



# DISCIPLINE GUIDE

August 2025

# ASSOCIATION GUIDE TO DISCIPLINE

<https://www.carolinahockey.org/discipline>

The purpose of this guide is to provide CAHA Associations with the guidelines and rules regarding Discipline. Association's Discipline Committees should be implementing these when handling discipline in their programs.

Discipline issues are a shared responsibility that requires cooperation from all member associations to ensure the integrity, fairness, and safety of our sport. Addressing these matters promptly helps maintain a positive environment for players, coaches, officials, and families while reinforcing the values we hold as an organization.

To that end, it is the expectation that all CAHA affiliate associations respond to inquiries from the CAHA Discipline Committee within 72 hours of receipt. Timely responses are vital to:

1. Ensure Swift Resolution: Delays in communication can hinder our ability to address discipline matters efficiently, impacting all parties involved.
2. Uphold Consistency and Fairness: Prompt collaboration allows the committee to maintain a standard process for discipline matters, ensuring fairness and equity.

The CAHA Discipline Committee is equally committed to upholding these standards. We will ensure timely responses to inquiries from any association and are dedicated to the prompt resolution of all discipline issues adjudicated by this committee, in accordance with Bylaw 10.

Please ensure that your association has procedures in place to monitor communications from the CAHA Discipline Committee and respond promptly. This may include designating a primary and backup contact for discipline-related matters and ensuring they regularly check email and other communication channels.

## **CAHA Bylaw 27.4 CAHA Disciplinary/Dispute Resolution Committee:**

- (a) In the event a controversy or dispute arises regarding the construction, interpretation, or application of the Constitution, Bylaws, Rules and Regulations, decisions of the Board of Directors of CAHA or USA Hockey, or decisions of the Member Associations, Leagues, Clubs, Agents or appointees of CAHA or USA Hockey, the dispute shall first be submitted to the CAHA Disciplinary/Dispute Resolution Committee for resolution.
- (b) Any party that is suspended, otherwise disciplined or subject to an Administrative Action by a Disciplinary Authority of a Member Association or League may, after a hearing or failure to have a hearing in accordance with the Unified Procedure, appeal such action to the CAHA Disciplinary/Dispute Resolution Committee in accordance with USA Hockey Bylaw 10 E. Appeals.
- (c) On appeal, the CAHA Disciplinary/Dispute Resolution Committee may affirm, reverse, or modify (including increase or decrease the term of a suspension) any decision in its sole discretion and as it deems proper under the circumstances.
- (d) Discipline or dispute hearings of Member Associations or Leagues shall be subject to review by the CAHA Disciplinary/Dispute Resolution Committee. The CAHA Disciplinary/Dispute Resolution Committee may affirm, reverse, or modify (including increase or decrease the term of a suspension) any decision in its sole discretion and as it deems proper under the circumstances.

## 8.0 DISCIPLINE

**8.1 Appeals to CAHA Disciplinary Committee after Association Disciplinary Authority** - Any party that is suspended, otherwise disciplined or subject to an Administrative Action by a Disciplinary Authority of a Member Association or League may, after a hearing or failure to have a hearing in accordance with the Unified Procedure, appeal such action to the CAHA Disciplinary/Dispute Resolution Committee in accordance with USA Hockey Bylaw 10 E. Appeals. On appeal, the CAHA Disciplinary/Dispute Resolution Committee may affirm, reverse, or modify (including increase or decrease the term of a suspension) any decision in its sole discretion and as it deems proper under the circumstances.

**8.2 Discipline or dispute hearings of Member Associations or Leagues** - are subject to review by the CAHA Disciplinary/Dispute Resolution Committee. The CAHA Disciplinary/Dispute Resolution Committee may affirm, reverse, or modify (including increase or decrease the term of a suspension)

**8.3** The CAHA Board of Directors may approve additional policies that supplement USA Hockey policies and provide additional penalties when handling disciplinary matters. Any fines levied against associations will be utilized to fund Coach, Parent, and Player Education in support of USAH's "Zero-Tolerance Initiative" within the CAHA Affiliate.

