



Timberwolves Hockey Club Rules and Ethics

These are the conduct policies of the Timberwolves Hockey Club, concerning all participants in the organization including players, coaches, and parents. It also applies to any and all friends or family members who attend Timberwolves Hockey Club functions including, but not limited to, games, scrimmages, practices, tournaments, team functions, club events etc. Our program aims to maintain a positive environment that facilitates the development of hockey skills, to learn the rewards of teamwork, effort and sportsmanship while having fun. These conduct policies are not meant to address every imaginable issue that may arise; the policies are meant to stand as a guide and to provide basic expectations for participation in our program. Issues that arise which are not directly or expressly addressed by these conduct policies can and will be addressed in accordance with the Timberwolves Hockey Club guiding values and principles that are articulated throughout this document.

ALL conduct policies apply at all Tournaments or League Games taking place at any ice rink in state or out of state. Damages incurred to a rink, locker room, hotel, gym, or transportation at ANY tournament, local or away, or ANY league game, local or away; will be paid for by those individuals responsible for the damage and NOT the Timberwolves Hockey Club. An investigation into the incident's circumstances will be conducted by the Timberwolves Hockey Club Rules and Ethics Committee and is subject to disciplinary action. An investigation and disciplinary action may also be conducted and handed out by AHAI, USA Hockey ,CUHL, NIHL, or CSDHL. Anyone with questions about these policies should contact a Timberwolves Hockey Club Board Member.

ZERO Tolerance Policy

This policy was derived from the AHAI, CUHL, NIHL, and CSDHL Zero Tolerance Policies.

The Timberwolves Hockey Club strives for the highest standards of sportsmanship in ice hockey. Every participant, whether player, coach, referee, official, administrator, parent, or spectator, must comply with and support Zero Tolerance. Our position is that abusive or excessive behavior by any Timberwolves parent, guardian, coach, manager, team official, or player will not be tolerated. Any violation of this policy constitutes conduct detrimental to hockey and makes the participant subject to disciplinary action, with possible suspension by the Timberwolves Rules and Ethics Committee. All violations are also subject to review by the AHAI, CUHL, NIHL and CSDHL Rules and Ethics Committees.

Parents/guardians and all spectators who use obscene, vulgar, racial language, ridicule, or threaten players, coaches, officials, or other spectators, will be instructed to leave the ice rink immediately. In addition, parents/guardians and all spectators who throw objects in the spectator viewing areas or towards the ice surface playing area to create a safety hazard will be instructed to and required to leave the ice rink immediately.

Parents/guardians asked to leave the ice rink by a Timberwolves Hockey Club Board Member or Team/Club Representative will automatically receive a one (1) game, non appeal eligible, suspension from the Timberwolves Hockey Club Rules and Ethics Committee. This one (1) game suspension will be served at the next game for the same Timberwolves team for which the incident occurred. Additional actions and suspensions may be taken by the Timberwolves Hockey Club Rules and Ethics Committee.

Should a parent /guardian be asked to leave the ice rink by an on ice official the Timberwolves Hockey Club has adopted the AHAI policy.

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.

Article 23 of AHAI's Rules and Regulations outlines the appeals process.

Note: If you are asked to leave the rink (guilty or not), **DO IT!!** Refusal to leave or attempts to discuss the reasons for your ejection with the On-Ice Official, Coach, Team Manager, Timberwolves Hockey Club Board Member, Timberwolves Hockey Club Rules and Ethics Committee Member, or any representative from CUHL, NIHL, CSDHL, AHAI, IHOA, will only escalate the situation. **Leaving the rink means leaving the rink. DO NOT** return to the seating area or attempt to watch the game through the doors, windows, hallways, etc.

ZERO Tolerance Classifications

All reported violations of the Zero Tolerance Policy will be investigated and reviewed by the Timberwolves Hockey Club Rules and Ethics Committee and penalties/sanctions will be assessed based on the classifications listed below (Class 1-3).

Each case may also be reviewed, and further discipline issued by USA Hockey, AHAI or the league in which the team participates.

Class 1 – A first time offense of zero tolerance, but which shall not include a violation under Class 3, will be reviewed by the Timberwolves Hockey Club Rules and Ethics Committee. The penalty for a first time Class 1 offense will be a 3-game suspension from all team activities until the third game is complete.

Class 2 – Any repeat offense or violation which requires rink personnel or law enforcement that involves physical contact of players, children or other adults or any incident which endangers others, will be reviewed by the Timberwolves Hockey Club Rules and Ethics Committee and will result in a suspension of five (5) games or thirty (30) days, whichever is greater, from all team and club activities during the entire suspension period.

