

PLAYER CONDUCT

Players are expected to conduct themselves in a respectful, responsible and safe manner at both home and away games, all tournaments, and any team related functions. Any conduct deemed to not be in the best interest of youth hockey or the Timberwolves Hockey Club, will be viewed as a violation of the player code of conduct by Timberwolves Hockey Club.

On the Ice – Unsportsmanlike conduct (i.e. trash talking; swearing; disrespecting the referees, opposing team or your own teammates) or the intent to injure another player (kicking, slashing, checking from behind, high sticking, etc.) will not be tolerated. Any violation of the USA Hockey/AHA! Zero Tolerance Policy will be strictly enforced (see below for minimum sentencing). Any disciplinary actions taken by on-ice officials, league or governing body MAY be referred to the Timberwolves Rules and Ethics Committee for further review and additional sanctions may be implemented.

Off the Ice – In the locker rooms, corridors, lobbies, parking lots, hotels and elsewhere, you are a representative of your team and the Timberwolves Hockey Club. Players are expected to show the highest level of respect for their teammates, officials, opponents and spectators. This means no bullying, no teasing, no trash talking, no hand gestures, no demeaning locker room antics, no swearing, no hazing, no locker boxing and no fighting. At hockey games and practices, all coaches will be addressed as “coach”, “sir/ma’am” or the term “coach” preceding their first/last name (i.e. Coach John). Coaches are never to be addressed by their first name only. Coaches and league officials also command the respect of all players, regardless of team or level affiliation and will be treated as such. Under no circumstances will a player display disrespect of a verbal or physical nature towards a member of the rink staff, a coach, league official, team manager or Timberwolves Hockey Club Board Member when said individual gives a player verbal direction regarding inappropriate behavior.

Reporting – Reporting of violations can come from players, coaches, parents, and referees, league officials or Timberwolves Hockey Club Board Members. All reporting must follow the guidelines set forth by the Timberwolves Hockey Club.

Disciplinary Action – Any player exhibiting behavior described above or in violation of USA Hockey’s Zero Tolerance Policy will be required to appear with his/her parents before the Timberwolves Hockey Club Rules and Ethics Committee. The Timberwolves Hockey Club Rules and Ethics Committee will examine the reported infraction/complaint and may assess sanctions against the player in the form of a “Three Strikes and You’re Out” policy outlined below:

Every player will be allowed a maximum of three (3) strikes. Each instance of behavior that is deemed to have violated the above code will result in at least one (1) strike. It is possible to earn all three (3) strikes for a single infraction. Players and parents will be notified in writing of any strikes assessed by the Chairman of the Timberwolves Hockey Club Rules and Ethics Committee.

- 1. Strike One – Minimum One-week (minimum one game) suspension**
- 2. Strike Two – Minimum Two-week (minimum two game) suspension**
- 3. Strike Three – Suspension for the balance of the regular season or expulsion from the Timberwolves Hockey Club**

Any violation of the Zero Tolerance Policy will result in an immediate minimum three (3) game suspension.

Appeals – Appeals may be made to a joint committee of no less than three (3) members of the Executive Committee assembled on an ad-hoc basis by the President of Timberwolves Hockey Club.

Disciplinary Carry Over - Any disciplinary action taken by the Timberwolves Rules and Ethics Committee that remains un-served at the end of a season will carry over to the following season, whether it is Spring or Fall/Winter. If the suspended party chooses not to return to the Timberwolves Hockey Club and play elsewhere, the notice of suspension will be forwarded to the new organization and they will be notified of the time remaining on the disciplinary action. It is up to said new organization to take enforcement and/or uphold the sanctions levied by Timberwolves Hockey Club. Should a player move to another organization and NOT serve said suspension, and returns to the Timberwolves hockey Club at a later date, the pending, un-served suspension will be re-instituted and must be served in its entirety before resuming playing privileges.