**8.4 Progressive Suspensions (Rule 411)** - USA Hockey is committed to providing a safe and fair environment for all participants. While most players participate within the rules and respect the game and their opponents, USA Hockey recognizes the need to hold those players and coaches deemed to be repeat offenders accountable for their actions.

- (a) Any player who receives their third major penalty during the same season for any combination of aggressive infractions listed below shall receive an additional three game suspension. For any player who receives their fourth major penalty in this category, the player shall receive an additional five-game suspension. Any player who receives their fifth major penalty in this category during the same season shall be suspended until a hearing is conducted by the proper authorities (USA Hockey Affiliate). These designated game suspensions shall be in addition to any other suspensions imposed through the official playing rules. The aggressive infractions that fit into this category are:

<ul style="list-style-type: none"><li>• Rule 603 Boarding</li><li>• Rule 604 Body Checking (Competitive Contact categories)</li><li>• Rule 606 Butt-Ending</li><li>• Rule 607 Charging</li><li>• Rule 608 Checking From Behind</li></ul>	<ul style="list-style-type: none"><li>• Rule 609 Cross-Checking</li><li>• Rule 611 Elbowing</li><li>• Rule 619 Head-Butting</li><li>• Rule 620 Head Contact</li><li>• Rule 621 High Stick</li><li>• Rule 622 Holding an Opponent (Grabbing Facemask)</li><li>• Rule 627 Kicking</li></ul>	<ul style="list-style-type: none"><li>• Rule 628 Kneeing</li><li>• Rule 634 Slashing</li><li>• Rule 635 Spearing</li><li>• Rule 639 Tripping/Clipping/Leg Checking/Slew Footing</li><li>• Rule 640 Unnecessary Roughness (Roughing)</li></ul>
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- (b) Any team that receives three major penalties in the same game shall have its Head Coach suspended for the next game of that team. For any subsequent game where that team receives three or more major penalties in the same game, the Head Coach shall serve a three-game suspension. For a third game with three or more major penalties by the same team during the same season, the Head Coach shall be suspended indefinitely until a hearing has been conducted by the proper authorities (USA Hockey Affiliate).

(Note) The role of the Official is to enforce all always playing rules and they are expected to strictly enforce playing rules that fall under the aggressive infraction category. Players and coaches must be held accountable for dangerous actions and the onus is on them to teach and play the game within the rules. Officials are required to submit a game report no later than 24 hours after the game for any major penalty falling in the aggressive infraction category, game misconduct or match penalty that is assessed.

- (c) Any coach who receives their second game misconduct penalty in the same season for a violation of Rule 601 shall automatically receive an additional three-game suspension.
- (d) Any coach who receives their third game misconduct penalty in the same season for a violation of Rule 601 shall automatically be suspended from USA Hockey activities until a hearing is conducted by the Proper Authority.

**8.5 Progressive Suspensions for Fighting (Rule 615)** - Whereas a player is assessed a major and game misconduct penalty under Rule 615 (Fighting), they are subject to the following progressive discipline:

- (a) **Youth Hockey Programs** - for the purposes of this rule, the USA Hockey season is from September 1 to August 31.
  - First Offense - Player will serve the one (1) game suspension mandated by USA Hockey plus an additional one (1) game suspension mandated by CAHA (total 2 game suspension).
  - Second Offense - Player will serve the three (3) game suspension mandated by USA Hockey plus an additional three (3) game suspension mandated by CAHA (total 6 game suspension).
  - Subsequent Offenses - Player shall be suspended until a hearing is conducted by the proper authorities under Rule 410 Supplementary Discipline.
- (b) **Adult Hockey Programs** – for the purposes of this rule, the USA Hockey season is from September 1 to August 31. These suspensions are the minimum that Adult leagues may impose. Adult leagues may add game suspensions at their discretion.
  - First Offense - Player will serve the one (1) game suspension mandated by USA Hockey plus an additional four (4) game suspension mandated by CAHA (total 5 game suspension).
  - Second Offense - Player will serve the three (3) game suspension mandated by USA Hockey plus an additional three (3) game suspension mandated by CAHA (total 6 game suspension).
  - Subsequent Offenses - Player shall be suspended until a hearing is conducted by the proper authorities under Rule 410 Supplementary Discipline.