Class 3 – Violations involving threats, physical harm or repeated Class 2 offenses will result in a suspension from ninety (90) days to one (1) year, inclusive of all team activities during the suspension period and require a reinstatement hearing before the Timberwolves Board of Directors.

Note: “team activities” include all practices, scrimmages, practice games, team outings, club events, league games and tournament games.

Right of Appeal

Anyone sanctioned under the Zero Tolerance Policy can accept the disciplinary action or have five (5) days to notify the Timberwolves Hockey Club Rules and Ethics Chairperson to request a hearing. Any disciplinary action will be imposed until such a hearing is held. The Timberwolves Hockey Club Rules and Ethics Committee will make every effort to conduct a requested hearing within 10 days of notification.

The Timberwolves Hockey Club Rules and Ethics Committee has the right, at the conclusion of the hearing, to modify the penalty originally assessed. Upon receiving the results of the Timberwolves Hockey Club Rules and Ethics hearing, you will have further the right to appeal to the entire Timberwolves Hockey Club Board of Directors at its next scheduled board meeting. At the conclusion of the Timberwolves Hockey Club Board of Directors Appeal, the

Timberwolves Hockey Club Board of Directors also has the right to modify the penalty assessed by the Timberwolves Hockey Club Rules and Ethics Committee if it deems necessary.

Physical Abuse Policy

The Timberwolves Hockey Club adopts the policy of USA Hockey and AHAI that there shall be no physical abuse of any kind at any of its or its Affiliates sanctioned programs, its Tournaments or events, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Clinics, District and National Tournaments, or other AHAI/USA Hockey events by an employee, volunteer, or independent contractor.

Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.

Physical abuse does not include physical contact reasonably designed to coach, teach, or demonstrate a hockey skill. Permitted physical contact may include, but is not necessarily limited to, shooting pucks at a goaltender, demonstrating checking or other hockey skills, and communicating with participants during the course of a game or practice by touching them in a non-threatening, non-sexual manner.

Sexual Abuse Policy

The Timberwolves Hockey Club adopts the policy of USA Hockey and AHAI that there shall be no sexual abuse of any participant involved in any of its or its Affiliate's sanctioned programs, its Tournaments or events, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Clinics, District and National Tournaments, or other AHAI/USA Hockey events by an employee, volunteer, or independent contractor.

Sexual abuse of a minor participant occurs when an employee, volunteer or independent contractor touches a minor participant for the purpose of causing the sexual arousal or gratification of either the minor participant or the employee, volunteer, or independent contractor.

Neither consent of the player to the sexual contact, mistakes to the participant's age, nor the fact the sexual contact did not take place at a hockey function are defenses to a complaint of sexual abuse.

Upon proof of violation of this policy, the violator will be permanently banned or suspended by AHAI/USA Hockey sanctioned programs and/or the programs of its Affiliate Associations.

In the event of proof of violation of the sexual abuse policy, the Timberwolves Hockey Club

shall notify the appropriate authorities and shall recommend criminal charges against anyone found in violation of either of these abuse policies.

Substance Abuse Policy

The Timberwolves Hockey Club adopts the policy of USA Hockey and AHA! and, thereby, considers that any consumption/use/abuse of mood-altering substances is detrimental to a healthy state of mind, body, and spirit in an athletic participant. This is especially true for participants aspiring to develop their talents in furthering their playing, coaching, or officiating careers in ice hockey.

Therefore, with the best interests of its participants in mind, the Timberwolves Hockey Club prohibits the use/abuse by any participant of mood altering substances during active participation in its programs, and, upon discovery of any violation, shall take action to remove the participant from participation in its programs for a reasonable period of time until a full investigation can be completed.

For purposes of this policy, the words “mood altering substances” shall include, but are not limited, to the following:

1. Intoxicating beverages, including, but not limited to, alcohol
2. Non-prescription or prescribed controlled substances
3. Prescription or prescribed controlled substances when used in excess and in violation of doctor’s orders or to produce the state of intoxication in the participant
4. All forms of tobacco/nicotine, including vaping
5. Steroids or any other illegal performance enhancing substance
6. Any illegal drugs/substance not described above
7. Sales or distribution of any of the above

A participant shall include players, coaches, team managers, referees, spectators, and all people involved in an ice hockey contest.

Hazing Policy

The Timberwolves Hockey Club adopts the policy of USA Hockey and AHA! that there shall be no hazing of any participant involved in any of its sanctioned programs, Training Camps, Hockey Clinics, Coaches Clinics, Referee Seminars, District and National Tournaments or other AHA!, USA Hockey events by any employee, volunteer, participant, or independent contractor.

