



**Triad Hockey Alliance
Standard Operating**

Rules / Policies / Procedures

2026-2027

Adopted May 7, 2019
Revised August 5, 2026



Introduction:

The operating rules, policies, and procedures outlined in this document are intended to serve as a guide for the management and operations of the Triad Hockey Alliance (THA). These rules, policies, and procedures have been established and adopted by the Board of Directors and may be amended at any time by a majority vote of the Board to reflect changes within the organization and the evolving landscape of amateur youth hockey. In matters not specifically addressed by these rules, policies, procedures, or the THA Bylaws, the Board of Directors shall have the authority to interpret, determine, and resolve such matters, and its decisions shall be final. While the THA Bylaws provide the governing framework of the organization, this document serves as the organization's working guide for day-to-day operations, administration, and decision-making.

Triad Hockey Alliance Board of Directors



History:

Triad Hockey Alliance

The Triad Hockey Alliance (THA) was formed in 2015-16 as a collaboration between the Greensboro Youth Hockey Association (GYHA) and the Winston Youth Hockey Association (WSYHA) to help grow youth hockey in the Piedmont Triad of Central North Carolina, by fielding combined travel teams at various age levels. The combined effort was a year in the making and was put together out of a need to better serve members of the two organizations. Due to the success of this joint effort, it was determined by the founding organizations to formalize the Triad Hockey Alliance for the 2019-20 season as its own not for profit entity with a dedicated Board of Directors and operations.

The Triad Hockey Alliance program will consist of competitive travel teams at the AA, A and B/House level at the U10, U12, U14, U-16, and U-18 age groups as well as a House or Rec League component. Development programs including Mite and Learn-to-Play programs will continue to be spearheaded locally within the GYHA and WSYHA organizations. but a coordinated collaborative effort for development will be undertaken

The program is to be sanctioned by USA Hockey and the Carolina Amateur Hockey Association (CAHA). Most teams will compete within the Carolinas Hockey League (CHL), Atlantic Coast Hockey Conference (ACHC) and Eastern Junior Elite Prospects League (EJEPL). The Triad Hockey Alliance Board of Directors, which are elected by its members, shall provide oversight and governance to the organization.

THA MISSION STATEMENT:

Our mission is to develop hockey players through structured training, consistent coaching, and appropriately challenging competition, while building a strong, inclusive community that represents our hometown with pride.

THA VISION STATEMENT:

THA will be a hockey organization where players of all levels grow as athletes and individuals—supported by consistent coaching, structured development, and a strong sense of community—creating a lifelong connection to the game and to one another.



2026-2027

Board of Directors:

President Mike Paquette

Treasurer Marlin Adams

Secretary Blake Zobrist

Jan Salak

Stephanie Bailey

Anjali Nayyar

Heather Jean

The Board of Directors Pledge

Build Community

We strive to keep players connected, strengthening friendships instead of dividing them by team structure or level of play. Regardless of program or team, every player in THA is part of the same community and culture, where all are supported in their enjoyment of the game.

Develop Players Through Honest Competition

Develop players through honest competition by placing them in environments that appropriately challenge their current ability and support their continued growth. We are committed to evaluating players with integrity and forming teams that reflect both individual development needs and the overall strength of the program.

Provide Access to the Game

Provide access to the game by maintaining a program that is affordable, sustainable, and focused on player development. We are committed to making hockey available to as many families as possible while continuing to invest in the coaching, structure, and resources needed to deliver a high-quality experience.

Promote Character and Friendships

Hockey is built on shared struggle, shared effort, and shared joy. We teach the values of teamwork, work ethic, accountability, self-respect, and respect for teammates, coaches, and officials, recognizing our role in fostering lifelong friendships, a love of the game, and the personal growth that comes from playing our sport.

Grow the Game in the South

Grow the game by expanding opportunities for players and families in our community, creating a pathway that is accessible, structured, and focused on long-term development. We are committed to building the game in a way that is sustainable, consistent with our values, and strengthens the hockey community in the Triad.

STANDARD OPERATING RULES, POLICIES, PROCEDURES:

I. TEAM FORMATION

1. Teams:

THA intends to form at least one ice hockey team based on available players to compete at the Travel, House Select, and House levels for 10U, 12U, 14U, 16U and 18U divisions where appropriate. Second and third teams at the travel level will require a Board decision. The THA Board may approve two teams in a division if the following exists:

- There are an adequate number of players at tryouts (see "Team Size")
- Coaches exist for a second team
- Adequate ice time is available for practices and games.

2. Team Size:

A team will consist of a minimum of 12 players plus at least 1 goalie or a maximum of 18 players and 2 goalies. If there are less than 13 registered players(counting goalie) in a division available for a prospective team, then the THA Board reserves the right to approve solicitation of additional registrants or will hold additional tryouts. The THA Board also reserves the right to approve teams of less than 13 players under special circumstances, or to mandate an increase above the 13-player minimum. The THA Board reserves the right to approve a team up to 18 players and 2 goalies in accordance with USA Hockey guidelines. If there are not a sufficient number of qualified players available at a given age group to field, in the opinion of the Head Coach, tryout evaluators and ultimately the THA Board, a minimally competitive team, the THA Board reserves the right not to field a team at the age group for that season and in a tryout situation, will declare the tryout over and refund any money collected for tryout fees less ice cost.

3. Eligible Prospects:

Any player can tryout for the USA Hockey Division that coincides with his/her age level. Players must be registered with USA Hockey prior to the tryout (see "Players that Miss Tryouts") and not have any outstanding balances with THA (see "Fees").

4. Tryouts:

Travel tryouts will be held before any player selections are made. USA Hockey Certified Coaches will conduct a series of skill drills and/or scrimmage, as defined by the Tryout Committee or Tryout Committee-appointed player evaluators. The Tryout Committee will appoint a team of three qualified observers for each age level. THA will collect a fee to cover the cost of tryouts. Each player will be scored individually by the observers on each skill and/or scrimmage. The scores will be averaged and the players will be ranked according to their average score.

5. Players that Miss Tryouts:

Any player that does not attend the official tryout sessions is still eligible to join an established **or forming THA Travel or Rec Select Team** if all of the following circumstances apply:

- The team has less than 18 skaters
- The player could not attend due to illness or injury (doctor certificate required), due to a death in the family, or for some other Board approved absence
- If the player is transferring from another organization, a letter is provided stating the players previous level of play and status with the organization
- The player receives the approval of the THA Hockey Operations Manager, Head Coach

and Executive Director

If these circumstances are met, the player will be granted a separate or supplemental tryout session. A tryout fee will be required prior to the session. If a player is deemed ineligible, that decision is binding throughout that THA season.

6. Play Up:

Players shall tryout and play in their respective divisions based on birth year and USA Hockey age classifications. The THA board may consider player movement between age divisions from time to time on the basis of player numbers required for team formation. See THA Play Up Policy.

7. Team Selections:

The six players with the highest scores are automatically on the team, along with the highest scoring goaltender. Remaining roster to include skaters and a second goalie is selected utilizing input from player evaluations, tryout committee and head coach. Prospective assistant coaches that have players trying out should not participate in the selection process.

8. Rostering:

A coach may add players to the team roster before the 12/31 USA Hockey deadline based on above guidelines. Any player transfer between formed THA teams will require THA Board Approval. Player transfers between THA and teams outside of THA are to meet the requirements of CAHA and USA Hockey.

II. SCHEDULE

1. Season:

THA will hold Travel Team tryouts at the end of each season. Travel practices will begin in September and conclude late February or early March and generally coincide with the CHL season. Rec Team practices generally begin in October and conclude late February or early March.

2. Practice:

Team practice frequency and duration are determined prior to the start of the season and are generally set based on USA Hockey guidelines for player development and ice availability. On ice practice will be held at either the Greensboro Ice House or Winston-Salem Fairgrounds Annex. Off ice training may be held at various locations determined by the coach.

3. Games:

The schedule and game-length rules for Travel are set by the CHL. The schedule varies based on league annual rules and the number of teams in a division. Rec Teams schedule and game length vary but is generally one (1) hour long.

4. Tournament Play

Teams are encouraged to participate in additional tournaments for more competition. THA does not limit the number of tournaments or the distance traveled. Individual participation is voluntary, except as required by the league the team is participating in. Expenses for tournament fees (not

included in program fees), travel, lodging, and meals are the responsibility of the players.

5. Ice Time Travel Hockey at all levels is competitive. Players and parents should **NOT** expect equal ice time for all players. However, coaches are expected to recognize that all players are playing for fun and skill development and will be given adequate opportunity to participate. The house program is less competitive and more focused on providing **Equal** ice time for the fun of the game.

III. Payment Policy

3.1 Payment Policy Foundation

THA members are required to be in good standing with the organization in order to be eligible for participation in THA hosted or organized events. As THA is primarily a member-funded organization, prompt payment is expected for all invoices.

This Payment Policy establishes clear expectations for payment timing, methods, consequences for non-payment, and enforcement mechanisms. The policy is designed to ensure operational sustainability while recognizing that hockey represents a substantial financial commitment for our members.

3.2 Annual Tuition Announcement and Registration

Tuition rates for upcoming seasons will be published by THA annually as part of its annual programming announcement, typically held in April. This advance notice allows families to plan and budget accordingly.

Registration and Deposit Requirement:

- Once tryouts for travel teams have occurred and offers have been submitted to selected players, members will receive a registration link via email with a deposit requirement to secure their player's spot on the designated roster.
- Registration deposits are non-refundable and are credited toward the full season tuition balance.

3.3 Payment Options

THA recognizes that members have different financial situations and cash flow patterns. To maximize participation opportunities, THA offers three payment options at time of registration:

- Option 1: Paid in Full — Member pays entire season tuition at time of registration.
- Option 2: Monthly Payment Plan — Tuition divided equally across monthly payments, usually over a 7 month period.

3.4 Auto-Draft Payment Mechanics

Members selecting monthly payment options authorize THA to charge fees via auto-draft using the payment method selected at time of registration.

