2026-2027 GBAHYA Participation Agreement

Please read the attached participation agreement for detailed information regarding fundraising and volunteer credit obligations for the hockey season.

POLICY ADHERENCE

Submission of the Participation Agreement constitutes agreement to abide by all policies, rules and guidelines of USA Hockey, Wisconsin Amateur Hockey (WAHA), Wisconsin State Statute regarding concussions, and Green Bay Area Youth Hockey. Policies, rules and guidelines can be found for each governing entity online:

- USA Hockey – http://www.usahockey.com
- WAHA Hockey – http://www.wahahockey.com
- GBAYHA – http://www.gbayha.com
- Wisconsin Legislature Website http://docs.legis.wisconsin.gov/statutes/statutes/118/293

REGISTRATION REQUIREMENTS

- **All players must complete a registration with USA Hockey.** The fee varies based on age, ranging from $17-$81. Once the USA hockey registration is complete, a USA hockey number will be provided and that will be leveraged for registration and team rosters.
- **The registration fee prior to 7/31/2026 is $100. After 7/31/2026, the registration fee will be $150.** Registration will close on 9/1/2026 for 10U and older participants. The registration fee is non-refundable.
- **New this year - All players in groups 10U-14U will be required to purchase their jerseys this year for $150.** These jerseys will be able to be used for at least 2 years and will be property of the player/family. **This jersey fee will need to be paid upon registration so they can be ordered in time.** Please see the Jersey FAQ sheet for more information on our new jersey program.
- **After tryouts and teams are rostered, an additional Team Registration fee will be required. This amount is based on the level and the team.**
- A payment installment plan is available for team registration. Information will be provided as part of the team registration process, after team rosters are announced.
- Each player will be expected to submit a Concussion Policy Agreement before tryouts, as part of the online registration system. No skater will be allowed on the ice for tryouts without a form signed by a parent.
- Parents or guardians will be expected to complete the online photo release form.

REGISTRATION AND PAYMENT POLICY

- Outstanding credit or other fee obligations for past seasons must be paid in full in order to register. If your prior season amount due is greater than $500 you will also be required to prepay the current year's season in full.
- Any skater whose fees have not been paid or forms have not been completed and returned to the team manager will not be rostered on a team with WAHA until paid/completed. No skater can practice or play with any GBAYHA team unless they are officially rostered as part of that team –

exceptions MUST be approved by the President and Vice-President of the association. Any skater not rostered by November 15, 2026 may not be allowed to skate.

- GBAYHA families are expected to review and adhere to the GBAYHA/USA Hockey Code of Conduct. The 2026-27 Conduct Committee will be handling discipline issues and members are expected to adhere to the disciplinary committee recommendations. Managers and coaches will review the Policy at the beginning of the season and all members will be required to sign.
- All volunteers that are on ice and/or engaged with children within the organization are expected to complete the 2026-27 volunteer registration to receive credits.

REGISTRATION FINANCIAL REFUND POLICY

- Upon registering a player for the upcoming season, a financial commitment to GBAYHA has been made even though the entire fees have not been collected. The registration fee is non-refundable.
- Out-of-District Players who are not selected for a GBAYHA team are waived of their financial commitment beyond the non-refundable registration fee.
- 8U Refund Policy: Players utilize a prorated refund based on the number of weeks that have passed in the current season in comparison to the number of weeks remaining.
- 10U and Up Refund Policy:
    1. 100% of the participation fees will be refunded/canceled for extenuating circumstances only. Such circumstances include injury, a major family illness that prevents a skater from participating, family relocation due to a parental job change, loss of financial ability to participate due to a parental job loss, etc. This request must be given in writing to the association President prior to the start of tryouts. Each individual circumstance will be evaluated on a non-precedent setting case-by-case basis.
    2. A prorated refund based on the number of weeks that have passed in the current season in comparison to the number of weeks remaining up to and including play-downs will be refunded/canceled for extenuating circumstances only as are described in number 1 above. This request must be made in writing to the association President. Each individual circumstance will be evaluated on a non-precedent setting case-by-case basis based upon the date the request is received by the President.
    - Refunds or cancellations of financial commitment for reasons NOT listed in Points #1 or #2 above will be as follows:
        - A 90% refund or cancellation of the participation fees will be given for all other requests received in writing prior to the start of tryouts.
        - A 50% refund or cancellation of participation fees will be given for all other requests received in writing between the start of tryouts and November 15th.
        - A 25% refund or cancellation of participation fees will be given for all other requests received in writing between November 15th and December 31st of that season.
        - After December 31st, no refund or cancellation of participation fees will be given unless the requirements listed in Point 2 above are met.