COACHES CONDUCT

As a coach in the Timberwolves Hockey Club you are obligated to fulfill certain requirements mandated by the Amateur Hockey Association of Illinois (AHA), USA Hockey and Timberwolves Hockey Club. This shall include each coach's personal responsibility to maintain all Coaching Education Program (CEP), Safe Sport, and Age Specific Module Training as outlined by USA Hockey. As a Head Coach in the Timberwolves Hockey Club you will report directly to the Director of Hockey. Assistant Coaches will report directly to the Head Coach and therefore fall under the direct supervision of the Director of Hockey. Any conduct deemed to not be in the best interest of youth hockey or the Timberwolves Hockey Club, will be viewed as a violation of the Coaches Code of Conduct by the Timberwolves Hockey Club.

Coaches are role models on and off the ice and are expected to exhibit quality leadership and enthusiastic behavior. Coaches will refrain from all forms of tobacco use within the arenas and avoid alcohol consumption prior to taking the ice for practices or games. It is the intent of Timberwolves Hockey Club to enjoy a variety of coaching styles and techniques, however certain types of behavior will not be tolerated:

Per USA Hockey, Safe Sport, and AHA guidelines, the use of derogatory profanity or other verbal or physical abuse towards a player will result in the offending coach being immediately suspended pending a formal Timberwolves Hockey Club Rules and Ethics

investigation, and may lead to said coach to be banned from future coaching consideration.

In addition to the aforementioned stipulation regarding coaching conduct, all coaches will refrain from engaging in the verbal abuse of all players, on either team, or abusive remarks towards the referees. Such conduct will be considered a violation of the USA Hockey Safe Sport Policy and Zero Tolerance Policy and **shall** result in sanctions against the coach.

Disciplinary Action - Per USA Hockey and AHAI guidelines any violation of the Zero Tolerance Policy WILL result in an immediate minimum suspension of five (5) games!

All suspensions for Zero Tolerance violations are set forth by USA Hockey and AHAI. The Timberwolves Hockey Club shall adhere to all guidelines and sentencing recommendations set forth by these organizations. During the period of suspension, the coach shall refrain from engaging in any and all coaching duties and responsibilities including participation in practices, pre/post game speeches and attendance of a game behind the bench. The coach may only watch the games during the suspension period from the spectator area of the ice arena.

Every Coach will be allowed a maximum of three (3) strikes. Each instance of behavior that is deemed to have violated the above code will result in at least one (1) strike. It is possible to earn all three (3) strikes for a single infraction. Coaches will be notified in writing of any strikes assessed by the Director of the Timberwolves Hockey Club Rules and Ethics Committee.

- 1. Strike One – Minimum One week (minimum one game) suspension and/or a fine of \$250**
- 2. Strike Two – Minimum Two week (minimum two game) suspension and/or a fine of \$500**
- 3. Strike Three – Suspension for the balance of the regular season or expulsion from the Timberwolves Hockey Club and/or a fine of \$750**

Appeals – Appeals may be made to a joint committee of no less than three (3) members of the Executive Committee assembled on an ad-hoc basis by the President of Timberwolves Hockey Club.

Disciplinary Carry Over – Any disciplinary action taken by the Timberwolves Hockey Club Rules and Ethics Committee that remains un-served at the end of a season will carry over to the following season, whether it is Spring or Fall/Winter. If the suspended party chooses not to return to the Timberwolves Hockey Club and coach elsewhere, the notice of suspension will be forwarded to AHAI and the new organization will be notified of the time remaining on the disciplinary action. Should a Coach move to another organization and NOT serve said suspension and returns to the Timberwolves Hockey Club at a later date, the pending,

un-served suspension will be re-instituted and must be served in its entirety before resuming coaching privileges.

