



USA HOCKEY

2026-27 ANNUAL GUIDE



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USA HOCKEY

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THIS IS USA HOCKEY



THIS IS USA HOCKEY

USA Hockey provides the foundation for the sport of ice hockey in America; helps young people become leaders; fosters Olympic and Paralympic dreams; and connects the game at every level while promoting a lifelong love of the sport.

The organization, which was born out of a shoebox in Tom Lockhart's New York City apartment in the fall of 1937, is today represented in all 50 states and includes more than one million players, coaches, officials, parents and volunteers.

USA Hockey is committed to providing an inclusive and welcoming environment for all participants and is divided into 12 geographical districts throughout the United States. Within USA Hockey's 12 districts, 34 affiliates provide the formal governance for the sport.

USA Hockey's primary emphasis is on the support and development of grassroots hockey programs. Its renowned American Development Model provides associations nationwide with a framework for age-appropriate athlete development. Always a leader in safety, USA Hockey is at the forefront in advancing efforts to ensure the best possible environment for all engaged in the sport, both on and off the ice.

While youth hockey is a main focus, USA Hockey also has vibrant junior and adult hockey programs that provide opportunities for players of all ability levels. The organization also supports a growing disabled hockey program, which includes six disciplines.

Beyond serving those who play the game, USA Hockey has certification programs for coaches and officials, inclusive of industry-leading education modules, to ensure standards are met that coincide with the level of play. Furthermore, a large focus is put on parent education, with equipment needs, rules of the game and parental roles in youth sports among common topics.

Members of the organization are entitled to many benefits, including a subscription to *USA Hockey Magazine*, the most widely circulated hockey publication in the world; access to USAHockey.com; excess accident, general liability and catastrophic insurance coverage; and opportunities to participate in USA Hockey National Championships, player development camps and other signature events.

As the National Governing Body for the sport of ice hockey in the United States, USA Hockey is the official representative to the United States Olympic & Paralympic Committee and the International Ice Hockey Federation. In this role, USA Hockey is responsible for organizing and training men's and women's teams for international tournaments, including the Olympic and Paralympic Winter Games and IIHF and IPC World Championships. USA Hockey also works closely with the NHL, PWHL, IPC and NCAA on matters of mutual interest.

USA HOCKEY SANCTION

USA Hockey, Inc., is recognized as the National Governing Body for the sport of ice hockey in the United States under the Ted Stevens Olympic and Amateur Sports Act Title 36, Chapter 17 § 391 United States Code.

The Amateur Sports Act requires any organization that wishes to conduct international amateur ice hockey competition in the United States or to sponsor U.S. athletes to compete in international amateur ice hockey competition outside the United States to obtain a sanction from USA Hockey.

In compliance with provisions of the Amateur Sports Act, USA Hockey will review every request to conduct or sponsor international amateur ice hockey competition and, if the requirements set forth in the Amateur Sports Act are met, USA Hockey will provide such sanction.

Players, teams and organizations are advised to contact USA Hockey well in advance if they plan to conduct, sponsor or participate in any international amateur ice hockey competition in order to ensure that proper consideration is given for sanctioning such events and/or competition. All such requests should be directed to the appropriate registrar, who will then forward the necessary application to the USA Hockey national office to the attention of the Assistant Executive Director for Hockey Operations.

USA HOCKEY CORE VALUES

The following core values of USA Hockey are adopted to guide the association's members in their planning, programming and play, both now and in the future.

Sportsmanship
Foremost of all values is to learn a sense of fair play. Be humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.

Respect for the Individual
Treat all others as you expect to be treated.

Integrity
We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.

Pursuit of Excellence at the Individual, Team and Organizational Levels
Each member of the organization, whether player, volunteer or staff, should seek to perform each aspect of the game to the highest level of his or her ability.

Enjoyment
It is important for the hockey experience to be fun, satisfying and rewarding for all participants.

Loyalty
We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.

Teamwork
We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience.

USA HOCKEY STRATEGIC PLAN

USA Hockey Vision
To be the recognized leader for all who seek a fun, safe and rewarding ice hockey experience.

USA Hockey Purpose
To be the world-leading hockey organization that is focused on growing and continually improving the game for all involved, on or off the ice.

USA Hockey Mission
To promote a safe and fun learning experience, supporting the growth of hockey with all of its participants and enthusiasts by encouraging, educating, developing and administering all aspects of the sport.

Organizational Goals

1. Grow the game.
2. Increase non-membership revenue.
3. Position ourselves to win gold medals at all international events we participate in.
4. Create and operate a budget that maintains or exceeds an annual surplus of at least 4%.
5. Maintain and enhance the safety of our sport.

USA Hockey is committed to fostering a welcoming environment for all by building a diverse, equitable and inclusive game.

Strategic Objectives

1. **Culture Development**
   Continue to develop world-class people and athletes through USA Hockey concepts at the local and national level. Through this we can:
   - Create an environment at every stage of a player's journey that has emphasis on education and development of skills, both on and off the ice.
   - Continued focus on our coaching programs to provide the most updated techniques and insights of teaching, offer a more rewarding coaching experience, and increase the collaboration with officials, players and parents to improve the culture.
   - Continued focus on our officiating programs to increase/retain the number of officials, offer a better officiating experience, and increase the collaboration with players, parents and coaches to improve the culture.
   - Focus on parent education to provide parents with a more clear understanding of skills being taught and the importance of their behavior and attitudes on the culture of the game. Through education we want to create a more rewarding parental experience and increase the collaboration with officials, players and coaches to improve the culture.
   - Compete for and win gold medals at every international championship that we participate in.
   - Teach and educate social skills that promote a safe and welcoming environment for players with a focus on inclusion, teamwork and emotional growth to foster a more inclusive sport.
   - Teach proper techniques that increase the safety of players and continue to evolve our training programs of coaches in order to provide continual progression of these techniques.

- Increase formal feedback opportunities for our members for the organization to evaluate.

2. **Revenue Development**
   Increase revenue from all non-membership sources to bolster resources available to the organization. This will be accomplished by:
   - Increasing partnership revenue, grant revenue, capital and yearly USA Hockey donor campaigns.
   - Investing in the tools and resources needed on an appropriately scaled basis to increase those revenue streams.

3. **Membership Development**
   Drive growth of the game for all participating member categories through initiatives and tactics that broaden the game's appeal on a macro and micro level by:
   - Creating more accessibility for all participants regardless of gender, race, able-body or ability.
   - Providing volunteers at the hyper-local level tools and resources to easily implement grassroots programming in order to drive awareness and lead with intent.
   - Creating a safe and welcoming environment for all participants that is free of bigoted behavior.
   - Improving the marketing of our role as the premier youth sports organization in the world and stewards of the game globally.

4. **Organizational Development**
   Continue to enhance our organizational skills through the management of expenses and utilization of new systems to enhance efficiencies. We will do this through:
   - Utilization of technology to increase efficiency of the staff, reduce costs and provide a better user experience for members and volunteers.
   - Continual examination of expense budgets to find savings and eliminate programs or line items that no longer fit, in an effort to redeploy those dollars or create savings.
   - Invest in full-time staff to help them grow, stay challenged and foster a growth mindset that will then disseminate to the various stakeholders of USA Hockey.

DECLARATION OF PLAYER SAFETY

USA Hockey is committed to creating a safe and fair environment for all participants. Respect for the game, opponents, coaches and officials is a critical part of the environment that is created and it covers several different aspects of sportsmanship and fair play. This initiative will encourage a change in culture as to what is considered to be acceptable/unacceptable body checking and competitive contact at all levels of play.

The following is not designed to replace our current rules/definitions, but instead is intended to clarify and update the existing rules/definitions to more clearly outline what is deemed acceptable and unacceptable behavior. Video examples can be found online at usahockey.com/declaration. Please review the materials thoroughly so you can play a positive role in making our game safer.

Competitive Contact
Competitive contact is body contact between two or more skaters who are in the immediate vicinity of the puck and who are in the normal process of playing the puck. These skaters are reasonably allowed to lean into each other provided possession of the puck remains the sole object of the contact. Competitive contact is encouraged in all age classifications of play within USA Hockey and provides the foundation for the skills necessary to advance to Body Checking classifications. Acceptable examples of competitive contact include:

Angling is a legal defensive skill used to direct/control the puck carrier to an area that closes the gap and creates an opening that is too small for the puck carrier.

Physical Engagement is when two players who are in pursuit of the puck are allowed to reasonably lean into each other provided that possession of the puck remains the sole objective of the two players.

Collisions occur when players are allowed to maintain their established position on the ice. A player shall not be penalized if the intention is to play the puck and in so doing causes a collision with an opponent. No player is required to move out of the way of an oncoming player to avoid an impact.

Body Checking
A body check represents intentional physical contact, from the front, diagonally from the front or straight from the side, by a skater to an opponent who is in control of the puck. The opposing player's objective is to gain possession of the puck with a legal body check and NOT to punish or intimidate an opponent.

Legitimate body checking must be done only with the trunk of the body (hips and shoulders) and must be above the opponent's knees and at or below the opponent's shoulders. The use of the **hands, forearm, stick or elbow** in delivering a body check is unacceptable and not within the guidelines of a legal body check.

The primary focus of a body check is to gain possession of the puck and proper body checking technique starts with **stick on puck**, therefore the stick blade of the player delivering the check must be below the knees.

USA Hockey reminds coaches and players that these requirements are the responsibility of the player delivering the body check. Under no circumstance is it acceptable to deliver a body check to a **vulnerable or defenseless** opponent, an opponent who is not in control of the puck, or to use the hands, stick, forearm or elbow in delivering a check to an opponent.

Vulnerable or Defenseless – A skater is considered to be in a vulnerable or defenseless position when unaware, unprepared, or unsuspecting of an impending hit.

Infractions that occur as a result of a body check delivered to a vulnerable or defenseless player must be penalized under the boarding, charging, checking from behind, head contact or roughing rules. When done in a dangerous, careless or reckless (unacceptable) manner where the player delivering the check has made no effort to play the puck, the **major plus game misconduct or match penalty** provisions of these rules must be assessed.

When two or more players are **physically engaged** for control of the puck along the boards, they are considered to be **vulnerable and defenseless**. Any body check delivered by a skater to an opponent who is **physically engaged** with another skater is considered dangerous, careless or reckless (unacceptable) and must be penalized accordingly.

Late Avoidable Body Check – Any avoidable check delivered to a player who is no longer in control of the puck. An avoidable check is when the player delivering the check has an opportunity to avoid contact or minimize contact, once it is realized the opponent no longer has control of the puck.

The concept of "finishing the check" is an unacceptable action as it is one that is meant to intimidate or punish the opponent with no intent to gain possession of the puck. The responsibility is on the player delivering the check to avoid forceful contact (minimize impact) to a **vulnerable or defenseless** player who is no longer in control of the puck.

COMPETITIVE CONTACT CATEGORY

Non-check hockey does not mean no contact and the Competitive Contact Category game can be very physical. **USA Hockey strongly encourages legal competitive contact to occur in all age classifications as part of the skill progression that teaches legal body checking.**

When determining whether a body check has occurred, the official must focus on whether the player is attempting to play the puck and whether there is any overt hip, shoulder or forearm action used to initiate contact and separate the opponent from the puck.

Legal **competitive contact** occurs when players are focused on gaining possession of the puck and are simply maintaining legally established body position. This most often occurs when two players are **physically engaged** in front of the goal or along the boards.

Legal **competitive contact** also commonly occurs when a player has established an angle on the opponent and closes the gap to create an opening that is too small for the puck carrier. Additional acceptable forms of **competitive contact** include:

- A skater is entitled to the ice they occupy so long as they maintain their skating speed and body position between an opponent and the loose puck.
- A skater is entitled to stand their ground and is not required to move if an opponent wishes to skate through that area of the ice.
- A skater may block an opponent so long as they are in front of the opponent and moving in the same direction.
- A skater can use their body position to force an opponent to take a less direct route to the puck, so long as they do not use a hand or arm to hold or block the opponent.

BODY CHECKING CATEGORY

It is USA Hockey's intent to create a safe environment for players to be able to develop their skills – including body checking in age appropriate classifications – while also being able to physically compete within the rules.

A player delivering a check to a **vulnerable or defenseless** player, who is not in control of the puck, will be assessed a penalty for roughing. Officials are to pay particular attention to these examples when applying this rule. These are intended as a guide and include, but are not limited to, the following:

- A player who is dangerous, careless or reckless (unacceptable) in delivering a check.
- A player who anticipates an opponent gaining possession **or** control of the puck but who makes contact with the opponent before possession **or** control occurs.

- A player who delivers a **late avoidable check** to an opponent who has released a shot or pass and is no longer in control of the puck.
- The use of the hands, forearm, stick or elbow in delivering a body check **OR** making contact with the opponent after the whistle. If contact is made above the shoulders, this action must be penalized as head contact. **This includes any contact that occurs as part of a scrum situation after play has been stopped.**
- Two skaters who use competitive contact for position as they skate to a loose puck are within their rights to do so, unless one uses their stick, arm, or skates to obstruct the opponent's ability to skate to the puck.

Unsportsmanlike Conduct
A bench minor penalty for unsportsmanlike conduct shall be assessed to any team whose players or team officials commit the following actions while on the players' bench:

- Banging the boards with a stick or other object, including skates or arms, after a body check regardless as to whether the check is being penalized. It is deemed to be unsportsmanlike conduct and should be penalized when done as a means of escalating dangerous and/or unnecessary physical play where there is no intent to legally gain possession of the puck.

SUMMARY
All USA Hockey members must demonstrate awareness and support for the application, spirit and the respect of the rules in order for continued improvement in the game of hockey.

- **Coaches** are expected to teach proper skills and hold their players accountable for illegal and dangerous actions, regardless as to whether they are properly penalized, or not.
- **Parents** are expected to support the decisions of the officials and support the coaches in teaching the proper skills in a safe and positive environment.
- **Officials** shall enforce a strict penalty standard according to the guidelines that have been established.
- **Players** are expected to compete within the playing rules.
- **Administrators** are expected to hold players, coaches, officials and parents accountable for their actions in an effort to promote a safe and positive environment for all participants.

All members of USA Hockey share an equal responsibility to ensure the integrity of the game is upheld. The onus to incorporate change is not only on the officials, but also on administrators, coaches, parents and players, as well.

STANDARD OF PLAY AND RULES EMPHASIS

Through the standard of play and rules enforcement, our game will continue to allow the opportunity for improved skill development and a more positive hockey environment for all participants. This initiative will result in greater emphasis on skating, puck possession and the proper use of the body to establish position and legally gain a competitive advantage.

BODY CHECKING
The goal of the body checking enforcement standard is to create an environment that enhances player skill development by reducing intimidating infractions designed to

punish the opponent. This standard is designed to improve the proper skill of legal body checking or competitive contact at all levels of play and will not remove the physical component from the game. A player using a body check or competitive contact/body position (competitive contact categories) to gain a competitive advantage over the opponent should not be penalized as long as it is performed within the rules. The focus of the body check must be to gain possession of the puck.

The principles of this enforcement standard include the following:

- The purpose of a body check is to gain possession of the puck.
- Proper body checking technique starts with stick on puck, therefore the stick blade of the player delivering the check must be below the knees.
- Only the trunk (hips to shoulders) of the body shall be used to deliver a body check.
- The check must be delivered to the trunk (hips to shoulders) and directly from in front or the side of the opponent.
- Players who use their physical skills and/or anticipation and have a positional advantage shall not lose that advantage provided they physically engage with the opponent within the rules.
- Players will be held accountable for acts of an intimidating or dangerous nature.
- The onus is on the player delivering the check to avoid placing a vulnerable or defenseless opponent in danger of potential injury.

Enforcement Standard – These penalties are to be called with very strict enforcement.

Body Checking (Competitive Contact Categories)

A player cannot deliver a body check to any player while participating in a Competitive Contact category. Examples include:

- Making intentional physical contact with an opponent with no effort to legally play the puck.
- Using overt hip, shoulder or forearm contact with the opponent to physically force them off the puck.
- Physically impeding the progress of the opponent with hips, shoulders or torso without establishing competitive contact and making no attempt to gain possession of the puck.

Boarding

A player cannot commit any infraction, including body checking, for the purpose of intimidation or punishment that causes their opponent to go dangerously or excessively into the boards. Examples include:

- Accelerating through the check to a player who is in a vulnerable or defenseless position off of the boards resulting in the opponent going dangerously into the boards.
- Driving an opponent excessively into the boards with no intent to gain possession of the puck.
- Any other infraction (tripping, cross-checking, charging etc.) that causes the opponent to go dangerously and excessively into the boards.

Charging

A player cannot take more than two strides or travel an excessive distance to accelerate through a body check for the purpose of punishing the opponent. Examples include:

- Running or jumping into the opponent to deliver a check.
- Accelerating through a check for the purpose of punishing the opponent.
- Skating a great distance for the purpose of delivering a check with excessive force.

Checking From Behind
A player cannot deliver a body check to an opponent directly from behind, or diagonally from behind. The onus is on the player delivering the check to not hit from behind. Examples include:

- Body checking or pushing an opponent from behind directly into the boards or goal frame or in open ice.

Cross-Checking
A player cannot use the shaft of the stick between the two hands to forcefully check an opponent with no portion of the stick blade on the ice. Examples include:

- When a player in front of the goal uses the shaft of the stick and extension of the arms to contact an opponent in a dangerous manner to create space.
- When a player uses the shaft of the stick and extension of the arms to contact an opponent in a dangerous manner who is protecting the puck along the boards.

Head Contact
A player cannot contact an opponent in the head, face or neck, including with the stick or any part of the players body or equipment. The onus is on the player delivering the check, regardless as to size differential, to not make contact in the head/neck area of the opponent. Examples include:

- When a body check is delivered with any part of the body that makes direct contact with the head or neck area.
- Use of the forearm or hands to deliver a check to the head or neck area of the opponent.

Roughing
A player cannot use the hands, stick or extension of the arms to body check an opponent or deliver a late body check to a player who is not in control of the puck. Examples include:

- Intentionally physically engaging an opponent who does not have possession or control of the puck or when there is no effort to gain possession of the puck.
- Delivering a late check to a player who has already relinquished control of the puck by a pass or shot. This is oftentimes referred to as “finishing” the check.
- Any avoidable contact after the whistle shall be penalized strictly, including scrum situations around the goal or along the boards. Officials are instructed to assess an additional penalty to those players acting as the aggressor or who instigate any contact after the whistle.

Summary
All USA Hockey members must demonstrate awareness and support for the application, spirit and the respect of the rules in order for continued improvement in the game of hockey. At the same time, it is important to remember that:

- A player is entitled to use proper body position and competitive contact in all age classifications in order to gain a competitive advantage.
- Players are allowed to physically engage with their opponent using their strength and balance as long as their primary focus is to gain possession of the puck.
- In classifications where body checking is allowed, the focus of the body check must be to gain possession of the puck.
- Proper body checking technique starts with stick on puck, therefore the stick blade of the player delivering the check must be below the knees.

RESTRAINING FOULS

The goal of the enforcement standard is to reduce restraining infractions in the game and not to remove legal body checking or competitive contact. A body check or using competitive contact/body position (Competitive Contact categories) to gain a competitive advantage over the opponent should not be penalized as long as it is performed within the rules.

The principles of the continued enforcement standard include the following:

- The use of the stick will be limited to only playing the puck, and therefore the stick blade should be below the knees when involved in any physical engagement.
- The stick will not be allowed to in any way impede a player's progress.
- The use of a free hand/arm will not be allowed to grab or impede a player's progress.
- Players who use their physical skills and/or anticipation and have a positional advantage shall not lose that advantage as a result of illegal acts by the opponent.
- Players will be held accountable for acts of an intimidating or dangerous nature.

Enforcement Standard – These penalties are to be called with very strict enforcement.

Hooking

A player cannot use his/her stick against an opponent's body (puck carrier or non-puck carrier) to gain a positional advantage. Examples include:

- Using the stick to tug or pull on the body, arms or hands of the opponent which causes the space between the players to diminish.
- Placing the stick in front of the opponent's body and locking on – impeding the opponent's progress or causing a loss of balance.
- Placing the stick on the hand/arm that takes away the ability for the opponent to pass or shoot the puck with a normal amount of force.

Tripping

A player cannot use their stick on the legs or feet of an opponent in a manner that would cause a loss of balance or for them to trip or fall. Examples include:

- Placing the stick in front of the opponent's legs for the purpose of impeding progress, even if on the ice, with no effort to legally play the puck.
- Placing the stick between the legs of the opponent (can opener/corkscrew) that causes a loss of balance or impedes the progress of the opponent.

Holding

A player cannot wrap their arms around an opponent or use a free hand to clutch, grab or hold the stick, jersey or body on the opponent in a manner that impedes their progress. Examples include:

- Wrapping one or both arms around the opponent along the boards in a manner that pins them against the boards and prevents them from playing the puck or skating.
- Grabbing the opponent's body, stick or sweater with one or both hands.
- Using a free arm/hand to restrain or impede the opponent's progress.

Interference

A player cannot use their body to impede the progress of an opponent with no effort to play the puck, maintain normal foot speed or established skating lane. Examples include:

- Intentionally physically engaging with an opponent who does not have possession or control of the puck.
- Using the body to establish a ”pick” or “block” that prevents an opponent from being able to chase a puck carrier.
- Reducing foot speed or changing an established skating lane for the purpose of impeding an opponent who is in pursuit of the puck.

Slashing

The use of the stick will be limited to only playing the puck. Any stick contact, as a result of a slashing motion, to the hands/ arms or body of the opponent will be strictly penalized. In addition, hard slashes to the upper portion of the stick (just below the hands) of an opponent, with no attempt to legally play the puck, shall also be penalized.

Conclusion

All USA Hockey members must demonstrate awareness and support for the application, spirit and the respect of the rules in order for continued improvement in the game of hockey. At the same time, it is important to remember that:

- Players are entitled to the ice they occupy as long as they are able to maintain their own foot speed and body position between opponent and puck.
- Players are allowed to physically engage with an opponent using their strength as long as their primary focus is to gain possession of the puck.

YOUTH/JUNIOR AGE CLASSIFICATIONS

2026-27 Season *(9/1/26 - 8/31/27)*

Player's Year of Birth	Age Category	Youth/Junior Teams Age Division	Girls Teams Age Division
2006	20 Years	Junior	——
2007	19 Years	Junior	19 & Under
2008	18 Years	18 & Under	19 & Under
2009	17 Years	18 & Under	19 & Under
2010	16 Years	16 & Under	16 & Under
2011	15 Years	16 & Under	16 & Under
2012	14 Years	14 & Under	14 & Under
2013	13 Years	14 & Under	14 & Under
2014	12 Years	12 & Under	12 & Under
2015	11 Years	12 & Under	12 & Under
2016	10 Years	10 & Under	10 & Under
2017	9 Years	10 & Under	10 & Under
2018	8 Years	8 & Under	8 & Under
2019	7 Years	8 & Under	8 & Under
2020 & Younger	6 Years & Under	6 & Under	6 & Under

2025-26 TOTAL MEMBERSHIP

Registration By Member Type

Member Type	2025-26
Player Youth	402,886
Player Adult	183,116
Coaches	68,792
Officials	32,710
Parents/Volunteers	515,222
TOTALS	**1,202,726**

2025-26 DISABLED HOCKEY REGISTRATION

Registration By Disabled Discipline

Discipline	Players	Coaches
Sled	1,697	227
Amputee	0	0
Special	1,410	264
Blind	236	38
Hearing Impaired	50	7
Warrior	1,991	37
TOTALS	**5,384**	**573**

2025-26 PLAYER SUMMARY

Players By Age Group

Division	2025-26
6 & Under	65,229
Ages 7 & 8	65,236
Ages 9 & 10	69,364
Ages 11 & 12	64,266
Ages 13 & 14	59,558
Ages 15 & 16	47,516
Ages 17 & 18	31,717
Age 19 & Over	183,116
TOTALS	**586,002**

REGISTRATION BY DISTRICT

Players

District	2025-26	2024-25	2023-24	2022-23	2021-22	2020-21
Atlantic	32,261	33,643	34,209	35,663	35,339	30,113
Central	68,552	68,015	65,928	65,786	65,535	57,224
Massachusetts	45,293	45,276	45,838	45,946	46,966	41,794
Michigan	38,900	40,738	39,990	37,024	37,381	31,212
Mid-American	42,004	40,998	40,711	40,724	39,604	34,777
Minnesota	60,081	59,457	59,190	58,929	58,666	55,284
New England	32,812	32,361	31,233	32,076	32,084	27,224
New York	46,984	46,264	45,047	46,097	46,410	37,865
Northern Plains	19,020	18,526	18,215	18,297	18,142	16,271
Pacific	64,512	62,877	61,655	59,043	55,739	31,283
Rocky Mountain	62,607	58,957	55,321	54,389	51,373	41,959
Southeastern	70,724	68,289	64,819	62,212	60,190	48,820
Canada (unclaimed)	2,252	2,463	2,312	—	—	—
TOTALS	**586,002**	**577,864**	**564,468**	**556,186**	**547,429**	**453,826**

Girls'/Women's Players

District	2025-26	2024-25	2023-24	2022-23	2021-22	2020-21
Atlantic	4,587	4,420	4,144	4,278	4,085	3,112
Central	11,977	11,570	10,811	10,387	10,062	7,947
Massachusetts	11,823	11,461	11,763	11,444	11,452	9,624
Michigan	5,628	5,613	5,327	5,359	5,269	4,127
Mid-American	4,980	4,683	4,394	4,238	3,828	3,110
Minnesota	16,548	15,990	15,723	15,355	15,377	14,238
New England	7,525	7,278	6,860	6,941	6,820	5,636
New York	7,380	7,119	6,795	6,938	6,590	5,316
Northern Plains	4,304	4,171	3,932	3,961	3,932	3,479
Pacific	10,385	9,578	9,012	8,233	7,492	4,266
Rocky Mountain	9,334	8,558	7,638	7,610	7,015	5,010
Southeastern	8,427	7,510	6,872	6,510	6,049	4,533
Canada (unclaimed)	426	443	339	—	—	—
TOTALS	**103,324**	**98,394**	**93,610**	**91,254**	**87,971**	**70,398**

Adult Players

District	2025-26	2024-25	2023-24	2022-23	2021-22	2020-21
Atlantic	8,832	10,137	11,079	11,412	11,469	7,912
Central	17,452	16,714	15,568	15,867	16,065	11,141
Massachusetts	5,044	5,156	5,139	4,874	4,749	3,543
Michigan	13,923	16,347	16,236	13,299	13,431	10,067
Mid-American	12,915	12,606	12,075	12,173	11,988	9,605
Minnesota	9,032	8,860	8,947	9,045	8,343	6,501
New England	4,071	3,980	3,969	4,214	4,447	2,723
New York	11,064	10,084	9,874	9,735	9,905	5,600
Northern Plains	4,467	4,114	4,123	4,116	4,043	3,274
Pacific	33,632	33,183	31,723	30,642	28,807	11,628
Rocky Mountain	29,152	27,206	24,909	24,243	22,590	17,400
Southeastern	32,371	31,805	29,936	28,656	27,747	21,201
Canada (unclaimed)	1,161	1,147	1,070	—	—	—
TOTALS	**183,116**	**181,339**	**174,648**	**168,276**	**163,584**	**110,595**

Coaches

District	2025-26	2024-25	2023-24	2022-23	2021-22	2020-21
Atlantic	3,914	3,966	3,796	3,816	3,742	3,751
Central	8,734	8,561	8,210	7,856	7,406	6,934
Massachusetts	6,585	6,359	6,189	5,965	6,158	5,759
Michigan	5,051	4,967	4,633	4,440	4,113	3,952
Mid-American	5,115	4,859	4,836	4,719	4,431	4,122
Minnesota	11,388	11,039	10,779	10,243	9,678	9,405
New England	4,629	4,536	4,315	4,180	3,937	3,791
New York	5,575	5,436	5,128	4,942	4,829	4,484
Northern Plains	2,462	2,355	2,238	2,144	2,141	1,980
Pacific	4,151	4,396	3,834	3,471	3,298	2,605
Rocky Mountain	5,464	5,335	5,088	4,896	4,525	4,065
Southeastern	5,464	5,183	4,999	4,804	4,343	4,079
Jr. Teams/Non-U.S. Res.	260	261	235	247	—	—
TOTALS	**68,792**	**67,253**	**64,280**	**61,723**	**58,601**	**54,927**

Officials

District	Affiliate	Level 1	Level 2	Level 3	Level 4	TOTALS
Atlantic	9	1,027	303	561	439	2,339
Central	6	1,825	727	904	1,051	4,513
Massachusetts	7	971	398	545	404	2,325
Michigan	4	994	348	588	278	2,212
Mid-American	9	1,177	393	405	492	2,476
Minnesota	12	1,514	603	921	445	3,495
New England	5	953	287	396	344	1,985
New York	15	1,027	336	545	455	2,378
Northern Plains	1	817	301	348	261	1,728
Pacific	8	1,452	561	493	529	3,043
Rocky Mountain	16	1,303	522	492	644	2,977
Southeastern	6	1,436	449	578	770	3,239
Non-U.S. Resident						
TOTALS	**98**	**14,496**	**5,228**	**6,776**	**6,112**	**32,710**

PROGRAMS & PHILOSOPHIES



A. YOUTH HOCKEY

The USA Hockey mission statement for its youth programs is as follows:

- To provide an innovative grassroots foundation for the growth and development of USA Hockey, designing programs aimed at increased participation, improved skills and a responsible environment for the conduct of youth hockey.

The American Development Model (ADM) is the basis for youth hockey in the United States. It provides:

- A safe and healthy environment for all.
- A fun opportunity for all new players who wish to play hockey.
- Fair and equal opportunity for all to participate in our sport.
- An opportunity to learn the basic skills without an over-emphasis on winning.
- A philosophy which attempts to reduce the number who become disenchanted and drop out.
- An opportunity for those who wish to advance in a more competitive environment to do so.
- Qualified adult leadership.

USA Hockey recommends:

- Scoring records should be de-emphasized at the age of 11 & under.
- Awards should be inexpensive and based on significant achievement. The most gratifying award any player can receive is the joy that comes from skill development that contributes to team success.
- The recruitment of players on a widespread geographic basis for the establishment of youth division "travel teams" may be pursued under the guidelines established by USA Hockey.
- It is recommended that adult volunteers place a primary emphasis on the formal education of players and a de-emphasis on excessive competition and a win-at-all-costs attitude in the youth age classifications.
- Sportsmanship at all times should be emphasized.

USA Hockey has created four distinct categories within its structure to help meet the needs of the youth player. As the primary provider of grassroots hockey across the country, USA Hockey believes everyone should have the opportunity to play hockey at a level that matches their passion for the game.

1. **Learn to Play/FUNdamentals –** This program is designed to meet the needs of the beginning player. Basic skills will be taught equally in a non-competitive environment. Fun, physical development and a sociable environment are stressed.

2. **Hockey for Life (All Ages)**
   - **Flex Hockey** – This program is designed to provide opportunities to play for enjoyment, fitness, relaxation and fellowship. The focus will be on creating a fun, safe environment where participants can be active in the sport of hockey with flexible participation commitment and varied playing formats and varied playing rules.
   - **Recreational Hockey** – The backbone of youth hockey, recreational hockey encourages internal or "house league" play. Fun, physical development and a sociable environment are stressed.

USA HOCKEY'S AMERICAN DEVELOPMENT MODEL

As many as possible...for as long as possible...in the best environment possible.

PROUD PARTNERS IN HOCKEY

HOCKEY FOR LIFE

Players can enter the game at any stage | Quality recreational opportunities | Physically active adult lifestyle | Volunteerism as coaches, referees and administrators

ACTIVE START

6 & Under

Fundamental Movement Skills

Learn to Skate

Learn to Play

6U Cross-Ice Hockey

FUNDAMENTALS

8 & Under

Learn to Skate

Learn to Play

8U Cross or Half-Ice Hockey

Foundational Skills

Physical Literacy

LEARN TO TRAIN

10 & Under | 12 & Under

Coordination Development

Fine-Motor Control

Acquisition of Hockey Skills

Group Interaction, Team Building & Social Activities

Physical Literacy/Multi-Sport Play

TRAIN TO WIN

19 & Over

Increased Competitive Environment

Performance on Demand

Increase in Technique, Skill & Tactical Abilities

Mental Preparation, Fitness & Recovery

IIHF · NHL · PWHL · NCAA

LEARN TO COMPETE

18 & Under *(Male)* | 19 & Under *(Female)*

Preparation for Competitive Environment

Refine Technical Ability, Ancillary Skills & Physical Attributes

Focus on Optimizing Fitness Preparation

Begin Specializing in Ice Hockey

Position Specific Training

Mental Preparation, Fitness & Recovery

IIHF · USHL · NAHL · USA HOCKEY NATIONAL CAMP

TRAIN TO TRAIN

14 & Under | 16 & Under

Sports Specific Skills in Game-Like Situations

Age-Appropriate Competition

Speed, Strength, Stamina & Flexibility

Individual and Team Tactics

Team-Building, Group Interaction & Social Activities

USA HOCKEY DISTRICT CAMP · USA HOCKEY NATIONAL CAMP

For complete details, visit USAHockey.com

3. **Travel (Beginning at 14U) –** Qualified coaches teach higher-level skill development and team play for players within local associations who have the desire and ability for a more committed hockey experience. Balance of winning and sportsmanship is stressed, and travel for competition should be reasonable. Players should still receive equivalent playing time. Team objectives include local, league, state and national championships.

4. **Select/High Performance (Beginning at 16U) –** A high-level national program which draws from the very best players in programs across the country, then prepares them to play for the United States in international competitions.

B. JUNIOR HOCKEY

Philosophy of the Junior Hockey Program

The goals of junior hockey are to promote, develop and administer the domestic USA Hockey program for junior-aged players, teams and leagues.

USA Hockey's Junior Program is available to athletes who are at least 16 years of age and no older than 20 as of the 31st day of December of the current season of competition (provided that, pursuant to USA Hockey Rules & Regulations, Section XI: Junior Hockey, Subsection C, Junior Age Players and Citizenship, players that are 15 years of age on or before December 31st of the current season may be permitted to play Junior Hockey upon submission and approval of a petition).

The program is available to high school students and graduates who seek a greater or different challenge than that which might be available through their prep school team, high school varsity or club team or area 18 & under teams. The principal purpose of this development program is to prepare the athlete for career advancement either in a collegiate program or a professional opportunity.

Junior hockey leagues/teams are certified, annually, by the Junior Council, in the following classifications: Tier I; Tier II; Tier III; and provisional for any of the foregoing classifications.

TIER I

The Tier I program is designed to attract the top 16-20 year-old players and further develop coaches and officials through the highest level of competition. Important goals of the Tier I program are:

- to maintain the eligibility of all athletes for NCAA competition;
- to offer quality academic development;
- to allow players to achieve maximum skill development;
- to broaden the base of development in coordination with USA Hockey's National Team Development Program.

Key strategies for the Tier I program are:

- to attract the best players, coaches and officials in the United States;
- to attract solid investors as franchise owners and operators;
- to market the league, teams, players, coaches and officials to the most aggressive degree possible while ensuring that all future development and movement options (NCAA included) remain open and available;
- to manage the business from a profit-driven perspective in order to invest back into the league;

- to strengthen relationships in the hockey community by promoting the league as the vehicle to do so;
- to become the most successful junior hockey league in the world; and
- to focus on a national presence.

Currently there is one league certified by USA Hockey at the Tier I Level.

United States Hockey League (USHL)
Glenn Hefferan, Commissioner and President
P.O. Box 307, Tinley Park, IL 60477
Office: (312) 546-7300, web@ushl.com, ushl.com

TIER II

The Tier II league and teams provide a competitive opportunity for the elite player on a nationwide basis. Their role in the development of players, coaches and officials involved is clearly defined.

Currently, there is one league certified by USA Hockey for competition at the Tier II level.

North American Hockey League (NAHL)
Mark Frankenfeld, Commissioner and President
5151 Belt Line Road, Suite 877, Dallas, TX 75254
Office: (469) 252-3800, mark@nahl.com, nahl.com

TIER III

Tier III leagues and teams provide a competitive opportunity for the elite player on a national, regional and localized geographic basis. There is currently one league certified by USA Hockey for competition at the Tier III level.

All other teams/leagues not classified as Tier I, Tier II or Tier III, but included within the Junior age group, are classified as Tier III independent teams. Members include independent teams not associated with certified leagues.

Contact information for USA Hockey's Tier III certified junior league is below:

North American 3 Hockey League (NA3HL)
Mark Frankenfeld, Commissioner
5151 Belt Line Road, Suite 877, Dallas, TX 75254
Office: (469) 252-3800, mark@nahl.com, nahl.com

The purpose of Junior hockey is essentially two-fold:

(1) Opportunity
To provide an opportunity for players in this age group to play organized hockey.

(2) Development
To improve and develop the skills and abilities of all the participants, including players, coaches and officials.

The goals of Junior hockey as a program of USA Hockey are as follows:

(1) Skill Development
To provide talented young players with the opportunity to develop in an organized, structured, competitive and supervised environment.

(2) Quality Coaching
To provide considerable training time, quality coaching instruction and concerned oversight.

(3) Social Maturity
To provide players with a healthy, constructive environment in which to develop socially.

(4) Educational Advancement
To provide assistance and opportunities for the accomplishment of the participant's educational goals.

(5) Recruiting Exposure
To provide players with exposure to collegiate and professional scouts and recruiters.

(6) Advanced Competition
To provide players with exposure to national and international competition.

(7) Protection of Amateur Status
To protect, most importantly, the amateur status of all participants under the rules and guidelines established by the International Ice Hockey Federation, USA Hockey, Hockey Canada, the NCAA, the NAIA and the National Federation of High Schools.

Youth/Junior Affiliated Player Policy
The USA Hockey Youth/Junior Affiliated Player Policy applies to USA Hockey sanctioned Junior Tier I and Tier II classifications. The Affiliated Player Policy allows USA Hockey-registered 16-, 17- and 18- birth year players to participate in USA Hockey Tier I and Tier II rosters and allows the junior team to see a potential upcoming player in the junior environment. The terms of the Affiliated Player Policy shall be set forth in the applicable league licensing agreement with the applicable league. To qualify for play under the Affiliated Player Policy, the applicable team and affiliate player must follow the Affiliate Player Policy approved by USA Hockey for the applicable league.

C. PLAYER DEVELOPMENT & INTERNATIONAL PROGRAMS

The objective of USA Hockey's Player Development Program is to select and train the most competitive men's and women's ice hockey and sled hockey teams to represent the United States at the Olympic, Paralympic, National, and Select levels of international competition.

The attainment of that goal begins each summer as USA Hockey hosts a series of national and/or regional Player Development Camps for able-bodied boys and girls ages 14, 15, 16 and 17 as well as a camp for sled hockey players 15 years old and older as of June 30th of the development camp year. Nearly 1,300 athletes representing each of USA Hockey's 12 districts participate in the week-long events, which attract scouts and evaluators from every level of hockey. Participants receive on- and off-ice training under the direction of leading USA hockey coaches, along with current and former NHL, Women's National Team and National Sled Team players. Participants are chosen through an evaluation process conducted at the local and district levels.

Starting with the 2027-28 Season, USA Hockey will initiate play within the USA Hockey Development League (DL). The DL will focus on 15U (14 & 15) and 17U (15, 16 & 17) age levels in order to provide a more focused plan for high performance player development. The DL is being established under USA Hockey's authority

as a National Governing Body as part of a high-performance national player development program to train and develop USA Hockey players from across the country to advance to high level junior programs, college hockey programs and also to increase the pool of players eligible to play for the United States in international competition.

USA Hockey's National Team Development Program is an important part of player development efforts for select 16 and 17-year-old boys. The full-time residency program was formed to help influence increased success at all levels of international competition and also prepare players for professional hockey. In addition, USA Hockey's junior leagues, including the Tier I United States Hockey League and Tier II North American Hockey League, also play a significant role in USA Hockey's player development strategy.

USA Hockey has a world-leading commitment in fostering the growth and development of its women's national team program. In addition to providing America's top girls' and women's ice hockey players with opportunities to participate in regional and national training camps, USA Hockey also provides training stipends for the top players in the United States. Athletes have access to the best coaches, training and support staff as well as competition opportunities to support the ultimate objective of finishing at the top of the podium in international play.

An on-going commitment to the development and advancement of its world-class sled hockey program is also a big part of USA Hockey's efforts on the international stage. In addition to providing athletes with the best coaches, training and support staff, USA Hockey conducts national and development-level camps for athletes, in addition to providing various competition opportunities. Top national-level athletes receive training stipends to help assist in the ultimate goal of winning gold medals at the Paralympics and World Championship.

D. COACHING EDUCATION PROGRAM

The objective of the Coaching Education Program is to improve the caliber and quality of coaching in amateur hockey. Five levels of achievement, three online age-specific modules and a 6U/8U clinic, have been established to educate and train each coach, from the beginner to the highly skilled expert (see Section V of USA Hockey Rules & Regulations, Coaching Education Program).

The Coaching Education Program is committed to developing coaches who will be effective instructors and role models through a comprehensive education program at all levels of play. The program emphasizes fundamental skills, conceptual development, sportsmanship and respect for teammates, opponents, coaches, officials, parents and off-ice officials.

District coaches-in-chief use trained coaching education personnel to conduct all levels of instructional coaching clinics with the exception of the Level 5 which is led by USA Hockey national staff. All registered coaches are required to complete clinics in accordance with USA Hockey standards.

USA Hockey has developed a full range of instructional materials for coaches to use on the ice, as well as in the classroom. The materials are also used by USA Hockey's Player Development Program and the International Ice Hockey Federation.

E. OFFICIATING EDUCATION PROGRAM

The objective of the Officiating Education Program is to supply each official with the resources and support to successfully serve the game.

Instructional and support material has been developed on a progressive step-by-step basis so that the official can improve their ability and effectiveness over a period of time, be confident that they have received the training to be successful and provide the opportunity to develop their skills in a positive atmosphere. Five levels of achievement have been created for this purpose: Level 1, Level 2, Level 3 and Level 4 in addition to the Tenured (Level 3 or 4) program that recognizes our most loyal and dedicated officials.

The National officiating education program utilizes trained instructors to conduct seminars with a standard curriculum dealing with topics like on-ice mechanics, rules interpretation and advanced theories of officiating. All non-tenured registered officials are required to participate in one classroom seminar annually and complete prescribed online education.

Each summer, development camps are conducted with instruction from our top American junior, collegiate, professional and international officials. These camps are designed to further the education of selected officials at all levels using the latest educational methods and techniques.

A full complement of resources, including on-line modules, manuals and videos, the mentor program, an evaluation program, and a local officials association manual and assignors handbook have been developed for educational purposes.

POLICIES



A. ZERO TOLERANCE

USA Hockey is committed to creating a safe and fair environment for all participants. Respect for the game, opponents, coaches and officials is a critical part of the environment that is created. This Zero Tolerance Policy summarizes required actions to be taken when violations occur.

All players, coaches, officials, team officials and administrators and parents/spectators are required to maintain a sportsmanlike and educational atmosphere before, during and after all USA Hockey-sanctioned games. Thus, the following points of emphasis must be implemented by all USA Hockey participants and spectators.

Players

A minor penalty for unsportsmanlike conduct (zero tolerance) shall be assessed whenever a player:

1. Openly disputes or argues any decision by an official.
2. Taunts or incites an opponent.
3. Visually creates a disturbance during the game.

Any time that a player persists in any of these actions, they shall be assessed a misconduct penalty. A game misconduct shall result if the player continues such action.

Coaches

A minor penalty for unsportsmanlike conduct (zero tolerance) shall be assessed whenever a coach:

1. Openly disputes or argues any decision by an official.
2. Uses obscene, profane or abusive language to anyone at any time.
3. Visually displays any sign of dissatisfaction with an official's decision including standing on the boards or standing in the bench doorway with the intent of inciting the officials, players or spectators.

Any time that a coach persists in any of these actions, he/she shall be assessed a game misconduct penalty.

In addition, any player/coach who uses language that is hateful, or discriminatory in nature anywhere in the rink before, during or after the game shall be penalized under Rule 601(e.3) resulting in a match penalty. Such behavior is reprehensible and has absolutely no place in our game. The offender shall be immediately suspended until a hearing is conducted by the governing USA Hockey Affiliate or Junior League.

Officials

Officials are required to conduct themselves in a businesslike, sportsmanlike, impartial and constructive manner at all times. The actions of an official must be above reproach. Actions such as "baiting" or inciting players or coaches are strictly prohibited.

Officials are strongly encouraged to introduce themselves to the coaches prior to the game to establish a basis of mutual respect and to facilitate/define in-game communication.

Officials are ambassadors of the game and must always conduct themselves with this responsibility in mind.

Parents/Spectators

Parents are expected to be a positive role model by treating all players, coaches, officials and fellow spectators with respect and support.

The game will be stopped by game officials when parents/spectators display inappropriate and/or disruptive behavior that interferes with other spectators or the game. The game officials will identify violators to the coaches for the purpose of removing parents/spectators from the spectator's viewing and game area. Once removed, play will resume. Lost time will not be replaced and violators may be subject to further disciplinary action by the local governing body. This inappropriate and disruptive behavior shall include:

1. Use of obscene, profane or abusive language to anyone at any time.
2. Taunting of players, coaches, officials or other spectators by means of baiting, ridiculing, threat of physical violence or physical violence.
3. Throwing of any object in the spectators viewing area, players bench, penalty box or on ice surface, directed in any manner as to create a safety hazard.

USA Hockey strongly recommends that each local youth hockey registered team designate a volunteer to serve as a parent/spectator monitor during all team games. This monitor will, ideally, address inappropriate spectator behavior prior to the situation escalating to the point it has an impact on the game. This designated monitor shall have the full support of the youth hockey association and the arena management to remove any spectator in violation of the Zero Tolerance Policy.

Administrators

Administrators are the key to building a positive, growing, inclusive, and safe USA Hockey Community. Create a culture that is:

1. Welcoming
2. Protected
3. Respected
4. Connected
5. Valued

Administrators are responsible for enforcing the rules and policies established and approved by USA Hockey, their Affiliate, and their Association or Club. This includes taking disciplinary action, as deemed appropriate, towards any parent/spectator removed from a game as a result of a violation of the Zero Tolerance Policy.

B. SAFE SPORT

The safety of its participants is of paramount importance to USA Hockey. This includes not only on-ice safety, but also off-ice safety in any part of USA Hockey's programs.

USA Hockey has **ZERO TOLERANCE** for abuse and misconduct. USA Hockey Safe Sport is a program focused on the organization's off-ice safety efforts.

The USA Hockey Safe Sport Handbook addresses the following:

- **Policies** prohibiting the following:
  - — Sexual misconduct
  - — Physical misconduct
  - — Emotional misconduct
  - — Bullying
  - — Threats
  - — Harassment
  - — Hazing

  Other policies included address areas where misconduct can occur and are intended to reduce the risk of potential abuse, including:
  - — One-on-one interactions
  - — Locker rooms
  - — Athletic training modalities
  - — Social media and electronic communications
  - — Travel
  - — Billeting
- **Education and awareness training**
- **Screening and background check program**
- **Reporting of concerns of abuse**
- **Responding to abuse and other misconduct**
- **Monitoring and supervision of the Safe Sport Program**

A USA Hockey member or other person under the jurisdiction of USA Hockey who (1) violates any of the Safe Sport policies or (2) fails to consent to, and pass a screening and background check in compliance with the Screening and Background Check Program, may be denied eligibility within any USA Hockey program and is subject to appropriate disciplinary action including, but not limited to, suspension, permanent suspension, and/or referral to law enforcement authorities.

As the national governing body for ice hockey in the United States, USA Hockey has, as required by federal law, delegated the jurisdiction and authority to the U.S. Center for SafeSport ("USCSS") to (1) investigate all reports or allegations of sexual abuse or misconduct (as referenced in the USA Hockey Safe Sport Program Handbook and defined by the USCSS), (2) issue any interim suspension or measures pending conclusion of the investigation, (3) make recommendations of sanctions or disciplinary action as a result of such investigation, and (4) adjudicate such matter.

For the complete USA Hockey Safe Sport Handbook, visit usahockey.com/safesport.

Policies

C. CODE OF CONDUCT OF USA HOCKEY, INC.

1. Purpose

This policy constitutes the Code of Conduct ("Code") of USA Hockey applicable as set forth below to all members. This Code of Conduct is intended to protect the safety and well- being of individuals who associate with USA Hockey, and to ensure that all individuals who associate with USA Hockey conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic and Paralympic values, spirit, and ideals.

2. Applicability of Policy

This Code applies to all USA Hockey members, officers, directors, Congress representatives, committee members, task force members, employees, coaches, independent contractors, officials, and volunteers, and anyone participating in USA Hockey events and activities (collectively, "Affiliated Individuals"). All such Affiliated Individuals should become familiar with the rules and standards of this Code.

3. Legal Compliance

USA Hockey requires that Affiliated Individuals follow this Code of Conduct and abide by all applicable USA Hockey policies and procedures; United States federal, state and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act; and foreign law as applicable. If an Affiliated Individual should ever encounter a conflict of law, such as a conflict between United States and foreign law, or have any questions about the legality of any action, contact the Chair of the USA Hockey Ethics Committee and/or General Counsel for further information and guidance.

4. The Code of Conduct

All Affiliated Individuals must:

- Adhere to the anti-doping rules and policies of the International Olympic Committee, International Paralympic Committee, USOPC, World Anti-Doping Agency, U.S. Anti-Doping Agency, and International Ice Hockey Federation.
- Adhere to the rules and policies of the U.S. Center for SafeSport, including, but not limited to, the SafeSport Code and the USA Hockey Safe Sport Handbook.
- Comply with the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the IPC Code of Ethics, as applicable, and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.
- In competition, compete to the best of his or her ability while being safe and sportsmanlike.
- Respect and comply with the laws of the state and/or country in which I am training, traveling, or competing, including, but not limited to, laws governing the possession and use of drugs and alcohol, and providing of drugs to any person and of alcohol to minors.
- Be responsible for his or her own behavior and for reading, understanding, and abiding by all applicable policies, including those of USA Hockey, as well as the competitions and events in which he or she participates.
- Respect and abide by all other rules, policies, and procedures of USA Hockey, and of the facilities and accommodations in which he or she trains and lives at and/or uses.
- Never engage in discrimination of any kind on whatever grounds, be it race, color, gender, gender identification, sexual orientation, language, religion, national origin, or other status.
- Demonstrate good sportsmanship by showing respect toward teammates, coaches, competitors, officials, and audience members at all events and competitions.
- Refrain from foul language, violence, and behavior that could reasonably be deemed dishonest, offensive, intentionally malicious, or illegal.

- Respect the property of others and not vandalize, damage, or steal any such property.
- Agree to refrain from authorizing the use of photographs, films, or videos of a member in USA Hockey apparel or equipment or the use of the USA Hockey logo for the purpose of trade, without the prior written consent of USA Hockey.
- Understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code of Conduct, or brings disrespect or dishonor to myself, my fellow athletes, USA Hockey, or the United States, is a Code violation.
- Understand that, if under the age of 18, his or her parents or legal guardians may be notified of all written reports of counseling or misconduct.
- Understand that any dispute or action arising from this Code of Conduct will be resolved through USA Hockey's Bylaws and applicable policies.

Specifically, all Board, Congress, Council, Committee and Section members and USA Hockey staff must:

- Function primarily on behalf of USA Hockey and not on behalf of any one constituency or group.
- Respect confidentiality appropriate to issues of a sensitive nature.
- Maintain a thorough knowledge of USA Hockey governance documents, policies and procedures.
- Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward or fear of criticism.

Specifically, all Administrators of USA Hockey Programs must:

- Follow the rules and regulations of USA Hockey and your association to ensure that the association's philosophy and objectives are enhanced.
- Support programs that train and educate players, coaches, parents, officials and volunteers.
- Promote and publicize your programs; seek out financial support when possible.
- Communicate with parents by holding parent/player orientation meetings as well as by being available to answer questions and address problems throughout the season.
- Work to provide programs that encompass fairness to the participants and promote fair play and sportsmanship.
- Recruit volunteers, including coaches, who demonstrate qualities conducive to being role models to the youth in our sport.
- Encourage coaches and officials to attend USA Hockey clinics and advise your board members of the necessity for their training sessions.
- Make reasonable and appropriate attempts to provide everyone, at all skill levels, with a place to play.
- Read and be familiar with the contents of the USA Hockey Annual Guide and USA Hockey's official playing rules.
- Develop other administrators to advance to positions in your association, perhaps even your own.