**8.6 Abuse of Officials (Rule 601 (d)) Automatic CAHA Discipline** - whereas a coach/team official is assessed game misconduct by the official:

- First Offense - Coach/Team Official will serve the one (1) game suspension mandated by USA Hockey plus an additional two (2) game suspension being mandated by CAHA.
- Second Offense - Coach/Team Official will be suspended for a thirty (30) day period and must attend a hearing with the CAHA Discipline Committee. The Coach/Team Official's Association shall be fined in the amount of \$500.

**8.7 Abuse of Officials (Rule 601 (d)) in games involving Officials 17 years old or younger** - Should the Abusive Conduct occur in a game where any of the assigned game officials are 17 or younger, the stated penalties shall double, regardless of whether the abusive conduct is directed at any official 17 or younger. This applies to coaches, players, and spectators.

**8.8 Green Armband Initiative for Officials 17 years old or younger** - the Green Arm Band Initiative aims to enhance the safety and development of young ice hockey officials by clearly identifying them on the ice. Effective August 1, 2025, they will be required to wear one green armband during officiating assignments in the 2025-26 season. CAHA aims to create a more supportive environment for developing officials.

- The green armband must be worn by any Official 17 years old or younger and the Official may stop wearing the green armband as of their 18<sup>th</sup> birthday.
- The green armband is to be worn on the left arm, between the elbow and shoulder.
- If in the role of Referee, the green armband is worn over the orange armband on the left arm.

- The green armband is to be worn regardless of the age of the players involved in the game and of the competition level of the game.

**8.9 Twelve (12) or More Penalties in a Game (Rule 401 (b)) Automatic CAHA Discipline** - whereas a team is assessed twelve (12) or more penalties during one game, they are subject to the following progressive discipline:

- First Offense - Head Coach will serve the one (1) game suspension mandated by USA Hockey.
- Second Offense - Head Coach will serve the one (1) game suspension mandated by USA Hockey plus an additional one (1) game suspension being mandated by CAHA.
- Third Offense - Head Coach will serve the one (1) game suspension mandated by USA Hockey plus an additional two (2) game suspension being mandated by CAHA.
- Subsequent Offenses will add an additional game suspension for each occurrence of this rule infraction in addition the prior offence.

**8.10 Leaving the Players' Bench (Rule 629 (a)) Automatic CAHA Discipline** - whereas any player leaves the players' bench during an altercation or for the purpose of starting an altercation:

- First Offence - Head Coach will serve a three (3) game suspension being mandated by CAHA.
- Second Offence - Head Coach will be suspended for a thirty (30) day period and must attend a hearing with the CAHA Discipline Committee. The Head Coach's Association shall be fined in the amount of \$500.

**8.11 Match Penalty Schedule for Game Suspensions** – USA Hockey has established suspension range recommendations for match penalties. These suspension ranges serve to create consistency in the application of suspensions involving players or team officials assessed match penalties. The following procedure *shall* be followed by the proper authorities as determined by the Affiliate in each instance when a match penalty is assessed.

Any Match Penalties assessed under Rule 601(e.1) (Physical Assault of Official) and Rule 601(e.3) Uses language that is hateful or discriminatory in nature are *excluded from this policy*. Original jurisdiction in any hearing resulting from a match penalty assessed under either of these rules shall *reside with the Affiliate* and are governed by USA Hockey's "Resolutions of Disputes, Arbitration and Suspensions" section of the current USA Hockey Annual Guide.