Payment Method Management:

- Members shall make reasonable efforts to keep the Finance Manager informed of any changes to payment methods.
- It is the member's responsibility to update payment information before the scheduled auto-draft date to avoid payment failures.

3.5 Hardship Accommodations

THA recognizes that hockey represents a substantial financial commitment, and that unforeseen circumstances can create mid-season hardship.

Hardship Policy:

- Should members experience financial hardship mid-season, members should communicate with the Finance Manager as soon as practically possible.
- The organization will make reasonable efforts to accommodate payment timeline adjustments in order to maximize participation opportunities for our membership.
- Any hardship request that requires payment structures extending past January requires notification and concurrence of the THA Treasurer

3.6 Tuition Refund Policy

General Rule: Non-Refundable Tuition

- Tuition payments are non-refundable for any reason. They are also non-transferable from season to season.
- Once a member registers and commits to any THA program, they are responsible for payment of the full season's tuition regardless of participation or event availability. No refunds will be issued for voluntary discontinuation.
- Player non-availability for scheduled team events will not be considered for partial credits or refunds. If the THA program is suspended and/or ends due to closure of facilities due to a pandemic or similar occurrence out of the control of the THA, the THA will refund a prorated amount based on related association and team expenses to that date.

Exception: Significant Financial Hardship

- The only circumstance that may warrant a partial refund or a proration of the contracted amount is significant financial hardship. These will be reviewed and approved on a case by case basis.
- Requests for partial refunds based on hardship must be submitted in writing to the Administrative Director.
- Upon receipt, the Administrative Director will inform the Finance Manager, who will validate all payments made to date.
- The Finance Director will advise the Treasurer on each request and recommend disposition.
- The Treasurer, in consultation with the Finance Director, will review the hardship refund request and make a decision to approve or deny the request based on organizational discretion and available resources.
- The Treasurer's decision will be communicated to the member in writing.

Appeal of Hardship Refund Decision:

- If a member disagrees with the Treasurer's decision to deny a hardship refund request, the member may appeal to the full Board of Directors.
- Appeals must be submitted in writing to the Board President within 14 days of receiving the Treasurer's decision.
- The Board will review the appeal at the next scheduled board meeting and issue a final decision in writing within 5 business days of that meeting.

Mid-Season Withdrawal

- Any player who withdraws from a program mid-season is responsible for payment of the remaining tuition balance in full.
- The remaining balance is immediately due unless alternative payment arrangements are pre-approved by the Finance Manager.

Tuition Insurance

- Members are highly encouraged to evaluate the available tuition insurance coverage for medical hardship options at time of registration.
- THA does not recommend, endorse, or profit from this option. Insurance decisions are entirely at the discretion of the member.

3.7 Late Payment Policy & Enforcement

All payment plans will be set up on auto-draft. Members whose payment method is declined are responsible for remitting payment within 30 days.

Late Payment Timeline:

Days Past Due	Status & Action
Days 1-30	Payment method declined. \$15 late fee automatically assessed to account. Member has 30 days to remit payment.
Day 31	Account moves to "Suspended" status and member is no longer in good standing.
Day 90+	Account may be referred to collections.

3.8 Suspended Status & Consequences

Definition of Suspended Status:

- Members whose accounts are past due by 30 days are considered "Suspended" and are no longer in good standing with THA.

Consequences of Suspended Status:

- Players are ineligible for attendance at any THA-organized practice, game, tournament, or other training/skills events within their suspended program.
- Members cannot register for any further THA events or programs until their account is brought current and in good standing.

Reinstatement to Good Standing:

- Once past-due invoices are paid in full (including any late fees assessed), suspension is lifted immediately and the member is restored to good standing status.
- The member is then eligible to resume participation in THA activities.

3.9 Probationary Membership Status

Trigger for Probationary Status:

- "Habitually late" is defined as three or more late or failed payments within a single season.
- Members identified as habitually late will be placed in a probationary membership status for the following season and will be required to provide a security deposit for future registrations.

Probationary Member Suspension Timeline:

- Probationary members are suspended after 15 days following a missed payment (stricter than regular members who are suspended at 30 days).
- Once payment is made, suspension is lifted, but probationary status remains in effect for the duration of that season.

Security Deposit Requirement:

- Probationary members are required to provide a security deposit equal to two months of their annual tuition for future registrations. Security deposits will be applied to the final payments in each program season.
- Probationary members who provide the required security deposit are considered to be in good standing for those future seasons.

3.10 Escalation Path for Repeated Violations

THA enforces this policy progressively to encourage compliance:

Tier 1 — First Habitual Late Identification (3+ late in Season 1):

- Member placed in probationary status for next season.
- Security deposit required for future registrations.
- Member retains access to payment plan options (monthly).

Tier 2 — Second Habitual Late Identification (3+ late in Season 2 while on probation):

- Continued habitual late payments trigger loss of payment plan options.
- Member must pay full tuition upfront for all future registrations. No monthly plans available.

Tier 3 — Continued Violations:

- If member continues late payment behavior after losing payment plan options, membership may be revoked and dismissed from THA programs.
- Dismissal for non-payment is without refund of any tuition paid.

3.11 Policy Administration & Communication

Finance Manager Responsibility:

- The Finance Manager is responsible for administering this Payment Policy in its entirety.
- The Finance Manager tracks all payment failures, late fees, suspended accounts, and probationary status designations.

Notification Protocol for Suspended or Probationary Status:

- When a member's account is designated as suspended or placed in probationary status, the Finance Manager will send a formal notification email to the member.
- The notification email will be copied to:
 - Administrative Director (for registration tracking)
 - Director of Hockey Operations (for program tracking and roster management)
 - Player's Head Coach (for practice/game/event enforcement)

3.12 Board Member Payment Obligations

Board members are subject to the same Payment Policy as all other members.

Good Standing Requirement for Board Eligibility:

- Per Article III, Section 2 of the THA Bylaws, board members must be in "good standing" at all times. Good standing requires that the member is not in arrears on any financial obligation to THA.

Consequences of Non-Compliance:

- A board member whose account becomes suspended (30+ days past due) is automatically no longer in good standing and is in violation of Article V, Section 3 of the Bylaws.
- Suspension of a board member's account may trigger review of board membership status per Article V, Section 9 (Removal procedures).

3.13 Collections and Referral

Members with outstanding balances that remain unpaid 90 days past the initial due date may be referred to a third-party collections agency. Referral to collections does not relieve the member of the obligation to pay the past-due balance.

3.14 Policy Review and Amendments

This Payment Policy will be reviewed annually by the Treasurer and Finance Manager and presented to the Board of Directors for approval prior to the start of each season.

IV. EQUIPMENT

1. Required Equipment:

The following protective equipment is **required** for all THA players and coaches in accordance with USA Hockey guidelines:

Skaters:

- HECC/CSA Approved Helmet and full-face shield (metal cage or plastic). Helmets must always be worn when on the ice or bench
- Red Helmet for all Travel teams 10U and up. Any color for Rec Program.
- Mouth Guard – Internal, colored (not white or clear). The guard must be mounted to the helmet mask with a proper strap. Mouth Guard is optional 10U unless required by the facility. Officials will insist the player wear the mouth guard if they have one on their mask.
- Throat Protector/Neck Guard – Required for all THA Players, while playing or practicing, at home or away.
- Shoulder Pads, Elbow Pads and Shin / Knee Guards
- Hockey Gloves- Predominantly Red for all travel teams. Any color for Rec Program.
- Supporter Required with Cup (boys) or Pelvic Protector (Girls)
- Hockey pants with pads – Red for travel teams.
- Skates
- Hockey Stick – must have the butt-end covered properly with tape or a rubber end cap

Goalies:

- HECC/CSA Approved Face Mask with Throat Protector
- Glove & Blocker
- Chest Protector
- Shoulder Pads
- Hockey Pants
- Leg Pads

Coaches

- HECC/CSA Approved Helmet

2. Purchasing Uniforms:

All players must purchase THA uniforms (home and away for travel and 1 only for Rec) from THA. Payment is due in advance.

3. Wearing Uniforms:

Players are only permitted to wear their THA uniform when representing THA in any USA Hockey Sanctioned Ice Hockey event, including league games, exhibition games, and tournaments.

4. Selecting Jersey Numbers:

Numbers are assigned with the intent to avoid overlap – so players do not have to change numbers (and uniforms) from one year to the next:

- An existing THA Travel uniform from the previous year takes precedence over all else.
- A number cannot be selected if it is used by players on the same team, same division, or IN ADJACENT YEARS, or two years adjacent to a 12U. The THA Apparel Coordinator will define the set of available numbers for each team.
- From the available numbers, the oldest player on highest 12U team will select first followed by the remainder of the team. The next level 12U team selects next, oldest player first, following through
- the age divisions. In the selection of new numbers, we will avoid use of a number on all levels of each division to avoid conflicts in the following year(s) and to aid in movement of players within a level.
- If two players on the same team somehow have the same number on an existing jersey, or want the same number, the older player gets first choice. Players ordering a new uniform (e.g. for a larger size) surrender the right to the number if someone else on the team has the same number on a uniform they
- are keeping.
- THA will only use number 1-98 and no number 69.

V. COACHES

1. Coach Selection:

Coaches will be selected annually by the THA Board for all THA teams being formed that year. The THA Coaching Selection Committee will interview and thoroughly vet each candidate, and the THA Board will review, confirm the selection process, and vote on all coaches.

2. Selection Criteria:

The THA Coaching Selection Committee will be taking a broad view to find the best candidate for each team. The best coaches are those that can fulfill the goals of THA to provide a fun environment in which players develop their character and their hockey skills. The THA Coaching Selection Committee will seek a coach for each team that has the following attributes:

a. Hockey Skills

- A good knowledge of the game.
- Experience coaching and/or playing (incumbent is not guaranteed the position).

b. Ability to Teach

- Committed to the time required to lead games and practices.
- Trained (all coaches must be certified at the level required by USA Hockey).
Communicates with players.
- Teaches skills effectively.
- Maintains a well-disciplined team environment.

c. Good Character

- Creates a positive and fun environment for the players.
- Treats all players fairly and positively so they have the best experience possible.
Communicates with parents and handle disagreements in a positive way.
- Balances winning and player development in a manner appropriate to the age and division.
Sets a good example by demonstrating disciplined and ethical behavior at all times.