Specifically, all persons responsible for financial matters in or for USA Hockey Programs, at the national, district, affiliate, or local program level, must display and adhere to:

- *Financial Integrity:* The program must be operated pursuant to stringent administrative and financial accounting procedures and policies.
- *Fiduciary Responsibility:* Program leadership has a responsibility to operate the program towards a sustainable future by adopting sound, ethical, and legal governance and financial management policies.
- *Financial Oversight: All programs must maintain stringent financial accounting procedures that are overseen by the program's board and or an external auditor*.

Specifically, Coaches, and those functioning as Coaches, must:

- Treat all athletes with respect at all times.
- Be aware of the health and safety of all athletes at all times in regard to our sport. If the conditions are unsafe, follow best practices and don't allow the health and safety of the athletes to be compromised.
- Recognize the signs of injury, physical and psychological stress in themselves and in athletes; take these indicators seriously, and refer or seek out appropriate and qualified support.
- Be prepared with an executable emergency plan for primary use facilities that has been shared and practiced.
- Assist the athlete in forming goals and expectations that are realistic and practical with consideration of the age, resources and experience of the athlete.
- Give athletes the opportunity to develop their sport and non-sport skills translating into other facets of their lives (e.g. time management, goal setting).
- Winning is a consideration, but not the only one, nor the most important one. Care more about the child than winning the game. Remember, players are involved in hockey for fun and enjoyment.
- Be a positive role model to your players. Display emotional maturity and be alert to the physical safety of players.
- Be generous with your praise when it is deserved; be consistent and honest; be fair and just; do not criticize players publicly; learn to be a more effective communicator and coach; don't yell at players.
- Adjust to personal needs and problems of players; be a good listener; never verbally or physically abuse others, particularly a player or official; give all players the opportunity to improve their skills, gain confidence and develop self-esteem; teach players the basics.
- Organize practices that are fun and challenging. Familiarize yourself with the rules, techniques and strategies of hockey; encourage all your players to be team players.
- Maintain an open line of communication with your players' parents. Explain the goals and objectives of your association.
- Be concerned with the overall development of your players. Stress good health habits and clean living.
- To play the game is great, to love the game is greater.

Specifically, Game Officials must:

- Assist with the development of lesser-experienced officials as needed.
- Act in a professional and businesslike manner, and in good faith, at all times and take your role seriously.
- Strive to provide a safe and sportsmanlike environment in which players can properly display their hockey skills.

- Maintain a current and thorough knowledge of all playing rules and officiating procedures, their interpretations and their proper application.
- Remember that officials are teachers. Set a good example.
- Make your calls with quiet confidence; never with arrogance.
- Manage and help to control games in cooperation with the coaches to provide a positive and safe experience for all participants.
- Violence must never be tolerated.
- Be fair and impartial at all times.
- Answer all reasonable questions and requests.
- Enforce USA Hockey's "zero tolerance" policy in all cases.
- Never use foul or vulgar language when speaking with a player, coach or parent.
- Use honesty and integrity when answering questions.
- Take ownership of actions and decisions made while officiating. Admit your mistakes when you make them.
- Never openly criticize a coach, player or fellow official.
- Keep your emotions under control.
- Use only USA Hockey-approved officiating techniques and policies.
- Maintain your health through a physical conditioning program.
- Dedicate yourself to personal improvement and maintenance of officiating skills.
- Respect your supervisor and his/her critique of your performance.

Specifically, Parents must:

- Do not force your children to participate in sports, but support their desires to play their chosen sports. Children are involved in organized sports for their enjoyment. Make it fun.
- Encourage your child to play by the rules. Remember, children learn best by example, so applaud the good plays of both teams.
- Do not embarrass your child by yelling at players, coaches or officials. By showing a positive attitude toward the game and all of its participants, your child will benefit.
- Emphasize skill development and practices and how they benefit your young athlete. De-emphasize games and competition in the lower age groups.
- Know and study the rules of the game and support the officials on and off the ice. This approach will help in the development and support of the game. Any criticism of the officials only hurts the game.
- Applaud a good effort in both victory and defeat, and enforce the positive points of the game. Never yell or physically abuse your child after a game or practice – it is destructive. Work toward removing the physical and verbal abuse in youth sports.
- Recognize the importance of volunteer coaches. They are important to the development of your child and the sport. Communicate with them and support them.
- If you enjoy the game, learn all you can about hockey – and volunteer.

Specifically, Players must:

- Play for fun.
- Work hard to improve your skills.
- Be a team player – get along with your teammates.
- Learn teamwork, sportsmanship and discipline.
- Be on time.

- Learn the rules and play by them. Always be a good sport.
- Respect your coach, your teammates, your parents, opponents and officials.
- Never argue with an official's decision.

Specifically, Fans and Spectators must:

- Encourage athletes to compete within the rules and to resolve conflicts positively.
- Never ridicule a participant for making a mistake during a competition, practice or training session.
- Respect the decisions of officials and encourage participants' continued effort.
- Display good sportsmanship. Always respect and show appreciation to all players, coaches, officials and volunteers.
- Act appropriately; do not taunt or disturb other fans; enjoy the game together.
- Cheer good plays of all participants; avoid booing opponents.
- Cheer in a positive manner and encourage fair play; profanity and objectionable cheers or gestures are offensive.
- Help provide a safe and fun environment; throwing any items on the ice surface can cause injury to players and officials.
- Do not lean over or pound on the glass; the glass surrounding the ice surface is part of the playing area.
- Support the referees and coaches by trusting their judgment and integrity.
- Be responsible for your own safety – be alert to prevent accidents from flying pucks and other avoidable situations.
- Respect locker rooms as private areas for players, coaches and officials.
- Be supportive after the game – win or lose. Recognize good effort, teamwork and sportsmanship.

5. Reporting Obligations

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. USA Hockey maintains an "open door" for anyone who has questions or concerns. USA Hockey will support all efforts to comply with this Code of Conduct.

If Affiliated Individuals need advice or assistance concerning the application of any aspect of these standards, consult your supervisor or manager, USA Hockey's General Counsel or appropriate staff person, or appropriate leaders of your Affiliate or member program. Affiliated Individuals who are members of a USA Hockey Affiliate or member program may be referred to the applicable Affiliate or member program to address the concern. Affiliated Individuals are expected to seek advice and clarification promptly when they are uncertain about proper actions or practices. Affiliated Individuals should be alert and sensitive to situations that could result in unethical, illegal, or improper actions. Affiliated Individuals have an obligation to report potential or actual violations of this Code of Conduct to the Chair of the USA Hockey Ethics Committee and/or General Counsel.

Ethics Committee Chair: EthicsChair@usahockey.org
General Counsel: CJorgensen@usahockey.org

USA Hockey has zero tolerance for retaliatory conduct by any Affiliated Individual against any person who comes forward with a good faith complaint or issue. Retaliation for reporting in good faith an alleged violation of this Code of Conduct will itself constitute a violation of this Code of Conduct.

For more information about the definition of retaliation and USA Hockey's zero tolerance approach to retaliation, please see the USA Hockey Whistleblower Policy.

6. Investigation of Potential Violations

USA Hockey takes its obligation to investigate potential violations of the Code seriously. All properly filed complaints regarding the violation of the Code will be investigated and resolved in accordance with the USA Hockey Bylaws and applicable policies as published and available on USA Hockey's website. Complaints that are local in nature may be referred to the applicable Affiliate or member program for investigation and resolution.

All Affiliated Individuals shall have a duty to cooperate with any investigation or resolution under this Code of Conduct. A failure to cooperate may in itself be a violation of this Code of Conduct. Any alleged breach of the duty to cooperate by a national level volunteer or employee shall be reported to the Board of Directors, and any other alleged breach of the duty to cooperate shall be reported to the applicable Affiliate.

In no event shall USA Hockey deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without fair notice and an opportunity to a hearing in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws and the USA Hockey Bylaw 10.

7. Resources

Affiliated Individuals may contact USA Hockey's General Counsel at CJorgensen@usahockey.org with questions or complaints. Athlete members also may contact the Athlete Directors on USA Hockey's Board of Directors as well as the Athletes Advisory Council Representative.

Specific to the Olympic and Paralympic Movement:

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other NGB athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with their NGB to understand additional resources and options available to them.

Email: ombudsman@usathlete.org
Website: www.usathlete.org

Individuals who wish to report concerns related to this Code of Conduct as it relates to involvement in the Olympic and Paralympic Movement may also submit a report using the USOPC Integrity Portal located at www.teamusa.org/reporting. The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

Website: usopc.ethicspoint.com
Hotline: (877) 404-9935

D. GENDER EQUITY – CO-ED LOCKER ROOMS

The issue of co-ed dressing arrangements in locker rooms often arises, and USA Hockey is frequently asked to provide some type of guideline about dealing with such situations. Teams, leagues, associations and USA Hockey need to recognize that there are gender equity issues to deal with when managing a co-ed locker room setting. Both female and male privacy rights must be given consideration and appropriate arrangements made.

USA Hockey's member organizations should consider the following:

1. Recognize that it is an issue that must be dealt with and that favoring one group over another can produce legal ramifications;
2. Recognize that the ideal situation of using two, separate dressing rooms is not possible in many ice rink/arena settings;
3. Recognize that it is an issue that will increase in visibility as girls'/women's participation in USA Hockey continues to grow; and
4. Recognize that it is an issue for members who are participating as players, coaches and officials.

Some acceptable approaches, arrived at in conjunction with the Girls Section/Council, the Coaching Education Program and the Officiating Program, are as follows:

NOTE: *Arrange to provide properly screened adults as locker room monitors who are of the same sex as the children they are supervising/monitoring. Make certain that locker rooms are monitored in accordance with the USA Hockey Safe Sport Program policies.*

A. Where possible, have the male and female players undress/dress in separate locker rooms; then convene in a single dressing room to hold the coach's pre-game meeting;

B. Once the game is finished, hold the coach's post-game meeting; then have the male and female players proceed to their separate dressing rooms to undress and shower (separately), if available.

C. In those cases where separate facilities are not available, have one gender enter the locker room and change into their uniforms. That gender then leaves the locker room, while the other gender dresses. Both genders would then assemble in the locker room and hold the coach's pre-game meeting.

D. Following the game and the coach's post-game meeting, where separate facilities are not available, the second gender group enters the locker room and undresses, while the first group waits outside until they have undressed and left the room. Once the second group leaves, the first group enters the locker room and undresses.

E. If sharing one locker room, have a minimum attire policy. All players should be required to arrive at the rink or change in a separate area so that prior to entering the locker room they are wearing their hockey base layers or shorts and t-shirts (in good condition - no holes or tears in clothing). All members of the team must have this minimum attire before entering a co-ed locker room

so that no player has the opportunity to see players of the opposite gender in a state of dress/undress.

NOTE: *Taking turns or requiring minimum attire is a means of 'reasonable accommodation,' so neither gender group is favored.*

Failing to establish some type of similar procedure, or failure to seriously consider the privacy issues will likely lead to complaints and/or lawsuits. By being proactive on this issue, everyone [coaches, players, officials, volunteers and parents] can enjoy the sport without the worry of legal actions or the invasion of privacy concerns arising.

Lastly, reinforce to all players, coaches, officials, volunteers and parents that your organizations are going to take this issue seriously. It is not acceptable for members to be observing the opposite gender while they dress or undress. Members and volunteers who violate USA Hockey's policies, or who violate the privacy rights of others, could be subject to appropriate discipline.

E. ALCOHOL, TOBACCO, SMOKING PRODUCTS AND DRUG ABUSE

It is the considered judgment of the Board of Directors of USA Hockey that consumption/use/abuse of mood altering substances is detrimental to a healthy state of mind, body, and spirit in an athletic participant. This is especially true for those participants aspiring to develop their talents in the furtherance of their playing, or coaching, or officiating careers in the sport of ice hockey. Therefore, with the best interests of its participants in mind, USA Hockey prohibits use by any participant of alcohol, tobacco, smoking products or drugs, as these terms are defined below, during participation in its programs as follows:

1. Zero tolerance for possession or use of drugs by any participant unless participant is currently under a doctor's care and the medication is required for treatment of an illness or injury;
2. Zero tolerance for providing or condoning the use of alcohol, tobacco, smoking products or drugs to or by a minor athlete by a coach, assistant coach, manager, official or any other person who is in a position of authority over that athlete;
3. Zero tolerance for being under the influence of alcohol, tobacco, smoking products or drugs while supervising minor athletes or while participating in a USA Hockey practice, game or event; and
4. Abuse of alcohol, tobacco, smoking products or drugs by a participant while participating at a USA Hockey event other than that prohibited by #3 above.

Violation of this policy shall subject the participant to disciplinary action up to and including suspension or disqualification from membership. Further, USA Hockey hereby recommends that each and all of its teams, associations, programs and affiliates develop and enforce alcohol, tobacco, smoking products and drug abuse policies and practices that are consistent with this policy.

For purposes of this policy, the word "alcohol" shall include the following:

1. Intoxicating beverages.

For purposes of this policy, the words "drug" shall include the following:

1. Any controlled substances.

2. Prescription or prescribed controlled substances when used to an excess in violation of doctors orders, or to produce the state of intoxication in the participant.
3. Any mood altering or psychoactive substance that produces a state of intoxication in the participant.

For purposes of this policy, the words "tobacco and smoking products" shall include the following:

1. Electronic Smoking Devices are devices that heat a chemical solution into a vapor that is inhaled into the lungs (e-cigarettes, e-cigars, e-pipes, vape pens or other similar devices).
2. Smokeless Tobacco are tobacco products chewed or snuffed rather than smoked by the user, including dipping tobacco, chewing tobacco, snuff, snus or similar tobacco products not used for smoking.
3. Tobacco smoking is the use of regular tobacco in cigarettes, cigars, pipes, hookahs, water pipes or other similar tobacco smoking products.

Further, the word "participant" shall include players, coaches, referees, and all persons involved in the conduct of an ice hockey contest.

F. AMMONIA INHALANTS AND OVER THE COUNTER MEDICATIONS

It is the considered judgment of the Board of Directors of USA Hockey that (i) ammonia inhalants, also known as smelling salts, should not be used by a participant under the age of 18 years old, and (ii) over-the counter medications should not be provided to any participant, under the age of 18, without the written consent of their parent or legal guardian.

G. SLED HOCKEY

It is USA Hockey policy that sled hockey players (playing on sleds) shall not compete in games with players who are playing hockey standing up (playing on skates).

H. SPORTS CONCUSSION MANAGEMENT PROGRAM

A sports concussion management program must be incorporated within each Affiliate. USA Hockey's program is available at usahockey.com/safety-concussions. This is the minimum concussion protocol to be followed by all USA Hockey programs.

I. MAILING LISTS

The following people shall be entitled to receive the regular mailings and publications of USA Hockey free of charge:

Board of Directors
District Registrars
District Referees-in-Chief
District Coaches-in-Chief
Registered Team Head Coaches
Registered Officials
Risk Managers
Associate Registrars
Associate Risk Managers
Affiliate Officers

Access To And Use Of USA Hockey's Mailing Lists
The official list of USA Hockey member players, teams, officials, coaches and volunteer administrators shall not in any part or form be provided to or used by any person or organization, commercial or otherwise, including USA Hockey members, without written approval of the Executive Director of USA Hockey.

Requests for usage of USA Hockey's lists must be made in writing to the Executive Director.

J. CONFLICTS OF INTEREST

Conflicts of interest have the potential to cause legal problems as well as embarrassment for USA Hockey, Inc. ("USA Hockey"). While conflicts of interest are not necessarily disqualifying, they must be duly considered by an appropriate body or party of USA Hockey, based on disclosures as required by USA Hockey. This Conflicts of Interest Policy (this "Policy") is intended to help directors, officers, employees, members of the Congress and Councils, Committees, Sections and similar bodies, and certain other persons identify situations that present possible conflicts of interest and to provide USA Hockey with procedures whereby potential conflicts may be reviewed by an appropriate body or party of USA Hockey.

Conflicts of interest exist where an individual's activities or relationships present the potential for improper personal gain or advantage, or an adverse effect on the interests of USA Hockey. It is impossible to list every circumstance giving rise to a conflict of interest; however, this Policy will serve as a guide to the types of circumstances that create conflicts of interest. Because the nature of the business of USA Hockey requires great public respect for and trust in the reputation and integrity of USA Hockey, and because USA Hockey operates in the public spotlight, USA Hockey is expected to conduct its affairs in a manner consistent with high ethical principles. USA Hockey correspondingly requires Responsible Persons (as defined below) to act in the same manner.

It is recognized that many persons serving in paid, volunteer and other roles with USA Hockey may also have volunteer, employment, management, ownership and other relationships with other entities involved in hockey that give rise to fiduciary and similar obligations to those other third parties. Ordinarily a Responsible Person's obligations to USA Hockey and a third party are not in conflict; however, when Conflicts of Interest arise, a Responsible Person has a primary fiduciary duty to USA Hockey and must always act in the best interests of USA Hockey. If a Conflict exists, then the Responsible Person must recuse themselves from involvement in the matter as more fully set forth in Section C below. Recognizing that Conflicts of Interest arise, this Policy is intended to preserve the integrity of the decisions and actions taken by USA Hockey.

A. Definitions
As used in this Policy, the following capitalized terms shall have the meanings indicated.

"Agent" refers to a person serving as a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator or other legal representative of an entity or individual.

"Board" is the Board of Directors of USA Hockey.

"Congress" is the USA Hockey Congress.

"Transaction" is any contract, transaction, agreement or relationship involving the sale or purchase of goods, services, or rights of any kind, the providing or receipt of a grant or loan, or the establishment of any other financial relationship with USA Hockey or a Related Organization.

"Control" exists if an entity or individual either (i) owns, directly or indirectly, at least fifty percent (50%) of the equity ownership of another entity, or (ii) has the right, directly or indirectly, to direct or cause the direction of the management and policies of another entity, whether through the ownership of voting interests, by contract, or otherwise.

"Family Member" is a spouse, parent, child or a spouse of a child, brother, sister or spouse of a brother or sister, of a Responsible Person.

"Related Organization" is an entity that controls, is controlled by, or is under common control with USA Hockey.

"Responsible Person" is any person who holds one or more of the following positions with USA Hockey or a Related Organization: Director; Congress Representative; Director Emeritus or Representative Emeritus; officer; member of a Council, Committee or Section; member of the USA Hockey staff; member of a task force or other similar ad hoc committee; member of a hearing or appeal panel regarding a disciplinary matter; other national level volunteers of USA Hockey, or any other person determined by the President of USA Hockey to be subject to this policy.

B. Existence of a Conflict of Interest

A "Conflict of Interest" or "Conflict" exists when a Responsible Person's activities or interests, whether direct or indirect, interfere with, influence, or have the potential to interfere with or influence his or her responsibilities in any material respect on behalf of USA Hockey or undermine the interests of USA Hockey; provided, however, where a Responsible Person has a financial interest (regardless of the materiality of the financial interest) in a Transaction, a potential Conflict of Interest may exist. Conflicts of interest may also involve activities of a Family Member or close associate of a Responsible Person. This definition of Conflict of Interest is intended to be interpreted broadly because the appearance of impropriety can be just as damaging as actual impropriety. Therefore, a Conflict of Interest exists whenever the public may reasonably infer from the circumstances that there is or could be such a conflict. Responsible Persons must recognize and attempt to avoid any activity or investment that constitutes or might appear too constitute a conflict of interest. Conflicts of Interest include, without limitation, the following types of circumstances and related examples, which are presented for illustration purposes and are not intended to be an exhaustive list of all potential Conflicts of Interest:

- When USA Hockey is considering entering into a Transaction with a Responsible Person or Family Member of a Responsible Person.

  Example: Approval of the Board is sought for an agreement for the provision of consulting services by a director of USA Hockey.

- When USA Hockey is considering entering into a Transaction with an entity (other than a Related Organization) or individual in which a

Responsible Person or Family Member has a financial interest or is an Agent.

Example: Approval of the Finance and Investment Committee of USA Hockey is sought for a banking relationship with a company of which a USA Hockey director is the Vice President.

- When a Responsible Person engages in activities competing with USA Hockey or a Related Organization, including in the provision of services for, or in any other transaction or arrangement with, a third party.

  Example: An officer of USA Hockey agrees with another national governing body to promote the other national governing body in negotiations with potential sponsors or licensees.

- When a Responsible Person has a financial interest in an entity or individual that competes with USA Hockey or a Related Organization, including in the provision of services for, or in any other transaction or arrangement with, a third party.

  Example: The spouse of an officer of USA Hockey works for or is an investor in a company that competes with USA Hockey, or in a company that provides services to a company that competes with USA Hockey.

- When a Responsible Person, Family Member or close associate of a Responsible Person accepts gifts, excessive entertainment or other favors from any individual or entity that does, or is seeking to do, business with USA Hockey or a Related Organization, if it might be concluded that such action was intended to influence or might influence the Responsible Person in his or her duties to USA Hockey. This does not preclude the acceptance of items of nominal or insignificant value that are clearly tokens of respect or friendship and not related to any actual or potential transaction or activity of USA Hockey or a Related Organization.

  Example: The chair of the Finance and Investment Committee of USA Hockey is offered free use of a lake home belonging to the President of an organization that has a financial proposal under review by USA Hockey.

- When a Responsible Person has a financial interest, or is an Agent of an organization that is reasonably likely to be impacted (financially or otherwise) by an action or decision made by the Responsible Person in his or her capacity acting on behalf of USA Hockey.

  Example: A Council member or Congress Representative who works for a league or other organization is called upon to vote or make a decision on a matter materially impacting the league or other organization.

  Example: A director working or volunteering for a Tier I program serves on a committee for determining whether to grant Tier I status to competing programs.

- When a Responsible Person's (including without limitation a Responsible Person who is or was a national team athlete) activities or interests, whether direct or indirect, interfere with, influence, or have the potential to interfere with or influence his or her responsibilities on behalf of USA Hockey or undermine the interests of USA Hockey.

Example: A Council member has a significant client that owns or operates a facility being considered as the host of a USA Hockey event.

Example: A Congress Representative serves on a hearing panel or appeal panel involving discipline against a member of the representative's program.

Example: An Athlete Director serves on a committee or appeal panel charged with making a decision that might impact the employment or eligibility of the Athlete Director's current or former coach.

- When a Responsible Person serves on a hearing or appeal panel regarding a matter in which they were previously involved.

Example: A person was responsible for investigating a Safe Sport or Disciplinary matter and thereafter serves on the hearing or appeal panel or is present for deliberations when discipline or sanctions are determined.

Example: A Person served on a hearing panel to determine discipline, or an Administrative Action and then serves on the appeal panel for the same matter.

C. Policy and Procedures

The procedures set forth below are designed to help Responsible Persons identify situations that present potential Conflicts of Interest and to provide USA Hockey with a procedure for independent review and, when appropriate, approval of a circumstance in which a Responsible Person has or may have a Conflict of Interest. The policy is intended to comply with the procedure prescribed in the Code of the District of Columbia, Section 29-406.70, which governs conflicts of interest for directors of nonprofit corporations.

Reporting Conflicts of Interest

USA Hockey shall require all members of the Board, the Congress, all Councils, Committees and Sections, all USA Hockey employees, all persons with substantial decision making authority (e.g., national level hearing panel members and persons responsible for the creation and/or execution of national team selection procedures) and other persons determined by the President to be subject to this Policy, to complete an annual Conflict of Interest Questionnaire (disclosure form) as a condition of being eligible to serve in their respective positions. As new conflicts arise, individuals have an affirmative duty to update their written disclosures.

The Conflict of Interest Questionnaires for at least the Board of Directors, Congress and Executive Director shall be reviewed by the Ethics Committee. Conflict of Interest Questionnaires for all other persons required to submit them shall be reviewed according to a process as directed by the Chair of the Ethics Committee in consultation with the Executive Director and General Counsel.

Following review of the Conflict of Interest Questionnaires, the Ethics Committee or Executive Director/General Counsel, as applicable, shall communicate any decisions based upon a review of the disclosures to provide direction for managing potential conflicts. If an actual conflict is identified for a member of the Board of Directors or the Congress, a Designated Committee member (as defined in USA Hockey Bylaws), the Executive Director, or other persons as determined by the

Ethics Committee, USA Hockey shall provide written direction to the person with the conflict on conflict mitigation.

Prior to Board, Ethics Committee or other action on a matter involving a Conflict of Interest (including any decision or any Transaction), a Responsible Person who believes he or she has a Conflict of Interest shall disclose all facts material to the Conflict of Interest as follows:

(a) In the case of Board or Congress action, to the President and chair of the Ethics Committee;

(b) In the case of action by a Council, Committee, Section, task force, other ad hoc committee, or hearing or appeal panel, to the applicable chair (for example, a member of a Council who believes that he or she has a Conflict of Interest shall report the matter to the chair of the Council) and to the chair of the Ethics Committee; or

(c) In the case of action by USA Hockey staff, to the Executive Director.

Such disclosure shall be made by the person with the Conflict prior to or at the meeting.

The individual to whom the disclosure is made shall report the disclosure at the meeting prior to consideration of the matter involving the Conflict, and the disclosure shall be reflected in the minutes of the meeting. If the person having the Conflict of Interest is the President, then the required disclosure shall be made to, and the required report shall be made by, a Vice President or another officer, and the chair of the Ethics Committee. If the person having the Conflict of Interest is the Executive Director, then the required disclosure shall be made to, and the required report shall be made by, the President and chair of the Ethics Committee.

For any other Conflicts of Interest not described above, the Responsible Person who believes he or she may have a Conflict of Interest shall disclose to the President and the chair of the Ethics Committee the facts relating to the potential Conflict of Interest.

A Responsible Person with a Conflict of Interest shall refrain from any action that may affect USA Hockey's participation in the subject Transaction or other decision or action of USA Hockey, and shall not attempt to exert his or her personal influence regarding the matter.

Individuals or bodies of USA Hockey with questions about procedures for disclosure and review of Conflicts of Interest may seek advice from the chair of the Ethics Committee, who may answer such question or refer such question to a member of the Ethics Committee or other designee.

Unreported Conflicts of Interest
At the direction of the President or Vice Presidenegal Council, USA Hockey may review any matter to be considered by the Board, or a Council, Committee, Section, task force, other ad hoc committee, hearing or appeal panel or other body of USA Hockey, to determine whether a Responsible Person has a Conflict of Interest, and if it is determined that a Conflict exists the Conflict of Interest procedures herein shall apply.

Review of Conflicted Transactions

All matters in which a Responsible Person has a Conflict of Interest shall be reported to the chair of the Ethics Committee which shall review each Conflict of Interest that is reported to it, and make a recommendation on the existence of the conflict to the applicable body considering the matter, which body may approve the matter if the material facts as to the matter and the Conflict of Interest are fully disclosed or known to the body considering the matter, and the body approves the matter in good faith by the affirmative vote (without counting the person(s) with the Conflict) of a majority of the disinterested members of the body at the meeting, even though the disinterested members constitute less than a quorum for such meeting.

A Responsible Person who believes he or she has a Conflict of Interest may participate in the body's discussion of the matter if they have disclosed the material facts related to the Conflict and all parties related to the subject of the matter are present or represented; provided however, the chair of the body considering the matter may provide an opportunity for the body to discuss the matter without the person with the Conflict of Interest present. The person with a Conflict of Interest may not vote on the subject matter. The chair has the power to require the interested person to leave the room while the vote is taken and/or during deliberations.

The minutes of the meeting of the body reviewing a Conflict of Interest and making a decision on the underlying matter shall reflect (1) the matter under consideration, (2) the Responsible Person with a Conflict of Interest, (3) the Responsible Person's ineligibility to vote and/or absence from the meeting during any discussion or vote, and (4) the decision of the body on the matter under consideration.

With respect to Conflicts of Interest involving members of the USA Hockey staff who have substantial decision making authority, the Ethics Committee shall be responsible for review and recommendation on the existence of the conflict, and how it shall be addressed. With respect to Conflicts of Interest involving other members of USA Hockey staff, the General Counsel in consultation with the Executive Director shall be responsible for review and direction on how the conflict shall be addressed.

For all other Conflicts of Interest, the Ethics Committee shall determine whether the Conflict of Interest should be reported to or acted on by the Board or other body of USA Hockey. In each case, the Ethics Committee may direct and address review and resolution of the matter in its discretion, and shall make a written record of the disclosure of the Conflict of Interest and related decision on referral of the matter.

Violations of Conflict of Interest Policy
Any alleged violations of this Conflict of Interest Policy shall be reported to the Chair of the Ethics Committee and/or General Counsel, who shall refer the matter for investigation and resolution as required under USA Hockey policies and bylaws.

Ethics Committee Chair: EthicsChair@usahockey.org
General Counsel: CJorgensen@usahockey.org

If the Ethics Committee determines that a Responsible Person has violated this Conflict of Interest Policy, it shall refer the matter to the Board of Directors for adjudication by the Board of Directors, a committee of the

Board of Directors, or an independent committee appointed by the Board of Directors, which adjudication shall be in accordance with the procedures and requirements of Bylaw 10. All persons responsible for review, investigation and or resolution/adjudication of the alleged violation of this Policy must be reasonably disinterested and impartial.

All Responsible Persons shall have a duty to cooperate with any investigation or resolution under this Conflict of Interest Policy. A failure to cooperate may in itself be a violation of this Policy. Any alleged breach of the duty to cooperate by a national level volunteer or employee shall be reported to the Board of Directors.

USA Hockey has zero tolerance for retaliatory conduct by any person or entity against any person who comes forward with a good faith complaint or issue under this Conflicts of Interest Policy. Retaliation for reporting in good faith an alleged violation of this Conflict of Interest Policy will subject such retaliating person or entity to investigation and, if applicable, discipline subject to USA Hockey's Bylaw 10.

For more information about the definition of retaliation and USA Hockey's zero tolerance approach to retaliation, please see the USA Hockey Whistleblower Policy.

Questions
If it is not clear whether a Conflict of Interest exists, then a Responsible Person with a potential Conflict shall disclose the circumstances to the President and Ethics Committee, who shall determine whether there exists a Conflict of Interest that is subject to this Policy.

Individuals or bodies of USA Hockey with questions about procedures for disclosure and review of Conflicts of Interest may seek advice from the chair of the Ethics Committee, who may answer such question or refer such question to a member of the Ethics Committee or other designee.

Affiliates shall be required to adopt their own policy conforming to this Conflict of Interest Policy.

Resources
Persons with any questions regarding this Policy or its enforcement should contact the USA Hockey's Executive Director, General Counsel, the Chair of the Ethics Committee or the President.

Executive Director: PatK@usahockey.org
General Counsel: CJorgensen@usahockey.org
Ethics Committee Chair: EthicsChair@usahockey.org
President: Michael.Trimboli@usahockey.org
USOPC Athlete Ombuds: ombudsman@usathlete.org
USOPC Integrity Portal: www.teamusa.org/reporting or may call at (877) 404-9935.

K. CONFIDENTIALITY

Nondisclosure Policy
Each Responsible Person (defined below) shall exercise care not to disclose confidential information acquired in connection with such status, the disclosure

of which might be adverse to the interests of USA Hockey, Inc. No Responsible Person shall use confidential information for his or her personal gain.

For the purposes of this policy, a "Responsible Person" is any person who holds one or more of the following positions with USA Hockey or with an entity that controls, is controlled by, or is under common control with USA Hockey: Director; Representative; Director Emeritus; Representative Emeritus; officer; member of a Council, Committee or Section; member of the USA Hockey staff; member of a task force or other similar ad hoc committee; member of a hearing or appeal panel regarding a disciplinary matter, or any other person determined by the President of USA Hockey to be subject to this policy.

Types of Confidential Information

The following types of information received by a Responsible Person in the performance of his or her responsibilities as a Responsible Person shall be treated as confidential unless otherwise determined by the Board:

1. Information regarding the appointment or termination of employees.
2. Employee evaluations and compensation.
3. Information about contractual relationships with third parties.
4. Financial information.
5. Membership data, including any identifying or contact information for any member of USA Hockey or within USA Hockey's records or database(s).

The foregoing is not intended to be a complete list of all the types of information that may be considered confidential.

Failure to Comply

Any Responsible Person who fails to comply with the provisions of this confidentiality policy shall be subject to such sanctions or other action by USA Hockey pursuant to USA Hockey's Bylaws. Any other person who is subject to this policy and who fails to comply with it shall be subject to discipline, termination of employment, or such other sanction as USA Hockey determines is appropriate.

Each Responsible Person must also be familiar with and comply with any applicable state or federal law with respect to protection of private information.

Affiliates shall be required to adopt their own Confidentiality Policy conforming to this policy.

L. LOGOS

The official logos and secondary marks (heretofore to be known as "designs") of USA Hockey, Inc. are registered trademarks with the United States Patent and Trademark Office. All rights reserved. It is unlawful to use or reproduce these logos and designs in any manner without the expressed written permission of the USA Hockey national office.

The official USA Hockey Logo Policy, as approved by the organization's Executive Committee, stipulates permission must be requested in writing to the USA Hockey Marketing Department prior to usage of any logo or design, and permission shall be granted only to currently registered USA Hockey members or USA Hockey-sanctioned programs/events.

NOTE: *Should USA Hockey grant one-time usage rights, the following logos and designs are to be used in accordance with the corresponding listed provisions.*



Primary Logo

To be used as the primary logo for public communications, including but not limited to the following:

1. On district, affiliate, association and team-related communications and promotional material and collateral referencing USA Hockey.
2. To be used on all district, affiliate, association and team-related websites when representing USA Hockey.
3. To replace any corporate logo elements still in existence on any district, affiliate, association and team-related materials, including the updating of local program logos and designs.
4. On all district, affiliate, association and team merchandise representing association with USA Hockey. Merchandise must be acquired from a USA Hockey licensee.
5. On USA Hockey national office staff and district volunteer letterhead, business cards, stationery, envelopes, etc. and all USA Hockey national office external communications.
6. To be used in conjunction with event designs for USA Hockey national championships, select festivals and player development camps, officiating and coaching education programs, other USA Hockey programs and locally USA Hockey-sanctioned event materials and trophies.
7. To be used as the primary USA Hockey logo on all apparel items for domestic and international youth travel teams who wish to represent USA Hockey, but are not directly organized by USA Hockey.



Corporate Logo

The USA Hockey Corporate Logo is to be used only in special circumstances and must be approved, in writing, by the marketing department before use.

National Team Logo
The USA Hockey National Team logo is to be used exclusively by the USA Hockey national office to represent teams competing in international competition under the USA Hockey aegis. This includes men's and women's world championships at all age levels, Olympic and Paralympic Winter Games, international tournaments featuring select teams, the USA Hockey National Team Development Program, and USA Hockey select festivals and player development camps. Permission to use this logo must be secured from the USA Hockey Marketing Department.





USA Hockey Designs (also referred to as event or program logos)



USA Hockey Arena
The USA Hockey Arena logo is the primary logo to represent USA Hockey Arena in Plymouth, Michigan.

Approval Process
Any USA Hockey program or member requesting permission to use an official USA Hockey logo or design, must provide the following in advance: identification of the desired logo or design, a description of the desired use; name and location of the company that would produce the merchandise or other material on which the logo is proposed to be placed; a copy of proposed design; and a comparable sample of each item of merchandise or other material under consideration, when requested.

All requests must be submitted in writing via mail, or email to:

USA Hockey, Inc.
Attn: Marketing Department
1775 Bob Johnson Drive • Colorado Springs, CO 80906
Email: usah@usahockey.org

M. LOOK-UP LINE

USA Hockey recognizes the potential public interest on the use of a Look-Up Line painted on the ice surface in an effort to promote player safety.

Ice facilities that wish to employ a Look-Up Line are permitted to do so and are encouraged to report any pertinent observations to the USA Hockey Look-Up Line Safety Task Force.

A Look-Up Line colored Pantone 151 Safety Orange, is painted around the entire circumference of the ice surface. The Look-Up Line extends 40 inches in width from the bottom of the kick plate of the boards. For further information, please visit justcureparalysis.org.

N. GUIDELINES REGARDING NON-SANCTIONED PLAY

USA Hockey and its Affiliates are charged with establishing rules and policies for the organization, coordination and betterment of hockey, including developing players, coaches and officials, and managing and minimizing risks associated with the sport. Recent examples include implementation of the ADM, including cross-ice hockey for players 8 and under, and processes and procedures for expansion of junior hockey programs. USA Hockey strongly believes in these programs as evidenced by the overwhelming support they have received across the country, the continuing growth in membership, and the advances that have resulted and are expected to result in the development of hockey players in our country.

USA Hockey has had inquiries regarding the rights and obligations of USA Hockey, its various Affiliates and local programs with respect to ice hockey that is not sanctioned by USA Hockey. To provide guidance to Affiliates and local programs, USA Hockey, as the National Governing Body for ice hockey in the United States, provides the guidelines below acting pursuant to USA Hockey's authority under the Amateur Sports Act (36 U.S.C. § 220501 et. seq.).

A. For a game to be sanctioned by USA Hockey, all players, coaches and officials in the game ("Individual Participants") must be members of USA Hockey and the USA Hockey Affiliate with jurisdiction over their respective geographic area(s). Participating teams must also be members of the applicable USA Hockey Affiliate.

B. There may be occasional exceptions to the above-stated membership requirement where in certain limited, special circumstances, USA Hockey or the applicable USA Hockey District Registrar may provide a special event sanction for an event where not all participants are members of USA Hockey ("Special Events"). These Special Events are occasional and have generally been limited to exhibition games between USA Hockey teams and High School Federation, prep schools or NCAA teams, Try Hockey For Free programs, and charity games. The limited nature of these exemptions is largely due to USA Hockey insurance and risk management concerns.

C. Any Individual Participant may become a member of USA Hockey. Membership in or registration with another sanctioning body may not be used as a basis to deny membership in USA Hockey, its Affiliates or local programs. Correspondingly, no Individual Participant may be penalized for participating in a program that is not sanctioned by USA Hockey. On the other hand, an Individual Participant may be disqualified from membership for violation of

USA Hockey Bylaws, Rules & Regulations or Policies in accordance with USA Hockey's Dispute Resolution Procedures.

D. Affiliates may establish reasonable rules for compliance by such Affiliate's member organizations and/or teams seeking membership in or who are already members of the Affiliate, provided that such rules do not conflict with the Bylaws, Rules & Regulations, Policies or directives of USA Hockey.

E. If a team desires to play in a USA Hockey sanctioned game, tournament or event, then, unless it is sanctioned as a Special Event, the team and its Individual Participants must be registered with USA Hockey and the applicable Affiliate. Such registration implies and constitutes the registrant's agreement that the team and all of its Individual Participants will be subject to the Bylaws, Rules & Regulations, Policies and Playing Rules of USA Hockey and the reasonable requirements of membership for the applicable Affiliate. The only exceptions to the requirement that sanctioned games, tournaments and events require that the team and all Individual Participants be registered with USA Hockey and the applicable Affiliate, are for Special Events noted above, and circumstances where the applicable USA Hockey registrar has approved such participation in writing and in advance (see USA Hockey Rules & Regulations, Section VIII.B).

F. Once an organization, team, or Individual Participant becomes a member of USA Hockey and the applicable Affiliate, that Affiliate may require that the member organization, team, and all Individual Participants continue to comply with the reasonable requirements for membership in the Affiliate. This may include, for example, such rules as coaching certifications, background screening, equipment requirements, safety mandates, and other guidelines, including the ADM and cross-ice hockey, and such other reasonable requirements of a USA Hockey Affiliate.

G. An Affiliate may enforce a rule that prohibits its member teams from participating in games or practices that are not sanctioned by USA Hockey. Unless sanctioned as a Special Event, USA Hockey's insurance policies may not be available to cover USA Hockey programs, teams and Individual Participants when participating in a game or practice among or against a non-sanctioned team. A parent of a youth hockey player that has registered with USA Hockey with the expectation of receiving the benefits of such membership, should not be placed in a situation where they may be surprised to learn after their child is injured that USA Hockey insurance is not available because the injury occurred during a non-sanctioned event.

H. An Affiliate may also enforce a rule that its member organizations must register all of their teams and players with USA Hockey and the Affiliate. If an Affiliate has such a rule, a member organization within that Affiliate cannot register some of its teams with the Affiliate while other teams in that organization are not registered with the Affiliate. Important reasons for such a rule are so that neither USA Hockey nor its Affiliates become liable for activities conducted by a member organization that is also conducting non-sanctioned events, and to prevent the occurrence of situations where USA Hockey's insurance could potentially be asserted to apply in a non-sanctioned event.

I. Despite the foregoing, if an Affiliate's member organization or team desires to play in events or games that are not sanctioned by USA Hockey, they may seek a Special Event sanction for such game or event, or they may also do so provided that certain other requirements are met. A group of Individual

Participants from a USA Hockey team playing in a non-USA Hockey sanctioned event or game must do so as part of a separate organization (for example, a separately incorporated corporation) that is sufficiently distinct from the USA Hockey sanctioned program. The non-sanctioned organization or team(s) should also have a separate board of directors, the team cannot wear the same uniforms or have the same team names, and all rink or vendor contracts relating to the non-sanctioned team(s) or activities must be in the name of the separate organization rather than the USA Hockey member organization or team. A sanctioned program should have separate bank accounts from the non-sanctioned organization. Additionally, sanctioned and non-sanctioned programs should not be included in the same advertisements or websites. Distinguishing teams participating in non-sanctioned events or programs from teams that are members of USA Hockey will help avoid making USA Hockey, its Affiliates or member organizations liable for activities conducted in connection with non-sanctioned play; prevent the occurrence of situations where USA Hockey's insurance could potentially be asserted to apply in a non-sanctioned event; and will also help make Individual Participants (and their parents or guardians) aware of which games or events are under USA Hockey rules and oversight and are covered by USA Hockey insurance and other benefits. For a violation of these requirements, the team, coaches, administrators and/or program may be subject to sanctions as determined by the Affiliate following a hearing and any appeals provided in USA Hockey Bylaw 10.

J. USA Hockey Rules & Regulations, Section III., provides as follows:
Any youth player (male or female) rostered on a Tier I or Tier II youth or girls team and a Junior Program team as of December 31, can only play for one team after December 31. Except for players playing in Tier I or Tier II Junior hockey pursuant to the Youth/Junior Affiliated Player Policy, if the player plays in a Junior game after December 31, he/she loses all eligibility on his/her youth or girls team for the remainder of the season, regardless of how many games are played at the Junior level.

This rule should be applied to any games played at the Tier III Junior level with any organization. The purpose of this rule is that players playing on youth teams during the latter half of the playing season should not also be playing Junior hockey. Further, not having Junior players participating in Youth national tournaments protects the integrity of the USA Hockey National Championships. By applying the rule regardless of the sanctioning body that governs the applicable Junior team, all Tier III Junior teams are treated equally.

K. Affiliates and officials' organizations may establish and use reasonable criteria, rules and procedures for selection and scheduling of officials for games within their jurisdiction. There are numerous valid reasons why an Affiliate, officials' organization or scheduler may select one official over another for a particular game, league or level of play. For example, an official's experience in, and availability for, USA Hockey in-season games may be a factor to consider in evaluating officials for development or elite progress, or USA Hockey District or National Tournaments. However, no USA Hockey official may be penalized, threatened, excluded or made ineligible for officiating USA Hockey games based on that official being certified by or officiating games that are not sanctioned by USA Hockey or are sanctioned by some other entity. Many USA Hockey officials work games not under USA Hockey's authority (e.g., NCAA, Canadian Hockey League, East Coast Hockey League, High School

Federation, etc.). To be sure, an official will not receive the benefits of USA Hockey, including insurance coverage, supervision, disciplinary processes and enforcement, etc., while officiating a game not sanctioned by USA Hockey, and that official is not permitted to wear a USA Hockey crest/patch on their jersey during a game not sanctioned by USA Hockey. To reiterate, no Affiliate may, and no Affiliate shall permit an officials' organization or scheduler under its control to, punish, threaten, blackball or make any official ineligible for USA Hockey games, based on the official becoming certified by another entity or officiating games that are not sanctioned by USA Hockey. Most hockey programs and officials' associations endeavor to consider their officials to be independent contractors; to place restrictions on officials from officiating non-sanctioned games may place that independent contractor status at risk, and subject the hockey program or officials' association to other liabilities.

L. USA Hockey may amend or supplement these guidelines.

M. For questions related to these guidelines or other rule scenarios, please contact USA Hockey's General Counsel.

O. WHISTLEBLOWER POLICY

This Policy and procedures are for employees, independent contractors, volunteers, Board members, Officers and Congress representatives, members of Councils, Committees and Sections, task force and hearing panel members, athletes and members of USA Hockey, and any good faith reporter or other reasonable parties (i.e., witnesses, victims) ("Covered Parties") to be protected under this policy and to identify concerns about actual or suspected violations of:

i. the Amateur Sports Act;

ii. the bylaws and policies of the United States Olympic & Paralympic Committee;

iii. the bylaws, rules & regulations and policies of USA Hockey;

iv. federal and applicable state law;

v. USA Hockey's applicable codes of conduct;

vi. any athlete safety violations as set forth in the USA Hockey Safe Sport Handbook, USOPC athlete safety policies, or the SafeSport Code of the U.S. Center for SafeSport; and

vii. legal and regulatory requirements regarding financial reporting and disclosure requirements, preparation of financial statements, accounting practices, internal accounting controls, financial audit matters, matters concerning fraud against USA Hockey, or inappropriate use of its resources, including without limitation billing for services not performed or goods not delivered and fraudulent financial reporting.

Any Covered Party is encouraged and has the right to report actual or alleged violations set forth above. Covered Parties are required to report any violations of the applicable codes of conduct. Failure by any employee, volunteer or Board member to report a violation of this Policy may subject such person to discipline.

All Adult Participants of USA Hockey (as defined in the USA Hockey Safe Sport Program Handbook located at www.usahockey.com/safesportprogram) are required to report all athlete safety violations as required by the USA Hockey Safe Sport Program Handbook and SafeSport Code (nothing in this Policy replaces or changes an individual's obligations under the SafeSport Code).

A whistleblower as defined by this Policy is any Covered Party who reports an activity that he or she considers to be addressed by this Policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate officials of USA Hockey are responsible for such actions.

Submitting a Report

USA Hockey respects the legal rights of Covered Parties to report the type of actual or suspected activity addressed by this Policy directly to government agencies, administrative bodies (e.g. USOPC or U.S. Center for SafeSport) or USA Hockey management personnel. Alternately, the reporting process described below may be followed.

If a Covered Party has knowledge of or a concern regarding activities addressed by this Policy, the individual should contact the Chair of the Ethics Committee, with a copy to the General Counsel, who shall in turn refer applicable matters to the Ethics Committee for review. An individual may also submit a written report anonymously to the Chair of the Ethics Committee and General Counsel; however, that may make investigation more difficult. Reports should be factual and contain as much specific information as possible to allow a proper assessment. This is particularly critical if a report is submitted anonymously.

Reports may be submitted by email to EthicsChair@usahockey.org, which will be directed to the Ethics Committee. Reports related to athlete safety may be reported to usahockeysafesport@usahockey.org.

Anyone making a report concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates an actual or potential issues addressed by this Policy. Any allegations that prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense and may be reported as such.

Whistleblower Protections – Confidentiality and Anti-Retaliation

Whistleblower protections cover two important areas – confidentiality and anti-retaliation. To the extent possible, the confidentiality of the whistleblower will be maintained. However, an individual's identity may have to be disclosed to conduct a thorough investigation, to comply with law, or to provide accused individuals their legal rights of defense.

USA Hockey has zero tolerance for retaliation against people who make good faith reports under this Policy or those who cooperate with investigations of those reports. "Retaliation" for the purposes of this Policy, includes, without limitation, any adverse or discriminatory action, or the threat of an adverse or discriminatory action, carried out against an athlete, coach, trainer, manager, administrator, official, employee, board member or officer, member, committee member, task force member, hearing panel member, volunteer, or others associated with USA Hockey as a result of any report, complaint, or other communication reporting misconduct of any kind to USA Hockey, the U.S. Center for SafeSport, the USOPC, the USOPC Office of the Athlete Ombuds, any law enforcement agency or government entity, or employees of these organizations. Examples of adverse or discriminatory

actions that would be considered retaliatory include, but are not limited to: removal from a training facility, reduced coaching or training, reduced meals or housing, removal from competition, an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm.

Further, neither USA Hockey nor any of its employees, contractors, agents, or volunteers, shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the USOPC's Office of the Athlete Ombuds.

The right of the whistleblower to protection against retaliation does not include protection against personal wrongdoing by an individual.

Investigation and Resolution

The Ethics Committee shall be responsible for the investigation of any allegations of a violation of this Policy by members of the Board, Congress and Councils, Committees and Sections or the Executive Director, and if it determines that a violation of this Policy has occurred, it shall report such violations to the Board of Directors for referral of adjudication by the Board of Directors, a committee of the Board of Directors, or an independent committee appointed by the Board of Directors, which adjudication shall be in accordance with the procedures and requirements of USA Hockey Bylaw 10. Any allegations of a violation of this Policy by a member of the USA Hockey staff other than the Executive Director shall be investigated and resolved by the USA Hockey Executive Director or the Executive Director's designee(s). Allegations of violations by any other Covered Party shall be referred for investigation and resolution to the applicable USA Hockey Council, Committee or Section, or USA Hockey Affiliate, as determined by the Executive Director or the Executive Director's designee(s), which adjudication shall be in accordance with the procedures and requirements of USA Hockey Bylaw 10. All persons involved on the investigation, resolution and adjudication of a violation of this Policy shall be reasonably disinterested and impartial and shall include participation by Eligible Athletes when required.

In some cases, a report or complaint may be dismissed without full investigation, including for instance, in situations where a reporting party or necessary witness declines to participate in the investigation or where there is insufficient evidence to substantiate the alleged violation.

All Covered Parties, other than as specified in the SafeSport Code, shall have a duty to cooperate with any investigation or resolution under this Whistleblower Policy. A failure to cooperate may in itself be a violation of this Policy. Any alleged breach of the duty to cooperate by a national level volunteer or employee shall be reported to the Board of Directors, and any other alleged breach of the duty to cooperate shall be reported to the applicable Affiliate.

Possible consequences of a violation may include such discipline, sanctions or orders as are directed by the party or entity responsible for investigating and resolving such matter.

As required by the Amateur Sports Act, if USA Hockey finds that a USA Hockey employee has retaliated against a protected individual, USA Hockey shall immediately terminate the employment of, or suspend without pay, such employee.

Resources

Covered Parties with any questions regarding this Policy should contact USA Hockey's Executive Director, General Counsel or the Chair of the Ethics Committee.

Executive Director: PatK@usahockey.org
General Counsel: CJorgensen@usahockey.org
Ethics Committee Chair: EthicsChair@usahockey.org
USOPC Athlete Ombuds: ombudsman@usathlete.org
USOPC Integrity Portal: www.teamusa.org/reporting or may call at (877) 404-9935.

This Policy shall be available at all times on USA Hockey's website.

P. ANTI-DOPING POLICY

It is the duty of individual members of USA Hockey to comply with all anti-doping rules of the World Anti-Doping Agency ("WADA"), the International ice Hockey Federation ("IIHF"), the USOPC including the USOPC National Anti-Doping Policy, and of the U.S. Anti-Doping Agency ("USADA"), including the USADA Protocol for Olympic and Paralympic Movement Testing ("USADA Protocol") and all other policies and rules adopted by WADA, the IIHF, the USOPC and USADA. By virtue of their membership in USA Hockey, athlete members agree to submit to drug testing by the IIHF and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that an individual member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the IIHF, if applicable or referred by USADA.

BYLAWS



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1. MEMBERSHIP IN USA HOCKEY

A. Membership

The membership of USA Hockey, Inc., ("USA Hockey") shall be composed of the following members (each a "Member"):

(1) Registered Participant Member (Players and Coaches)

Any person who is a legal resident of the United States shall be eligible to become a "Registered Participant Member" of USA Hockey, upon compliance with all provisions of these Bylaws and the Applicable Rules. As used herein, "Applicable Rules" shall mean the rules and regulations, playing rules, core values and decisions of the Board of Directors of USA Hockey, and comparable bylaws, rules, documents and decisions of USA Hockey's applicable region, District, Affiliate Association or special jurisdictional ice hockey association.

(2) Allied Membership

Any person or organization interested in or involved in the conduct of hockey competition within the United States shall be eligible to become an "Allied Member" of USA Hockey, upon compliance with all provisions of these Bylaws and the Applicable Rules. The current Allied Membership is specified in paragraph C of Bylaw 6.

