


Winthrop Youth Hockey Association

POLICIES & PROCEDURES

2022-2023 SEASON



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1.0 PURPOSE OF POLICIES AND PROCEDURES

- 1.1 Any policy or procedure listed is the official statement of the Board of Directors of the Winthrop Youth Hockey Association, Inc. (hereinafter, "WYH") regarding any situation or circumstance not covered in WYH's By-Laws. Any policy or procedure referenced is the Board of Director's decision related to the situation or circumstance which may change from time to time during the life of WYH
- 1.2 Any situation or circumstance that arises that is not explicitly covered in WYH's By-Laws or in the policies and procedures shall be handled by the Board of Directors however they deem necessary at that time.
- 1.3 None of WYH's policies or procedures may supersede any USA or MASS Hockey rules, regulations, or By-Laws.
- 1.4 These policies and procedures do not create a binding contract with any player, parent, coach, officer, board member, or other volunteer of WYH. These policies and procedures are intended to serve as a guideline for operation of WYH, and any part or portion of these policies can be changed, modified, or amended at anytime by majority vote of the board of directors of WYH, as specified in section 1.6, below.
- 1.5 If any single section or subsection of these policies and procedures are changed, modified or amended, or found to be legally unenforceable, or contrary to, or in violation of, USA or MASS Hockey Rules, Regulations, Policies or Procedures; or the Association's By-Laws then only that section or subsection shall be deemed null and void, and all other sections and subsections shall remain valid and in full-force.
- 1.6 When it becomes clear that a situation requires a new, amended, or clarified written policy the Board of Directors will discuss, deliberate, and vote to formulate an acceptable policy, change, or clarification.
 - 1.6.1 By majority vote, if members of the Board of Directors vote favorably to formulate an acceptable policy or procedure, change, or clarification to any existing written policy or procedure, any member of the Board of Directors may submit a proposed policy or procedure on the subject, in writing, to all of the other members of the Board of Directors, which shall be discussed, deliberated, and voted at the next regularly-scheduled meeting of the Board of Directors. (This process shall eliminate policy and procedure decision-making without advanced notice to all members of the Board of Directors who, consequently, shall have an opportunity to consider the merits of the proposed policy from one meeting to the next regularly scheduled meeting).
 - 1.6.2 No new policy or procedure nor any amended, changed, or clarified policy or procedure will take affect until the Board of Directors has voted by majority vote to approve the new or amended policy or procedure. No vote shall take place unless a quorum of board members are present as defined in WYH's By-Laws. The Board of Directors must approve the exact policy and procedure language.

- 1.6.3 All members of WYH will have available to them the amended policy and procedures document within 30 days of board approval. All WYH members will be notified in writing of any policy and procedure addition, change, or clarification.
- 1.7 Some of the policies and procedures mentioned below will come with the words strongly recommended. These policies and procedures are expected to be followed unless there is substantial reason to deviate from them.

2.0 BOARD OF DIRECTORS

- 2.1 Each member of the Board of Directors is expected to attend every meeting of the Board of Directors.
 - 2.1.1 Except for good cause all members of the Board of Directors shall receive written notification of a board meeting at least 7 days prior to the meeting which shall include date, time, and location of said meeting.
 - 2.1.2 A member of the Board of Directors must contact the secretary or president in advance (barring extreme circumstances) of an inability to attend a board meeting.
 - 2.1.3 If the president and secretary receive too many absentee notices and a quorum cannot be established, the meeting shall be cancelled or rescheduled.
- 2.2 Special or emergency meetings may be held occasionally to address time sensitive or urgent issues. This is covered in Article 9 Section F of the By-Laws.
- 2.3 The secretary shall provide all board members with the prior meeting's minutes within one week of the prior meeting. All board members are required to review the meeting minutes to then vote them into record at the next scheduled meeting of the Board of Directors.
- 2.4 The Board of Directors has the ability to remove members under Article 8 Section B of the By-Laws.
- 2.5 Vacancies that arise during the season will be filled under Article 6 Section E of the By-Laws.