3. Member Feedback:

The THA Board will survey all members immediately after the season to obtain feedback on their coach during the past season. This will serve as just one source of information when making selections for the upcoming season using an online survey platform.

4. Coaching Applications:

All those interested in a Head Coaching position will register for the coaching position via the THA website.

6. Final Coach Approvals:

The THA Board will vote to approve a Head Coach for all THA Travel, House Select, and House Teams.

7. Assistant Coaches and Managers:

The Head Coach may select up to three assistant coaches and one manager. The THA Board reserves the right to approve all assistant coaches and managers.

8. Mandatory Requirements for ALL Coaches:

- Anyone that coaches or assists on the ice or on the bench must comply with the following requirements:
- All coaches must be registered with USA Hockey.
- Coaches must be certified at the level required for their age division, including their age specific modules as stipulated by USA Hockey and CAHA. THA will reimburse the coaches for the cost of USA Hockey Coaching certification.
- Coaches must comply with mandatory or random background checks, including fingerprinting
- for checking criminal records, as may be required by THA, CAHA, and USA Hockey. In the case of a THA-initiated background check, strict confidentiality will be maintained.

VI. CODES OF CONDUCT

THA CODE OF CONDUCT OVERVIEW

THA consists of players, parents, coaches, administrators, off ice officials, volunteers, and spectators. Good conduct of all is expected within this organization on and off the ice. By

attending a THA event every participant accepts responsibility of his or her actions and adopts the THA Code of Conduct.

THA ZERO TOLERANCE POLICY

There will be a 24-hour cooling off period after every game or practice.

I will refrain from discussing game situations with coaches, on/off ice officials, and THA board members for 24 hours after every game.

I will not attend any THA event under the influence of alcohol or drugs. Fighting will not be tolerated and will result in suspension.

Racial slurs will not be tolerated at any time and will result in suspension.

I will serve THA in my elected or appointed capacity with respect to the organization.

I will be a THA team player because teamwork is the heart and soul of this organization.

THA ENDORSES USA HOCKEY ZERO TOLERANCE RULES.

USA HOCKEY Zero Tolerance Rules:

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 may be subject to further 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.

THA's Codes of Conduct

Administrator's Code of Conduct

- Follow the rules and regulations of USA Hockey and your association to ensure that the association's philosophy and objectives are enhanced.
- Support programs that train and educate players, coaches, parents, officials and volunteers.
- Promote and publicize your programs; seek out financial support when possible.
- Communicate with parents by holding parent/player orientation meetings as well as by being available to answer questions and address problems throughout the season.
- Work to provide programs that encompass fairness to the participants and promote fair play and sportsmanship.
- Recruit volunteers, including coaches, who demonstrate qualities conducive to being role models to the youth in our sport.
- Encourage coaches and officials to attend USA Hockey clinics and advise your board members of the necessity for their training sessions.
- Make every possible attempt to provide everyone, at all skill levels, with a place to play.
- Read and be familiar with the contents of the *USA Hockey Annual Guide* and USA Hockey's official playing rules.
- Develop other administrators to advance to positions in your association, perhaps even your own.

Coach's Code of Conduct

Our Mission

As coaches of the Triad Hockey Alliance, we are entrusted with the development of young athletes both on and off the ice. Our responsibility extends beyond wins and losses. We are educators, mentors, role models, and leaders who help shape character, confidence, discipline, and a lifelong love of the game.

Every decision we make should support the growth, safety, and well-being of our players.

Player Development First

- Prioritize long-term player development over short-term wins.
- Teach age-appropriate skills, concepts, and habits.
- Create an environment where mistakes are viewed as opportunities for learning.
- Ensure all players receive meaningful instruction and opportunities to improve.
- Encourage players to challenge themselves and strive for continual growth.
- Focus on effort, attitude, teamwork, and development as key measures of success.

Creating a Positive Environment

- Treat every player with dignity, respect, and fairness.
- Foster an environment that is safe, inclusive, and welcoming for all participants.
- Never use bullying, humiliation, intimidation, profanity directed at players, or personal attacks.
- Celebrate effort, improvement, and sportsmanship.
- Promote confidence through constructive feedback and positive reinforcement.
- Encourage players to support and respect their teammates.

Professional Conduct

- Represent Triad Hockey Alliance in a professional manner at all times.
- Be punctual, prepared, and organized for all team activities.
- Maintain appropriate appearance and behavior while representing the organization.
- Refrain from actions that may damage the reputation of the program, its players, families, or staff.
- Follow all USA Hockey SafeSport policies and reporting requirements.
- Avoid conflicts of interest and maintain appropriate coach-player boundaries.

Communication Standards

- Communicate clearly, honestly, and professionally with players, parents, officials, opponents, and fellow coaches.
- Respond to player and parent concerns respectfully and in a timely manner.
- Explain expectations, team rules, and developmental goals.
- Maintain transparency regarding team decisions whenever appropriate.
- Support and follow the organization's communication policies, including any established "24-Hour Rule."

Practice Expectations

- Plan and organize practices that are engaging, purposeful, and development-focused.
- Maximize ice time through proper preparation and efficient use of resources.
- Create an environment that encourages creativity, hockey IQ, and problem-solving.

Game Day Expectations

- Demonstrate composure and professionalism during games.
- Respect officials and teach players to do the same.
- Never use officials as an excuse for performance outcomes.
- Manage bench behavior in a manner that reflects positively on the organization.
- Focus on teaching and development during competition.
- Model sportsmanship regardless of the score or outcome. Treat officials, opposing players, coaches, and spectators with respect at all times.
- Never encourage retaliation, unsportsmanlike behavior, or actions intended to injure another player.
- Accept officials' decisions professionally.
- Promote integrity and respect for the game.

Parent Partnership

- Recognize parents as important partners in the development process.
- Maintain open and professional communication with families.
- Encourage positive parent behavior and sportsmanship.
- Address concerns respectfully and constructively.

- Work collaboratively to support each player's development and well-being.

Safety and Player Welfare

- Place player safety above all competitive considerations.
- Monitor physical and emotional well-being of athletes.
- Immediately address bullying, harassment, discrimination, or unsafe conduct.
- Promote proper hydration, nutrition, rest, and healthy lifestyle habits.
- Report injuries and safety concerns according to organizational procedures.

Leadership and Accountability

- Lead by example in conduct, attitude, preparation, and work ethic.
- Take responsibility for actions and decisions.
- Continuously seek opportunities for coaching education and professional growth.
- Accept feedback from players, parents, administrators, and fellow coaches.
- Support organizational goals, policies, and initiatives.

Commitment to the Organization

As a Triad Hockey Alliance coach, I understand that my actions directly impact the experience of every player and family within the program. I commit to creating a positive culture centered on development, respect, accountability, teamwork, and a lifelong love of hockey.

Coach Commitment Statement

"I understand that coaching is a privilege and a responsibility. I commit to placing the needs of my players first, upholding the values of the Triad Hockey Alliance, and serving as a positive role model both on and off the ice."

Game Official's Code of Conduct

- Act in a professional and businesslike manner at all times and take your role seriously.
- Strive to provide a safe and sportsmanlike environment in which players can properly display their hockey skills.
- Know all playing rules, their interpretations and their proper application.
- Remember that officials are teachers. Set a good example.
- Make your calls with quiet confidence; never with arrogance.
- Manage and help to control games in cooperation with the coaches to provide a positive and safe experience for all participants.
- Violence must never be tolerated.
- Be fair and impartial at all times.
- Respect for officials and opponents
- Answer all reasonable questions and requests.
- Adopt a "zero tolerance" attitude toward verbal or physical abuse.
- Never use foul or vulgar language when speaking with a player, coach or parent.
- Use honesty and integrity when answering questions.
- Admit your mistakes when you make them.
- Never openly criticize a coach, player or fellow official.
- Keep your emotions under control.
- Use only USA Hockey-approved officiating techniques and policies.
- Maintain your health through a physical conditioning program.
- Dedicate yourself to personal improvement and maintenance of officiating skills.
- Respect your supervisor and their critique of your performance.

Parent's Code of Conduct

Parents play a vital role in the success and well-being of youth athletes and serve as role models through their behavior. As a parent or guardian, I recognize and respect the commitment my child makes to their team. I understand that fostering a supportive environment is essential to the personal development of young athletes and the success of Triad Hockey Alliance (THA) and the Triad Storm program. I agree to uphold the following standards of conduct and understand that failure to do so may result in disciplinary action, including warnings and suspension from team events.

General Expectations

- Treat all individuals fairly, regardless of gender, race, ethnicity, religion, sexual orientation, political belief, or economic status.
- Exhibit high personal standards and project a positive image of THA and youth hockey.
- Respect the role of coaches and allow them to coach during practices and games.
- Make an effort to attend team meetings and understand the coaching philosophy and expectations.
- Support my child and their team positively, win or lose, emphasizing effort, sportsmanship, and teamwork.
- Refrain from criticism or abuse toward players, coaches, referees, volunteers, or other parents in all forms of communication—including verbal conversations, text messages, and posts on social media.
- Communicate openly and promptly with coaches about any medical concerns, ensuring my child's long-term health and safety.
- Support team goals over individual achievements.
- Encourage respect for opponents and officials, regardless of the outcome of a game.
- Reinforce the rules and spirit of the game.
- Respect locker rooms and other team spaces as private areas reserved for players, coaches, and officials.
- Address any concerns with team staff in a respectful and constructive manner. Parent Conduct Policy In addition to the above expectations, I agree to the following rules:

1. 24-Hour Communication Rule I will not discuss concerns related to games, practices, or team events with team staff for at least 24 hours following the event. This includes all forms of communication (in-person, phone, email, text, or social media).