In all instances where a player or team official has been suspended for a period of time as a result of a match penalty, the player or team official shall be prohibited from participating in all USA Hockey activities for the length of the suspension. The required game(s) suspensions shall include the next regularly scheduled games that appear on the schedule of their team at the time of the incident. A player or team official who is rostered on multiple USA Hockey registered teams must serve the suspension in full before they are permitted to participate on any other USA Hockey registered team, unless otherwise specified by the proper authorities as determined by the Affiliate.

For this policy, there shall be three levels of standardized suspensions. They are:

**Level 1** – Match penalties assessed under the below rules have a recommended range of a 6-10 game suspension.

- Rule 305(b) Dangerous Equipment
- Rule 601(e) Abuse of Officials and Other Misconduct (This includes all match penalties assessed under this rule except 601(e.1) Physical Assault of an Official)
- Rule 602(a) Attempt to Injure or Recklessly Endanger an Opponent

**Level 2** – Match penalties assessed under the below rules have a recommended range of a 4-8 game suspension.

- Rule 603(c) Boarding

- Rule 606(b) Butt-Ending
- Rule 607(e) Charging
- Rule 608(c) Checking from Behind
- Rule 619(b) Head Butting
- Rule 620(c) Head Contact
- Rule 634(d) Slashing (Swinging Stick During Altercation)
- Rule 635(b) Spearing

**Level 3** – Match penalties assessed under the below rules have a recommended range of a 3-5 game suspension.

- Rule 601(e.3) Abuse of Officials and Other Misconduct Hateful/Discriminatory Language
- Rule 604(e) Body Checking- Competitive Contact Category
- Rule 609(c) Cross-Checking
- Rule 611(c) Elbowing
- Rule 615(c) Fighting (Helmet Removal)
- Rule 621(c) High Sticks
- Rule 622(c) Holding an Opponent
- Rule 623(c) Hooking
- Rule 627(b) Kicking Opponent or Puck
- Rule 628(c) Kneeing
- Rule 633(a or b) Refusing to Start Play
- Rule 634(c) Slashing
- Rule 639(c) Tripping/Clipping/Leg Checking/Slew Footing
- Rule 640(e) Unnecessary Roughness (Roughing)

## 8.12 Spectator Policy

Any participant attending a sanctioned USA Hockey event removed from the venue by a USA Hockey official, security personnel, facility personnel, or Association personnel over a period of two consecutive seasons will be subject to mandatory suspension from ALL USA Hockey events for the following periods:

- 1st offense automatic 30-day suspension from all events involving the Association and may be subject to additional supplemental discipline review as determined by the association/CAHA based on the event.
- 2nd offense, automatic 60-day suspension from all events involving the Association and required hearing with the CAHA Discipline committee subject to additional supplemental discipline up to and including permanent lifetime suspension from all USA Hockey events.

If an Official 17 years old or younger is officiating the game where the incident occurred, the fines and suspensions will be doubled. This is regardless of whether the behavior was directed at the Official 17 years old or younger or not.

Any Association that does not reasonably cooperate in the identification of the parent involved or reasonable attempt to enforcement of the above will be subject to referral to the CAHA Discipline Committee, which may include discipline up to and including suspension from all USA Hockey events for the Head Coach and the President of the Association. All suspension periods shall run from the date of the incident in question.

## 8.13 Locker Room Monitor Automatic CAHA Discipline - for no locker room monitors in any USA Hockey event (game, practice, off-ice):

- First Offence: Automatic \$500 fine payable by the Association to CAHA and automatic 2-game suspension of head coach
- Second Offence within the same season: Automatic \$1000 fine payable by the Association to CAHA and a mandatory discipline hearing that may include discipline up to and including permanent suspension from all USA Hockey events for the Head Coach and the President of the Association.

