

POLICIES & PROCEDURES

Elmbrook Youth Hockey Association, Inc.
Last Updated August 2025



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1. MISSION

Elmbrook Youth Hockey Association, Inc. ("EYHA") is a community-based, non-profit corporation organized under IRC §501(c)(3) formed to instruct, promote, and compete in the sport of ice hockey. EYHA is a Division 1, Region 5 member of the Wisconsin Amateur Hockey Association (WAHA) and a member of USA Hockey. As such, EYHA and its members are subject to the rules promulgated by WAHA and USA Hockey, including the defined geographic footprint of the association. Any topics not directly addressed by EYHA will be governed by WAHA and USA Hockey.

2. BOARD OF DIRECTORS AND KEY POSITIONS

A. The Board and Key Positions Description and Organization

The EYHA Board of Directors (the "Board") is made up of eleven (11) or twelve (12) possible positions. President, Past President, Vice President On-Ice, Vice President Off-Ice, Secretary, Treasurer, 16U/18U Midget Director (if/when teams are assembled), 14U Bantam Director, 12U Peewee Director, 10U Squirt Director, 8U Mite Director, 6U In-House Director, and Girls Director. The VP On-Ice and Secretary will serve two-year terms beginning in odd years. The VP Off-Ice and Treasurer will serve two-year terms beginning in even years, and all other directors shall serve one-year terms. Roles and responsibilities of Board Members are below.

The President shall be elected to one year terms as President. The President may run for no more than three (3) consecutive terms as President. Immediately following the President's last term, whether by virtue of the membership's vote or the expiration of the President's third term, the President shall automatically serve a one-year term as Past President. In order to be eligible to be elected as President, a Member shall have previously served at least one term as Director or Level Director in the past.

In the event that the succeeding President is re-elected to another term, the Board of Directors will consist of eleven (11) members and will continue with eleven (11) members until such a time that a new President is elected.

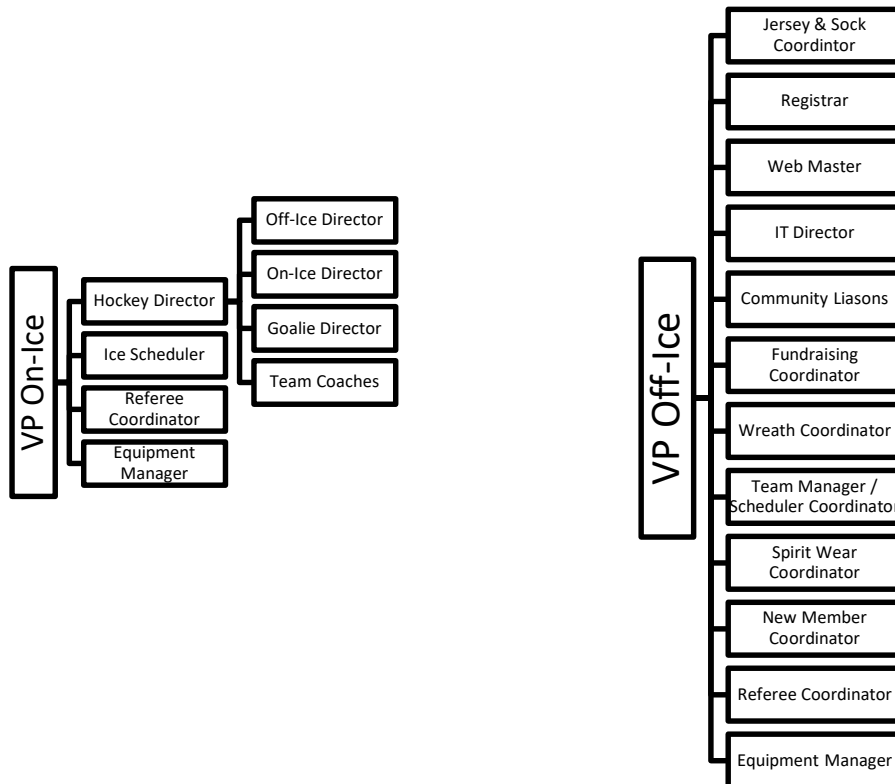
The Treasurer should possess a strong background in accounting or finance. This includes but is not limited to a degree in accounting, finance, or a related field, as well as relevant professional experience.

The Secretary should possess a strong background in law or legal affairs. This includes but is not limited to a degree in law, paralegal studies, or a related field, as well as relevant professional experience.

All newly elected board members will take office the 2nd meeting past the March Board Elections. Attendance at all board meetings is mandatory for anyone sitting on the board. If unexcused absences occur the board member may be called for review and possible dismissal.

In addition to Board Members, there are a number of Key Positions that are needed for the organization to run. These Key Positions are either off-ice or on-ice, and fall under that VP.

| Non-Board Positions Reporting to VP On-Ice | Non-Board Positions Reporting to VP Off-Ice |
|---|--|
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B. Roles and Responsibilities of Board Members

President – Responsible for day-to-day operations of the organization. The President is responsible for presiding over all Board Meetings. He/She will ensure that EYHA is represented at all WAHA meetings along with communicating with other associations and WAHA to resolve any issues and will ensure all tasks needed to effectively run the organization are completed. Duties include but not limited to:

- Registering organization with WAHA and USA Hockey
- Overseeing the registration and payment of State teams with WAHA and USA Hockey
- Liaison between WAHA and EYHA
- Working with local rinks to negotiate and secure ice for the upcoming season
- Representing EYHA at WAHA Region 5 and State meetings
- Supporting Executive Board and Directors in their roles
- Overseeing Disciplinary committees as needed
- Performing public outreach -attending and assisting coordinators at EYHA events
- Board of Directors Chair - Holds tie breaker vote

VP On-Ice – Responsible for all “on-ice” issues. On-ice is all things related to players and coaches while skating/training. Duties include but not limited to: :

- Team equipment needs including goalie sets, practice jerseys, pucks, puck bags, coaches first aid kits
- Scheduling skills sessions (goalie, skating, checking, stick-handling, etc.)
- Scheduling ice sessions and negotiation of ice fee contracts
- Coordinating scheduling plan with Master Scheduler
- Dry-land training program development
- Available for Dispute Resolution per guidelines of EYHA
- Coordinating with Hockey Director to determine season plan and alignment with USA hockey guidelines (number of games/practices/tournaments/roster size etc.)
- Coordinating with President and Hockey Director on the player development plan
- Monitor all coaching requirements for EYHA parent and non-parent coaches to ensure accuracy and compliance with WAHA and USA Hockey by December 31 of each season.