Responsibilities

Head coaches will arrive at the rink at least 45 minutes before games and 30 minutes before practices, unless other arrangements have been made with their staff to oversee the team during this period. Head Coaches will ensure the **AHAI Locker Room Policy** is followed at all times with either themselves or their assistant coach being present in the locker room at all practices, games, clinics, scrimmages, or tryouts. Head Coaches will be in the locker room with their players (not outside with the parents) at least 10 minutes before taking the ice. As a head coach in the Timberwolves Hockey Club you have responsibility for your team. Coaches, or their staff, are responsible for supervising and controlling behavior of your players during any and all hockey related events.

During this time the head coach will be responsible for upholding the Timberwolves Hockey Clubs conduct policies. Coaches will remain in the locker room after games for any post game breakdown speeches. Coaches shall encourage sportsmanship, a hard work ethic and teamwork. Coaches will not allow bullying, hazing or any other misconduct by players. They are responsible for enforcing the Player's Code of Conduct. Any acts of vandalism related to a coach's team during the applicable playing season may result in the termination of their position, financial reimbursement or both, as determined by the Timberwolves Hockey Club Executive Board of Directors. The Timberwolves Hockey Club takes this responsibility seriously and expects the Head Coach and their staff to conduct themselves at all times in a manner that reflects youth hockey and the Timberwolves Hockey Club in the most positive way.

Coaches Code of Ethics

Each coach with the Timberwolves Hockey Club will provide a positive team atmosphere both on and off the ice. Each coach will provide positive support, care and encouragement for all players. Each coach will encourage good sportsmanship and lead by example, show self-control and refrain from using profanity. Per USA Hockey Coaching Code of Conduct, each coach shall cooperate with any and all disciplinary investigations by the Timberwolves Hockey Club Rules and Ethics Committee, AHAI Rules and Ethics Committee or AHAI Suspension Review. Failure to be less than 100% compliant with any investigation may result in a violation of the Coaching Code of Ethics and may result in formal disciplinary action. Each coach will treat the on-ice officials with respect, failure to do so may result in a formal complaint filed against a coach by the Illinois Hockey Officials Association (IHOA). Any formal complaint will be viewed as a Zero Tolerance Policy violation. Each coach will do their best to provide positive practice and game plans to develop the overall skills of each player. Coaches will be consistent with both praise and punishment – the rules apply to everyone. Each coach will be responsible to avoid participating in verbal disputes with parents/guardians in the public eye by strictly adhering to the 24-hour rule. Each coach will do their best to be empathetic towards the concerns and constructive criticism of parents/guardians, players, referees and Timberwolves hockey Club officials.

Coaches Guidelines

Each coach will be responsible to ensure there is no trash talking of other players or coaches. Champions let their actions do the talking. No coach will encourage hitting from behind or intent to injure another player; this will be strictly enforced and shall result in disciplinary action by the Timberwolves Hockey Club Rules & Ethics Committee, the Timberwolves Hockey Club Executive Board of Directors, AHAI or USA Hockey. Benching of a player may be done on all teams when there is a breach of discipline, integrity or effort. Coaches will refrain from negative or derogatory comments about players, other coaches, referees, Board Members, the Timberwolves Hockey Club or league officials; either in person, via telephone, via mass email or any other social media format. Coaches will refrain from unsolicited contact of club members regarding club business; either in person, via telephone, via mass email or any other social media format.

The last five (5) minutes of the game are reserved for the Head Coach in their belief to have the players on the ice they feel provides the team the best opportunity to be successful. In all other game situations, it is the desire of the Timberwolves Hockey Club that all players on a team are given ample opportunity to participate during the course of a game and experience a variety of game situations.

TEAM OFFICIAL GUIDELINES

A Team Official is defined as ANY person who serves in an off-ice capacity, be it as a Team Manager, Game Score Keeper, Game Clock Operator or Penalty Box Tender. These positions are viewed by both Timberwolves Hockey Club and AHAI in the same capacity as a member of the coaching staff and will fall under the same penalties should a Zero Tolerance Violation or similar USA Hockey Rule violation occur. The sentence for a Zero Tolerance violation by a Team Official will be a MINIMUM FIVE (5) GAME SUSPENSION. For additional information regarding these guidelines, please see the Zero Tolerance Policy outlined below.