ADDITIONAL PAYMENT REQUIREMENTS AND COMMITMENTS

- All families must complete 6 volunteer hours per skater (maximum 12 hours per family) for 10U and above.

- The following are exceptions:
    - 8U – 3 volunteer hours per skater instead of 6
    - HIP (Hockey Initiation Program) - No credits required, but are encouraged
- For each team:
    - Head Coaches and assistant coaches are fulfilled of the season family credit requirements. Head coaches are not counted in the credits for a team. When the coaching committee appoints them they are considered fulfilled even if they have multiple kids in the association. Note: There is only one head coach per team.
    - Team Manager volunteer hours are fulfilled.
    - Locker room supervisors receive 4 credits.
- Only volunteer hours approved by the GBAYHA Board of Directors will qualify for credits earned. There are no exceptions.
- Available volunteer opportunities can be claimed on the GBAYHA website by clicking on the Volunteer tab on the home page.
- Credits may also be bought at $100.00 per credit. **While it is our desire to have your time and not your money, it is helpful if you let us know right away that you are planning to buy out your volunteer hours - this will help us plan for staffing for the rest of the season.**

- **All skaters must prepay their volunteer hour obligation of $100.00 per volunteer hour ($600/Skater or $300 for U8).**
    - This must be a separate check payable to GBAYHA and post-dated for March 1, 2027.
    - Your uncashed check will be shredded after March 1, 2027 if all volunteer hour obligations have been satisfied. If you have not fulfilled your volunteer hour obligations, your check will be deposited and a refund will be sent to you for the volunteer hours fulfilled.
    - The volunteer hours check will be collected by team managers at the beginning of the season.
    - Members with established volunteer hour positions will not be required to submit the volunteer hours check.
    - **If you are planning just to buy out your volunteer hours, it is helpful for us to know about this ASAP so we can plan for staffing for the year.**
- **All skaters must prepay a second volunteer hour obligation of $300.00 for the USA Hockey National Tournament.**
    - The USA Hockey National Tournament Girls Tier I – 14U, 16U & 19U divisions will be held in Green Bay, Wisconsin March 30 – April 4, 2027. As a part of this effort, we will be required to work the event.
    - This must be a separate check payable to GBAYHA and post-dated for March 30, 2027.
    - Your uncashed check will be shredded after April 9, 2027 if all volunteer hour obligations have been satisfied. If you have not fulfilled your volunteer obligations, your check will be deposited.
    - The volunteer hour check will be collected by team managers at the beginning of the season.
    - **If you are planning just to buy out your volunteer hours, it is helpful for us to know about this ASAP so we can plan for staffing for the year.**

FUNDRAISING

Fundraising is a vital part of our organization and requires 100% cooperation from our members to be successful. Its purpose is to hold our participation costs and fees to a minimum and to promote interaction in our organization. As a participating member of GBAYHA, please understand that these requirements benefit all families in the association and provide us with a sound community foundation for support for the programs we offer.

These fundraisers are our most profitable events and are extremely important in obtaining our financial budget each season. Fundraisers must be fully staffed before other events will be considered for volunteer credit allowances. Open credit positions are listed on the Home page under Credit Information. For the 2026-27 season, fundraising efforts of the association will include, but are not limited to, the following:

- Selling Gambler 50/50 Raffle Tickets
    - Includes Volunteer hrs + free ticket to game
- Home Tournament Volunteer Shifts
    - Each member will be responsible for 4 or more shifts during home tournaments. Failure to complete this responsibility results in a $100 deduction from your volunteer credit deposit.
    - Basket raffles will be organized. Parents can contribute by making baskets or donating money to go towards purchasing materials/content for the baskets. All money made goes to GBAYHA. This is not a requirement, but just another opportunity to raise money.
- Selling Calendar Raffle Tickets
    - 15 tickets per skater 10U-14U
    - 10 tickets per skater 8U
    - Maximum 30 tickets per multi-skater family
    - Calendar stubs and money must be turned in no later than December 11, 2026.
    - The following are exceptions:
        - HIP (Hockey Initiation Program) -- Raffle ticket sales encouraged

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 GBAYHA goals. GBAYHA adheres to USA Hockey's SafeSport Program 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, GBAYHA 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.