3.0 COMMITTEES

- 3.1 At the discretion of the President, WYH may establish small committees nominated by the President and approved by the board by a majority vote to handle any issue, event, circumstance, or policy and procedure it deems necessary. A committee will have a minimum of 3 members and a maximum of 5.
 - 3.1.1 All committees will inform the Board and WYH of their progress and status at each regularly scheduled board meeting. The committee is expected to bring a resolution to the board for vote in the time requested by the board. It is assumed that the committee will have to meet in between board meetings to resolve their circumstance.
- 3.2 Permanent Committees:

- 3.2.1 The Disciplinary Committee will have 3 members established under 3.1 and will have the power to discipline any member of WYH (parent, player, coach) for conduct detrimental to WYH, USA Hockey, MASS Hockey, and any of their affiliates. The Disciplinary Committee's role will be further discussed and explained in section 13.2.
- 3.2.2 The Exceptions and Hardships Committee will comprise of 3 members established under 3.1 with the exception that this committee must be comprised of board members only. This committee will hear any request for an exception from a member of WYH that involves financials. A member of WYH must communicate their desire to be heard before the Exceptions and Hardships Committee in writing and a meeting shall be scheduled within 10 days of receipt of the request. Due to the sensitivity of information involved with this committee, confidentiality will be stressed within the committee and their rulings will be updated only to the Board of Directors. This committee is formed under Article 4 Section D of the By-Laws.

4.0 PLAYER UNIFORMS

- 4.1 Players shall wear the approved uniform of WYH which shall be distributed to players at the start of the season for every game (league, scrimmage, district, or tournament) which they participate in for WYH. The uniform will consist of a team jersey and player purchased socks.
 - 4.1.1 Players are prohibited from wearing the WYH team uniform at any practice, skill session, or non-WYH related skating. Players are expected to provide their own socks and jerseys for practice.
 - 4.1.2 Players will be assigned a jersey at the start of the season and will be responsible for that jersey for the remainder of the season. This includes maintenance and cleaning of the jersey. If a player changes jersey during the season the change must be reported to the level commissioner immediately. Jersey changes should be made only under extreme circumstances.
- 4.2 It is strongly recommended that WYH members supplement the approved uniform with the following:
 - 4.2.1 White colored helmets (Navy blue as a secondary choice)
 - 4.2.2 Navy blue pants (Black as a secondary color)
 - 4.2.3 Navy blue gloves (black as a secondary color)

5.0 REGISTRATION

- 5.1 All players must properly register with WYH including payment-in-full of any and all registration fees, annual dues, late penalties, and any other obligations to WYH, financial or otherwise. Each spring announcements will be made detailing the opportunities to register for the upcoming season.
- 5.2 Player Registration fees are required to participate in tryouts.
- 5.3 Each spring the tuition of the following season will be announced with a payment schedule and a refund schedule as voted on by the Board of Directors.
- 5.4 Once a registration period has passed, people will be allowed to continue to register with WYH, but will be subject to a late registration penalty of \$100. If players miss tryouts because of late registration they can only be assigned to the lowest possible team at their respective age levels as space permits. Extreme circumstances do exist and will be handled by the board on a case-by-case basis.

6.0 TRYOUTS / TEAM ASSIGNMENTS

- 6.1 **Team Assignments:** Team assignments will be based on player evaluations by the combined head coaches effecting each level and on the individual's tryout, however, it is reasonable for the selection committee or selector (coach) to consider the players past, present, and future in the process to help appropriately assign players. The Board of Director's of WYH is responsible for approving all final rosters for that following season.
- 6.2 **Purpose of Players Coaches Evaluations:** Player evaluations by the coaches influence 50% of the placement decisions. This equal weighting with tryout evaluations is due to Winthrop Youth Hockey believing that the coaches learn more about a player over the season than can be learned during a tryout. Tryouts are equally important. They enable Winthrop Youth Hockey to normalize player rankings across teams and across age groups, something beyond the scope of an individual coach's consideration.
 - 6.2.1 The head coaches affecting each level should then produce a single set of player ratings and rankings that reflect the input of all the head coaches that have coached players at that level. The coaches shall compile a player rank from highest to lowest based on their scores and recommendations. The player with the highest score is ranked #1, second #2 and so on. Sanity check the final ranking by considering if it is consistent with the order in which they would pick the team for next season if you were choosing from this same pool of players. (Example: This years Pee Wee Coaches and Squirt Coaches meet and rank players for next years Pee Wee level. If coaches can not agree upon a player's rank highest level I coach shall place player in an order. President shall oversee meetings. All Head Coaches evaluations and the combined team evaluation should be submitted to the board.
- 6.3 **Tryouts:** The purpose of the tryouts is to evaluate a player's skating and hockey skills, in order to, as best as possible, place the player with a group of players that will provide an appropriate environment for improving their self-confidence and enjoyment of the sport. A committee or group of evaluators using a ranking system devised by the board will evaluate skating ability and skills at each age-level during scheduled tryout sessions. **Coaches appointed for upcoming season at a level must attend try-outs but**