The role of the Team Manager is to serve as the liaison between the coaching staff and the parents/guardians. Therefore, it is strongly encouraged in order to maintain the integrity of this position and the duties/responsibilities thereof, no Head Coach selects a Team Manager who will be allowed to serve in ANY coaching capacity for which they are also serving as Team Manager. By allowing this practice, it could jeopardize the ability for the Manager to fulfill their duties without bias or the perception thereof.

The Team Manager is also responsible for the submission of the game score sheets to the appropriate league upon completion of each game. It is the Team Manager, and only the Team Manager, who should take sole possession of these documents upon the completion of each game. Under no circumstances should anyone other than the Team Manager or member of the Team coaching staff be in sole possession of these documents, and at no time should the Team

Manager or Coach allow a parent to review the game score sheet prior to submission to the appropriate league. Should there be a situation where the Team Manager is unable to perform the correspondence duties, arrangements will be made with the coaching staff to ensure the delivery (fax) of the score sheet to the appropriate league upon completion of the game and the score sheet will be returned to the Team Manager as soon as possible upon completion of said duties. All team managers are required to complete both a background screening check conducted by authorized AHAI contractors as well as complete the mandatory Safe Sport Training through USA Hockey. Failure to comply with either will negate your eligibility to continue as a manager for the Timberwolves Hockey Club.

PARENTAL/GUARDIAN CONDUCT

The Timberwolves Hockey Club is a member of the Chicago United Hockey League (CUHL), Northern Illinois Hockey League (NIHL), and the Central States Developmental Hockey League (CSDHL). The Timberwolves Hockey Club adheres to the Parent's Code of Conduct of all leagues it is a participant of and the Timberwolves Hockey Club Code of Conduct governed by the Amateur Hockey Association of Illinois (AHAII) and USA Hockey. Under the governance of AHAII, the Timberwolves Hockey Club shall adopt and enforce their rules regarding parental conduct. Any conduct deemed to not be in the best interest of youth hockey or the Timberwolves Hockey Club, will be viewed as a violation of the Parental/Guardian Code of Conduct by the Timberwolves Hockey Club. The Timberwolves Hockey Club Parental/Guardian Code of Conduct and Parent's Pledge are outlined below:

PLEDGE

- As a parent/guardian in the Timberwolves Hockey Club I will do my part to help respect all participants.
- I will refrain from participating in any name calling or undesirable acts that detract from the game of hockey; either in person, via telephone, via email or any other media.
- I resolve to conduct myself as a parent and adult even under the most trying circumstances.
- I will remember that all of our children are looking to us for guidance and we are setting an example.
- I will assure that my player is properly equipped to play the game of hockey including all safety equipment.

CODE OF CONDUCT

In addition to the aforementioned guidelines, the Timberwolves Hockey Club also requires parents/guardians adhere to the following conduct expectations:

- Parents/guardians shall refrain from engaging in any physical altercation at a Timberwolves Hockey Club game, practice, tournament, or event. Any physical altercation or unwanted physical contact with another will result in a thorough investigation and may result in extended suspension penalties or expulsion from the Timberwolves Hockey Club for life or referral to law enforcement for appropriate prosecution of state law.
- Parents/guardians will conduct themselves in a manner which will exemplify good sportsmanship and fair play.
- Parents/guardians will not go onto the ice nor the bench during a game or practice unless a coach calls for the parent/guardian of an injured or ill player to do so.
- Parents/guardians will be supportive of all team players and coaches both on and off the ice.
- Parents/guardians will refrain from negative or derogatory comments about players, coaches, referees, and the Timberwolves Hockey Club or league officials; either in person, via telephone, via mass email or any other social media format.
- Parents/guardians will be responsible to see that their child attends all skills development sessions, practices and games and will notify their coach or team manager if their player will not be able to attend.
- Parents/guardians will contact their Team Manager, Head Coach, Hockey Director or a Timberwolves Board Member if a problem exists on their team.
- Parents/guardians will be aware that their conduct at games is a reflection on the Timberwolves Hockey Club. Excessive, obnoxious or overbearing behavior which puts the Timberwolves Hockey Club in a negative light will not be tolerated.