2. Arena Ejections Parents/guardians ejected from a rink or team event will be subject to disciplinary action as outlined below.

3. Inappropriate Conduct Toward Coaches Any public displays of anger, verbal abuse, use of profane or derogatory language, threats, or physical violence toward coaches—whether in person or via written or digital communication—will be grounds for disciplinary action.

4. Inappropriate Conduct Toward Officials, Opposing Teams, or Spectators Similar behavior directed at referees, players, spectators, or staff of any team or rink will also result in disciplinary consequences. Disciplinary Process and

Penalties Violations of this Code of Conduct will be handled by the THA Discipline Committee. Penalties are as follows:

- First Offense: Two (2) week suspension from all team activities, including practices and games (home and away).
- Second Offense: One (1) month suspension from all team activities.
- Third Offense: Suspension from all team activities for the remainder of the current season.

Complaints may be submitted by any THA member, CHL organization representative, or member of a CAHA or USA Hockey-sanctioned body by contacting the Director of Hockey Operations, or Board President.

Concerns may also be raised during regularly scheduled Board meetings.

All complaints will be reviewed by the Discipline Committee. The parent/guardian involved will be consulted prior to action, and outcomes will be communicated in writing.

All decisions will be enforced by the Board of Directors or its appointed representatives.

Suspensions may be reported to CAHA for enforcement at away games or tournaments.

SafeSport and USA Hockey Enforcement If a parent/guardian is reported for an expulsion from a USA Hockey-sanctioned event via an official incident report, the following additional suspensions will apply:

- First Offense: Automatic 30-day suspension; may be subject to additional review by CAHA or THA.
- Second Offense (within 24 months): Automatic 60-day suspension and a mandatory hearing with the CAHA Discipline Committee. Additional penalties may include permanent suspension from all USA Hockey events.

All conduct violations will, to the extent possible, remain confidential between the Discipline committee and the THA Board.

Exception to the 24-hour rule.

In situations involving safety concerns, suspected abuse, harassment, bullying, or other forms of misconduct-including potential SafeSport violations- the 24-hour rule does not apply. Immediate contact should be made with the Director of Hockey Operations, or Board President.

Player's Code of Conduct

Academic Commitment

- I will prioritize my education and maintain a good academic standing.

- I understand that school responsibilities take precedence over hockey.

Attendance and Punctuality

- I will attend all scheduled practices, games, and team events, and arrive on time.
- I understand that late arrivals or absences impact my team and coaching staff.
- Preparedness and Responsibility
- I will arrive ready to participate fully, with all necessary equipment and a positive mindset.
- I will care for my gear, keep it in good condition, and ensure I'm always prepared to play.

Learning and Growth

- I will come to each practice and game ready to learn and improve.
- I will accept mistakes—mine and others'—as opportunities to grow. Positive Attitude
- I will maintain a positive and resilient mindset, encouraging my teammates regardless of the game's outcome.
- I understand that effort, enthusiasm, and teamwork define a successful season.
- Respect for Teammates
- I will treat my teammates with dignity, kindness, and fairness.
- I will not engage in negative behaviors, including name-calling, teasing, or the use of abusive language.

Respect for Coaches

- I will listen to and learn from my coaches.
- I may ask questions, but I understand the coaching staff has the final authority on team matters. Respect for Officials
- I will show respect to referees and game officials, regardless of whether I agree with their decisions.
- I will never argue with, insult, or criticize officials. I understand that only coaches will address officiating concerns.

Personal Conduct

- I will not use tobacco products, alcohol, vapes, or illegal substances at any time.
- I will behave appropriately in all venues associated with team travel, including rinks, hotels, and restaurants.

Respect for Facilities

- I will respect all facilities used by our team, whether home or away.
- I will keep locker rooms clean, avoid horseplay, and leave electronic devices outside unless explicitly allowed. Digital Conduct
- I will refrain from making negative or inappropriate comments about players, coaches, officials, or teams through verbal, written, or digital communication, including text messages and social media.
- I understand that online behavior is a reflection of myself and my organization.

Bullying and Harassment

- I will not participate in any form of bullying, hazing, harassment, or exclusion—physically, verbally, or digitally.
- I understand that such behavior will not be tolerated and will be addressed under USA Hockey's SafeSport guidelines.

Disciplinary Action If I fail to uphold this Code of Conduct, I understand the following actions may be taken:

1. First Offense: Verbal warning from the coach in the presence of a parent/guardian. Incident documented and shared with the Hockey Director.
2. Second Offense: Immediate removal from the activity. Documentation submitted to the Hockey Director and THA Board; parent/guardian notified.
3. Third Offense: Suspension or dismissal from the team pending review by the THA Disciplinary Committee. Penalties may include a three-game suspension or removal for the remainder of the season.

Spectator's Code of Conduct

- Display good sportsmanship. Always respect players, coaches and officials.
- Act appropriately; do not taunt or disturb other fans; enjoy the game together.
- Cheer good plays of all participants; avoid booing opponents.
- Cheer in a positive manner and encourage fair play; profanity and objectionable cheers or gestures are offensive.
- Help provide a safe and fun environment; throwing any items on the ice surface can cause injury to players and officials.
- Do not lean over or pound on the glass; the glass surrounding the ice surface is part of the playing area.
- Support the referees and coaches by trusting their judgment and integrity.
- Be responsible for your own safety – be alert to prevent accidents from flying pucks and other avoidable situations.
- Respect locker rooms as private areas for players, coaches and officials.
- Be supportive after the game – win or lose. Recognize good effort, teamwork and sportsmanship.

Board Member Code of Conduct

Our Mission

As members of the Triad Hockey Alliance (THA) Board of Directors, we are entrusted with the responsibility of guiding the organization in a manner that supports our mission, strengthens our community, and provides a positive experience for every player and family. Our role extends beyond policy and governance, we are ambassadors for the organization, stewards of its resources, and leaders who model integrity, accountability, and respect.

Every decision we make should reflect what is in the best interest of the Triad Hockey Alliance and the young athletes and families we serve.

Organizational Stewardship

- Place the long-term success and sustainability of THA above personal interests or individual team interests.
- Make decisions that support the mission, vision, and strategic goals of the organization.
- Exercise sound judgment and act in the best interests of all THA members.
- Support policies and decisions approved by the Board, even when personal opinions may differ.
- Protect and responsibly manage the organization's financial, physical, and human resources.

Ethical Leadership

- Conduct all Board business with honesty, integrity, fairness, and professionalism.
- Avoid conflicts of interest and disclose any actual or perceived conflicts promptly.
- Refrain from using Board membership for personal, financial, or competitive advantage.
- Respect all applicable laws, THA Bylaws, policies, and USA Hockey rules and regulations.
- Uphold the highest standards of ethical conduct in all organizational matters.

Professional Conduct

- Represent Triad Hockey Alliance in a positive and professional manner at all times.
- Treat players, families, coaches, officials, volunteers, sponsors, and fellow Board members with dignity and respect.
- Conduct oneself in a manner that reflects positively on the organization both in person and online.
- Refrain from behavior that could damage the reputation or integrity of THA.
- Support a culture that values teamwork, inclusion, respect, and sportsmanship.

Confidentiality

- Maintain confidentiality regarding Board discussions, executive session matters, personnel issues, financial information, disciplinary matters, and sensitive organizational information.
- Recognize that Board discussions remain confidential unless officially approved for public release.
- Respect the privacy of players, families, volunteers, coaches, and fellow Board members.
- Avoid discussing confidential matters outside of appropriate Board channels.

Communication Standards

- Communicate honestly, respectfully, and professionally.
- Encourage open discussion during Board meetings while maintaining mutual respect.
- Once Board decisions have been made, publicly support and accurately represent those decisions.
- Respond to members, volunteers, and community partners in a courteous and timely manner.
- Direct operational matters through the appropriate organizational channels and avoid undermining staff, coaches, or fellow Board members.

Board Responsibilities

- Attend Board meetings regularly and actively participate in discussions and decision-making.
- Prepare for meetings by reviewing agendas and supporting materials in advance.
- Fulfill committee assignments and responsibilities in a timely manner.

- Contribute constructively to strategic planning and organizational improvement.
- Respect differing viewpoints while working toward consensus whenever possible.

Financial Stewardship

- Exercise prudent oversight of the organization's finances.
- Ensure organizational funds are used responsibly and in accordance with approved budgets.
- Support transparency and accountability in financial reporting.
- Avoid any appearance of financial impropriety.

Financial Standing

- As leaders of the Triad Hockey Alliance, Board Members are expected to model the financial responsibility expected of all THA members.
- Maintain all player accounts associated with their household are in good financial standing with Triad Hockey Alliance at all times. Good financial standing is defined as having any outstanding payments resolved within 48 hours.
- If participating in an approved THA payment plan or receiving Board-approved financial assistance, remain current with all required payments.
- Understand that maintaining good financial standing is a condition of continued service on the THA Board of Directors.
- Failure to maintain good financial standing (meaning not in a probationary status for non-payment of billed invoices) may result in a review of Board membership.

Compliance and Risk Management

- Support and comply with all USA Hockey requirements applicable to Board members, including annual registration, SafeSport training, and background screening.
- Promote compliance with all THA policies, procedures, and governing documents.
- Help ensure a safe, inclusive, and respectful environment for all participants.
- Promptly report concerns involving player safety, misconduct, or policy violations through the appropriate channels.
- Leadership and Accountability
- Lead by example through professionalism, integrity, and service.
- Accept responsibility for personal actions and Board decisions.
- Encourage collaboration, constructive dialogue, and continuous improvement.
- Support fellow Board members, volunteers, coaches, and staff in fulfilling the organization's mission.
- Seek opportunities to improve governance knowledge and leadership skills.

Commitment to the Organization

- As a Triad Hockey Alliance Board Member, I understand that my actions directly influence the culture, reputation, and future of our organization. I commit to serving with integrity, transparency, accountability, and respect while always placing the best interests of Triad Hockey Alliance and its members first.