## 8.14 CAHA Schedule of Discipline

Rule	USA Hockey Action	1st Offense including CAHA Action	2 <sup>nd</sup> Offense including CAHA Action	3 <sup>rd</sup> Offense including CAHA Action
<b>Rule 411 Progressive Suspensions</b> – player with 3 major penalties in a season	3 <sup>rd</sup> Major penalty in the same season receives an additional 3-game suspension from USA Hockey			
<b>Rule 411 Progressive Suspensions</b> – team with 3 major penalties in a game	Head Coach suspended for next game		Head Coach suspended 3 additional games	Head Coach suspended indefinitely until a hearing is conducted by CAHA
<b>Rule 411 Progressive Suspensions</b> – coach with game misconduct in a season for violating Rule 601 Abuse of Officials	1 game suspension	4 game suspension: 1 from USA Hockey and 3 games from CAHA	Coach suspended for 3 games by USA Hockey plus 30-day suspension by CAHA and hearing conducted by CAHA. Association fined \$500.	Coach suspended indefinitely until a hearing is conducted by CAHA, Association fined \$500
<b>Rule 615(f) Fighting</b> – Progressive Suspensions (Youth)	1 game suspension	2 game suspension: 1 from USA Hockey and 1 from CAHA	6 game suspension: 3 games from USA Hockey plus 3 games from CAHA	Player is suspended indefinitely until a hearing is conducted by CAHA
<b>Rule 615(f) Fighting</b> – Progressive Suspensions (Adult)	1 game suspension	5 game suspension: 1 game from USA Hockey and 4 games from CAHA	6 game suspension: 3 games from USA Hockey plus 3 games from CAHA	Player is suspended indefinitely until a hearing is conducted by CAHA
<b>Rule 401(b)</b> – 12 or more penalties in a game	Head Coach 1 game suspension	1 game suspension from USA Hockey	2 game suspension (1 game from USA Hockey plus 1 game from CAHA)	3 game suspension (1 from USA Hockey plus 2 games from CAHA). Each subsequent offense will add an additional game to the 3 <sup>rd</sup> offense. 4 game total suspension for 4 <sup>th</sup> offense, 5 games for 5 <sup>th</sup> offense.
<b>Rule 629(a)</b> – Players leaving the Bench	1 game suspension	4 game suspension (1 from USA Hockey plus 3 games from CAHA)	Coach suspended for 30-days by CAHA plus hearing conducted by CAHA. Association fined \$500.	
<b>Match Penalty Schedule</b> for Game Suspensions		Level 1 – per CAHA, 10 games or a hearing	Level 2 –per CAHA, 8 games or a hearing	Level 3 – per CAHA, 5 games or a hearing
<b>Spectator Policy</b>		Automatic 30-day suspension plus additional supplemental review by CAHA	Automatic 60-day suspension plus additional supplemental review by CAHA up to and including permanent lifetime suspension from all USA Hockey events	

## 15.0 COACHING HELMET POLICY

All Registered Member Associations shall enforce the following discipline policy for coaches who fail to wear a helmet.

In accordance with USA Hockey policy, all ice hockey coaches and instructors of registered USA Hockey Youth 18U and below, High School, Girls'/Women's 19U and below, and disabled programs must properly wear an approved ice hockey helmet during all on-ice sessions, including practices, controlled scrimmages and all Coaching Education Program clinics and/or workshops. Failure to comply will result in a 30-day suspension from all activities involving USA Hockey registered programs. Proper wear shall include a secure and fastened chin strap. Member Associations may impose additional suspensions or fines beyond this minimum requirement.

Pursuant to USA Hockey rules and CAHA Bylaws, CAHA shall enforce as follows:

Any report concerning violation of this rule must be made to the CAHA Vice President of Discipline.

- The CAHA Vice President of Discipline will review all reports.
- All reports must be submitted within two (2) weeks of the incident.
- After review, if the report is deemed to be credible, it will be referred to the relevant Member Association for action and enforcement.
- The Member Association must inform the Disciplinary Chair within 72 hours on the action it is taking, and the CAHA Vice President of Discipline will keep records of same and follow up, as necessary.