B. Voting Rights

Registered Participant Members and certain Allied Members shall have certain voting rights in USA Hockey relating to the election of Representatives to Congress as provided in Bylaw 4; provided, however, that Registered Participant Members and Allied Members shall have no other voting rights in USA Hockey. Registered Participant Members voting rights for Representatives to Congress shall be exercised by an authorized representative of their local association/member program. Proxy voting, if any, shall be described in writing and subject to the approval of the Board of Directors. All other registered Participant Member voting rights shall be governed by written Affiliate rules and regulations for a democratic election process subject to the approval of the Board of Directors.

C. Application For Membership

Registered Participant Membership or Allied Membership in USA Hockey may be acquired by application at usahockey.com or via an official paper registration form. Such forms are available through the principal office of USA Hockey or the appropriate registrar in the District where the prospective Registered Participant Member or Allied Member is located. In applying for membership, each prospective Registered Participant Member or Allied Member shall represent that it will comply with and adhere to these Bylaws and the Applicable Rules; provided, however, that any amateur sports organization (as defined in the Amateur Sports Act) which conducts amateur athletic competition, participation in which is restricted to a specific class of amateur athletes (such as high school students, college students, members of the Armed Forces, or similar groups or categories) (each such competition being referred to as an "Exclusive Amateur Hockey Organization Competition"), shall have exclusive jurisdiction over such competition notwithstanding any USA Hockey Bylaw or Applicable Rule to the contrary, to the extent set forth under the Amateur Sports Act and the USOPC Constitution.

D. Registration Fees

An annual registration fee for Registered Participant Membership and/or Allied Membership shall be approved by the Board of Directors, following a recommendation by the USA Hockey Congress, at the Winter Meeting of USA Hockey, to take effect for the following membership season; provided, however, if the annual registration fee approved by the Board of Directors was not recommended by the USA Hockey Congress, then any increase in the registration fee must be approved by a two-thirds vote of the Board of Directors. The amount of the fee shall be paid or forwarded by the applicant through USA Hockey's online registration system along with the annual membership application.

USA Hockey Development League (DL) teams shall pay an annual team assessment as determined each season by the voting members of the Development League joint subcommittee. A Development League annual team assessment shall be set forth each season in the USA Hockey Development League Guidebook.

E. Dues

In addition to the annual registration fee, certain Team Members or Allied Members may be required to pay dues to USA Hockey as established from time-to-time by the Board of Directors.

F. Failure to Pay Dues

Registered Participant Members or certain Teams or Allied Members failing to pay the established registration fee or dues at the time of registration or as assessed by the Board of Directors shall not be considered Members.

G. Suspension or Forfeiture of Membership

Members shall be subject to suspension or forfeiture in the event of a failure to comply with any of the requirements of these Bylaws or the Applicable Rules, under procedures set forth in Article 10 of these Bylaws.

H. Competition Among Members

(1) In addition to complying with all other applicable provisions of these Bylaws and the Applicable Rules, in order to conduct a USA Hockey-sanctioned event, all participants, including players, coaches, and on-surface officials, shall be registered Members of USA Hockey and an Affiliate Association of USA Hockey or a properly sanctioned Junior league.

(2) There shall be two (2) playing rule books used to cover USA Hockey sanctioned competition between ice hockey teams – one (1) rule book for junior and one (1) rule book for others. All Constituents must abide by the applicable USA Hockey playing rules book. The term "Constituent" as used herein includes all Registered Participant Members competing in the event, as well as the respective leagues in which those Participants are playing. No other playing rulebook will be allowed.

(3) Any ice hockey playing rules changes must be submitted to and approved by the Playing Rules Committee of USA Hockey. Any requested modifications to the playing rules by any Affiliate or local league must be submitted to the district referee-in-chief for their review. The district referee-in-chief will then submit their recommendation to the USA Hockey Playing Rules Committee who shall make the final decision.

For the Junior version of the USA Hockey playing rules, any requested modifications to the playing rules shall be submitted to the Junior Council for review and recommendation prior to the final review and approval by the USA Hockey Playing Rules Committee. These requests must be submitted in writing prior to the start of each season and no later than August 15.

(4) Notwithstanding anything to the contrary contained herein, no provision of this paragraph H shall be deemed to require any Member, when participating in an Exclusive Amateur Hockey Organization Competition, to abide by any rule or regulation that conflicts with any rules or regulations of such Exclusive Amateur Hockey Organization Competition, as and to the extent set forth under the Amateur Sports Act.

2. AUTHORIZATION AND COMMITMENTS

A. Amateur Sports Act

USA Hockey has been designated as the "national governing body" for the sport of ice hockey by the United States Olympic & Paralympic Committee ("USOPC"), pursuant to the Federal State Olympic and Amateur Sports Agreement, as amended (the "Amateur Sports Act"). As such, USA Hockey is obligated and committed to comply with all applicable provisions of the Amateur Sports Act, and has the power and authority specified therein.

B. USOPC Bylaws

The Bylaws of the United States Olympic & Paralympic Committee (the "USOPC Bylaws") also have several provisions applicable to national governing bodies, including grant of authority and continuing eligibility to act as a National Governing Body. USA Hockey is committed to comply with applicable provisions thereof.

(1) Binding Arbitration

USA Hockey agrees to submit to binding arbitration in any controversy involving (i) its certification as a National Governing Body, as provided in Article VIII of the Bylaws of the USOPC, upon demand of the USOPC or (ii) the opportunity of any amateur athlete, coach, trainer, manager, administrator or official to participate in amateur athletic competition, as provided for in Article IX of the Bylaws of the USOPC, upon demand of the USOPC or any aggrieved amateur athlete, coach, trainer, manager, administrator or official, conducted with the Commercial Rules of the arbitral organization designated by the USOPC, as modified in accordance with the Ted Stevens Olympic and Amateur Sports Act.

(2) Equal Opportunity

USA Hockey will provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in amateur athletic competition without discrimination on the basis of race, color, religion, age, sex, or national origin, and with fair notice and opportunity for a hearing to any amateur athlete, coach, trainer, manager, administrator, or official as provided in Bylaw 10 herein, before declaring such individual ineligible to participate.

(3) USA Hockey will be governed by a Board of Directors and Congress whose members are selected without regard to race, color, religion, age, national origin or sex.

3. DISTRICT AND AFFILIATE ASSOCIATION JURISDICTION

Districts for supervision and operation of USA Hockey's activities will be established by the Board of Directors at its Annual Meeting, subject to review and modification by the Board, at the Board's discretion, at its Annual Meeting, or at its Winter Meeting or any Special Meeting(s). Each District shall be composed of one (1) or more Affiliate Association designated as such by the Board of Directors. Districts comprised of more than one Affiliate shall organize themselves as 501(c)(3) non-profit corporations, subject to the approval of the Board of Directors of USA Hockey. If a District comprised of only one Affiliate seeks to incorporate, it must be a 501(c)(3). Districts shall account for all funds collected by the District or its programs, which funds shall be held by the District in trust and used solely for hockey programs of USA Hockey or the District or Affiliates within the District. Districts shall provide an annual financial report of operations to the Executive Director of USA Hockey and to each Affiliate within the District.

A. USA Hockey shall recognize only one (1) Affiliate Association in each state or other geographical area designated by the Board of Directors.

B. Designation as an Affiliate Association will convey authority to conduct certain of the ice hockey programs of USA Hockey within the Affiliate Association's area of jurisdiction, as specified in the respective Affiliate Agreement with such Affiliate Association (each an "Affiliate Agreement") and in this Bylaw 3. Members of each Affiliate Association are required to be Registered Participant Members in good standing of USA Hockey. Except for Junior teams, and subject to the terms of its Affiliate Agreement, these Bylaws and the rules and regulations of USA Hockey, each Affiliate Association shall have the sole and exclusive power to determine the participation of its member teams, or other teams falling within its jurisdiction, in USA Hockey's district playoffs and national championships.

C. If there is no existing state hockey association, USA Hockey's Board of Directors may grant approval for the teams in that state to register with, and participate in the Affiliate Association of another state or affiliate area.

D. To be eligible for Affiliate Association designation, the association must be designated as a nonprofit organization under Internal Revenue Code §501(c)(3), have an elective system of internal government, which would include an elected President, at least one elected vice-president, an elected Secretary and an elected Treasurer (the positions of the Secretary and Treasurer may be combined), and a number of directors elected in a representative process. The actual method of election must be approved by USA Hockey's Board of Directors. Proxy or Representative* voting may be permitted under rules subject to approval by USA Hockey's Board of Directors unless prohibited by state law.

** Nothing contained herein is intended to abrogate the right of a Registered Participant Member to cast his/her vote through a representative, nor is this provision intended to grant to a League, Local Association or Affiliate the right to cast votes on behalf of Registered Participant Members without providing notice of an election and a reasonable and good faith opportunity to vote for the Congress Representative of its choice.*

E. An Affiliate Association may have such other officers as may be decided under its own rules and procedures.

F. USA Hockey shall not register, or recognize in any way, a Registered Participant Member that does not hold membership in the respective Affiliate Association or which is registered on a Junior team.

G. An Affiliate Association may charge membership fees in addition to USA Hockey's registration fees and dues, subject to paragraph M of this Bylaw 3 and subject to the terms of its Affiliate Agreement, provided that Affiliates shall not charge any Affiliate membership fees for players 6 years old and younger.

H. An Affiliate Association, in order to support its functions, may establish reasonable fees for all paid gate tournaments and other paid gate events to which admission is charged, subject to the terms of its Affiliate Agreement.

I. An Affiliate Association may establish a travel permit fee for its member teams that desire to play games outside the jurisdiction of the Affiliate Association, subject to the terms of its Affiliate Agreement.

J. An Affiliate Association may establish a reasonable fee for programs to join the Affiliate Association, and such fees may be made a condition of eligibility for the Affiliate Association playoffs, subject to the terms of its Affiliate Agreement.

K. All teams of any Affiliate Association must abide by USA Hockey's playing rules unless altered pursuant to the provisions of paragraph H of Bylaw 1. A team is that organization, established by a local program or Affiliate, composed entirely of Registered Participant Members.

L. All games hosted by an Affiliate Association's teams in the United States must be officiated by properly registered USA Hockey officials. Exceptions to this requirement may only be granted by the District Referee-in-Chief of the district in which the game is to be played, and only under "emergency situations" or when using international officials.

M. The Affiliate Association may not alter or duplicate USA Hockey's team, referee or other registration form without approval of USA Hockey's Board of Directors.

4. GOVERNANCE BY THE CONGRESS AND BOARD OF DIRECTORS

A. Athlete Representation Requirements

Within these Bylaws the following definitions shall be used to classify athletes for eligibility to vote and hold certain positions within the governance of USA Hockey:

(1) **"Eligible Athlete(s)"** shall be, as applicable depending on the requirements to be an athlete representative on the Board, Congress or Council, Committee or Section, those meeting the requirements to qualify as a 10 Year Athlete, 10+ Year Athlete, and/or and Actively Engaged Athlete.

(2) **"10 Year Athlete(s)"** shall be an athlete who at the time of election/selection as a Director, Representative, or Council Committee or Section member, has competed in hockey competition representing the United States in the ten (10) years prior at the following events: the Olympic Winter Games, the Paralympic Winter Games, the IIHF Men's World Championships, the IIHF Women's World Championships, the

IIHF Under-20 World Championships, the IIHF Men's Under-18 World Championships, the IIHF Women's Under-18 World Championships, and the IPC Sled Hockey Championships. The 10 Year Athlete status shall apply throughout the term of the position held by the Eligible Athlete, including any consecutive reappointment term(s); and in cases where the athlete's seat derives from an underlying office (e.g., a board member serving on a committee) this measurement is based on the underlying office rather than the new role (i.e., no additional measurement applied).

(3) **"10+ Year Athlete(s)"** shall be an athlete who has competed at hockey competition in the following events within the indicated time periods:

- Olympic Winter Games, the Paralympic Winter Games, or the IPC Sled Hockey Championships, at any times except within the ten (10) years prior to their election/section;
- IIHF Men's World Championships or the IIHF Women's World Championships, at any point after 1990 but not within the ten (10) years prior to their election/selection; and
- IIHF Under-20 World Championships, the IIHF Men's Under-18 World Championships, or the IIHF Women's Under-18 World Championships, at any point after 2008 but not within the ten (10) years prior to their election/selection.

(4) **"Actively Engaged Athlete(s)"** means an athlete (i) who qualifies as a 10 Year Athlete or a 10+ Year Athlete; and/or (ii) who has been actively engaged in the 24 months prior to election/selection as a Council, Committee or Section member in other international events on behalf of USA Hockey, including Four Nations or similar events, World University Games, U22 or Rivalry Series or similar events against Hockey Canada, or on USA Hockey's Men's or Women's Sled Development teams.

(5) **"Athlete Representation Requirement"** shall mean and refer to the requirements set forth in this Bylaw 4 and Bylaw 6 for representation by Eligible Athletes on the Board, Congress and all Councils, Committees and Sections, as applicable. Pursuant to the approval of the Athlete Representation Review Working Group (as defined in the USOPC Bylaws), dated as of November 18, 2021, USA Hockey has been approved for certain exceptions from the USOPC Bylaws, as reflected in the applicable Athlete Representation Requirements.

(6) **"Designated Council, Committee or Section(s)"** shall mean and refer to those Councils, Committees and Sections, as further described in Bylaw 6, that are required to be composed of at least thirty-three (33%) percent Eligible Athletes, fifty percent (50%) of which must be 10 Year Athletes and the remaining fifty percent (50%) of which may be either 10 Year Athletes or 10+ Year Athletes. The Designated Councils, Committees and Sections shall be the International Council, Legal Council, Audit Committee, Finance and Investment Committee, Marketing Committee, Nominating Committee, Player Development Committee, Ethics Committee, and the National Appeal Committee.

(7) **"Participant Council, Committee or Section(s)"** shall mean and refer to those Councils, Committees and Sections, as further described in Bylaw 6, that are required to be composed of at least thirty-three (33%) percent

Eligible Athletes that are Actively Engaged Athletes. The Participant Councils, Committees and Sections shall be the Adult Council, Junior Council, Youth Council, Membership Council, Girls Council, Playing Rules Committee, Diversity, Equity & Inclusion Committee, Safety & Protective Equipment Committee, Disabled Hockey Section, and High School Section.

(8) **"Exempt Council, Committee or Section(s)"** shall mean and refer to those Councils, Committees and Sections, as further described in Bylaw 6, that are not required to include representation by Eligible Athletes. The Exempt Council, Committee or Sections shall be the Risk Management Committee, Affiliate Presidents Committee, Coaches Section, Officials Section and Registrars Section.

B. Congress

Certain of the affairs of USA Hockey shall be within the jurisdiction and authority of the USA Hockey Congress (also referred to herein as the **"Congress"**) as further outlined below. The USA Hockey Congress shall be constituted by **"Congress Representatives"** as follows:

(1) District Representatives

(a) Persons in the Congress elected to represent Districts are referred to herein as "District Representatives." Each District of USA Hockey shall be represented in the Congress by one (1) District Representative who shall represent the Registered Participant Members of their District. Districts registering more than 10,000 but less than 20,000 paid Registered Participant Members shall be entitled to a second Representative; Districts registering more than 20,000 but less than 28,000 paid Registered Participant Members shall be entitled to a third District Representative. Districts registering more than 28,000 paid Registered Participant Members shall be entitled to a fourth District Representative. No District shall be entitled to more than four (4) District Representatives.

(b) For the purpose of determining the number of District Representatives from each District who shall then be eligible to vote and represent their District in the Congress during the one-year period commencing with the conclusion of the upcoming Annual Meeting of USA Hockey and continuing through the conclusion of the following Annual Meeting, the number of paid Registered Participant Members of each District which are received by the USA Hockey's national office for the most recent season ending March 31 shall be used. Each District shall have exclusive authority to determine which of its District Representatives are seated in the event an audit results in a reduction of District Representatives.

(c) The Executive Director shall notify each District of its paid Registered Participant Member count upon request of the District, but in no event later than November 1 of each year.

(2) Section Representatives

Unless provided otherwise in section C of Bylaw 6, each Section created by USA Hockey for representation of Allied Members shall be entitled to representation in the Congress by one (1) representative (or, with respect to National Amateur Hockey Organizations, more than one (1)

representative to the extent specified in paragraph C(5)(b) of Bylaw 6) upon attainment of the activity criteria established for the Section as provided in paragraph C of Bylaw 6. Each such representative shall be referred to as a **"Section Representative."**

(3) Representatives At-Large
There shall be two (2) **"Representatives At-Large"** in the Congress. Representatives At-Large shall not represent any one District. Representatives At-Large shall act in the best interests of hockey without regard to geographical allegiance or concerns.

(4) Affiliate President Representative
The Affiliate President's Committee shall be entitled to representation in Congress by one (1) representative of the Affiliate President's Committee to the USA Hockey Congress. The person elected by the Affiliate President's Committee to be the Affiliate President Director as set forth in Bylaw 4.E.(4) shall also serve as the Affiliate President Representative.

(5) Independent Representative
There shall be one (1) Independent Representative to the USA Hockey Congress. The person meeting the requirements to be an Independent Director of USA Hockey, as set forth in Bylaw 4.E.(6) shall also serve as the Independent Representative.

(6) Officer Representatives
Each of the elected officers of USA Hockey shall be **"Officer Representatives"** to the Congress by reason of their election as officers.

(7) Athlete Representatives
Notwithstanding anything to the contrary contained in this Bylaw 4.B, and as specified in the Amateur Sports Act and the USOPC Bylaws, at least thirty-three percent (33.3%) of the voting power of the USA Hockey Congress shall be held by **"Athlete Representatives"** comprised of athletes, with at least twenty percent (20%) of the voting power being held by 10 Year Athletes and the remaining required voting power held by Athlete Representatives may be held by either 10 Year Athletes or 10+ Year Athletes. Such Athlete Representation Requirement shall be accomplished at the USA Hockey Congress level by ensuring that the election requirements set forth in Bylaw 4.C(6) are satisfied, with each Athlete Representative to the Congress holding two (2) votes in the USA Hockey Congress. As of the Winter Meeting in 2023, there shall be seventeen (17) Athlete Representatives, with at least eleven (11) Athlete Representatives being 10 Year Athletes and the remaining six (6) Athlete Representatives may be either 10 Year Athletes or 10+ Year Athletes. With respect to the number of such Athlete Representatives in any given year, the Executive Director of USA Hockey shall inform the existing Athlete Representatives of any change in the number of other representatives to the Congress, at the same time that he/she informs Districts of increases in their respective number of Registered Participant Members. Thereafter, the Eligible Athletes shall hold the election specified in such Bylaw 4.C(6) to ensure conformance with the Athlete Representation Requirement in the USA Hockey Congress.

(8) Filling Vacancies on the Congress

In the event of a vacancy in a position in the Congress caused by the resignation, removal or withdrawal of any Representative, or such person is unable to complete their full term of service for which they were elected, such position may be filled for the remainder of the term in the manner set forth below for each position:

a. Officer positions shall be filled in the manner set forth in Bylaw 5.A(3).

b. District Representatives shall be filled by a vote of the applicable governing authority for such District.

c. Section Representatives shall be filled by a vote of the voting representatives of the appliable Section, except that the Professional Hockey Organizations Section shall appoint their Representative.

d. Representatives At-Large shall be filled by a vote of the Congress at its next meeting.

e. The Affiliate Presidents Representative shall be filled by a vote of the Affiliate Presidents Committee at its next meeting.

f. The Independent Representative shall be filled by a vote of the Congress at the Congress's next meeting.

g. The Athlete Representatives shall be filled in the manner set forth in Bylaw 4.C.(6).

h. Any person elected to serve a portion of an unexpired term in theabove positions shall thereafter be permitted to be elected and serve the number of consecutive full terms as are permitted for such position.

(9) Representative Emeritus *(formerly Director Emeritus)*

Any representative to Congress who has served at least fifteen (15) years in the USA Hockey Congress (which may be combined with prior service on the USA Hockey Board of Directors), and who has not been removed from office under Bylaw 4.G, and who has retired or is retiring is eligible for nomination as a **"Representative Emeritus"** after his/her term of office as a Congress Representative expires. A Representative Emeritus shall hold office for life but will not have voting privileges and may not run for any other USA Hockey office while emeritus. USA Hockey will pay for the Representative Emeritus to attend both the Winter Meeting and Annual Meeting of USA Hockey. Any person being elected as a Director Emeritus at or prior to the 2022 USA Hockey Annual Meeting shall continue to hold office for life as a Director Emeritus.

(10) Notwithstanding the foregoing provisions of this Bylaw 4.B, no person shall hold more than one (1) Congress Representative position, including Representative Emeritus.

(11) No Compensation for Congress Representatives

Congress Representatives shall not receive compensation for their service on the Congress, except that USA Hockey shall pay for the travel costs for all Congress Representatives to attend Congress meetings.

(12) Attendance Requirements

In the event that a Congress Representative has not attended three (3) consecutive meetings of the USA Hockey Congress for any reason not excused by the President, then such Congress Representative shall be subject to removal by majority vote of the Board after at least seven (7) days notice is provided to the Congress Representative, but shall not be subject to the process set forth in Bylaw 4.G.

C. Election of Representatives

Prior to being eligible for election or selection as a Congress Representative, such person shall have (i) completed the applicable SafeSport Training, (ii) submitted their application for a background screen through USA Hockey's screening program, and (iii) completed and submitted a Conflict of Interest Disclosure Form as required under USA Hockey's Conflict of Interest Policy. Each Congress Representative must renew their SafeSport Training on an annual basis prior to its expiration, complete a background screen every two years, and complete and submit a Conflict of Interest Disclosure Form each year prior to the Annual Meeting. Congress Representatives who have not completed the foregoing requirements at any time may be prohibited from participating in meetings of the Congress or performing any duties for USA Hockey.

In addition to any specific requirements for a particular position (e.g., 10 Year Athletes, 10+ Year Athletes, etc.), all applicable eligibility requirements, the conflict of interest policies, and code(s) of conduct of all relevant stakeholders (i.e., USA Hockey, USOPC, AAC, etc.) shall apply in determining the eligibility of a candidate.

All elections shall be administered in a fair, consistent and appropriate manner, free of any conflicts of interest. Eligibility to vote in the elections for Representatives At-Large and Sections chairs shall be reviewed and validated by the USA Hockey staff, with oversight by the President. Any potential conflicts of interest shall be reported to the chair of the Ethics Committee for review and handling pursuant to the Conflicts of Interest Policy.

(1) District Representatives

Each District Representative will be elected by the Registered Participant Members of that District, for a term not to exceed three (3) years, subject to adjustments in District representation as may result from a membership audit provided for in paragraph A(1) of this Bylaw 4. The representative's election shall be in a representative democratic election process, which election process and any changes thereto shall be subject to the approval of the Board of Directors of USA Hockey. For the purpose of electing a District Representative, each Registered Participant Member within such District shall be entitled to one (1) vote. A Registered Participant Member within a local association/member program shall cast his/her ballot through an authorized member of that local association/member program. However, no person may cast ballots for more than one (1) local association/member program.

(2) Section Representatives

Except as provided in this subsection (C)(2) of this Bylaw 4, and subject to Section C of Bylaw 6, each Representative representing a Section of USA Hockey shall be elected by the Allied Members of that Section, for a term not to exceed three (3) years, in a representative democratic election process, which election process and any changes thereto, shall be subject to the approval of the USA Hockey Congress. Notwithstanding the preceding sentence, with respect to the Registrars Section, the Officials Section and the Coaches Section, the Representative representing such Section shall be elected by the USA Hockey Congress; provided, however, that the voting members of each such Section shall be entitled to nominate one (1) candidate to be considered by the USA Hockey

Congress for election as the respective Section Representative. For the purposes of electing or nominating a Section Representative, each voting member within such Section shall be entitled to one (1) vote. Notwithstanding the foregoing, the Professional Hockey Organizations Section shall appoint its Representative as its Section provides by rule or regulation.

(3) Representatives At-Large

Each Representative At-Large shall be elected by the USA Hockey Congress. Nominations to run for the office of Representative At-Large shall be submitted to the Nominating Committee no less than 30 days prior to the USA Hockey Congress Meeting at which the election will be held. Nominations may only be made from the floor: (i) if no one has been nominated prior to 30 days before the USA Hockey Congress Meeting, (ii) for elections held to fill a vacancy as Representative At-Large, or (iii) upon approval of the nomination by a 2/3 vote. At the Winter Meeting in 2023, one Representative At-Large shall be elected to a term expiring at the conclusion of the Annual Meeting in 2024, and one Representative At-Large shall be elected to a term expiring at the conclusion of the Annual Meeting in 2025, and thereafter the Representatives At-Large shall serve a term of three (3) years. In the event that a Representative At-Large shall be unable, for any reason, to serve his/her full term, at the next meeting of the USA Hockey Congress, the Congress shall elect a Representative At-Large to serve for the unexpired term of the Representative At-Large being replaced, provided that nominations to fill an unexpired term as a Representative At-Large shall not be required to be submitted 30 days in advance.

(4) Affiliate President Representative

The Affiliate President Representative to the Congress shall be elected in the manner as set forth in Bylaw 4.E.(4); the initial Affiliate President Representative shall be elected at the Winter Meeting in 2023 to an initial term expiring at the conclusion of the Annual Meeting in 2025, and thereafter the Affiliate President Representative shall serve a term of three (3) years; provided that, in the event the Affiliate President Representative no longer holds a position as President of a USA Hockey Affiliate, then the Affiliate President Representative shall automatically be removed as the Affiliate Presidents Representative and, at the next meeting of the Affiliate Presidents Committee, the Affiliate Presidents Committee shall elect a replacement Affiliate President Representative to serve the remainder of the unexpired term. An Affiliate President Representative to the Congress shall not have successive terms of office in the Congress.

(5) Independent Representative

The Independent Representative to the Congress shall be elected in the manner as set forth in Bylaw 4.E.(6).

(6) Athlete Representatives

Each Athlete Representative shall be elected by a representative democratic election held by Eligible Athletes to staggered three (3) year terms. The Athlete Directors elected under Bylaw 4.E.(3) shall be eight (8) of the Athlete Representatives, with the remaining nine (9) Athlete Representatives being elected from such number of 10 Year Athletes

and 10+ Year Athletes candidates as are required to meet the Athlete Representation Requirement. The election of the Athlete Directors who are also Athlete Representatives shall be held first, followed by the election of the Athlete Representatives. In each election, the 10 Year Athlete positions shall be filled by the 10 Year Athlete(s) receiving the highest number of votes, and the remaining positions that may be filled by either 10 Year Athletes or 10+ Year Athletes shall be filled by the persons receiving the most votes from among either 10 Year Athletes or 10+ Year Athletes. In the event that an Athlete Representative shall be unable, for any reason, to serve his/her full term then the Athlete Advisory Committee may immediately appoint an Athlete Representative from a list of 10 Year Athletes or 10+ Year Athletes (based on the Athlete Representative being replaced) to serve for the unexpired term of the Athlete Representative being replaced provided that, any vacancy in a position as an AAC Representative or AAC Alternate Representative shall be filled as required by the bylaws or policies of the USOPC AAC.

(7) Eligibility for Election
District Registrars, District Referees-in-Chief and District Coaches-in-Chief shall be ineligible to serve in the USA Hockey Congress excluding those persons who have been elected as Section Representatives.

(8) Limitation on Representative's Authority
Unless specifically authorized by the Board of Directors of USA Hockey, no Congress Representative shall represent to other persons, leagues, associations or ice hockey federations that he/she is speaking on behalf of USA Hockey or that his/her opinion is the official position of USA Hockey.

(9) Expiration of Term
Each Congress Representative's term shall expire at the Annual Meeting of the USA Hockey Congress in the final year of such Representative's term, upon completion of the election of Congress Representatives by the USA Hockey Congress at such Annual Meeting.

(10) Representative Emeritus
Each Representative Emeritus shall be elected by the other Congress Representatives at the Annual Meeting of USA Hockey. Nominations for Representative Emeritus shall be reported to the Congress at each Annual Meeting by the Nominating Committee.

D. Powers of USA Hockey Congress
In addition to other powers stated herein and provided by law, the USA Hockey Congress shall have the power to:

(1) Formulate, prescribe, alter and amend these Bylaws, Rules and Regulations, Policies and Procedures of USA Hockey for the governance of USA Hockey.

(2) Elect the Officers and certain other members of the Board of Directors and USA Hockey Congress as set forth in and according to the procedures in these Bylaws.

(3) Establish and define the playing rules of amateur hockey in the United States.

(4) Interpret, define, and explain all of the provisions of these Bylaws and the Rules and Regulations of USA Hockey.

(5) Call any necessary Special Meetings of USA Hockey Congress and fix the time and place of such meetings, subject to Bylaw 7.

(6) Receive a copy of the financial statements (Balance Sheet and Operating Statement) of USA Hockey and a copy of USA Hockey's proposed operating budget prior to the Annual Meeting of the USA Hockey Congress. At the Winter Meeting of the USA Hockey Congress, the Congress shall recommend the approval of any fee increases for consideration by the Board of Directors. At the Annual Meeting of the USA Hockey Congress, the Congress shall recommend the approval of an operating budget to the Board of Directors.

E. Board of Directors

The governance and oversight of the business and affairs of USA Hockey shall be governed by a Board of Directors. The Board of Directors shall consist of twenty-four (24) members. It shall include the following:

(1) Officer Directors

Each of the elected officers of USA Hockey shall be **"Officer Directors"** of USA Hockey by reason of their election as officers.

(2) Directors At-Large

There shall be four (4) directors elected by the District Representatives of the USA Hockey Congress for a three (3) year term beginning at the conclusion of the Annual Meeting of the USA Hockey Congress from the membership of the District Representatives, Section Representatives and Representative At-Large. At the Winter Meeting in 2023, one Director At-Large shall be elected to a term expiring at the conclusion of the Annual Meeting in 2024, two Directors At-Large shall be elected to a term expiring at the conclusion of the Annual Meeting in 2025, and one Director At-Large shall be elected to a term expiring at the conclusion of the Annual Meeting in 2026; thereafter the Directors At-Large shall serve a term of three (3) years. Nominations to run for Directors At-Large shall be submitted to the Nominating Committee no less than 30 days prior to the Annual Meeting of the USA Hockey Congress at which the election will be held. Nominations may only be made from the floor (i) if no one has been nominated prior to 30 days before the Annual Meeting of the USA Hockey Congress, (ii) for elections held to fill a vacancy in a Directors At-Large position, or (iii) upon approval of the nomination by a 2/3 vote. Directors At-Large shall not have successive terms of office as a Director At-Large. Notwithstanding any of the foregoing, in the event a person elected as a Director At-Large no longer holds a position as a District Representative, Section Representative or Representative At-Large, then the person shall automatically be removed from their office as a Director At-Large. If for any reason a Director At-Large is unable to complete their full term of service for which the Director At-Large was elected, the District Representatives of the USA Hockey Congress shall elect a replacement Director At-Large who shall serve the unexpired term, provided that nominations to fill an unexpired term as a Director At-Large shall not be required to be submitted 30 days in advance.

(3) Athlete Directors

(a) Effective as of the conclusion of the Winter Meeting 2023, there shall be eight (8) Athlete Directors, with at least five (5) Athlete Directors being 10 Year Athletes and the remaining three (3) Athlete Directors may be either 10 Year Athletes or 10+ Year Athletes. The USA Hockey "AAC Representative" and the "AAC Alternate Representative" (each defined in 3(c) below) shall be two of the 10 Year Athlete Directors. At least one-half of the Athlete Directors must have obtained such status through competing in the Olympic or Paralympic Games. Notwithstanding the foregoing, in the event of any change to the number of members of the Board of Directors, and as specified in the Amateur Sports Act and the USOPC Bylaws, at least thirty-three percent (33.3%) of the membership and voting power of the Board of Directors shall be held by "Athlete Directors" comprised of athletes, with at least twenty percent (20%) of the voting power being held by 10 Year Athletes and the remaining required voting power held by Athlete Directors may be held by either 10 Year Athletes or 10+ Year Athletes.

(b) Each Athlete Director shall be elected by a representative democratic election held by 10 Year Athletes. Each Athlete Director shall be elected to staggered three (3) year terms. In each election, the 10 Year Athlete positions shall be filled by the 10 Year Athlete(s) receiving the highest number of votes among 10 year athletes, and the remaining positions that may be filled by either 10 Year Athletes or 10+ Year Athletes shall be filled by the persons receiving the most votes from among either 10 Year Athletes or 10+ Year Athletes. In the event that an Athlete Director shall be unable, for any reason, to serve his/her full term, then the Athlete Advisory Committee may immediately appoint an Athlete Director from a list of Eligible Athletes to serve for the unexpired term of the Athlete Director being replaced provided that, any vacancy in a position as an AAC Representative or AAC Alternate Representative shall be filled as required by the bylaws or policies of the USOPC AAC. Effective as of the elections occurring at the 2024 Annual Meeting, no Athlete Director can serve as an Athlete Director for more than three consecutive terms, provided that a person elected to serve a portion of an Athlete Director's unexpired term shall be permitted to be elected and serve three full terms thereafter.

(c) Election of 10 Year Athletes to the United States Olympic & Paralympic Committee (USOPC) Athletes Advisory Council (AAC).

1. The Eligible Athletes who are 10 Year Athletes will elect a 10 Year Athlete as: (i) an Athlete Director ("AAC Representative") to represent USA Hockey on the Athletes' Advisory Council ("AAC") of the United States Olympic & Paralympic Committee, and (ii) an Athlete Director to serve as the AAC Representative's alternate ("AAC Alternate Representative").

2. The AAC Representative and AAC Alternate shall be elected in compliance with any requirements of the AAC Bylaws and AAC Member Elections and Voting Policy.

3. The AAC Representative shall serve at the minimum a full (or partial, if applicable) quad, and at the maximum, if re-elected pursuant to Section 1 above, two quads. For purposes of this section, "quad" shall mean the period between and including two consecutive Summer Olympic Games.

(4) Affiliate President Director

There shall be a Director elected by the Affiliate Presidents Committee at the Winter Meeting in 2023 to an initial term expiring at the conclusion of the Annual Meeting in 2025, and thereafter the Affiliate President Director shall serve a term of three (3) years; provided that, in the event the Affiliate President Director no longer holds a position as President of a USA Hockey Affiliate, then the Affiliate President Director shall automatically be removed as the Affiliate President Director and, at the next meeting of the Affiliate Presidents Committee, the Affiliate Presidents Committee shall elect a replacement Affiliate President Director to serve the remainder of the unexpired term. An Affiliate President Director shall not have successive terms of office on the Board.

(5) National Hockey League Director

There shall be a Director selected by the National Hockey League.

(6) Independent Director

The incumbent Independent Director shall continue to serve in office until expiration of the term at the conclusion of the 2028 Annual Meeting. Beginning with the Independent Director election at the 2028 Annual Meeting, the Independent Director shall be elected by the USA Hockey Congress and shall serve a term for three (3) years and subsequently reelected every three (3) years. An individual will not be eligible to serve as an Independent Director if, within the twenty-four months preceding election: (i) such individual or an immediate family member of such individual is/was employed by or held any governance position (whether a paid or volunteer position) with USA Hockey, any District or Affiliate of USA Hockey or the IIHF; (ii) such individual is/was affiliated with or employed by USA Hockey's outside auditor or outside counsel, or an immediate family member of such individual is/was affiliated with or employed by USA Hockey's outside auditor or outside counsel as a partner, principal, or manager; (iii) such individual is/was a member of USA Hockey's Athletes Advisory Committee; (iv) such individual is/was a member of any constituent group with representation on the USA Hockey Board of Directors; (v) such individual receives or received any compensation from USA Hockey, directly or indirectly, or its Districts, Affiliates (other than reimbursement for approved expenses reasonably incurred as part of their Board duties); (vi) the individual is/was an executive officer, controlling shareholder, or partner of a corporation or partnership or other business entity that does business with USA Hockey; (vii) the individual is/was the parent or close family member or coach of an athlete that has competed in a Protected Competition; or (viii) the individual is/was a member of USA Hockey in a membership category that participates in Protected Competitions. The Independent Director must maintain an independent perspective by maintaining the requirements above for their entire term and any successive term, with exceptions related to their service on the Board. The Nominating

Committee shall solicit individuals for the Independent Director fulfilling these criteria and submit such nominations to the Board of Directors for recommendation to Congress no less than 30 days prior to the Annual Meeting of the USA Hockey Congress. A person may not serve as an Independent Director for longer than three consecutive terms, provided that a person elected to serve a portion of an unexpired term as an Independent Director shall be permitted to be elected and serve three full terms thereafter.

(7) Eligibility for Election as a Director

(a) Prior to being eligible for election as Director, such person shall have (i) completed the applicable SafeSport Training, (ii) submitted their application for a background screen through USA Hockey's screening program, and (iii) completed and submitted a Conflict of Interest Disclosure Form as required under USA Hockey's Conflict of Interest Policy. Each Director must renew their SafeSport Training on an annual basis prior to its expiration, complete a background screen every two years, and complete and submit a Conflict of Interest Disclosure Form each year prior to the Annual Meeting. Directors who have not completed the foregoing requirements at any time may be prohibited from participating in meetings of the Board or performing any duties for USA Hockey.

In addition to any specific requirements for a particular position (e.g., 10 Year Athletes, 10+ Year Athletes, etc.), all applicable eligibility requirements, the conflict of interest policies, and code(s) of consider of all relevant stakeholders (i.e., USA Hockey, USOPC, AAC, etc.) shall apply in determining the eligibility of a candidate.

All elections shall be administered in a fair, consistent and appropriate manner, free of any conflicts of interest. Eligibility to vote in the election shall be reviewed and validated by the USA Hockey staff, with oversight by the President. Any potential conflicts of interest shall be reported to the chair of the Ethics Committee for review and handling pursuant to the Conflicts of Interest Policy.

(b) District Registrars, District Referees-in-Chief and District Coaches-in-Chief shall be ineligible to serve on the Board of Directors excluding those directors who have been elected as Section Directors and are subsequently elected as a Director At-Large by the USA Hockey Congress.

(8) Limitation on Director's Authority

Unless specifically authorized by the Board of Directors of USA Hockey, no Director shall represent to other persons, leagues, associations or ice hockey federations that he/she is speaking on behalf of USA Hockey or that his/her opinion is the official position of USA Hockey.

(9) Expiration of Term

Each Director's term shall expire at the Annual Meeting of the Board of Directors in the final year of such director's term, upon completion of the election of directors by the Board of Directors at such Annual Meeting.

(10) No Compensation for Board Members
Board members shall not receive compensation for their service on the Board, except as approved by the Board of Directors to support the office of President, and that USA Hockey shall pay for the travel costs for all members of the Board to attend Board meetings.

(11) Attendance Requirements
In the event that a Director has not attended three (3) consecutive meetings of the Board of Directors for any reason not excused by the President, then such Director shall be subject to removal by majority vote of the Board after seven (7) days notice is provided to the Directors, but shall not be subject to the process set forth in Bylaw 4.G.

F. Powers of Board

In addition to other powers stated herein and provided by law, the Board of Directors of USA Hockey shall have all the powers and duties necessary or desirable to govern, establish strategic direction, and set policy for USA Hockey, and to oversee for the management of the business and affairs of USA Hockey, except such powers and duties as are reserved solely for the USA Hockey Congress or otherwise limited by these bylaws. Subject to such reservation and limitations, the Board of Directors' responsibilities and functions will include, but not be limited to:

(1) Selection, compensation, evaluation, and termination of the executive director.

(2) Review and approval of USA Hockey's strategic plan.

(3) Focus on long-term objectives and impacts rather than day-to-day management.

(4) Oversight of the financial activities of USA Hockey throughout the fiscal year.

(5) Review and approval of the financial statements, annual reports, and financial and control policies.

(6) Ensure that athlete safety rules, policies, and procedures comply with the requirements of the USOPC and U.S. Center for SafeSport.

(7) Remove from office any officer of USA Hockey or member of the Board of Directors by a two-thirds majority vote of those present and voting on the matter.

(8) Temporarily fill the vacancy on the Board caused by the resignation, removal or withdrawal of any director until such director's position has been elected or appointed by the appropriate constituency in accordance with these Bylaws.

(9) Appoint subcommittees from its membership, or otherwise employ individuals for the handling of special or specified business.

(10) Establish and collect fees and funds of USA Hockey, provided, if the annual registration fee approved by the Board of Directors was not previously recommended by the USA Hockey Congress, then any increase in the registration fee must be approved by a two-thirds vote of the Board of Directors, and direct the expenditure of monies.

(11) Call any necessary Special Meetings of USA Hockey and fix the time and place of such meetings, subject to Bylaw 7.

(12) Have immediate access through a qualified auditor on demand, or on the demand of the President, to all books, vouchers, receipts, and records generally pertaining to the finances and operation of USA Hockey, its Districts, Affiliate Associations, Registrars, Referees-in-Chief, Sections and any other program or project of USA Hockey.

(13) Receive a copy of the financial statements (Balance Sheet and Operating Statement) of USA Hockey and a copy of USA Hockey's proposed operating budget prior to the Annual Meeting of USA Hockey. At the Board of Director's meeting following the Annual Meeting of the USA Hockey Congress, the Board of Directors shall approve the operating budget provided, however, if the budget approved by the Board of Directors was not previously recommended by the USA Hockey Congress, the budget must be approved by a two-thirds vote of the Board of Directors.

(14) Make qualified contributions of its funds to qualified organizations, but only after express, specific authority is granted by the Board through a duly noticed, adopted vote and resolution.

(15) The Board of Directors shall be empowered to act on the behalf of the Congress on matters within the authority of the Congress between meetings of the Congress provided that (a) the Board shall not have the authority to amend, alter, or repeal the Bylaws, Policies, Programs & Philosophies or Affiliate Agreement, but may recommend such changes to the Congress for consideration and (b) upon recommendation by the applicable Council, Committee or Section, the Board shall have the authority to amend, alter or repeal Rules & Regulations between meetings of the Congress if the Board determines the change is needed immediately, and in such event the action taken by the Board shall be placed on the agenda at the next meeting of the Congress for ratification, amendment or repeal.

G. Removal of a Representative, Director or Officer

Consideration of the removal of a Congress Representative, Director or Officer from office shall be according to the procedure set forth in this Bylaw 4.G.

Upon a reasonable belief that a Congress Representative, Director or Officer has violated the Bylaws, Rules & Regulations, Policies or other applicable rules of USA Hockey, or has otherwise engaged in conduct unsuitable for the sport of ice hockey, the USA Hockey Board of Directors may initiate the process set forth herein to determine whether the Congress Representative, Director or Officer should be removed from office or otherwise disciplined.

(1) The President, with the approval of the Board of Directors, shall refer the matter to the USA Hockey Ethics Committee, which shall conduct an investigation to assess whether the Congress Representative, Director or Officer has violated the Bylaws, Rules & Regulations, Policies or other applicable rules of USA Hockey, or has otherwise engaged in conduct unsuitable for the sport of ice hockey.

(2) In the event the Ethics Committee submits a finding to the Board of Directors that a Congress Representative, Director or Officer has

violated the Bylaws, Rules & Regulations, Policies or other applicable rules for USA Hockey, or has otherwise engaged in conduct unsuitable for the sport of ice hockey, then the President, with the approval of the Board of Directors shall appoint a five person special hearing committee of reasonably disinterested and impartial persons, the majority of whom must be Directors, and which committee must also meet the Athlete Representation Requirement for Designated Committees, to assess whether the subject Congress Representative, Director or Officer should be removed from office. The special hearing committee shall conduct a hearing in accordance with the hearing procedures of Bylaw 10, and shall thereafter issue a written decision containing findings of facts and conclusions, as to whether the subject Representative, Director or Officer should be removed from office or otherwise disciplined. In the event of a finding by the special hearing committee that a Congress Representative, Director or Officer shall be removed from office or suspended from office, then such person shall be temporarily removed from such position pending a decision on appeal, or expiration of the time for appeal, as set forth in section 4.G.(3) below.

(3) In the event of a finding by the special hearing committee that a Congress Representative, Director or Officer shall be removed or suspended from office, then such person shall have a right of appeal to the full Board of Directors according to the procedures of Bylaw 10.E., with a Statement of Appeal due no later than fourteen (14) days following the receipt of the decision by the special hearing committee. In the event of a finding by the special hearing committee that a Congress Representative, Director or Officer shall not be removed or suspended from office, but shall be disciplined, then such person shall have a right of appeal to the National Appeal Committee according to the procedures of Bylaw 10.E., with a Statement of Appeal due no later than fourteen (14) days following the receipt of the decision by the special hearing committee.

5. OFFICERS

A. Elected Officers

(1) The officers of USA Hockey shall be elected by the USA Hockey Congress from the membership of the USA Hockey Congress, or in the case of the chair (or co-chairs) of the Board, from the past President(s) of USA Hockey, who has retired or is retiring from that office. The current (as of June 2022) officers of the USA Hockey Board of Directors shall be as follows: chair (or co-chairs) of the Board of Directors; President; six (6) Vice Presidents, one (1) for each Council – Youth, Junior, Adult, International, Marketing and Legal; Secretary; and Treasurer. Effective at the conclusion of the 2023 USA Hockey Winter Meeting, the officers of USA Hockey shall be as follows: chair (or co-chairs) of the Board of Directors; President, Treasurer; and seven (7) Vice Presidents, one (1) for each Council – Youth, Junior, Adult, International, Girls, Membership and Legal. The Board of Directors may only nominate a chair of the Board of Directors who has served at least three terms of office as President. No officer of USA Hockey shall be an officer of any other National Governing Body.

(2) All officers shall serve for a term of three (3) years on the USA Hockey Board of Directors. Officers of the USA Hockey Board of Directors shall also serve as members of the USA Hockey Congress. The Vice President of Girls Council and the Vice President of Membership Council shall initially be elected to their position during the 2023 USA Hockey Winter Meeting. The initial term of office for the Vice President of Girls Council shall run from the conclusion of the 2023 USA Hockey Winter meeting until the conclusion of the 2025 USA Hockey Annual Meeting. The initial term of office for the Vice President of Membership Council shall run from the conclusion of the 2023 USA Hockey Winter Meeting until the conclusion of the 2026 USA Hockey Annual Meeting. Except for the term of the chair(s) of the Board of Directors, the terms of office of the officers shall be staggered so that three (3) officers are elected each year. The term of office of the chair(s) of the Board of Directors shall be contemporaneous with that of the President of USA Hockey. Effective as of the elections occurring at the 2023 Winter Meeting, no officer can serve in any one officer position longer than three consecutive terms (e.g., after serving three terms in one office, the person may run for a different officer position), provided that a person elected to serve a portion of a prior officer's unexpired term shall be permitted to be elected and serve three full terms thereafter. In the event there is no chair able to fulfill the duties of chair of the Board of Directors, the President shall assume the duties of chair of the Board of Directors.

(3) Any officer who is unable to complete his/her full term of service for which the officer was elected, shall be replaced by the Board of Directors, and the interim replacement officer shall serve until the next meeting of the USA Hockey Congress at which time the Congress shall elect a permanent replacement officer who shall serve the unexpired term. At the first Board of Directors meeting following the USA Hockey Annual Meeting each year, the Board of Directors shall elect one of the Vice Presidents to perform the President's duties or serve as the interim President in the event during the ensuing year the President has a conflict of interest with respect to a matter or is unable to perform the President's duties, for any reason, in which case the elected Vice President shall have all of the powers and perform all of the duties of the President with respect to the matter or time period, as applicable. In the event that any other officer is unable to perform such officer's duties, for any reason, an interim replacement shall be designated by the Board of Directors and have all of the powers and perform all of the duties of the officer being temporarily replaced.

(4) The following shall be the manner for election and the term of office for the elected officers:

    (a) The Treasurer and Vice President of Legal Council shall be elected by the USA Hockey Congress during the 2023 USA Hockey Annual Meeting, and shall serve a term of three (3) years and subsequently be reelected every three (3) years; the Vice President of Membership's initial term shall run from the 2023 Winter Meeting until the conclusion of the 2026 Annual Meeting, and subsequently be reelected every three (3) years;

(b) The President, Vice President of Youth Council and Vice President of Adult Council shall be elected by the USA Hockey Congress during the 2024 USA Hockey Annual Meeting, and shall serve a term of three (3) years and subsequently be reelected every three (3) years.

(c) The Vice President of International Council, Vice President of Junior Council and Vice President of Girls Council shall be elected by the USA Hockey Congress during the 2025 USA Hockey Annual Meeting, and shall serve a term of three (3) years and subsequently be reelected every three (3) years.

(d) Nominations to run for any officer position shall be submitted to the Nominating Committee no less than 30 days prior to the USA Hockey Congress Meeting at which the election will be held. Nominations may only be made from the floor (i) if no one has been nominated prior to 30 days before the USA Hockey Annual Meeting, (ii) for elections held to fill a vacancy in an officer position, or (iii) upon approval of the nomination by a two-thirds vote.

(5) The Congress shall also have the authority to name, at its discretion, a President Emeritus or Representatives Emeritus in recognition of outstanding service to USA Hockey. Emeritus shall be non-voting members of the USA Hockey Congress, but shall be eligible for Council, Section and/or Committee appointments by the President.

B. Powers and Duties of Elected Officers

(1) The chair of the Board of Directors shall be a member of the Board of Directors, the USA Hockey Congress, and ex officio member of all other Councils, Committees and Sections, have all the usual privileges of office but will not have voting privileges. The chair of the Board will have further duties as determined by the President, or the Board of Directors.

(2) The President is the Chief Executive Officer and shall preside at meetings of USA Hockey, the Board of Directors, and the USA Hockey Congress. He/She shall generally perform the duties usual to the office of President and may, at his/her discretion, order the calling of meetings of the Board of Directors, the Congress, or of the Committees of USA Hockey. It shall also be the duty of the President during the course of each Annual Meeting of USA Hockey to convoke the Annual Meeting of the Board of Directors and the Congress in order to discuss the business of the forthcoming year and to convoke the Winter Meeting or any Special Meeting of the Board of Directors and the Congress.

(3) The President may exercise all duties and powers of the Board of Directors and the USA Hockey Congress only in the case of an emergency when a vote of the Board of Directors and/or Congress cannot be obtained, and he/she shall in a reasonable amount of time report in writing any actions taken in the exercise of this emergency power to the members of the Board of Directors and Congress. The President shall ensure that minutes be taken at all meetings of the Councils, Committees and Sections of USA Hockey and that the minutes be kept of record and a copy thereof be disseminated to each member of the Board of Directors and Congress.

(4) The Treasurer shall, at each Annual Meeting of the Board of Directors and USA Hockey Congress, submit a written report to the Board of Directors and Congress regarding the financial affairs of USA Hockey, including all financial activities since the previous Annual Meeting, and a proposed budget for the following fiscal year.

C. Executive Director

(1) The Executive Director of USA Hockey shall be appointed by the Board of Directors, upon terms and conditions as shall be mutually satisfactory. Furthermore, the Board of Directors shall have the authority to enter into a contractual agreement for a specified number of years with the Executive Director, which shall be binding upon USA Hockey. The Executive Director shall serve a term of office from July 1 through June 30 of the following year.

(2) The Executive Director shall be an ex-officio member of all Councils, Sections and Committees of USA Hockey and shall perform all secretarial duties, attend to all routine details, receive and distribute all funds received from any source upon approval of the Board of Directors, and assist and perform all other general duties as the need arises. The Executive Director shall not have a vote at any meetings of USA Hockey, Councils, Sections or Committees.

(3) The Executive Director shall oversee the USA Hockey Accounting Policies and Procedures as approved by the Board of Directors.

(4) The Executive Director shall cause to be prepared the annual financial statement each year, which shall be presented to the members of the Board of Directors after being duly audited, for presentation at the Annual Meeting of the Board of Directors.

(5) The Executive Director shall oversee all financial matters that USA Hockey are operated in compliance with the USA Hockey Accounting Policies and Procedures as approved by the Board of Directors.

(6) The Executive Director, in addition to the foregoing and with the concurrence of the President, is charged with the operation, general supervision and direction of all of the business affairs of USA Hockey and shall discharge all of the duties imposed on him/her by the Board of Directors from time to time.