VP Off-Ice – Responsible for all “off-ice” issues. Off-ice items are things not related to the players and coaches while skating/training. VP Off-Ice is responsible for all administrative aspects for the membership including but not limited to serving as the Registrar with WAHA. Duties include but not limited to:

- Work with the Registrar to ensure EYHA is properly registered and all rosters/players are verified by WAHA.
- Overseeing player registration process and collecting registration information
- Supporting and residing over team managers; running the team manager and scheduler meeting
- Coordinate “Verification Days” (July/August): This is an in-person event where potential players can ask questions, members can pay registration fees, have all paperwork verified, view spirit wear, and volunteer for various roles or opportunities.
- Work with Community Liaisons to market EYHA and build EYHA’s visibility in our five residential communities.
- Work with New Member Coordinator to recruit potential hockey players and help them successfully sign up.
- Work with Fundraising and Sponsorship Coordinators to raise funds.
- Work with tournament volunteers (when necessary) to make sure we run a successful tournament.
- Work with other non-board positions to ensure that they have resources and/or information they need.

Treasurer – In general, the Treasurer shall be responsible for the financial operations of EYHA.

- Collect and deposit various monies throughout the year. Monies are generated by the following:
 - Registration
 - Jersey and Sock orders, Spirit Wear sales, etc.
 - Ice Fees
 - Off-season, pre-season, and in-season additional skating sessions
 - Fundraising events (e.g., raffle sales , etc.)
 - Other EYHA sanctioned events that generate payments to the association.

- Direct payment for items including, but not limited to,
 - ice payments and referees,
 - vendors or fundraising activities,
 - non-parent coach reimbursement, and
 - parent reimbursement for purchasing EYHA needed materials, etc.
- Attend Board Meetings, with relevant financial data available upon request of the Board.
- Determine Ice Dues based on ice needs and ice usage and planned "reductions in fees" due to outside income sources.
- Create invoices and distribute. Create statements as necessary.
- Keep all member accounts up-to-date.
- Reconcile bank statements (monthly).
- File Taxes (annually).
- Be available via e-mail, telephone, or in person to discuss ice costs, invoices, and other topics deemed necessary by membership.
- Arrange for and oversee independent audit of financial records, as required by statute or deemed necessary by the Board of Directors.

Secretary – In general, the Secretary will be the source of communications between the board and membership and outside interests. They are also responsible for any administrative tasks assigned to ensure the organization runs effectively along with all administrative forms and information are updated and available to the membership. This will include:

- Board Meeting agendas
- Board Meeting minutes
- Regularly distribute e-mails to membership on upcoming subjects
- Update of Policies and Procedures annually
- Coordinate Annual Board of Directors elections.

Level Directors – The Level Directors are the liaison between the Board and membership at a particular level. Though this individual will have a child on a particular team, they are the "eyes and ears" for the entire level and will try to meet with each team's coaches, players, and parents three (3) times over the course of the season (generally during initial team meetings, at mid-year, and at end of year) and report status of those teams to the Board. They will also keep teams within their level abreast of information important to that age group (i.e., transition from one age level of play to another and youth to high school hockey, Kohlman Cup for given age group, other hockey related opportunities). In addition, they will be available for Dispute Resolution per EYHA guidelines.

The Board reserves the right to review a player or families or members history of conduct events during all board nomination processes to determine if a member is in good standing.

3. PARTICIPANT FEES

A. Registration.

EYHA opens registration in the summer, generally beginning in mid-June. EYHA holds registration in early summer for many reasons, the primary reason being to identify the

number of participants at each level. Identifying the number of participants allows EYHA to:

- Determine the number of teams.
- Understand coaching needs.
- Understand ice needs for purchase at area rinks.
- Schedule games in Region 5 with the proper number of teams. Region 5 holds the scheduling meeting early in September. It is extremely difficult to schedule local area games after this meeting.

Participants may register on-line using SportsEngine each season. ***Before registering with EYHA***, all players, both new and returning, must first register with USA Hockey and WAHA to obtain a USA Hockey registration number. This number is unique to each participant for each season and may not be shared or re-used. Historically, the fees associated with registering with USA Hockey and WAHA were waived for the youngest participants. Beginning with the 2022-2023 season, USA Hockey registration fees were revised to a progressively declining amount starting from \$70 for 18U Midgets and 14U Bantams down to \$15 for birth years 2016 and younger. Our USA Hockey affiliate, WAHA, will also charge a nominal fee during registration with USA Hockey.

Returning in-district players that fail to register within 30-days of the opening of registration will not be guaranteed a spot at their level.

Out-of-District players may be denied participation by the Board. Most Out-of-District players must have a completed WAHA Consent to Player Transfer form, which must be signed by the releasing organization, the accepting organization, and WAHA. These Out-of-District players, who reside in a district which offers a team at that player's age and gender, must have a completed form before evaluations in order to participate.

Registration includes an obligation to fulfill all financial responsibilities with the privilege of membership and for services provided by EYHA. Participants that have not paid the fees and assessments due will not be considered in good standing (below) and will not be permitted to participate in player evaluations.

B. Fees.

Fees for all teams and age-levels will be based on the cost to EYHA to fulfill its mission to instruct, promote, and compete in the sport of amateur ice hockey. Contributing to the total cost of participation is ice usage for both practices and games, referee fees, tournament costs, USA Hockey and WAHA fees, state tournament entry fees, equipment costs, coaching and instruction, and other administrative costs necessary to support a non-profit organization.

Payments – EYHA will make only electronic payment plans available through EYHA registration's platform, as described in the separate registration documents for Learn to Playthrough 16U levels. All levels require payment in advance.

- Payments via credit card are primarily processed at the time of registration via EYHA's online registration platform for the organization. Any transaction

processing fees assessed are passed through or charged directly to the payer and are not absorbed by EYHA. These processing fees are NOT REFUNDABLE.

Under extraordinary circumstances, a member may request special payment terms. An extraordinary circumstance is defined as an event which has occurred resulting in a significant negative impact on a family's income or financial condition, such as a loss of employment, a disability or medical condition impacting a family member's employment, or a death in the family. Special payment terms must be approved by both the President and Treasurer. All requests shall be received in writing. Families leaving during the season will be charged and expected to pay for the prorated portion of the season that they played.

Players are considered to be in "financial good standing" if invoices are paid in full by the appropriate final due date. When special payment terms have been agreed to (see above), a player is considered to be in good standing if payments are no more than 30 days past due from the agreed upon payment schedule. Players that are not in good standing will not be allowed on the ice for practices or games, including tournaments and playdowns, until sufficient payment is received to restore that player to good standing. No credit will be granted for time missed due to lack of payment, code of conduct violations, or disciplinary procedures (see below).

In addition, assessments for volunteer commitments and fundraising commitments will be assessed at the time of registration (see item 4., below). These additional assessments are fully refundable upon completion of those obligations. Volunteer Credits will be issued to families and applied to their invoices after teams have been formed and volunteer roles have been filled for coaching, team managers, team schedulers, etc.