The penalty is mandatory. There is no discretion involved in the matter or warnings, however, as this is a disciplinary matter, the offending party has a right to a hearing. The hearing must be held by the Member Association before it invokes the penalty using USA Hockey Bylaw 10.

All reports submitted to be considered must contain the following:

- It is recommended (but not mandatory) that contact information of the reporting party be submitted to help verify the incident. Failure to provide contact information could hinder investigation of the incident.
- Information sufficient to identify the offending individual can include but is not limited to:
  - Date, time, and place of the violation.
  - Identify the Member Association of the offending individual.
  - Tangible evidence of the incident, such as a photograph or video, must be included with the report for it to be actionable.

If the identity of the individual violating the rule is clear, the CAHA Vice President of Discipline may, at their sole discretion, issue a summary suspension pursuant to the provisions of USA Hockey Bylaw 10.



## 16.0 COACHES AND MANAGERS

For more information on the responsibilities of Coaches and Managers please refer to the *USA Hockey Annual Guide*. Please note that many of these items do not apply to adult hockey.

### 16.1 Team Managers

The team manager designated on the *USA Hockey Roster Registration Form (1-T)* should maintain and be the custodian of all documents necessary for credential review prior to participation in any State, Affiliate, District, Regional, National, or other invitational tournaments as set forth in the *USA Hockey Annual Guide*. The *USA Hockey Roster Registration Form (1-T)* shall be available at all games played by the team.

### 16.2 Coaching Education Required Levels/Modules

All team coaches shall meet the coaching education levels as set forth in the current *USA Hockey Annual Guide*. The Affiliate requires that all coaches (heads and assistants) have an appropriate level Coaching Education Program certification by December 31 of the calendar year. After December 31, a coach will not be added to the *USA Hockey Roster Registration Form (1-T)* until they complete a clinic and obtain a valid Coaching Education certification. Coaches should carry their Coaching Education Program certification with them to all games and be prepared to show proof of their coaching education level as specified in the *USA Hockey Annual Guide*. The CEP number, level of certification and the date of the last certification for all team coaches should be shown on the score sheet for games played by a team. A rostered coach who fails to meet the USA Hockey coaching education requirements by completing and obtaining a valid Coaching Education Program certification is not eligible to coach after December 31st of the current season.

All team coaches must complete the age-appropriate module that corresponds to the classification listed on the teams *USA Hockey Roster Registration Form (1-T)* prior to being placed on the *USA Hockey Roster Registration Form (1-T)*.

Associations are responsible for ensuring that all coaches have met all the coaching requirements.

### 16.3 List of Certified Coaches and Covered Volunteers

A local association shall keep a list or database of all teams and other association coaches and volunteers. The list/data base should include the coaches' full name, address and telephone number, coaching certification level, online age module, CEP number, date of certification and current team. Upon request the local association shall furnish such a list and/or database to the Affiliate President or the Affiliate SafeSport Coordinator in which that team participates. For this purpose, a volunteer is one who has regular, routine, or frequent access to or supervision over minor participants (i.e., team managers, bench coaches, team trainers, locker room monitors; this does not include penalty box volunteers or scorekeepers unless they fall under another covered category).

### 16.4 Coaching Ethics Code

All coaches are responsible for adhering to the *USA Hockey Coaching Ethics Code*.

### 16.5 Background Screening

The Affiliate, in conjunction with USA Hockey, has implemented a screening policy for coaches, team managers or volunteers aged 18 and over, who have regular, routine, or frequent access to or supervision over minor participants (anyone under the age of majority). This screening is required every two seasons. Any coach or volunteer who refuses to consent to be screened or who fails to execute any documents required for the screening process shall not be approved to coach or volunteer with any team where they have regular, routine or frequent access to or supervision over minor participants and will be removed from any such position. Associations are responsible for ensuring that all Association coaches and volunteers who have regular, routine, or frequent access to or supervision over minor participants have been screened and that the background screening documentation is current. The Associate Registrar

shall not approve any team roster if a coach listed on the roster does not have a current background screening.

