

The Greeley Bears Youth Hockey Association's foremost responsibility is to protect the safety, integrity, and well-being of all members, affiliates, and volunteers. This document establishes the conduct expectations and disciplinary procedures for all parents, players, and coaches representing the GYHA. All members must understand that participation in the Greeley Bears program is a privilege. As such, each individual is expected to demonstrate exemplary behavior, sportsmanship, and respect toward teammates, coaches, officials, opponents, and all other participants in the hockey community.

### **Program Goals**

While rules and discipline are essential to maintaining a safe and respectful environment, GYHA is equally committed to fostering a culture in which players can have fun, develop as athletes, and grow as both teammates and individuals.

Our two primary objectives are:

1. **Fun** – To ensure that players enjoy their experience in the program and are excited to return each season.
2. **Improvement** – To provide an environment that promotes skill development, teamwork, and personal growth both on and off the ice.

### **Zero Tolerance Policy**

The GYHA follows the USA Hockey Zero Tolerance Policy and applies this policy to both on and off-ice events. Any player, parent, guardian, or coach who engages in conduct detrimental to the welfare of the organization, including but not limited to verbal abuse, physical altercations, harassment, or discrimination, may be subject to temporary or permanent removal from the program, as determined by the GYHA Board of Directors and Discipline Committee.

<https://www.usahockeyrulebook.com/page/show/1015130-zero-tolerance-policy>

### **The 24-Hour Rule**

When an issue arises, the involved party is expected to wait a full 24 hours before submitting a written complaint to the appropriate team representative or manager. This cooling-off period is intended to reduce the influence of emotion, encourage civil communication, and allow for more effective problem resolution.

This does not apply to allegations of physical or sexual abuse or if a safety concern arises. These should be reported immediately to either the GYHA Board or anonymously through SafeSport.

### **Respect and Sportsmanship**

All players, parents, and coaches are expected to treat others with dignity and respect. This includes refraining from the use of profanity and other derogatory or inflammatory remarks toward coaches, teammates, officials, and other parents. Progressive discipline for profanity and other derogatory or inflammatory remarks toward coaches, teammates, officials and parents will be as follows:

**First offense** – The player will sit for one period, and parents will be notified. Offending Parents and coaches will be warned.

**Second offense** – The player will sit for two periods, and parents will be notified as well as the Coaching Director and Vice President. Offending Parents will meet with the coach and Team manager to review the GYHA Code of Conduct. Offending Coaches will meet with the GYHA Board and the Coaching Director.

**Third offense** – One-game suspension and notification of the Board; parents will be notified. Offending Parents will be asked not to attend the next game. Offending Coaches will be placed on a probationary period determined by the GYHA Board.

**Fourth offense** – Two-game suspension and referral to the Board for disciplinary action; parents will be notified. Offending Parents will be asked not to attend any further games for the remainder of the season. Offending Coaches will be removed from their position.

### **Team Discipline**

Players must also maintain a positive and supportive presence in the locker room, on the ice, and during all team activities. Bullying, blaming, finger-pointing, or other behaviors that demean a teammate will not be tolerated. Progressive discipline for unsportsmanlike or harmful teammate behavior will be at the coaches' discretion and as follows:

**First offense** – Conversation with the coach about the importance of being a good teammate.

**Second offense** – One period on the bench; parents will be notified.

**Third offense** – Two periods on the bench; parents will be notified.

**Fourth offense** – One-game suspension and notification of the Board; parents will be notified.

**Fifth offense** – Two-game suspension and referral to the Board for disciplinary action; parents will be notified.

### **Locker Room and Social Media Conduct**

The locker room is designated exclusively for team preparation. The use of cell phones, cameras, or any other recording devices in the locker room is strictly prohibited.

All social media activity by players, parents, and family members must be conducted in a responsible and respectful manner. Posting photos, videos, or comments that are harmful, harassing, or otherwise damaging to teammates, coaches, officials, parents, the GYHA, or the sport of hockey is strictly prohibited.

Violations of this policy may result in disciplinary action, up to and including suspension or removal from the program.

### **Parent Code of Conduct**

Parents are expected to demonstrate sportsmanship and respect at all times. Games and practices are intended for the players; therefore, parents should remain supportive, emphasize effort and improvement over winning, and avoid any form of verbal criticism or abuse directed toward players, coaches, officials, or fellow parents.

Physical altercations, discriminatory language, or ongoing disruptive behavior will result in immediate removal from GYHA events and may be reported to CRHL, CAHA, and USA Hockey. Parents are also responsible for the conduct of any non-family guests they bring to GYHA activities.

If parents choose to consume alcohol during GYHA events, including games, practices, and tournaments, they must do so responsibly, in a manner that does not interfere with the event or negatively impact the organization's reputation. Any parent found to be intoxicated, disruptive, or engaging in inappropriate behavior related to alcohol consumption will be subject to disciplinary action, up to and including suspension from future events.

### **Complaint and Disciplinary Process**

All complaints regarding conduct must be directed to the Team Representative and or the Team Manager. The Team Representative and or the Team Manager will be responsible for documenting the incident, including the date, time, location, individuals involved, and a summary of the complaint. This documentation will be submitted to the GYHA Disciplinary Committee for review.

For unresolved matters or repeat violations, the Disciplinary Committee will meet with the Team Representative and Team Manager to review the documentation and determine appropriate consequences. Disciplinary actions may include, but are not limited to:

- Single-game or multi-game suspensions
- Suspension for the remainder of the season, with eligibility to return the following season
- Permanent expulsion from GYHA

No refunds will be issued in cases of suspension or expulsion.

All disciplinary hearings will be scheduled within 48 hours of the reported incident, and all parties involved will be given the opportunity to present their perspective.

The GYHA Board and Disciplinary Committee will adhere to the Colorado Amateur Hockey Association (CAHA) SafeSport policy and will follow any disciplinary actions or recommendations issued under that policy. SafeSport guidelines will take precedence in cases involving abuse, harassment, bullying, or other violations under its jurisdiction. The Board will fully cooperate with CAHA in resolving such matters.

Parent Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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