will not be on evaluating committee. At all age-levels, various drills, techniques, and exercises will be utilized and employed during the tryout process. Scrimmage games may also be utilized during the tryout process. Tryouts for teams (Mites thru Bantam) will be held in the spring as close as possible to the end of season. Midget tryouts will be conducted towards the end of the summer.

6.3.1 The board will review the team assignment process annually to continually try and achieve the fairest and most comprehensive method to evaluate and place players.

6.3.2 Coaches and tryout evaluators who are parents of a player trying out for a certain age group will not be allowed to evaluate their own child in the tryout process.

6.4 Number of Players Per Team: Individual team rosters will generally have no less than ten and no more than fifteen skaters, exclusive of goaltenders. The number of teams at a particular age level will be determined by the number of players registered at that age classification, allotting approximately equal numbers of players to each team.

6.4.1 Team stacking at the lower levels may occur at the beginning of each season. This will allow an extended tryout for the bubble players with the hopes of getting selected to move up to a higher level. This process should finish within the first (four to six) weeks of the season. This will help coaches in making their final decisions and give players an adequate chance to separate themselves from a poor tryout and a season of misplacement.

6.4.1.1 For example, if there are 26 players in bantam tryouts, 14 will be assigned to the B team and 12 to the A team. Within the parity period or after 4 to 6 games of the start of the season one of the B players will be selected to play for the A team provided that all stay enrolled in WYH.

6.5 No Grandfathering Provision: There is no guarantee that a player will be placed on the same level team from season to season. No spots are reserved for returning players on any team.

6.6 Failure to Tryout: Inability to attend tryouts as a result of unforeseen personal conflict and/or illness requires immediate notification to the Board of Directors. The board will handle each situation on a case-by-case basis as appropriate. Late registration that causes the inability to tryout will be handled as described in section 5.2.

6.7 Filling Roster Openings: If a roster spot becomes available on a team after the team placement has been completed, a player will be called up from a lower level to fill the spot if numbers allow. The player chosen will be approved by both coaches and the age appropriate commissioner. If the coaches can not agree, the board shall approve/not approve the proposed call up(s) of the coach adding player(s).

6.8 Placement Requests: A request for a specific team assignment will be considered only if the request is for participation at a lower-skill level within that player's age-classification.

6.9 Playing Above Age Classification: Players must tryout at their age classification. Following tryouts, players will be assigned to a team in their age classification. The following exceptions describe how and under what circumstances a player can play above and their age classification.

6.9.1 Second year bantams may try out for midgets whether or not they have signed up and tried out for bantams. If they tried out for bantams and have been placed on a team and they are selected for midgets the open position will be filled as listed in section 6.7. If they did not try out for

bantams they forfeit their playing eligibility for bantams unless they are willing to play for the lowest level bantam team.

6.9.2 A player's parent can request through writing to the Board of Directors between May 1st and September 1 for their child to be considered for an older classification. The Board of Directors of WYH may grant such a request if: (1) the coaches of both teams involved in such move agree thereto, and (2) substantial evidence exists that the player's talent and skill-level is far above the rest of the players in that player's age classification or that the player's development would be better suited playing at the older classification. Each case will be reviewed by the board on an individual basis.

6.9.3 if there is no team in the player's age classification, and the player is capable of playing at a higher age classification, he/she shall be allowed to do so. The parent must still make this request in writing as described in section 6.9.2.

