

# FALCONS HOCKEY PROHIBITED CONDUCT POLICY

*Effective Date: May 1, 2026*

Falcons Hockey is committed to providing a safe and respectful environment for all participants. Emotional, physical, and sexual misconduct—including harassment, bullying, intimidation, and hazing—is strictly prohibited. This applies to players, coaches, staff, officials, volunteers, and parents.

- No harassment or bullying based on protected characteristics (race, gender, disability, etc.).
- Misconduct includes verbal, physical, online (internet/email/blog), and visual actions. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice
- Sexual harassment and any sexual misconduct (contact or non-contact) is strictly forbidden.
- Emotional and physical misconduct that harms or threatens others is prohibited.
- Bullying and hazing of any kind are not allowed.
- Complaints can be reported to Falcons administrators and will be kept strictly confidential.
- Falcons Hockey prohibits reprisal or retaliation against a person for filing a good faith complaint of misconduct, for supporting or assisting, in good faith, another person in pursuing a complaint or in assisting in the investigation of a complaint.
- Any criminal or civil offences will be handled in accordance with Illinois law and/or the laws in the jurisdiction at issue if traveling out of state for a Falcons event.
- If improper behavior is observed, reports should be made to:

Nick Meo  
Falcons President  
636 Ridge Rd Highland Park, IL 60035  
Nmeo15@gmail.com  
847-815-0547

## **Zero Tolerance for Unsportsmanlike Conduct**

In conjunction with the Amateur Hockey Association of Illinois (AHAI), the Falcons Hockey Association (FHA) has adopted a “Zero Tolerance Policy”. This policy outlines behavior expectations for our players, parents, spectators, coaches, team officials, and administrators.

USA Hockey is committed to creating a safe and fair environment for all participants. Respect for the game, the opponents, coaches and officials is a critical part of the environment that is created. This Zero Tolerance Policy summarizes required actions to be taken when violations occur.

All players, coaches, officials, team officials and administrators and parents/spectators are required 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 USA Hockey participants and spectators.

### **Players**

A minor penalty for unsportsmanlike conduct (zero tolerance) shall be assessed whenever a player:

- 1) Openly disputes or argues any decision by an official.
- 2) Taunts or incites an opponent.
- 3) Visually creates a disturbance during the game.

Any time that a player persists in any of these actions, they shall be assessed a misconduct penalty. A game misconduct shall result if the player continues such action.

### **Coaches**

A minor penalty for unsportsmanlike conduct (zero tolerance) shall be assessed whenever a coach:

- 1) Openly disputes or argues any decision by an official.
- 2) Uses obscene, profane or abusive language 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.

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

In addition, any player/coach who uses language that is hateful or discriminatory in nature anywhere in the rink before, during or after the game shall be penalized under Rule 601(e.3) resulting in a match penalty. Such behavior is reprehensible and has

absolutely no place in our game. The offender shall be immediately suspended until a hearing is conducted by the governing USA Hockey Affiliate or Junior League.

## **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 strongly encouraged to introduce themselves to the coaches prior to the game to establish a basis of mutual respect and to facilitate/define in-game communication.

Officials are ambassadors of the game and must always conduct themselves with this responsibility in mind.

## **Parents/Spectators**

Parents are expected to be a positive role model by treating all players, coaches, officials and fellow spectators with respect and support.

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 will be subject to minimum 5 game suspension and can be added disciplinary action by the local governing body. This inappropriate and disruptive behavior shall include:

- 1) Use of obscene, profane or abusive language to anyone at any time.
- 2) Taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical violence or physical violence.
- 3) 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.

USA Hockey strongly recommends that each local youth hockey registered team designate a volunteer to serve as a parent/spectator monitor during all team games. This monitor will, ideally, address inappropriate spectator behavior prior to the situation escalating to the point it has an impact on the game. This designated monitor shall have the full support of the youth hockey association and the arena management to remove any spectator in violation of the Zero Tolerance Policy.

## **Administrators**

Administrators are the key to building a positive, growing and safe USA Hockey community. Create a culture that is:

- 1) Welcoming
- 2) Protected
- 3) Respected
- 4) Connected
- 5) Valued

Administrators are responsible for enforcing the rules and policies established and approved by USA Hockey, their Affiliate, and their Association or Club. This includes taking disciplinary action, as deemed appropriate, towards any parent/spectator removed from a game as a result of a violation of the Zero Tolerance Policy.