All players that register for 8U Mites - 12U Pee Wee will be assessed a \$300 non-refundable evaluation fee out of the fees paid at the time of registration. For 14U Bantams this evaluation fee is increased to \$750. This fee will be applied to EYHA ice fees if the player plays for EYHA for the entire season. If a player leaves EYHA after teams have been formed, this evaluation fee will be forfeited.

C. Goalie Fee Program.

Notwithstanding anything to the contrary, and subject to certain requirements and restrictions, a 10U-14U player who commits to play goalie on a full-time or part-time basis for the entire hockey season will receive a credit for up to half off his or her ice fees at the conclusion of the season. See the separate Goalie Fee Program policy for details.

D. Referral Credit.

Subject to the requirements set forth below, at time of registration, when a family who is new to EYHA enters the name of the referring family, the referring family will receive a \$100 credit towards that family's ice fees. The requirements are as follows: the new participant must have stayed for an entire season; you may not refer members of your immediate family or other EYHA families; and referrals who are Learn-To-Play participants must complete multiple sessions that are the equivalent of a full hockey season. Any questions should be directed to the Treasurer.

E. Credit Card Policy.

EYHA allows members to pay for certain fees or activities using a credit card. When paying via credit card, any related processing fee will be assessed to the payor, will not be absorbed by EYHA, and shall be considered NON REFUNDABLE.

F. Injury Credit.

Members may request an injury credit for a player who has a serious injury that results in them not being able to participate for a period greater than 3 weeks. Minor injuries, such as a strained muscle or deep bruise, that result in a player missing less than 3 weeks will not be considered to fall under the injury credit policy. The following parameters shall be applied to injury credits for injuries lasting longer than a three week period (twenty-one (21) consecutive calendar days):

1. The family must submit documentation from a medical provider to the Treasurer that (i) indicates the date of the injury, (ii) confirms the player is unable to participate, and (iii) confirms the date the player is cleared to return. Any player under medical treatment may be required to submit documentation from a medical provider stating the player has unrestricted clearance to participate prior to resuming practices or games.
2. The family may be refunded for weeks of required absence that extend beyond the first week. (For example, a 5 week injury would result in a refund equal to 4 weeks of ice fees.)
3. The time missed due to the injury must be a result of a single injury (e.g., missing 2 weeks in November and then another 2 weeks in January does NOT constitute a 4-week injury).
4. For each week of injury absence beyond the third week, the credit will be calculated as follows:
(Total Ice Fee assessed for the player) divided by
(Number of Weeks in the Season) multiplied by
(The number of weeks of injury absence beyond the third week).
5. For season-ending injuries lasting longer than three weeks, the amount of the refund will be determined starting from the week of the injury through the end of the season (i.e., the three-week period shall not apply).

The season officially starts with EYHA's first pre-evaluation ice session (i.e., "pre-skates") and ends with the final state tournament weekend. For example, in 2008 the season started on September 22nd, and ended on March 15th, which is 25 weeks. If the ice fee is \$2,000, then this computes to $\$2,000/25 \text{ weeks} = \$80/\text{week}$. If a player were to miss 5 weeks due to a single injury, then an injury credit for the time beyond the 3 week minimum, which is 2 weeks or \$160 in this example, would be issued.

Each injury credit will be reviewed and approved by the Board.

G. Additional Team Fees.

In addition to the charges assessed by EYHA, individual teams may incur additional tournament entry fees, purchase extra ice time, or additional hockey-related activities as deemed appropriate by that team. All members of that team are expected to pay the additional fees assessed by the Team Manager/Head Coach. Non-payment of additional team charges will be considered non-payment of ice fees and the player will not be allowed to participate in practices, games, or tournaments until the issue is resolved. Team

Managers and Head Coaches are strongly encouraged to solicit the input of a majority of the parents as to the appropriateness of these additional fees to avoid conflicts. If a member feels that the additional charges are inappropriate, they must follow the grievance procedures defined in this document.

H. Due Dates.

Fees are due in full or with an approved EYHA payment plan for the entire season upon registration (or alternative arrangements for payment mutually agreed to in writing). Families that move out of the area by December 31st will have their fees prorated. All requests for prorating must be in writing and submitted to the Treasurer for approval or rejection by the Board.

Unless approved by the Board, a participant shall not be allowed on the ice until past due fees are paid. Level Directors shall enforce this policy in coordination with Head Coaches and Team Managers, as necessary.

Payment in full shall restore all the player's rights and the member family's voting rights, subject to Board approval. No adjustments shall be made to the fee for games or practices missed during the period of unpaid fees.

The Board reserves the right to collect monies owed by any legal measures it deems necessary, including the utilization of collection agents.

4. VOLUNTEER & FUNDRAISING COMMITMENTS

A. Volunteer Policy

The success of EYHA is due to the time and talents of its volunteers. Therefore, each EYHA family is required to pay a volunteer commitment fee which will be assessed to members at the time of registration. This fee will be returned to the family upon completion of 10 credits of approved volunteer time (5 credits for 8U Mites). *Partial completion does not allow a family to recoup partial payment.*

Mid-season additions, certain co-op participants, and participants playing under WAHA Rules & Regulations Article I, Section G-1 (transfer to move up to Division I from Division II or lower) or Section G-3 (transfer to play in a girls-only program not offered by the home association) may have their volunteer commitment fee prorated or volunteer credits from other organizations recognized with approval by the Board. The Board shall make this assessment based upon (1) in the case of mid-season additions, the amount of time as members of EYHA and (2) in the case of co-op participants, G-1 transfers and G-3 transfers, the families' volunteer commitments with other Tier II programs.

Volunteer credits must be completed during the current hockey season (runs from May 1st to April 30th of the following calendar year) and recorded on the Volunteer Credit Recording Card or via DIBs in EYHA's online platform. Credits for activities/events will be determined and communicated in advance of the activity or event by the VP Off-Ice or the Volunteer Coordinator. Note: the number of credits required is based upon the level of the family's oldest participant at 14U or below.

All families must help with operating the scoreboard clock, penalty boxes, and official score sheet duties for their team's home games as well as tournament or away games, as necessary. These tasks shall not be eligible for volunteer credits and each family must help with these game operations regardless of whether they have already met their volunteer credit obligation.