Disciplinary Action - All parents/guardians are to be reminded that their behavior sets the example for both the player and the organization. Any parent/guardian found to be in violation of the Timberwolves Hockey Club Parental Code of Conduct may be subject to formal investigation by the Timberwolves Hockey Club Rules and Ethics Committee and could face formal sanctions including censure, suspension, or expulsion. Any parent/guardian found to be in violation of the USA Hockey Zero Tolerance Policy shall receive an immediate **minimum three (3) game suspension**.

During the period of suspension, the parent shall not be allowed inside the rink to view the games. For detailed information regarding USA Hockey Zero Tolerance Policy, see the section outlining this policy below. The Timberwolves Hockey Club Parental Code of Conduct and the USA Hockey Zero Tolerance Policy are two (2) separate codes enforced at Timberwolves Hockey Club. All Zero Tolerance Policy violations and penalties are set by AHAI and adhered to via the Timberwolves Hockey Club Rules and Ethics Committee and the Timberwolves Hockey Club Board of Directors.

Every Parent/Guardian will be allowed a maximum of three (3) strikes. Each instance of behavior that is deemed to have violated the above code will result in at least one (1) strike. It is possible to earn all three strikes for a single infraction. Parents/Guardians will be notified in writing of any strikes assessed by the Chairman of the Timberwolves Hockey Club Rules and Ethics Committee.

1. Strike One – Minimum One week (minimum one game) suspension and/or a fine of \$250

2. Strike Two – Minimum Two week (minimum two game) suspension and/or a fine of \$500

3. Strike Three – Suspension for the balance of the regular season or expulsion from the Timberwolves Hockey Club and/or a fine of \$750

PARENT/GUARDIAN/SPECTATOR EJECTIONS

Pursuant to the adopted AHAI policy regarding inappropriate spectator conduct, the Timberwolves Hockey Club has adopted their protocol for such violations which are outlined as follows:

22.1.14.1 A game will be stopped by on-ice officials when the parents/spectators displaying inappropriate or disruptive behavior interfere with other parents/spectators or the game. The on ice officials will identify violators to the coaches for the purpose of removing parents/spectators from the parents'/spectators' viewing and game area.

22.1.14.2 Once removed, play will resume. Lost time will not be replaced. Violators will incur a minimum mandatory 5-game suspension from that team's games and may be subject to further disciplinary action by the local governing body.

Appeals – Appeals may be made to a joint committee of no less than three (3) members of the Timberwolves Hockey Club Rules and Ethics Committee and/or members of the Timberwolves Hockey Club Board of Directors, assembled on an ad-hoc basis by the President of Timberwolves Hockey Club. The joint committee will then decide if an appeal to AHAI's Rules and Ethics committee is warranted according to Article 23 of AHAI's Rules and Regulations.

Disciplinary Carry Over – Any disciplinary action taken by the Timberwolves Hockey Club Rules and Ethics Committee that remains un-served at the end of a season will carry over to the following season, whether it is Spring or Fall/Winter. If the suspended party chooses not to return to the Timberwolves Hockey Club and play elsewhere, the notice of suspension will be forwarded to AHAI and the new organization will be notified of the time remaining on the disciplinary action. Should a parent/guardian move to another organization and NOT serve said suspension and returns to the Timberwolves Hockey Club at a later date, the pending, un-served suspension will be re-instituted and must be served in its entirety before resuming playing privileges.