6.9.4 Any player playing above their age classification must obtain a waiver from USA Hockey. The Board shall approve all waivers by majority vote. Said vote shall require advanced-written notice to the board at least three days prior to the board meeting.

6.10 Team Announcements: Team announcements will be made no later than one week after tryouts are completed.

7.0 ATTENDANCE

- 7.1 All players are expected to fully participate in the program at all age levels. Continual absence without "good" excuse shall be punishable by the head coach at their discretion. Coaches are expected to set up ground rules prior to the season as outlined in section 10.8.
- 7.2 If the situation becomes unmanageable by the coach, the coach should reach out to the age appropriate commissioner.
- 7.3 If a parent feels their child is being unjustly punished based on the coach's and WYH's rules they may follow grievance procedures as outlined in section 14.0.
- 7.4 Skill sessions are not mandatory.
- 7.5 WYH members participating in multiple sports is highly encouraged. WYH recommends that players who participate in them, particularly youth football, try as hard as possible to make at least one of the regularly scheduled practices that week for their hockey team. This will allow the coach to make sure that all players understand what the team is trying to accomplish and that all players are a part of the team. This in turn should make teams stronger in the earlier part of the season which in turn could result in better parity placement.

8.0 PLAYING TIME

- 8.1 WYH is committed to fostering a team approach to development, individually and collectively, at all levels. With this in mind players must receive equal playing time over the course of the season.

- 8.1.1 In the last 4 or 5 minutes of a close game (1 goal differential or tied) or an occasional power play or penalty kill a coach may use their discretion to place some of the higher skilled players on the ice out of turn. In return, it is expected that in lopsided games an extra shift or two is given to the lower level players to keep playing time equal and to continually build player confidence.
- 8.1.2 Coaches with unequal lines must do their best to make sure players are rotating throughout their position and that the same kids are not being sat every time. A poor rotation can single handedly ruin the hockey experience for a player and turn them off of the sport.
- 8.1.3 Coaches can use playing time as a disciplinary measure for behavior, attendance, or a violation of team rules.

9.0 CALL UPS

- 9.1 Call Ups shall be permitted for any level. It is the discretion of the coach calling up the player who will determine which player they would like to call up. The calling coach must check in with the rostered coach to make sure the player has no conflicts and is not currently serving any sort of suspension.
- 9.2 Players will not be allowed to be called up more than the league rules allow. WYH's stance on call ups will match that of the governing league.
- 9.3 It is recommended that extra consideration be given to calling up squirts to play at the peewee level. Coaches and parents should be sure that the squirt is physically ready and prepared for body checking before playing.
- 9.4 It is recommended that players being called up are from the immediate team below their own. For example, the Bantam A team should be calling players from the Bantam B team, however, it is not prohibited to call a player from the Peewee A team.

10.0 COACHES

- 10.1 All prospective coaches must apply for a coaching position with WYH. The application process begins in the month of March. WYH's Official Coaching Application is posted on WYH's website at www.winthropyouthhockey.com. All head coaching candidates will be interviewed by the board.
- 10.2 All coaches must submit a CORI at time of application.
- 10.3 All coaches must be appropriately certified or patched according to Massachusetts Hockey guidelines. See, www.masshockey.com and www.usahockey.com for further information.
 - 10.3.1 Coaches shall notify their commissioner or the coaching director of their intended meeting date and level.
 - 10.3.2 WYH reimburses coaches who attend any required Massachusetts Hockey Coaching Certification

Course. To obtain reimbursement, coaches must demonstrate that they have attended, and successfully completed, a required coaching course. Coaches shall submit their receipt or payment voucher to the treasurer of WYH by no later than April 15th. Unless the clinic is scheduled for summer months such as level 4.