Hazing Definition: Conduct, which is insulting, intimidating, humiliating, offensive, or physically harmful. Any player, team official, executive member of a Team, Club or Association having been party to or having had knowledge of any degrading hazing, or initiation rite, without

reporting it or taking action, shall be subject to suspension from playing or holding office with any Team, Club or Association affiliated with AHAI and/or USA Hockey.

Bullying Policy

Bullying in all forms is prohibited by the Timberwolves Hockey Club. Bullying is defined as an intentional, persistent, and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation, or physical harm to socially exclude, diminish or isolate the target(s). Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

Forms of prohibited bullying conduct can be:

- Physical conduct such as hitting, pushing, punching, beating, biting, striking, kicking, choking, spitting, or slapping; throwing objects such as sporting equipment at another person.
- Verbal conduct such as teasing, ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.
- Social conduct, including cyberbullying, such as using rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media, or other technology to harass, frighten, intimidate, or humiliate someone; socially excluding someone and asking others to do the same.
- Conduct based on sex or gender, such as teasing, ridiculing, or taunting based on gender or sexual orientation (real or implied), gender traits or behavior or teasing someone about their looks or behavior as it relates to sexual attractiveness.

Social Media Policy

It is the position of the Timberwolves Hockey Club that ALL participants and family members of participants shall refrain from participating in any form of electronic cyber communications that are deemed by the Timberwolves Hockey Club to be negative, threatening, harassing, derogatory, defaming or otherwise interpreted as cyber harassment. These forums include, but are not limited to Facebook, X (formerly known as Twitter), Instagram, TikTok, Snapchat, internet blogs, or any other public online forum.

Per the USA Hockey/AHAI SafeSport manual:

"...All electronic communication of any kind between coach and player, including social media, must be non-personal in nature and be for the purpose of communicating information about

All coaches, managers, and players with a 2007 birth year and up will need to complete the SafeSport training program or refresher course. Players must complete no later than September 1, 2024; to participate, USA hockey will not allow anyone that has not completed the program to be added to the roster. USA Hockey Safe Sport Program is the online training/education that is available to help our members become aware of the information necessary to help prevent abuse from occurring in our sport. We are pleased to announce that all USA Hockey registered coaches, officials, players, employees and volunteers are entitled to take the training at no cost. Once you have completed the Core SafeSport Course, there will be a Refresher Course available for individuals who have previously completed the core Safe Sport course and need to retrain. Users completing the SafeSport refresher course will be trained for an additional season. After completing Refresher 3, you will take the Core Training for the next season. This training session generally takes 90 minutes, refresher courses 30 min. team activities or for team oriented motivational purposes.”

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 a USA Hockey/AHA! Program will not be tolerated and are considered violations of USA Hockey/AHA! Safe Sport Program.

In this era of social media, the Timberwolves Hockey Club believes their membership must be held to the highest standard of integrity. Participation in negative, or defamatory online chat room discussions, “tweets,” and/or postings by ANY member of the Timberwolves Hockey Club will not be tolerated. Violations may be reported to law enforcement with the potential of formal criminal complaints to follow.

A determination of a willful, intentional violation must be made by the Timberwolves Board of Directors after a full investigation and hearing. Once a violation is determined to have occurred by the Timberwolves Board of Directors, the following suspension guidelines will be followed:

1. Step One (First Violation) – Three (3) game suspension from ALL team and club activities
2. Step Two (Second Violation) –Thirty (30) day suspension from ALL team and club activities
3. Step Three (Third Violation) – *Lifetime Expulsion* from the Timberwolves Hockey Club

In the event a question arises regarding the existence of willfulness or intent, the Timberwolves Board of Directors shall have the discretion to deviate from the guidelines and offer a lesser suspension. Also, it is possible for an individual to accumulate three (3) or more violations in a single investigation that may result in a Step Three violation and a lifetime expulsion from the Timberwolves Hockey Club. In such a case, the Timberwolves Hockey Club will take all extenuating circumstances into consideration and may deviate from the guidelines if compounding violations are found in connection with an individual’s first offense.

Locker Room Policy

In addition to developing our hockey players and enjoying the sport, the safety and protection of our athletic participants is central to the Timberwolves Hockey Club goals. The Timberwolves Hockey Club 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, the Timberwolves Hockey Club has adopted the following locker room policy. This policy is designed to maintain personal privacy and reduce the risk of locker room misconduct.