SPECTATOR CONDUCT

In order to achieve the objective of teaching good sportsmanship to our players, it is imperative that spectators conduct themselves appropriately. The Timberwolves Hockey Club supports the AHA/USA Hockey Zero Tolerance Policy. No spectator shall be permitted to participate in verbal abuse of the referees, players, coaches, team officials or other spectators. Failure to do so could result in removal from the viewing area of the game, team suspension or game forfeiture. Any conduct deemed to not be in the best interest of youth hockey or the Timberwolves Hockey Club, will be viewed as a violation of the Spectator Code of Conduct by Timberwolves Hockey Club.

Any spectator assessed a Zero Tolerance penalty will be required to appear before the Timberwolves Hockey Club Rules & Ethics Committee before attending any future Timberwolves Hockey Club activities.

REPORTING

In an effort to ensure the validity of a potential violation of the Timberwolves Hockey Club Code of Conduct, USA Hockey/AHA Zero Tolerance Policy or other Timberwolves Hockey Club Guidelines, the Timberwolves Hockey Club Rules & Ethics Committee has an official complaint form that must be filled out in its entirety. **This document must be completed, or email equivalent, and submitted to the Timberwolves Hockey Club Rules & Ethics Committee within one (1) week of the occurrence.** This document can be found on the Rules & Ethics page of the Timberwolves Hockey Club website and can be printed out for completion. Within the document there is room to give specifics of the alleged violation as well as listing of any witnesses who may be able to support the allegation. The reporting individual shall include their name, signature and a telephone number to be reached for formal investigative purposes by the Timberwolves Hockey Club Rules and Ethics Committee. Any person found to have filed a **false and/or malicious report** against another coach; player, parent or member of Timberwolves Hockey Club by the Timberwolves Hockey Club Rules and Ethics Committee shall be in violation of the Timberwolves Hockey Club Zero Tolerance Policy. **This will lead to an immediate Step 2 violation and result in a minimum thirty-day suspension from all Timberwolves Hockey Club related events.**

Additionally, should any complainant, at their own voluntary discretion, choose to take a complaint to law enforcement, the Timberwolves Hockey Club Rules & Ethics Committee shall have the right to, but not the obligation, to bow to the higher authority and choose to NOT intervene or conduct a parallel investigation exposing the investigating body, its members, or any member of the Timberwolves Hockey Club to involvement in a criminal investigation and possible future court proceedings. Timberwolves Hockey Club Rules & Ethics retains the right to determine if a follow up investigation conducted by, or on the behalf of the Timberwolves

Hockey Club, AHAI or USA Hockey is warranted. The severity and nature of the criminal complaint will be evaluated on a case-by-case basis to determine if the Timberwolves Hockey Club Rules and Ethics Committee will intervene. However, the criminal complaint and subsequent investigation by law enforcement and any/all conclusions and outcomes of said criminal investigation will be considered final by the Timberwolves Hockey Club Rules & Ethics Committee and a subsequent investigation will not be initiated after the fact if the law enforcement conclusions are not in favor of the complainant.

Reporting of Violations from Outside Organizations

Should anyone witness an incident which is deemed to be a violation of the Parental Code of Conduct or Zero Tolerance Policy, and the offender is a member of a visiting club, said violation should be reported to the Timberwolves Hockey Club Rules and Ethics Committee via the reporting guidelines outlined above. However, each complainant should understand that the Timberwolves Hockey Club Rules and Ethics Committee has NO JURISDICTION over the alleged violation. As such, the Timberwolves Hockey Club Rules and Ethics Committee will serve in the capacity as report taker for said violation and tender the report to the proper jurisdiction (Team R&E Committee or AHAI). Should the violation require a more in-depth investigation, the Timberwolves Hockey Club Rules and Ethics Committee will work in conjunction with the outside organization officials to ensure the matter is investigated to the fullest extent without bias or prejudice.