- 10.4 All team head coaches must be able to adequately demonstrate skating skills to instruct their players on-ice.
- 10.5 All team head coaches recommend their assistant coaches to the Board of Directors of WYH for approval. The Board of Directors votes to approve each recommendation. No coach will be assigned to a team without the approval of that head coach unless that coach is the only coach for that team. The board has the right to recommend any coach for an assistant, but final choice is up to the head coach. All teams shall have, at least, one assistant coach. If a team loses their last, or only, assistant coach, then it shall be the responsibility of the head coach to select an assistant coach.
- 10.6 All coaches must satisfactorily complete a CORI-form and submit it to the Association.
- 10.7 A coach shall not be removed from a team unless they voluntarily resign during the season or if they break the rules of WYH, Mass Hockey, USA Hockey, or any of the governing leagues that WYH is affiliated with. No removal will take place without a Disciplinary Committee hearing.
- 10.8 At the end of the season coaches will be evaluated by the parents and at the bantam and midget levels by the players. These forms will be used to help make future coaching choices, but to also serve as feedback for the coach to help them improve on their ability.
- 10.9 It is recommended that coaches have a player and parent meeting before each season to set up team rules and expectations. This will help settle issues that arise during the season. The Coaching Director and level commissioner is available to help with and recommend different rules and regulations for each team as well as be present at the preseason or early season meeting.
- 10.10 Coaches should regularly check in with their age appropriate commissioner to update them on anything they should be aware of as well as team progress.
- 10.11 All coaches will be asked to maintain a first aid kit that will be issued by WYH. It should be readily accessible at all team functions.
- 10.12 Coaches will be expected to participate in WYH's continual coaching education program by attending regularly scheduled interactive coaching meetings. These meetings will feature guest speakers as well as brain storming sessions for drills and ideas.
- 10.13 USA Hockey has established a set of skill progressions that each player should have as they leave a level and head to the next level of hockey. The coaches, commissioners, and coaching director will work together to help ensure that the player development at each level is met over the course of the season.
- 10.14 Coaches are expected to attend but not administer skill sessions. By being on the ice they will have a chance to watch other people's perspective on coaching and in turn learn from both the good and the bad.

11.0 EQUIPMENT

- 11.1 Each parent is responsible to ensure that their child is properly equipped and that the equipment is in satisfactory condition, of correct size, and has not been modified in any manner that may reduce its' performance or protection as warranted by the manufacturer.

11.1.1 Mandatory Equipment to play on one of the WYH's teams includes, but is not necessarily limited to:

- a. HECC approved helmet and face mask
- b. Hockey gloves
- c. Hockey pants with pads
- d. Hockey shoulder pads
- e. Hockey shin guards
- f. Athletic supporter with protective cup (males) or pelvic protector (females)
- g. Hockey elbow pads
- h. Internal mouth guard
- i. Ice hockey skates
- j. Full-coverage throat protector/neck guard for Mites thru Pee Wee levels and all Girls levels. It shall be recommended, but not required for Bantams and Midget Levels.
- k. Goalie must wear an approved fully protective face mask and helmet with throat protector
- l. Sticks must have the butt-end covered with tape or end-cap
- m. Any other equipment required by U.S.A. Hockey, Mass. Hockey, or any of their affiliated leagues or sanctioned tournaments.

11.1.2 Mandatory Equipment to coach on one of the WYH's teams includes, but is not necessarily limited to:

- a. Ice hockey skates
- b. HECC approved helmet
- c. Whistle
- d. Any other equipment required by U.S.A. Hockey, Mass. Hockey, or any of their affiliated leagues or sanctioned tournaments.

11.1.2.1 Coaches must wear helmets at practice. Failure to comply with this rule is in direct violation of USA Hockey rules and jeopardizes the insurance coverage WYH players are eligible for as members in USA Hockey.

- 11.2 No player or coach may participate in a game or practice for WYH without all of the mandatory equipment listed above in sections 11.1.1 and 11.1.2.