The use of locker rooms at all ice arenas, both home and away, is a privilege bestowed upon our teams, not a right. Therefore, when using a locker room (as a player, coach, manager, parent/guardian) the Timberwolves Hockey Club insists we treat these facilities with respect. Triphahn Center is our home, and our visitors expect to use a clean and functional facility while they are at Triphahn Center as we expect the same at their facility. Coaches, players, managers, and parents/guardians are expected to pick up after themselves at all facilities (i.e., tape, bottles, wrappers, water, etc.). The intentional destruction or vandalism of these facilities can result in the offending player(s) or team losing their locker room privileges. If there is intentional damage to the facility, the person(s) responsible may face prosecution for Criminal Damage to Property.

At Triphahn Center there are eight (8) locker rooms available for our program's use depending upon which rink we are using. Each of the locker rooms has a restroom and shower area. Teams in our program will also regularly travel to play games at other arenas, and those locker rooms, rest rooms, and shower facilities will vary from location to location.

The Timberwolves Hockey Club team managers will try to provide information on the locker room facilities before away games. At arenas for which you are unfamiliar, parents should plan to have extra time and flexibility in arranging for their child to dress, undress, and shower if desired.

Locker Room Monitoring

The Timberwolves Hockey Club has predictable and limited use of locker rooms and changing areas (e.g., 30-60 minutes before and following practices and games). This allows for direct and regular monitoring of locker room areas. We encourage our approved team personnel (coaches or team managers) to conduct a sweep of the locker rooms and changing areas before players arrive. Only NCSI (National Center for Safety Initiatives) screened and SafeSport trained adults (which may include coaches, managers, or Timberwolves Board of Directors) must be present at all times and monitoring the locker room during all team events to assure that only Participants

(coaches and players), team managers, or members of the Timberwolves Board of Directors are permitted in the locker room. Team managers or coaches will also secure the locker room appropriately during times when the team is on the ice.

The Timberwolves Hockey Club is required to adopt the AHAI Locker Room Policy.

Per the AHAI policy:

Effective immediately, the following conditions are REQUIRED of all AHAI Affiliates for locker room use at all team events including conditioning clinics, tryouts, practices, games and any event that a locker room is being utilized:

- *No players shall be allowed access to the locker room unless a NCSI background screened/Safe Sport trained locker room monitor is present in the locker room.*
- *If a single player is present, the locker room should be monitored by at least two adults until additional players arrive.*
- *If there is only one adult present, whether a coach or volunteer parent, they should wait for multiple players to arrive before allowing access to the locker room.*
- *The same strategies should be applied after practice with a monitor staying until the last player leaves, and at no time should one adult be alone in the locker room with one player, unless the player is their own child.*

This policy applies to all minor USA Hockey Participants up through the youth 18U level and through girls 19U level. It should be noted that an Affiliate may at its discretion adopt stricter policies than those defined by USA Hockey or AHAI, but in no case may said policy be less strict. Affiliates found in violation of this policy will be sanctioned automatically, under Zero Tolerance, in the following manner starting December 1, 2023:

*1st team offense: \$500 fine to the Affiliate and one game suspension to the head coach**

*2nd team Offense: \$1,000 fine to the Affiliate and 3 game suspension to the head coach**

Any additional offenses will require the Affiliate president and coaches of the non-compliant team to appear before AHAI's Rules and Ethics Committee to determine appropriate discipline, which may include exclusion from participation in the Illinois State Tournament.

**** Fines will be paid by the offending team and NOT the Timberwolves Hockey Club.***

Parents in Locker Rooms

Except for players in the youngest age group (mites), the Timberwolves Hockey Club discourages parents from entering locker rooms. The reason for this is because the Timberwolves Hockey Club wants to encourage team chemistry and camaraderie, and that can only be accomplished if the teammates are afforded the opportunities to form those bonds among themselves without parents “hovering.” If a player needs assistance with their uniform or gear, if they are or may be injured, or their disability warrants assistance, we ask that parents tell the coach beforehand that they will be helping them. Naturally, with our youngest age group (mites) it is necessary for parents to assist the players in getting dressed.

We encourage parents to teach their players as young as possible how to put their gear on so 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 brief time before a game and for a brief time after a game so the coaches may address their players. The coach may at his or her discretion prohibit parents from a locker room at any time.

Mixed Gender Teams

Some of our teams consist of both male and female players. It is important all players' privacy rights are considered and appropriate arrangements made. Where possible, the Timberwolves Hockey Club will have male and female players dress/undress in separate locker rooms and then convene in a single locker room before a 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 unavailable, the players will take turns using the locker room to change. We understand that these arrangements may require players to arrive earlier or leave later to dress, but the Timberwolves Hockey Club believes this is the most reasonable way to accommodate and respect all our players.

Safe Sport Requirements

All coaches, managers, and players with a 2007 birth year and up will need to complete the SafeSport training program or refresher course.