D. Indemnification of USA Hockey Representatives

USA Hockey hereby consents and declares that each member of a governing body of USA Hockey, including any member of the Board of Directors; member of Congress, officer, chair or member of any Council, Committee or Section, and/or any other official representatives of USA Hockey (as determined by USA Hockey) shall be deemed to have assumed such office or assignment on the express understanding, agreement and condition, that each one of them and their heirs, personal and legal representatives (including executors and administrators), and estate respectively shall from time to time and at all times, to the fullest extent permitted by applicable law be indemnified out of the funds of USA Hockey from and against all liabilities, judgments, costs, charges and expenses whatsoever which such person sustains or incurs in or about any action, suit or proceeding which is brought, commenced or prosecuted against him/her for and in respect to any

act, deed, matter or thing whatsoever made, done or permitted by him/her in or about the scope and execution of the duties of their office or position, and also from and against all other costs, charges and expenses which he/she sustains or incurs in or about or in relation to the affairs thereof. In making a claim for indemnification from USA Hockey, (1) the standards of conduct (and inclusions and exclusions of indemnification) applicable to a director of USA Hockey shall apply to the person seeking indemnification and (2) the person seeking indemnification shall comply with all requirements of applicable law regarding such indemnification, including, without limitation, requirements for eligibility and application for indemnification.

6. COUNCILS, COMMITTEES AND SECTIONS

In an effort to achieve effective administration and planning of the programs and activities of USA Hockey, there are hereby created and established Councils, Committees and Sections.

Councils are established to address a broad range of interests and constituencies across USA Hockey. The Chairs of the Councils may appoint a Vice Chair subject to approval of the full Council, to assist in carrying out the duties of the Council.

Committees are established to address specific administrative and programing processes and procedures in order to ensure the efficient operation of the organization.

Sections are established to include Allied Members representing specific constituencies involved in USA Hockey.

Athlete membership and participation in Councils, Committees and Sections is governed by the United States Olympic & Paralympic Committee and certain mandates in federal law that it enforces. For the purpose of defining the Athlete Representation Requirement:

i. "Designated" Councils, Committees and Sections shall include the International Council, Legal Council, Audit Committee, Finance and Investment Committee, Marketing Committee, Nominating Committee, Player Development Committee, Ethics Committee, and the National Appeal Committee.

ii. "Participant" Councils, Committees and Sections shall include the Adult Council, Junior Council, Youth Council, Membership Council, Girls Council, Playing Rules Committee, Diversity, Equity & Inclusion Committee, Safety & Protective Equipment Committee, Disabled Hockey Section, and High School Section.

iii. "Exempt" Councils, Committees and Sections shall include the Risk Management Committee, Affiliate Presidents Committee, Coaches Section, Officials Section and Registrars Section.

Appointments and/or elections to serve on a Council, Committee or Section shall occur each year following USA Hockey's Annual Meeting. Except as expressly set forth elsewhere in these Bylaws, there shall be no limitation on the number of terms a person may serve on a Council, Committee or Section.

Each Council, Committee or Section member must attend at least one meeting of the applicable Council, Committee or Section, per year.

Members of Council, Committee or Sections shall not receive compensation for their service, except that USA Hockey shall pay for the travel costs for attendance at all required meetings.

Prior to being eligible for selection to serve on a Council, Committee or Section, such person shall have (i) completed the applicable SafeSport Training, (ii) submitted their application for a background screen through USA Hockey's screening program, and (iii) completed and submitted a Conflict of Interest Disclosure Form as required under USA Hockey's Conflict of Interest Policy. Each Council, Committee or Section member must renew their SafeSport Training on an annual basis prior to its expiration, complete a background screen every two years, and complete and submit a Conflict of Interest Disclosure Form each year prior to the Annual Meeting. Council, Committee or Section members who have not completed the foregoing requirements at any time may be prohibited from participating in meetings of USA Hockey or performing any duties for USA Hockey.

A person may be removed from membership on a Council, Committee or Section by the President.

Effective with appointments made to Councils, Committees and Sections after the June 2024 USA Hockey Annual Meeting, no person may serve on the same Designated Council, Committee or Section of USA Hockey for more than ten (10) consecutive years with the exception that a person may serve up to fifteen (15) consecutive years as a member of a Designated Council, Committee or Section if at least five (5) of those years include service as the chair of the Designated Council, Committee or Section. In special circumstances, the President of USA Hockey may approve a waiver from the term limit set forth herein, subject to ratification by the USA Hockey Board of Directors.

A. Councils

There shall be seven (7) Councils as follows: Youth, Girls, Junior, Adult, International, Membership and Legal. It shall be the duty and responsibility of each Council to administer and plan their program area within the guidelines established by the Congress and Board of Directors and pursuant to the Bylaws and Rules and Regulations of USA Hockey. Furthermore, it shall be the responsibility of each Council to make recommendations for adoption by the Congress and/or Board which shall be in the best interests of the improvement of their program areas within USA Hockey. Each Council shall meet at least annually, if not more often, in a manner of its choosing and all decisions of the Council shall be made by a majority vote of those present, either in person or electronically, at the time the decision is made.

(1) Youth Council

(a) Composition

The Youth Council shall be composed of twenty (20) voting members consisting of:

1. Twelve (12) persons from the membership of the Congress, each representing a USA Hockey District and appointed by the President. Each District shall have the right to submit nominations (in writing) for Youth Council members to the President at the Annual Meeting. The President shall make the membership appointments from the nominations submitted. No District shall be represented by more than (1) member on the Council (not including the Chair);

2. Seven (7) Athlete Representatives appointed by the President from those qualifying as Actively Engaged Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee; and

3. The Youth Vice President, who shall be an additional member of the Council and shall serve as the Chair of the Youth Council.

Section Chairs and the staff liaison may serve as non-voting members of the Council. The Chair of the Girls Council or his/her designee shall be an ex officio member of the Youth Council.

(b) Duties and Responsibilities

It shall be the duty and responsibility of the Youth Council with respect to ice hockey to:

1. Supervise and administer the District Playoffs and National Championships in the 14 & Under, 15-year-old, 16 & Under and 18 & Under classifications, and all tournaments, and coordinate with the Girls Council on consistency in the conduct of National Championship;

2. Plan, create, develop, administer and supervise player development camps and to make appropriate recommendations to the Congress and the Board of Directors regarding player development at the youth levels;

3. Administration of Youth strategic planning, budgeted goals and objectives in conjunction with the Girls Council.

4. Coordinate with the Girls Council all activities and programs to ensure consistent administration of the sport; and

5. Create subcommittees, task forces and the like of its members and other members of the Congress to administer and address various aspects of administration as it sees fit.

(2) Girls Council

(a) Composition

The Girls Council shall be composed of twenty (20) voting members consisting of:

1. Twelve (12) persons from the membership of the Congress or a USA Hockey District designee appointed by the President. Each District shall have the right to submit nominations (in writing) for Girls Council members to the President at the Annual Meeting. The President shall make the membership appointments from the nominations submitted. No District shall be represented by more than (1) member on the Council (not including the Chair).

2. Seven (7) Athlete Representatives appointed by the President from those qualifying as Actively Engaged Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee; and

3. The Girls Vice President, who shall be an additional member of the Council and shall serve as Chair of the Girls Council.

Section Chairs and the staff liaison may serve as non-voting members of the Council. The Chair of the Youth Council or his/her designee shall be an ex officio member of the Girls Council.

(b) Duties and Responsibilities

It shall be the duty and responsibility of the Girls Council with respect to ice hockey to:

1. Supervise and administer the District Playoffs and National Championships in the 14 & Under, 16 & Under and 19 & Under classifications, and all tournaments, and coordinate with the Youth Council on consistency in the conduct of National Championships;

2. Plan, create, develop, administer and supervise all player development camps of USA Hockey under the jurisdiction of the Girls Council and to make the appropriate recommendations to the Congress and Board of Directors regarding player development in Girls hockey;

3. Administration of Girls strategic planning, budgeted goals and objectives in conjunction with the Youth Council.

4. Coordinate with the Youth Council all activities and programs to ensure consistent administration of the sport; and

5. Create subcommittees, task forces and the like of its members and other members of the Congress to administer and address various aspects of administration as it sees fit.

(3) Junior Council

(a) Composition of Junior Council

The Junior Council shall be composed of eighteen (18) voting members. The Junior Council Vice President shall be a member of the Junior Council and shall serve as its Chair. The remaining members of the Junior Council and their method of appointment shall be as follows:

1. **At-Large Representative:** Three (3) people shall be appointed by the President from the membership of the Congress;

2. **Tier I Representative:** One (1) person representing and appointed by certified Tier I Junior Hockey League(s);

3. **Tier II Representative:** One (1) person representing and appointed by certified Tier II Junior Hockey League(s);

4. **NTDP Representative:** One (1) person appointed by the President to represent the National Team Development Program;

5. **Tier III Representatives:** Two (2) persons representing the Tier III Junior Hockey Leagues. If there are two (2) Tier III junior leagues, each league shall have one representative. If there are more than two junior leagues, the two Tier III

representatives shall be elected by the Tier III junior leagues with each league getting one vote in the election, which election shall take place each year during the Annual Meeting for a one-year term until the conclusion of the next Annual Meeting;

6. **NCAA Hockey Representative:** One (1) person appointed by the President to represent NCAA hockey programs;

7. **ACHA Representative:** One (1) person appointed by the President to represent ACHA hockey programs;

8. **Player Agent:** One (1) person appointed by the President that is also an NHLPA certified player agent; and

9. **Athlete Representatives:** Six (6) Athlete Representatives appointed by the President from those qualifying as Actively Engaged Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities of Junior Council

It shall be the duty and responsibility of the Junior Council with respect to ice hockey to:

1. Supervise and administer the Playoffs and National Championships in the Junior Tier I, Tier II and Tier III classifications;

2. Create, develop, supervise and administer the USA Hockey domestic programs for participants in the junior classification;

3. Address, consider and decide on proposals submitted to the Junior Council; and

4. The Junior Council, in addition to the sanctioned leagues, shall have original authority in accordance with Bylaw 10 to take disciplinary action for teams and participants under its authority.

(4) Adult Council

(a) Composition

The Adult Council shall consist of no less than ten (10) voting members. The Vice President of the Adult Council shall be a member and shall serve as Chair of the Adult Council. The remaining members other than the Athletes shall be appointed by the President and may include: one District Registrar, one District Referee-in-Chief, one Rink and Arena representative; one representative of College Club/ACHA, and such other persons from age/skill classifications as may be appointed by the President. The Athlete Representation Requirement on the Adult Council shall be met by having 33.3% of the voting membership of the Adult Council appointed by the President from those qualifying as Actively Engaged Athletes, which appointment shall be subject to the approval of the Athlete Directors Committee.

(b) Duties and Responsibilities

It shall be the duty and responsibility of the Adult Council with respect to the Adult ice hockey classifications to:

1. Support the activities of the USA Hockey adult hockey staff, which are to plan, develop, direct, coordinate, and oversee the implementation of all activities necessary to successfully grow and retain adult membership on behalf of USA Hockey;
2. Supervise and administer the District Playoffs and National Championships;
3. Supervise and administer Adult Women's National Championships;
4. Supervise and administer the Adult Pond Hockey Championships; and
5. Supervise and administer Adult recreational opportunities.

(5) International Council

(a) Composition

The International Council shall be composed of no less than seven (7) voting members appointed by the President. The International Vice President shall be a member of the International Council and shall serve as its Chair. Three (3) members shall be selected from the membership of the Congress. As a Designated Council, the Athlete Representation Requirement on the International Council shall be met by having 33.3% of the voting membership of the International Council appointed by the President from the Eligible Athletes, fifty percent (50%) of which must be 10 Year Athletes and the remaining fifty percent (50%) of which may be either 10 Year Athletes or 10+ Year Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities

The International Council shall have the duty and responsibility with respect to ice hockey to conduct the International Program of USA Hockey consistent with the rules and decisions of the International Ice Hockey Federation, of which USA Hockey is a member.

(6) Membership Council

(a) Composition

The Membership Council shall be composed of twenty (20) voting members consisting of:

1. One (1) person representing each USA Hockey District and appointed by the President (at least three of the District representatives shall be members of the Congress and at least two shall be persons who are actively engaged in the growth and development of hockey at the grassroots level);
2. Seven (7) Athlete representatives appointed by the President from those qualifying as Actively Engaged Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee; and

3. The Membership Vice President, who shall serve as its Chair.

The Athlete Representation Requirement on the Membership Council shall be met by having 33.3% of the voting membership of the Membership Council appointed by the President from those qualifying as Actively Engaged Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities

It shall be the duty and responsibility of the Membership Council to oversee and support the activities of the USA Hockey membership staff, which are to plan, develop, direct, coordinate, and oversee the implementation and tracking of all activities necessary to acquire, retain, and stay connected with the needs of USA Hockey's membership. This includes growth programs, evaluation and development of the value proposition of membership, and engaging with the various communities that currently make up the organization's members. Additionally, the Council should work to increase outreach to new communities to drive continued expansion and participation growth. The Membership Council should also work to elevate the USA Hockey experience for participants and volunteers by developing resources and direction to help local programs govern with intent.

(7) Legal Council

(a) Composition

The Legal Council shall be composed of no less than twelve (12) persons appointed by the President. The Legal Vice President shall be a member of the Legal Council and shall serve as its Chair. At least three members of the Legal Council shall be appointed from the Congress. All members should have experience and knowledge of the organization and administration of amateur ice hockey in the United States and the sport of ice hockey itself. As a Designated Council, the Athlete Representation Requirement on the Legal Council shall be met by having 33.3% of the voting membership of the Legal Council appointed by the President from the Eligible Athletes, fifty percent (50%) of which must be 10 Year Athletes and the remaining fifty percent (50%) of which may be either 10 Year Athletes or 10+ Year Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities

The Legal Council shall be responsible to review and recommend revisions of the Bylaws and Rules and Regulations of USA Hockey; to review and recommend revisions of USA Hockey programs, philosophies and policies; to monitor and report to USA Hockey any legislative or administrative action, state or federal, that would affect the program or activity of USA Hockey; to represent USA Hockey at any legislative and/or administrative hearings on matters of concern to USA Hockey at the request of the President or Executive Director; to assist in the resolution of disputes as requested pursuant to the provisions of these Bylaws; to monitor any litigation in which USA Hockey or its Directors or Affiliates may be involved in; to develop strategies to reduce risk and liability from

lawsuits, to educate and advise Affiliates and programs on matters relating to contracts and governance and on the purpose of these Bylaws and application of same; and to perform such other tasks as may be assigned to it by the President, the Board of Directors or the Congress.

B. Committees

The standing committees of USA Hockey shall be the Affiliate Presidents Committee, Athlete Advisory Committee, National Appeal Committee, Audit Committee, Diversity, Equity and Inclusion Committee, Ethics Committee, Finance and Investment Committee, Marketing Committee, Nominating Committee, Player Development Committee, Playing Rules Committee, Risk Management Committee and Safety and Protective Equipment Committee.

(1) Affiliate Presidents Committee

(a) Composition

The Affiliate Presidents Committee shall have as its voting members the duly elected Presidents of all USA Hockey Affiliates. They shall elect a Chair of the Committee for a three-year term of office. The Affiliate Presidents Committee shall also elect from its membership one Affiliate President to serve as the Affiliate Presidents Director and Affiliate Presidents Representative, for a single three-year term. Each person elected as the Affiliate Presidents Director and Affiliate Presidents Representative may serve only one-term, and may not be elected again for at least three years from the conclusion of such person's previous term. The Affiliate Presidents Committee is exempt from the Athlete Representation Requirement.

(b) Duties and Responsibilities

The Affiliate Presidents Committee shall be responsible for providing input to the Congress, Board of Directors and USA Hockey staff on behalf of USA Hockey Affiliate organizations concerning the operations of USA Hockey, its programs and philosophies, policies and procedures, its Bylaws, Rules and Regulations and the sport of ice hockey. The Committee shall meet twice a year at USA Hockey's Annual Meeting and its Winter Meeting, provided however, that the Chair may call other meetings of the Committee on his/her motion or at the request of other Committee members.

(2) Athlete Advisory Committee

(a) Composition

The Athlete Advisory Committee shall consist of the 10 Year Athlete Representatives in the Congress and referred to in Bylaw 4.B.(7). The Athlete Representatives shall elect a Chair or co-Chairs of the Athlete Advisory Committee.

(b) Duties and Responsibilities

The Athlete Advisory Committee shall serve and fill the role of the NGB AAC as referred to in the Bylaws of the USOPC. The Athlete Advisory Committee shall represent the Eligible Athletes (as defined in Bylaw 4.A.), and shall meet during each USA Hockey Winter Meeting and Annual Meeting, and at such other times as the Chair or membership of the Athlete Advisory Committee decides. It shall be the duty of the Athlete Advisory Committee to make recommendations to the USA Hockey Congress on matters of

interest to the Eligible Athletes, as well as any matter coming before the Congress. The Athlete Advisory Committee shall work with the Nominating Committee to jointly identify and vet candidates to serve as 10 Year Athletes and 10+ Year Athletes.

(3) National Appeal Committee

(a) Composition

The National Appeal Committee shall consist of the Vice President Legal and no fewer than eight (8) persons, the majority of whom must be Congress Representatives who other than the Athletes shall be appointed by the President. Members so appointed shall have experience with resolution of disputes between parties. The Vice President Legal shall serve as Chair of the National Appeal Committee. As a Designated Committee, the Athlete Representation Requirement on the National Appeal Committee shall be met by having 33.3% of the voting membership of the National Appeal Committee appointed by the President from the Eligible Athletes, fifty percent (50%) of which must be 10 Year Athletes and the remaining fifty percent (50%) of which may be either 10 Year Athletes or 10+ Year Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities

The National Appeal Committee shall be responsible for hearing all appeals within its jurisdiction as described in Bylaw 10.E. For any such appeal, the Appeal Committee may decide appeals in panels of no less than three (3) members appointed by the Chair, 33.3% of which shall be Eligible Athletes, fifty percent (50%) of which must be 10 Year Athletes and the remaining fifty percent (50%) of which may be either 10 Year Athletes or 10+ Year Athletes. The Chair of the Committee shall also appoint a chair of each appeal panel, and may also appoint a member of the Legal Council as a non-voting member of the panel to provide advice to the appeal panel. The National Appeal Committee is the final arbiter of matters within its jurisdiction.

(4) Audit Committee

(a) Composition

The Audit Committee shall consist of at least six (6) persons, all of whom shall be Directors. The Audit Committee members other than the Athletes shall be appointed by the President, upon the advice of the Nominating Committee and may be removed by the Board it its discretion. As a Designated Committee, the Athlete Representation Requirement on the Audit Committee shall be met by having 33.3% of the voting membership of the Audit Committee appointed by the President from the Eligible Athletes, fifty percent (50%) of which must be 10 Year Athletes and the remaining fifty percent (50%) of which may be either 10 Year Athletes or 10+ Year Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee. The term of office of the Audit Committee members shall be the same as their term as Congress Representatives, provided that no person shall serve more than nine (9) consecutive years as a member of the Audit Committee.

The President shall designate a Chair from the appointed committee members. Each person appointed to the Audit Committee shall:

1. Not have participated in the preparation of the financial statements of USA Hockey at any time during the past two years; and

2. Be able to read and understand fundamental financial statements or become able to do so within a reasonable period of time after appointment to the Audit Committee.

Members of the Audit Committee should understand generally accepted accounting principles; have experience preparing, auditing, analyzing or evaluating financial statements of similar complexity to those of; and understand internal controls, procedures for financial reporting, and audit committee functions.

Compliance with the foregoing requirements shall be determined by the Board of Directors in its business judgment.

(b) Duties and Responsibilities

The Audit Committee's purpose is to oversee accounting, internal controls and financial reporting processes of USA Hockey and the annual audit of the financial statements of USA Hockey.

The preparation of USA Hockey's financial statements and other financial information is the responsibility of USA Hockey's Finance and Investment Committee and National Office Staff and that the auditing, or conducting limited reviews, of those consolidated financial statements and other financial information is the responsibility of USA Hockey's independent auditors. The Audit Committee's responsibility is to oversee management and the independent auditors in regard to the accounting, internal controls and financial reporting processes of USA Hockey and the annual audit of the financial statements of USA Hockey.

The Audit Committee has sole authority and responsibility to appoint, compensate, retain, oversee and, where appropriate, replace any certified public accounting firm engaged for the purpose of preparing or issuing an audit report or performing other audit, review or attest services for USA Hockey. Each such certified public accounting firm must report directly to the Audit Committee.

In carrying out its oversight responsibilities, the Audit Committee shall:

1. Require that the independent auditors provide the Audit Committee with a formal written statement delineating all relationships between the independent auditors and USA Hockey; actively engage in a dialogue with the independent auditors regarding any disclosed relationships or services that may impact the objectivity and independence of the independent auditors; and take appropriate action to oversee the independence of the auditors;

2. Review and discuss USA Hockey's audited financial statements;

3. Assure that USA Hockey's independent auditors do not perform any of the following non-audit services for USA Hockey: bookkeeping services, financial information systems design and implementation services, appraisal or valuation services, actuarial services, internal audit services, management functions, human resources services, investment banking services, and legal services;

4. Review the terms of proposed engagements of the independent auditors relating to audit and non-audit services performed by the independent auditors and pre-approve all such services; provided, however, that the Audit Committee delegates the authority to grant pre-approvals of non-audit services related to engagements occurring between Audit Committee meetings to the Audit Committee's Chair and requires that Chair report to the Audit Committee on any decisions made by the Chair at the Audit Committee's next regularly scheduled meeting;

5. Have the authority to resolve all disagreements between management and the independent auditors regarding financial reporting;

6. Establish procedures for the receipt, retention and treatment of complaints received by USA Hockey regarding accounting, internal accounting or auditing matters and the confidential, anonymous submission by employees of USA Hockey of concerns regarding questionable accounting or auditing matters;

7. Assure the rotation of the lead audit partner and the reviewing audit partner of USA Hockey's independent auditors at least every five years; and

8. Provide an opportunity on at least an annual basis for USA Hockey's independent auditors to report to the Audit Committee:

    a. All alternative treatments of financial information within generally accepted accounting principles that have been discussed with management officials of USA Hockey, ramifications of the use of such alternative disclosures and treatments, and the treatment preferred by USA Hockey's independent auditors; and

    b. Other material written communications between USA Hockey's independent auditors and the management of USA Hockey, such as any management letter.

    In the exercise of its responsibilities, the Audit Committee is entitled to rely on information provided by USA Hockey's Finance and Investment Committee and National Office Staff and the independent auditors, including information with respect to the nature of services provided by the independent auditor and the fees paid for such services.

The Audit Committee has the authority to conduct any investigation it deems appropriate, with full access to all books and records, facilities, personnel and independent advisors of USA Hockey. The Audit Committee is authorized to retain independent counsel, auditors or other experts as it determines necessary to carry out its duties. The Audit Committee is empowered to use USA Hockey funds to compensate USA Hockey's independent auditors and any advisors engaged by the Audit Committee.

(c) Meetings

The Audit Committee shall meet as often as its members deem necessary to perform the Audit Committee's responsibilities. The Audit Committee shall meet at least annually with Finance and Investment Committee and National Office Staff and the independent auditors in separate executive sessions. The Audit Committee shall report to the Congress at the Winter Meeting of USA Hockey, or as requested by the Board and shall submit written minutes of the Audit Committee meetings to the Congress.

(5) Diversity, Equity and Inclusion Committee

(a) Composition

The Diversity, Equity & Inclusion (DEI) Committee shall consist of at least ten (10) members. Thirty percent (30%) of the DEI Committee shall be Congress Representatives. The President shall appoint a Chair of the DEI Committee. The Executive Director and staff liaison shall be non-voting members of the DEI Committee. Members of the DEI Committee shall represent various disciplines who are versed in competency of DEI issues. Diverse identities, positions, and perspectives shall be reflected in the makeup of the Committee. There should be members presenting diversity by gender, race, disability/adaptive, veteran status, and age. The Athlete Representation Requirement on the DEI Committee shall be met by having 33.3% of the voting membership of the DEI Committee appointed by the President from those qualifying as Actively Engaged Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities

It shall be the duty and responsibility of the DEI Committee to follow the goals of the DEI Strategic Plan. The Committee will guide and hold USA Hockey accountable in the integration of diversity, equity, and inclusion into all aspects of the sport of ice hockey. It will emphasize continuing education and making recommendations to advance the strategic plan in development, training, hiring, and volunteer staffing at USA Hockey. The Committee will monitor the development and implementation of its strategic plan and evaluate DEI best practices resulting in a more inclusive environment.

(6) Ethics Committee

(a) Composition

The Ethics Committee shall be comprised of six (6) persons, including the Chair, all of whom shall be appointed by the President

with the approval of the Board of Directors, provided that the Athletes shall also be subject to the approval of the Athlete Advisory Committee. No member of the Ethics Committee may be a member of the Board or the Congress or hold any other elected or appointed position (excluding Representatives Emeritus) within USA Hockey. As a Designated Committee, the Athlete Representation Requirement on the Ethics Committee shall be met by having two Eligible Athletes, one of which must be a 10 Year Athletes and the other may be either a 10 Year Athletes or 10+ Year Athlete, which appointment shall be subject to the approval of the Athlete Advisory Committee and the Board.

(b) Duties and Responsibilities

It shall be the duty and responsibility of the Ethics Committee to:

1. Review and submit proposed revisions to the USA Hockey Code(s) of Conduct, USA Hockey Whistleblower Policy and/or Conflict of Interest Policy for consideration by the Board of Directors;

2. Consider and review alleged breaches of the USA Hockey Code(s) of Conduct, USA Hockey Whistleblower Policy or Conflict of Interest Policy as they apply to members of the Board, Congress and Councils, Committees and Sections; Associate Registrars, Associate Coaches-in-Chief, Associate Referees-in-Chief and Associate Risk Managers; and other persons appointed by USA Hockey; and report all substantive violations to the Board of Directors for referral of adjudication in accordance with the USA Hockey Bylaws;

3. Approve the Conflict of Interest Disclosure form to be completed by all members of USA Hockey's Board, Congress, Councils, Committees and Sections; Associate Registrars, Associate Coaches-in-Chief, Associate Referees-in-Chief and Associate Risk Managers; other persons appointed by USA Hockey; and staff;

4. Require the submission of an annual Conflict of Interest Disclosure form by all members of USA Hockey's Board, Congress, Councils, Committees and Sections; Associate Registrars, Associate Coaches-in-Chief, Associate Referees-in-Chief and Associate Risk Managers; and other persons appointed by USA Hockey (requiring the submission of Conflict of Interest Disclosure forms by staff shall be within the authority of the Executive Director);

5. Review Conflict of Interest Disclosure forms by members of USA Hockey's Board, Congress, Councils, Committees and Sections; Associate Registrars, Associate Coaches-in-Chief, Associate Referees-in-Chief and Associate Risk Managers; and other persons appointed by USA Hockey; and investigate and evaluate the existence of any conflicts of interest in particular situations, and how they may be resolved or addressed;

6. Provide an annual report to the Board of Directors and Congress as appropriate;

7. As part of performing its duties as set out above, the Ethics Committee may make inquiry from and request any relevant information from the Board, Congress and all Councils, Committee and Sections, staff members and other individuals within USA Hockey and shall be entitled to conduct or authorize reviews into any alleged violation of any USA Hockey Code(s) of Conduct, USA Hockey Whistleblower Policy and/or Conflict of Interest Policy by any member of the Board, Congress and Councils, Committees and Sections or Associate Registrars, Associate Coaches-in-Chief, Associate Referees-in-Chief, Associate Risk Managers or other persons appointed by USA Hockey. For avoidance of doubt, the scope of the review is limited to the alleged violation and shall be completely confidential.

The Ethics Committee shall exercise its duties and responsibilities to the highest professional degree possible and shall endeavor to maintain confidentiality of its deliberations and actions and to protect the privacy of individuals before it as required by these Bylaws and applicable law. Any Ethics Committee member with a conflict of interest shall remove themselves from deliberations and abstain from voting on the respective matter(s).

(7) Finance and Investment Committee

(a) Composition

The Finance and Investment Committee shall consist of the Treasurer and no fewer than four (4) members of the Congress and other persons who shall be appointed by the President. The Treasurer shall serve as Chair of the Finance and Investment Committee. As a Designated Committee, the Athlete Representation Requirement on the Finance and Investment Committee shall be met by having 33.3% of the voting membership of the Finance and Investment Committee appointed by the President from the Eligible Athletes, fifty percent (50%) of which must be 10 Year Athletes and the remaining fifty percent (50%) of which may be either 10 Year Athletes or 10+ Year Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities

It shall be the duty and responsibility of the Finance and Investment Committee to provide oversight and governance of all funds and all accounts of USA Hockey, subject to the review of the Board of Directors. Furthermore, subject to the duties of the Audit Committee, it shall be the duty of the Finance and Investment Committee to examine any question arising out of the finances of USA Hockey and recommend to the Board of Directors any course of action relating to financial matters which may be deemed advisable. It shall be the duty of the Finance and Investment Committee to review the annual operating budget prepared by the Assistant Executive Director of Finance and staff members for the upcoming fiscal year and to submit a budget to the Congress

for review and recommendation and to Board of Directors for review and approval. The Finance and Investment Committee shall conduct quarterly reviews as to whether the financial goals and objectives of the USA Hockey Strategic Plan are being met. It shall be the responsibility of the Finance and Investment Committee to supervise and recommend to the Board of Directors the investment of any excess funds of USA Hockey.

(8) Marketing Committee

(a) Composition

The Marketing Committee shall be composed of at least seven (7) representatives appointed by the President, who shall designate the Chair, at least three (3) of which shall be selected from the membership of the Congress. As a Designated Committee, the Athlete Representation Requirement on the Marketing Committee shall be met by having 33.3% of the voting membership of the Marketing Committee appointed by the President from the Eligible Athletes, fifty percent (50%) of which must be 10 Year Athletes and the remaining fifty percent (50%) of which may be either 10 Year Athletes or 10+ Year Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities

The Marketing Committee shall oversee and support the activities of the USA Hockey marketing staff, which are to plan, develop, direct, coordinate, and oversee the implementation and tracking of all activities necessary to successfully market the sport of hockey in the United States on behalf of USA Hockey including, but not limited to, (a) fundraising, (b) corporate sponsorship, (c) affiliate and membership marketing, (d) advertising, public relations and publicity, (e) licensing and merchandising, (f) promotions, and (g) marketing of special events.

(9) Nominating Committee

(a) Composition

The Nominating Committee shall consist of no fewer than three (3) Congress Representatives appointed by the President, who shall also designate the Chair. As a Designated Committee, the Athlete Representation Requirement on the Nominating Committee shall be met by having 33.3% of the voting membership of the Nominating Committee appointed by the President from the Eligible Athletes, fifty percent (50%) of which must be 10 Year Athletes and the remaining fifty percent (50%) of which may be either 10 Year Athletes or 10+ Year Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities

It shall be the duty and responsibility of the Nominating Committee to receive nominations for and nominate qualified candidates for the officers of USA Hockey; Representatives At-Large, the Independent Representative/Director, members of the Audit Committee and Representatives Emeritus. Additional nominations may be made by any Congress Representative prior to any election, provided that any such nomination must be seconded by not less than two (2)

other Congress Representatives. The Nominating Committee shall work with the Athlete Advisory Committee to jointly identify and vet candidates to serve as 10 Year Athletes and 10+ Year Athletes.

The Chair of the Nominating Committee shall: 1) solicit from those holding positions at the current time whose term will expire at the Annual Meeting of USA Hockey, an indication of their interest in continuing to hold their current position; and 2) advise the Congress Representatives, in writing, on or before each succeeding April 1, of the officer and directorship positions which will be up for election at the approaching Annual Meeting and request any Congress Representatives interested in such positions to indicate such an interest, in writing, to the Chair.

(10) Player Development Committee

(a) Composition

The Player Development Committee shall consist of the following voting members: the Committee Chair, who shall be an Officer or Director appointed by the President; the Youth Council Chair or designee, the Girls Council Chair or designee, the National Coach-in-Chief or designee, and two (2) Eligible Athletes (one of which shall be a 10 Year Athlete, and the other may be a 10 Year Athlete or a 10+ Year Athlete). The following shall be non-voting members of the Player Development Committee: (i) AED of Hockey Development (Staff Liaison); (ii) Hockey Operations Representative; (iii) NTDP Representative; (iv) Junior Hockey Representative; (v) two Additional Representatives from the Hockey Development Department; (vi) one representative from each of the twelve Districts (appointed by the Affiliate President/District Leadership). As a Designated Committee, the Athlete Representation Requirement on the Player Development Committee shall be met by having 33.3% of the voting membership of the Player Development Committee appointed by the President from the Eligible Athletes, fifty percent (50%) of which must be 10 Year Athletes and the remaining fifty percent (50%) of which may be either 10 Year Athletes or 10+ Year Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities

The Player Development Committee will oversee the coordination of USA Hockey Player Development initiatives and programs. This will include, but is not limited to, District and National Player Selection Camps, District and National Player Development Camps and American Development Model initiatives. In this regard the Player Development Committee will review the direction of all related Player Development Programming. The Joint subcommittee of the Player Development Committee and the Youth Council will also oversee the USA Hockey Development League (DL).

(11) Playing Rules Committee

(a) Composition

The Playing Rules Committee shall consist of at least five (5) Congress Representatives and/or District Registrars, plus one (1) representative of the NCAA, appointed by the President, who

shall also designate the Chair of the committee. The Athlete Representation Requirement on the Playing Rules Committee shall be met by having 33.3% of the voting membership of the Playing Rules Committee appointed by the President from those qualifying as Actively Engaged Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities

It shall be the duty and responsibility of the Playing Rules Committee to continually study the playing rules of ice hockey, review proposals for changes that are presented by various members and committees, and make their recommendations known to the Congress.

(12) Safety and Protective Equipment Committee

(a) Composition

The Safety and Protective Equipment Committee shall consist of at least three (3) Congress Representatives and/or District Registrars, appointed by the President, who shall also designate the Chair of the committee. In addition, the President may appoint Committee members from outside USA Hockey who have special expertise in the field to assist the Committee. The Athlete Representation Requirement on the Safety and Protective Equipment Committee shall be met by having 33.3% of the voting membership of the Safety and Protective Equipment Committee appointed by the President from those qualifying as Actively Engaged Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) Duties and Responsibilities

It shall be the duty and responsibility of the Safety and Protective Equipment Committee to continually study the game at all age levels and levels of competition for the purpose of developing means and methods of keeping the sport of ice hockey as safe and injury-free as possible for its participants. Furthermore, it shall be the responsibility of the Safety and Protective Equipment Committee to make recommendations for changes in the playing rules and regulations of USA Hockey that pertain to safety to the appropriate committee and/or the Congress and Board of Directors.

(13) Risk Management Committee

(a) Composition

The Risk Management Committee shall consist of the District and Disabled Risk Managers and a National Risk Manager. Members of the Committee shall be appointed by the President. The National Risk Manager shall serve as the Chair of the Committee. The Risk Management Committee is exempt from the Athlete Representation Requirement.

(b) Duties and Responsibilities

It shall be the duty of the Risk Management Committee to continually evaluate the risks inherent to the game, either through play or through facilities. The committee will develop means and methods to minimize those risks. As the primary educators regarding USA

Hockey's insurance program, risk management, injury reporting, and claims filing, the committee enables the insurance program to protect the USA Hockey membership and yet not hinder the primary mission of USA Hockey and its Affiliate Associations.

Furthermore, it shall be the responsibility of the Risk Management Committee to make recommendations to the appropriate committees and/or the Congress and Board of Directors on all matters relating to Risk Management and Insurance.

(14) Committees for Creation of Selection Procedures and Selection of Teams and Staff for International Events

Committees established to create selection procedures for, or the athletes or staff that will be a part of, Olympic, Paralympic or World Championship teams are not "standing committees" but are appointed by USA Hockey for each applicable event or team. Each such committee shall have at least 33.3% of its membership come from 10 Year Athletes or 10+ Year Athletes. For committees established to select athletes, coaches and/or staff for participation in the Paralympic Games or IPC World Championships, at least one-half of the athlete representative on such committee must have gained eligibility by competing in the Paralympic Games or IPC World Championship during the applicable time periods.

C. Sections

The Allied Membership of USA Hockey shall be divided into various Sections, as established by the Congress. Current Sections of USA Hockey are as follows: Officials (Referees and Linespersons), Coaches, Colleges, High School, Amateur Hockey Organizations (including National Amateur Hockey Organizations), Professional Hockey Organizations, Registrars, Individual Members and Disabled Hockey. It shall be the duty and responsibility of each Section to represent the interests of the Allied Members who register with their respective Section within USA Hockey. Furthermore, it shall be the responsibility of each Section to make recommendations for adoption by the Congress which shall be in the best interests of their respective programs within USA Hockey. The Chair of each Section shall sit on the Congress.

(1) Officials (Referees and Linespersons)

(a) The Officials Section shall be composed of all Allied Members who register with USA Hockey as ice hockey officials. The voting members of the Officials Section shall be the National Referee-in-Chief, the Referee-in-Chief of Female Development, the National Disabled Referee-in-Chief and the District Referees-in-Chief, as appointed by the Executive Director of USA Hockey. The voting members of the Officials Section shall be entitled to nominate one candidate from its membership to be considered by the Congress for election as the Officials Section Representative to Congress and Section Chair for a three (3) year term, in accordance with the election requirements set forth in paragraph B(2) of Bylaw 4. Upon the election of a Section Chair, the District formerly represented by the Section Chair may elect a replacement District representative to the Officials Section. Effective as of the elections occurring at the 2023 Winter Meeting, no person may serve more than three consecutive terms as the Officials Section Representative to

Congress, provided that a person elected to serve a portion of an Officials Section Representative's unexpired term shall be permitted to be elected and serve three full terms thereafter. The Officials Section is exempt from the Athlete Representation Requirement.

(2) Coaches

(a) The Coaches Section shall be composed of all Allied Members who register with USA Hockey as ice hockey coaches. The voting members of the Coaches Section shall be the National Coach-in-Chief, the Coach-in-Chief of Female Development, the National Disabled Coach-in-Chief and District Coaches-in-Chief, as appointed by the Executive Director of USA Hockey. The voting members of the Coaches Section shall be entitled to nominate one candidate from its membership to be considered by the Congress for election as the Coaches Section Representative to Congress and Section Chair for a term of three (3) years, in accordance with the election requirements set forth in paragraph C(2) of Bylaw 4. Upon the election of a Section Chair, the District formerly represented by the Section Chair may elect a replacement District representative to the Coaches Section. Effective as of the elections occurring at the 2023 Winter Meeting, no person may serve more than three consecutive terms as the Coaches Section Representative to Congress, provided that a person elected to serve a portion of a Coaches Section Representative's unexpired term shall be permitted to be elected and serve three full terms thereafter. The Coaches Section is exempt from the Athlete Representation Requirement.

(3) Colleges

(a) The College Section shall be composed of all Allied Members who register with USA Hockey as college ice hockey teams. This Section shall be entitled to elect from its membership a Section Representative to the Congress. The selection of the Section Representative shall be by election conducted by the Section pursuant to a democratic formula of election which has been approved by the Board of Directors.

(4) High School

(a) The High School Section shall be composed of all Allied Members who register with USA Hockey as high school ice hockey teams. This Section shall be entitled to elect from its membership a High School Section Representative to the Congress, who shall also serve as the Section Chair. A representative of each District shall be elected to the High School Section by democratic process as approved by the District for a term of three years. The Section Representatives from each District shall elect their Section Representative to Congress/ Section Chair by democratic election from within their ranks for a term of three (3) years. Upon the election of a Section Chair, the District formerly represented by the Section Chair may elect a replacement District representative to the High School Section. The Girls Council shall make an appointment of one non-voting member to the Section. Effective as of the elections occurring at the 2023 Winter Meeting, no person may serve more than three consecutive terms as the High School Section Representative to Congress, provided that a person elected to serve a portion of

a High School Section Representative's unexpired term shall be permitted to be elected and serve three full terms thereafter. The Athlete Representation Requirement on the High School Section shall be met by having 33.3% of the voting membership of the High School Section appointed by the President from those qualifying as Actively Engaged Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) It shall be the further duty and responsibility of the High School Section, in conjunction with the Youth Council and the Girls Council to:

1. Grow high school hockey participation and increase nationwide member registration of high school varsity, junior varsity, girls programs and preparatory high school hockey;
2. Administer high school national championships and other USA Hockey sanctioned tournaments;
3. Develop and encourage sportsmanship by all players, coaches, volunteers and leadership involved in high school hockey;
4. Communicate and cooperate with all other governing bodies of high school hockey including national and state federations to improve and promote high school hockey;
5. Promote diversity, equity and inclusion in high school hockey; and
6. Do any and all acts necessary or desirable in the furtherance of high school hockey in the United States.

(5) Amateur Hockey Organizations

(a) The Section for Amateur Hockey Organizations shall be composed of all Allied Members who register with USA Hockey as amateur hockey organizations. Applications for membership shall be directed to and subject to the approval of the appropriate geographical unit of USA Hockey, e.g., national organizations to the principal office of USA Hockey; regional organizations to the appropriate District(s); and state organizations to the appropriate Affiliate Association.

(b) Notwithstanding clause (a) of this paragraph C(5), any national organization registering as an amateur hockey organization may apply to USA Hockey's Board of Directors (for consideration at the Board's next regularly scheduled meeting) to be certified by the Board as a "National Amateur Hockey Organization." In determining whether or not to certify an organization as a National Amateur Hockey Organization, the Board shall consider whether or not the organization conducts, on a level of proficiency appropriate for the selection of amateur athletes to represent the United States in international amateur athletic competition, a national program or regular national amateur athletic competition in the sport of ice hockey. The Board may at any time revoke such certification if it determines that the organization no longer meets the foregoing criteria. Any organization certified as a National Amateur Hockey Organization shall have direct representation on the USA Hockey Congress as follows:

1. Each National Amateur Hockey Organization shall be deemed to be its own Section, and shall be entitled to elect such number of Section Representatives to Congress as is determined by the Board of Directors at the time of certification of the National Amateur Hockey Organization or as modified by the Board from time to time. In making its determination, the Board shall ensure that the number of Section Representatives to be elected by a National Amateur Hockey Organization reflects the nature, scope, quality and strength of the United States players, programs and competitions of the National Amateur Hockey Organization in relation to all other ice hockey players, programs and competitions in the United States.

2. Each National Amateur Hockey Organization shall continue to be an "Amateur Hockey Organization" and an "Allied Member" for all purposes of these Bylaws, except that no National Amateur Hockey Organization shall have the right to vote as an Allied Member of the Section for Amateur Hockey Organizations described in clause (a) of this paragraph C(5).

3. The following organization has been certified as a National Amateur Hockey Organization, with the right to elect one (1) Representative to Congress for its Section: The National Collegiate Athletic Association ("NCAA").

4. Any certification (or modification thereof) by the Board of Directors pursuant to this clause (a) shall be accompanied by (and shall be effective only upon) an amendment to this subparagraph (4).

(6) Professional Hockey Organizations

(a) The Section for professional hockey organizations shall be composed of any hockey leagues whose member teams employ hockey players under contracts of employment for services and who register as a professional hockey organization with USA Hockey. Applications for membership shall be directed to the principal office of USA Hockey.

(b) Such leagues, which have substantially contributed to the benefit of USA Hockey financially and by use of its players in international competition, may appoint, as approved by the Board of Directors, a member to the Congress and the Board of Directors to represent the Section.

(7) Registrars

(a) The Section for Registrars shall be composed of, and the voting members of the Registrars Section shall include, the Registrars appointed by the Executive Director in accordance with XV, USA Hockey Duties and Responsibilities, paragraph B. The Registrars Section shall be entitled to nominate one candidate from its membership to be considered by the USA Hockey Congress for election as the Registrars Section Representative to Congress and Section Chair for a term of three (3) years, in accordance with the election requirements set forth in paragraph C(2) of Bylaw 4. Effective as of the elections occurring at the 2023 Winter Meeting, no person may serve more than three consecutive terms

as a Registrars Section Representative to Congress, provided that a person elected to serve a portion of a Registrars Section Representative's unexpired term shall be permitted to be elected and serve three full terms thereafter. Upon the election of a Section Chair, the District formerly represented by the Section Chair may elect a replacement District representative to the Registrars Section. The Registrars Section is exempt from the Athlete Representation Requirement.

(8) Individual Members

(a) The Individual Members Section shall be composed of all Allied Members who are natural persons and register with USA Hockey as individual members. This Section shall not be entitled to elect a representative to the Congress. It shall be the duty and responsibility of this Section to represent the interests of Allied Members who register as individual members.

(9) Disabled Hockey

(a) The Disabled Hockey Section shall represent and serve all disabled hockey members who register with USA Hockey as a member of a disabled hockey organization. This Section shall be entitled to elect from its members a Section Representative to the Congress. The voting membership of the Section shall be composed of (i) the Section Representative to Congress; (ii) one (1) elected representative from each USA Hockey District for a term of three years; and (iii) seven (7) Actively Engaged Athletes. Additionally, there shall be one (1) person appointed by the President as a representative from each of the following disabled hockey disciplines: Blind/Visually Impaired Hockey, Deaf/Hard of Hearing Hockey, Special Hockey, Sled Hockey, Amputee/Standing Hockey and Warrior Hockey, each for one-year terms, each of whom shall be non-voting members of the Section. The Disabled Hockey Section shall meet during the USA Hockey Annual and Winter Meetings. Those voting members of the Disabled Hockey Section shall select their Section Representative to Congress by democratic election from within their ranks for a term of three (3) years. The Section Representative shall serve as Chair of the Disabled Hockey Section. Upon the election of a Section Chair, the District formerly represented by the Section Chair may elect a replacement District representative to the Disabled Hockey Section. In addition, the Disabled Hockey Referee-in-Chief, the Disabled Hockey Coach-in-Chief, the Disabled Hockey Registrar and the Disabled Hockey Risk Manager shall be non-voting members of the Section. Effective as of the elections occurring at the 2023 Winter Meeting, no person may serve more than three consecutive terms as a Disabled Hockey Section Representative to Congress, provided that a person elected to serve a portion of a Disabled Hockey Section Representative's unexpired term shall be permitted to be elected and serve three full terms thereafter. The Athlete Representation Requirement on the Disabled Hockey Section shall be met by having 33.3% of the voting membership of the Disabled Hockey Section appointed by the President from those qualifying as

Actively Engaged Athletes, which appointment shall be subject to the approval of the Athlete Advisory Committee.

(b) It shall be the further duty and responsibility of the Disabled Hockey Section, in conjunction with the appropriate council:

- To encourage and improve the standards and conduct of hockey for disabled players in the United States;
- To encourage and assist registration of all disabled hockey teams, varsity, club or otherwise, with USA Hockey;
- To develop and encourage sportsmanship and playing proficiency by all players and persons involved in disabled hockey;
- To communicate and cooperate with all other governing bodies of disabled hockey, including national federations, so as to improve and promote the sport of disabled hockey in the United States;
- To continue to develop and educate disabled hockey coaches and officials to maximize safety and skill development within each discipline;
- To act on behalf of all disabled hockey teams and to interface with the various other hockey committees of USA Hockey so as to improve disabled ice hockey in general;
- To do any and all acts necessary or desirable in the furtherance of disabled ice hockey in the United States.

7. MEETINGS OF USA HOCKEY

A. USA Hockey shall have an Annual Meeting each year between May 15 and June 30 in the state of Colorado, or with the approval of the Board of Directors may be held virtually or by other electronic means approved by the Board, or at a time and place set by the Board of Directors at least sixty (60) days in advance. At the Annual Meeting, the Congress, Board, Councils, Committees and Sections of USA Hockey shall meet, information shall be distributed to USA Hockey Membership and the Annual Meeting of the Board of Directors and the USA Hockey Congress shall take place. The Annual Meeting of USA Hockey will be called by the Executive Director on the order of the President. Meetings of the Councils, Committees or Sections shall be called by the President or chair of the Council, Committee or Section. It shall be the intent and purpose of the Annual Meeting to discuss the policies and procedures of USA Hockey, and for the Councils, Committees and Sections to report their activities and recommendations to the Board of Directors and the USA Hockey Congress. Except for actions taken by the President or the Board of Directors between meetings under the authority granted by USA Hockey Bylaws, the Annual Meeting shall not have on its agenda any items proposing action requiring the vote of the Board of Directors or the Congress with respect to the Rules and Regulations, Bylaws or Playing Rules of USA Hockey. Notwithstanding the restriction on voting by the USA Hockey Congress, nothing contained herein shall prevent discussion of such Rules and Regulations, Bylaws or Playing Rules during the Annual Meeting.

B. USA Hockey shall have a Winter Meeting, either in-person or by virtual or other electronic means approved by the Board of Directors, each year during the month of January at a time and place set by the Board of Directors at

least sixty (60) days in advance. The Board of Directors and the USA Hockey Congress shall meet during the Winter Meeting of USA Hockey. The Winter Meeting of USA Hockey will be called by the Executive Director on the order of the President. Proposed changes, additions or deletions to the USA Hockey Bylaws, Rules and Regulations, Programs and Philosophies, Duties and Responsibilities and/or Affiliate Agreement [Annual Guide], as well as any proposed changes to the USA Hockey Playing Rules shall be voted on at the Winter Meeting of USA Hockey.

C. Special Meetings of the USA Hockey Board of Directors may be called by the President, or by the Board of Directors (on a favorable vote of two-thirds majority of the Board of Directors), by notice in writing to the President, with no fewer than two (2) days notice (in writing) to all Directors. In the discretion of the President, notice shall also be sent to the members of the USA Hockey Congress. The notice of such meeting must contain the date, place and hour of the meeting and the object thereof.

D. Special Meetings of the USA Hockey Congress may be called by the President, or by the Board or Congress (on a favorable vote of two-thirds majority of the Board or Congress), by notice in writing to the President, with no fewer than ten (10) days' notice (in writing) to all Congress Representatives and to USA Hockey membership (provided that such notice to USA Hockey membership may be made by publication resulting in no fewer than ten (10) days effective prior notice of the meeting). The notice of such meeting must contain the date, place and hour of the meeting and the object thereof.

E. Written notice of each Annual Meeting and Winter Meeting of USA Hockey shall be published to give notice to USA Hockey membership not fewer than fifteen (15) days in advance of the meeting.

F. A conference among members of the Board, the Congress, or any Council, Committee or Section of USA Hockey by any means of communication through which the members may simultaneously hear each other during the conference shall constitute a meeting of such Board, Congress, Council, Committee or Section.

G. Attendance at any regular or special meetings of the Board of Directors or Congress, when held in-person, shall also permit the attendance of and voting by Directors or Congress Representatives, as applicable, by teleconference or video conference (with attendance by video conference preferable), unless the notice of meeting requires that attendance and voting is only permitted by those attending the meeting in-person. For any Council, Committee or Section meetings taking place in-person, USA Hockey shall make reasonable efforts to permit the attendance of and voting by the Council, Committee or Section members, as applicable, by teleconference or video conference (with attendance by video conference preferable).

8. MEETINGS OF THE USA HOCKEY BOARD OF DIRECTORS AND THE CONGRESS

A. Procedure for Placing Items on the Agenda for the USA Hockey Winter Meeting:

(1) Proposed changes, additions or deletions to USA Hockey Bylaws, Rules and Regulations, Programs and Philosophies, Policies, Duties and Responsibilities and/or Affiliate Agreement [Annual Guide].

(a) Commencing in January 2026, those matters referenced in subsection (1) above may only be changed or modified every two (2) years and in even numbered years thereafter, except as provided in Section A.(1)(b) or (c) below or Bylaw 4.F(15). Any member wishing to place an item on the agenda for the USA Hockey Winter Meeting that will be a change, addition or deletion to those matters referred to in subsection (1) above, must do so by presenting it to the principal office of USA Hockey, in writing, not later than April 1 of the year preceding the rule-change year. Items submitted must include the specific wording of the proposed change, addition or deletion. The following procedure must then be followed:

1. April 1 – Received in the USA Hockey national office.
2. May 1 – Post on the USA Hockey website and mail or email to the Board of Directors, Representatives to the USA Hockey Congress and Affiliate Presidents.
3. May 15 – Proposals made by the President or Board after April 1 shall be accepted and posted on the USA Hockey website and mailed or emailed to the Board of Directors, Congress Representatives and Affiliate Presidents.
4. June Meeting (Annual Meeting)
    a. Review and discuss by appropriate Councils, Sections and/or Committees.
    b. Review, discuss and amend by the USA Hockey Congress.
    c. Withdraw any proposals at the request of the person submitting the proposal.
    d. Cause any proposals to be defeated at the Annual Meeting by a two-thirds (2/3) vote of the Congress Representatives present at such meeting.
5. September 1 – Post the final proposals on the USA Hockey website and mail or email to the Board of Directors, Congress Representatives and Affiliate Presidents.
6. January Meeting (Winter Meeting) – Vote on the proposals by the USA Hockey Congress at the USA Hockey Winter Meeting. If a proposal is amended and it is determined by the procedure below to be a major amendment, then the proposal, as amended, will be postponed until the next meeting of the USA Hockey Congress. If there is an amendment (motion and a second) to any rule or legislative proposal, the proposed amendment is considered first. If the amendment does not

pass, the proposal will remain on the table in its original form. If the amendment passes, then consideration of whether the amendment is a minor or major amendment may be made at any time before the final vote on the proposal. If, by a majority vote of the Congress Representatives present, the Congress Representatives determine that the amendment is a major amendment, then the entire proposal, as amended, will be postponed until the next meeting of the USA Hockey Congress. If the Congress Representatives determine that the amendment is a minor amendment, then the proposal as amended may remain on the table for consideration during that meeting of the USA Hockey Congress.