Board Member Commitment Statement

"I understand that serving on the Triad Hockey Alliance Board of Directors is both a privilege and a responsibility. I commit to acting in the best interests of the organization, upholding its mission and values, maintaining the highest standards of integrity and professionalism, and working collaboratively to ensure a positive, safe, and successful experience for every player, family, coach, volunteer, and member of the THA community."

Team Manager Code of Conduct

Our Mission

As team managers of the Triad Hockey Alliance, we are entrusted with supporting our players, families, coaches, and organization both on and off the ice. Team managers serve as important communicators, organizers, role models, and representatives of the organization.

Our responsibility extends beyond coordinating schedules and team logistics. We help create a positive, organized, and welcoming team environment that supports player development, family engagement, sportsmanship, and a lifelong love of hockey.

Every decision we make should support the safety, well-being, and overall experience of our players and families.

Supporting Player Development

- Support the coaching staff's efforts to prioritize long-term player development.
- Help create a team environment in which effort, attitude, teamwork, and improvement are valued.
- Encourage players to support and respect their teammates.
- Reinforce team expectations and organizational values.
- Direct questions regarding player development or coaching decisions to the appropriate coach in a respectful and professional manner.
- Creating a Positive Environment
- Treat every player, parent, coach, official, volunteer, and organizational representative with dignity, respect, and fairness.
- Help foster an environment that is safe, inclusive, supportive, and welcoming for all participants.
- Never engage in bullying, humiliation, intimidation, harassment, discrimination, personal attacks, or inappropriate language.
- Promote sportsmanship and positive behavior among players and families.
- Help ensure that team communications and activities reflect positively on Triad Hockey Alliance.
- Address concerns calmly, respectfully, and through the appropriate organizational channels.

Professional Conduct

- Represent Triad Hockey Alliance professionally at all times.
- Be punctual, prepared, responsive, and organized for all team activities.
- Maintain appropriate behavior and appearance while representing the organization.
- Refrain from conduct that could damage the reputation of the organization, its players, families, coaches, volunteers, or staff.
- Follow all USA Hockey, SafeSport, league, tournament, rink, and Triad Hockey Alliance policies.
- Maintain appropriate boundaries with players and families.
- Protect confidential or sensitive information related to players, families, coaches, and the organization.

Communication Standards

- Communicate clearly, accurately, respectfully, and professionally with players, parents,

- coaches, officials, opponents, tournament representatives, and organizational leadership.
- Share team schedules, deadlines, instructions, and other important information in a timely manner.
- Respond to reasonable questions and concerns promptly and respectfully.
- Avoid speculation, gossip, negative commentary, or the sharing of unverified information.
- Maintain transparency regarding team logistics and administrative matters whenever appropriate.
- Support and follow the organization's communication policies, including any established "24-Hour Rule."
- Use organization-approved communication platforms whenever required - the only approved communication methods are throughout Crossbar via email or chat. No third party apps are allowed.
- Include coaches or organizational leadership in communications when appropriate.
- Refer concerns involving coaching decisions, discipline, player safety, finances, or organizational policy to the appropriate person.

Administrative and Organizational Responsibilities

- Maintain accurate team information within Crossbar
- Ensure that practices, games, tournaments, team events, and other commitments are entered into the team calendar accurately and promptly.
- Communicate schedule changes to families as soon as possible.
- Help ensure that team rosters, contact information, jersey numbers, travel details, and other required information are accurate.
- Complete league, tournament, and team administrative requirements by the established deadlines.
- Coordinate with coaches regarding team schedules, meeting times, arrival expectations, and logistical needs.
- Maintain organized records of relevant team communications and documents.
- Ask for assistance when instructions, procedures, or responsibilities are unclear.
- Practice and Team Activity Expectations
- Communicate practice schedules, arrival times, location details, and schedule changes to families.
- Assist with administrative or logistical needs related to practices and team activities.
- Encourage families to update player availability within Crossbar.
- Help ensure that families understand organizational expectations regarding attendance and communication.

Game and Tournament Expectations

- Confirm and communicate game schedules, locations, arrival times, locker room assignments, uniform requirements, and other relevant details.
- Ensure that required game-day responsibilities are assigned, including the scorekeeper, clock operator, penalty box attendant, music operator, or other volunteer positions.
- Verify that official rosters, scoresheets, electronic scoring systems, and other required materials are completed accurately.
- Coordinate with opposing team managers, tournament representatives, league officials, and rink staff professionally.

- Help ensure that players and families receive accurate travel and tournament information.
- Demonstrate composure and professionalism regardless of the score, outcome, or circumstances of a game.
- Refrain from publicly criticizing officials, opposing teams, coaches, players, or tournament personnel.
- Report significant concerns or incidents to Triad Hockey Alliance leadership through the appropriate channels.

Respect for Officials and Opponents

- Treat officials, opposing players, coaches, team managers, volunteers, and spectators with respect at all times.
- Encourage players and families to demonstrate good sportsmanship.
- Never encourage retaliation, confrontation, harassment, or unsportsmanlike behavior.
- Accept officials' decisions professionally.
- Avoid engaging in arguments with officials, opposing teams, or spectators.
- Promote integrity and respect for the game.

Partnership with Coaches

- Work collaboratively with the coaching staff to support the team's administrative and logistical needs.
- Communicate relevant information to coaches promptly and accurately.
- Discuss concerns privately and professionally with the appropriate coach or organizational leader.
- Help protect coaches' time by addressing routine logistical questions whenever possible.

Partnership with Parents and Families

- Recognize parents and guardians as important partners in creating a positive team experience.
- Maintain open, respectful, and professional communication with families.
- Provide families with accurate and timely information.
- Encourage positive parent behavior and sportsmanship.
- Address routine questions respectfully and constructively.
- Avoid favoritism and apply team procedures consistently.
- Direct concerns to the appropriate coach or organizational representative when they fall outside the team manager's responsibilities.
- Respect the privacy of players and families.

Safety and Player Welfare

- Place player safety and well-being above convenience or competitive considerations.
- Follow all USA Hockey SafeSport policies and reporting requirements.
- Immediately report suspected bullying, harassment, discrimination, abuse, or unsafe conduct through the appropriate channels.
- Report injuries, safety concerns, or significant incidents according to organizational procedures.
- Help ensure that locker room monitoring and supervision requirements are followed.
- Never transport a player alone or communicate privately with a minor in a manner that violates SafeSport or organizational policies.
- Maintain appropriate boundaries in all in-person, electronic, and social media

communications.

Financial and Fundraising Responsibilities

- Protect confidential financial information belonging to players, families, or the organization.
- Refer questions regarding player accounts, tuition, financial aid, or payment arrangements to the appropriate Triad Hockey Alliance representative.

Social Media and Electronic Communication

- Use good judgment when posting or communicating about the team, its players, families, coaches, officials, or opponents.
- Never post confidential, embarrassing, negative, or inappropriate information about a player or family.
- Obtain appropriate authorization before sharing player images or personal information.
- Avoid engaging in online disputes or responding publicly to criticism.
- Refer media requests or significant public concerns to Triad Hockey Alliance leadership.

Leadership and Accountability

- Lead by example through conduct, attitude, preparation, communication, and work ethic.
- Take responsibility for actions, decisions, and mistakes.
- Accept feedback from players, parents, coaches, administrators, and fellow volunteers.
- Seek clarification and guidance when needed.
- Work cooperatively with other team managers, coaches, board members, and organizational staff.
- Support Triad Hockey Alliance goals, policies, programs, and initiatives.
- Complete required training, certifications, background checks, and registration requirements by established deadlines.
- Address disagreements privately, respectfully, and through the appropriate chain of communication.

Commitment to the Organization

As a Triad Hockey Alliance team manager, I understand that my actions directly affect the experience of every player, coach, and family within the program. I recognize that serving as a team manager is a position of trust and responsibility.

I commit to supporting a positive team culture centered on organization, communication, player safety, respect, accountability, teamwork, sportsmanship, and a lifelong love of hockey.

Team Manager Commitment Statement

"I understand that serving as a team manager is a privilege and a responsibility. I commit to supporting our players, families, coaches, and organization; upholding the values and policies of the Triad Hockey Alliance; communicating professionally; maintaining confidentiality; and serving as a positive representative of the organization both on and off the ice."

ON-ICE NON-GAME DISCIPLINARY PROCEDURES:

We have a very limited amount of time to accomplish our many goals. As a result, our first line of defense against behavioral disturbances is prevention. THA simply cannot allow behavioral

misconduct to interfere with practices or games. The coaches are aware that a certain amount of silliness and an abundance of energy are naturally expected at the younger levels. Therefore, each will make every effort to be sensitive to the needs of his age division, and will set realistic expectations accordingly. However, if a player's behavior reaches a point where it interferes with the development of another player or the team as a whole, the coaching staff reserves the right to discipline the player as needed which may include removing the player from the ice or suspension.

PLEASE NOTE: There are certain instances in which warnings will not be given. We will **NOT** tolerate dangerous play of any kind, specifically: misusing the stick or checking from behind. If a player is jeopardizing his/her safety or the safety of another player, he/she will immediately be removed from the ice and further discipline if necessary.

DISPUTE RESOLUTION PROCEDURE

In accordance with Article XI of the THA By-Laws, THA will establish a Dispute Resolution process in accordance with the guidelines outlined by USA Hockey By-Law Section 10 and CAHA By-Law Section 25.

VII. PRIVACY POLICY

The THA utilizes Crossbar as its web provider and enables the organization to an option of an array of tools to assist us in communicating to the members. As such we fall under the Crossbar Privacy Policy. Your privacy is very important to us. To better protect your privacy, we provide this notice explaining our online information practices on how your information is collected and used at this Crossbar site (the "Policy").

Before you submit any information on this site, please read this Policy for an explanation of how we will treat your personal information. By using this Crossbar site you consent to the collection and use of your personal information as outlined in this Policy.