Players must complete no later than September 1, 2024; to participate, USA hockey will not allow anyone that has not completed the program to be added to the roster.

USA Hockey Safe Sport Program is the online training/education that is available to help our

members become aware of the information necessary to help prevent abuse from occurring in our sport. We are pleased to announce that all USA Hockey registered coaches, officials, players, employees and volunteers are entitled to take the training at no cost. Once you have completed the Core SafeSport Course, there will be a Refresher Course available for individuals who have previously completed the core Safe Sport course and need to retrain. Users completing the SafeSport refresher course will be trained for an additional season. After completing Refresher 3, you will take the Core Training for the next season. This training session generally takes 90 minutes, refresher courses 30 min.

Scorekeepers, Penalty Box and Clock Volunteers

Volunteers must be over the age of 16 years old to run the clock, scorekeep, or be in the penalty box. Anyone under the age of 16 years of age is not permitted to work the box or just sit in there while their parent is working or a sibling playing. There is no exception to this rule as it is a safety concern and Zero Tolerance is in effect. Injured players may be on the bench during their teams game as long as they are wearing a helmet. NO Timberwolves player under the age of 16 may be in the box at any time.

Uniform & Third Jersey Policy

All Timberwolves Hockey Club teams must wear the uniform that is provided to them or that the members are instructed to purchase, both home and away, by the Timberwolves Hockey Club. The Timberwolves Hockey Club uniform consists of a jersey (home, predominantly white and away, predominantly dark gray), socks (home and away), helmet (black), pants (black), shells (black with corresponding team colors) and gloves (black).

****The modification and/or alteration of any equipment which is worn on the ice for any Timberwolves Hockey Club game, practice, tournament or event is strictly prohibited. This includes but is not limited to the removal of ear guards and J-clips on helmets.**

A Timberwolves Hockey Club team cannot, at any time during the course of a Fall or Spring season and on its own accord, create a third jersey with the intention of wearing that jersey during any exhibition, outdoor, regular season, tournament or playoff game unless they have the express written consent from the Timberwolves Hockey Club Board of Directors.

The wearing of a "C" for captain or an "A" for alternate will be decided on a team by team basis by the coaches of that team with final approval to be given by the Timberwolves Hockey Club President. All letter patches for this purpose must be obtained from the Timberwolves Hockey Club President. NO other patches, alterations or modifications can be made to the Timberwolves Hockey Club jersey. If it is found that alterations or modifications have been made to a jersey or a non-uniform "C" or "A" are affixed to a Timberwolves Hockey Club jersey then those alterations/modifications will need to be reversed immediately. There are no exceptions to this

rule and Zero Tolerance will be in effect.

The use of the Timberwolves Hockey Club logo and any variation thereof of the name, image, and likeness is strictly prohibited without the express written consent of the Timberwolves Hockey Club Board of Directors. Any team that violates this policy is subject to disciplinary action by the Timberwolves Hockey Club Rules and Ethics Committee and will be handled on a case by case basis.

****USA Hockey will require the use of neck laceration protection (neck guards) for all players in all age classifications in games and practices beginning August 1, 2024. The Timberwolves Hockey Club will be enforcing this rule for all our players beginning August 1, 2024. **Players not wearing a neck guard during practice will be asked to leave the ice until they have one in place.**** Coaches, Managers, and Board Members will be checking to ensure this rule is followed at all practices, games, scrimmages and tournaments.

Per USA Hockey:

HOW COACHES AND PARENTS CAN HELP

Coaches and parents will play an important role in helping make sure that players and officials are properly equipped before heading out to the ice for both practice and games, including wearing appropriate neck laceration protection that is not altered.

IN-GAME ACTION

Rule enforcement will be the same as any other protective equipment violation - the first violation will result in a player substitution and a team warning. Any subsequent protective equipment violations by the team during the game will result in a misconduct penalty.

If a player loses their neck laceration protector during play, it is treated the same as a mouthpiece. Play will continue until the next stoppage, then the player must replace the equipment or undergo a substitution.

Hanging throat protectors for goaltenders are not designed to prevent lacerations from a skate blade and are not a substitute for a neck laceration protector.

Per USA Hockey:

The USA Hockey Congress approved legislation at its Winter Meeting on Jan. 28, 2024, that will require use of neck laceration protection (sometimes referred to as neck guards) for players in all age classifications, other than adults, in games and practices -- as well as for on-ice officials under the age of 18 -- beginning August 1, 2024. For clarity, this includes youth, girls and junior age classifications. USA Hockey continues to strongly recommend the use of neck laceration protectors for adult players. Below are answers to some frequently asked questions.