7. Unless specified otherwise in the legislation adopting such, changes, additions or deletions to the USA Hockey Bylaws, and Duties and Responsibilities adopted at a January Meeting (Winter Meeting) shall be effective as of the close of the Winter Meeting following adoption of such changes, modifications or deletions. Unless specified otherwise in the legislation adopting such, changes, additions or deletions to the USA Hockey Rules & Regulations, Programs & Philosophies, and Policies shall be effective on April 1 following adoption of such changes, modifications or deletions. Unless specified otherwise in the legislation adopting such, changes, additions or deletions to the Affiliate Agreement shall be effective on September 1 following adoption of such changes, modifications or deletions.

(b) Notwithstanding the provisions of Section A.(1)(a) above, changes, additions or deletions to the USA Hockey Bylaws or Affiliate Agreement may be made at any meeting of the Congress so long as the proposal (i) is required for USA Hockey's compliance with the requirements of the USOPC, U.S. Center for SafeSport, the IIHF or applicable law, (ii) has been approved by the Legal Council and by a two-thirds vote of the Board of Directors, and (iii) provided to the Congress no less than thirty (30) days prior to the Congress meeting.

(c) Notwithstanding the provisions of Section A.(1)(a) above, changes, additions or deletions to the Programs & Philosophies, Policies, and Rules & Regulations of USA Hockey may be made annually if approved by the appropriate Council, Committee or Section and approved by the Board of Directors. Further, changes to the Rules & Regulations made by the Board of Directors, pursuant to Bylaw 4.F(15), in between meetings of the USA Hockey Congress shall automatically be placed on the agenda for the next meeting of the Congress for ratification, amendment or repeal.

(2) Proposed Changes to the USA Hockey Playing Rules

(a) Commencing in 2025, playing rules may only be changed or modified every four (4) years in odd numbered years only, except as set forth in subsection (2)(b) below. Any member wishing to place an item on the agenda for the Winter Meeting of the USA Hockey Congress that will be a change to the Playing Rules must do so

by presenting it to the principal office of USA Hockey, in writing, not later than April 1 of the year preceding the rule-change year. Items submitted must include the specific wording of the proposed change. The following procedure must then be followed:

1. April 1 – Received in the USA Hockey national office.
2. June 1 – Reviewed and recommended by the Playing Rules Committee with recommendations posted on the USA Hockey website and mailed or emailed to the Board of Directors, Congress Representatives and Affiliate Presidents.
3. June Meeting (Annual Meeting)
    a. Review and discuss by appropriate Councils, Sections and/or Committees.
    b. Review, discuss and amend by the USA Hockey Congress.
4. September 1 – Post on the USA Hockey website and mail or email to the Board of Directors, Congress Representatives and Affiliate Presidents the updated recommendations of the Playing Rules Committee following the USA Hockey Congress meeting.
5. January Meeting (Winter Meeting) – Vote on proposed changes by the USA Hockey Congress at the USA Hockey Winter Meeting. If a proposal is amended and it is determined by the procedure below to be a major amendment, then the proposal, as amended, will be postponed until the next meeting of the USA Hockey Congress. If there is an amendment (motion and a second) to any rule or legislative proposal, the proposed amendment is considered first. If the amendment does not pass, the proposal will remain on the table in its original form. If the amendment passes, then consideration of whether the amendment is a minor or major amendment may be made at any time before the final vote on the proposal. If, by a majority vote of the Congress Representatives present, the Congress Representatives determine that the amendment is a major amendment, then the entire proposal, as amended, will be postponed until the next meeting of the USA Hockey Congress. If the Congress Representatives determine that the amendment is a minor amendment, then the proposal as amended may remain on the table for consideration during that meeting.
6. Unless specified otherwise in the legislation adopting such, changes to USA Hockey Playing Rules made during a January Meeting (Winter Meeting) shall become effective on August 1 following enactment or modification of the playing rule.

(b) If circumstances exist that have a direct impact on safety of participants or are inconsistent with the philosophy of USA Hockey, and such circumstances require consideration of a playing rules change, then a playing rules change may be made by USA Hockey

during any meeting of the USA Hockey Congress only if the rule change proposal has been submitted to the USA Hockey national office at least thirty (30) days before the USA Hockey Congress meeting and has been approved for submission to the Congress by a two-thirds (2/3) vote of the Playing Rules Committee and a two-thirds (2/3) vote of the Board of Directors. Upon such approval, the rule change proposal shall be on the agenda for the next USA Hockey Congress meeting, and must receive the approval of a two-thirds (2/3) vote of the Congress in order to be approved. All other rule change proposals shall be subject to the procedure in subsection (2)(a) above.

(3) Any member wishing to place an item on the agenda for the USA Hockey Winter Meeting, other than stated in (1) and (2) above, must do so by presenting it to the principal office of USA Hockey, in writing, not later than November 1. Any member wishing to place an item on the agenda for the USA Hockey Annual Meeting, other than stated in (1) and (2) above, must do so by presenting it to the principal office of USA Hockey, in writing, not later than April 1.

(4) Items submitted for the agenda of the Annual Meeting or Winter Meeting must also be sent by the submitter to the chair of the appropriate Council, Committee and Section along with a single paragraph explaining the intent and purpose of the proposal and any budgetary impact. The complete agenda for the Winter Meeting will be published by the principal office of USA Hockey not later than December 15. The compete agenda for the Annual Meeting will be published by the principal office of USA Hockey not later than April 15.

(5) Any item determined by the Board of Directors to be in the same form, or substantially similar form, to one which was rejected or withdrawn at the previous Winter Meeting, cannot be placed on the agenda of the upcoming Winter Meeting of the USA Hockey Congress, unless it has received a two-thirds majority vote of approval by the (i) Board or appropriate Council, Committee or Section and (ii) the Congress, in that order, recommending that it be placed on the agenda.

(6) After the appropriate timeline to receive agenda items, any additional items that are to receive consideration of the USA Hockey Congress must receive two-thirds approval of those present at the Congress meeting in order to be placed on the agenda.

B. Meeting of the USA Hockey Board of Directors:

(1) The Board of Directors of USA Hockey shall meet during the USA Hockey Winter Meeting and during the USA Hockey Annual Meeting, and at such other times and locations as determined by the Board. The Board shall hold a minimum of ten (10) regular meetings per year, but it may hold additional regular meetings. Approved minutes of all regular meetings of the Board of Directors will be distributed as set forth in Bylaw Section 8.F below.

(2) The agenda for any meeting of the Board of Directors of USA Hockey shall be set by the Chair/President of the Board. Any Board member may request that an item be placed on the agenda of the corporation Board.

Agendas of regular meetings of the Board of Directors of USA Hockey will be published by the principal office of USA Hockey not later than ten (10) days prior to the meeting.

(3) Special meetings of the Board of Directors of USA Hockey may be called as set forth in Bylaw 7.C.

C. At all meetings of the Board of Directors or the USA Hockey Congress, a simple majority shall constitute a quorum.

D. Roberts Rules of Orders shall govern and control the conduct of all meetings of the Board of Directors and the USA Hockey Congress, unless modified by these Bylaws. Voting by proxy shall not be allowed, except for any USA Hockey Director or Representative who is currently serving in the U.S. Armed Forces or who is a reservist or serving in the National Guard and who is called to active duty and is deployed to an active combat zone as defined by the Department of Defense. The selecting body will have the right to name a replacement Director/Representative who will have all the rights and duties of the Director/Representative deployed to the active combat zone, to attend any meeting of the board of directors or Congress in that Director's/Representative's absence.

E. Any meeting of the Board of Directors may be held without two (2) days advance notice, providing waivers of notice are given, in writing, by at least ninety percent (90%) of the Directors. Any meeting of the USA Hockey Congress may be held without ten (10) days advance notice, providing waivers of notice are given, in writing, by at least ninety percent (90%) of the Congress Representatives.

F. For the purpose of taking the roll and minutes of all meetings of the USA Hockey Congress and Board of Directors, the General Counsel shall serve as the secretary of the meeting (or if unavailable, the roll and minutes shall be taken by a designee of the Executive Director). Copies of the minutes of all meetings of USA Hockey, the Board of Directors and the USA Hockey Congress shall be mailed or emailed by the Executive Director within forty-five (45) days of such meetings to the directors of USA Hockey and Representatives to the USA Hockey Congress.

G. A conference among directors by any means of communication through which the directors may simultaneously hear each other during the conference shall constitute a Board meeting.

H. Any member of the Board of Directors shall disclose the existence of any conflict of interest with respect to a matter on the agenda for the meeting to the President and Chair of the Ethics Committee. If the existence of the conflict of interest arises during a Board of Directors meeting, then the Board members shall immediately disclose such conflict to the President. The disclosure of the conflict of interest shall be reported to the Board, and reflected in the minutes of the meeting. The participation by a Board Member with a conflict shall be determined pursuant to the USA Hockey Conflict of Interest Policy.

I. The Annual, Winter, and any Special Meetings of the Board of Directors and the USA Hockey Congress shall take place, respectively, during the Annual Meeting, Winter Meeting, or any Special Meetings of USA Hockey.

9. VOTING

A. Each director in attendance at a Board of Directors meeting, and each Congress Representative in attendance at a USA Hockey Congress meeting shall have one vote in that meeting, provided that, to comply with the Athlete Representation Requirement, in the Congress each Athlete Representative shall have two votes. Proxy voting shall not be permitted, except as outlined in 8.D.

B. Members of the Board of Directors, the USA Hockey Congress and the Councils, Committees or Sections may participate in meetings either in person or by means of an electronic media format approved by the Board of Directors or the USA Hockey Congress which may include, but is not limited to, conference telephone, video conferencing, interactive meeting platforms or other similar communications equipment, provided that all persons participating in the meeting can hear each other. Participation in a meeting in this manner shall constitute presence in person at the meeting for the purposes of a quorum and for voting. Votes cast at any meeting by electronic means shall have the same force and effect as if the individual voting on the matter had been physically present at the meeting.

C. At all meetings of the Board of Directors, the USA Hockey Congress and the Councils, Committees or Sections, voting shall be by a show of hands (or by voice vote, if the meeting occurs by a teleconference or other electronic means permitted hereunder), unless (i) for an in-person meeting, the persons participating in such meeting on motion duly made, seconded and carried by vote of the persons then present decide upon a ballot (paper or electronic) prior to the commencement of balloting; or (ii) for a teleconference or other electronic meeting, the notice of the meeting provides notice of the method of voting to be used, or electronic voting is approved by the persons participating in such meeting on motion duly made, seconded and approved by majority vote. In a teleconference or electronic meeting, voting by email shall be permitted if the notice of the meeting provides notice that email voting will be used, including the deadline for sending email votes and the email address to which the votes should be sent.

D. A decision at a meeting of the Board of Directors, the USA Hockey Congress and the Councils, Committees or Sections shall be made by the majority of the votes cast, unless the favorable vote of a larger proportion of the votes is required by these Bylaws. In order to ensure that the requirement that Athlete Representatives to the USA Hockey Congress have at least thirty-three percent (33.3%) of the voting power on matters before the Congress, as set forth in Bylaw 4.A.(7), each vote cast by an Athlete Representative to the USA Hockey Congress shall be multiplied by two.

10. DISPUTE RESOLUTION, DISCIPLINE, ARBITRATION

A. Dispute Resolution

(1) General

All claims, demands, discipline or disputes ("Disputes") arising by and between Parties, as defined in Section 10. B below, shall be subject to the provisions of this Bylaw 10 and this Bylaw shall constitute the sole and exclusive remedy for dispute resolution.

(2) Purpose

It is the specific purpose of this Bylaw 10 to provide a uniform method of resolving Disputes that is a full and complete substitute for any court proceedings and that utilizes the specific skills, expertise and background of individuals experienced in the sport of hockey and sports administration. The procedures herein are referred to collectively as the "Dispute Resolution Procedure."

(3) Submission to Bylaw 10 and Failure to Follow Procedure

Each Party, by virtue of membership, affiliation or participation at any time in USA Hockey or a sanctioned USA Hockey game or program, agrees to abide by this Dispute Resolution Procedure. Failure to abide by the Dispute Resolution Procedure shall, in addition to any other sanctions allowed by these Bylaws:

(a) Make a Party and any person or entity representing, participating with or aiding such Party liable for any and all costs and expenses, direct or indirect, including reasonable court costs and attorneys' fees and the value of volunteer time incurred by USA Hockey, its Affiliate Associations, directors, officers and/or agents; and

(b) Subject such Party to Summary Suspension and/or disqualification from membership and any right to participate in USA Hockey or its Affiliate Associations' sanctioned events in the sole discretion of USA Hockey or its Affiliate Associations.

(4) Submission to Jurisdiction of U.S. Center for SafeSport

Each person defined as a "Participant" agrees that he/she shall be (a) subject to the jurisdiction of the U.S. Center for SafeSport ("USCSS") with respect to the investigation and resolution of any allegations that such Participant may have violated (i) the sexual abuse and misconduct policies as referenced in the USA Hockey Safe Sport Program Handbook and defined by the USCSS, (ii) allegations of violations of USA Hockey's Safe Sport Policies that are reasonably related to and accompany a report or allegation of sexual abuse or misconduct, and (b) subject to any action taken by the USCSS as a result of such allegations, including without limitation, suspension, permanent suspension, and/or referral to law enforcement authorities, all as set forth in the USCSS Policies & Procedures.

(5) Grievances Involving Alleged Failure by USA Hockey to Comply with USOPC Bylaws or Amateur Sports Act

A member in good standing with USA Hockey may file a grievance with USA Hockey alleging a violation by USA Hockey of the USOPC Bylaws or the Amateur Sports Act according to the provisions of Bylaw 10.H.

B. Definitions

(1) For the purposes of this Bylaw, the words, terms and phrases used in this Bylaw 10 shall have the following definitions:

"Administrative Action" shall mean any action or decision by USA Hockey, an Affiliate Association or a local league, association or program (other than "Discipline" as defined below) that affects any Parties' eligibility to participate in domestic competition and/or their membership in any organization within the jurisdiction of these Bylaws.

"Affiliate Association" shall be an Affiliate Association as described in Bylaw 3 which is subject to an Affiliate Agreement with USA Hockey.

"Appeal Authority" shall mean the body or organization having jurisdiction to decide any applicable appeal according to relevant governing documents and structures.

"Applicable Rules," as defined in Bylaw 1.A., means the bylaws, rules and regulations, playing rules, Safe Sport and other policies, core values and decisions of the Board of Directors of USA Hockey, and comparable bylaws, rules, policies, documents and decisions of USA Hockey's applicable region, District, Affiliate Association or special jurisdictional ice hockey association.

"Disciplinary Authority" shall mean USA Hockey, including each operating council of USA Hockey (Youth, Girls, Junior, Adult and International), any other USA Hockey committee authorized to issue Discipline under USA Hockey Policies or Rules & Regulations, any certified Junior league, any Affiliate Association, or a local league, association or program having jurisdiction to issue Discipline to any Party within the jurisdiction of USA Hockey.

"Discipline" shall mean a suspension, probation, censure or other discipline of a Party.

"Domestic Competition" shall mean any ice hockey event, including, but not limited to, games, tryouts, competitions and the like, other than "Protected Competition."

"Participant" shall mean, for the purposes of Sections 10.A.(4) and 10.D.(3)(k), (1) those persons registered with USA Hockey as Registered Participant Members (players and coaches), referees, and in the "Manager/Volunteer" category, (2) all persons serving as a member of USA Hockey's Board of Directors, on a national level council, committee or section, or in any other similar positions appointed by USA Hockey, (3) all coaches, officials or staff (e.g., trainers, physicians, equipment managers) for any USA Hockey team, camp or national level program, (4) all USA Hockey national staff, and (5) any person that is authorized, approved or appointed by USA Hockey, a USA Hockey Affiliate or Member Program to a position of authority over athletes or that have frequent contact with athletes.

"Party" shall mean Registered Participant Member, Allied Member or Affiliate Association and other persons or organizations within the jurisdiction of USA Hockey, USA Hockey itself or its Affiliate Associations, including, but not limited to, each parent, guardian, agent or other person, and each league, club, sponsor, facility or other group or organization, that is engaged in domestic competition or participating in a USA Hockey sanctioned event of any kind, or any person or organization seeking to be a member of USA Hockey or its Affiliate Associations, or seeking to engage in domestic competition or to participate in USA Hockey sanctioned events.

"Playing Rules" shall mean playing rules of the game adopted from time to time by USA Hockey and published as USA Hockey Playing Rules.

"Playing Rules Suspension" shall mean suspensions expressly permitted or mandated by the USA Hockey Playing Rules.

"Protected Competition" shall have the meaning ascribed to it in the current governing documents of the United States Olympic & Paralympic Committee, including its Bylaws and the provisions of the Ted Stevens Amateur Sports Act (36 USC Sec. 371 et seq.). Without limiting the foregoing, such term shall include (i) competition by Registered Participant Members or Allied Members in the Olympic Games or the Paralympic Games, (ii) any event, including but not limited to, games, tryouts, and competitions organized or approved by USA Hockey where the athlete's performance or results are considered in the published selection criteria to represent the United States in the Olympics or Paralympics, and/or (iii) any international competition where (a) athletes represent the United States against athletes representing other nations, (b) USA Hockey officials designates the athletes for the competition, as required by the competition organizers, and (c) athlete performance or results are included in the published criteria to be selected to represent the United States in the Olympics or Paralympics.

"Protected Competition Participant" shall mean a Party participating in Protected Competition.

"Record" shall mean any evidentiary submission, including, but not limited to, documentation, written statements, audio and/or video recordings, game scoresheets, referee reports, and testimony, submitted by a Party at a hearing as described in Bylaw 10.C.(4)(E), together with the Parties' pre-hearing written submissions, if any, to the hearing panel (as defined in Bylaw 10.C.(4)(a)), and a stenographic or other record of the hearing held in accordance with Bylaw 10.C.(4)(E).

"Registered Participant Member" and "Allied Member" shall have the meaning as defined in Bylaw 1.A.

"Safesport Code" shall mean and refer to the policies and procedures adopted by the USCSS for the U.S. Olympic and Paralympic Movement's sport National Governing Bodies, which may be found at www.uscenterforsafesport.org.

"Summary Suspension" shall mean a suspension issued by a Disciplinary Authority prior to a hearing being conducted.

"Unified Procedure" shall mean the hearing and other procedures for issuing Discipline and for a Party's contesting an Administrative Action, as described in Bylaw 10.C. below.

"United States Olympic & Paralympic Committee" or "USOPC" is the national sports organization with authority granted by the provisions of the Ted Stevens Olympic and Amateur Act, 36 USC Sec. 371 et seq., to appoint the National Governing Body for various amateur sports in the United States.

The "USOPC National Anti-Doping Policies" include the required agreement by Participants to be bound by the USOPC National Anti-Doping Policies and the current United States Anti-Doping Agency Protocol for Olympic Movement and Testing.

"United States Anti-Doping Agency" or "USADA" is the doping regulatory agency that is charged with the responsibility of monitoring and enforcing doping violations for the USOPC, and pursuant to USOPC anti-doping policies and the current World Anti-Doping Agency Code.*

"USCSS" shall mean and refer to the U.S. Center for SafeSport (or any successor otherwise named entity recognized by the USOPC).

The "World Anti-Doping Agency" or "WADA" is the international anti-doping agency with authority based upon the signatories of the World Anti-Doping Code.

The "World Anti-Doping Code" requires that each signatory establish rules and procedures to ensure that all Participants are informed of and agree to be bound by anti-doping rules in force by the relevant anti-doping organizations.

**To implement this WADA policy the USOPC requires that each NGB shall be responsible for informing Participants in its sport of the USOPC National Anti-Doping Policies and the USADA Protocol for Olympic movement and testing which is incorporated into the agreement between the USOPC and USADA. By virtue of their membership in an NGB or participation in a competition organized or sanctioned by an NGB, Participants agree to be bound by the USOPC National Anti-Doping Policies and the USADA Protocol.*

C. Unified Procedure

(1) General

Except as may be permitted in Bylaw 10.C.(3), 10.D. and 10.F. below, no Party may be suspended from participation or otherwise disciplined for any alleged violation of these Bylaws, USA Hockey Rules and Regulations, Policies, Codes of Conduct and Ethics or any such Bylaw, Rules and Regulations, Policies, Codes of Conduct and Ethics of an Affiliate Association, league, club, sponsor, facility or other group or organization, unless a hearing has been held prior to the action being taken according to the provisions of this Unified Procedure. A Registered Participant Member, Allied Member or other person within the jurisdiction of USA Hockey may be subject to Discipline in accordance with this Unified Procedure for violation of the Applicable Rules or for conduct unsuitable for the sport of ice hockey.

(2) Purpose

It is the purpose of this Unified Procedure to provide Parties a fair hearing (a) prior to being subject to Discipline, which shall include reasonable notice of the grounds for the proposed Discipline, and (b) to contest an Administrative Action, which hearing shall include reasonable opportunity to prepare and present their case and argument in accordance with these rules, including the opportunity to call witnesses and present evidence, the opportunity to see all evidence intended to be used at the hearing, to be assisted by counsel at the hearing, and which may include the opportunity of a Party to cross examine the complainant or other witnesses, all as may be subject to the rules of the hearing panel as provided in subsection (4)(e) below. Notwithstanding that a Party seeks to challenge an Administrative Action, such Administrative Action shall remain in effect unless overturned pursuant to a hearing or appeal as set forth herein.

(3) Resolution in Lieu of Hearing or Appeal

(a) For Disciplinary Action

After the Disciplinary Authority believes it has investigated and has a reasonably complete understanding of the facts or the events that occurred, it may propose to the Party that is subject to Discipline such suspension, probation, warnings, or other sanctions or conditions that the Disciplinary Authority would accept, and if the Party subject to the Discipline accepts such terms and waives their right to a hearing and any appeals in writing, then the hearing and appeal procedures under Bylaws 10.C.(4) and 10.E. shall not be necessary, and such decision cannot be later challenged or appealed.

(b) For Administrative Action

At any time after an Administrative Action has been taken, the Parties may at any time resolve any dispute over the Administrative Action through a written agreement between the Party that took the Administrative Action and the Party challenging the Administrative Action. Any resolution must be in writing and contain an acknowledgment by the Party challenging the Administrative Action that the Party waives any further rights afforded to the Party under Bylaw 10. A Party cannot challenge or otherwise appeal a resolution reached in accordance with this Paragraph.

(4) Hearing Procedure

(a) Hearing Panel

(i) The Disciplinary Authority considering issuing any Discipline, or upon written demand by a Party contesting a suspension or other disciplinary action where no hearing was held, or (ii) the issuer of an Administrative Action, upon written demand by a Party that desires to contest the Administrative Action, shall appoint a hearing panel of a minimum of three reasonably disinterested and impartial persons to conduct the hearing. For any dispute where USA Hockey appoints a hearing panel to address a grievance or impose discipline at the national level, at least 33.3% of the members of the hearing panel shall be Eligible Athletes.

(b) Hearing Timing

The hearing panel shall hold the hearing no later than thirty (30) days after its appointment unless a later date is agreed upon by the Parties and approved by the hearing panel. Notwithstanding that a hearing panel has up to thirty (30) days after its appointment to hold a hearing, a Party that has been issued a Summary Suspension or that may be suspended pursuant to an issued hearing notice may request an expedited hearing to challenge such suspension, and upon receipt of such request the hearing panel shall exercise reasonable effort to provide such expedited hearing.

(c) Hearing Notice

At least seven (7) days before the hearing date, the hearing panel shall provide written notice to all interested Parties of the time and place of the hearing, the manner in which the hearing will be conducted, the grounds for any proposed suspension, discipline or Administrative Action, the possible consequences of

an adverse finding, and the issues to be resolved by the panel, and the Parties' right to create a stenographic or other record of the proceedings if the hearing panel has not made such arrangements. Notwithstanding that a hearing panel must ordinarily provide at least seven (7) days notice before a hearing date, a Party that has been issued a Summary Suspension or that may be suspended pursuant to an issued hearing notice may waive such seven (7) day notice period in order to have a hearing on less notice.

(d) Hearing Location

Subject to the provisions of the following subsection (e), the hearing panel shall make every reasonable effort to convene the hearing at a time and in a location accessible to all the Parties. The hearing may be held in person or by telephonic conference call or video conference.

(e) Conduct of Hearing

The hearing panel may in its discretion hold a formal or informal hearing, hear any evidence it believes is relevant to the issue(s) before it, place limits on time, evidence and documentation, have witnesses or written statements and establish other hearing rules so long as the Parties are informed of the established procedures, each Party has a reasonable opportunity to present its case and argument in accordance with the hearing panel's rules, and each Party is treated in a substantially equal manner. Any Party that may be subject to Discipline shall be permitted to submit a written response/answer to the allegations set forth in the hearing notice prior to the commencement of the hearing. All documents or other evidence to be considered by the hearing panel shall be provided to all Parties to the hearing reasonably in advance of the hearing except with proper cause, provided that appropriate redaction of names or other identifying information may be made if approved by the hearing panel. The Rules of Evidence in judicial proceedings shall not apply in the hearing hearing, however, all exculpatory evidence available to the Disciplinary Authority or hearing panel shall be provided to the Parties in advance of the hearing. The Parties may be represented by counsel of their choosing at their own expense, provided that the hearing panel may set rules for the involvement of counsel in the hearing. If the hearing panel has not made arrangements for a record of the proceedings, a Party may at its own expense create a stenographic or other record of the proceedings and must inform the hearing panel prior to the hearing of any arrangements so made. A copy of any such record created by or for a Party shall be provided at such Party's cost to the hearing panel. Other Parties will be permitted to secure a copy of the record in the normal course at their own expense.

(f) Burden of Proof

In order to impose Discipline, the hearing panel must make a finding supported by a preponderance of the evidence (i.e., more likely true than not true) that the Party violated an Applicable Rule. The Disciplinary Authority proposing the Discipline shall have the burden of proof and shall present evidence to support the suspension or discipline by a preponderance of the evidence. In

the case of an Administrative Action, the burden of proof shall be on the Party challenging the Administrative Action to prove by a preponderance of the evidence that the Administrative Action was not supported by the facts or was made in an arbitrary or capricious manner.

(g) Decision

The hearing panel shall use reasonable efforts to (i) render its decision within five (5) business days of the completion of the hearing or the closing of the record whichever is later, and (ii) prepare and deliver a written decision to the Parties (including the Party subject to the alleged misconduct) within fifteen (15) business days of the completion of the hearing or the close of the record whichever is later. The written decision shall contain findings of material facts, conclusions, the order of the hearing panel and a statement of any right of appeal a Party may have as a result of the decision. Delivery of the decision to the Parties may be made by first class mail or other delivery service or electronic mail in the discretion of the hearing panel.

(h) Scope of Hearing Panel Decision

Unless explicitly excepted by another provision of these Bylaws, the decision of the hearing panel shall be (i) in effect only for the program governed by the Disciplinary Authority and (ii) subject to appeal as set out in Bylaw 10.E. and any further review provided for in the governing documents of USA Hockey or the appropriate Affiliate Association. If the Disciplinary Authority wishes to extend any suspension or discipline it ordered beyond its program, it must submit written notification to, the Affiliate Association, and the Party against whom the Discipline is imposed, within ten (10) days from the date on which the hearing panel issues its written decision. If the suspension or discipline is imposed by an Affiliate Association, or if a local Disciplinary Authority's decision is affirmed by an Affiliate Association, and the Affiliate Association wishes to extend the scope of the hearing panel's decision beyond the Affiliate's jurisdictional geographic area, it may only do so by submitting a written request, within ten (10) days from the date on which the hearing panel issues its written decision, or the date on which the hearing panel's decision is affirmed by an Affiliate Association, together with a copy of the written hearing panel's and/or Appeal Authority's decision to the Executive Director of USA Hockey and the Party against whom the suspension or discipline is imposed. Upon receipt of such notification, the Executive Director of USA Hockey shall advise all other Affiliate Associations and Junior Leagues of the suspension or Discipline and upon such notice the suspension or Discipline shall be in effect for all Affiliate Associations and all Junior Hockey. Notwithstanding any of the foregoing, any suspension imposed by USA Hockey or a USA Hockey Affiliate (i) for a violation of the sexual misconduct policies of the USCSS or USA Hockey, or (ii) that is one year or more in length, shall automatically be considered a national suspension and shall be in effect across all USA Hockey sanctioned programs.

(i) Anti-Retaliation

USA Hockey and its representatives shall not engage in any retaliatory conduct against any person or other protected party who reports alleged violations or challenges proposed discipline. Retaliation for reporting in good faith alleged violation(s) or challenging proposed discipline or participating in the process herein, will subject such retaliating person or entity to investigation and, if applicable, discipline subject to USA Hockey's Bylaw 10. For more information about the definition of retaliation and USA Hockey's zero tolerance approach to retaliation, please see the USA Hockey Whistleblower Policy.

D. Exclusions from Unified Procedure

(1) General

As a matter of policy, law and practicality, there are matters that at least initially do not or should not be subject to the Unified Procedure. Any matter not specifically excluded from the Unified Procedure shall be covered by the Unified Procedure.

(2) Purpose

It is the purpose of this Bylaw 10.D. to distinguish those disputes and actions that do not require a hearing prior to imposing a suspension or discipline or that require different procedural handling and safeguards, and to set them out separately in order to highlight any uniqueness such disputes and actions may possess.

(3) Exclusions

(a) Summary Suspensions

A Summary Suspension may be imposed by any Disciplinary Authority only in those cases where (i)(A) a Party has been arrested for a crime alleged to have been committed, (B) a Party has assaulted another or violated the USA Hockey Safe Sport Policy, including such abuse between adults, or (C) a Party is alleged to have committed other violations of USA Hockey Policies set forth in the Annual Guide or comparable Policies of Affiliate Associations that are in writing and have been approved by USA Hockey, and (ii) the suspended Party's continued participation presents a risk of harm to USA Hockey and/or other persons.

Any such Summary Suspension must be in writing and given to the suspended Party and the writing shall inform the Party of his or her right to request a hearing. The suspended Party must submit a request for a hearing of a Summary Suspension within seven (7) days of the Party being notified of the suspension. Any hearing following a Summary Suspension shall be conducted according to the provisions of the Unified Procedure.

(b) Playing Rules Suspensions

Any Playing Rules Suspension does not require a hearing except that, in the event of the imposition of a match penalty as defined in the Playing Rules, a hearing must be offered to be held as set forth in the Playing Rules, and the terms and length of the Party's suspension shall be as set forth in the Playing Rules unless modified or revoked by the hearing panel. Any hearing for a match penalty shall be conducted according to the Unified Procedure;

provided that, in the case of a match penalty being imposed in a district or national championship tournament, the hearing will be conducted immediately after the game in question by the on-site USA Hockey personnel. All applicable game scoresheets and referee reports must be presented to the hearing panel and made available to the Party subject to suspension. Any Playing Rule Suspension shall remain in force and effect and be final unless modified or revoked at a hearing or on appeal, except that if the hearing is not held within 30 days of the incident together with a decision in accordance with the Unified Procedure, the suspended Party shall be automatically reinstated after the 30-day period. The failure to offer the hearing shall not prohibit the hearing body from conducting the hearing after the 30-day period and thereafter imposing further disciplinary action.

(c) Officiating Suspensions

The applicable Officials' Organization (defined below) or league or local supervisor of officials shall have the authority to suspend a referee up to ten (10) days without a prior hearing. The Officials' Organization or Affiliate Association shall have the authority to suspend a referee after a hearing (held in accordance with the Unified Procedure) or in accordance with the Summary Suspension procedures.

Any official(s) who boycotts any game(s) due to any disciplinary action taken or not taken by a Disciplinary Authority shall subject said official(s) to Discipline in accordance with the Unified Procedure conducted by the organization subjected to said boycott.

USA Hockey does not recognize Officials Organizations. However, if any registered USA Hockey official is restricted or denied assignment eligibility for any USA Hockey game by an officials' organization or group of officials ("Officials' Organization"), except for good cause shown in accordance with the Officials' Organization written rules and then only for a very limited duration without a hearing as provided herein, then said Officials' Organization shall be subject to suspension or expulsion in accordance with the rules and regulations herein and that restriction or denied assignment shall have no effect.

A registered USA Hockey official that receives a match penalty while playing or coaching, shall also be suspended from officiating subject to a process for review as set forth below.

1. The official (a) shall not officiate any games pending the review, (b) shall be required to immediately notify his/her District Referee-in-Chief of the player's or coach's receipt of the match penalty, and (c) shall advise any assignors/schedulers of officials in order to be replaced in any scheduled games in the immediate future. The District Referee-in-Chief shall immediately investigate the incident (including by review of the scoresheet, game report and interview of the officials assessing the match penalty) and make a determination and supply a written determination as to whether the match penalty shall cause the official to be suspended from officiating while

the match penalty is in effect. The District Referee-in-Chief's determination shall be provided to the official in question, the Affiliate President, and the applicable assignors/schedulers. The District Referee-in-Chief may make a determination (1) that the official shall be ineligible to officiate pending the match penalty hearing (or expiration of 30 days period for the hearing), (2) that the official shall be eligible to officiate pending the match penalty hearing, or (3) such possible restrictions as may be appropriate for the official's eligibility (e.g., the official is restricted from certain leagues or categories of games, etc.). The decision of the District Referee-in-Chief shall not be binding on the hearing panel reviewing the match penalty or any appeal therefrom.

Game assignors and schedulers shall appropriately schedule replacement officials for any previously scheduled games for which the suspended official is ineligible.

(d) Assault on Game Official

Assaults on Game Officials are violations of the USA Hockey Playing Rules and as such are subject to the provisions for Playing Rules Suspensions. In the event of a match penalty for assault on a game official under Playing Rule 601(e)(1), the offending Party shall be immediately suspended from all USA Hockey sanctioned activity. For penalties assessed under 601(e)(1) that are affirmed after a hearing, the offending Party shall be suspended for not less than one calendar year with one year calendar year probation thereafter.

In the case of a match penalty for assault on a game official, the applicable USA Hockey Affiliate, its designated hearing body, or the Junior Council sanctioned league shall exercise original jurisdiction in such matter.

NOTE: *The intent of this provision is to remove local organizations from the hearing process, to ensure that disinterested parties conduct the hearing and to establish jurisdiction in the Affiliate only.*

Any game official assessing a penalty under Rule 601(e)(1) shall file with his/her USA Hockey District Referee-in-Chief a written game report within forty-eight (48) hours of the incident. The District Referee-in-Chief shall immediately investigate any incident alleging a Rule 601(e)(1) violation and promptly submit a written opinion, together with the game sheets and reports to the applicable Disciplinary Authority, indicating whether Rule 601(e)(1) has been properly applied to the circumstances involved in the incident, or whether the incident falls under a different playing rule. A copy of the Referee-in-Chief's written report and opinion shall be sent by the Disciplinary Authority to the player, team official and game official involved.

Suspensions imposed under this bylaw subsection shall be immediately reported to USA Hockey national office, to the applicable Affiliate Association(s), and the appropriate registrar(s). The Registrar may accept a registration subject to the terms of this suspension.

(e) High School, College Club Hockey or Other Members

A high school program or college club hockey program that is a member of USA Hockey, but where membership and eligibility issues are determined pursuant to rules, regulations and dispute resolution procedures of a national, state or district interscholastic athletic organization, shall not be subject to the Unified Procedure to the extent that such organization's rules, regulations and dispute resolution procedures also address the matter.

(f) National Team, Protected Competition Participant

Any Party that may be subject to suspension, discipline or Administrative Action and who is a Protected Competition Participant including members of a national team such as players, coaches, managers and team leaders that is scheduled for international competition within thirty (30) days of the event that forms that basis for a possible suspension, discipline or Administrative Action, shall be subject to the jurisdiction of USA Hockey under the procedures in this subsection f.

Within twenty four (24) hours of the event that forms the basis of any proposed discipline or the proposed imposition of discipline whichever is later, either the Party proposing the discipline or the Protected Competition Participant shall inform the USA Hockey President and Executive Director of the (a) full name and identifying information confirming the Protected Competition Participant's membership with USA Hockey; (b) event or allegations that form the basis for the proposed discipline; and (c) supporting evidence and documentation regarding the event or allegations to support or oppose that a violation has occurred or that discipline should be imposed. Upon referral of the matter to USA Hockey no further action shall be taken by any Party.

The Executive Director of USA Hockey shall, within twenty-four (24) hours of being notified by a Party relative to a Protected Competition Participant, initiate a preliminary review of the matter to determine whether there exists probable cause (i.e. evidence more likely than not) to believe that the Protected Competition Participant has engaged in conduct or committed acts, if proved to be true, that may warrant disciplinary action which would prevent the Protected Competition Participant from participating in Protected Competition.

The preliminary review shall be conducted by an impartial hearing officer appointed by the Executive Director in consultation with USA Hockey Legal Counsel within five (5) days of his/her appointment. He/she shall conduct a review informally in his/her sole discretion in a manner, time and place accessible to the Protected Competition Participant. The review may be in person or by telephonic conference call or video conference. The Rules of Evidence shall not apply but the Protected Competition Participant shall be given reasonable notice of the grounds of the proposed discipline, the opportunity to prepare and defend his/her case and to have assistance of counsel if so desired.

It is the purpose of this preliminary review to expedite the resolution of the matter. Any Party refusing to participate or who unreasonably delays the review shall waive any rights in the hearing or review process and shall not be entitled to appeal any adverse finding.

The hearing officer shall make his/her decision within five (5) days of completing the review. Upon a finding of probable cause by the hearing officer that the Protected Competition Participant has engaged in conduct that warrants disqualification from Protected Competition, he/she shall verbally inform the Executive Director of USA Hockey and the Participant within twenty four (24) hours and reduce such findings to writing no later than five (5) days thereafter and such written decision shall specify the facts upon which the hearing officer has based the decision and inform the Protected Competition Participant of his/her right to request a full hearing on the matter.

In order to request a full hearing, the Protected Competition Participant must make a demand for a hearing to the Executive Director of USA Hockey within five (5) days of receiving the written decision. Notwithstanding the foregoing, the Protected Competition Participant shall also be entitled to exercise his/her rights under the current appropriate governing documents of the USOPC, which shall include at least the USOPC Bylaws. Failure by the Protected Competition Participant to demand a full hearing or to exercise rights under the appropriate governing documents of the USOPC shall entitle the Executive Director of USA Hockey in his/her discretion to exclude the Protected Competition Participant from Protected Competition or to end USA Hockey's supervision of the matter and allow any Party to proceed with imposition of discipline.

A full hearing demanded by a Protected Competition Participant after a finding of probable cause shall be conducted in accordance with the provisions of the Unified Procedure except that the Unified Procedure will be supervised by the Executive Director of USA Hockey and the hearing panel shall include, at a minimum, a member of the Legal Council of USA Hockey, a member of the International Council of USA Hockey, at least two Eligible Athletes (to comply with 33.3% athlete requirement of Bylaw 10.C.(3)(a)), and at least one other individual(s) chosen by the Executive Director, all of whom shall be disinterested and impartial. The hearing panel members shall be disclosed to the parties, and the Protected Competition Participant may, within ten (10) days and in good faith, contest any hearing panel member's inclusion on the panel based on an alleged conflict of interest by submission to the Ethics Committee, whose determination on the alleged conflict shall be final and binding. The Protected Competition Participant or any other Party in interest may request an expedited hearing process and the hearing panel must attempt to comply with any such request.

Any Protected Competition Participant may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules,

policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. The Athlete Ombuds may be reached at ombudsman@usathlete.org and the Athlete Ombuds website may be found at www.usathlete.org.

(g) Anti-Doping Violations

A pending case or decision concerning an anti-doping rule violation under the jurisdiction of, or adjudicated by, an anti-doping organization is not reviewable through, or subject to, the USA Hockey Bylaws. By virtue of their membership in USA Hockey, if it is determined that an individual member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the IIHF, if applicable or referred by USADA.

(h) Unified Procedures Not Applicable to Civil Matters

Disputes concerning liability or damages arising from (a) personal injury claims, or (b) torts or other civil claims relating to matters not involving Applicable Rules, or the application or interpretation thereof, by as applicable, USA Hockey, or a USA Hockey District, Affiliate Association or member program, are not subject to the Unified Procedure.

(i) National Championships Eligibility Appeals

Any appeal of eligibility of a youth level, girls or high school division team, coach or player(s) to participate in state/affiliate and/or district and national championships, or playoffs leading thereto, following a final decision of the applicable Affiliate and/or applicable Registrar, are not subject to Bylaw 10 and shall be referred to and decided by the National Championships Appeal Committee comprised of the Youth Council chair, Girls Council chair, Registrar Section chair, National Championship chair, or their designees and sufficient Eligible Athletes to meet the Athlete Representation Requirement. Specific provisions may be found in the USA Hockey Rules & Regulations, Section IX, District Playoffs and National Championships, or in the USA Hockey State/Affiliate and/or District and National Championship Tournament Guidebook.

(j) Minor Infractions of Team Rules

Team or Member Program imposed suspensions for violations of Applicable Rules or that team's or Member Program's rules that do not exceed the lesser of one game or seventy two (72) hours.

(k) Procedures Applicable To Participant Ineligibility Determinations Based on Financial Disputes

1. **Decisions Internal to the Program**

   A local program may, pursuant to its internal procedures, determine that a player that is delinquent in dues or fees owed to the program is not eligible to continue participating in the program during such delinquency. Such determination shall only apply to eligibility within that program.

2. **Disputed Claims and Extension of Ineligibility Determination to Other Programs**

In the event a local program desires to cause a player to be ineligible to participate throughout the program's applicable Affiliate based on a determination that the player that is delinquent in dues or fees owed to the program, such extension of the suspension or ineligibility must comply with the procedures of the applicable Affiliate, which at a minimum shall include the following:

a. **Notice Required**

The local program must deliver a written notice to the player's parents (or other person(s) responsible for payment) that, at a minimum: (i) describes the nature of the delinquent fees (e.g., membership dues, ice fees, equipment/uniform fees, etc.), (ii) states the amount due, (iii) advises that the family must notify the local program in writing within thirty (30) days if it disputes the financial obligation, and (iv) advises that, if the full amount is not paid within thirty (30) days of the parent's receipt of the notice, the local program may in its discretion seek to enforce the liability for the financial obligation and have the player deemed ineligible throughout the local program's Affiliate Association.

b. **Discussion Period**

During the thirty (30) day period, the parties may discuss the matter and seek to amicably resolve any disputed amounts and provisions for payment. The parties are encouraged to amicably resolve any disputed debts, and if at any time the local program and player enter into a written agreement to resolve the debt and also making provisions for payment, then the player shall become immediately eligible to participate in all USA Hockey programs.

c. **Financial Obligation Not Disputed**

Upon expiration of the thirty (30) day period described above, if (i) the parties have not otherwise resolved the matter, (ii) the amount claimed in the local program's notice has not been paid, and (iii) ***the local program has not received written notice from the player's parents that it disputes the financial obligation*****,** then the local program may request that the applicable Affiliate Association deem the player to be ineligible to participate in any program within the Affiliate (which request shall include proof of compliance with A-C of this subsection). In this circumstance, the Affiliate Association may extend the ineligibility of the player throughout the Affiliate in accordance with the Affiliate's procedures.

d. **Financial Obligation Disputed**

If the amount of the financial obligation has not been paid or otherwise resolved, and ***the local program has***

received written notice from the player's parents that it disputes the financial obligation, then the local program may seek extension of the ineligibility throughout the Affiliate in accordance with the Affiliate's procedures, provided that, the local program shall take reasonable affirmative steps to enforce the obligation. The Affiliate may deny the local program's request in the Affiliate's discretion. Any determination by the Affiliate that the player is ineligible throughout the Affiliate shall not be a determination that the debt is owed or the amount of such debt, but only that the player is ineligible based on the existence of a disputed debt.

e. Any dispute about whether these procedures have been followed shall be decided in a hearing conducted by the Affiliate pursuant to the Unified Procedure, and shall be appealable to the National Appeal Committee pursuant to Bylaw 10.E. The hearing and appeal shall only address whether the procedures set forth in this Bylaw 10.(j)(2) have been followed, and shall in no way address the liability for or amount of the financial obligations.

(l) Allegations Regarding Sexual Abuse or Misconduct

1. **Reporting**

In the event that any Participant under the jurisdiction of the U.S. Center for SafeSport ("USCSS") is alleged to have violated the USA Hockey Safe Sport Policy prohibiting sexual abuse or misconduct (see current edition of USA Hockey Safe Sport Program Handbook and USCSS Code), or in the event that USA Hockey, any USA Hockey Affiliate or local program or any adult Participant receives a report that is required by the USCSS Code to be referred to the USCSS, USA Hockey, its Affiliates, local programs and adult Participants shall immediately report and refer such matter to USCSS. **The duty to report to USCSS and USCSS's jurisdiction to investigate shall not supersede any local, state, or federal reporting requirements or jurisdiction, and shall not affect or impair the ability of any person that reports to the USCSS from also reporting to the appropriate local, state or federal authorities.**

2. **Investigation/Discipline/Adjudication**

The USCSS shall have jurisdiction and authority to investigate allegations or reports that a Participant has engaged in conduct defined in the USCSS Code to be within the USCSS's exclusive jurisdiction, including without limitation allegations or reports of sexual abuse or misconduct and of any allegations of violations of USA Hockey's Safe Sport Policies that are reasonably related to and accompany a report of allegations of sexual abuse or misconduct, to issue any interim suspension or measures pending conclusion of the investigation, to make recommendations of sanctions or disciplinary action as a result of such investigation, and to adjudicate such matter according to the USCSS Code. The USCSS shall also have

discretionary authority and jurisdiction over other violations of the USCSS Code. Neither USA Hockey nor any USA Hockey Affiliate or program shall engage in its own investigation or disciplinary process related to any allegations or reports that are within the jurisdiction of USCSS. However, USA Hockey and its Affiliates and local programs may issue a Summary Suspension under Bylaw 10.D.(3)(a) which shall be effective until such time as USCSS has exercised jurisdiction over the matter and made a determination related to a person's eligibility pending the investigation and adjudication process, and may issue other protective measures less than a suspension that are necessary or appropriate to address the safety of Participants in USA Hockey programs.

3. **Appeals**
There shall be no appeals of any decisions adjudicated by USCSS except through arbitration with the applicable arbitration body in conformance with the USCSS Code or other applicable USCSS or USOPC governing documents in effect at such time.

4. **Enforcement of USCSS Sanctions**
Upon the issuance by USCSS of any interim or permanent suspension, disciplinary action, sanction or other measures, after conclusion of the adjudicative process or by agreement with a Participant subject to suspension or other sanction, USA Hockey and its Affiliates and programs shall enforce such suspension, measures or other sanctions throughout USA Hockey programs. USA Hockey and its Affiliates and programs shall enforce any suspension or other sanction issued by the USCSS even if arising from allegations outside of USA Hockey programs.

5. **Related Safe Sport Violations**
The delegation of authority and jurisdiction to USCSS as set forth above, and the restriction on USA Hockey, Affiliates and local programs, shall also include the investigation and issuance of sanctions related to allegations of other violations of USA Hockey Safe Sport Policies (e.g., physical abuse, emotional abuse, bullying, harassment and hazing) that are reasonably related to and which accompany an allegation that involves sexual abuse or misconduct, or matters that do not involve sexual abuse or misconduct which the USCSS has exercised jurisdiction over in its discretionary authority.

(m) Background Screening Determinations
Determinations related to a person's eligibility or ineligibility to participate in USA Hockey programs based on the results of a background screen shall be determined according to the procedure set forth in the USA Hockey Safe Sport Program Handbook.

E. Appeals

(1) Right to Appeal
Any Party that is suspended, otherwise disciplined or subject to an Administrative Action may, after a hearing or failure to have a hearing in

accordance with the Unified Procedure, appeal such action as follows (it is recognized that rules of an Affiliate Association may also allow appeals within the Affiliate by other Parties to the matter):

(a) Suspensions

Playing Rule Suspensions or suspensions for violations of bylaw and/or rules of local, league or District organizations, or by a committee of an Affiliate shall be appealable to the Affiliate's Board of Directors or the designated appeal committee of such Board of Directors (the "Appeal Authority"). Upon the written appeal of any Party whose suspension has been upheld by an Affiliate Association, or where otherwise provided in the Aplicable Rules, the National Appeal Committee of USA Hockey shall allow an appeal of such suspension to be determined by it pursuant to Section E.(2) of this appeal procedure. The National Appeal Committee may delegate or assign the matter to an appeal panel of no less than three committee members. If the appeal involves a suspension of an official, the National Referee-in-Chief shall be invited to consult with the National Appeal Committee. The appeal panel from the National Appeal Committee shall decide any appeal within thirty (30) days of the parties' submissions and shall render its decision within a reasonable period thereafter.

(b) Appeals Not Involving Suspensions

Appeals of Administrative Actions or other disciplinary action which do not involve suspension shall be appealed to the Board of Directors of the Affiliate Association or the designated appeal committee of such Board of Directors. Except for Administrative Actions by a USA Hockey Council, Committee or Section, which shall be appealable to the USA Hockey National Appeal Committee, there shall be no further appeals of Administrative Actions or other disciplinary actions not involving a suspension.

(c) District/National Championship Rules Appeals

District or national championship rules or special jurisdictional hockey association rules shall be appealable to the USA Hockey council or its designee having jurisdiction over the program. There shall be no further appeal of any decision by the said council and the decision shall be final.

(d) Council Decisions

Except as otherwise provided, any decision of a USA Hockey council shall be appealable to the USA Hockey National Appeal Committee whose decision shall be final.

(e) Junior Appeals

Any Junior participant may appeal discipline imposed after a hearing at the league level in accordance with the Junior league's appeal procedure as approved by USA Hockey. Any Junior participant who has exhausted League Appeal remedies may appeal the discipline to the USA Hockey Junior Council Chair, who shall convene an Appeal Panel pursuant to USA Hockey Bylaw 10, which appeal panel's decision shall be final with no further appeals. Any junior

participant or team subject to an Administrative Action may appeal the decision to the Junior league as permitted by the applicable league's rules and bylaws.

(f) Affiliate Presidents Review Subcommittee

Any Party subject to Discipline imposed by the Affiliate President's Review Subcommittee shall be subject to appeal to the National Appeal Committee whose decision shall be final.

(2) Appeal Procedure

The appeal procedure for all appeals as described in Section E(1) above shall be as follows.

(a) Statement of Appeal

The appealing Party must submit a Statement of Appeal in writing to the appropriate Appeal Authority, with a copy to the Disciplinary Authority and the hearing panel, of the decision appealed from within fourteen (14) days of receipt of the decision appealed or of the date of the failure to hold a hearing, whichever is applicable. The Statement of Appeal shall include a statement of why the Discipline should be overturned or reversed, and should attach the record of the hearing panel, if any, and a copy of the decision. The Disciplinary Authority and any responding Party shall have fourteen (14) days from the receipt of the Statement of Appeal to file a reply and any reply must be served upon the Appeal Authority and the appealing Party. The Statement of Appeal and reply should be a complete and comprehensive document and include all materials from the Record the Party wishes the Appeal Authority to consider. Letters and other documents not submitted by the Party him/herself as part of the Statement of Appeal need not be considered by the Appeal Authority. If a Statement of Appeal is not received by the appropriate Appeal Authority within the fourteen (14) day period, the discipline shall be final. The failure to respond by any Party will exclude that Party from further participation in the appeal proceedings. If included in its governing documents addressing appeals, an Affiliate may require the submission of a reasonable fee not to exceed $250 as a condition of allowing an appeal to the Affiliate.

The Statement of Appeal and any reply shall be no longer than ten (10) typed double spaced pages with a font size no smaller than twelve (12) point. Exhibits from the Record to support the Statement of Appeal and/or reply may also be attached, together with any relevant governing documents the Party is relying upon to support its argument. Exhibits shall not be included in the ten (10) page limitation.

For purposes of this rule and when there is a written decision in the matter being appealed, the Disciplinary Authority and any responding Party may affirm and adopt the earlier written decision as its reply without the need for an additional reply.