Volunteer credits are approved as follows:

- Home Tournaments: Families whose team hosts a tournament must commit to a minimum of 2 volunteer credits, and may be approved for up to 5 credits maximum, for work performed in preparation for hosting the tournament. All families, whether host families or not, are eligible to obtain additional volunteer credits for duties performed during the tournament using the DIBS system. For example, if a family has a player on the host team, they will be responsible for at least two (2) and up to five (5) credits for work performed in preparation for the tournament. They may earn additional volunteer credits (10 or more) by volunteering during the tournament using the DIBS system.
- Transition Planning Volunteer Credits: In the interest of creating smooth transitions upon changeover in the VP On-Ice, VP Off-Ice, Secretary, and Treasurer positions, and leveraging knowledge gained through experience, any out-going VP Off-Ice, VP On-Ice, Secretary, and Treasurer in the first year following the end of their service may earn all of their volunteer credits in return for mentoring their replacements, which includes, without limitation, meeting with their replacement early in our fiscal year (April/May), attending at least two (2) Board meetings, and making oneself available to answer questions and provide guidance throughout the year. Although the outgoing Treasurer, Secretary, and VPs will receive volunteer credits in return for mentorship, they will not be members of the Board, and they will not be Officers.

Additional credits may be earned with Board approval through EYHA sponsored activities such as:

- Eagle Days / Registration and Uniform Fitting (July/August)
- EYHA Fundraising Events (e.g., Casino Night, Golf Outing, etc.) (Oct/Nov)
- Pre-season Camp & Player Evaluations (Sep./Oct./Nov.)
- Photo Night (Oct./Nov.)
- Special Events – (e.g., Parades, Skate w/ Santa, Admirals Night)
- Marketing / Recruitment
- Team Photographer
- Organization Mascot (for Teams and/or special events)

Opportunities may be communicated via Board Members or Team Managers via email or posted on the website.

All Board Positions, Coordinators/Lead Positions (see list under VP On-Ice and VP Off-Ice organization charts), Head Coaches, up to three(3) Assistant Coaches per team, Team Managers, Team Game Schedulers, and up to two (2) Locker Room Parents per team will be considered to have completed their volunteer credits for the season. However, they are still required to complete team duties and home tournament requirements as applicable.

Credits Not Approved:

- Clock
- Scorekeeper
- Penalty Box (even though a volunteer or 2 may be needed for home games) with the exception for working the penalty box in a home tournament, if hosted
- Planning team dinners, booking hotel accommodations
- Helping on the ice/bench for practices/games. Additional assistant coaches beyond 2 may be approved in advance at the discretion of the VP On-Ice.

A family can opt to forfeit their volunteer commitment fee at the time of registration; however, they must still complete the home tournament volunteer requirement, when applicable. If the home tournament volunteer requirement is not met, the family will be assessed additional volunteer fees at a rate commensurate with the total season volunteer fee divided by the volunteer commitment DIBS credits (in 2023-24, this would be \$400 divided by 10 credits or \$40 per credit).

Refund: The fee will be refunded to the member family provided completion of the required volunteer credits. Partial completion does not allow a family to recoup partial payment. The deadline to confirm your credits to the VP Off-Ice or the Volunteer Coordinator is April 1st. Refunds will be issued following the conclusion of the season, generally before the end of EYHA's fiscal year (April 30).

The DIBs page of our website shall be where all time-slotted volunteer sign-up activities (i.e., those not obtained through a season long commitment) are tracked. Each family is responsible for its DIBs account and keeping it up to date. Team managers and other volunteers are not responsible for updating anyone's DIBs account. The Treasurer and DIBs Coordinator will run a report from our website / DIBs at the end of the season, generally by March 31st. In order to receive the refund, that family's DIBs account must show the required amount of credits prior to or on March 31st; otherwise the volunteer commitment fee is forfeited to EYHA.

B. Fundraising Policy

Player's ice fees are the lifeblood of EYHA with the majority of the fees going directly to pay for ice costs, tournaments, and referees. Fundraising efforts also play an important role for EYHA for additional player development to help provide for such things as professional skating instruction, non-parent coaches, goalie training, equipment purchases, and other items.

Each 6U In-House – 14U Bantam family is asked to produce \$100 in net proceeds to EYHA and will be assessed a fundraising commitment fee of \$100 at registration. This fee, like other fees assessed at registration, will be refunded at the end of the season upon completion of the fundraising commitment. The fundraising commitment can be reached through participation in our annual fundraising events (e.g., the Pick-Your-Trip Raffle and other sanctioned events planned by EYHA). If the fundraising commitment is not achieved, the commitment fee will be forfeited to EYHA.

5. PLAYING FOR EYHA

A. Mandatory Use of Proper Equipment

Protective hockey equipment is important to the safety and well-being of all individuals participating in the sport of hockey. It is therefore the policy of EYHA that all participants must wear properly fitted and well-maintained protective equipment. The following USA Hockey approved equipment must be worn by all EYHA skaters for all regularly scheduled games and practices:

- Helmet with facemask and securing straps (HECC approved)
- Mouth guard (required for 10U Squirt and above)
- Shoulder pads (solar plexus padding strongly recommended)
- Neck guard (effective August 1, 2024)
- Elbow pads
- Gloves
- Breezers/hockey pants with hip pads and thigh and tailbone protection
- Protective cup for boys
- Pelvic protector for girls
- Knee and shin pads
- Hockey skates

Anyone under age 18 must wear a helmet with facemask while on the bench or the ice.

B. Goalie Equipment

Goalies participating in 12U Peewee and older shall provide their own equipment with the exception of a first year goalie. In that instance, EYHA will assist with obtaining goalie equipment. Goalie equipment may be provided by EYHA for 12U Peewee and older levels with the Board's approval. Goalie equipment will be made available for goalies (generally one per team) at the 8U Mite through 10U Squirt levels.

C. Uniforms

The official uniform colors of EYHA are red and royal blue on a white jersey or red and white on a royal blue jersey. EYHA requires that jerseys be purchased and maintained in a neat and clean fashion. Helmets should be white in color. Gloves and breezers/hockey pants should be royal blue.

EYHA will furnish a practice jersey to each participant at evaluations. Players must wear these jerseys during evaluations and return them after evaluations. . Players may be assessed the replacement cost of practice jerseys not returned in acceptable condition, normal wear and tear permitted.

Official EYHA Practice jerseys shall be purchased at registration. The practice jersey can be kept for each returning season. Practice jerseys are required to wear at all practices.

Official EYHA game jerseys shall be purchased through the EYHA Jersey/Sock Coordinator. Numbers will be assigned by the Jersey/Sock Coordinator. Every effort will be made to meet player requested numbers. However, if someone within two birth years already has this number, the preference will be given to the family that had the number first.

It is our policy that members may not use, duplicate, represent or profit from use of the Eagle logo, or successor logos used by this Association, the name Eagles, the name Elmbrook Youth Hockey Association, EYHA, or any of its derivatives without prior express written consent of the Board.

D. Coach Selections

EYHA attempts to find highly qualified coaches at all levels, which may include non-parent coaches, for all teams. Qualifications to coach that are not WAHA/USA Hockey regulated (holding certification for the level coached) are subject to EYHA's Hockey Director and VP On-Ice interpretation. EYHA will place the most appropriate coach for a team based on the available candidates and the coach's particular skill set. Coaches for teams will be selected by the Hockey Director along with the VP On-Ice after player evaluations have been completed.