When does the requirement for neck laceration protection go into effect?

USA Hockey will require the use of neck laceration protection on August 1, 2024, for players in all age classifications, except adults, in games and practices -- as well as for on-ice officials under the age of 18.

What age levels is the requirement for?

Neck laceration protectors are required for players in all age classifications except adults. For clarity, this includes youth, girls and junior age classifications. Please see page 14 of the [2023-24 USA Hockey Annual Guide](#) for the birth years associated with each age classification for the 2023-24 season. The requirement also includes on-ice officials under the age of 18.

Are neck guards required for players competing in USA Hockey's six disabled hockey disciplines?

Neck laceration protectors are required for all six disabled hockey disciplines.

Where is the best place for me to buy a neck laceration protector?

Pure Hockey is USA Hockey's exclusive hockey equipment retailer and is a good source for neck laceration protectors. Neck laceration protectors can also be found at other hockey retailers throughout the U.S.

What is the penalty for not wearing a neck laceration protector?

Rule enforcement will be the same as any other equipment violation: an initial team warning followed by a 10-minute misconduct penalty for any violations after the initial warning.

How can coaches and parents help with this new equipment requirement?

Coaches and parents will play an important role in helping make sure that players and officials are properly equipped before heading out to the ice for both practices and games, including wearing appropriate neck laceration protection that is not altered.

Why is USA Hockey now requiring neck laceration protectors?

USA Hockey has always been concerned about lacerations from a skate blade to all vulnerable areas including the neck and has recommended wearing a neck laceration protector that covers as much of the neck as possible along with cut resistant socks, sleeves, and undergarments.

The USA Hockey Safety and Protective Equipment Committee (SPEC), at the request of the USA Hockey Board of Directors, started looking at potential rule modifications related to neck laceration protection in November 2023 and ultimately the USA Hockey Congress passed new legislation related to neck laceration protection at its January 2024 Winter Meeting.

What is the best neck laceration protector to use? Does it matter what kind I buy?

Choose a neck laceration protector that covers as much of the exposed neck area as possible and is worn properly without alteration.

If my parent signs a waiver giving me permission not to wear neck laceration protection, can I play without it?

No.

Will a neck laceration protector prevent me from getting cut?

There is still risk of injury when wearing a neck laceration protector, as with other protective equipment. No one piece of equipment can 100% prevent an injury from happening, but we can reduce the risk of injury by wearing proper fitting equipment without altering it in any way.

Can I make my own neck guard?

Players are required to wear a neck laceration protector that is commercially designed and manufactured for that purpose.

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 only permitted to be used in the locker rooms under the following limited situations:

Taking videos, pictures or using Snapchat or similar programs in the locker room is prohibited except where a team-sponsored photo or video is taken by the coach or at the discretion of the coach while the coach is present in the locker room. Any photo or video that violates the Timberwolves Hockey Club policies as described herein will result in disciplinary action, including suspension or expulsion depending upon how egregious the violation is.

Phones or devices that can play music may be used in accordance with these policies and the coach's specific locker room rules, provided that the music is age appropriate and not played to an excessive level that will make conversation in the locker room difficult. In other words, music from the phone is acceptable if it is respectful. If it is not, the phone will be banned from the locker room.

Prohibited Conduct and Reporting

The Timberwolves Hockey Club prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment (including discrimination and hazing), all as described in the USA Hockey SafeSport Handbook.

Participants, employees, or volunteers in the Timberwolves Hockey Club who engage in any act of abusive or harassing behavior are subject to appropriate disciplinary action, including but not limited to, suspension, permanent suspension, and/or referral to law enforcement authorities.

The severity and pattern of the harassing behavior and/or result shall be considered when disciplinary decisions are made. Any actual or suspected violations should be reported to the Timberwolves Hockey Club Rules and Ethics Committee. In addition, you may email USA Hockey at SafeSport@usahockey.org or call 1-800-888-4656.

Making a Complaint and Its Enforcement

Participants, employees, coaches, trainers, team staff, medical or paramedical personnel,

administrators, officials or other athlete support personnel, and volunteers, are encouraged to report claims or incidences of bullying, harassment, sexual harassment, or any other prohibited conduct to the Timberwolves Hockey Club Rules and Ethics Committee, the Hockey Director, or any Timberwolves Hockey Club Board Member. Complaints will be kept confidential to the extent possible given the need to investigate and to inform the alleged victim of misconduct of the outcome of any investigation. Any person who makes a good faith complaint will not be disciplined and/or retaliated against.