(b) Conduct of Appeal Proceeding

The members of the Appeal Authority must include at least three persons, all of whom are reasonably disinterested and impartial. The Appeal Authority shall review the decision of the Hearing Panel and the written submissions of the Parties and may in its sole discretion consider the appeal on the written submissions of the Parties, or may hold an appeal hearing on the issues being appealed, and establish other rules so long as each Party is treated substantially equal. If an appeal hearing is held, notice shall be provided to all Parties, and any appeal hearing may, in the discretion of the Appeal Authority, be held in person, telephonically or by video conference. If a hearing is held, it shall be held within thirty (30) days of the Appeal Authority's receipt of submissions from all Parties, except as agreed by the Parties or in circumstances beyond the control of the Appeal Authority. Only the evidence and theories presented to the Hearing Panel shall be presented or considered on appeal.

(c) Standard and Scope of Review

The Appeal Authority shall not conduct a de novo hearing of the facts decided by the Hearing Panel but shall apply a deferential standard of review to the Hearing Panel decision. The Appeal Authority shall only reverse, vacate or modify the Hearing Panel decision if the Appealing Party demonstrates that the Hearing Panel:

1. acted in an arbitrary or capricious manner without reasonable grounds or adequate consideration of the circumstances; or
2. made a finding of material fact that is clearly erroneous, in other words, the Appeal Authority must have a definite and firm conviction that a mistake has been made; or
3. misinterpreted or misapplied any controlling bylaw, rule, procedure or policy that made a difference in its decision.

(d) Appeal Decision

The Appeal Authority shall make every reasonable effort to issue a written decision that shall include a statement of the facts supported by the Record and the conclusions of the Appeal Authority within the later of (i) thirty (30) days of the receipt of a reply or expiration of the period for a reply, or (ii) fourteen (14) days of the Appeal Authority review. The Appeal Authority 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.

(e) Suspension or Discipline Remains in Effect

Any suspension, discipline or Administrative Action appealed from shall remain in force and effect until it expires, is reversed or is modified by the Appeal Authority.

(3) No Further Appeals

There shall be no further appeal of any decision by the National Appeal Committee of USA Hockey in matters concerning Discipline and its

decision shall be final as it is the final Appeal Authority in this appeal process.

F. National Suspensions and Expulsions; Affiliate Disputes and Challenges to Affiliates

(1) Scope

The procedures authorized by this Bylaw 10.F. shall be the exclusive mechanism for the resolution of the following matters:

(a) National suspensions and expulsions of an Affiliate Association, or state or local association;

(b) Disputes between USA Hockey and an Affiliate Association, including alleged breaches of the Affiliate Agreement between USA Hockey and an Affiliate Association; and

(c) Challenges by a third party, other than USA Hockey, to an Affiliate Association's status with USA Hockey.

Any suspension, expulsion or other discipline of an individual member of USA Hockey does not fall under this Bylaw 10.F. and shall be governed by the other applicable provisions of this Bylaw 10.

(2) National Suspensions and Expulsions

Violation of these Bylaws or the Applicable Rules, or conduct unsuitable for the sport of ice hockey, by any Affiliate Association or state or local association of USA Hockey, or breaches of the Affiliate Agreement between USA Hockey and an Affiliate Association, may subject such organization to suspension or expulsion from USA Hockey by the Board of Directors of USA Hockey.

(a) Appointment and Recommendations of the Special Committee; Hearing by Board of Directors

Upon receipt of written notice describing such violations, the Board of Directors shall appoint a special committee to investigate such matters and report to it in writing its findings of material facts, conclusions and recommendations to remedy the violations. If the recommendation of the special committee is suspension or expulsion of the offending party, the Board of Directors shall hold a hearing to allow the offending party to present such evidence as the offending party deems pertinent to the issues before the Board of Directors. If the recommendation of the special committee is not suspension or expulsion of an Affiliate Association (if an Affiliate Association is the offending party), then the dispute process shall be governed by Bylaw 10.F.(3) and the written recommendation of the special committee shall constitute the written notice of dispute required by Bylaw 10.F.(3)(a).

(b) Action by Board of Directors

Following the hearing, in closed session, the Board of Directors may take action to suspend or expel the organization from USA Hockey, or any of its activities, by a two-thirds majority vote. The decision of the Board of Directors shall be in writing and contain findings of material facts, conclusions and the order of the Board of Directors. The decision of the Board shall be the final decision of USA Hockey.

(c) Appointment of Trustee
The Board shall have the authority, upon suspension, to appoint a trustee to administer and oversee the operations and affairs of the Affiliate until such suspension is terminated or the Affiliate Association is in good standing.

(3) USA Hockey and Affiliate Association Disputes
Disputes between Affiliate Associations and USA Hockey, including, without limitation, disputes regarding the construction, interpretation and/or application of these Bylaws; the Applicable Rules or the Affiliate Agreement between USA Hockey and the Affiliate Association; directives USA Hockey requires an Affiliate Association to observe; or any recommended remedies proposed by the special committee pursuant to Bylaw 10.F.(2)(a) that do not involve suspension or expulsion of an Affiliate, shall be resolved as follows:

(a) Appointment of Special Committee
Upon written notice of a dispute to the Board of Directors, which may be given only by the President of USA Hockey and/or the president of the disputing Affiliate Association (or their respective acting substitutes) and which notice shall reasonably describe the dispute, the Board of Directors shall promptly appoint a special committee to resolve such dispute. The special committee shall be comprised of five (5) persons: one (1) member of the Legal Council appointed by the chair of the Legal Council (who shall not be the chair of the Legal Council), who shall serve as chair of the special committee; one (1) member of the of the USA Hockey council with primary interest with respect to the issue(s) in question appointed by the chair of such council (who shall not be the chair of such council) (provided that in the event there are multiple interested councils, the Board of Directors shall determine the council with primary interest); one (1) member of the Board of Directors appointed by the chair of the Board of Directors; and two (2) Affiliate Association Presidents appointed by the President of USA Hockey (or his or her acting substitute).

(b) Special Committee Consideration and Order

1. The special committee shall consider the dispute based on such procedures, rules and timing as it determines in its sole discretion, which procedures may include written submissions by the disputing parties, or in person or telephonic hearings. The special committee may determine such procedures, rules and timing itself or, in its discretion, in consultation with the disputing parties. In determining such procedures, rules and timing, each party shall be treated equally. The special committee shall notify the parties in writing of the applicable procedures, rules and timing in order to commence the special committee's consideration of the dispute. The special committee shall act with reasonable promptness.

2. The special committee shall render a written decision which shall contain findings of material facts, conclusions and the order of the special committee. If the order of the special committee recommends the suspension or expulsion of the Affiliate Association, such recommendation shall be

considered by the Board of Directors pursuant to Bylaw 10.F.(2) as if the special committee had made such recommendation to the Board of Directors under Bylaw 10.F.(2)(a). In such event, the member of the Board of Directors that served on the special committee may participate but shall not have a vote in the Board of Directors' determination under Bylaw 10.F.(2)(a), unless such member's vote is necessary to break a tie or other deadlock in voting.

(c) Appeal to Board of Directors

If the order of the special committee does not recommend the suspension or expulsion of the Affiliate Association, then within ten (10) business days of the special committee's delivery of its written decision, a disputing party may appeal the order of the special committee to the Board of Directors, who may sustain, modify or overturn the order of the special committee by a majority vote. The member of the Board of Directors' that served on the special committee may participate but shall not have a vote in the Board of Directors' determination of the appeal, unless such member's vote is necessary to break a tie or other deadlock in voting. The Board of Directors' decision shall be in writing and shall contain findings of material facts, conclusions and the order of the Board of Directors.

(d) Appeal Rules

1. The appealing party shall submit, at a minimum, a written statement of why the order of the special committee, as applicable, should be modified or overturned (the "Statement of Appeal"). The Statement of Appeal shall also include the written order(s) of the special committee and any other information as may be requested by the appeal authority. A copy of the Statement of Appeal shall be delivered to the special committee and Board of Directors, as applicable.

2. In any appeal, the appeal authority shall consider only (i) the evidence and theories presented to the special committee for its consideration prior to the rendering of its decision, and (ii) the written decisions by the special committee and Board of Directors, as applicable.

(e) Effectiveness of Order

The order of the special committee shall be in effect unless and until it is modified or overturned by an appeal to the Board of Directors, and the order of the Board of Directors shall be the final decision of USA Hockey.

(4) Challenges to Affiliate Status

Challenges to an Affiliate Association's status with USA Hockey by a third party other than USA Hockey shall be referred to the Legal Council for investigation and recommendation to the Board of Directors for action at the next regularly scheduled meeting of the Board. The Legal Council, or a subcommittee thereof, shall allow the challenging party to submit to it such matters as it deems appropriate to decide the challenge and shall allow any challenged Affiliate Association to submit such material and evidence it deems appropriate to rebut any such challenge.

(5) Affiliate Status

An Affiliate Association's status with USA Hockey shall be defined by the Bylaws and Rules and Regulations of USA Hockey, the Affiliate Agreement between USA Hockey and the Affiliate Association, and such other actions of the USA Hockey Board of Directors as shall be determined from time to time.

G. Arbitration

(1) Purpose

It is the specific purpose of Bylaw 10.G to provide a full, final and uniform method of final resolution of all disputes utilizing the specific skills, expertise and background of people experienced in hockey and sports administration matters in lieu of and as a complete substitute for all court proceedings ("Arbitration Procedure").

(2) Scope

The Arbitration Procedure shall be available to appeal any a final decision of an Administrative Action.

This arbitration procedure may also be used to challenge the construction, interpretation and application of a governing body's bylaws, rules and regulations and the authority, relationship and arrangements by or among any governing body(ies) if a governing body has rendered a final decision relative to same. A Party bound by this Arbitration Procedure waives the right to a jury trial and to seek judicial relief, including, but not limited to, injunctive, declarative, or other court relief or determination, except where authorized by law.

(3) Definitions

"Arbitration Supervisor" shall mean the Chair or the Chair's designee. In the event the chair of the Legal Council has a conflict of interest in the matter, then the USA Hockey president shall appoint a substitute Arbitration Supervisor.

"Chair" shall mean the chair of the Legal Council.

"Final Decision" shall mean the party requesting arbitration shall have exhausted all administrative remedies available to it, including without limitation shall have taken all steps, had hearings locally, and have received a final decision from the USA Hockey Affiliate organization. Failure to take all administrative steps necessary in order to demand arbitration is a jurisdictional requirement and shall be a bar to claiming arbitration.

"Governing Body" shall mean any board of directors (or similar body), director (or similar representative), officer, employee, agent or other duly authorized representative or committee of USA Hockey, its registered team members, allied members, Affiliate associations, state associations and their local associations or leagues.

"National Roster of Arbitrators" shall mean a list of arbitrators selected by USA Hockey from time to time, published on its website, and divided into the following three (3) sub-rosters of arbitrators: attorneys, athletes, and at-large arbitrators.

(4) Exceptions

The provisions of this Section 10.G. shall not apply to any decisions involving:

(a) playing rules;

(b) officiating;

(c) doping and/or use of illegal substances;

(d) national suspension or expulsion, disputes between USA Hockey and an Affiliate Association, and challenges to an Affiliate Association's status, performance or function, which are governed by Bylaw 10.F. above;

(e) any matter which may be or has been appealed to the National Appeal Committee of USA Hockey under the provisions of this Bylaw 10;

(f) those decisions specifically excepted by any other provisions of these Bylaws;

(g) monetary claims or disputes between parties; and

(h) a challenge to any Discipline imposed under Bylaw 10.

(5) Commencement of Arbitration

The last decision of a state association or an Affiliate Association which exhausts that state association's or Affiliate Association's dispute process shall be final and binding on the parties unless arbitration is timely commenced in accordance with this Bylaw 10.G.(5).

The party initiating arbitration shall file a written Petition for Arbitration that contains the following information:

(a) identifying the name of the petitioning party and the governing body and the decision being appealed;

(b) the date of the said decision;

(c) a description of all administrative steps taken and the exhaustion of all appeals processes;

(d) a statement of what constitutes the Record (and for such purposes, readily available materials such as the USA Hockey Annual Guide need not be attached, but applicable provisions of such materials should be specifically referenced as applicable to the Record);

(e) a concise and specific statement of the issues to be arbitrated;

(f) a statement of reasons as to why the decision should be reversed or modified;

(g) the relief sought; and

(h) the required bond.

The Petition shall be no longer than twenty (20) typed double-spaced pages with a font size no smaller than twelve (12) point. Exhibits to support the Petition may be attached and shall include a copy of the decision appealed from and any relevant governing documents of the

applicable state association or Affiliate Association applicable to the final decision.

The Petition shall be filed with the Chair and USA Hockey's business office in Colorado Springs, Colorado, and shall be served on all named parties, no later than fourteen (14) days from the date of the decision that is the subject of the Petition. Filing shall be deemed to have occurred upon receipt of the Petition by USA Hockey's business office in Colorado Springs, Colorado. Filing, and responses, may be accomplished by U.S. Postal Service, overnight courier, and/or email to the proper persons.

(6) Response

Any responding party to the Petition shall file its response in the same manner and which shall meet the same requirements set out in Bylaw 10.G.(5) above upon all other parties within fourteen (14) days of the responding party's receipt of the Petition. Any named party not responding within the time period above shall continue to be a party to the arbitration, but shall have no further right to assert any rights, defenses or claims in the arbitration.

(7) Selection of Arbitrators

An arbitration panel ("panel") shall consist of three (3) arbitrators. The panel shall include at least one (1) attorney and one (1) athlete arbitrator. Each arbitrator shall be impartial and independent and shall perform his or her duties with diligence and good faith. The panel shall be appointed in the following manner:

(a) The Arbitration Supervisor shall send simultaneously to each party to the dispute an identical list of the names of persons on the National Roster of Arbitrators in each sub-roster of arbitrators. The parties are encouraged to agree to the arbitrators from the submitted list and to advise the Arbitration Supervisor of their agreement.

(b) If the parties are unable to agree upon the arbitrators, each party to the dispute shall have 14 calendar days from receipt of the list from the Arbitration Supervisor to rank in preferred order the names of the potential arbitrators in each sub-roster. The parties are not required to exchange ranking lists. If a party does not return the list within the time specified, all persons named therein shall be deemed acceptable to that party in such order as may be determined by the Arbitration Supervisor. From among the persons on both lists, and in accordance with the designated order of mutual preference if possible, the Arbitration Supervisor shall select the arbitrators. If selection by mutual ranking is not possible for an arbitrator in a sub-roster, the Arbitration Supervisor shall have the power in the Arbitration Supervisor's sole discretion to make the appointment from among the members of the sub-roster without the submission of additional lists or names to the parties.

(c) When there are two or more petitioners or two or more respondents, the Arbitration Supervisor may appoint all the arbitrators from among the lists of the National Roster of Arbitrators for each sub-roster.

(d) An attorney member of the panel selected from the attorney sub-roster shall be the chair of the panel.

Prior to the forming of the panel, no party to the arbitration may file any temporary or preliminary motions or requests to the panel requesting interim relief.

(8) Qualification of Arbitrators

All arbitrators shall have experience and knowledge about the organization and administration of amateur ice hockey in the United States and the sport of ice hockey itself, specifically including present or former athletes who played the sport of ice hockey and those who have demonstrated experience and involvement with national, Affiliate, state, or local ice hockey organizations. Officers, directors or similar representative) or employees of USA Hockey may serve as arbitrators, but may not serve as the chair of the arbitration panel.

(9) Supervision of Arbitration

(a) The arbitration shall be supervised by the Arbitration Supervisor. The Arbitration Supervisor shall supervise, but not take part in the arbitration. The Arbitration Supervisor shall promptly review the parties' submissions and determine if the matter is properly arbitrable under this Bylaw and may make any decision or ruling, or take any action that the Arbitration Supervisor determines in his/her sole discretion is necessary for the prompt and proper conduct of the arbitration.

Any decision of the Arbitration Supervisor, that the matter is not arbitrable, or that in any other way terminates the entire proceeding, shall be immediately appealable to the National Appeal Committee as provided in Section 10.E.(1)(a) of this Bylaw 10.

(b) Except as noted above, all of the decisions and actions of the Arbitration Supervisor shall otherwise be final and non-appealable. Such decisions and actions shall include without limitation:

1. confirming the correct parties to the arbitration and adding, removing or realigning parties as appropriate and necessary within the exercise of his/her sole discretion;

2. determining that the issues as set out by the parties are appropriately subject to this arbitration procedure and that the initial submissions of the parties are complete and filed in a timely fashion;

3. informing the parties in writing that the arbitration has been initiated and providing the parties with a list of arbitrators from the National Roster of Arbitrators in accordance with Bylaw 10.G.(7)(a);

4. selecting the arbitrators in accordance with Bylaw 10.G.7(b) and (c);

5. confirm, restate, modify, delete or otherwise frame the issues to be arbitrated;

6. a determination of whether a Record has been presented by the parties in their respective submissions to enable the panel to proceed with the arbitration; and

7. inform the parties that the arbitration is ready to proceed.

(c) Failure to timely comply with the Chair's or the Arbitration Supervisor's directions and/or to file an appeal with the National Appeal Committee shall terminate the arbitration procedure and the immediately preceding final decision shall be final and binding on all parties.

(d) When USA Hockey is named in the arbitration and is a real party in interest to the arbitration, the Chair shall not serve as the Arbitration Supervisor and shall appoint as his/her designee to be the Arbitration Supervisor an independent and objective person with at least five (5) years experience in supervising or arbitrating commercial arbitrations. The appointed Arbitration Supervisor shall have the authority as set out in Bylaw 10.9.

(10) Hearing

Once the panel has been formed the arbitrators should conference in a manner of their choosing and determine whether it will proceed upon the submission of documents, hear oral argument, place limits on time for submission of evidence, the rules of evidence to be applied and establish a procedural order for the hearing to be completed. The panel shall not conduct a de novo investigation or hearing but shall be limited to the Record of the matter before it. The panel shall render a written decision within thirty (30) days from the latter of the response received pursuant to Bylaw 10.G(6) or date of the oral argument unless a majority of the panel determines this time frame should be extended. The decision shall be in writing and shall set forth findings of fact along with the reasoning and conclusion of the panel.

(11) Burden of Proof

The party that has filed the Petition for Arbitration shall have the burden of proof to persuade the panel by clear and convincing evidence that the decision below should be reversed, vacated, overturned, modified or remanded. The panel may make inferences and presumptions from the evidence presented to it or from the failure to produce available evidence, materials or witnesses.

(12) Standard for Determination

In making its determination and deciding the matter before it, the panel shall be limited to deciding whether in the decision being appealed that:

(a) there was an abuse of discretion by the governing body or the governing body acted in an arbitrary and capricious manner; and

(b) but for such actions, a different result would have resulted.

(13) No Appeal

The decision of the panel, and where addressed in this Bylaw 10.G., decisions of the Chair and/or Arbitration Supervisor, shall be final and not subject to further appeal.

(14) Bond/Expenses

A bond in the form of a certified check in the amount of $3,000 (or such higher amount as may be determined by the Chair in his/her discretion), and in a form determined by the Chair, and made payable to USA Hockey, Inc., shall accompany the Petition for Arbitration. The Chair or the Arbitration Supervisor may set any other bond requirements for the Petitioner and other parties in his/her discretion.

The panel may determine in its discretion to assess costs and/or attorney's fees against the party that does not prevail. The prevailing party may petition the panel for such assessment of costs and/or attorney's fees after the panel's decision is rendered.

H. Grievances Alleging USA Hockey Non-Compliance with USOPC Bylaws or Amateur Sports Act

(1) Reporting the Grievance

A member in good standing ("Grievant") with USA Hockey may file a grievance with USA Hockey alleging a violation by USA Hockey of the USOPC Bylaws or the Amateur Sports Act by completing and submitting a form to the USA Hockey President and Executive Director that includes at least the following information:

(a) The full name and information demonstrating Grievant's membership with USA Hockey;

(b) The alleged grounds of USA Hockey's violation(s) of or noncompliance with the USOPC Bylaws or Amateur Sports Act; and

(c) Supporting evidence and documentation to support Grievant's allegation of USA Hockey's violation(s) of or noncompliance with the USOPC Bylaws or Amateur Sports Act.

(2) Administration of the Grievance

The USA Hockey Vice President, Legal Council or such person's designee, shall oversee and administer the grievance according to the procedures herein.

(a) Following Grievant's submission of all information required by (1) above, a representative of USA Hockey appointed by the President shall have twenty (20) days to submit a response to the Grievant, with a copy to the Vice President, Legal Council (or designee);

(b) Within twenty (20) days of the response to the grievance (or expiration of the twenty (20) day period to submit the response), the parties shall meet and confer in good faith to attempt to resolve the grievance. The parties may meet and confer in person, by video or teleconference, and may agree to the assistance of a mutually agreeable mediator, and may mutually agree to extend the period of time to resolve the grievance;

(c) If the parties are not able to resolve the grievance through the meet and confer provisions of paragraph (2)(b) above within the twenty (20) day period (as it may be extended), then Grievant may by written notice submitted to the USA Hockey President and Executive Director no later than ten (10) days following expiration

of the twenty (20) day period (as it may be extended), demand a hearing be held pursuant to the procedures of Bylaw 10.C., except that in such hearing process:

i. The hearing panel shall be composed of three persons appointed by USA Hockey, who are not members of the Board of Directors and who must not have any conflict of interest related to the subject of the grievance, one of whom must be an Eligible Athlete selected by the Athlete Directors on the Board;

ii. The hearing panel members shall be disclosed to the parties, and Grievant may, within ten (10) days and in good faith, contest any hearing panel member's inclusion on the panel based on an alleged conflict of interest by submission to the Ethics Committee, whose determination on the alleged conflict shall be final and binding;

iii. The hearing panel shall provide a means of communication and submission to the hearing panel by email;

iv. The hearing panel may allow for all or any part of either party's submission to be dismissed based upon a finding that there is (a) clearly insufficient information included in the grievance submission or response to support the party's position; or (b) even if all allegations included in the grievance submission were found to be true, it would not constitute a violation of the USOPC Bylaws or Amateur Sports Act;

v. Any hearing must be held within ninety (90) days of USA Hockey's submission of its response described in paragraph (2)(a) above (or expiration of the twenty (20) day period to submit the response);

vi. Except as set forth in this paragraph (2)(c), all other time periods and provisions applicable to hearings under Bylaw 10.C. shall apply to hearings under this Bylaw 10.H.;

vii. The decision of the hearing panel shall be final and not subject to appeal under Bylaw 10.E. or arbitration under Bylaw 10.G.

(d) Notwithstanding the procedures described above in this Section 2., (i) the parties may mutually agree to expedite the procedures, or (ii) in the event that the grievance relates to a Protected Competition Participant, and the timeline set forth herein would not allow for the administration of the grievance (including issuance of a decision) to be completed prior to the Protected Competition, then the person submitting the grievance may submit a request to the Vice President, Legal Council for an expedited hearing, and the hearing panel must attempt to reasonably comply with any such request.

(e) Further notwithstanding the provisions of this Bylaw 10.H, a party may request binding arbitration for cases subject to Bylaw 2.B.(1).

(3) No Retaliation

USA Hockey and its representatives shall not engage in any retaliatory conduct against any person or other protected party who comes forward

with a good faith complaint or issue of an alleged violation by USA Hockey of the USOPC Bylaws or the Amateur Sports Act. Retaliation for reporting in good faith an alleged violation by USA Hockey of the USOPC Bylaws or the Amateur Sports Act, or participating in the process herein, will subject such retaliating person or entity to investigation and, if applicable, discipline subject to USA Hockey's Bylaw 10. For more information about the definition of retaliation and USA Hockey's zero tolerance approach to retaliation, please see the USA Hockey Whistleblower Policy.

(4) USOPC Ombuds
Any Grievant or other person may contact the USOPC Athlete Ombuds (ombudsman@usathlete.org) for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. All USA Hockey athletes may visit the Athlete Ombuds website (www.usathlete.org) to review informational resources.

I. Exception to Internal Arbitration – Ted Stevens Olympic and Amateur Sports Act – United States Olympic & Paralympic Committee and Protected Competition
Notwithstanding anything to the contrary contained in Bylaw 10.I or in USA Hockey's Rules and Regulations:

(1) As provided by Bylaw 10.B.(1), USA Hockey agrees to submit to binding arbitration conducted in accordance with the commercial rules of the arbitral organization designated by the USOPC, any controversy involving its recognition as a national governing body, or involving the opportunity of any amateur athlete, coach, trainer, manager, administrator or official to participate in amateur athletic competition, as provided in the USOPC Constitution and the USOPC's Bylaws, and

(2) No action on behalf of USA Hockey shall be made, or shall be deemed to have been made, which denies or threatens to deny, in violation of approved selection criteria, any amateur athlete the opportunity to compete in Protected Competition.

J. Recourse to Courts, Rules
In the event of recourse to the courts of any jurisdiction on any matter and for any reason without adhering to this Bylaw 10 and without altering the prohibition against that recourse stated in these Bylaw, the following principles shall prevail:

(1) Laws of Colorado Apply
The laws of the State of Colorado (except for any conflict of laws provision that may apply another state's law) shall govern;

(2) Deference to Governing Body Expertise
The constructions, interpretations, rulings, procedures, decision and opinions of the Governing Bodies, their directors, officers and other duly authorized personnel, and local sub-affiliates shall be deferred to as being the product of its experience and judgmental expertise in hockey and in the administration of that hockey. In the event of a conflict in construction, interpretations, rulings, decisions and opinions between Governing Bodies and/or sub-affiliates, they shall be given precedence

in the following order: USA Hockey, Affiliate Association, regional, state sub-affiliates and then local, sub-affiliates, with USA Hockey being considered the highest authority;

(3) Other Reasonable Inferences Not Controlling
The fact that another reasonable inference or interpretation could be made will not be grounds for overruling or modifying a decision of a Governing Body (including its duly authorized personnel);

(4) Limitation on Evidence and Theories to Original Hearing
Only the evidence and theories explicitly presented to the original Governing Body or sub-affiliate for its consideration prior to the rendering of the initial decision by that Governing Body or sub-affiliate shall be presented or considered in court;

(5) Burden of Proof
The burden of proof shall be on the party attempting to have any decision or action of a Governing Body (including its duly authorized personnel) and/or sub-affiliate reversed, modified or changed in any way, and that burden shall be the equivalent of the highest degree of proof required in any civil proceeding;

(6) Governing Bodies/Volunteers/Costs
Given the fact that the Governing Bodies and sub-affiliates are not-for-profit organizations administered by volunteer effort, each party that is not successful in overturning in its entirety a procedure, ruling or other decision of a Governing Body, shall pay for any and all fees, expenses and other costs of the Governing Body (including its sub-affiliates) with respect to that matter (including, but not limited to: attorney's fees, court, court reporter, transcript, document and exhibit costs; fees and expenses of consultants, experts, investigators and witnesses, and in obtaining or producing materials or evidence, transportation and other per diem and incidental expenses of each of the foregoing and of all volunteers; and, the value of each volunteer's time, both in and out of court, as measured by that individual's customary work position).

11. CONFLICT OF INTEREST/ETHICAL PRACTICES

A. A conflict of interest policy in a form requiring disclosure of financial or other conflicts of interest shall be enacted and approved by the Board of Directors.

12. AMENDMENTS

A. Amendments to these Bylaws shall only be made every two years commencing in 2026 and shall be made only at a Winter Meeting of the USA Hockey Congress held in even-numbered years, provided, however, that amendments to these Bylaws may also be made at any meeting of the Congress so long as the proposal (i) is required for USA Hockey's compliance with the requirements of the USOPC, U.S. Center for SafeSport, the IIHF or applicable law, (ii) has been approved by the Legal Council and approved by a two-thirds vote of the Board of Directors and (iii) provided to the Congress no less than thirty (30) days prior to the Congress meeting. Amendments shall be permitted only after specific notice to the principal office of USA Hockey in writing pursuant

to the provisions of Bylaws 7 and 8 herein. The principal office of USA Hockey shall communicate such proposed amendments or alterations to each director according to the timeline in Bylaw 8. All amendments to these Bylaws shall require a two-thirds majority vote by the USA Hockey Congress under the authority granted in Bylaw 4, and compliance with Bylaw 8.

B. The Executive Director shall notify all Congress Representatives of any changes in the Bylaws or Rules and Regulations of USA Hockey within thirty (30) days of the date of the change.

AFFILIATE AGREEMENT



This agreement, made and entered into this _____ day of _____,_____, by and between USA Hockey Inc., a District of Columbia nonprofit corporation with its principal place of business located at 1775 Bob Johnson Drive, Colorado Springs, Colorado 80906 (hereinafter to be referred to as "USA Hockey"), and, <<association>>, a <<state of incorporation>> non-profit corporation with its principal place of business located at <<address>> (hereinafter to be referred to as "Affiliate"), for and in consideration of the mutual covenants and agreements herein contained. Capitalized terms not defined herein shall have the meaning set forth in the USA Hockey Bylaws.

Whereas, USA Hockey is the national governing body for the sport of amateur ice hockey, as designated by the United States Olympic & Paralympic Committee ("USOPC") pursuant to the Amateur Sports Act of 1978, (the "Sports Act"), as amended; and

Whereas, USA Hockey is the duly authorized representative of the International Ice Hockey Federation ("IIHF") with exclusive jurisdiction over the conduct of the play of the sport of amateur ice hockey as sanctioned by the IIHF within the United States of America; and

Whereas, Affiliate and USA Hockey wish to associate in the interest of developing and administering the sport of amateur ice hockey within Affiliate's geographical jurisdiction, as provided herein, and consistent with and subject to the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of USA Hockey and the IIHF;

Now, therefore, in consideration of the foregoing recitals and the mutual promises and covenants below, intending to be legally bound hereby, USA Hockey and Affiliate hereby mutually covenant and agree as follows:

I. JURISDICTION

USA Hockey hereby grants to Affiliate, subject to the limitations contained herein, the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of USA Hockey and the IIHF, and federal law, the exclusive jurisdiction (as an "Affiliate Association" under USA Hockey's Bylaws) to conduct certain of the affairs of USA Hockey, to assist in the governance of the members of USA Hockey, and to regulate the sport of amateur ice hockey within the geographical area of _____, in each case as follows:

A. To assess and charge a reasonable team and/or individual fee for members within its jurisdiction ("Affiliate Fees"), in addition to the regular USA Hockey fee. Affiliate Fees for the previous season shall be held by and for the benefit of the individual members of the Affiliate and reported in writing to the Executive Director of USA Hockey on or before May 1 of each year.

B. To operate fundraising programs to support its functions as an Affiliate Association of USA Hockey, including a special charge on paid gate tournaments, games or events sponsored by Affiliate, so long as such fundraising programs do not conflict with USA Hockey's sponsorship or licensing programs of which Affiliate is notified from time to time.

C. To establish and collect a reasonable "travel permit" fee from members as a condition of certification that the member is eligible to compete outside the jurisdiction of Affiliate, which fee for the previous season shall be reported in writing to the Executive Director of USA Hockey on or before May 1 of each year.

D. To establish and adopt, subject to the prior written approval or the subsequent review of the appropriate Council of USA Hockey, reasonable regulations governing eligibility of members for playoff competition leading to USA Hockey national tournaments to be submitted to USA Hockey within 30 days after adoption of or changes to such policies of the Affiliate. This includes the establishment and collection of reasonable fees for such playoffs, such fees to be submitted for review at or before USA Hockey's Annual Meeting.

E. To perform and/or provide certain other authorized services or functions to promote and regulate the play of the sport of amateur ice hockey as an Affiliate Association of USA Hockey.

USA Hockey hereby agrees that, subject to any rights and obligations it may have under the Sports Act, or the Bylaws or directives of the USOPC, it will accept and recognize only those individuals, teams, leagues and associations within Affiliate's jurisdiction which hold and continue membership in good standing with Affiliate. Further, USA Hockey, in accord with the exclusive jurisdiction herein granted, agrees to cooperate with and assist Affiliate in the administration of the play of the sport of amateur ice hockey within Affiliate's jurisdiction, when such cooperation and assistance is deemed necessary and/or advisable by Affiliate and USA Hockey. USA Hockey hereby agrees to assign Affiliate to one of its Districts and Affiliate is hereby entitled to participate with any other Affiliate Associations within its District with respect to the affairs of the District pursuant to the Bylaws and Rules and Regulations of USA Hockey.

This Agreement establishes certain obligations of and grants certain rights to Affiliate as an "Affiliate Association" of USA Hockey. USA Hockey acknowledges that Affiliate is and shall remain a separate entity with complete authority to conduct its affairs and programs, subject only to the express obligations and restrictions contained in this Agreement.

II. BYLAWS AND/OR POLICIES WHICH MUST BE ADOPTED BY AFFILIATE

The Affiliate, in consideration of the grant of exclusive jurisdiction, hereby agrees to adopt as official policy and/or bylaws of its organization, the following:

A. Bylaw #1 – USA Hockey Preeminence
The <<association>>, an Affiliate Association of USA Hockey, Inc., shall abide by and act in accord with the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of USA Hockey, and such documents and decisions shall take precedence over and supersede all similar governing documents and/or decisions of the <<association>>. Further, the <<association>> (i) shall assist USA Hockey in the administration and enforcement of the provisions of the Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of USA Hockey, within and upon its members and/or within its jurisdiction and (ii) agrees to be guided by the following core values of USA Hockey:

(1) Sportsmanship
Foremost of all values is to learn a sense of fair play. Become humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.

(2) Respect for the Individual
Treat all others as you expect to be treated.

(3) Integrity
We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.

(4) Pursuit of Excellence at the Individual, Team & Organizational Levels
Each member of the organization, whether player, volunteer or staff, should seek to perform each aspect of the game to the highest level of his or her ability.

(5) Enjoyment
It is important for the hockey experience to be fun, satisfying and rewarding for the participant.

(6) Loyalty
We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.

(7) Teamwork
We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience.

B. Bylaw #2 – Indemnity

The <<association>>, an Affiliate Association of USA Hockey, Inc., shall indemnify and hold harmless USA Hockey, and each member of its Board of Directors, USA Hockey Congress, and all councils, committees and sections, and all other elected, appointed, employed or volunteer representatives of USA Hockey (collectively referred to as "USA Hockey Representatives") from any and all claims, liability, judgments, costs, attorneys' fees charges and expenses whatsoever, arising from the acts and omissions of <<association>>, except to the extent (i) that USA Hockey or a USA Hockey Representative(s) caused such claims, liability, judgments, costs, attorneys' fees, charges or expenses by their own intentional misconduct or (ii) that such acts or omissions were the direct result of compliance with the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules or decisions of the Board of Directors of USA Hockey. Further, the <<association>> understands and acknowledges that USA Hockey and each USA Hockey Representative(s) have assumed such assignment, function, office or capacity upon the express understanding, agreement and condition that they be so indemnified and held harmless to the extent described in this bylaw.

USA Hockey shall reasonably cooperate with Affiliate in any litigation and provide reasonable support in connection therewith, including but not limited to advice and testimony upon reasonable request; provided, however, that such cooperation shall not require USA Hockey to incur any out of pocket expense not reimbursed by Affiliate.

III. ADDITIONAL PRINCIPLES WHICH MUST BE CONTAINED IN AFFILIATE'S BYLAWS OR OFFICIAL POLICY

Affiliate hereby understands and agrees that the organization, structure, policy, bylaws and/or operation of Affiliate shall reflect, and shall not violate, the following principles:

A. Membership

All Registered Participant Members of Affiliate, as a condition of membership in good standing with Affiliate, shall also be required to be Registered Participant Members in good standing with USA Hockey.

B. Government

The government and authority of Affiliate shall be vested in a Board of Directors composed of at least three representatives, as determined by Affiliate, selected through an annual democratic election process. A majority of the Board must always be composed of representatives selected by such election process. The officers of Affiliate, selected by the Registered Participant Members or the Board of Directors, shall include at least a president, vice president and secretary-treasurer. It is recommended that the terms of directors and officers be staggered.

C. Voting

Each Registered Participant Member of Affiliate shall be entitled to one vote in the process adopted by Affiliate for the election of its Board of Directors, which process may (pursuant to USA Hockey Bylaw 3.D.) allow for such votes to be cast through a representative. The process adopted by Affiliate for the election of its Board of Directors shall be based upon the premise that each Registered Participant Member of Affiliate shall be entitled to one vote. The manner of any voting by proxy or through a representative, shall be stated in writing and shall be subject to the approval of the Board of Directors of USA Hockey.

(1) Changes to Affiliate Bylaws shall be by a minimum two-thirds majority of the votes cast by the Affiliate's Board of Directors.

D. Annual Meetings

Any action(s) or policy(ies) adopted or requested to be adopted by the Board of Directors or the officers of Affiliate shall be reported to its membership, or their duly authorized representatives, at least once each year at a meeting called for such purpose, with notice and agenda of such meeting being given to all members of Affiliate no less than fifteen (15) days in advance of the holding of the meeting, which meeting shall be open to all members of Affiliate.

E. Financial Obligations and Reporting

(i) 501(c)(3) Status

Affiliate shall at all times during the term of this Agreement maintain its tax-exempt status under Section 501(c)(3) of the Internal Revenue Code, and shall cooperate with USA Hockey in the event that USA Hockey and Affiliate deem it advisable for Affiliate to be included in a group exemption letter. Failure to maintain compliance under Section 501(c)(3) of the Internal Revenue Code can result in suspension of the Affiliate Agreement and/or eligibility for USA Hockey Block Grant program.

(ii) Reports Due and Assessments

Affiliate shall provide to the Executive Director of USA Hockey and to the Assistant Executive Director of Finance of USA Hockey an annual financial report of operations, and all dues and assessments by Affiliate shall be reasonable in relation to the programs it offers to its members, as determined by the USA Hockey Board of Directors.

F. Publication of Constitution/Articles of Incorporation and Bylaws/Minutes

Affiliate shall annually distribute to its members, or make readily available, copies of its constitution, articles of incorporation, bylaws and other governing documents, and all amendments thereto. Copies shall also be available upon request. Affiliate shall also publish minutes of all annual meetings and board of director meetings, and other meetings as required by the Affiliate's bylaws, on its website reasonably promptly after such meetings.

G. Equal Opportunity/Automatic Suspension of Participants Without a Hearing

Affiliate must provide an equal competitive opportunity taking into account ability, physical size and other athletic criteria, to amateur athletes, coaches, trainers, managers, administrators, and officials to participate, consistent with the requirements of the Sports Act, in amateur athletic competition without discrimination on the basis of race, color, religion, age, sex, or national origin. Affiliate shall provide for the prompt and equitable resolution of grievances of its members, consistent with USA Hockey rules, regulations and bylaws, and any requirements of the USOPC, including fair notice and opportunity for a hearing to any amateur athlete, coach, trainer, manager, administrator, or official as a condition of declaring such individual ineligible to participate.

H. Insurance

Affiliate agrees, at all times throughout the term of this Agreement, to be covered by the general liability insurance policy and the Directors and Officers and Crime insurance policies maintained by USA Hockey. USA Hockey shall inform Affiliate of the limits of its policies, and of the changes to those limits which may be made by USA Hockey at its sole prerogative. Affiliate retains the right to obtain additional insurance coverages if it desires, at its own expense, but agrees to name USA Hockey as an additional insured thereof. By purchasing and maintaining the aforementioned insurance policies, USA Hockey does not assume, and indeed disclaims, any liability for any actions or omissions of Affiliate, or its representatives.

I. Affiliate Site Review Cooperation

Affiliate shall cooperate with site reviews and/or audits, in a schedule and format as are directed by USA Hockey, including making all documentation available in a timely fashion to the persons conducting the site review, being present for the site review meeting either in person or via video conference (in USA Hockey's discretion), providing any requested certifications as are necessary for the site review, responding to the site review report within thirty (30) days from receipt of the report, and making any corrections or changes as are required in the site review report in a reasonably timely manner.

J. Conflict of Interest and Whistleblower Policies

Affiliate shall have, apply and enforce a Conflict of Interest Policy and a Whistleblower Policy in a form consistent with such policies adopted by USA Hockey.

K. Safe Sport and Background Screening

The Affiliate shall adopt and enforce policies prohibiting child abuse, sexual misconduct, physical misconduct, emotional misconduct, bullying, threats, harassment, and hazing as described in the SafeSport Code adopted by the U.S. Center for SafeSport (the "Center") and the USA Hockey Safe Sport Program Handbook, each as may be amended from time to time. The Affiliate will further adopt and enforce policies to incorporate protections to reduce

the risk of potential abuse and misconduct as described by the Center and the USA Hockey Safe Sport Program Handbook (e.g., "One on One Interactions Policy," "Locker Room Policy," etc.) as may be amended from time to time. All policies must meet the minimum criteria established by the Center and USA Hockey and must also meet the requirements of state or local law applicable to the Affiliate.

The Affiliate shall also require that it and each of its Member Programs and Participants comply with the aforementioned policies, as well as all training, reporting, and investigation requirements described by the Center and the USA Hockey Safe Sport Program Handbook and shall comply with any audit conducted by the Center or USA Hockey regarding these Safe Sport requirements.

The Affiliate shall adopt a policy requiring background screens for its Participants in accordance with the USA Hockey Background Screen Policy as described in the USA Hockey Safe Sport Program Handbook.

L. Adoption

Affiliate shall adopt, as amendments to its bylaws and as official policy, the foregoing principles set forth in Sections II and III within 180 days of the date of this Agreement. It shall be a condition of the continuation of the grant of affiliate status contained herein for Affiliate to deliver written proof of such adoption to USA Hockey at its principal office within 210 days of the date of this Agreement. If Affiliate does not adopt the foregoing principles as required herein, its members shall not be entitled to the benefits of membership in USA Hockey.

IV. TERM

The term this Agreement, shall be for one (1) year, from September 1, _____, to August 31, _____ and renewed annually thereafter, unless (i) either party shall notify the other of an intention to terminate the relationship herein created no less than sixty (60) days prior to the end of the term provided for above or (ii) earlier terminated for breach as hereinafter provided.

V. BREACH

In the event that Affiliate shall breach any of the terms and conditions of this Agreement, or any of the Bylaws, Rules and Regulations, Playing Rules or decisions of the Board of Directors of USA Hockey (which provisions are incorporated herein by this reference as though fully set forth herein), then USA Hockey shall have the right to impose sanctions pursuant to USA Hockey Bylaw 10 and/or terminate (subject to a 30 day right to cure) this Agreement and the status herein granted to Affiliate, according to any applicable requirements of USA Hockey Bylaw 10.

In the event that USA Hockey shall breach any of the terms and conditions of this Agreement, then Affiliate shall have the right to terminate (subject to a 30 day right to cure) this Agreement and the status herein granted.

VI. MISCELLANEOUS

For the purposes of consistent administration of this Agreement, the following shall govern and control the relationship between USA Hockey and Affiliate:

A. Notice

Each party hereby designates (and agrees to notify the other party hereto promptly in the event of a change in such designation) the following official representative to whom notice should be given of any and all matters involving USA Hockey and Affiliate as provided for in this Agreement:

(1) USA Hockey
Executive Director
USA Hockey, Inc.
1775 Bob Johnson Drive
Colorado Springs, CO 80906-4090

And to the General Counsel at the same address.

(2) Affiliate

<<Affiliate name and address>>

B. Amendment

This Agreement is not subject to any addition, alteration, modification, or amendment, unless and upon condition that said addition, alteration, modification or amendment is in writing, and signed by both parties hereto.

C. Severability

In the event that any article, section, or clause of this Agreement shall be declared illegal or void by a court of competent jurisdiction, then the article, section or clause so declared shall be deleted from this Agreement to the extent that it violates the law, or has been declared void. The remaining articles, sections and clauses shall remain in full force and effect throughout the entire term hereof.

D. Entire Agreement

This Agreement shall be binding upon both parties hereto, and supersedes all other agreements and understandings by and between the parties hereto.

E. Governing Law

This Agreement shall be construed, administered, enforced and interpreted pursuant to the laws of the State of Colorado.

In witness whereof, the parties hereto have caused this Agreement to be executed by their respective representatives, and attested to by their respective representatives on this _____ day of _____,_____.

USA HOCKEY, INC.

By _____

Its _____

_____ _____/_____/_____

Printed Name *Date*

<<AFFILIATE>>

By _____

Its _____

_____ _____/_____/_____

Printed Name *Date*

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RULES & REGULATIONS



INTRODUCTION

All USA Hockey participants are governed by the USA Hockey Rules and Regulations. There may be other applicable rules. Rules shall take precedence in this order:

1. USA Hockey
2. District*
3. Affiliate
4. League if applicable
5. USA Hockey Member Program

* *A District may not impose Rules and Regulations that infringe upon the Affiliate's jurisdiction as granted in the Affiliate agreement with USA Hockey.*

I. PARTICIPANT REGISTRATION

Youth, Girls, High School, College, Adult, Disabled Disciplines

Junior registration for players, coaches, teams, leagues and referees shall be as provided in Section XI: Junior Hockey.

A player may be registered in only one (1) national ice hockey federation. All USA Hockey Participants (players and coaches) must complete the USA Hockey registration process. USA Hockey provides the opportunity for Participants to register using the USA Hockey website at usahockey.com. If online registration is not available, please contact your District or Associate Registrar for information.

Each Participant (player and coach) will pay the USA Hockey individual membership fee and any applicable Affiliate individual membership fee at the time of online registration. A Participant registered as a Player shall not be required to pay an additional fee as a Coach and a Participant registered as a Coach shall not be required to pay an additional fee as a Player.

Participant registration is complete when the individual member registration information and all appropriate fees are received, and the Participant is processed by a USA Hockey Member Program. A USA Hockey Member Program is a local association approved by a USA Hockey Affiliate. Please refer to the Affiliate listing in the Directory section of the Annual Guide for Affiliate contact information. Once the registration process is complete, the Participant will receive an email confirmation of membership and a subscription to *USA Hockey Magazine*. For all Participants (players and coaches), USA Hockey registration shall be completed prior to participation in a USA Hockey sanctioned event. Please refer to usahockey.com for information on insurance coverages when participating in a USA Hockey sanctioned event.

II. CLASSIFICATIONS

The following are the official ice hockey player and team classifications of USA Hockey. The classifications of a player shall be determined by his/her age at midnight on December 31 prior to or during the current playing season.

Player and team classifications for Junior hockey are as provided in Section XI: Junior Hockey.

A. Adults

International/Canadian transfer forms or resident documentation is not required for these classifications.

(1) Adult U.S.

Open to all U.S. citizens; non-U.S. residents are eligible on a limited basis. Excludes players that have participated during the current season at any elite professional level (NHL, AHL, and European) or on an NCAA Division I and/or III team. Players that have participated in the following leagues before November 30 of the current season are eligible on a limited basis: (ECHL, CHL, IHL, UHL, SPHL, AAHA, and any Major Junior (other leagues may apply). Players that participated during the current season at any level of the ACHA (American Collegiate Hockey Association) are eligible for this classification. All players must be 18 years of age or older by December 31 of the current season. However, only 25% of an Adult U.S. registered team may be under the age of 20 unless approved by the Vice President, Adult Council chair.

(2) Adult Non-Checking

Unrestricted as to citizenship, and unlimited so as to include amateurs and/or reinstated professionals. National championship rosters are limited as to: Exclude any player who plays that current season as a professional player or on an NCAA (Div. I, II, or III) or junior college, or college club team. Players shall be 18 years of age or older.

(3) Adult College

(4) Adult Women's College

B. Youth, Girls, High School

(1) Age/Team Classifications

YOUTH

Seventeen (17) and Eighteen (18) (18U)
Fifteen (15), Sixteen (16) and Seventeen (17) (17U DL) - Development League teams only
Fifteen (15) and Sixteen (16) (16U)
Fifteen (15) (Tier I National Bound Teams only) (15O)
Fourteen (14) and Fifteen (15) (15U DL) – Development League teams only
Thirteen (13) and Fourteen (14) (14U)
Thirteen (13) (Tier I National Bound Teams only) (13O)
Eleven (11) and Twelve (12) (12U)
Nine (9) and Ten (10) (10U)
Seven (7) & Eight (8) (8U)
Six (6) & Under (6U)

Classifications for players and teams participating in the USA Hockey Development League (DL) shall be as provided in Rules & Regulations Section III.J.

GIRLS

Seventeen (17) through Nineteen (19) (19U)
Fifteen (15) and Sixteen (16) (16U)
Thirteen (13) and Fourteen (14) (14U)
Eleven (11) and Twelve (12) (12U)

Nine (9) and Ten (10) (10U)
Seven (7) & Eight (8) (8U)
Six (6) & Under (6U)

Any USA Hockey Affiliate, league or local program may provide for or allow a non-checking category in any of the above age classifications. A youth or girls player may play on a team in an older classification only if the applicable Affiliate's rules or decisions, and the applicable local program's rules or decisions, permit that player to do so. A youth or girls player residing in one Affiliate may not play on a team in an older classification in a different Affiliate unless both the Affiliate where the player resides and the Affiliate where the player desires to play have granted permission to play in an older classification. In the event a youth or girls player has been denied the permission to play in an older classification in an Affiliate other than the Affiliate where the player resides, the player may appeal such denial to the USA Hockey Player Development Committee (except that appeals of eligibility to play on a National Championship bound team shall be to the National Championship Appeal Committee).

NOTE 1: *The 13-year and 15-year-old age categories shall be for the Youth Tier I level only and shall be limited to players in the specific birth years defined as 13 Only or 15 Only in the age classification chart for the current season. Players that are not in the specified eligible birth years in the current season shall not be permitted to be rostered or play on a 13 Only or 15 Only team under any circumstances.*

NOTE 2: *The youth hockey age classifications are unrestricted as to gender.*

HIGH SCHOOL

Pure (Division 1), Combined (Division 2), Prep and Girls Teams

Restricted to amateurs who are enrolled as full-time students (grades 9-12), and under 20 years of age on or before December 31 of the Playing Season. Eligibility shall not exceed eight (8) consecutive semesters starting with the player's freshman year (9th grade). Fifth year and Postgraduate (PG) players are not eligible to participate on USA Hockey High School national championship bound registered teams.

For home-schooled students, the term "attend" shall mean that the student is enrolled at a high school and is designated as carrying sufficient credits to be considered a full time-student for which credit toward high school graduation will be granted by the high school upon the student completing and passing the courses. The school which enrolls the student shall be exclusively responsible to verify the student's compliance with all of the eligibility requirements.

Clarification: Those High School students graduating mid-year shall no longer be considered full-time students and, therefore, are no longer eligible to play High School

hockey, effective on their last day of attending classes full-time as defined by the school.

High School teams shall register in their appropriate division which shall be governed by eligibility requirements of the respective Affiliates. The following definitions apply to High School team registration classifications:

Division I (Pure): High school teams that consist of players attending the same high school or participating in the same educational program as full-time students who are eligible to play in sanctioned varsity sports at that school.

Division II (Combined): Community or non-community based academic high schools where teams consist of players representing more than one high school who are full-time students eligible to play sanctioned varsity sports at any one of the combined schools.

Prep School Division: Boarding schools or Academies that house players in a school dormitory or with billet families, and non-community based high schools consisting of full-time students attending the same school and non-community based online schools. All teams, players and coaches must register with USA Hockey prior to application for participation.

Girls Division: Pure, Combined, or prep school teams consisting of full-time, female students attending the same high school or prep school, attending more than one high school/prep school, or full-time students that are eligible to play sanctioned varsity sports at that school.

(2) Citizenship Eligibility

(a) Only U.S. citizens are eligible to participate in the National Player Development Program. A Development League team may roster and play up to two (2) non-U.S. citizens on that Development League team (excluding goalies, who must be U.S. citizens) provided that the non-citizen player(s) must have previously been registered with USA Hockey and have played on a USA Hockey team during a previous season.

(b) The classifications in Section B.(1) above are restricted to U.S. citizens, subject to the following exceptions:

1. Players who are citizens of another country and residing in the U.S. with a parent shall be considered eligible if the parent(s) holds one of the following legal documents: Alien Registration Receipt Card or Permanent Resident Card. The player shall also be considered eligible if the parent(s) hold one of the following non-immigrant temporary visas: A. Government Official; E. Treaty Trader or Investor; G. Representative to International Organization; H. Temporary Worker; I. Foreign

Information Media Representative; J. Exchange Alien; L. Intra-Company Transferee; M. Non-Academic Student; O. Aliens of Extraordinary Ability; P. Athletes and Entertainers; Q. Cultural Exchange; R. Religious Workers; and TN. Professional.

2. For players who are citizens of another country and are residing in the U.S. without a parent, the player must hold an Alien Registration Receipt Card or Permanent Resident Card or an F. Academic Student classification visa or J. Exchange Alien visa.