12.0 RULES OF CONDUCT

- 12.1 Good sportsmanship is required of all players, coaches, parents, and spectators.
- 12.2 All parents are responsible for the conduct of their children. Parents will be held responsible, along with the player, to see that all rules and policies are followed. Coaches are responsible for the conduct of their team.
 - 12.2.1 Any financial cost or expense associated with the improper conduct of a player from WYH while participating in a WYH sponsored or sanctioned event shall be the responsibility of the parent(s) of that player, including the costs resulting from the marking or defacing of facilities or the destruction of any equipment or other personal property.
- 12.3 Parents and spectators must comply with U.S.A. Hockey's "Zero Tolerance" Policy and may be asked to leave or be removed from the ice arena at any time by a game official for improper or inappropriate conduct.
- 12.4 Fighting will not be tolerated on the ice or off the ice, in the hallways, locker rooms, and parking lots.
- 12.5 Coaches, managers, players, and parents are not permitted to smoke or chew tobacco on the bench, on the ice, or in the locker rooms during games or practices. Drinking of intoxicants or the use of illegal substances by a coach, manager, player or other participants of WYH engaged in a WYH game or practice will result in immediate suspension from all of WYH's activities pending hearing by a disciplinary Committee, which may impose appropriate sanctions.
- 12.6 Players, parents, and coaches shall sign a written USA Hockey Code of Conduct at the beginning of each season, and submit it to WYH for filing. Players, parents, and coaches shall comply with their respective Code(s) of Conduct.
 - 12.6.1 It is expected that players and coaches will conduct themselves in an appropriate and controlled manner while representing WYH both on-ice and off-ice while attending or participating team functions. Team functions include, but are not limited to games, practices, team meetings, team trips, changing in locker rooms, occupying team benches, and entry into a rink or arena.
 - 12.6.2 Violations of federal, state or local laws or ordinances, foul or abusive language, disruptive behavior, and insubordination is unacceptable and may be subject to disciplinary action by WYH.
- 12.7 Other rules of conduct should be addressed by the coaches during their preseason meetings as outlined in section 10.8.

13.0 DISCIPLINE OF MEMBERS

- 13.1 Without Hearing: The primary authority for player discipline is vested in the head coach of the team. The head coach shall have the authority to discipline any player(s) on the team for good cause including, but not limited to, any violation of U.S.A. Hockey's Player Code of Conduct or U.S.A.'s Zero Tolerance Policy, or any violation of any Rule, Regulation, Policy, or Procedure of U.S.A. Hockey, Mass. Hockey, or any

affiliated league or program of Mass. Hockey.

13.1.1 Discipline includes but is not limited to benching a player for all or part of a game, restricting a player from all or part of a practice, or temporary suspension from all team activities.

13.1.2 All disciplinary decisions must be brought to the attention of the age appropriate commissioner who will work with the coach to make sure the punishment is just and within WYH, Mass Hockey, and USA Hockey rules. At this point it is possible that the coach and commissioner will alter the punishment. The commissioner may also request that the Disciplinary Committee hear the case.

13.1.3 The disciplined player / parent may appeal the punishment to the board of directors within 24 hours of an action by the coach and commissioner. Within 24 hours, the board will decide whether to uphold the discipline or recommend the case be heard by the Disciplinary Committee.

13.2 With Hearing: The Disciplinary Committee as described in section 3.2 will hear any case that is referred to the Disciplinary Committee within one week of notification. The Disciplinary Committee will deliberate all cases privately after all parties have made their case and report their decision within 24 hours to all relevant parties.

13.2.1 For appeals, the Disciplinary Committee holds the power to alter the punishment in any way whether they make it worse, lessen it, uphold it, or negate it is entirely up to them and will be based on the testimony they hear from the presenting parties.

13.2.2 For discipline cases referred to the Disciplinary Committee for review, a decision will be made within 24 hours of hearing the case. Appeal of the Disciplinary Committee's action may be made to the Board of Directors, but the punishment shall stand and be served until the board rules on the appeal.

13.2.2.1 Appeals can be made to MASS Hockey.

13.2.3 All hearings must be held in accordance with MASS Hockey Disciplinary Guidelines.

13.3 Playing Rule Violations: Any player or coach who receives a Match Penalty, Disqualification, or Game Misconduct shall be suspended from all activities of WYH during the duration of their suspension from league and/or tournament play at the discretion of the head coach. If a player or coach is assessed a Match Penalty, Disqualification, Game Misconduct, Misconduct, or is otherwise ejected from game play, further disciplinary action may be taken by the head coach and/or the Disciplinary Committee of WYH in addition to any disciplinary action imposed by Mass. Hockey or any of its' affiliated leagues, programs, or sanctioned tournaments.