All USA Hockey Coaches, Officials and Volunteers over the age of 18 must successfully complete criminal background screening. Individuals who have not completed the criminal background screening do not meet the eligibility requirements to participate in USA Hockey. More information may be found at the following USA Hockey link: [www.usahockey.com/backgroundscreen](http://www.usahockey.com/backgroundscreen).

## **16.6 SafeSport Training**

SafeSport is the policy of USA Hockey and CAHA whose participants:

- (a) have Regular Contact with, or Authority over, amateur athlete(s) who are minors (e.g., coaches, team managers, chaperones, etc.),
- (b) are responsible for enforcing child abuse and misconduct policies,
- (c) are adults authorized by USA Hockey, an Affiliate or Member Program to have Regular contact with, or Authority over, any amateur athlete(s) who is a minor, including all persons that are in managerial or supervisory roles of a USA Hockey Member Program (including all members of such organization's board of directors and owners and administrators of a USA Hockey Member Program),
- (d) are new and current employees and/or volunteers of USA Hockey, an Affiliate or Member Program, or,
- (e) are hockey players seventeen (17) years of age or older on or before December 31 of that playing season, and that play on a team in a classification that allows Minor Athlete players, shall complete appropriate training as required herein.
- (f) take the training that must be completed by all persons subject to this Policy and that the training is produced and provided by the Center for SafeSport and made available through access via USA Hockey's website. No other training shall satisfy the training requirements hereunder.

SafeSport Training will be valid for twelve (12) months rather than a full membership season. To remain eligible for participation, Adult Participants who are required to complete SafeSport Training must complete the next applicable SafeSport course on an annual basis (every 12 months) following completion of the previous course.

*USA Hockey does not consider persons serving solely in the following roles to have Regular Contact with, or Authority over, any amateur athlete(s) who is a minor(not an exhaustive list): (i) scorekeepers, (ii) penalty box operators, (iii) concession stand workers, (iv) arena entry/ ticket takers, (v) persons who do not otherwise have Regular Contact with, or Authority over, any amateur athlete(s) who is a minor and who are contracted through outside entities for the purpose of performing services (e.g., security, photographers, emergency medical or training persons, etc.) for specific events.*

A person with expired training shall be ineligible to participate as a coach, official, administrator, volunteer, employee or in any role where they have Regular Contact with or Authority over amateur athletes who are minors, until they have completed the requisite SafeSport Training.

Failure to comply with this mandate could lead to discipline against a Coach, Team manager, Locker Room monitor and/or volunteer, up to and including a suspension from position. Local Associations/Clubs face the possibility of a monetary fine or being placed in a "Not in Good Standing" for violations of the SafeSport mandate.

## Notice of Hearing Example

Thursday, July XXth, 2025

Mr. Sidney Crosby

Re: *Notice of Hearing Under USA Hockey Bylaw 10.C.*

Dear Mr. Crosby,

This letter serves as your Notice of Hearing from the XXXX Discipline Hearing Committee under USA Hockey Bylaw 10.C. to determine whether you will be suspended or otherwise disciplined as a result of a violation of the following Rule:

- ***Rule 619: Head Butting***

The XXXX Association Board of Directors alleges that during the end of your game on **July XXth** at the PNC Arena you Head Butted an opposing player causing the player to fall to the ice. If the Hearing Committee finds that the above violation(s) occurred, you may be suspended for a minimum period of four (4) or up to eight (8) games. The hearing will be held on Tuesday July XXth, 2025 at 7:00 P.M., via [XXXX](#)(link to follow). If this date and time is untenable, you must communicate that to the hearing committee no later than Sunday July XX<sup>th</sup> at 12:00 P.M. The hearing committee may make changes in the hearing timing, but the hearing will not be unduly delayed.

