

Newark Ice Hockey Association Policies (Substance Abuse)

The consumption, use, and 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 those participants aspiring to develop their talents to advance their playing, coaching or officiating careers in the sport of ice hockey. Therefore, with the best interests of its participants in mind, the Newark Ice Hockey Association (NIHA) will take action to remove any participant deemed to be under the influence of mood-altering substances from NIHA programs. In order to maintain the health of our athletic participants, the integrity of our programs and the eligibility of our competitors, this policy will be strictly enforced.

For the purposes of this policy, the words “mood altering substances” include (but is not limited to):

- Intoxicating substances, including alcohol, illegal drugs, or other substances used to produce a state of intoxication
- Non-prescription or prescribed controlled substances
- Prescription or prescribed controlled substances when used in excess in violation of doctors' or manufacturers' order

Violations of this policy also include any individual determined to have provided any mood-altering substances to others. Additionally, per the USA Hockey Code of conduct, the use of tobacco is prohibited at any NIHA event, regardless of whether the participant is of legal age to use tobacco products or not. Therefore, violations of this rule also will fall under this policy. This policy extends to not only on-ice events, but also to any travel to or from, or intervening stay for the participation of the NIHA sanctioned games, camps, tryouts, clinics, practices, or other events.

Guidelines for Infractions

The Newark Ice Hockey Association will not tolerate any violation of this policy. Accordingly, any alleged violation of this policy by a participant shall be brought to the attention of the members of the NIHA Board of Directors (Board), who shall form a committee to investigate the alleged violation within 14 days of the notice. If upon a review of the circumstances, the Board determines that a violation occurred, the participant shall be suspended from active play or participation for a minimum period of 2 games. The participant shall also be required to perform at least eight (8) hours of community service as approved by the Board. The committee shall include the following administrators: NIHA president, vice president, ACE coordinator, player's head coach, and if applicable, a GCHSCHL representative. A participant, who is found to have violated this policy a second time in the same or subsequent years, shall be suspended from further participation for a minimum period of 6 games. The participant shall also be required to perform at least twenty-four (24) hours of community service as approved by the Board. Prior to reinstating participation, the participant must formally request re-admittance to NIHA and must present the steps he/she has taken to address the substance use problem. Any further violations of this policy by a participant will go under review of the Board, and will likely result in permanent dismissal from our program. Note that these penalties are considered minimum guidelines. The Board has the right to make arrangements for other penalties and/or acceptable conditions prior to any participant's return to play. Also, note that any single violation of NIHA's substance abuse policy, including first offenses, could be grounds for immediate and permanent dismissal from our programs based on seriousness of the infraction as determined by the Board. A suspension from NIHA due to violations this policy will not be grounds for any monetary refund. Self-reporting a substance abuse or dependency on drugs, alcohol or tobacco will be handled by giving referrals for specialists outside of NIHA to assist them. Potential partial or full suspension of penalties are possible upon committee review.

Newark Ice Hockey Association Policies (Bullying)

Statement of Intent

NIHA is committed to providing a fun, caring, friendly and safe atmosphere for all Players, Coaches, Refs, Parents and ice rink staff. Bullying of any kind is unacceptable and therefore will not be tolerated. If any type of bullying is reported to a Parent, Coach and/or Ref, NIHA will deal with it immediately by notifying the President of NIHA directly and reporting the incident.

Bullying is UNACCEPTABLE at all levels.

What is Bullying?

Bullying is the use of aggression with the intent of hurting another person.

Bullying results in pain and stress to the victim.

Bullying can be:

Emotional- being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting, (e.g. hiding equipment or hockey bag, threatening gestures)

Physical- pushing, kicking, hitting, punching or any use of violence including cup checking

Racist- racial taunts, graffiti, gestures

Sexual- unwanted physical contact or sexually abusive comments

Homophobic- because of, or focusing on the issue of sexuality

Verbal- name calling, sarcasm, spreading rumors, teasing

Why is it important to respond to acts of Bullying?

Bullying is hurtful and no one deserves to be a victim of bullying. Everyone has the right to be treated fair with respect, dignity and a right to participate with everyone else. NIHA has a responsibility to respond to all reported acts of bullying, misconduct and/or harassment.

Objectives of the Anti-Bullying Policy

All NIHA members including, Players, Coaches and Officials should have an understanding of what bullying is and be aware at all times.

All NIHA members including, Players, Coaches and Officials should agree to the Anti-Bullying

Policy and understand that any reported acts of bullying will be reported immediately to the NIHA President for follow up if such allegations are occurring.

All NIHA members including, Players, Coaches and Officials should take any type of bullying, misconduct and/or harassment seriously. Players and Parents should be assured that NIHA will be supportive when any type of allegation is reported.

Signs and Indicators of Bullying

A child may indicate by signs that he or she is being bullied. Parents, Coaches and Officials should be aware of these possible signs and investigate if a child:

Says he or she is being bullied

Doesn't want to go to team events

Becomes withdrawn, anxious, or lacking in confidence

Feels ill before practice or games

Comes home with torn clothes or damaged equipment

Asks for money often

Has unexplained cuts and bruises

Won't say what's wrong or gives improbable excuses for any of the above

In more extreme cases a child,

Starts stammering

Cries themselves to sleep at night or has nightmares

Becomes aggressive, disruptive or unreasonable

Is bullying other children or siblings

Stops eating

Attempts or threatens suicide or runs away

These signs and behaviors may indicate other problems, but bullying should be considered a possibility and it should be investigated.

