, if any participant believes the issues have not been adequately resolved, or in the event the issues remain ongoing, the head coach or parent should elevate the matter to the appropriate LHA level representative. The LHA level representative will facilitate additional meeting(s) and communication among the level representative, the parent(s), and the head coach and assistant coach(es) to move towards an appropriate resolution. The LHA level representative will also provide direct status communication to the applicable LHA segment leader.

In the event the issues have not been adequately resolved, the matter will be elevated by the level representative to the appropriate LHA segment leader for further action. The LHA segment leader may involve the LHA Hockey Director or Colorado 14ers Director, as appropriate, to the extent deemed necessary to resolve the issue.

Thereafter, if the issue is not adequately resolved, written notice of the dispute shall be forwarded to the LHA Board of Directors for further consideration.

**Applicability**

This LHA 24-Hour Rule and Team Dispute Resolution Policy applies to issues involving coaching decisions, team criticisms or complaints, and other similar types of team disputes.

However, this Policy specifically does **not** apply to alleged LHA Code of Conduct violations, alleged SafeSport violations, alleged Pattern of Conduct disciplinary violations, or other types of alleged LHA disciplinary violations. Any matters involving these categories of violations should immediately be reported to the LHA Disciplinary Committee, or to the LHA Hockey Director or the Colorado 14ers Director as appropriate.

Determinations under this Policy are independent of determinations made pursuant to the LHA Code of Conduct or other governing policies. For example, an Incident might involve an alleged 24-Hour Rule violation, but not a violation of the LHA Code of Conduct. An Incident might involve an alleged violation of the LHA Code of Conduct, but not the 24-Hour Rule. An Incident might involve both an alleged 24-Hour Rule violation and an alleged violation of the LHA Code of Conduct. Repeated violations of the 24-Hour Rule might escalate to a Pattern of Conduct disciplinary violation.

**Acknowledgment**

By registering online and/or by signing below, I certify that I have read and understand this 24-Hour Rule and Team Dispute Resolution Policy, and that I agree to abide by all procedures and policies set forth by LHA.

**Player Signature:** \_\_\_\_\_ **Date**

**Parent 1 Signature:** \_\_\_\_\_ **Date**

**Parent 2 Signature:** \_\_\_\_\_ **Date**