EACH PERSON RECEIVING THIS NOTICE IS REQUIRED TO ATTEND THIS HEARING. Failure to attend this hearing may result in disciplinary action being taken at that hearing, up to and including permanent suspension. The hearing will proceed with or without your presence.

A copy of the game video will be included with this Notice of Hearing for your reference.

Any issues raised during the hearing will also be addressed to the extent possible. You should also know then that any evidence that is presented at the hearing may subject you and any other person implicated by that evidence to potential disciplinary action, up to and including suspension.

The Hearing Committee may request the presence at this hearing of witnesses or documents. If you have any witnesses that you wish to attend the hearing that are not listed at the bottom of this letter, please the Committee know in writing no later than 96 hours before the hearing so that the Hearing Committee can request their attendance.

The following procedures will be applicable to the hearing:

- Interview of any witnesses as may be requested by the Hearing Committee
- Interview of any witnesses as may be requested by Mr. Crosby.
- Interview of Mr. Crosby by the Hearing Committee.
- Mr. Crosby will have 20 minutes to present the argument.
- Written submissions must be delivered to the Committee no less than 24 hours prior to the hearing.
- The hearing will be closed. You may have counsel present, but the following rules will apply to such counsel's presence in the hearing:
  - Counsel may not offer oral arguments, including closing, on behalf of the client.
  - The Rules of Evidence in judicial proceedings shall not apply in the hearing. Counsel may confer with their client but will not participate in the hearing. Counsel may not voice evidentiary objections during the hearing.
  - Counsel may be present in the room while the hearing body takes evidence on the matter.
  - Counsel's presence shall not delay or otherwise cause the hearing to be unduly extended.
- The Hearing Committee will deliberate in closed session following the hearing, and a decision will be rendered in a timely manner, but no greater than 10 days.

The Hearing Committee will have the burden of proving that the facts giving rise to the discipline are more likely to have occurred than to have not occurred, and that the establishment of such facts constitutes a violation of the aforementioned Affiliate Rule.

Following this hearing and the delivery of any decision to you, you will have a right to appeal any determination to the CAHA Board of Directors pursuant to USA Hockey Bylaw 10.E. To appeal this decision, you must submit your Statement of Appeal to the CAHA Board of Directors and to this Hearing Committee Chair within 14 days of your receipt of its decision.

Please feel free to contact me if you have questions regarding any of the foregoing.

Best regards,

XXXXXXXXXXXX

CAHA Hearing Committee Chair

cc: President, CAHA Board of Directors

## Hearing Decision Example

<ASSOCIATION NAME>

<Hearing Committee Lead Name>

<Hearing Committee Lead Email & Phone>

<Date>

<Name of person the hearing was conducted for>

<Via Email C/O: email of person hearing was conducted for>

**Re:** Hearing Decision for <Name of person hearing was conducted for>

<Name of person hearing was conducted for>;

On <Date of Hearing>, a hearing was held to determine whether <Name and position of person hearing was conducted for> is suspended or otherwise disciplined because of violations of the <names and specifics of the policy, bylaws, codes that person may have violated>.

This correspondence serves as the written decision of the Hearing. It is noted the Hearing panel is reasonably disinterested and impartial and has no interest in the outcome of the hearing.

The hearing was held virtually through a Zoom meeting. Present were the hearing panel and <name of person the hearing was conducted for>.

### FINDINGS OF FACT

The Hearing panelist convened an inquiry as to the allegations that <specific allegation>.

<Detailed list of the Findings of Fact

- 1)
- 2)
- 3)
- 4)

Summary of what the Hearing Panel discussed and expected as it relates to following the rules that were violated and any response or rebuttal that the person in the hearing provided.>

### CONCLUSIONS

Based on the above Findings of Fact:

The preponderance of evidence indicates <conclusions based on the findings of fact>

This Hearing Decision is issued on this <Date>

Respectfully,

<Name of Committee Chair>

<Contact Information>

CC: <Affiliate President Name>

VIA EMAIL: NO HARD COPY TO FOLLOW