Procedures for Reporting

1. Report bullying incidents to a Coach or another NIHA official
2. In cases of serious bullying, the incident may be reported to local law enforcement
3. Parents should be informed and will be asked to attend a meeting to discuss the issue
4. The bullying behavior or threats of bullying must be investigated and stopped immediately
5. An attempt will be made to help the bully (bullies) change their behavior

Actions

1. All reported bullying incidents will be investigated by the NIHA President and Vice President
2. NIHA board will call an emergency meeting within 48 hours of the reported incident to follow up the investigation done by the President and Vice President.
3. The NIHA board will discuss the next course of action. Actions can be counseling, suspension from the team, expulsion from NIHA. Based on the incident, NIHA officials will notify law enforcement in extreme cases as mentioned earlier. NIHA reserves the right to open an incident report with USA Hockey program and an investigation by them maybe launched.

Newark Ice Hockey Association Policies (Locker Room)

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 the Newark Ice Hockey Association's goals. The Newark Ice Hockey Association ("NIHA") adheres to USA Hockey's Safe Sport Program as a means 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, NIHA 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 Lou & Gib Ice Arena, there are a number of locker rooms available for our program's use. Some of the locker rooms have restroom(s) and shower area(s) or otherwise share a 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, rest rooms and shower facilities will vary from location to location. At arenas for which you are unfamiliar, parents should plan to have extra time and some flexibility in making arrangements for their child to dress, undress, and shower if desired.

NIHA Locker Room Monitoring- through its member team(s), has predictable and limited use of locker rooms and changing areas (e.g., generally 30-60 minutes before and following practices and games). This allows for direct and regular monitoring of locker room areas. No coach, monitor, or parent should ever be alone with a child other than their own in a locker room. NIHA relies on the Head Coach, Assistant Coaches, and Manager of each team to ensure locker room areas are properly monitored. It is the responsibility of the Head Coach, Assistant Coaches, and Manager to appoint locker room monitors for the team. These monitors may be the coaching and team management staff or they may be parents; however, ALL locker room monitors, coaching and team management staff MUST undergo and pass the required USA Hockey/Mid-Am District background screening and Safe Sport Training.

It is the responsibility of the Head Coach, Assistant Coach, or designated adult Monitor appointed by the Head or Assistant Coach of each NIHA team, to conduct a sweep of the subject locker rooms and changing areas assigned to their respective team BEFORE players arrive. This Monitor 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. The Head Coach, Assistant Coach, or designated Monitor will also lock and secure the locker room appropriately during times when the team is on the ice, retain the key, and not unlock said locker room until the team has left the ice at the conclusion of the subject game, practice, at scheduled break between periods, or for such occasions where an individual player needs to enter the locker room during the scheduled ice event.

Parents in Locker Rooms

Unless injury or other imminent emergency arises, parents are NOT ALLOWED to enter the locker rooms after the 10U age group. If a player needs assistance with their uniform or gear, or if the player is or may be injured, or a player's disability warrants assistance, then we ask that parents let the Head Coach, Assistant Coach, or Monitor know beforehand that they will be helping their player. Naturally, with our younger age groups it is 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. When the coaches are addressing the players, parents are expected to be silent and unobtrusive. If not, they cannot stay in the locker room. In situations where the locker room is too small to include parents, the coach may at his discretion ask parents to leave the locker room. It is common among the younger age groups for both mothers and fathers to help players dress in the locker room. Because of this, players in the younger ages should have underwear on at all times in the locker room. No players should be exposed when there is someone of the opposite sex in the locker room. If a bantam aged player needs assistance, only fathers should assist in the boys' locker room and only mothers in the girls.

Mixed Gender Teams

Some of our teams consist of both male and female players. It is important that the privacy rights of all of our players are given consideration and appropriate arrangements made. Where possible, NIHA, through the Head or Assistant Coach of the subject DHA team, will attempt its best efforts to 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 different genders 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 of our players.

Cell Phones and Other Mobile Recording Devices

Cell phones are permitted in locker rooms but only text and phone call functions are permitted. The devices are not permitted to be used in audio recording or video recording. The camera features are not permitted for use in the locker room. Picture, audio or video recordings are never permitted to be used in the locker rooms. Any player violating this rule is subject to suspension or other appropriate disciplinary action as determined by the NIHA Board of Directors. All such devices, if brought into the locker room, must remain turned off and in a container until the player leaves the locker room. It is the player's responsibility to secure their own cell phone and any other mobile devices, and NIHA, its board members, coaches, and/or anyone else assumes no responsibility for damage, loss, theft, repair, reimbursement, and/or replacement of same. NIHA recommends these devices be kept and stored outside the locker room and used only in the lobby area or outside the arena. Some arenas may have public lockers on premises to store such items. However, use of these lockers or other storage area of any kind is entirely the option, cost, responsibility, and liability of the subject player and/or their parent or guardian. In addition, some locker room facilities provide lockers inside of the locker rooms. Should players decide to use these lockers to secure their belongings, NIHA recommends that a player carry a combination padlock for use in locking those types of lockers. Because both practice and game times are communicated well in advance to each player and/or parent or guardian, NIHA recommends its players, parents, coaches, and volunteers do not bring such devices into the ice arena unless absolutely essential, but rather they should be left at home or in a locked vehicle.

Newark Ice Hockey Association Policies Signature Sheet

I have read and received the NIHA Locker Room Policy

Name: _____ Date: _____

I have read and received the NIHA Anti-Bullying Policy

Name: _____ Date: _____

I have read and received the NIHA Substance Abuse Policy

Name: _____ Date: _____