Crossbar's full Privacy policy at www.crossbar.org/privacy-policy

VIII. LOCKER ROOM POLICY

In addition to the development of our hockey players and enjoyment of the sport of hockey, the safety and protection of our participants is central to THA's goals. THA adheres to USA Hockey's SafeSport Program as a means to help protect its participants from physical abuse, sexual abuse and other types of misconduct, including emotional abuse, bullying, threats, harassment and hazing. To help prevent abuse or misconduct from occurring in our locker rooms, THA has adopted the following locker room policy. This policy is designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms.

Some teams in our program may also occasionally or regularly travel to play games at other arenas, and those locker rooms, rest rooms and shower facilities will vary from location to location. THA's team organizers will attempt to provide information on the locker room facilities in advance of games away from our home arena. At arenas for which you are unfamiliar, parents should plan to have extra time and some flexibility in making arrangements for their child to dress, undress and shower if desired.

Locker Room Monitoring

THA has predictable and limited use of locker rooms and changing areas (e.g., generally 30-45 minutes before and following practices and games). This allows for direct and regular monitoring of locker room areas. While constant monitoring inside of locker rooms and changing areas might be the most effective way to prevent problems, we understand that this would likely make some players uncomfortable and may even place our staff at risk for unwarranted suspicion. We conduct a sweep of the locker rooms and changing areas before players arrive, and if the coaches are not inside the locker rooms, either a coach or voluntary locker room monitors (each of which has been screened) will be posted directly outside of the locker rooms and changing areas during periods of use, and leave the doors open only when adequate privacy is still possible, so that only participants (coaches and players), approved team personnel and family members are permitted in the locker room. Team personnel will also secure the locker room appropriately during times when the team is on the ice.

Parents in Locker Rooms

We discourage parents from entering locker rooms unless it is truly necessary. If a player needs assistance with his or her uniform or gear, if the player is or may be injured, or a player's disability warrants assistance, then we ask that parents let the coach know beforehand that he or she will be helping the player. We encourage parents to teach their players as young as possible how to get dressed so that players will learn as early as possible how to get dressed independently. In circumstances where parents are permitted in the locker room, coaches are permitted to ask that the parents leave for a short time before the game and for a short time after the game so that the coaches may address the players. As players get older, the coach may in his or her discretion prohibit parents from a locker room.

Mixed Gender Teams

Some of our teams consist of both male and female players. It is important that the privacy rights of all of our players are given consideration and appropriate arrangements made. Where possible, THA will have the male and female players dress/undress in separate locker rooms and then convene in a single locker room before the game or team meeting. Once the game or practice is finished, the players may come to one locker room for a team meeting and then the male and female players proceed to their separate locker rooms to undress and shower, if available. If separate locker rooms are not available, then the players will take turns using the locker room to change. We understand that these arrangements may require that players arrive earlier or leave later to dress, but believe that this is the most reasonable way to accommodate and respect all of our players.

Cell Phones and Other Mobile Recording Devices

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras, are not permitted to be used in the locker rooms. If phones or other mobile devices must be used, they should be taken outside of the locker room. Team manager has the authority to collect cell phones if needed during locker room occupancy.

Prohibited Conduct and Reporting

THA prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Hockey SafeSport Handbook.

Participants, employees or volunteers in THA may be subject to disciplinary action for violation of these locker room policies or for engaging in any misconduct or abuse or that violates the USA Hockey SafeSport Policies. Reports of any actual or suspected violations, you may email USA Hockey at usahockeysafesport@usahockey.org or may call **1-800-888-4656**

IX. USA HOCKEY REPORTING POLICY

USA Hockey's Reporting Policy is a key part of its SafeSport Program and an effective reporting policy is crucial to preventing abuse. Section IV of the SafeSport Handbook contains specifics on the Reporting Policy.

The Policy requires that every employee or volunteer of any USA Hockey Member Program must report (1) actual or perceived violations of the USA Hockey SafeSport Program Handbook, (2) any violations of the policies prohibiting Sexual Abuse, Physical Abuse, Emotional Abuse, Bullying, Threats and Harassment, and Hazing, and (3) suspicions or allegations of child physical or sexual abuse to the appropriate USA Hockey representatives.

Additionally, in all cases involving suspicions or allegations of child physical or sexual abuse, every employee or volunteer of USA Hockey Member Programs must also report to the appropriate law enforcement authorities.

How to Report to Center

Reports to the Center may be reported by (1) completing an online report to the Center at uscenterforsafesport.org/report-a-concern/, by (2) calling 833-587-7233, or (3) by clicking on a link to the Center's reporting portal found on USA Hockey's website at usahockey.com/safesport. Reports to the Center shall be handled according to the SafeSport Code.

How to Report to USA Hockey

Reports to USA Hockey may be made by: (1) clicking on the "Report to USA Hockey" link or using the QR code provided on the USA Hockey Safe Sport Program webpage (usahockey.com/safesport), (2) emailing to usahockeysafesport@usahockey.org, or (3) by calling **1-800-888-4656**. Reports directly to USA Hockey are initially handled by the USA Hockey Safe Sport Program staff.

X. TRAVEL POLICY: **USA Hockey Travel Policy**

A significant portion of USA Hockey participation involves overnight travel for youth teams to games and tournaments. Minor players are most vulnerable to abuse or misconduct during travel, particularly overnight stays. This includes a greater risk of player to player misconduct.

During travel, players may be away from their families and support networks, and the setting – unfamiliar locker rooms, automobiles, and hotel rooms – is less structured and less familiar. A

travel policy provides guidelines so that care is taken to minimize one-on-one interactions between minors and adults while traveling. Further, the policy directs how minor players will be supervised between and during travel to and from practice and games. Adherence to travel policies helps to reduce the opportunities for misconduct.

USA Hockey requires that all local programs have travel policies applicable to their youth teams and to provide the policies to all players, parents, coaches and other adults that are travelling with the team. It is strongly recommended that a signature by each adult acknowledging receipt of and agreeing to the travel policy be obtained by the local program/team. Some travel involves only local travel to and from local practices, games and events, while other travel involves overnight stays. Different policies should apply to these two types of travel. The form of policy below is a sample only but may be modified by the local program to meet its specific needs and travel.

Triad Hockey Alliance Travel Policy:

Triad Hockey Alliance (THA) has some teams that travel regularly to play individual games, two or three games at a time, or in tournaments, has some teams where travel is limited to only a few events per year, and some teams where there is no travel other than local travel to and from our own arena. THA has established policies to

guide our travel, minimize one-on-one interactions and reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase player safety and improve the player's experience while keeping travel a fun and enjoyable experience.

We distinguish between travel to training, practice and local games or practices ("local travel"), and team travel involving a coordinated overnight stay ("team travel").

1. Local Travel:

Local travel occurs when THA or one of its teams does not sponsor, coordinate, or arrange for travel.

Players and/or their parents/guardians are responsible for making all arrangements for local travel. The team and its coaches, managers or administrators should avoid responsibility for arranging or coordinating local travel. It is the responsibility of the parents/guardians to ensure the person transporting the minor player maintains the proper safety and legal requirements, including, but not limited to, a valid driver's license, automobile liability insurance, a vehicle in safe working order, and compliance with applicable state laws. The employees, coaches, and/or volunteers of THA or one of its teams, who are not also acting as a parent, should not drive alone with an unrelated minor player and should only drive with at least two players or another adult at all times, unless otherwise agreed to in writing by the minor player's parent.

Where an employee, coach and/or volunteer is involved in an unrelated minor player's local travel, efforts should be made to ensure that the adult personnel are not alone with the unrelated player, by, e.g., picking up or dropping off the players in groups. In any case where an employee, coach and/or volunteer is involved in the player's local travel, a parental release should be obtained in advance.

Employees, coaches, and volunteers who are also a player's parent or guardian may provide shared transportation for any player(s) if they pick up their player first and drop off their player last in any shared or carpool travel arrangement.

It is recognized that in some limited instances it will be unavoidable for an employee, coach or volunteer of THA or one of its teams to drive alone with an unrelated minor player. However, efforts should be made to minimize these occurrences and to mitigate any circumstances that could lead to allegations of abuse or misconduct.

2. Team Travel:

Team travel is overnight travel that occurs when THA or one of its team's sponsors, coordinates or arranges for travel so that our teams can compete locally, regionally, nationally or internationally. Because of the greater distances, coaches, staff, volunteers and chaperones will often travel with the players.

When possible, THA will provide reasonable advance notice before team travel. Travel notice will also include designated team hotels for overnight stays as well as a contact person within THA or the team. This individual will be the point of contact to confirm your intention to travel and to help with travel details.

THA will post specific travel itineraries when they become available. These will include a more detailed schedule as well as contact information for team travel chaperones. THA will make efforts to provide adequate supervision through coaches and other adult chaperones. THA will make efforts so that there is at least one coach or adult chaperone for each five to eight players. If a team is composed of both male and female players, then we will attempt to arrange chaperones of the both genders. However, we rely on parents to serve as chaperones and may be limited in providing this match.

Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with a minor player (unless the coach is the parent, guardian or sibling of the player).

Because of the greater distances, coaches, staff, volunteers, and chaperones will often travel with the players. No employee, coach, or volunteer will engage in team travel without the proper safety requirements in place and on record, including valid drivers' licenses, automobile liability insurance as required by applicable state law, a vehicle in safe working order, and compliance with all state laws. All chaperones shall have been screened in compliance with the USA Hockey Screening Policy and all team drivers shall have been screened and the screen shall include a check of appropriate Department of Motor Vehicle records. A parent that has not been screened may participate in team activities and assist with supervision/monitoring of the players, but will not be permitted to have any one-on-one interactions with players.

Players should share rooms with other players of the same gender, with the appropriate number of players assigned per room depending on accommodations.

The coach will establish a curfew by when all players must be in their hotel rooms or in a supervised location. Regular monitoring and curfew checks will be made of each room by at least two properly screened adults.