E. Player Evaluations & Team Size

EYHA will make every attempt to place all registered participants on a team. Only in cases where additional ice cannot be secured, and/or team size is a detriment to player development, will players be turned away.

Each player (except 6U In-House developmental level players) is evaluated at his/her proper age level during the evaluation period. The VP On-Ice will coordinate the evaluation process. The Hockey Director and VP On-Ice may invite other individuals to evaluate players (assistant coaches or outside persons) as deemed appropriate and necessary by either the level coaches, President, VP On-Ice, or the Board.

A player unable to participate during this evaluation period will start playing at the lowest level available for his/her age unless a variance is approved by the Hockey Director, VP On-Ice, and the appropriate level director, and a separate evaluation is granted. If the Hockey Director and VP On-Ice determine that this player is performing better than all other players on that team, he or she shall then be evaluated with the next highest skilled team at that age level, and so on. For example, if there are four teams at an age-level and a player at that age-level does not participate in EYHA's evaluation week, that player shall start playing on the C2 team. If in the view of the Hockey Director and VP On-Ice, this player demonstrates more skill than all other players on the C2 team, the player in question shall then be evaluated against the C1 team. Again, if in the view of the Hockey Director and VP On-Ice, the player in question also demonstrates more skill than all other players on the C1 team, they shall then be evaluated against the B team. Generally, this step-by-step evaluation process with each previously formed team shall be completed within 2-3 weeks (approximately one week or less per team).

The number of teams and the approximate number of players per team will be determined by the Hockey Director and VP On-Ice and will be prescribed prior to or during evaluations. Players permitted to try to "skate-up" (see below) may require evaluation at both age-levels.

Evaluation Process

The evaluation process is broken out in three different phases

1. Before Evaluations

- a. The evaluation process and schedule will be sent out by the VP on Ice - including pre-skates and evaluation schedules
- 2. During Evaluations
 - a. Parent meetings will be conducted on the first day of evaluations
- 3. After Evaluations
 - a. 48 hour rule - No contact with Board Members or evaluation personnel regarding evaluation placement within 48 hours after teams are posted
 - b. Questions about player evaluation
 - i. Questions/concerns about the tryout process, or if you would like to share your concerns and get a better understanding for why you ended up on your team, they must go through the Level Director. Do not bring those questions directly to Hockey Director, Coaches, or Evaluators.
 - ii. Team selections are final.
 - iii. No information will be shared regarding another player.
 - iv. Grievances will not be discussed on the phone. All contact regarding grievances will not be accepted until one week (7 days) after the completion of your level's final tryout session and received by 10 days after completion.
 - v. Players must attend their assigned team practices as scheduled.

Player/Parent Conduct During Evaluations

The mandates for acceptable player/parent conduct are more fully set forth in EYHA's Code of Conduct, and the tryout notice email sent to each family. The rules of conduct include:

- A. Good sportsmanship will be required throughout the tryout process. This includes on the ice, on the bench and in the locker rooms.
- B. Parents are to have no contact with the evaluators, the on-ice tryout volunteers, or the bench-tryout volunteers.
- C. Viewing of tryouts will not be allowed by anyone other than evaluators or other tryout volunteers. There shall be no verbal or other contact between players and their family members during the sessions.
- D. No recording of any type is allowed during tryouts.
- E. Any player or adult who does not abide by EYHA's rules of conduct may, at the sole discretion of the tryout volunteers, be required to leave the building and/or the player may be banned from this year's tryouts in addition to other discipline available under EYHA's policies/rules of conduct.

F. Team Rosters

Upon completion of evaluations, a team's roster will be set and are final, other than what is set forth in these policies and procedures. Only those players that are properly registered will be allowed to be on a team's roster. No un-rostered players are allowed to participate with the team at practices or in games. The only exception to this rule will be "Student Coaches" as further described and defined by USA Hockey and deemed appropriate by the Hockey Director, VP On-Ice, level director, and head coach of that team. The intent of the exception is for high school aged players that might be on the ice for assistance and to show more advanced skills to the team.

In some cases, players may be allowed to substitute on a higher ranked team within their own age level, or for a higher age level team, to fill a temporary roster vacancy. In this case, the substitute player is not formally rostered on the secondary team. The player's family and the sending and receiving coaches must communicate regarding each instance, and all parties must agree to the temporary substitution. The substitution must be communicated and approved in advance by the Hockey Director and VP On-Ice. The intent is to avoid interfering with the sending team's schedule while fulfilling a need on the receiving team. See also, *Occasional Player Fill-In*, below. Examples of these instances may include the following:

- Players having minor injury
- Players on vacation/family affair
- Players attending school function
- Players serving a penalty suspension

G. Playing Up

EYHA has adopted and follows the USA Hockey and WAHA definitions for determining the proper age levels in which each player should participate. From time to time it may be appropriate for a player to participate in a higher age level than the one prescribed by USA Hockey and WAHA definitions, or for a player to play on a higher team within their prescribed level. In both cases, the objectives are to provide the best player development opportunities for the player and the best team strength for the Association.

The following procedures shall therefore be followed when there is a desire to place a skater in a higher level.

i. Playing at a Higher Level

(a) At the request of the player's family

A player and his/her parents may seek permission for their child to "play-up" by submitting a written request to the Hockey Director and VP On-Ice by September 1st (October 1st for 8U RWB Mite), with a preference to have this known at the time of registration. Upon approval by the Hockey Director and VP On-Ice, any player requesting to be evaluated for a higher age group must satisfy the following conditions:

- (1) be one birth-year removed from the level above (e.g., a true 2nd year 10U Squirt for the 12U Peewee A team); and
- (2) make the A team they are trying out for as a top 5 player.

If the player is not selected for the A team under these conditions, then he/she must remain as a participant at the appropriate age level. A player must be evaluated at the appropriate age level in addition to the higher age level.

(b) At the request of the Association

For 8U: 6U In-House players will be assessed on a case-by-case basis with the Hockey Director(s), VP On-ice, and President utilizing the above policies as appropriate. In addition, a player one birth-year removed from the level above (e.g., a true 2nd year 6U In-House / Mini-Mite), may request to play in the 8U RWB Mite level if either of the following conditions are met:

Coaching Need: If a Coach is needed at the 8U Mite RWB level, a 6U In-House player may be asked to play up at the 8U Mite RWB level to allow a parent-coach to fulfill a coaching need.

Player Need: If additional skater(s) are needed to complete a team roster, a U8 In-House player may be asked to play up at the 8U Mite RWB level and such player will be assessed by skill by Hockey Director(s), VP On-ice, and President.