No Retaliation

The Timberwolves Hockey Club prohibits reprisal or retaliation against a person for filing a good faith complaint of misconduct, for supporting or assisting, in good faith, another person in pursuing a complaint, or in assisting in the investigation of a complaint.

24-Hour Rule

Each year 2.5 million people give their time to coach children in various sports. These coaches are the vehicles that provide organized youth athletics an existence. As parents/guardians we will not always agree with the coach's decisions, however, it is important to recognize that a coach's role is to make decisions for the team first and for the player second. Often, we tend to recognize our coaching staff's decisions through our player first and the team second. We need to understand that most players are not aware of any problems until we, as parents/guardians, bring it to their attention.

****The Timberwolves Hockey Club subscribes to the 24-Hour Rule.**

*Some coaches may have a 48-Hour Rule for their team and all the same guidelines will apply.

Parents/guardians are not permitted to confront a coach, team, or league official to discuss any "negative" game or practice situation with the coaching or management staff until at least 24 hours have passed from the completion of the game or practice. Confrontation shall consist of any conversation, which is elevated from a normal speaking tone and demeanor to one which involves yelling, profanity, or derogatory comments toward said coach, team, or league official. After 24 hours have elapsed, the parent/guardian may address their concern with the coach, team, or league official however, the following protocol must be followed:

1. The parent/guardian will contact the Team Manager and report their issues or concerns to be addressed.
2. The Team Manager will document the complaint, notify the Coaches, and the Hockey Director of the complaint.
3. The Coach shall meet with the parent/guardian but is encouraged NOT to engage in this meeting without a third party being present. The Team Manager, Hockey Director, or a

Timberwolves Hockey Club Board Member will act as the third party.

4. If the parent/guardian feels the issue of concern remains unresolved, they may schedule a meeting with the Timberwolves Hockey Club Director and/or the Timberwolves Hockey Club Rules and Ethics Committee Director.

****Please respect the significance of the 24-Hour Rule Policy. If we all honor this concept, concerns will be moved away from an audience with our children, a possible ill-timed discussion, and issues will be viewed in the proper perspective.**

Violation of the 24-Hour Rule will be addressed as a Zero Tolerance Violation by the Timberwolves Hockey Club Rules and Ethics Committee and result in an immediate elevated Step 1 violation and a minimum suspension of three (3) games!

Investigations by the Rules and Ethics Committee

1. The Timberwolves Hockey Club ("Timberwolves") has a Rules and Ethics Committee consisting of a minimum of three members, including the Rules and Ethics Chair and at least two (2) other members, who may not be the President or Vice President.
2. The Timberwolves Hockey Club Rules and Ethics Committee shall be notified of ALL violations of Timberwolves policies, as well as CUHL, NIHL, CSDHL, AHAI and USA Hockey rules that may result in disciplinary action as soon as possible following the incident. **This is required of all coaches, managers, and parents.** If the Timberwolves Hockey Club Rules and Ethics Chair is a coach of the team involved, or has a player on the team involved, then the President or Vice President of the Timberwolves Hockey Club shall be notified immediately following the incident for review and investigation if necessary. When in doubt, report the incident.
3. Notification to the Timberwolves Hockey Club Rules and Ethics Committee can be made in person, by phone, e-mail (twhcrulesethics@gmail.com) or a written letter.
4. Following notification of an incident, the Timberwolves Hockey Club Rules and Ethics Committee will determine, within three (3) days, if the nature and severity of the incident necessitates the initiation of a formal investigation. In situations where an incident does not rise to the level of a violation of the Zero Tolerance Policy it may be acceptable to address the issue by other means.
5. If a formal investigation is necessary, the Timberwolves Hockey Club Rules and Ethics Director will lead the investigation of the incident or delegate responsibility to another Rules and Ethics Committee Member as appropriate. If the Timberwolves Hockey Club Rules and Ethics Director is a coach of the team involved, or has a player on the team involved, then a Timberwolves Hockey Club Rules and Ethics Committee Member who does not have a conflict shall lead the investigation.
6. In situations where no such person exists, the Timberwolves Hockey Club outside legal

counsel shall appoint the appropriate board member(s) or board advisor(s) to conduct the investigation.

7. The individual leading the investigation should make every effort to immediately conduct interviews with individuals who may have information necessary to facilitate a complete investigation of the reported incident, including coaches, parents, players, officials, rink employees and opposing players, coaches, and parents. Such interviews should take place as soon as possible.