The team personnel shall ask hotels to block adult pay per view channels.

Individual meetings between a player and coach may not occur in hotel sleeping rooms and must be held in public settings or with additional adults present.

All players will be permitted to make regular check-in phone calls to parents. Team personnel shall allow for any unscheduled check in phone calls initiated by either the player or parents.

Family members who wish to stay in the team hotel are permitted and encouraged to do so.

The team will make every effort to accommodate reasonable parental requests when a child is away from home without a parent. If any special arrangements are necessary for your child, please contact the team personnel who can either make or assist with making those arrangements.

Meetings do not occur in hotel rooms, but the team may reserve a separate space for adults and athletes to socialize.

If disciplinary action against a player is required while the player is traveling without his/her parents, then except where immediate action is necessary, parents will be notified before any action is taken or immediately after the action.

No coach or chaperone shall at any time be under the influence of alcohol or drugs while performing their coaching and/or chaperoning duties.

In all cases involving travel, parents have the right to transport their minor player and have the minor player stay in their hotel room.

During team travel, coaches, team personnel and chaperones will help players, fellow coaches and team personnel adhere to policy guidelines, including, without limitation, the Travel Policy, Locker Room Policy and Reporting Policy.

Prior to any travel, coaches will endeavor to make players and parents aware of all expectations and rules. Coaches will also support chaperones and/or participate in the monitoring of the players for adherence to curfew restrictions and other travel rules.

XI. TOURNAMENT REGISTRATION POLICY

When a team is eligible to register for a tournament outside of the tournaments that the organization registers for as a group the following procedures need to be followed. This is to help both the team and the organization keep continuity within our teams and to make sure that we are receiving the largest discounts that are available to us.

The Tournament Coordinator is responsible for making sure all registrations are complete including but not limited to rooming list, T1 Roster verification, payment and hotel assignment. The Tournament Coordinator will work with Team Managers, Coaches and Registrars.

1. The organization will set the desired weekends for tournaments for the upcoming season before the tryout season starts. We will make every effort to look at school calendars and pick tournaments that line up with school holidays without using the Thanksgiving and Christmas break.
2. The coaches/staff of the upper teams that receive an extra tournament in their fees will decide the location of this "extra" tournament preferably before tryouts or soon thereafter, again taking into consideration most of the school calendars.

Note: While all of our players do not go to the same school system we realize that not all vacation/holiday/teacher workdays are the same.

3. Once these tournaments are decided upon, the team must let the Tournament coordinator know what they have decided. If they need assistance in finding a tournament the Tournament Coordinator will help with this as well. The Tournament Coordinator will assist in completing these registrations. This is due to the fact that if multiple teams use the same tournament at the same time a discount is due us if we register the teams together.

XII. APPAREL AND EQUIPMENT POLICY

Procedure for Ordering Coaching and Staff Apparel:

This guideline once instituted will help the ordering and distributing of the coaching and team staff apparel go seamlessly. We have used the guideline in the past that a coach would have his apparel replaced by the organization every two years if needed. We do not have a precedence of replacing Team Manager jackets currently.

1. The Apparel Coordinator shall keep a record of all coaches as when they receive their jacket and pants, and when Team Managers receive their jackets. To make this process easier for the coordinator they are to receive the order from the coaches and team managers for the apparel.
2. The coaches and team managers will be fitted with the samples supplied by our supplier, make note of their size and send their order via email to the Apparel Coordinator.
3. The Apparel Coordinator will then place the order for all coaches and team managers with the supplier, NO EXCEPTIONS.
4. Once the apparel arrives completed to the supplier the Apparel Coordinator will take custody of all the apparel, verify it is correct and distribute it at the rink during the first week of practice or at a staff meeting before the season starts.

No other person is to order apparel or hand out apparel for coaches and team, this way the organization is not over buying or over paying for apparel. Unless appointed by the Apparel Coordinator and will act in the same capacity as the Apparel Coordinator.

XIII. PLAY UP POLICY

- The THA enforces a policy of placing all participating skaters in the level of play associated with their age/birth date. However, a skater may request THA Board approval to “move up” to a level of play that is a level higher than the level dictated by their date of birth.
- The THA shall follow all Rules, Regulations and Policies as set forth by USA Hockey, Carolina Amateur Hockey Association (CAHA) and Carolinas Hockey League (CHL) in regards to its Play Up Policy
- Permission to Play Up is granted solely at the discretion of the THA Board of Directors and the procedures set forth herein.
- The THA does not allow skaters to play down a level.
- Combined Age Groups: In the event that the association fields a combined team (example: Combined U16-U18) the full play up policy would not apply although certain conditions would apply as noted Under “Section II THA Play Up Policy Players 15 and Older”.

- The THA Play Up Policy is in two sections based on age. Section I. Players 14 and Under and Section II. Players 15 and Older

Section I. THA Play-Up Policy 14 and under

The THA adheres to CAHA / USA Play Up Policy as it relates to players age 14 and under.

CAHA Play Up Policy:

17.0 CAHA PLAY UP POLICY (AGE 14 AND UNDER)

17.1 The Carolina Amateur Hockey Association (CAHA) Board of Directors recognizes that in rare and specific cases it can be appropriate and even beneficial to a player's development for them to play up in the next age classification. A fine balance needs to be struck, however, to avoid placing the desire of a player above the legitimate opportunity for that participant to be successful in an older age classification. In some cases, based on the skill, size and maturity of a player, it may be desirable to utilize this option; in other cases, it may be best for the player to remain in their appropriate age classification. Playing up or moving up to an older age classification team shall encompass all team activities with the older team, including but not limited to tryouts, practices, and games.

17.2 All players, male and female, requesting to play up during the USA Hockey season in an association must have played for that association during the previous Fall/Winter season. For example, a male or female player requesting to play up during the 2017-2018 USA Hockey season must have played for that association during the 2016-2017 Fall/Winter season. "Played," for all Travel, Tier II, and Tier I category teams, shall be defined as being approved on a team roster for that association in the previous Fall/Winter season. Male and female players that register in a new association are restricted to playing in their appropriate age classification during their first season with that association. The Fall/Winter season shall be defined the same as the USA Hockey rostering season. Exception – 16.2 shall be waived for female players aged 9 and older moving from an association that forms youth teams only into an association that forms girls' teams. This limited exception is intended to provide a female player that has participated in a youth association only the experience of playing on a girls' team. A play up in this situation must receive prior approval from CAHA, shall not exceed one age classification and will not be allowed if the association forms an age-appropriate girls' team. A completed Play-Up Request & Acknowledgement of Risk and Liability Form shall be required for all female players in this play up situation prior to roster approval.

17.3 Players and parents should acknowledge that approval to play up in a specific season does not necessitate the need to continue in a play up situation or guarantee approval to play up in future seasons. The player or goaltender requesting a play up must meet the criteria for each year of eligibility. At some point it may be necessary to play for three years in one age classification if the player's past youth participation did not align with USA Hockey age classifications.

17.4 There is an increased risk of injury for players playing outside of their designated age classification. However, CAHA allows movement in certain situations if specific conditions are met. You should carefully consider the increased risks involved and follow the criteria below when making a request to move a player into an older age classification. Players may request to play up in an older age classification under the following criteria:

(a) Age 8 or younger - A male or female player aged 8 or younger is permitted to move up to a

10U or Girls 10U team in an internal house program only and must meet all criteria described within this policy to be eligible to move up. No player aged 8 or younger be approved on a 10U or Girls 10U team roster in any registration category, including but not limited to: Tier II, Travel, House/Rec, and Invitational Tournament.

(b) Exception to 17.4(a) CAHA recognizes that in some extremely rare cases, there may be a player in the affiliate whose skill level significantly surpasses the top 3% of the players in the association. In such cases each association may move up 1 player if the youth association's USA Hockey registered and claimed travel, tier I or Tier II (not house rec) roster count from the previous year is 300 per the pilot program described below. Each player who plays up must remain for the entire season or if they do not remain, they cannot be replaced. All criteria described within this policy must be followed to be eligible to play up.

(c) Players aged 13 and under are permitted to move up an age classification in internal no check house programs only and must meet all criteria described within this policy to be eligible to move up. Players aged 13 and under shall not be allowed to move up an age classification on teams that require an approved team roster except as provided in 17.6, 17.7 and 17.8.

(d) 12U - Allowing players to move from a non-body checking age classification into a body checking age classification represents the greatest risk and shall not be allowed.

(e) Players aged 14 are permitted to play up an age classification and must meet all criteria described within this policy to be eligible to move up.

(f) A player will not be permitted to move up more than one year in age. This requirement applies to all movements allowed under a., b., c, d and e. For example, in internal House programs only a first year 10U cannot be moved to the 12U age classification. However, a second year 10U may advance to 12U if the remaining criteria are met. This shall apply to 8U, 10U and 14U age classifications. A second year 14U can be moved into the 16U if all other criteria are met, however, a first year 14U must remain in the 14U age classification.

(g) Exceptions to 17.4 (f) – 1) See Section 18.0 Girls Hockey for non-National Bound female players allowed to play up two years when combining age groups for all-girls teams. 2) Tier I and Tier II Female players in the 14U age group may play up two (2) years in age when playing up on an all-girls 16U team only. For example, a first year 14U female player may play up on a 16U all-girls Tier I or Tier II team.

(h) Male and female players in a play up situation may not participate in games above the next age classification. For example, a 14-year-old rostered on a 16U Youth or Girls 16U team may play games against other 16U Youth or Girls 16U teams only. A 14-year-old playing on a 16U Youth or Girls 16U team may not participate in games played against 18U Youth or 19U Girls teams.

(i) An impartial evaluation of the player's skills, the ability to contribute to the older team as well as the player's maturity level compared to players in the older age classification must be made by a panel of neutral coaches before a decision is approved to grant the play up request.

(j) The move up player or goaltender should be projected to be among the top 25% of all players or goaltenders on the next age classification team.