The timing of this need shall be determined during the evaluation period to provide an extended amount of time for this need to be fulfilled without the Association needing to make such a request.

ADDITIONAL GUIDELINES FOR GIRLS ONLY TEAMS:

While Girls-Only youth hockey teams continue to gather increased interest, the level of participation is consistently lower than that of co-ed teams. Due to this disparity, under certain circumstances EYHA may request to move players on Girls-Only Teams up one age group with the approval of Hockey Directors, VP-On-Ice, and President. This shall be done using the following criteria, as outlined by WAHA:

1. The association needs skaters to fill a 14-player 10U roster to make a first, second or third team.
2. A need for a goalie at 10U to be filled by an 8U goalie.
3. Other need identified by the Association (such as by a Hockey Director, VP On-Ice, or Head Coach).

NOTES:

- Players need to be one birth-year removed from the level above (e.g., no 7-year-old (i.e., two birth years under 10U) will be approved to play up to 10U)
- Players moving up under Criteria #1 must be placed on the lowest level team the Association offers at the age level (for clarity, if both 1C1 and a 1C2 teams exist, they must be placed on the 1C2 team).
- This is subject to change based on the annual guidelines as released by WAHA.

ii. Occasional Player Fill-In

A team is allowed to have players from another level assist their team when they are short players. If there is a conflict between schedules, the skater must play on their rostered team, prior to filling-in for a separate team. Keeping in mind the goal of our association is to develop players for the next level, the opportunity should go to the next team below, and following that order so those players have a chance to develop. The protocol should be as follows when a player is needed for a team:

- If you are an A team, then you should contact the coach from the B team to see if they are available, and who they recommend to play on their team.
- If the B team is not available, then you would go to the C team if one exists. If there is no C team, then you would ask the coach from the A team at the

level below. (e.g. 14U Bantam A would check with 14U Bantam B, then with 12U PeeWee A, then with 12U PeeWee B)

- You can have players from an A team help a B team if it is not a divisional game.
- Players from two birth years below normal should not play up (e.g., first year 12U PeeWee players should not play 14U Bantams, first year 10U Squirts should not play 12U PeeWees, etc.). Exceptions must be approved in advance by the Hockey Director or VP On-Ice.
- 8U Mites cannot participate or fill-in for any full-ice games (i.e., 10U Squirt and above) per WAHA rules & regulations.

When considering players to play up, consideration should be given to physical size and maturity. All decisions for fill-in players should be made by the head coaches of the two teams (both the sending team and receiving team) and the coaches are to notify the Hockey Director and VP On-Ice of the decision.

As a guideline, a team is able to add fill-in players when:

- 10U and older: The team is under 9 skaters and should only fill-in to get the roster to 10 skaters and 1 goalie.
- 8U: The team is under 8 skaters and should only fill-in to get the roster to 8 skaters and 1 goalie.

Notwithstanding anything to the contrary in this Section on occasional player fill-in, EYHA shall not breach any USA Hockey or WAHA rules addressing any of the foregoing circumstances regardless of whether any such WAHA rules conflict with or are inconsistent with EYHA's policies.

H. Skating Outside Of District

EYHA strictly follows the guidelines set out by WAHA for the acceptance of skaters who reside outside its geographic footprint. These guidelines are contained in Article 1, Sections G, H and I of the WAHA guidebook, and state that a player must play for the organization which serves the area of his/her residence, as defined by WAHA boundaries. Exceptions, including waivers, are delineated in the WAHA Guide Book under Article 1, Sections G, H and I.

Per WAHA policy, all eligible age players residing in-district should be registered and playing for EYHA. At the discretion of the EYHA Board, a one-way release may be given to any skater residing in-district who wishes to skate in another WAHA-served district in accordance with WAHA regulations. In general, the following parameters shall be met:

- All players 10U Squirt or older, regardless of experience, that reside in the EYHA district must play at least one season with EYHA before a waiver request will be considered or granted.
- Any age eligible player that moves into the EYHA district from outside a WAHA Region 5 area will be required to play at least one season with EYHA before a waiver request will be considered or granted.

If the waiver request is deemed time sensitive by the President of EYHA, the President can approve and submit the requested outgoing waiver.

I. Balanced Ice Time

The coaches are encouraged to balance the ice time of the skaters by respective position on the same team over the course of the season to as great a degree as is practical. This is based on the premise that all skaters on a team are assessed the same hockey fee and EYHA's philosophy that learning to play the game takes precedence over winning. The Head Coach reserves the right to exercise a disciplinary measure by having a skater sit out a shift(s), only as necessary and reasonable. This policy is applicable for the entire season. This policy includes all games, practices and any invitational and state tournaments.

i. Practices

EYHA attempts to make every effort possible that teams within each level (e.g., all 10U Squirts) are allotted equal practice time. Practice amount will vary by level, with the older levels being granted progressively more practice time (i.e., 8U Mites generally having the least, 10U Squirts having more, and so on). This does not preclude individual coaches from trading for extra ice time or arranging for such time in other ways.

While all members would like to see their skaters on the ice during "prime time" hours (6:00pm to 9:00pm weeknights), that is not possible due to ice constraints in the local area. Thus, there will be situations where a skater may be up early or staying up late in order to get the practice time for that level. The Board recognizes that early and/or late practices are not ideal for young skaters, but this situation is unavoidable at times and ice purchases will dictate actual schedules. In addition, if or when early morning ice times are assigned, they will be spread out across all teams.

ii. Game Situations

It is important that a coach have certain discretionary allowances concerning the players used at various points in a game. Ideally, a coach should choose two (2) "power play" and "penalty kill" units and use them according to the conditions of any game. In "equal strength" situations ice time should be balanced.

J. State Tournament Registration and Playoffs

It is the intent that all EYHA teams (except 8U Mites and 6U In-House) will be registered for state tournaments and playoffs (commonly referred to as "playdowns"). Teams at the C- or D-level may decide it is not in their best interest to play in a higher ranked tournament (e.g., there is no D State for other levels) and may opt-out with approval of the Hockey Director, Level Director, and VP On-Ice. Any decision to not play for a state tournament must be made by November 1st of the hockey season. It is the responsibility of the Team Manager to secure all the documentation necessary.

6. CODE OF CONDUCT & DISCIPLINARY PROCEDURES

All coaches, players, parents, and their guests will be required to adhere to all USA Hockey, WAHA, applicable ice rink rules, and the EYHA Players, Coaches, and Parents "Code of Conduct" policy.