At the Cornerstone Community Center and De Pere ice arena there are several locker rooms available for our program's use. Most of the locker rooms have their own restroom and/or shower area. Some teams in our program may also occasionally or regularly travel to play games at other arenas, and those locker rooms, restrooms and shower facilities will vary from location to location. GBAYHA 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 planning for their child to dress, undress and shower if desired.

Locker Room Monitoring

GBAYHA 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 could make some players uncomfortable and may even place our staff at risk for unwarranted suspicion.

We will 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

Except for players at the younger age groups (mite/squirt), 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.

With our youngest age groups, it may be necessary for parents to assist the players getting dressed. 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 our players are given consideration and appropriate arrangements made. Where possible, GBAYHA 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 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, 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. On any given team, it may be permissible to have a coach or team manager collect phones.

Reporting

GBAYHA 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 GBAYHA 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 please contact the GBAYHA SafeSport coordinator.

ELECTRONIC USE POLICY

As part of GBAYHA and USA Hockey's emphasis on safety, communications involving any participant, and especially our minor participants, should be appropriate, productive, and transparent. Effective communication concerning travel, practice or game schedules, and administrative issues among coaches, administrators, players and their families is critical. However, the use of mobile devices, web-based applications, social media, and other forms of electronic communications increases the possibility for improprieties and misunderstandings and also provides potential offenders with unsupervised and potentially inappropriate access to participants. The improper use of social media, mobile and electronic communications can result in misconduct. Adherence to the Electronic Communications Policy helps reduce these risks.

All electronic communication between coach and player must be for communicating information about team activities. Coaches, players and all team personnel must follow common sense guidelines regarding the volume and time of day of any allowed electronic communication. All content between coaches and players should be readily available to share with the public or families of the player or coach. If the player is under the age of 18, any email, text, social media, or similar communication must also copy or include the player's parents.

Social Media

Social media makes it easy to share ideas and experiences. GBAYHA and USA Hockey recognize, however, that social media, mobile and other electronic communications can be especially concerning where minor participants are involved. Coaches are prohibited from having players joined or connected through their personal Facebook page or any other similar social media application. To facilitate communication, an official organization or team page may be set up and players and parents may join (i.e., "friend") the official organization or team page and coaches can communicate to players through that site. All electronic communication of any kind between coach and player, including use of social media, must be non-personal in nature and be for communicating information about team activities or for team oriented motivational purposes.

Email, Text Messaging and Similar Electronic Communications

Coaches, team managers and players may use email and text messaging to communicate. All email and text message content between coaches/team managers and players must be non-personal in nature and be for communicating information about team activities. Emails and text messages from a coach to any minor participant must include a copy to the player's parents. Where possible, a coach should be provided and use the organization web site email center (the coach's return email address will contain

"@organization. com") for all communications with the team, players, and player's parents, where applicable.

Request to Discontinue All Electronic Communications or Imagery with Athlete

Following receipt of a written request by the parents of a minor player that their child not be contacted through any form of electronic communication by coaches or other adults in the program, the local program, team, coaches and administrators shall immediately comply with such request without any repercussions for such request.

Abuse and Misconduct

Social media and other means of electronic communication can be used to commit abuse and misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by any employee, volunteer, independent contractor or other participant of GBAYHA will not be tolerated and are considered violations of USA Hockey's SafeSport Program.

Reporting

Infractions of GBAYHA and USA Hockey's Electronic Communications Policy should be reported to the appropriate person (team manager, board member, email to the GBAYHA website, etc.). A GBAYHA or USA Hockey participant or parent of a participant who violates this Electronic Communications Policy is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension and/ or referral to law enforcement authorities.