13.3.1 Any suspension arising from a Match Penalty, Disqualification, or Game Misconduct must be served in its entirety. If the season ends before the suspension is served, the player must serve the remainder of the suspension the following season.

13.3.2 Appeals of these penalties must be made to MASS Hockey. If an appeal is desired a parent/player should contact the coach and commissioner so WYH can review the situation and determine if an appeal is necessary. If the board decides that it would not like to proceed with

appeal, the parent may still proceed with the process, but knowingly without the support of WYH.

13.4 Immediate Suspension: Although very rare, by majority vote of the commissioner, president, and Coaching Director, a player can be immediately suspended from all WYH activities until a Disciplinary Committee can be held to determine the appropriate punishment.

13.5 Refund: If a player is suspended or expelled from WYH, no refund shall be issued.

14.0 GRIEVANCE PROCEDURE:

14.1 Any complaint or grievance should first be heard by the team's head coach

14.2 If no resolution is reached the matter should proceed to the age appropriate commissioner.

14.3 If no resolution exists at this point, a written appeal can be made to the board of directors who will hear the grievance at the next regularly scheduled board meeting. The board will vote on a reasonable judgment which may very well be to change nothing at that meeting.

14.3.1 If the complaint or grievance is inappropriate for widespread communication or knowledge (ei., a personal situation that, if publicized, may result in embarrassment, shame or ridicule) then the President, Vice President, and Commissioner of that playing-level may meet privately with the party or parties to resolve the matter.

14.3.2 In some instances decisions by WYH can be appealed to MASS Hockey, which has guidelines governing its' grievance procedures.

15.0 SKILL SESSIONS:

15.1 Skill sessions and/or goalie clinics may or may not be built into the budget for a given season. If they are included, attendance will be completely optional. The goals of these sessions will be to provide players and goalies with a different style and approach to developing their skill base. WYH will appoint highly qualified individuals to run these clinics and the workouts should be very different from basic practice. Customer feedback is critical to the success of skill sessions.

16.0 TOURNAMENT PLAY:

16.1 WYH's teams may participate in only U.S.A. Hockey sanctioned tournaments in the United States and Canada.

16.2 Any team entering tournament play must first notify the Commissioner of the age classification regarding its intent to enter. The Commissioner should be provided with the dates and location of the tournament.

- 16.3 Each team is responsible for any and all tournament costs and expenses.
- 16.3.1 District tournament costs are built into the WYH tuition
- 16.3.2 When the budget allows, WYH may be able to pay or help defray the costs of the State and/or National Tournaments if a team qualifies.
- 16.4 Any team representing WYH in a tournament during the regular season must be comprised of registered players from WYH.
- 16.5 Any team entering tournament play outside the Commonwealth of Massachusetts is required to first obtain a "Travel Permit" from U.S.A. Hockey. The travel permit must be presented to the board before departing for the tournament.
- 16.6 If a coach of a team does not have a child participating on that team, it is a courtesy, yet not a requirement, that the parents of the players on that team make a financial contribution to help defray the costs to the coach to travel and or board at that tournament.

17.0 OFF SEASON PLAY:

- 17.1 WYH officially rosters its teams with U.S.A. Hockey and Massachusetts Hockey for a period beginning in late August through April. During this time, players and teams properly registered with WYH may participate in scrimmages, league games, and tournaments as a representative of WYH.
- 17.2 During the months not covered in section 17.1, teams may not practice or play exhibition games registered under the name of WYH, nor use the name of WYH or wear WYH's logo on their uniform without the express written consent of WYH.
- 17.3 No team not governed by WYH will be allowed to associate under the WYH "umbrella" under any circumstances, unless the board determines by majority vote that WYH will benefit from such an affiliation.
- 17.4 Coaches may not conduct any mandatory team practices or games under the auspices of WYH. WYH's players cannot be required to participate in any independent team during the off-season as a condition of being a member of a WYH team during the regular season.
- 17.4.1 This does not prohibit players and coaches from participating in/on independent teams, spring or summer leagues, or with other independent, private or public entities, organizations, associations, or groups during the off-season.