Violations of the Code of Conduct may be reported to the Board, the appropriate Level Director, or a member of the Code of Conduct Committee by any member of EYHA. Investigation and subsequent actions will be as per the Code of Conduct Enforcement Policy, including responding to inquiries by the Code of Conduct Committee in a timely manner after the violation has been recorded. The Code of Conduct committee reserves the right to review a player or families or members history during all Code of Conduct reviews. The Board reserves the right to review a player or families or members history of conduct events during all board nomination processes to determine if a member is in good standing. **Any coach, player, parent, or guest may receive a lifetime ban from EYHA if three (3) instances of Code of Conduct violations are referred to the Code of Conduct Committee.**

A. Code of Conduct and Team Discipline

The proper conduct of the players supersedes all consideration in regard to balanced ice time over the season. Prior to the first game of the season, the coach and his team should establish rules, which are in addition to the "Code of Conduct" sheet signed by each participant and parents.

Other team rules and consequences may be discussed and implemented regarding things such as game time arrival or on-ice and locker room conduct. Coaches must also establish consequences for any player who abuses the "Code of Conduct".

B. Suspensions due to Game Misconducts

EYHA teams will follow the following procedure when a player is given a game misconduct in any official refereed game.

- 1st Game misconduct: To be addressed at the team level.
- 2nd Game misconduct: Player is suspended from all EYHA team activities until a review by the Hockey Director and VP On-Ice occurs. If the Hockey Director or VP On-Ice is unavailable, and time is of the essence (e.g., a weekend tournament), the President may rule. If both are unavailable, the appropriate level director may rule.
- 3rd Game misconduct and beyond: Player is suspended from all EYHA team activities until the President, Hockey Director and VP On-Ice review player's incidents, discuss the incidents with the player's head coach and determine the outcome and/or suspension; which can result in up to suspension for the balance of the season.

C. Parent Behavioral Issues

Parent Behavioral Instances depending on the severity of the incident. All incidents are to be reported to the Code of Conduct Committee through the Level Director to determine appropriate action.

Potential Actions:

- Coach/parent meeting; documentation on file obtained and filed with Level/Girls Program Director and VP Off- Ice.
- Coach/parent/Level/Girls Program Director/Coaches Committee Representative/Hockey Director meeting
- Coach/parent/Level/Girls Program Director/VP On-Ice meeting

- Formal hearing with the Code of Conduct Disciplinary Panel

Suspensions and/or disciplinary actions will be on an individual case basis; depending on the severity of the incident/action steps may be combined.

Examples of a major violation include intentionally threatening a fan, player, coach, director, board member, member, or official. If there is a conflict of interest with any of the parties involved in the process, the EYHA President will substitute or find a substitution for the open position(s).

7. BLOODBORNE PATHOGENS, CONCUSSIONS and ATHLETICS

Bloodborne Pathogens

Bloodborne pathogens are infectious microorganisms in human blood that can cause disease in humans. These pathogens include, but are not limited to, hepatitis B (HBV), hepatitis C (HCV), and human immunodeficiency virus (HIV).

According to the National Institute for Health, existing information suggests that the potential risk for the transmission of blood-borne pathogens during sports and athletic competitions is extremely low and that the principal risks athletes have for acquiring HIV and hepatitis B virus are related to off-the-field activities. Therefore, efforts to prevent transmission of blood-borne pathogens among athletes should emphasize prevention in settings outside of competition. However, occasionally there is blood exposure during athletics. EYHA has therefore adopted this precautionary rule to safeguard our players.

Should a player have a wound or injury with blood, the player must be removed from the game until the bleeding is stopped and the blood is removed from their uniform. Each coach will be provided with latex gloves to help treat this concern. The coach will have an extra jersey (practice) for a player to wear for the remainder of the game should they get blood on their uniform.

Concussions

EYHA will comply with Wisconsin Act 172 and WAHA Guidelines for concussion protocol and return to play. This law relates to concussions and head injuries sustained in youth activities. This law requires all organized youth athletic organizations to provide information for educating coaches and parents/guardians about the nature and risks of concussion and head injury in youth athletic activity. Specifically, the statute states:

(3) At the beginning of a season for a youth athletic activity, the person operating the youth athletic activity shall distribute a concussion and head injury information sheet to each person who will be coaching that youth athletic activity and to each person who wishes to participate in that youth athletic activity. No person may participate in a youth athletic activity unless the person returns the information sheet signed by the person and, if he or she is under the age of 19, by his or her parent or guardian.

The Act also states that a coach or official involved in youth athletic activity must remove a participant from activity if the coach or official determines that the athlete exhibits signs, symptoms or behaviors consistent with a concussion or head injury.

In accordance with the Act and WAHA, that athlete may not return to play until evaluated and approved to play by an independent medical physician and filling out the USA Hockey Return to Play Form that can be found on the WAHA website under Forms and submitted to the President of EYHA to submit to WAHA.

8. REIMBURSEMENT FOR COACHES EXPENSES

EYHA will reimburse reasonable travel expenses incurred as described below by non-parent coaches upon request and submission of the appropriate receipts to the Treasurer (fill out EYHA expense report form found on EYHA's website). The VP On-Ice and Treasurer will have final approval regarding reimbursement levels for the team.

With respect to travel for non-parent coaches, reimbursement will be as agreed upon by the Board at the beginning of the season. Further, a non-parent coach is an individual that coaches an EYHA team for which that coach's child is not rostered and does not participate. The parent of an EYHA player may at times be asked to coach other teams or age-levels that his/her child is not rostered.

A. Parent Coaches

The following expenses will be reimbursed for parent coaches:

- Coaches Certification Classes - Fees associated with coaching certification through USA Hockey will be reimbursed. This includes the fee for the classes, as well as the mileage for traveling to the classes in cases where travel is required outside of the Milwaukee Metro area.
- USA Hockey Registration

B. Non-Parent Coaches

EYHA will reimburse non-parent coaches for reasonable expenses described above for parent coaches in addition to the following expenses:

- Mileage – Mileage to/from games outside a 40-mile radius of Brookfield will be reimbursed at the current Federal reimbursement rate.
- Lodging – reasonable lodging will be reimbursed to non-parent coaches for travel games and tournaments that are located more than 40-miles from the Ponds of Brookfield. EYHA families are encouraged to request that any hotel providing lodging to the team provide a room free-of-charge for the coach as a team staying at a weekend tournament will often result in over 20 room-nights for the hotel.
- Or other reimbursement plan as specified and approved by the Board.

9. DONATIONS/SPONSORSHIP

EYHA or its teams may solicit and accept donations for equipment or sponsorship from organizations or individuals on the basis that donations go through the Treasurer. If the donor organization requires a logo or advertisement on any portion of the EYHA Uniform, it must have Board approval.

10. EXPENSE APPROVAL

President, VP's or Treasurer must approve, in advance, all reimbursements. Expense reimbursements of \$250 or more require two approvers.