3. However, (a) all girls national championship-bound teams are restricted to only two (2) players, and (b) all youth national championship-bound teams shall be restricted to only four players, in either case who are non-U.S. citizens temporarily residing in the U.S. under any combination of the following immigration visa categories: F. Academic Students; J. Exchange Alien Visa; P. Athletes and Entertainers [excluding their spouses and children under visa category P-4]; Category M. Non-Academic Student and Q. International Cultural Exchange Program participants. This restriction does not apply to non-U.S. citizens temporarily residing in the U.S. under category P-4, referenced above, or other visa categories not referenced above, excluding category B. Temporary Visitor. This restriction does not apply to any High School division.

(c) Any team with a player on its roster who is a non-U.S. citizen should make immediate contact with its respective district registrar to review credentials and determine the player's eligibility. All players must provide the following documentation:

1. Release
A release from the player's home team/association authorizing the player to compete for the USA Hockey member team; and

2. IIHF/Canadian Transfer
A youth written transfer form must be completed for all non-citizen players (male and female) under 18 years of age who register with a USA Hockey member program. An IIHF/Canadian transfer form must be completed for all non-citizen players (male or female) ages 18 and over.

(d) In addition, a person who is a citizen of another country and resides in the United States under political asylum, or a claim therefore, refusing to return to his/her home country for a bona-fide, non-hockey related reason, shall be eligible for competition in the USA Hockey domestic program after he/she has continuously resided in this country for a period of one (1) year, with one or more of his/her parents, and further, shall have secured the release and IIHF transfer required above. Copies of all forms necessary to complete this transfer shall be provided by the national office to the team, league and council involved.

Notwithstanding the above, for the 2026-27 USA Hockey membership season, USA Hockey will permit players who (i) are a

citizen of Ukraine, Russia, or Belarus, (ii) reside in the United States and are refusing to return to his/her country for a bona fide, non-hockey related reason, and (iii) have submitted documentation to the United States government for political asylum, to participate in USA Hockey programs subject to the following requirements:

1. The player shall be eligible to compete only in the Youth 18U and below, Girls 19U and below, High School and Junior hockey age classifications;

2. Only one player under this exception shall be allowed on any Tier I or Tier 2 team participating in the USA Hockey Nationals or Affiliate or District tournaments leading to USA Hockey Nationals; and

3. The player shall have secured the release and IIHF transfer required under paragraph (c) above.

Copies of all forms necessary to complete this transfer shall be provided by the national office to the team, league and council involved.

USA Hockey will evaluate this rule for the 2027-28 season between June and September, 2027.

C. Disabled

(1) Classifications

- Adult Sled (18 and over as of December 31st)*
- Youth Sled (Under 18 as of December 31st)**
- Special (all ages)
- Amputee/Standing (all ages)
- Deaf/Hard of Hearing (all ages)
- Blind/Visually Impaired (all ages)
- Warrior Hockey (military veterans with a disability playing upright)

** Sled players may be eligible to submit a waiver to play in a different age classification. For further information, please refer to Rules & Regulation Section XIV.*

D. Additional Requirements

For additional requirements for National Championship bound teams, see Section IX: District Playoffs and National Championships.

III. TEAM MEMBERSHIP AND REGISTRATION

A. Membership

Except for Juniors, and teams participating in the USA Hockey Development League (DL), all teams of USA Hockey member programs must register with USA Hockey in a manner prescribed by the appropriate district registrar. All youth, girls, high school, Development League, and disabled teams shall be required to use the official USA Hockey roster registration form (1-T). Affiliates and leagues may also require the USA Hockey roster registration form (1-T) for other specified teams. All applicants for team membership must be members in good standing of an Affiliate.

Junior registration for players, coaches, teams, leagues and referees shall be as provided in Section XI: Junior Hockey.

Registration of players and teams participating in the USA Hockey Development League (DL) shall be as provided for in Rules & Regulations Section III.J.

All 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 age players, shall be required to complete U.S. Center for SafeSport online training before being added to such team and prior to participation (on-ice or off-ice). This requirement shall apply to all teams in the Youth, Girls, High School, Junior Hockey, Flex Hockey and Disabled Hockey program classifications that allow both minor age and adult age players. Players required to complete the training shall complete the Core Center for SafeSport Training prior to being added to a team and shall complete the Refresher Course on an annual basis in accordance with SafeSport Program Policies in each subsequent season in which they are on a team in the above classifications.

B. Tryouts/Player Selection

(1) Tryouts for all Tier I 13O-18U Youth and 14U-19U Girls Teams

This Tier I Player Rostering Policy (this "Policy") applies throughout USA Hockey to all Youth and Girls Tier I players/teams only. All teams classified within their Affiliate as "Tier I" must comply with this Policy or risk loss of their Tier I designation and other potential sanctions. As this is a national policy adopted by USA Hockey, all Affiliates are directed to remove any Tier I rules that are contrary to or in conflict with this Policy.

Under this Policy, the following definitions shall apply:

"Affiliate Presidents Review Subcommittee" shall refer to a subcommittee of the USA Hockey Affiliate President's Committee and in each case shall involve three (3) Affiliate Presidents who are not involved in the matter being reviewed and have no other conflicts of interest related to the parties in the dispute.

"Off-Season" shall mean the period beginning with the end of the prior Playing Season until September 1 (or earlier if player is signed with a team and plays in a game before September 1).

"Parents" or "parents" shall mean and refer to the player's parents or legal guardians, if applicable.

"Player Agreements" shall mean and refer to those agreements entered into between a player/parent and a team/program for the purpose of binding the player to a particular team for a particular Playing Season, and according to the requirements in Subsection (a) below.

"Playing Season" shall mean the period beginning September 1 of each year (or the first game of the team's regular season, if earlier) through forty-eight (48) hours after the conclusion of the Tier I National Championships.

"Signing Team" shall mean the Tier I team that has signed a player to a Player Agreement binding the Player to the Signing Team for a Playing Season.

"Team Fact Sheet" shall be as described in Subsection (a)(4) below.

"Tryout" means any process on or off-ice that evaluates a player or group of players for the purpose of choosing players for a program or team. A Tryout also includes any team practices, on ice or off ice training sessions, open skates, skills sessions, or identification skates which include a player that is not on a regular season USA Hockey Roster with that association's teams or program for that current Playing Season. USA Hockey programs, coaches and administrators are not permitted to operate a program outside of USA Hockey as a means of avoiding the prohibitions on tryouts or recruiting. While USA Hockey does not restrict a coach's private business, if a coach runs a private camp, meeting, event, skate or skills clinic outside of USA Hockey for one or more players during the Playing Season, then the coach and/or player(s) should be investigated for possible violations of this Policy and face disciplinary action as set forth in Subsection (e) below.

(a) Agreements between Player/Parent and the Team/Program; Rosters

USA Hockey and its Affiliates and Member Programs will recognize Player Agreements at the Tier I level according to and as set forth herein.

1. Upon execution by the Signing Team, player and parents, a Player Agreement will commit and bind the player to the Signing Team for the entirety of the applicable Playing Season, and the player will not be permitted to be rostered or to participate in any way with another USA Hockey Tier I team during the Playing Season except as set forth herein.

2. The Player Agreement will also bind the Signing Team to that player and secures a roster spot for that player on the Signing Team for the entire applicable Playing Season. The Signing Team cannot cut, release or dismiss a player from the team except as set forth herein.

3. Notwithstanding the restrictions set forth herein, it shall not be a violation of this subsection (a) if a player and program allow the player to participate on another Tier I team within that program pursuant to and in compliance with the Vertical Roster Integration Program set forth in the USA Hockey Rules & Regulations Section III.C.

   The Player Agreement will indicate that the player may not participate in any Tryout for another Tier I team/program during the term of the Player Agreement; a violation of this provision will subject the player to not less than a five-game suspension. In the event a player who has signed a Player Agreement has been found to have participated in any Tryout for another Tier I team/program, then the player will be ineligible to sign a Player Agreement or participate with that program for a period of 18 months from the last date of the Tryout. The Player Agreement will not restrict a player from moving to or participating with another team in the following circumstances:

a. the Player Agreement would not restrict a player from leaving a Signing Team and playing on or participating with a USA Hockey Tier II (youth or girls), High School, Junior hockey or college hockey team;

b. the Player Agreement would not restrict a player from playing with any other team, including a Tier I team, if the Signing Team and player mutually agree for the player to be released by the Signing Team. A player may not re-sign with the same team in the same season;

c. If the player were released by the Signing Team for violation of the Player Agreement requirements or other violation by the player of the Signing Team's or its program's written Code of Conduct, and is released following any required hearing and appeal process required under USA Hockey or Affiliate bylaws or rules, then the Player Agreement would not restrict the player from joining another team that season;

d. the Player Agreement would not restrict a player from playing with another team, including a Tier I team, if the player files a grievance with any applicable Affiliate (the Signing Team's Affiliate and, if different, the Affiliate where the player would like to sign) and a hearing is held or overseen by the Affiliate Presidents Review Subcommittee (and not the Signing Team or Local Program) where it is determined that the Signing Team, its coach(es) or other participants have violated USA Hockey Safe Sport Policies or other USA Hockey, Affiliate or Signing Team policies and which violation(s) justify the player's release from the Player Agreement and eligibility to sign with another Tier I team (but still subject to any other rostering rules and timelines). The Affiliate Presidents Review Subcommittee shall endeavor to hold hearings on such grievances on an expedited basis when appropriate. The Affiliate Presidents Review Subcommittee's determination shall be final and is not subject to appeal, except that any Discipline imposed by the Affiliate Presidents Review Subcommittee shall be appealable to the National Appeal Committee.

4. Prior to offering a Player Agreement to a player, or signing the Player Agreement, an authorized program or team representative from the Signing Team must present and review a Team Fact Sheet with the player and their parent, which must include all the information, provisions and requirements the player and family will be committing to by signing the Player Agreement and becoming a member of the Signing Team. The Team Fact Sheet must be referenced in the signed Player Agreement, must be signed by the team and parents, and must be provided to the player's parents. The required elements of the Team Fact Sheet must include at least the following information:

a. The specific team upon which player will be rostered;

b. The Signing Team's anticipated fees for the season, which includes team fees to participate on the Signing Team for the season, uniform or equipment fees, and anticipated travel fees (to the extent known or planned) for the player and any required travel for parents, and any other anticipated fees that are required to be paid as a condition of participation on the team;

c. The required payment schedule or payment options for the fees in b. above;

d. The anticipated or planned number and average per week of practices, games, off-ice sessions, etc.

e. Any player code of conduct and/or parent code of conduct required for participation on the Signing Team; and

f. Players and families and the Signing Team acknowledge and agree to be bound by the terms of the Team Fact Sheet and Player Agreement.

5. Player Agreements must be executed for all Tier 1 players before they can be rostered on a Tier 1 team. Teams are only allowed to offer and sign the number of players to Player Agreements equal to the maximum number of roster spots permitted on a USA Hockey Roster at any one time for the Signing Team's rostered age level. For example, a team that is permitted to have 20 players on a USA Hockey Roster may not sign more than 20 players to Player Agreements and then move players on and off the roster. A team may only sign additional players to Player Agreements if another player on the roster has been released from their Player Agreement pursuant to subsection (a) 3. above.

6. The Player Agreement will be immediately binding on the Signing Team upon the signature of the team, player and parents. The player will also be immediately bound to the Player Agreement upon signature by the Signing Team, player and parents.

7. During any time a Player Agreement is in effect as set forth above, any Player Agreement signed with a different team shall not be enforceable.

8. The binding nature of the Player Agreement addresses only the player's commitment to the Signing Team, the Signing Team's commitment to the player, and the enforceability of the rules and requirements set forth in this Policy. USA Hockey and the applicable Affiliate(s) are not responsible for enforcing the contractual terms of the Team Fact Sheet.

(b) Signing Players

Subject to the provisions below, teams may sign players to a Player Agreement either (a) during the Off-Season, or (b) during the current

Playing Season prior to February 15. Player Agreements signed during the Off-Season are valid for the following Playing Season only. Player Agreements signed during the current Playing Season are valid for that Playing Season only. No Tier I team/program may sign a player to a Player Agreement if that player has already been bound to a Signing Team through a signed Player Agreement. No Tier I team may have more signed Player Agreements than permitted roster spots on its team.

1. **Off-Season Player Agreements:** A Tier I team cannot offer or sign players to Player Agreements until the beginning of the Off-Season, which begins 48 hours after the conclusion of the National Tournament. Beginning with the Off-Season, a Tier I team may sign players that are not already bound to a different Tier I team (by a Player Agreement signed with such team) to fill up to the maximum allowed roster spots.

2. **Player Agreements During Playing Season:** A Tier I team may offer or sign players that are not already signed to a Player Agreement with another Tier I team at any time prior to February 15 of that Playing Season, provided that at no time may the Tier I team have more signed Player Agreements than roster spots on its team.

Notwithstanding any of the above, a player that signs a Player Agreement that is already rostered on a USA Hockey Tier II, High School, Junior or College hockey team must first secure a release from the player's current rostered team before being added to the Signing Team's roster.

(c) Recruiting, Tampering and Tryouts

Coaches (or "persons affiliated with the team" as defined below) are prohibited from making contact with a player (or the player's agent, advisor or parents/family members) who is bound to another Signing Team through a Player Agreement, for the purpose of inviting, enticing, or convincing them to play for a specific team/program other than the Signing Team during the current Playing Season. Such contact shall be considered Tampering and shall subject the responsible Parties to sanctions according to this Policy and applicable USA Hockey or Affiliate rules or bylaws. For the purposes of this Policy, "persons affiliated with the team" shall include any member of the team or program and includes without limitation general managers, player development personnel, coaches, current or past team players, or their parents.

Coaches and persons affiliated with a team are permitted to make contact with a player (or the player's agent, advisor or parents/family members) who is bound to another Signing Team through a Player Agreement only for the purpose of inviting, enticing, or convincing them to play for a specific team/program other than the Signing Team for the following Playing Season. However, under no circumstances is a player allowed to participate in a Tryout or any type of evaluation, practices, on ice or off ice training sessions, open skates, skills sessions, or identification skates during the Playing Season with any team or program other than the player's Signing

Team. Participation in any such activity will be considered Tampering and the responsible Part(ies) shall be subject to sanctions according to this Policy.

(d) Coach Awareness

Coaches/programs will be made aware by their Affiliates that attempting to recruit a player in any way during the Playing Season for that current Playing Season will be a violation of this Policy. Reported violations will be referred by the Affiliates involved to the Affiliate Presidents Review Subcommittee, which shall investigate and resolve any such allegations, including the issuance of sanctions if it is determined a violation occurred.

(e) Enforcement

1. **Enforcement against Players.** Players violating this Policy shall be subject to disciplinary action by their Signing Team or applicable Affiliate according to the provisions of subsection (a) 3. above. Unless otherwise agreed in writing by the Signing Team, if a player leaves their Signing Team and attempts to play for another Tier I team during that Playing Season (other than as permitted above), the player will not be permitted to be rostered on the new team for the remainder of current Playing Season and the following Playing Season. Affiliate registrars will be instructed by the Affiliate to not roster the player on the new team's roster for the remainder for such period.

2. **Enforcement against Coaches.** Incidents in which coaches or persons affiliated with a team are alleged to have engaged in Tampering, as defined above, will be referred to the Affiliate Presidents Review Subcommittee for disciplinary action. Any coach or person affiliated with a team determined by the Affiliate Presidents Review Subcommittee or USA Hockey to have engaged in Tampering will face a minimum suspension of one year and minimum probationary period of two years for the first offense.

3. **Enforcement against Programs.** A Tier I program that is alleged to have engaged in Tampering, as defined in this Policy, will be referred to the Affiliate Presidents Review Subcommittee for investigation and disciplinary action. Tampering, as it relates to Tier I programs, includes any allegations of Tampering or other violations of this Policy by anyone associated with the program. A program determined by the Affiliate Presidents Review Subcommittee to have engaged in Tampering is subject to sanctions that could include, monetary fines, exclusion from participating in Affiliate, District or National Tournament play and/or loss of ability to field USA Hockey sanctioned teams at a/all playing level(s). Any sanction shall be enforced by the USA Hockey Affiliate in whose jurisdiction the program resides and shall be recognized by all Affiliates of USA Hockey.

4. **Appeals of Discipline.** Any Discipline imposed by the Affiliate Presidents Review Subcommittee shall be appealable to the National Appeal Committee.

(f) Roster Change Date
Each Tier I team must submit its roster to the applicable Registrar for approval on or before October 15 of each season. Adds or drops from the roster, if permitted by this Rule III.B., may be made up to the February 15 deadline for changing rosters. If an affiliate, state or district tournament is held prior to February 15, player changes to the official team roster will not be accepted after the affiliate, state or district tournament begins.

(2) Tryouts for all Tier II 14U-18U Youth and 14U-19U Girls Teams
No youth or girls Tier II team may recruit or solicit players or offer hockey contracts to players for the following season, or hold development camps, tryouts, player selections or any activity that could be construed as a tryout/solicitation or recruitment for the following season, until 48 hours after the last game of Youth National Championships (both Tier I and Tier II Nationals must be completed). For example, if the National Tournament ends at 4 pm on Monday, tryouts can begin after 4 pm on Wednesday. Any violation of this prohibition may subject the coach, team, program and/or responsible administrators to appropriate discipline, or ineligibility of the team or coach, as determined by the Affiliate.

(3) Tryouts for Non-Tier I or II Teams
Except for spring or summer season hockey, Affiliates are strongly encouraged to have rules for house, recreational and other youth and girls hockey teams that are not registered as Tier I or Tier II teams, prohibiting tryouts or player selection until after a certain date that is appropriate for such Affiliate.

C. Registration
The team roster registration form (1-T) shall be completed and forwarded to the official district registration office by the appropriate date as set forth in the USA Hockey Annual Guide of the current playing season for teams eligible for district playoffs and national championships.

The team roster registration form (1-T) shall not be effective until the date it is approved by the official District or Associate Registrar through the USA Hockey portal.

One Team – One Roster - Players rostered on a Tier 1 declared team may not be rostered on any other regular season, Invitational Tournament or Pre/Post roster unless properly released from their Tier 1 team per section III.B.(1)(a), or as permitted under Rule & Regulation III.G.

A limit of twenty (20) players at any one time may be registered per team except for (1) high school, girls high school, college and women's college which may roster 30 players and may dress 20 players, (2) adult and women's teams which may roster 25 players and may dress 20 players, and (3) Tier I teams at the 18U, 16U and 15O youth classifications and 19U girls classification which may roster and dress 22 players, of which not more than 20 shall be skaters (see Section XI: Junior Hockey for junior roster limits). Affiliates may allow their post-season (spring/summer) teams, formed to play between the end of the last USA Hockey Youth/Girls National Championship and August 31, to have a limit of twenty-five (25) players on a roster and may dress twenty

(20) players per game. A player may be registered in only one (1) national ice hockey federation.

The regular season shall be September 1 through August 31. New members or those members who register on or after April 1 of any calendar year are eligible for participation from the date of their registration through August 31 of the following calendar year.

D. Tier I Vertical Roster Integration

Vertical roster movement shall be permitted at the Tier I Youth 15O, 16U, 18U, and 16U and 19U Girls levels within the same Organization through February 15th. Only those players otherwise eligible for a different age category within their Organization and currently appearing on a Tier I roster in the Organization shall be eligible to play on a different Tier I team from that Organization without being added to the official roster, subject to the following conditions:

- Each Player is limited to a total of 8 games played outside of their official roster between September 1 and February 15.
- Players may only compete at one age level per day.
- Tier I teams shall submit the Vertical Movement Tracking Form to the applicable Registrar for each game a player plays on a different roster within their Organization under this Vertical Roster Integration rule.

All other current National Championship rules, including the 18/12 rule and the February 15 roster deadline will stay in effect. Games played shall not count toward the 18/12 rule until added to the official roster.

If a player receives a suspension in any game of a tournament or showcase, the player must serve the suspension at the age group in which they are playing at the time of the suspension. If a player receives a suspension in the last game of a tournament or a showcase, the player will serve the suspension with the official rostered team. Any suspension incurred by a player under this rule outside of a tournament or showcase must be served with the team in which the player is officially rostered. Players under suspension are not eligible for vertical integration movement until the suspension is served with the team in which the player is officially rostered.

Players are not eligible for vertical movement to a team in which they were previously officially added to that team's roster and then dropped.

E. Proper Affiliate for Team/Program Registration

(1) A sanctioned USA Hockey Member Program, as determined by the applicable Affiliate, must register all of its teams, except for DL Teams, in the USA Hockey Affiliate in which the greatest percentage of the Member Program's players reside (as defined below). In addition, unless approved by the applicable Affiliates, all Teams registered within a Member Program must have the greatest percentage of team members that reside in the Affiliate where the Member Program is registered and shall comply with all applicable Affiliate Rules regarding Team Registration. An Affiliate may require that teams registered within its Affiliate have a minimum percentage of players that reside in the Affiliate (or similarly, an Affiliate may place a limitation on out-of-Affiliate or non-resident players).

(2) Teams that are not part of a sanctioned Member Program but which are approved by the Affiliate (an "Independent Team"), must register in

the USA Hockey Affiliate in which the greatest percentage of its players reside. Independent Teams must comply with all applicable Affiliate rules regarding Team Registration.

(3) In the event that a Member Program/Independent Team have equal percentages of players that reside in two or more Affiliates, the Affiliates involved shall promptly convene and decide as to where that Member Program/Independent Team shall register.

(4) Notwithstanding that application of the above rules would require that a Member Program or Independent Team register in a particular Affiliate, two neighboring Affiliates, with the Member Program's or Independent Team's consent, may agree that a particular Member Program or Independent Team may register through either of those two Affiliates.

(5) If there is a dispute between one or more Affiliates and a Member Program or Independent Team regarding the proper Affiliate in which a Member Program or Independent Team must register, then the Member Program, Independent Team and any affected Affiliate shall seek resolution of such dispute through an appeal to the appropriate USA Hockey Council, Youth or Girls.

(6) For the purposes of determining where a player resides under paragraphs 1 and 2 above, the residency status of a minor age player shall be the same as at least one of the minor's parents or legal guardians.

- Should a player not be residing with a parent or legal guardian but rather residing at a residential boarding school, the player can be considered the resident of either the affiliate where the residential boarding school is located or where the parents live. Residential boarding schools are defined as accredited schools where players attend classes in a supervised, on campus, room & board environment. A player living with a billet family or living in a hotel or other alternative living arrangement will not change the player's residency for the purposes of this residency definition. Any dispute over whether a program or school fits the definition of a residential boarding school shall be determined by a three-member committee comprised of the Youth Council Chair, the Girls Council Chair and the Registrar's Section Chair, or their respective designee(s).

- The residency status of a player 18 or older shall be where the player lives.

Any dispute under this section regarding where a minor age player resides shall be resolved by the appropriate USA Hockey Registrar(s), in consultation with the Assistant Executive Director of Member Services of USA Hockey. There shall be no appeal following such determination. The residency determination for the purposes of this rule does not affect the player's residency for the purposes of representation at player development camps.

F. Affiliate Residency Rule for Tier II and Recreational Hockey Players

(1) General Rule

All players participating in Tier II and Recreational hockey must register and play for the affiliate that corresponds to their primary place of residence. The player's residency shall be defined as set forth in Section III.E.(6) above.

(2) Exceptions and Appeals Process

Recognizing that individual circumstances may require flexibility, the following exceptions and processes are available:

A. Proximity to Another Affiliate:

If a player's primary residence is closer to a member program in a neighboring affiliate, the player may request a Residency/Proximity Waiver Request.

B. Special Circumstances:

Players facing unique situations, such as family relocation, access to specific educational opportunities, or other exceptional circumstances, may appeal to play outside their home affiliate or district.

C. Existing Written Affiliate Agreements

Existing or developed written affiliate agreements amongst neighboring affiliates will take precedence over this policy.

(3). Waiver and Appeal Application Process

A. Submission:

Players or guardians must submit a Residency/Proximity Waiver Request Form to their home affiliate. The application must include:

- Justification for the request.
- Supporting documentation (e.g., proof of residence, maps showing proximity, or other relevant materials).

B. Review Process:

Waiver requests will be reviewed by a Residency Review Committee consisting of representatives from the home affiliate, neighboring affiliate, and Affiliate President's Committee, appointed by their respective Presidents.

C. Decision Timeline:

Decisions on waiver requests will be communicated in writing within 14 days of submission.

D. Appeals:

If a waiver request is denied, the applicant may appeal the decision to the Appeal Authority made up of three disinterested individuals assigned by the Affiliate President's Committee and there shall be no further appeals. There are no personal appearances on appeals to the Appeal Authority. The issues set out in the appeal are resolved solely on the written submissions of the parties to the appeal.

(4) Compliance and Enforcement

• Players found violating the residency rule without an approved waiver will be deemed ineligible for the season.

• Teams and associations knowingly rostering ineligible players may face penalties, including but not limited to, forfeiture of games, loss of tournament bound status, fines, sanctions, etc.

• All decisions/determinations will fall under USA Hockey Bylaw 10 procedures and policies.

G. National Championship-Bound Teams

A player may not register on more than one team that participates in games leading towards a national championship except for players on High School division teams, who may also play on a Youth or Girls national championship-bound team. Player changes to the official team roster form (1-T) for youth or girls Tier I and Tier II national championship-bound teams will not be accepted after February 15. Refer to Rules and Regulations Section IX: District Playoffs and National Championships, for additional requirements for national championship-bound teams.

Goaltenders:

If during the time period between February 15th of the current season when rosters are frozen and seven (7) days before the start of the team's state/affiliate championships a rostered goaltender is lost due to a season ending injury as determined and attested to by the player's treating physician, the team which lost the rostered goaltender may add a replacement goaltender from the same age classification providing the following criteria is met:

1. A Tier I, Tier II or High School National Tournament Bound team may replace their lost goaltender with a goaltender rostered on a non-National Tournament Bound team, provided the lost goaltender has been identified as a goaltender on the roster and the replacement goaltender has not been rostered on any National Tournament Bound team during the current season. The replacement goaltender is exempt from the USA Hockey game count.

2. The injured goaltender must be dropped from the National Tournament Bound roster.

No player may play in more than one State, Affiliate or District Championship or playoffs leading thereto. However, a player rostered on both a High School division team and a Youth or Girls national championship-bound team may play in teams' State, Affiliate or District Championship or playoffs leading thereto.

In the event a player is registered on more than one team that participates in games leading towards a national championship, the appropriate registrar shall have the final authority to certify the eligibility of any such player solely on the basis of the date on which the effective date of the earliest team roster registration form, as provided above, is received.

Girls may dual roster on a youth and girls team if the Affiliate rules permit dual registration for females. Dual-rostered females playing on youth and girls teams may continue playing on both teams until the end of the regular season. However, the player must declare in writing to her appropriate registrar, or his/her designee, by February 15 on which national championship-bound team she wishes to be eligible to advance to the district, state, regional

and national championship. If the player does not indicate on which team she wishes to be eligible for district, state, regional and national tournaments, the appropriate registrar shall have the final authority to certify the eligibility of any such player solely on the basis of the date of the earliest team roster registration form, as provided above, is received.

Except for players playing in Tier I or Tier II Junior hockey pursuant to the Youth/Junior Affiliated Player Policy, any youth player (male or female) rostered on a Tier I or Tier II youth or girls team and a Junior Program team as of December 31, can only play for one team after December 31. Except for players playing in Tier I or Tier II Junior hockey pursuant to the Youth/Junior Affiliate Player Policy, if the player plays in a Junior game after December 31 he/she loses all eligibility on his/her youth or girls team for the remainder of the season, regardless of how many games are played at the Junior level. Disputes regarding this rule should be resolved by the appropriate registrar.

H. Youth Tier I Standards and Criteria

MORATORIUM ON NEW TIER I PROGRAMS/TEAMS

Effective immediately, no Affiliate shall approve any new Tier I Programs or Teams in any age level unless that Program operated Affiliate-approved Tier I teams during the 2024-25 playing season. If a Program was approved to operate Tier I teams in 2024-25, it shall be permitted to add additional teams in compliance with the applicable Affiliate's approval and rules. This Moratorium shall be in place for any new Programs/Teams during the 2025-26 and 2026-27 playing seasons. Unless this Moratorium is otherwise modified, Affiliates shall be permitted to consider applications for new Tier I Programs/Teams during the 2026-27 season to begin play in the 2027-28 season, which shall be subject to any new USA Hockey or Affiliate rules in place at that time.

Notwithstanding the foregoing, in special circumstances as determined by the applicable Affiliate, the Affiliate may submit a request for approval of a new Tier I Program/Team during this Moratorium, which shall be submitted and reviewed by a Committee composed of the Vice President, Youth Council, Vice President Girls Council, and the Chair of the Registrar's Section. Any decision of this Committee to approve or deny a new Tier I Program/Team shall be final and not subject to appeal.

USA Hockey recognizes Youth Tier I programs/teams only at the 13 Only, 14U, 15 Only, 16U and 18U age levels. The following criteria must be met for any team to be classified as a Tier I team in any Affiliate:

(1) Tryouts for Tier I teams must be published and advertised. No youth Tier I or II team may hold development camps, tryouts, player selections or any activity that could be construed as a tryout for the following season, until 48 hours after the last game of Youth National Championships (both Tier I and Tier II Nationals must be completed). For example, if the National Tournament ends at 4 P.M. on Monday, tryouts can begin after 4 P.M. on Wednesday. Any violation of this prohibition may subject the coach, team, program and/or responsible administrators to appropriate discipline, or ineligibility of the team or coach, as determined by the Affiliate.

(2) The number of Tier I teams in each Affiliate at the Tier 1 age classifications of 13 through 18U shall be limited. The number of

Tier I teams permitted in each age classification shall be calculated every four seasons and shall not exceed seven and one-half percent (7.5%) of the average number of players registered in the 14U age classification (inclusive of DL Players) in that Affiliate over the four (4) seasons prior (i.e., the average number of players in the 14U age classification in USA Hockey's Final Registration Report over the 2021-22 to 2024-25 seasons would be used to determine the number of teams permitted in the 2026-27 season; this number shall remain the same for four seasons and similar calculations would be made prior to the 2030-31 season based on the average number of players in the 14U classification in USA Hockey's Final Registration Reports over the 2025-26 to 2028-29 seasons). Each Affiliate's player registration numbers for the preceding season shall be provided on or before September 1 each year. For the purposes of this calculation, each team shall be presumed to have twenty (20) players. For example, the average number of players in the 14U age classification shall be multiplied by 7.5%, and the product shall then be divided by 20 players, which shall determine the number of Tier I teams permitted in the Affiliate. If an Affiliate has an average of 540 players in the 14U age classification in the 2021-22 to 2024-25 seasons, then 7.5% of that number would equal 40 players. In order to have teams of 20 players, the Affiliate would be limited to two Tier I teams at each two birth year age classification in the 2026-27 season. Notwithstanding the limitations in this paragraph on the number of Tier I teams permitted in an Affiliate based on the number of players registered, subject to Affiliate approval and satisfaction of all other requirements of this Section H, each Affiliate shall be permitted to have at least one team per age classification.

(3) Notwithstanding the use of 20 players per team in the calculation of the number of teams that may be registered in an Affiliate at the Tier I level, all teams at 13 Only, 14U, 15 Only, 16U and 18U classifications must have a minimum of 15 players (including goalkeepers).

(4) In order for any team to be eligible for National Tournament play, the program/association must have been in existence and registered with the applicable Affiliate for a minimum of three (3) prior consecutive years.

(5) The Association/Program must have at least two (2) National Tournament Bound teams from the 13 Only, 14U, 15 Only, 16U or 18U age categories in either the Tier I or Tier II categories, or in the USA Hockey Development League, each of which must have a minimum of 15 players per team.

(6) All Teams with rosters categorized as Tier 1 must be National Tournament Bound.

(7) It is recommended that each player on the team have on-ice and off-ice practices consistent with the ADM recommendations for that age group (which practices may include practices on other teams).

(8) Notwithstanding anything to the contrary in this Section H, each Affiliate shall be permitted to "grandfather" any Tier I team(s) that were in existence in the 2025-26 season, and in the Affiliate's

discretion may allow such team(s) to continue to be classified as Tier I so long as such programs continue to register the same number of team(s). If an Affiliate chooses to reduce the number of Tier I teams beyond those permitted in this Section H, then the Affiliate may do so through the Affiliate's rules or decisions.

(9) Tier 1 Residency – Beginning in the 2028-29 season, an Affiliate will choose the level of residency that applies to all Tier 1 rostered teams in their Affiliate. Affiliates may select a limit from a range of no out of Affiliate players to the number below for each age classifications.

13O: 100% in affiliate residency or up to 4 out of affiliate players

14U: 100% in affiliate residency or up to 4 out of affiliate players

15O: 100% in affiliate residency or up to 6 out of affiliate players

16U: 100% in affiliate residency or up to 6 out of affiliate players

18U: Minimum 51% in affiliate residency

- Affiliates must declare their affiliate residency level to the Youth Council no later than February 15th prior to the following season.
- Notwithstanding the limitations above on out of affiliate Tier I players, Neighboring Affiliates may enter into a written agreement providing that players within an Affiliate (as may be defined in the written agreement) will not be considered out of affiliate player in the Neighboring Affiliate.
- Neighboring Affiliates are defined as affiliates that share a geographical border, are in the same district, or are within a reasonable proximity to each other.
- Any written agreement amongst Neighboring Affiliates that allows for out of affiliate players must be submitted to the Registrar's Section Chair no later than February 15th prior to the following season to be approved by the three-member committee comprised of the Youth Council Chair, the Girls Council Chair and the Registrar's Section Chair, or their respective designee(s).
- Such agreements must be in writing and must define the circumstances under which participation in the Neighboring Affiliate is more practical due to proximity.
- Players in Tier I Programs that have out of affiliate players rostered on a Tier 1 team in the 2026-27 season (2013 and older birth years) will be grandfathered and allowed to continue to play with the same Tier I Program, even if that number exceeds the limits above.
- Teams that exceed the limits above with grandfathered players will not be allowed to roster any additional out of affiliate players.

(10) Any exceptions to the above limitations on teams may be granted by the Youth Council

I. Girls Tier I Standards and Criteria

MORATORIUM ON NEW TIER I PROGRAMS/TEAMS

Effective immediately, no Affiliate shall approve any new Tier I Programs or Teams in any age level unless that Program operated Affiliate-approved Tier I teams during the 2024-25 playing season. If a Program was approved to operate Tier I teams in 2024-25, it shall be permitted to add additional teams in compliance with the applicable Affiliate's approval and rules. This Moratorium shall be in place for any new Programs/Teams during the 2025-26 and 2026-27 playing seasons. Unless this Moratorium is otherwise modified, Affiliates shall be permitted to consider applications for new Tier I Programs/Teams during the 2026-27 season to begin play in the 2027-28 season, which shall be subject to any new USA Hockey or Affiliate rules in place at that time.

Notwithstanding the foregoing, in special circumstances as determined by the applicable Affiliate, the Affiliate may submit a request for approval of a new Tier I Program/Team during this Moratorium, which shall be submitted and reviewed by a Committee composed of the Vice President, Youth Council; Vice President; Girls Council; and the Chair of the Registrar's Section. Any decision of this Committee to approve or deny a new Tier I Program/Team shall be final and not subject to appeal.

USA Hockey recognizes Girls Tier I programs/teams only at the 14U, 16U and 19U age levels. The following criteria must be met for any team to be classified as a Tier I team in any Affiliate:

(1) Tryouts for Tier I teams must be published and advertised. No girls Tier I or II team may hold development camps, tryouts, player selections or any activity that could be construed as a tryout for the following season, until 48 hours after the last game of Girls National Championships (both Tier I and Tier II Nationals must be completed). For example, if the National Tournament ends at 4 P.M. on Monday, tryouts can begin after 4 P.M. on Wednesday. Any violation of this prohibition may subject the coach, team, program and/or responsible administrators to appropriate discipline, or ineligibility of the team or coach, as determined by the Affiliate.

(2) The number of Tier I teams in each Affiliate in each age classification shall be limited. The number of Tier I teams permitted in each age classification shall be calculated every four seasons and shall not exceed twenty percent (20%) of the average number of players registered in the 14U age classification in that Affiliate over the four (4) seasons prior (i.e., the average number of players in the 14U age classification player registration numbers in USA Hockey's Final Registration Report for over the 2021-2022 through 2024-2025 seasons would be used to determine the number of teams permitted in the 2026-2027 season; this number shall remain for four seasons and similar calculations would be made prior to the 2030-31 season based on the average number of players in the 14U age classification in USA Hockey's Final Registration Reports over the 2025-26 to 2028-29 seasons). Each Affiliate's player registration numbers for the preceding season shall be provided on or before September 1 each year. For the purposes of this calculation, each team shall be presumed to have eighteen (18)

players. For example, the total number of players in the 14U age classification shall be multiplied by 20%, and the product shall then be divided by 18 players, which shall determine the number of Tier I teams permitted in the Affiliate. If an Affiliate has an average of 350 players in the 14U age classification in the 2021-2022 through 2024-2025 seasons, then 20% of that number would equal 70 players divided by 18 players, and the Affiliate would be limited to three (3) Tier I teams at each age classification in the 2026-2027 season. Notwithstanding the limitations in this paragraph on the number of Tier I teams permitted in an Affiliate based on the number of players registered, subject to Affiliate approval and satisfaction of all other requirements of this Section G, each Affiliate shall be permitted to have at least one team per age classification.

(3) Notwithstanding the use of 18 players per team in the calculation of the number of teams that may be registered in an Affiliate at the Tier I level, all teams at 14U, 16U and 19U classifications must have a minimum of 15 players (including goalkeepers).

(4) In order for any team to be eligible for National Tournament play, the program/association must have been in existence and have registered Girls team(s) with the applicable Affiliate for a minimum of three (3) prior consecutive years.

(5) All teams with rosters categorized as Tier 1 must be National Tournament Bound.

(6) It is recommended that each player on the team have on-ice and off-ice practices consistent with the ADM recommendations for that age group (which practices may include practices on other teams).

(7) Notwithstanding anything to the contrary in this Section G, each Affiliate shall be permitted to "grandfather" any Tier I team(s) that were in existence in the 2025-26 season, and in the Affiliate's discretion may allow such team(s) to continue to be classified as Tier I so long as such programs continue to register team(s) in that age classification. If an Affiliate chooses to reduce the number of Tier I teams beyond those permitted in this Section G, then the Affiliate may do so through the Affiliate's rules or decisions.

(8) Tier 1 Residency – Beginning in the 2028-29 season, an Affiliate will choose the level of residency that applies to all Tier 1 rostered teams in their Affiliate. Affiliates may select a limit from a range of no out of Affiliate players to the number below for each age classifications.

14U: 100% in affiliate residency or up to 4 out of affiliate players

16U: 100% in affiliate residency or up to 6 out of affiliate players

19U: Minimum 51% in affiliate residency

- Affiliates must declare their affiliate residency level to the Girls Council no later than February 15th prior to the following season.
- Notwithstanding the limitations above on out of affiliate Tier I players, Neighboring Affiliates may enter into a written

agreement providing that players within an Affiliate (as may be defined in the written agreement) will not be considered out of affiliate players in the Neighboring Affiliate.

- Neighboring Affiliates are defined as affiliates that share a geographical border, are in the same district, or are within a reasonable proximity to each other.
- Any written agreement amongst Neighboring Affiliates that allows for out of affiliate players must be submitted no later than February 15th prior to the following season to be approved by the three-member committee comprised of the Youth Council Chair, the Girls Council Chair and the Registrar's Section Chair, or their respective designee(s).
- Such agreements must be in writing and must define the circumstances under which participation in the Neighboring Affiliate is more practical due to proximity.
- Players in Tier I Programs that have out of affiliate players rostered on a Tier 1 team in the 2026-27 season (2013 and older birth years) will be grandfathered and allowed to continue to play with the same Tier I Program, even if that number exceeds the limits above.
- Teams that exceed the limits above with grandfathered players will not be allowed to roster any additional out of affiliate players.

(9) Any exceptions to the above limitations on teams may be granted by the Girls Council.

J. USA HOCKEY DEVELOPMENT LEAGUE (DL)

Starting with the 2027-28 Season, USA Hockey will initiate play within the USA Hockey Development League (DL). The DL is being established under USA Hockey's authority as a National Governing Body (NGB) as part of a high-performance national player development program to train and develop USA Hockey players from across the country to advance to high level Junior Hockey programs, College Hockey programs and also to increase the pool of players eligible to play for the United States in International competition. Oversight of the Development League will be under a Joint subcommittee of the Player Development Committee and the Youth Council. The DL Joint Subcommittee will consist of nine (9) subcommittee members. The membership of the DL Joint subcommittee will be the Chair of the Player Development Committee, the Chair of the Youth Council, the Chair of the Registrar's Section, a voting member of the Player Development Committee appointed by the Chair of the Player Development Committee, a voting member of the Youth Council appointed by the Chair of the Youth Council, an Affiliate President Representative appointed by the Chair of the Youth Council, and three (3) athlete representatives with two (2) appointed by the Chair of the Player Development Committee and one (1) appointed by the Chair of the Youth Council. The Chair of the Youth Council

shall serve as the Chair of the DL Joint subcommittee. A staff liaison will also serve as a non-voting member of the DL joint subcommittee.

The voting members of the DL Joint oversight subcommittee shall approve a USA Hockey Development League Guidebook, which shall be published and available on the USA Hockey website on or before January 1 prior to the start of DL team formation for the following year. Except as set forth and contrary to any information contained in the USA Hockey Annual Guide, the Development League Guidebook shall be the binding authority for the selection and application process for participation of teams and programs within the DL, the recruitment, tryout, selection and player agreement of any player participating in the DL, operating requirements for teams participating in the DL, game requirements and any end of season league playoffs.

1. Player, Coach and Team Registration

a) All participants (players and coaches) must complete the USA Hockey registration process and register using the USA Hockey website at usahockey.com. Each participant (players and coaches) will pay the USA Hockey individual membership fee and any applicable Affiliate individual membership fee at the time of the online registration.

b) All teams registering to participate in the DL must submit their official USA Hockey roster registration form (1-T) to the designated DL Registrar on or before October 15th of the season. A team roster registration form (1-T) shall not be effective until the date it is approved by the DL Registrar through the USA Hockey portal.

c) All programs with DL teams must also be members of their applicable Affiliate. Programs with DL teams must register those teams in the Affiliate where the DL teams play home games and hold team practices.

d) All teams registering with the DL must be full season teams with games and practices during the period September-February of the season.

e) A Development League team may roster and play up to two (2) non-U.S. citizens on that Development League team (excluding goalies, who must be U.S. citizens) provided that the non-citizen player(s) have previously been registered with USA Hockey and played on a USA Hockey team.

f) The DL will operate as a national league. Teams participating in the DL will be open residency teams with no residency restrictions for players rostered on any DL teams.

g) Players participating in the DL may not participate with or be rostered or registered on any other hockey team during the same season, with the exception that such players may (i) participate in Tier I and Tier II Junior Hockey games as permitted in the USA Hockey Youth/Junior Affiliated Player Policy and (ii) play in DL organization games under the DL vertical integration policy.

h) All DL teams are required to have a team manager, and, at minimum one locker room monitor listed on the DL team roster (1-T). Team managers

and locker room monitors listed on the DL team roster must have current background screening and current SafeSport training.

i) No players may be added to a DL team roster (1-T) after February 15th of the season.

2. Roster Size

A limit of twenty-two (22) players (not more than twenty (20) skaters) may be rostered and participate in Development League games. All DL teams must roster two (2) goaltenders on each DL team.

3. Team Age Classifications

Each approved DL organization must field one (1) 15U DL team and one (1) 17U DL team. DL organizations that also have Tier I teams may not field 15O and 16U Tier I teams.

15U DL Teams

a) 15U DL – Fourteen (14) and fifteen (15) year-old players. No thirteen (13) year-old players may be rostered or play on a 15U DL team.

b) No more than four (4) fourteen (14) year-old players may be rostered on a 15U DL team.

c) No more than one (1) fourteen (14) year-old goaltender may be rostered on a 15U DL team. If a DL organization does roster a 14-year-old goaltender on their 15U DL team, that player counts against the four (4) fourteen year old player roster limitation for 15U DL teams.

d) A 15U DL team may roster and play up to two (2) non-U.S. citizens on that DL team (excluding goaltenders who must be U.S. citizens), provided that the non-U.S. citizen player(s) must have previously been registered with USA Hockey and played on a USA Hockey team during a previous season.

17U DL Teams

a) Fifteen (15), sixteen (16) and seventeen (17) year-old players. No fourteen (14) year-old or younger players may be rostered or play on a 17U DL team.

b) No more than two (2) fifteen (15) year-old players may be rostered on a 17U DL team.

c) No more than one (1) fifteen (15) year-old goaltender may be rostered on a 17U DL team. If a DL organization does roster a 15-year-old goaltender on their 17U DL team, that player counts against the two (2) 15 year-old player roster limitation for 17U DL teams.

d) A 17U DL team may roster and play up to two (2) non-U.S. citizens on that DL team (excluding goaltenders who must be U.S. citizens), provided that the non-U.S. citizen players must have previously been registered with USA Hockey and played on a USA Hockey team during a previous season.

4. Vertical Roster Integration for DL Teams

Age-appropriate vertical roster movement between a DL organization's DL teams and that organization's Tier I teams is allowed between

September 1 and February 15 of the season, subject to the following restrictions and conditions:

a) No thirteen (13) year-old players may play in any 15U DL or 17U DL game.

b) Fourteen (14) year-old players on a DL organization's Tier I 14U team may be vertically integrated during the season on the organization's 15U DL team.

c) Fifteen (15) year-old players on a 15U DL team may be vertically integrated during the season on the organization's 17U DL team.

d) Sixteen (16) and seventeen (17) year-old players on a DL organization's Tier I 18U team may be vertically integrated during the season on the organization's 17U DL team.

e) Any DL organization player participating in a game under the DL vertical integration policy may only play one (1) game per day.

f) Notwithstanding (a) – (e) above, in games played by any DL team against a Tier I team, the teams must follow the Tier I Vertical Integration Rules as set forth in the USA Hockey Annual Guide.

5. Post Season Play

Development League teams are not eligible to participate in any USA Hockey National Championships. Team and player eligibility to participate in any DL playoff or championship will be governed by the USA Hockey Development League Guidebook rather than Section IX of the USA Hockey Rules and Regulations. The League Commissioner will decide on any question on the eligibility of a player, team or coach to participate in any DL playoff or championship based on the Development League Guidebook. Should a player, team or coach be declared ineligible to compete in any DL Regional playoff or League Championship by a final decision of the League Commissioner, the player, team or coach may appeal its ineligibility to the DL Joint subcommittee. Upon receipt of any such appeal the DL Joint subcommittee shall render a decision as soon as possible. Notwithstanding Bylaw 10.E.(1)(b), the decision of the DL Joint subcommittee shall be final.

6. Player Recruitment, Player Agreements and Tryouts

Development League teams may recruit and sign players to Player Agreements according to the following timeline:

a) January 15th-January 31st: Early Signing Period for DL teams to sign their organization's returning players.

b) February 1st – End of February: DL Open Signing Period.

c) March 1st – End of National Championships: Blackout Period (no tryouts or signing of players).

d) End of National Championships – 48 hours after National Championships – DL Open Signing Period resumes

i. Players participating in the USA Hockey National Championships may be signed to a DL player agreement once that player's team has been eliminated from National Championship medal games.

ii. DL teams (as well as Tier I teams) may begin player tryouts and signing of players 48 hours after the last game of the National Championships.

e) DL teams are required to release any DL team player from a Player Agreement without any financial penalty if the player is signing with the NDTP, USHL, or NAHL team prior to that DL team's first game. If a player seeks to leave a DL team after that team's first game to play with the NDTP, USHL, or NAHL team the player must satisfy any financial obligation to the DL team or the player and DL team may reach a mutual agreement on any financial obligation of the player to the DL team.

f) Player Agreements must be executed for all DL players before they can be rostered on a DL team. DL teams may offer Player Agreements and sign a maximum of twenty-two (22) players to a DL team.

g) A DL team/program must notify the DL League Registrar of the name of any players signed to a Player Agreement and the specific team that the player committed to playing on within 24 hours after the signing of a Player Agreement.

h) Player Agreements offered by DL teams/programs must provide information as required in the Development League Guidebook.

i) The execution of a Player Agreement by a player and parent binds and commits the player to that DL team for the entirety of the team's playing season. Likewise, the execution of a Player Agreement by a DL team binds and commits that team to the player and secures a roster position for that player on the signing team for the entire applicable season. Any disputes between the player and the DL team on the application of a Player Agreement may be resolved in the sole discretion of the DL Commissioner as he/she deems proper under the circumstances, with the right to appeal to the National Appeal Committee pursuant to Bylaw 10.E.

7. Selection of Teams/Programs to Participate in the USA Hockey Development League:

The specific criteria for team participation in the Development League, the application and selection process, the annual team assessment due to the league, the number of teams in the League, the team operating requirements, the periodic review of team/program performance, and the withdrawal and continuation of teams within the League will be set out each season in the Development League Guidebook on or before January 1 of each year.

8. Development League Discipline Actions or Administrative Actions/ Decisions:

a) For any necessary disciplinary hearings involving a DL team, player, coach or representative, the DL Commissioner shall appoint a three

(3) person disciplinary hearing panel to conduct a hearing pursuant to USA Hockey Bylaw 10.C. The discipline hearing panel shall consist of one (1) Affiliate President, one (1) Youth Council member, and one (1) Player Development Committee member.

b) Any appeal of a DL discipline hearing panel must be submitted in writing to the National Appeal Committee within fourteen (14) days of receipt of the decision appealed from, and the appeal shall be decided in accordance with the procedures in USA Hockey Bylaw 10.E. The decision of the National Appeal Committee on the appeal is final.

c) Notwithstanding (a) and (b) above, in discipline arising from games played between a DL team and a Tier I team, the discipline of the DL team or individual shall be addressed as described in (a) and (b), and the discipline of the Tier I team or individual shall be referred to the applicable Affiliate.

d) The DL Commissioner will hear all Administrative Actions other than Administrative Actions taken by an Affiliate, which shall be determined by the Affiliate. Any appeals of administrative decisions made by the DL Commissioner must be submitted to the DL Joint subcommittee within fourteen (14) days of the decision or action by the DL Commissioner.

Except as specifically set forth in this Section III.J. of the USA Hockey Rules & Regulations the applicable Affiliate shall retain discipline authority over DL teams and players.

IV. OFFICIALS REGISTRATION

A. Procedure

All on-ice officials must register directly with USA Hockey online at usahockey.com by completing the online registration process and paying the proper fee. Those on-ice officials who are unable to submit their application online may obtain an Official Registration form from their district referee-in-chief.

Previously registered ice hockey officials will receive notification with their specific registration information from the national office prior to the start of the registration season. When the application has been completed online or submitted to the national office with the proper fee, the official will be provided:

- An email confirmation of receipt of their application with additional USA Hockey officiating membership information and resource materials
- The current *Official Rules and Casebook of Ice Hockey* (if not previously received)
- Information on completing the online playing rules exercise and online education module curriculum

All non-tenured on-ice officials are required to complete an officiating classroom seminar program which will include online components.

All officials that will be 17 years old as of December 31 of that registration year will be required to complete the U.S. Center for SafeSport online training prior to participation and in accordance with Safe Sport Program Policies. All officials that are 18 years old when the current season membership opens must fulfill their USA Hockey background screening requirements once every two seasons.

The MINIMUM requirement for each classroom seminar component for each level is as follows:

- Level 1 – 3.5 hours of virtual classroom time plus designated online education modules
- Level 2 – Minimum of 3 hours of virtual classroom time plus designated online modules
- Level 3 – Minimum of 3 hours of virtual classroom time plus designated online modules
- Level 4 – Minimum of 3 hours of virtual classroom time plus designated online modules

NOTE: Referees-in-chief and local support staff are encouraged to coordinate in-person development events (both classroom and on-ice) for continued education purposes, and all officials are recommended to participate in these events.

NOTE 2: Level 1 classroom seminars may be hosted in-person (in lieu of virtual courses) per approval by the Officiating Education Program.