## **FALCONS CODES OF CONDUCT – PLAYER, PARENT, COACH**

*Effective Date: May 1, 2026*

To ensure a safe, respectful, and enjoyable hockey experience for all, Falcons Hockey Association (FHA) has established Codes of Conduct for players, parents, and coaches (“Stakeholders”). These guidelines apply both, on and off, the ice.

All Falcons stakeholders represent our organization in the rink and the broader community. We expect everyone to uphold these standards at all times. Any breaches should be reported in writing to the Falcons Rules and Ethics Committee.

In addition to these Codes, all applicable rules from USA Hockey, AHAI, AAU, CSDHL, and CUHL must be followed based on the league of participation

## **SUBSTANCE ABUSE POLICY**

*Effective Date: May 1, 2026*

To protect all participants, Falcons Hockey prohibits the use of mood-altering substances during involvement in any program activities. This includes:

- Alcohol or intoxicating beverages
- Illegal drugs or chemicals
- Misuse of prescription medications to achieve intoxication

- Vaping

Violations may result in suspension. This policy applies to players, coaches, officials, spectators, and anyone involved in an event.

Additionally, any criminal or civil offences will be handled in accordance with Illinois law and/or the laws in the jurisdiction at issue if traveling out of state for a Falcons event.

## **FHA CONCUSSION INFORMATION AND ACKNOWLEDGEMENT**

*Effective Date: May 1, 2026*

Concussions can occur during hockey. All participants and parents must understand risks, symptoms, and return-to-play rules.

Concussions are brain injuries caused by hits to the head or body.

Symptoms may appear immediately or hours later.

Anyone showing symptoms must be removed from play and evaluated by a trained healthcare provider.

Returning too soon increases the risk of more severe injury.

Return to play requires being symptom-free, completing the protocol, and written clearance from the diagnosing provider.

USA Hockey's Concussion Management Program can be found on the USA Hockey website at: <http://www.usahockey.com/safety-concussions>.

### **ACKNOWLEDGMENT**

Participants/Parents/Guardians acknowledge that:

- (1) I have had the opportunity to review information on concussions provided by USA Hockey, including the signs and symptoms of a concussion,
- (2) participating in the sport of ice hockey involves the risk of sustaining a concussion and that I knowingly, freely and fully assume all such risks,
- (3) any participant suspected of possibly sustaining a concussion will be removed from practice or competition (and that I will remove myself from practice or competition) and not returned to practice or competition until cleared in writing by a licensed health care provider trained in the evaluation and management of concussions,
- (4) the clearing licensed health care provider must be the same licensed health care provider that initially diagnosed the concussion, and

(5) I shall follow USA Hockey's Post-Concussion Return to Play Protocol prior to returning to play.

## **FALCONS FINANCIAL POLICIES**

*Effective Date: May 1, 2026*

### **Team Participation Policy**

- Registration is not complete until all fees are paid.
- Parents are responsible for all team and association fees.
- Financial assistance may be requested but is not guaranteed.
- Players must pay: \$250 tryout/clinic fee and either Travel minimum (\$1150) or House minimum (\$450).
- Tryout fees cover the opportunity to participate; there is no guarantee of team placement.
- Withdrawn Travel players (after selection for a travel team) forfeit the tryout fee and Travel minimum (\$1400 total).
- “Slush fees” are used for tournament fees, team events, and other miscellaneous team expenses. These are collected by team managers at the beginning of the year and are mandatory. Failure to pay the slush fee in the time period defined by the team manager or head coach will result in the immediate suspension in any and all team activities of the parent(s) and player until financial obligations are met.

### **Falcons Payment Policies**

Timely payment of fees is required to participate in all programs.

#### **Travel Program:**

- Travel minimum and \$250 tryout fee must be paid before tryouts and to be considered for a Falcon travel team. If a player has not paid the required Registration and non-refundable clinic/tryout fees prior to the start of Clinics/Try-Outs, they will NOT be allowed to participate in Clinics/Try-Outs.
- For families making monthly payments, they are due Oct 1, Nov 1, Dec 1, Jan 1 must be paid on time or player cannot play.

#### **House Program:**

- Full registration fee must be paid before being placed on a team. Any player, who has not paid the required Registration Fee for the House League, will NOT receive a House League team assignment and jersey, until the payment is made.