EYHA teams or subgroups are not permitted to set-up checking accounts under the EYHA name. If a team or subgroup feels it is necessary for operations, they must seek Board approval prior to establishing the account. Any fees associated with such an account will be paid by the team or subgroup (overdrafts, check fees, purchase of checks, etc.).

11. GRIEVANCE POLICY

In the event that a member has an issue with their individual team, the following path should be followed:

1. Discuss with coach/manager – resolve if possible.
2. Discuss with Level Director – resolve if possible.
3. Discuss with VP On-Ice – resolve if possible.
4. Bring the matter before the Board for action.

In the event that a member has an issue with the level of their player, the above is followed starting with the Level Director.

If a member has an issue that is not necessarily related to a team or level, then the starting point shall be the Level Director and VP Off-Ice, and move to the Board as needed.

12. 24 HOUR RULE

Coaches should not discuss any game, a game incident or a situation that occurred during the game that has provoked an adverse emotional response or created a hostile situation until at least 24 hours after the fact. A Member is not to approach a coach to discuss a game, a game incident or a situation that occurred during the game that has provoked an adverse emotional response or a hostile situation until at least 24 hours after the fact.

The intent of this rule is to move an emotional and confrontational discussion away from the presence of the players, and to allow the parties to "cool off", compose themselves and put the provoking incident or situation that occurred in the game in perspective before meeting to discuss it.

The following examples are violations of the 24 Hour Rule:

- Within 24 hours of a game a parent, family member or friend of the family:
- Calls a coach to complain about the way they run the locker room before games.
- Approaches a coach to ask if their child can get more playing time.
- Approaches a coach about the amount of ice time a player received.
- Approaches a coach with negative feedback concerning the game or practice.
- E-mails a coach to discuss the feedback their child received on the bench.

A violation of this rule is approaching the coach in person, by phone or in writing/email within 24 hours of finishing a game to voice a concern or about something that occurred

before, during or after the game. This rule applies to anyone who attends the game with your family.

1. **First Offense:** Parent receives a 1 week suspension from all games and practices and reports to the Code of Conduct/Disciplinary Committee.
2. **Second Offense:** Parents receive a 2 week suspension from all games and practices and report to the Code of Conduct/Disciplinary Committee.
3. **Third Offense:** Reviewed by the Code of Conduct/Disciplinary Committee Family may be asked to leave the program indefinitely without the possibility of a refund.

*with each offense, the parent will be asked to meet with the President, VP On-Ice, VP On-Ice, Hockey Director, or Level Director

How to stay within the guidelines of the 24 hour rule:

1. Write down what needs to be discussed with the coach
2. Call, email or approach the coach to discuss the topics you have written down 24 hours

AFTER the game.

3. Send an e-mail to the Hockey Director, outlining what was discussed.

13. ATTENDANCE RULE

To strive for maximum team success and development at the individual and team level, it's important that all players attend every team meeting, on and off ice practice, scrimmage, and game.

Enforcement of the attendance rule will begin the following levels: 10U, 12U, 14U, 16U

- Players are required to attend ALL games, scrimmages, practices
- Players are required to attend all team meetings and video review sessions scheduled by your coach.
- Excused absences include religion, school activities, current fall/winter sport game or practice, illness, and family emergencies (OR any absence reported prior to 24 hours of advance notice). Knowledge of recurring conflicts requires conversation with the coach.
- More than 5 excused / unexcused absences may potentially impact playing time at Coaches discretion.
- Each player is allowed 3 unexcused absences to be used at their family's discretion. These 'passes' were added to the attendance rule to help families plan for vacations and holidays during the hockey season.
- Consequences of missing a practice, scrimmage or game:
 - Players missing a game/practice/scrimmage session due to an unexcused absence (beyond the prementioned three) may be required to sit 1 game period per practice/scrimmage session missed.
 - Unexcused absences result in the player sitting during the next scheduled game. If multiple kids are affected, it is then the coach's discretion as to when, not if, they sit. If a player has to sit two or more games in a row he/she is not required to sit back to back games.

- Note - It will not be considered an unexcused absence if a player misses a team practice or game with less than 7 days of notification.

14. USA HOCKEY SAFESPORT PROGRAM

In addition to the Code of Conduct policy in Section 6, EYHA will comply with USA Hockey's SafeSport Program and Minor Athlete Abuse Prevention Policies (MAAPP). The safety of its participants, both on and off the ice, is of utmost importance to EYHA. EYHA will attempt to ensure the safety and protection of all participants by adhering to the policies set forth by USA Hockey in the SafeSport Program, which includes but is not limited to, training and background checks.

In addition to the SafeSport Program, EYHA expects every parent, volunteer and staff member to take reasonable steps to safeguard the welfare of its participants and to protect them from any kind of harassment and/or abuse. Coaches and other adult volunteers are strongly discouraged from ever putting themselves in a situation in which they are alone with a child other than their own.

15. SOCIAL MEDIA POLICY

EYHA understands and appreciates the importance and value of social media and social networking to all participants. EYHA also respects the right of all Teams and Association personnel to express their views publicly. At the same time, we must be aware of the dangers social media and networking can present as it also provides an unsupervised medium for inappropriate conduct to occur. This conduct may be deemed detrimental to the welfare of EYHA, its membership and not in the best interests of the game. EYHA holds its entire membership who participates in online social media and networking to the same standards as it would with all forms of communication. The purpose of this policy is to educate EYHA membership on the risks of social media and to ensure all Teams and Association personnel are aware that conduct deemed to be inappropriate may be subject to disciplinary action.

Social Media Guidelines:

It should be recognized that social media comments are on the record and instantly published and available to the public and media. All EYHA members should always conduct themselves in an appropriate and professional manner. The following are some examples of behavior in online social media and networking mediums that will result in appropriate disciplinary action at the discretion of the EYHA board and subject to the formation of a Code of Conduct disciplinary committee:

- Posting or divulging confidential information that includes but is not limited to: member's personal information, contact information, medical conditions, injuries and/or other sensitive matters pertinent to EYHA and its membership.
- Posting negative or derogatory comments about any of EYHA or competing programs' staff, programs, members, stakeholders, officials, or program participants.
- Posting photographs, video or comments regarding fights, penalties or other in game incidents.
- Posting photographs, video or comments promoting negative influences or criminal behavior including but not limited to: drug use, alcohol abuse, public intoxication, sexual exploitation, etc.

- Participating in any online activity that contradicts the current policies of or guidelines or mission set forth by EYHA.

EYHA members should always remember that they are representing EYHA. Members are expected to demonstrate discretion and respect over these sites; if a photo or comments would be inappropriate for all other forms of media, then it should be considered inappropriate for online social networking sites. Any material, comments or actions through these portals deemed inappropriate will be reviewed by the EYHA board and subject to the formation of a Code of Conduct disciplinary committee for possible sanctions up to and including suspension and/or expulsion from the program.