8. The lead investigator shall complete a Rules and Ethics Investigation Summary. It shall contain findings based on all interviews and other facts obtained through the investigation (e.g., police reports, facility video feeds, facility incident reports and the like) and shall make a recommendation as to disciplinary action in its final report to the Timberwolves Board of Directors. It shall be incumbent upon the Timberwolves Hockey Club Board of Directors to distribute such reports and resulting disciplinary action to CUHL, NIHL, CSDHL, AHAI or USA Hockey, as circumstances necessitate and warrant.

9. The Timberwolves Board of Directors is the sole arbiter of disciplinary action resulting from violations of the Timberwolves Hockey Club Policies. The Timberwolves Board of Directors shall issue disciplinary action consistent with findings of violations of CUHL, NIHL, CSDHL, AHAI and USA Hockey rules that require disciplinary measures, and in such cases shall make their complete report and decision in such cases immediately known to the appropriate organization's Rules and Ethics Advisor.

10. In situations where an incident may involve a conflict of interest with a Timberwolves Hockey Club Board of Directors Member, that member must not participate in any discussions related to the Timberwolves Hockey Club Rules and Ethics Committee investigation of the incident and will not be allowed to vote on or influence any disciplinary action rulings by the Timberwolves Hockey Club Board of Directors. All Timberwolves Hockey Club Board of Directors decisions arising from a disciplinary hearing are considered final.

11. In accordance with the Timberwolves Hockey Club Bylaws, an appeal can be made to the Timberwolves Hockey Club President after the hearing.

12. Accordingly, the Timberwolves Hockey Club President shall abstain from voting at the conclusion of a hearing on the disciplinary measure. If the President has a conflict of interest, as determined by outside legal counsel or the President's own admission, then the Vice President shall serve in that capacity. If the Vice President has a conflict as well, then the Treasurer, and then the Secretary, and then the longest serving board member shall vote.

13. All board members and advisors and incoming Timberwolves Hockey Club Rules and Ethics Directors shall undergo training by the past Timberwolves Hockey Club Rules and Ethics Director on the appropriate handling of a request for investigation and the appropriate manner in which to complete and present a final report with recommendations

to the Timberwolves Hockey Club Board of Directors (or league as the case may be), whether such request is made internally or originated by CUHL, NIHL, CSDHL, AHAI or USA Hockey.

Three Strike Policy

Every player, coach, team official, parent, and spectator will be allowed a maximum of three (3) strikes. Each instance of behavior that is deemed to have violated any of the above will result in at least one (1) strike. It is possible to earn all three (3) strikes for a single infraction. Players (and his or her parents), coaches, team officials, parents, and spectators will be notified in writing of any strikes assessed against them by the Director of the Timberwolves Hockey Club Rules and Ethics Committee.

1. Strike One – Could include but not limited to One week (minimum one game) suspension and a fine of \$250
2. Strike Two – Could include but not limited to a Two week (minimum two game) suspension and a fine of \$500
3. Strike Three – Could include but not limited to suspension for the balance of the regular season from all Timberwolves Hockey Club practices, games, tournaments, and events as well as a fine of \$750

*All consequences are at the discretion of the Timberwolves Hockey Club Rules and Ethics Committee, however, ALL minimum consequences mandated by CUHL, NIHL, CSDHL, AHAI and USA Hockey will be strictly enforced. The Timberwolves Hockey Club reserves the right to adopt tougher sanctions depending on the nature of the infraction.

*All fines will be donated to a charity chosen by the Timberwolves Hockey Club Board of Directors.

Disciplinary Carry Over

Any disciplinary action taken by the Timberwolves Hockey Club that remains unserved 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 participate 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. It is up to said new organization to take enforcement and/or uphold the sanctions levied by the Timberwolves Hockey Club. Should a player, coach, team official, parent, or spectator move to another organization and NOT serve said suspension, and returns to the Timberwolves Hockey Club at a later date, the pending, unserved suspension will be reinstituted and must be served in its entirety.

****All policies of the Timberwolves Hockey Club are subject to change in accordance with USA Hockey, AHAI, CSDHL, NIHL and CUHL.**

USA Hockey Code of Conduct

1. No swearing or abusive language on the bench, in the rink, or at any team function.
2. No lashing out at any official no matter what the call is. The coaching staff will handle all matters pertaining to officiating.
3. Anyone who receives a penalty will skate directly to the penalty box.
4. Fighting will not be tolerated. Fighting will result in an appearance before a *Discipline Committee.
5. There will be no drinking, smoking, chewing of tobacco or use of illegal substances at any team function.
6. I will conduct myself in a befitting manner at all facilities (ice rink, hotel, restaurant, etc.) during all team functions.
7. Any player or team official who cannot abide by these rules or violates them will be subject to further disciplinary action.

*Timberwolves Hockey Club Rules and Ethics Committee will act as the Discipline Committee.