Parents must keep credit card information updated for auto-billing. If you are issued a new credit card after the initial registration and have chosen the payment plan option, you are required to update your credit card information within the registration system.

### **Refund Information**

#### **Travel Program:**

- \$250 tryout fee is non-refundable.
- Withdraw before tryouts: full refund of Travel minimum.
- Withdraw after first tryout: forfeit 50% of Travel minimum.
- Withdraw after selection to Travel team: forfeit 100% of Travel minimum.
- No refunds after 9/23/26.
- Uniform packages are non-refundable.
- If player fails to make a Travel team, \$1150 may be applied to House fees or be refunded.

#### **House Program:**

- \$450 processing fee for withdrawals before 10/14/26.
- No refunds after 10/14/26.
- Uniform packages are non-refundable.

### **Injury Refund Policy**

- Applies only to injuries occurring during FHA-sanctioned events (tryouts, practices, games, tournaments, etc.)
- Player must miss at least 30 days and provide a doctor's diagnosis to be considered for a prorated refund of the season fees.
- Refund decisions are at the discretion of the Executive Board.
- Injuries outside FHA events do not qualify for refunds.

# PHOTO/VIDEO CONSENT

*Effective Date: May 1, 2026*

## MEDIA CONSENT FORM AND CONSENT TO USE PHOTOGRAPH OR VIDEO/AUDIO RECORDING OF MINOR PARTICIPATING IN PROGRAM/ACTIVITY AND WAIVER AND RELEASE

### **Please Read Carefully Before Signing**

This Is a Consent and Release of Liability and Waiver of Certain Legal Rights  
Consent to Use Photograph or Video/Audio Recording: It is possible that your child will be photographed or included in a video/audio recording taken while participating in hockey games, practices or other programs and activities of the Falcons Hockey Association. On some occasions, your child's photograph or video/audio recording of your child's image may be used in connection with Falcons Hockey Association media publications, the promotion of the Falcons Hockey Association, and/or other purposes within the discretion of the Falcons Hockey Association.

I, without any further compensation, grant permission and consent to the Falcons Hockey Association to photograph, videotape, audiotape, or interview my child while participating in Falcons Hockey Association games, practices, programs and activities for the Fall and Spring Season and to use and to identify pictures, videotapes, and/or audio recordings of my child, by my child's full name, for use in connection with Falcons Hockey Association media publications, the promotion of Falcons Hockey Association programs/activities, and/or other purposes within the discretion of the Falcons Hockey Association. I also consent to the Falcons Hockey Association's use of my child's name, photograph or likeness, voice or creative work(s) on the Internet or on a CD or any other electronic/digital media or print media for the Fall and Spring Season.

#### Waiver and Release:

I waive any right of inspection or approval of my or my child's picture, name, voice, likeness, creative work(s), and/or any material concerning my child or the uses to which such picture, name, voice, likeness, creative work(s), and/or any material concerning my child may be put. Falcons Hockey Association shall have the sole and exclusive right to copyright any such material that contains my or my child's picture, name, voice, likeness and/or any material concerning my child. I waive any rights to review, approve, alter, modify, or format the use of this content, as well as any rights to inspect or approve accompanying context, copy, caption, or description. I acknowledge that the Falcons Hockey Association is not required to use any picture or video/audio recording of my child.

Additionally, I, on behalf of my minor child, and for my or my child's heirs, personal representatives or assigns, release and forever discharge the Falcons Hockey Association, their directors, agents, employees, volunteers and any of their independent contractors (collectively, "Falcons Hockey Association Parties") from any and all claims and liabilities of any kind which may arise from the use of my child's picture, name, voice, creative work(s), and/or likeness. I further acknowledge and agree that I, my child, any other parent/guardian of my child, will not receive any compensation in connection with the use of his/her picture, name, voice, creative work(s), and/or likeness by the Falcons Hockey Association.

**Pictures Taken by Non-Falcons Hockey Association Parties**

While the Falcons Hockey Association may limit access to its games, practices, and other programs/activities to certain persons or agencies, it may not have control over photographs and/or video/audio recordings which may be taken by other participants or volunteers/persons/agents accompanying participants and their actions to publish, share or otherwise disseminate a picture and/or video/audio recording of a named or unnamed minor participating in the program or activity, including your child.