(k) A completed Play-Up Request & Acknowledgement of Risk and Liability Form for all players in a play up situation must be submitted with the team roster to receive roster approval from the Associate Registrar.

17.5 Consideration should be given as to how the play up will impact the two teams involved. The number of players within each age classification should be considered. The request should be denied if the play up will displace an age-appropriate player that would otherwise have played as determined by the team selection process.

17.6 Based on USA Hockey recommendations, each team should include two goaltenders.

Unfortunately, there is often a shortage or surplus of goaltenders at a particular age classification. The possibility exists that an age classification may not have enough goaltenders to field a team. CAHA will allow goaltender movement to address these situations. If after exhausting all possibilities to obtain a goaltender from within the age classification, a goaltender from a lower age classification may be moved up provided the age-appropriate team is not left without an experienced goaltender. All goaltenders will be required to fill out a Play-Up Request & Acknowledgement of Risk and Liability Form. This will be done solely to acknowledge the risk of playing with older players and the criteria for players to be “projected to be among the top players” will be excluded, however, 19.2 shall apply. Any association that moves up goaltenders to address shortages must submit to CAHA their planned growth initiatives to avoid goaltender shortages in the future. Goaltender movement excludes 8U playing up to 10U and 12U playing up to 14U teams.

17.7 In small market youth (male or co-ed) associations where the number of registered players within the geography of the association at an age classification do not equal one team, it may be necessary to consolidate age classifications to create teams. When that occurs, upon notification to the CAHA Board of Directors, the team will carry the name of the oldest age classification and those players that are part of the younger age group will be required to fill out a Play-Up Request & Acknowledgement of Risk and Liability Form. This will be done solely to acknowledge the risk of playing with older players and the criteria for players to be “projected to be among the top players” will be excluded, however 17.2 shall apply. The notification to CAHA must include the registration statistics for the consolidated age classifications, full information on the selection process, and the association’s planned growth initiatives to avoid consolidation in the future. Consolidation of teams excludes 8U /10U and 12U /14U consolidated teams.

17.8 The Member Association must specifically reserve the right to reverse any decision allowing a player to play up at any time. If a player that has moved up is experiencing difficulty, as determined by the association and/or the player’s coach, the association may reverse the decision by allowing the participant to play up. In this case every attempt should be made to place the player on a similar team within the player’s proper age classification. Parents and players should carefully consider this outcome prior to making a request to play up.

17.9 Nothing in USA Hockey’s or CAHA rules require an Association to allow any player(s) to play up. 17.10 Middle School students are not eligible to play up on a High School team under any circumstances. 17.11 CAHA will not accept or consider requests for waivers or exceptions to this Play Up Policy.

18.0 GIRLS HOCKEY

18.1 To encourage the growth of Girls hockey programs, CAHA allows the rostering of combined age groups limited to all-girls Travel/Rec (non-National Bound) teams. These teams may be formed to play other all-girl Travel/Rec (non-National Bound) teams with the same combined age groups.

18.2 The age groups that may be combined for all-Girls Travel/Rec (non-National Bound) teams include 8U and 10U, 10U and 12U, 12U and 14U, or 14U and 16U.

18.3 Under no circumstances are more than 2 consecutive age groups combined to form teams.

18.4 Like the CAHA Play-up policy, teams may use USA Hockey 1-T rosters when combining these teams and will use the highest age group as their designated age group. However, the approval process described in the Play-Up policy is not required for these teams.

18.5 Girls will be allowed to be dual rostered on a Travel/Rec non-National Bound all-girls Travel/Rec team roster and a non-National bound Youth Travel/Rec team.

18.6 The Carolina Girls Hockey League (CGHL) is the only designated girls-only league that operates within the CAHA affiliate and therefore is exclusively under CAHA jurisdiction. CAHA reserves the right to address all league policies, including allowing teams to play up a division, so that the leagues are administered consistent with the American Development Model (ADM), USA Hockey rules, and CAHA rules and policies. CAHA will serve as the exclusive administrator of the league. This includes scheduling, rules, membership, placing teams in divisions, and any other action that a league may take. The CGHL is an open league and therefore any Member Organization with a non-National Bound team is eligible to participate as long as they qualify under CAHA eligibility rules.

Section II THA Play Up Policy Players 15 and Older:

CAHA /USA Hockey Play Up Policy for players 15 and Older is somewhat more flexible and left to the individual Association to determine and develop an internal Play Up Policy. Refer to item # 19.10 under the CAHA Play Up Policy.

The THA has adopted a Play Up Policy for Players 15 and older under the guidelines herein.

1. There is increased risk of injury for players playing outside of their designated age classification. However, THA may grant movement in certain situations if specific conditions are met. You should carefully consider the increased risks involved and follow the criteria below when making a request to move a player into an older age classification. Players may request to play up in an older age classification under the following criteria as outlined.
2. U16/18 Combined Team: In the event that insufficient numbers of participants are available to host individual U16 and U18 teams and only a U16-18 combined team is possible in order to fulfill a roster. A completed Play-Up Request & Acknowledgement of Risk and Liability Form for all U16 players participating must be completed by player/parent/guardian and be submitted prior to participation in tryouts. This request must be approved by the Hockey Operations Manager and Registrar.
3. THA will not accept or consider requests for waivers or exceptions to this Play Up Policy.
4. Player Up Request:
 - A written Play Up request must be presented outlining reasoning for request to play up to the THA Executive Director and the Hockey Operations Manager by the parent/guardian. Request must be made not less than five (5) days prior to first day of tryouts for the association. Request may be made via e-mail (directly to individuals above and/or to (Info@triadhockey.org) or US Mail. No verbal request will be accepted. THA shall notify player no later than 48 hours after receiving play up request of decision to allow participation in tryout process.
 - A written request must be presented endorsing the potential play up request by the head coach (Play Up Team Head Coach) to the THA Executive Director and the Hockey Operations Manager for each player participating in the Play Up opportunity not less than five (5) days prior to first day of tryouts for the association. Request may be made via e-mail (directly to individuals above and/or to (Info@triadhockey.org) or US Mail. No verbal request will be accepted.

- The move up player or goaltender should be projected to be among the top 25% of all players or goaltenders on the next age classification team.
5. If Play Up Request is Granted:
 - A completed Play-Up Request & Acknowledgement of Risk and Liability Form for all players in a play up situation must be completed by player/parent/guardian and be submitted prior to participation in tryouts. This request must be approved by the Hockey Operations Manager and Registrar. The Play-Up Request & Acknowledgement of Risk and Liability Form will be provided with the team roster in order to receive roster approval.
 - The player must participate in tryouts for each age group under consideration and to pay the appropriate fees for each age group tryout. There will be no exceptions to this.
 - The move up player or goaltender must score in the top 25% of evaluations of all players or goaltenders on the next age classification team to be considered.
 6. Exception – If the association was to have an excess of players in one age group and need for players at the next (upper) age group. (example: 22 players at U16 and 12 at U18). Play Up would be considered for players not scoring in the top 25% of evaluations of all players or goaltenders. All other Play Up criteria would be adhered to.
 7. Following tryouts, the play up request and tryout evaluation will be reviewed by a committee of the THA Board to consist of at least one member and not more than two members of the Board of Directors, Executive Director, Hockey Operations Manager, Skills Coordinator and Hockey Development Coordinator and a member of the Tryout Committee as appointed by the Executive Director. The decision of the committee will be handed down prior to offers being extended and the decision shall be final.
 8. Playing down will not be permitted.

XIV. Sponsorship / Fundraising:

This guideline allows for the comprehensive coordination and management of all sponsorship procurement and fundraising efforts for the association. It is intended to ensure that these efforts are coordinated and managed in accordance with direction provided by the Board of Directors and administered by Executive Director for the association. The Executive Director shall coordinate and manage all sponsorship and fundraising efforts of the association. Executive Director shall provide reports of such efforts as needed or requested to the Board of Directors.

1. Executive Director will develop an annual sponsorship strategy and plan for the association.
2. Executive Director may appoint coordinators to assist with Sponsorship and Fundraising initiatives.
3. Sponsorship and Fundraising initiatives which are considered should impact when possible the entire association and its members not individual teams or age levels.
4. Any individual team or age level sponsorship and/or fundraising initiatives must be approved by the Executive Director in advance. Individual team and/or age level initiatives that could negatively impact the efforts of the association as a whole will not be considered. A report of any such efforts shall be provided to the Executive Director and Board of Directors.

XV. CONCUSSION MANAGEMENT / RETURN-TO-PLAY [PROPOSED ADDITION — FOR BOARD REVIEW]

Any player suspected of sustaining a concussion or other head injury during a THA practice, game, or event shall be immediately removed from play and shall not return to any on-ice activity that day. The incident shall be reported to the player's parent/guardian and documented with the Hockey Operations Manager. A player removed for a suspected concussion may return to play only after being evaluated by, and receiving written clearance from, a licensed health care provider trained in concussion evaluation and management. Coaches and team managers are expected to complete concussion awareness training as made available through USA Hockey, and to err on the side of caution at all times: when in doubt, sit them out.

XVI. ELECTRONIC COMMUNICATION & SOCIAL MEDIA POLICY [PROPOSED ADDITION — FOR BOARD REVIEW]

All team and organizational communication shall take place through Crossbar (email or chat), the organization's approved communication platform. No third-party messaging apps may be used for team communication. This requirement applies to all coaches, team managers, board members, and volunteers. Consistent with USA Hockey SafeSport and the Minor Athlete Abuse Prevention Policies (MAAPP), all electronic communication between an adult participant and a minor athlete must be open and transparent: communications shall be professional in nature, sent through the approved platform, and shall include or copy another adult (parent/guardian, team manager, or coach). One-on-one private electronic communication, including direct messaging and social media contact, between an adult participant and an unrelated minor athlete is prohibited. Participants shall not post negative, confidential, or inappropriate content about players, families, coaches, officials, or the organization on social media. Player images or personal information may be shared publicly only with appropriate authorization. Violations will be addressed under the applicable Code of Conduct and disciplinary procedures.