I acknowledge that my child's picture, voice, and/or likeness may be taken by others outside of the control of the Falcons Hockey Association and I, on behalf of my minor child, and for my or my child's heirs, personal representatives or assigns, release and forever discharge the Falcons Hockey Association from any and all claims or liabilities of any kind which may result from the use, publication and/or dissemination of such likenesses outside of the Falcons Hockey Association's control.

**Voluntary Grant of Consent and Ability to Revoke Consent**

The Falcons Hockey Association asks Parents/Guardians to provide this consent voluntarily. Parents/Guardians are not in any way required to provide this consent and release as a condition to their child's participation in programs and/or activities of the Falcons Hockey Association. If consent is given by a parent/guardian, such consent may be revoked at any time. If a parent/guardian revokes consent, that revocation is not retroactive and therefore it does not apply to an action that occurred before the consent was revoked. If a parent/guardian wishes to revoke consent given herein, the parent should contact Nick Meo at [falconshockeyboard@gmail.com](mailto:falconshockeyboard@gmail.com) and provide his or her revocation of consent in writing.

## **RELEASE OF LIABILITY**

*Effective Date: May 1, 2026*

PARTICIPATION AGREEMENT, RELEASE OF LIABILITY, WAIVER OF CLAIMS AND ASSUMPTION OF RISK TO: Falcons Hockey Association, their officers, directors, agents, employees, volunteers and/or Representatives

ASSUMPTION OF RISK: I am aware that participating in ice hockey camps/teams/practices/clinics/activities involves certain inherent risks, dangers and hazards which can result in serious personal injury or death. I agree to accept all risks of injury to my child during the listed hockey activities. I further recognize and acknowledge that the risks inherent in the sport of ice hockey can be greatly reduced by wearing proper protective equipment and by using common sense.

I ALSO ACKNOWLEDGE AND FULLY UNDERSTAND THAT I (and/or child) CANNOT PARTICIPATE IN ANY ACTIVITIES IF I (and/or child) HAVE RECENTLY SUFFERED FROM ANY FEVER, SORE THROAT, VOMITING, DIARRHEA, OR ANY OTHER COMMUNICABLE SYMPTOMS OR HAVE BEEN EXPOSED RECENTLY TO SOMEONE WITH THESE SYMPTOMS. I FURTHER ACKNOWLEDGE THAT OTHER PARTICIPANTS IN THESE ACTIVITIES MAY BE INCUBATING DISEASES INCLUDING COVID-19, AND MAY BE CAPABLE OF SPREADING DISEASE TO OTHERS.

RELEASE AND WAIVER OF CLAIMS AGREEMENT: In consideration of allowing me to participate in these above listed hockey activities, I hereby agree to the fullest extent permitted by law, as follows:

TO WAIVE ANY CLAIMS, I have now or in the future against the Falcons Hockey Association and any related parties.

TO RELEASE the Falcons Hockey Association and any party named above from any and all liability for any loss, damage, injury or expense that my child may suffer, or that any next of kin may suffer, arising from and as a result of my child's participation in these above listed hockey activities, due to any cause whatsoever.

ARBITRATION: By participating in these hockey activities, I agree to resolve any claims against the Falcons Hockey Association or related parties through binding arbitration. These claims arise from my child's participation in the mentioned hockey activities. Such arbitration shall be pursuant to the rules of the American Arbitration Association. The arbitrators shall apply the Federal Rules of Evidence to all proceedings. Arbitration must be initiated within one year from the date on which the alleged claim first arose. Failure

to commence arbitration within this one year period shall result in the barring of the claim. Further, the arbitration shall be held in the town where the Falcons Hockey Association is located, unless otherwise mutually agreed to by all the parties. The submission to the American Arbitration Association shall be unlimited and the arbitration award may be enforced by a court of competent jurisdiction. This Arbitration provision is in addition to and shall in no way limit the above Release and Waiver of Claims Agreement.

**BINDING EFFECT OF AGREEMENT:** In the event of my death or incapacity, this Agreement shall be effective and binding upon by heirs, next of kin, executors, administrators, assigns and representatives.

**ENTIRE AGREEMENT:** In entering into this Agreement, I am not relying upon any oral or written representation other than what is set forth in this Agreement.

**I HAVE READ AND UNDERSTAND THIS AGREEMENT AND I AM AWARE THAT BY SIGNING THIS AGREEMENT I AM WAIVING CERTAIN LEGAL RIGHTS, INCLUDING THE RIGHT TO SUE THEIR OFFICERS, DIRECT**