There are tenured registration classifications for both Level 3 and Level 4 officials. Officials who have been completely registered at either Level 3 or Level 4 for three consecutive seasons will be eligible to attend the USA Hockey Advanced Officiating Symposium to obtain their "tenured" status. Once tenured status is achieved, those officials will complete the following registration requirements each season to maintain their tenured status for as long as they continue to register with USA Hockey as an official:

- Submit USA Hockey online application and appropriate fee
- Complete playing rules exercise
- Complete abbreviated online education modules
- Complete online SafeSport training prior to participation and in accordance with Safe Sport Program Policies, and fulfill USA Hockey background screening requirements every two seasons

Once all appropriate registration requirements have been successfully completed, for the level applied for, and the appropriate information forwarded to the national office, the applicant shall be sent:

- A referee card for the proper level classification based on requirements met
- A sweater crest for the current season
- Additional information regarding insurance coverage and other officiating program resources available to them

When the referee application has been approved and is received with the appropriate fees in the USA Hockey national office, the referee membership record will be created and/or updated upon completion of all registration

requirements in the USA Hockey database. The district records are available to the referee-in-chief, or their designee, so that local assigners will know who is eligible to officiate.

Registration cards are not transferable and must be renewed annually through the national office.

B. Classifications

There shall be five classes of ice hockey referees as follows (USA Hockey's officiating program assignment guidelines which outline recommended officiating levels for each category of play can be viewed on usahockey.com):

- Level 4 – annual fee – $135 (including tenured)
- Level 3 – annual fee – $135 (including tenured)
- Level 2 – annual fee – $135
- Level 1 – annual fee – $75
- Affiliated – Those who do not actively officiate on the ice – annual fee – $55

Level 2, 3 and 4 officials, including tenured officials, must be completely registered (card and crest issued) on or before December 31 to be eligible to officiate in any state, district or regional playoff or national championship. Only Level 3 or 4 officials may officiate district, regional or national championships, unless approved by the Officiating Program Director, the national referee-in-chief, and the National Tournament chair prior to the district, regional or national championships.

Registration as a USA Hockey on-ice official is not a guarantee of assignment. All USA Hockey officials shall be considered independent contractors.

V. COACHING EDUCATION PROGRAM

A. Coach Registration

All ice hockey coaches as well as instructors of USA Hockey programs shall be registered annually as individual Participants of USA Hockey for the current season (before the start of the season) in order to be eligible to coach/instruct in any regular-season activities (practices, clinics, games, tournaments, try-outs, etc.), state, district, regional playoff, national championships or in the USA Hockey Player Development programs. There will be an annual fee to register the coaches (head and assistants) and instructors. Coaches who also play on a USA Hockey registered team are required to pay this registration fee only once per year. Coaches may register as participants online at usahockey.com or through a local association/member program (refer to Section I Participant Registration).

NOTE 1: *All USA Hockey Coaching Education Program Instructors and National Player Development Camp coaches will be exempt from the annual participant registration fee, but must complete the participant registration process.*

NOTE 2: *Those volunteers or employees who assist with helping disabled hockey teams on-ice (i.e. interpreters, pushers, on-ice mentors, etc.) must be properly registered with USA Hockey as volunteers but are not required to attend a CEP clinic and otherwise comply with these rules and regulations. It shall be permissible to allow an interpreter that has registered with USA Hockey as a volunteer and completed applicable background screens and SafeSport training to assist deaf/hard of hearing players or coaches on ice in practices and on the bench during games, without requiring such person complete any CEP requirements.*

All ice hockey coaches and instructors of registered USA Hockey Youth 18 & Under and below, high school, girls 19 & under 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.

B. Coaching Education Program Requirements

(1) Required Coaching Education Program Levels for Ice Hockey

All coaches must have the required certification level by January 1 of the current season. Districts and/or Affiliates may not impose earlier deadlines for coaches to attend a clinic prior to December 31.

(a) All coaches must enter USA Hockey's Coaching Education Program at the 6U/8U Level if coaching Learn to Skate (LTS), Learn to Play (LTP), 6U/8U classification or a Level 1 if they are coaching 10U classification and above.

Coaches at the 6U/8U Level do not need to progress any further until one of the following occurs:

1. The coach moves up to another age classification above 8U, or
2. The coach returns to 6U/8U for the fifth consecutive season and the level is now expired.

Coaches at the 6U/8U must take the 6U/8U refresher education every five years if they are continuing to coach at 6U/8U classification or LTS/LTP.

Coaches in 6U/8U should not take Level 1 until they start coaching at the 10U classification and above level.

As of the 2025-26 season, Level 1 coaches must continue their education with a coaching clinic each year until, at a minimum, they achieve Level 4. Coaches of disabled hockey, may remain at Level 1 or other certification level, even if expired, until such time as they are coaching any older age level of play or something other than disabled hockey.

A coach may attend only one (1) certification clinic per year. This does not include continuing education clinics or modules. The 6U/8U clinic can be taken by coaches that are Level 1, 2, 3, 4, or 5 for continuing education credit.

Once Level 4 is achieved, subject to the Grandfather Clause set forth in paragraph (d) below, coaches will need to have completed 5 credit hours of continuing education prior to the expiration of their level, and if renewed within each subsequent three-year period or in the alternative complete their Level 5 classification.

Once Level 5 is achieved, coaches will need to have completed 5 credit hours of continuing education prior to the expiration of their level and within each subsequent four-year period thereafter [as outlined in Paragraph (c) below].

(b) In addition to the training in paragraph (a) above, coaches must also complete online age-specific training modules specific to the level of play they are coaching, if they have not already taken that module. This requirement applies to all coaches at all levels, 6U/8U through 5. Coaches may complete more than one age-specific module in any given season. As of the 2023-24 season, all coaches must complete the Foundations for Player Development and the age-specific modules prior to participating with the team.

(c) Effective in the 2022-23 season, Level 4 coaching certifications are valid for three (3) seasons, and Level 5 coaching certifications are valid for four (4) seasons, each as indicated by an expiration date.

(d) Grandfather Clause

For those coaches who received Level 4 or Level 5 PRIOR TO January 1, 2021, and who are coaching or begin to coach after this date, any Tier I or Tier II teams will be required to do continuing education as required in (c) above.

Coaches who received a Level 1, 2, 3, 4 or 5 prior to January 1, 2025, and who are coaching after this date, may coach at the 6U/8U classification or LTS/LTP with their current level, even if expired.

If a 6U/8U coach takes a higher level of education after January 1, 2025, they are no longer grandfathered in at the 6U/8U level and must remain current in education regardless of what age classification they are coaching.

(e) Previous/Expired Certifications

Coaches with any expired certification will retain their previous certification levels provided the certification can be verified. Coaches may re-enter the certification system at that previous level and be subject to the certification guidelines in (a) through (c) above and/or (f) below.

(f) Continuing Education (CE) Accumulation and Expiration

The USA Hockey clinic listings will indicate all continuing education offerings and the credit value of each. The Coaching Education Program retains the responsibility for defining continuing education credit values, including clinic or online course work.

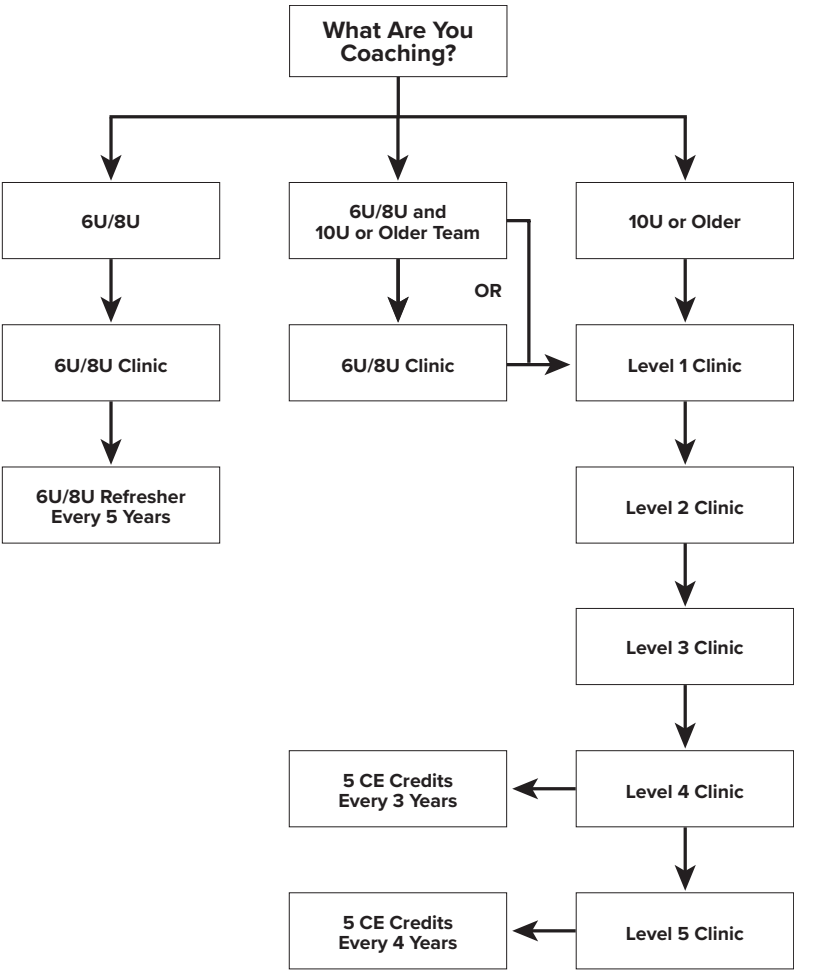
Coaches that are Level 1, 2, 3, 4 or 5 may accumulate continuing education credits and will remain available for a maximum of eight years since completed, subject to the Level 4 and Level 5 credit hour expiration rules set forth below.

Coaches at the 6U/8U Level will be able to take continuing education but will not be able to bank credit hours.

Once a Level 4 or 5 coach reaches their expiration date, all credits will be applied from their account and if they have their five credits of continuing education their certification will renew.

Any credits above the five needed to recertify their Level 4 or 5 will be erased from their account.

2026-27 CEP AGE PROGRESSION GUIDELINES



(2) Evidence of Level

It is the responsibility of the local association to identify those coaches who do not meet the certification requirements. All coaches have until December 31 of the current season to attend a USA Hockey coaching clinic.

Prior to the start of each game, the head coach present is required to sign the designated area of the scoresheet to verify the accuracy of the playing roster, as it appears on the scoresheet, for that game.

(3) Penalty and Enforcement

Any coach not in possession of these certification requirements will be ineligible to coach for the remainder of the season. Districts and/or affiliates are required to uphold this penalty. It will be the responsibility of the local association registering the team to enforce the national policy.

C. Under-Age Coaches

(1) Student Coach

A player age 13 through 17 who is currently properly registered with USA Hockey may serve as a Student Coach.

(2) Qualifications

- Must attend a training session conducted by the local hockey association or audit a Level 6U/8U clinic or a Level 1 clinic depending on what age classification they are going to coach (not required to pay nor will they receive certification credit).
- Must always be under the supervision of a carded, screened adult coach during all practices, clinics, try-outs and in the locker room.
- May help out at practices, clinics, try-outs only. (May not participate as a player in scrimmages or games when acting as a STUDENT COACH).
- May not act as a head coach or an assistant coach during practices or games.
- May be on the bench during games with an adult. The STUDENT COACH will count as one of the maximum of four Team Officials allowed on the bench.
- Must wear a helmet with full face shield, neck laceration protection, gloves and skates while on the ice. Must wear a helmet with a full face shield during games while on the bench.
- May only work with players at least one full playing age level below the STUDENT COACH (e.g., a 14U player may act as a STUDENT COACH at the 12U, 10U or 8U level) except a STUDENT COACH working with players in a disabled hockey program.
- The organization that is using the STUDENT COACH must provide a form indicating on the team on which he/she is participating as a STUDENT COACH, and, if applicable, what team he/she is properly registered/rostered as a player. A model form is available on the usahockey.com website.
- Upon reaching the age of 18, the STUDENT COACH must comply with the USA Hockey Screening Program and meet the USA Hockey Coaching Education Program requirements which will qualify him/her to act as an assistant or head coach.

D. SafeSport and Screening Policy

All USA Hockey coaches and instructors will complete the U.S. Center for SafeSport online training and background check in accordance with USA Hockey Safe Sport Policies. Failure to comply with the SafeSport and Screening Policies will result in the forfeiture of coaching privileges in programs, at sites, or events under USA Hockey's governance.

E. Coaching Ethics Code

All USA Hockey ice hockey coaches (head and assistant) and instructors must abide by the USA Hockey Coaching Ethics Code, and understand that violations may result in full or partial forfeiture of coaching privileges in programs, at sites or events under USA Hockey's governance.

All coaches have an obligation to be familiar with USA Hockey's Coaching Ethics Code. Lack of awareness or misunderstanding of an ethical standard is not itself a defense to a charge of unethical conduct. The USA Hockey Coaching Ethics Code can be found online at usahockey.com under Coaches.

VI. TEAM MANAGER/VOLUNTEERS

It is recommended that Youth, Girls and Disabled Disciplines registered ice hockey teams have a team manager. All Youth and Girls national championship bound teams are required to have a team manager. Disabled Discipline teams that attend national championship or other USA Hockey sponsored events (e.g. Classics) are required to have a team manager. A coach who also serves as team manager would register only as a coach. Managers are covered under USA Hockey insurance policies. A team manager who is not registered as a coach may not participate in on-ice activities or be on the bench during games.

USA Hockey Managers/Volunteers, who have access to youth participants, will complete the U.S. Center for SafeSport online training and background check in accordance with USA Hockey SafeSport Policies. Failure to comply with the SafeSport and Screening Policies will result in the forfeiture of privileges in programs, at sites, or events under USA Hockey's governance.

The team manager, locker room monitors and on-ice volunteers (including sled pushers) are required to be added to the team roster.

The team manager shall be the custodian of all documents necessary for credential review prior to participation in invitational tournaments and district, regional and national championships. See Section IX: District Playoffs and National Championships, Subsection P. for complete listing.

VII. PLAYING RULES

USA Hockey will publish two official playing rules books – one that will pertain to all teams and leagues registered in the Youth, Girls, High School, Adult and Disabled ice hockey classifications and one that will pertain to all teams and leagues registered in the Junior classifications. All constituent members must abide by the appropriate rulebook. Constituent members include all teams registered with USA Hockey as well as the leagues in which these teams are playing. No other playing rules book will be allowed.

Any requested modifications to the playing rules by any Affiliate or local league must be submitted to the district referee-in-chief for their review. (in the case of modifying a Disabled Playing Rule the request shall be submitted to the Disabled Section chairperson and Disabled Hockey referee-in-chief). The District referee-in-chief will then submit their recommendation to the USA Hockey Playing Rules Committee who shall make the final decision.

For the Junior version of the USA Hockey playing rules, any requested modifications to the playing rules shall be submitted to the Junior Council for review and recommendation prior to final review and approval by the USA Hockey Playing Rules Committee.

These requests must be submitted in writing prior to the start of each season and no later than August 15.

Changes to the above policy can be made from time to time by the Board of Directors.

Individual players and coaches have the personal responsibility to wear, and team officials, hockey associations and leagues must enforce all required protective equipment rules (including, but not restricted to helmets, facemasks, mouthpieces and neck laceration protectors) during practice sessions.

VIII. GAMES, EXHIBITION GAMES, INVITATIONAL TOURNAMENTS, SANCTIONED LEAGUES AND SANCTIONED EVENTS

In order to be eligible to be awarded USA Hockey district/affiliate tournaments, national tournaments or coaching/officiating clinics, the host facility must be a United States Ice Rink Association member and register all of its ice hockey programs/leagues with USA Hockey. Exceptions can be granted with the approval of the appropriate council.

A. **Definition of a Game:** An ice hockey game is a contest played against another team which is registered with USA Hockey or a member organization of the IIHF or an event sanctioned by the IPC/WPIH. USA Hockey playing rules or approved modification thereof shall apply.

(1) The age appropriate standard playing surface at 8 & Under is cross-ice or half-ice.

(2) Subject to limited exceptions as are approved by the USA Hockey Player Development Committee, all games and scrimmages at the 8U age level shall be played either cross-ice or half-ice, or on a surface that is equal to or less than the dimensions of cross-ice or half-ice. Each Affiliate shall enact applicable rules and regulations to address the governance, implementation and transition for this rule to become effective within the Affiliate. To the extent an Affiliate desires to seek exceptions for a limited number of full ice games or scrimmages for its teams at the 8U level, the Affiliate shall submit a plan by January 31 each year detailing such request to the USA Hockey Player Development Committee. The Affiliate's plan is subject to the annual approval of the Player Development Committee which will give final determination by March 31 of the same year.

B. Registered USA Hockey ice hockey teams shall not participate in games against non-registered teams without prior written approval of the appropriate registrar. The district risk manager and district referee-in-chief shall receive a copy of such written approval. Violation of this rule shall subject the team to suspension by the appropriate Affiliate.

C. **Definition of a Tournament:** Ice hockey competition, other than normally scheduled league or exhibition games, where multiple, legally-registered, teams compete within specified time frame in which a champion may or may not be determined. This shall include gatherings typically consisting of three (3) or more teams, except Association Exchanges which are limited to two (2) Associations. This shall also include events described as Showcases, Exhibitions, 3 on 3, or 4 on 4 Pond style events, league championship tournaments, or any other gathering of teams outside of regular season league games where a registration fee is charged to participate. At the discretion of the District Registrar certain 8U Jamboree style events or Disabled events designed to make it easier for teams to play other teams in the league, where no champion is determined, may be sanctioned as a Special Event rather than an Invitational Tournament.

D. All invitational ice hockey tournaments that involve USA Hockey registered teams and/or another amateur hockey federation or association must receive the sanction of the appropriate registrar for the district where the tournament will be held.

E. The conditions for sanction of an ice hockey tournament are as follows:

(1) Written application on the official USA Hockey invitational tournament application form must be submitted to the appropriate registrar for the district where the tournament will be held.

(2) The appropriate registrar, with the approval of the applicant's Affiliate association, may issue a sanction where no exceptions to USA Hockey rules and regulations are involved.

(3) Applications must be accompanied by a copy of the full rules, regulations, and the complete procedures of the tournament. Where a tournament desires to use exceptions to the rules and regulations of USA Hockey, such exceptions must be approved in advance by the appropriate registrar and the host Affiliate association.

(4) Only USA Hockey-registered officials may officiate tournament games, unless specifically approved otherwise.

(5) Only USA Hockey playing rules and age divisions may be used in tournament play, unless specifically approved otherwise.

(6) The following sanction fees listed for invitational tournaments must be complied with.

- USA Hockey teams only – $250
- USA Hockey and another federation – $250 (additional requirements for foreign team participation are in Section XIII of these Rules and Regulations)

(7) Invitational tournaments shall be prohibited from being held within 100 miles of, and on the same weekend as a USA Hockey national championship and no invitational Disabled hockey tournaments shall be held within 100 miles of, and on the same weekend as, a Disabled Discipline Classics.

(8) The Tournament Director, as identified on the Invitational Tournament Application, is required to verify that all participating teams are properly registered with USA Hockey. A USA Hockey player roster form (1-T) approved by the District or Associate Registrar shall be proof of proper registration and individual player age. Invitational Tournaments shall not require player birth certificates for review. Travel permits are required for all non-USA Hockey teams, and any team from an Affiliate requiring travel permits.

(9) It is recommended that the sanctioned tournament operator arrange for medical personnel to attend all tournament games with at least one (1) medical personnel on-site at every venue (regardless of number of ice sheets or games played) used for tournament play. Medical personnel shall be defined as: a Certified Athletic Trainer (ATC), EMT, Paramedic, or Physician.

F. Any ice hockey tournament which is conducted for profit, by an organization whose primary purpose is not to support amateur hockey or an amateur hockey team, shall also, as a condition of sanction, provide a copy of a tournament budget, or accounting of the proceeds of the tournament; and the fact that the tournament is conducted "for profit" shall be prominently displayed on all literature distributed for promotion of said tournament. The USA Hockey sanction fee for such tournaments shall be set by the USA Hockey Congress or Board of Directors.

G. Permission for use of a tournament "title" that would imply that there is a "United States," or "national" championship involved can only be granted by the appropriate USA Hockey council, and "International" or "World" by USA Hockey's International Council.

H. Violation of any of the above rules and procedures will be considered grounds for suspension from USA Hockey of the individuals and/or bodies responsible for such violations.

I. USA Hockey ice hockey teams traveling to Canada to play games against Hockey Canada teams must obtain a Canadian/USA Hockey Travel Permit. This permit is available from your appropriate registrar or his/her designee.

J. Except as stated in Section VIII: Games, Exhibition Games, Invitational Tournaments and Sanctioned Events., for an event to be sanctioned, all players, coaches, on-ice officials and team(s) must be properly registered with USA Hockey. All practices are sanctioned and all games and scrimmages are sanctioned provided both teams are properly registered. Early season clinics and tryouts leading toward team selection do not require rosters, however, all coaches and players must be individually registered.

Invitational tournament games are considered sanctioned events providing the tournament has received USA Hockey sanctioning. Other on-ice activities may be approved by the District Registrar or his/her designee as sanctioned events. Certain other activities conducted by teams/programs may be

considered sanctioned events (for example, bingo games, pancake breakfasts, etc.). Contact your district risk manager or appropriate registrar for details.

K. USA Hockey Sanctioning of International Athletic Competition

As required by the Amateur Sports Act, §220525, USA Hockey shall review a request by an amateur sports organization or person for USA Hockey to sanction the organization or person holding an international amateur hockey competition in the United States, or to sponsor United States amateur athletes to compete in international amateur hockey competition outside the United States, and unless USA Hockey decides by clear and convincing evidence that holding or sponsoring an international athletic competition would be detrimental to the best interest of the sport, shall grant such sanction only if each of the following requirements are met:

1. The organization or person must pay USA Hockey any required sanctioning fee, if the fee is reasonable (including without limitation consideration of any direct or indirect costs or expenses of USA Hockey in sanctioning such competition) and nondiscriminatory;

2. For a sanction to hold an international amateur hockey competition in the United States, the organization or person must (a) submit to USA Hockey an audited or notarized financial report of similar events, if any, conducted by the organization or person, and (b) demonstrate that the requirements of subsection (4) below have been met;

3. For a sanction to sponsor United States amateur athletes to compete in international amateur hockey competition outside the United States the organization or person must (a) submit to USA Hockey a report of the most recent trip to a foreign country, if any, that the organization or person has sponsored for the purpose of having United States amateur athletes compete in international amateur hockey competition, and (b) submit a letter from the appropriate entity that will host the amateur athletic competition certifying that the requirements of subsection (4) below have been met;

4. The following requirements have been demonstrated or certified to have been met, as required by subsections (2) and (3) above:

   (a) Appropriate measures have been taken to protect the amateur status of athletes who will take part in the competition and to protect their eligibility to compete in amateur athletic competition;

   (b) Appropriate provision has been made for validation of any records established during the competition;

   (c) Due regard has been given to international amateur athletic requirements specifically applicable to the competition;

   (d) The competition will be conducted by qualified officials;

   (e) Proper medical supervision will be provided for athletes who will participate in the competition;

   (f) Proper safety precautions have been taken to protect the personal welfare of the athletes and spectators at the competition; and

   (g) The amateur sports organization or person requesting sanction from USA Hockey will implement and abide by the policies and

procedures to prevent the abuse, including emotional, physical, and child abuse, of amateur athletes participating in amateur athletic activities applicable to USA Hockey (USA Hockey shall also require that the amateur sport organization or person requesting the sanction comply with the requirements of the U.S. Center for SafeSport).

IX. STATE/AFFILIATE AND/OR DISTRICT PLAYOFFS AND NATIONAL CHAMPIONSHIPS

Youth Classifications

[13 & 14 (14U), 15-only (15O), 15 & 16 (16U), 17 & 18 (18U)]

Girls Classifications

[13 & 14 (14U), 15 & 16 (16U), 17 to 19 (19U)]

High School

Each season, USA Hockey shall conduct state/affiliate and/or district playoffs and national championship tournaments and/or playoffs leading thereto in the Youth, Girls and High School age classifications. The rules and regulations governing eligibility and qualification for the state/affiliate and/or district and national championships are set forth in this Article IX, except for Warrior, Adult Sled and Youth Sled, which are set forth in Section XIV. The USA Hockey Youth Council shall approve a USA Hockey State/Affiliate and/or District and National Championship Tournament Guidebook, which shall be published and available on the USA Hockey website on or before September 1 prior to the following year's state/affiliate and/or district and national championship tournaments. Except as set forth herein, to the extent of any contrary information in the USA Hockey Annual Guide, the State/Affiliate and/or District and National Championship Tournament Guidebook shall be the binding authority for the requirements, rules, regulations, operation and procedures of all USA Hockey state/affiliate and/or district and national championship tournaments. For regulations applicable to regional, invitational and national championships for the Junior and Adult classifications and all Disabled Disciplines, please contact the appropriate registrar, the junior staff liaison, the Disabled Disciplines staff liaison, or the USA Hockey national office.

NOTE: *Each reference to district and national championship tournaments shall refer to state/affiliate and/or district and national championships tournaments and/or playoffs leading thereto.*

A. Player and Team Registration

All Tier 1 teams must register with USA Hockey on or before October 15th. All other national tournament-bound teams and players must be registered with USA Hockey and must be a member in good standing of an Affiliate association on or before December 31 of the playing season. Teams competing on natural ice have until January 20 to register. Player changes to the official team roster for youth Tier I and Tier II teams and girls national tournament-bound teams will not be accepted after February 15. For games to count in meeting the 18/12 rule, that team's official team roster registration form (1-T) must be certified by the appropriate district registrar or his/her designee prior to that game being played.

B. Coaching Education Requirements

All coaches must have current USA Hockey certification and the corresponding online age-specific module to participate in the district and

national championships. All coaches are expected and required to follow all USA Hockey rules, including the helmet rule, during all pre-tournament and tournament events. If a coach is found non-compliant with the helmet rule during any pre-tournament or tournament event(s), it will result in a Discipline Committee hearing with a minimum 30-day suspension from all activities involving USA Hockey registered programs. The Discipline Committee will refer the non-compliance back to the appropriate Affiliate to implement the suspension. Pre-tournament refers to any on-ice sessions, practices, or scrimmages that a coach participates in at any tournament venue or in the tournament city up to 2-days prior to the start of the state/affiliate and/or district and national championships.

C. Team Classifications

YOUTH/GIRLS – Within each Youth and Girls classification, the state/affiliate and/or district and national championships shall be at the Tier I and Tier II levels with eligibility to participate as follows:

Tier I – any youth or girls team that is properly registered with USA Hockey as a Tier I national championship bound team.

Tier II – any youth or girls team that is certified Tier II by an Affiliate organization which has jurisdiction over the team. Tier II certification will be based on criteria set up by the Affiliate and approved by the Youth Council.

If the Affiliate rules permit a certified Tier II team to participate in the Affiliate's Tier I district playoffs and a certified Tier II team elects to participate in that Affiliate's Tier I district playoffs, then that certified Tier II team shall be ineligible to participate in the Tier II national championships.

HIGH SCHOOL – Any high school team that is properly registered with USA Hockey as a High School national championship bound team shall be eligible to participate in the High School National Championship. Representation from each state will be determined by the state Affiliate participating in the tournament.

For districts only, these rules and regulations may be modified for local and state association competition and districts that are composed of a single state, as conditions may require.

Player eligibility regulations may not be less restrictive than those governing national championships.

Teams seeking to participate in the High School National Championship should play a regular season schedule in a high school league as a team, if available within that team's state, or compete against other high school registered teams during their regular season schedule. They should not be an "all-star" team formed for the purpose of attending the High School National Championship.

A High School player residing in one Affiliate may not play on a National Tournament bound Division II (Combined) High School team in a different Affiliate unless both the Affiliate where the player resides and the Affiliate where the player desires to play have granted permission. In the event that a High School player has been denied such permission to play on a Division II (Combined) High School team other than in the Affiliate where the player

resides, the player may appeal such denial to the National Championship Appeal Committee.

As set forth in greater detail each season in the USA Hockey District and National Championship Guidebook, to achieve balance and parity at the High School National Championship, teams participating in the High School National Championship (other than Girls teams) shall be placed in three (3) divisions (3A, 2A and 1A) with the 3A division made up of teams from states that have traditionally demonstrated a high level of competitiveness at prior High School National Championships and/or teams that have demonstrated a high level of competitive play during the current season.

D. Tournament Eligibility and Registration

(1) Players and registered team members properly classified shall be eligible to participate in state/affiliate and/or district and national championships. For specifics see:

(a) Rules & Regulations; Section II: Classifications; Subsections Youth, Girls, High School Divisions.

(b) Rules & Regulations; Section III: Team Membership and Registration; Subsection Proper Affiliate for Team/Program Registration.

(c) Rules & Regulations; Section VI: Team Manager/Volunteer.

(2) The team shall be certified by its appropriate registrar (form 2-C, team roster registration certification) to have complied with all eligibility requirements.

(a) All players and registered team members shall be listed on the official team roster (1-T) and credential verification sheet (form 1-C).

(b) All Youth and Girls national championship bound teams are required to have a team manager and, at minimum, one locker room monitor listed on the official team roster (1-T).

(c) All national tournament bound teams need to have positions and jersey numbers (home and away) assigned as part of the official team roster (1-T).

(3) A verification and affirmation that a review of each player's birth certificate has been completed by a district registrar or his/her designee. When no verification and affirmation is provided, a copy of government-issued birth certificate, verification of birth or copy of a passport identification page for each rostered player, is required. Also, for all High School divisions, evidence of current school enrollment eligibility to participate on the team is required.

(4) The team's certified player roster and credentials must be in the hands of the championship director one week before the start of the championship.

(5) The team and each rostered member must be eligible to participate in the state/affiliate and/or district championships in order to participate in the national championships.

(6) Number of Games for Eligibility – state/affiliate and/or districts and nationals

(a) Each team must have competed as a team unit in at least eighteen (18) games for youth and girls teams, and at least ten (10) games for all High School divisions, and

(b) Each youth and girls player must have played in at least twelve (12) games during the season. Each player in all High School divisions must have played in at least five (5) games during the season.

(c) For games to count in meeting 18/12 (10/5 all high school divisions) rule, that team's player roster form (1-T) must be certified by the appropriate registrar or his/her designee prior to that game being played. Teams formed and certified prior to the September 1 season start may have games played in August counted toward fulfilling the 18/12 (10/5 all high school divisions) requirement, with approval of the district registrar. Player changes to the official team roster for youth and girls Tier I and Tier II teams will not be accepted after February 15. If an affiliate, state or district tournament is held prior to February 15, player changes to the official team roster will not be accepted after the affiliate, state or district tournament begins. If a player is rostered on a team at the time the team participates in a State/Affiliate and/or District tournament before February 15, the player may not be rostered on a different official team roster after the affiliate, state, or district tournament begins.

(d) A game is a contest played against another team which is registered with a member organization of the IIHF of the same competitive level and officiated by registered officials. A game shall consist of at least three (3) periods (or the equivalent, see paragraph Q. Time of Periods below), except where the game is interrupted, (by some unforeseen event) after two (2) periods have been completed. High School division games played against school sanctioned teams and USA Hockey high school teams shall count as games toward the 10/5 rule.

(7) **Ineligible Coach(s)/Player(s) –** Any coach of a team that knowingly plays an ineligible player(s) shall be suspended from coaching in any games that lead to a state/affiliate and/or district and national championships in the current hockey season.

(8) **Appeal Procedure –** Should a youth, girls or high school level team, coach or player(s) be declared ineligible by a final decision of the applicable affiliate, district or registrar to compete in state/affiliate, district and/or national championships, or playoffs leading to a state/affiliate and/or district or national championship, the team, coach or player may appeal its ineligibility to the National Championships Appeal Committee, which shall be comprised of the Youth Council chair, Girls Council chair, Registrar Section chair, National Championship chair, or their designees, and sufficient Eligible Athletes to meet the Athlete Representation Requirement. The National Championships Appeal Committee will add the High School Section Representative in the case of all High School divisions.

Upon receipt of the appeal, the National Championships Appeal Committee will render a decision as soon as possible. The decision of this National Championships Appeal Committee shall be final.

E. Number and Qualification of Teams

(1) State/Affiliate and/or Districts

(a) The qualifying procedure and number of teams, and the entry of a host team, shall be determined by the district. The national championship director shall act as the final authority in all unresolved disputes.

(b) The host shall be allowed an entry at districts, if permitted by the district or affiliate.

(c) It is recommended that the national championship host team not participate in state or district playoffs.

(2) Nationals – Youth Tier I, Tier II, Girls, High School Divisions

(a) The Youth Tier I and Girls Tier I National Championship Tournament shall include up to 24 teams. The Youth Tier II and Girls Tier II National Championship Tournaments shall include up to 48 teams. The High School National Championship shall include up to 48 High School teams and up to 48 Girls High School teams. The High School Section will decide each year the specific number of teams for High School National Championships.

(b) Where a program already designated to act as host for a national championship tournament elects to participate in its state/affiliate and/or district playoffs and wins the state/affiliate and/or district playoffs, the state/affiliate and/or district playoffs runner-up team will be designated to represent the state/affiliate and/or district in the national championship. The host team must participate in the host position in the game format at all national championship tournaments, unless specifically approved otherwise.

(c) No team representing a state/affiliate and/or district shall be ineligible from championship competition for reasons other than those found in this Article IX or in the National Championship Tournament Guidebook.

(d) If, for any reason, there are less than twelve (12) teams qualified, the national championship director may select a team or teams in order to operate the tournament successfully.

(e) For a tournament to qualify as a national championship, at least three (3) districts and a host must be represented.

(f) The applicable Youth Council or Girls Council and the national tournament director have the discretion to operate a national tournament with any number of teams as they deem appropriate.

F. Entry Fees

(1) State/Affiliate and/or Districts

Fees should be determined by the cost of running the event. The fee shall be submitted and approved by the national championship chair at least thirty (30) days prior to the state/affiliate and/or district championship. The tournament may charge an entry fee for each team and may not charge a gate.

(2) Nationals

Each team at all national tournaments (Youth, Girls and High School) shall pay a tournament entry fee as determined by Section 2(J)(3)(i) of the National Championship Tournament Guidebook.

G. Notification of Intent to Enter Team(s)

(1) Affiliate associations shall signify their intentions of entering a team(s) in the district playoffs at least sixty (60) days prior to the tournament.

(2) A state/affiliate and/or district shall signify their intention of entering a team or teams in the Girls Tier I, Youth Tier I and Youth Tier II national championship, in writing, to USA Hockey with a copy to the appropriate Youth or Girls Council chair by October 15 of the current season. A district shall signify their intention of entering a team or teams in the Girls Tier II national championship, in writing, to USA Hockey with a copy to the appropriate Youth or Girls Council chair by November 15 of the current season. Affiliates shall signify their intention of entering a team(s) in any High School division national championships starting August 15 and ending November 15 of the current season.

(3) Once declared, the state/affiliate and/or district must compete in the national championships or be subject to a one-year suspension from future championship eligibility by the USA Hockey Board of Directors.

The applicable Youth or Girls Council shall:

(a) Notify the affected parties of the council's suspension recommendation at least thirty (30) days prior to the USA Hockey Annual Meeting.

(b) Give the affected parties an opportunity, in person or writing, to explain the circumstances which caused the non-appearance.

(c) Include its decision in the council's report to the Congress and Board of Directors at its Annual Meeting.

(d) Participation in USA Hockey state/affiliate and/or district and national championship play shall be at the discretion of USA Hockey Affiliate associations, subject to rules with regard to notice, etc., as set forth herein. No Affiliate shall be forced to participate, nor shall any of its constituent organizations have a vested right to participation, simply because USA Hockey does provide a national championship for which they may be eligible.

(4) No USA Hockey member team or association may participate in any league that prohibits that team or association from entering and fully participating in its state, district or national championship. All teams participating in that league shall not be eligible to participate in any state, affiliate, district or national championship.

H. Completion Dates

All state/affiliate, and/or district tournaments must be completed not less than fourteen (14) days prior to the first day of the national championships. Dates for national championships will be established by the Youth and Girls Councils at the Annual Meeting prior to the tournaments and announced at that time.

I. Age Classifications

(1) Youth

To be eligible to compete in state/affiliate and/or district and national championships tournaments during the 2026-27 season, except as set forth in (3 below, a player must have been born during the year indicated below:

13 Only	2013 (in Tier I level only)
13 & 14	2012 and 2013
15 Only	2011
15 & 16	2010 and 2011
17 & 18	2008 and 2009

NOTE: *The state/affiliate and/or district and national championships for the 13 Only and 15 Only age classification shall be for the Youth Tier I level only and shall be limited to players in the specific birth years defined in the 13 Only or 15 Only age classification chart above for the current season. Players that are not in specified eligible birth year in the current season shall not be permitted to be rostered on a 13 Only or 15 Only team and are not permitted to play in the State/Affiliate, District or National Championships at the 13 Only or 15 Only age classification under any circumstances.*

(2) Girls

To be eligible to compete in state/affiliate and/or district and national championship tournaments during the 2026-27 season, except as set forth in (3) below, a player must have been born during the year indicated below:

13 & 14	2012 and 2013
15 & 16	2010 and 2011
17 to 19	2007, 2008 and 2009

(3) Participation in Older Divisions of State/Affiliate and/or District and National Championships

(a) A player 12 years of age or younger (as defined in the age classification chart for the current season) is not eligible to play on a team intending or declared to compete in the state/affiliate and/or district and national championships or playoffs leading thereto.

NOTE: *A player 12 years of age or younger may not be rostered with a team of players that are also rostered on a National-bound roster (i.e. teams cannot create a 14U recreational roster with the under-age player(s) and create a secondary National-bound roster without the underage player(s)). The underage players must play at the 12U level or on a non-national bound team.*

(b) A player 13 years of age or older may play on a youth or girls team in an older classification at a district or national championship tournament only if the applicable Affiliate's rules or decisions, and the applicable local program's rules or decisions, permit that player to do so. A player residing in one Affiliate may not play on a team in an older classification in a different Affiliate unless both the Affiliate where the player resides and the Affiliate where the player desires to play have granted permission to play in an older classification. In the event a youth or girls player has been denied the permission to play in an older classification in the Youth or Girls state/affiliate and/or district and national championships on a team in an Affiliate other than the Affiliate where the player resides, the player may appeal such denial to the National Championship Appeal Committee.

All other requirements, rules, regulations, operation and procedures of all USA Hockey state/affiliate and/or district and national championship tournaments shall be set forth in the State/Affiliate and/or District and National Championship Tournament Guidebook.

X. ALLIED MEMBERS

Dues for Allied Members (other than those Allied Members whose dues are specifically stated in other sections of these regulations) shall be established by the Board of Directors. All Allied Members are non-voting members.

XI. JUNIOR HOCKEY

A. Sanctioned Junior Competition

(1) Competition Against Non-Registered Teams

USA Hockey-registered Junior teams shall not be allowed to participate in games against any team(s) not registered with USA Hockey or a member organization of the IIHF without prior written approval of USA Hockey. The Junior referee-in-chief and the Junior Council chair shall receive a copy of the prior written approval for such competition. Violations of this rule shall subject the team to suspension by the Junior Council, or its designee.

(2) Tournaments

All invitational tournaments involving USA Hockey-registered junior hockey teams, must receive the sanction from the USA Hockey national office. The Junior referee-in-chief and the Junior Council chair shall receive a copy of the sanction approving such competition. Violation of this rule shall subject the team to a suspension by the Junior Council or its designee.

(3) Conditions for Sanction

The condition for the issuance of sanction by USA Hockey shall be as follows:

(a) Application

Written application on the official USA Hockey invitational tournament application form must be submitted to the USA Hockey national office.

(b) Disclosure of Rules/Regulations/Procedures to be Used

Applications must be accompanied by a copy of the full rules, regulations, and the complete procedures of the tournament. Where a tournament desires to use exceptions to the rules and regulations of USA Hockey, such exceptions must be approved in advance by the junior referee-in-chief and the Junior Council chair.

(c) Officials

Only USA Hockey-registered and qualified officials may officiate tournament games, unless prior approval has been secured from the junior referee-in-chief.

(d) Playing Rules

Only USA Hockey junior playing rules and age divisions may be used in tournament play, unless specifically approved by the junior referee-in-chief.

(e) Issuance of Sanction
The national office may issue a sanction where no exceptions to USA Hockey rules and regulations are involved. In the case of exceptions the competition must be approved by the junior referee-in-chief and the chair of the Junior Council. A copy of the sanction shall be forwarded to the junior referee-in-chief and the Junior Council chair.

(f) Fees
The sanction fees shall be as follows:

1. USA Hockey member teams – $50
2. Tournaments including other IIHF member teams – $75

(g) Conflicts with USA Hockey Junior National Championships
Invitational tournaments shall be prohibited from being held within 100 miles of, and on the same weekend, as a USA Hockey Junior National Championship.

(4) Tournament Titles
Permission for use of a tournament "title" that would imply that there is a "United States," or "National Championship" involved can only be granted by the USA Hockey Junior Council, and "International" or "World" by USA Hockey's International Council.

(5) Violations
Violation of any of the above rules and procedures will be considered grounds for suspension from USA Hockey of the individuals and/or bodies responsible for such violations.

(6) Canadian Competition
USA Hockey junior teams traveling to Canada to play games against Hockey Canada teams must obtain a Canadian/USA Hockey Travel Permit. This permit is available from the national office. USA Hockey junior member teams authorized to participate in junior league competition sanctioned by Hockey Canada shall be able to secure an annual permit for all league sanctioned competition.

(7) International Competition
All junior teams participating in international competition or competition outside the United States shall also comply with all requirements set forth in Rules & Regulations XIII: International.

B. Junior Player Registration
For all Junior players and coaches, USA Hockey online registration shall be completed prior to participation in a USA Hockey sanctioned event (including tryouts). The player will receive an email confirmation of membership and a subscription to *USA Hockey Magazine*. All participants competing in the Junior classification shall register through their Junior teams. Existing Junior teams (those that were registered during the previous season) shall submit a properly completed team application spreadsheet by email to the USA Hockey national office on or before May 25. Each player/coach will register with USA

Hockey online at usahockey.com for the next season. No player shall be covered by USA Hockey insurance or be eligible for on-ice participation in a tryout, practice, scrimmage, and/or game competition until the required player registration information has been received by USA Hockey. Any new Junior teams (those that were not registered during the previous season) shall only be eligible to register players upon approval of the team pursuant to Section H of the Junior Rules & Regulations.

In the event that a player is rostered on more than one team, the USA Hockey national office shall have the final authority to certify the eligibility of any such player solely on the basis of the player's participation in the first regular-season game played after September 15 of the current playing season.

A junior player may be registered in only one (1) national ice hockey federation at a time.

NOTE: *The following are the rules and regulations of USA Hockey. Junior leagues may have other interrelated rules which may supplement and/or differ from those of USA Hockey, provided these differences have been approved in advance by the Junior Council. USA Hockey respects the autonomy of these leagues and their right to establish rules that shall apply to the teams under their jurisdiction.*

(1) Date that required player information will first be accepted by the USA Hockey national office through the Junior Registry

No junior player may be claimed for the following season until the day after the completion of the youth national championships and the national championship of the classification in which the team is intending to compete in the upcoming season.

(2) Official date of registration

The official date of registration for a junior player shall be the date that the player's online registration is received by USA Hockey.

(3) Maximum number of players registered per team

In all Junior classifications, a maximum of twenty-five (25) players may be on a team's protected list at any one time. Only players properly registered on a team's protected list may participate in competition on behalf of that team.

(4) Player Movement

(a) Loans

The loaning of a registered player is not permitted.

(b) Trades

Trading of rostered players between junior teams by agreement is encouraged. Where the transfer of a rostered player is not agreed to by both teams, strict compliance with the Compensation Policy shall be required before the player shall be eligible to participate in any on-ice activity.

(5) Players Requiring Releases, Transfers, Immigration Forms, Etc.

(a) Any player who requires a team release, International Ice Hockey Federation transfer, U.S. immigration forms, etc., shall be ineligible to participate in any USA Hockey-sanctioned game until the required documentation has been submitted to and approved by USA Hockey. All submissions shall be in writing, clearly legible, and shall include the names, phone numbers, fax numbers, addresses,

etc., as may be necessary to enable verification (see USA Hockey Guidelines for Processing IIHF and Canadian Player Transfers).

(b) International Transfers
All transfers of junior players to or from foreign federations must be approved by the Hockey Operations Department of USA Hockey. The transfer fee for player transfers to USA Hockey from a federation outside North America shall be established annually and will include the processing fee charged by the foreign federation. The fee must be paid before USA Hockey will commence the transfer process. All IIHF transfers expire June 30 of the current playing season.

(c) Canadian Transfers
All transfers of junior players to or from the Canadian federation must be approved by the Hockey Operations Department of USA Hockey. The transfer fee for player transfers to or from Canada, shall be established annually and will include the processing fee charges by the foreign federation. The fee must be paid before USA Hockey will commence the transfer process. For further provisions regarding the transfer process, see Rules & Regulations XII: Hockey Canada.

(6) Final Protected List
In order to be eligible for placement on a team's player protected list, the following information must be submitted:

(a) Player's name;

(b) Player's date of birth;

(c) Last team for whom the player played games, including the team placing the player on its protected list;

(d) Player's position; and

(e) Player's citizenship information.

Any player that is not properly rostered with the USA Hockey Junior Registry, as required above, shall be deemed ineligible for game competition in a USA Hockey-sanctioned game. No additions/deletions to a team's protected list will be accepted within the USA Hockey Junior Registry after February 10, until the earlier of (i) completion of the national championship (the day after the completion of the tournament) of the classification of the team which the player seeks to play for, or (ii) May 15. Each team desiring protection under the compensation/rostering policies of USA Hockey shall submit the names of all currently rostered veteran players. A veteran player is a player who was properly rostered on February 10, and eligible to participate in the national championship for that team.

(7) Tampering/Compensation Protection
The protection provided by the USA Hockey Junior Tampering and Compensation Policies shall be available to teams properly registered with USA Hockey and then only for properly rostered and eligible players.

(8) Suspension of Players

A player may be suspended by their team, league or association with just cause, and thereby be prohibited from registration with any USA Hockey team, provided notification and the reason for the suspension is filed with the USA Hockey Junior Council chair. The player has the right of appeal and review of the suspension before the Junior Council of USA Hockey. The decision of the Junior Council shall be final on the player's appeal, subject to appeal as provided in Bylaw 10.E(1)(f). Hockey Canada, in accordance with the agreement between USA Hockey and Hockey Canada, will honor this suspension.

Refusal to re-register with a previous team is not sufficient grounds for suspension.

(9) Players Turning Pro

The last USA Hockey team with which a player is registered before turning professional loses its rights to the player completely. When the player is reinstated to amateur status, he/she is free to register with any amateur team.

C. Junior Age Players and Citizenship

Commencing with the 2012-13 playing season and each season thereafter, the Junior age group shall only include participants who are at least 16 years of age and no older than 20 years of age as of December 31 of the current playing season. Junior teams/leagues are to be divided into Tier I, Tier II, Tier III Junior Leagues, and Junior Independent Teams and provisional for any of the above classifications. Notwithstanding the above age limitations, players who are 15-years-old as of the 31st day of December of the current playing season may apply in writing to play in the Tier I junior hockey league designated by USA Hockey at its Annual Meeting. Submission must be made by a set time designated by the Junior Council each year. The review of the player's ability shall be timely and the decision to deny or allow the player the ability to play in the Tier I league shall be done no later than April prior to the season that the player is applying to play junior hockey. Submission of a petition from the player's family will be submitted to the USA Hockey Junior staff liaison with copies to the USA Hockey Junior Council chair, Youth Council chair and the Tier I junior hockey league commissioner. A detailed written application of achievement of the player and the physical attributes of the player shall be submitted to the USA Hockey Junior staff liaison. USA Hockey, working in cooperation with the Tier I league, shall put together a committee to review the applicant's credentials and make a decision as to whether or not the player shall be considered for exceptional status. If the player is considered for exceptional status, the player will be put through an extensive review process.

In this age group only U.S. citizens are eligible to participate in the National Player Development Program. In the Tier III Junior age classifications, each USA Hockey member junior team may include up to four (4) non-citizens on its Protected List, provided that:

(1) a non-U.S. citizen who has been a youth member of USA Hockey for three (3) consecutive seasons, resided in the U.S. prior to Junior level play, and has not played junior hockey outside of USA Hockey, will not be classified as a non-citizen import,

(2) In Tier I only, each team may have up to six (6) non-citizens on its Protected List.

Through June 30, 2028, in the Tier II age classification, each USA Hockey member junior team may include up to eight (8) non-citizens on its Protected List, provided that:

(1) Teams can roster up to four (4) import players with no restrictions on nationality; and

(2) If a team adds a fifth, sixth, seventh or eighth import player, these additional players must be Canadian;

(3) Notwithstanding the above, if a team rosters an import goaltender, they are limited to a total of seven (7) imports:

- Four (4) import players with no restrictions on nationality;
- Three (3) Canadian players.

Adding non-citizens to a USA Hockey-member Junior team's Protected List is subject to adherence to all IIHF/Canada player release and transfer policies. Each and every non-U.S. citizen shall count against the limit imposed herein.

All non-U.S. citizen junior players must provide the following documentation:

(1) Release
A release from the player's home team/association authorizing the player to compete for the USA Hockey member team; and

(2) IIHF/Canadian Transfer
A fully paid IIHF/Canadian required transfer from the player's home federation accepted by USA Hockey as provided by the USA Hockey Guidelines for Processing IIHF and Canadian Player Transfers.

D. Junior Calendar

The following policy shall apply to and govern all USA Hockey registered junior teams, including, those based geographically within the United States but competing in non-USA Hockey sanctioned leagues. Unless otherwise agreed as provided in written affiliation agreements between teams of different levels of classifications that are on file at the USA Hockey national office and/or by the Affiliated Player Policy, the following calendar of significant dates shall govern and control movement of players during the calendar year.

(1) Season Start

The USA Hockey Junior Calendar shall commence with the "start of the season." That phrase, "start of the season," shall mean and be defined as "beginning immediately upon the completion of the final game (regular season, play-off, national championship) for the team on whose USA Hockey protected list the player last properly appeared during the immediately preceding season." Any unauthorized contact before the "start of the season," including a tryout camp/invitation shall be considered tampering and subject the offender to disciplinary action as provided herein. No player tuition agreement or Tier III commitment to play form, executed by any player/parent prior to the "start of the season," shall be valid or enforceable by the signing team, its league, or by USA Hockey.

(2) Early Season Team Identification, Evaluation, Selection and/or Development Camp

No early season team identification, evaluation, selection and/or development camps may be held by any USA Hockey member team until after the completion of the national championship for that team's classification or the completion of the Tier I and Tier II Youth National Championships, whichever comes later. Any solicitation/invitation directed to any particular player whose current season has not yet ended and whose upcoming season has not yet started, as defined above, shall be considered tampering and shall subject the offending team to disciplinary action pursuant to the USA Hockey Tampering Policy. Posting on a team/league website of camp information, placing posters in area rinks, or announcement ads in area hockey publications shall not be considered to be directed to a particular player.

(3) Free Agency

That from and after the "start of the season" for an individual player, that player shall be a free agent, eligible for recruitment and direct contact by any team, including the one on whose roster the player currently appears. "Free agency status" shall continue from the start of the season until the earlier of (a) September 15, or (b) the first regular season game played after September 1 in which a player competes for a team on whose protected list he properly appears. During this period, no national tampering charges shall be brought or processed. Leagues may enforce tampering charges within their own league membership, only.

(4) September 1 – Publication

The USA Hockey national office shall publish the September 1 initial protected list for all junior teams, send it to all junior teams and post it on usahockey.com.

Further, on or before September 1 of each season, each league shall have on its website their complete league, exhibition and tournament schedule for the upcoming season. All non-league games must be sanctioned and approved by the USA Hockey national office. Each sanctioned league must submit a list of team members and the date of the first league game for each team to the USA Hockey national office by September 1. Teams should also submit any games that are added to their schedule during the season to the USA Hockey national office and publish the results of those games. Only games that are published and reported to the USA Hockey national office shall count in the calculation of any tuition adjustment.

There shall be no compensation paid or owed for any player who moves to a new and/or different team between the completion of the last game of the team for who he was rostered during the previous season and his appearance in the first regular season game for the team on whose protected list he appears for the succeeding season.

(5) September 1 - February 10 – In-Season Movement

Following the player's participation in the first regular-season league game for a team or September 15, whichever shall first occur, there shall be no movement of any player from that team to another without a properly executed USA Hockey trade form (found on the USA Hockey

website) between the two teams, filed with the USA Hockey national office. Any player who is dropped by any team, at any time, shall immediately become a free agent and while he may be subsequently protected by two or more teams, the ownership of his playing rights shall become the property of the team for whom he first competes in a regular-season game, while on that team's protected list. Affiliation agreements between teams, including those between multiple teams at multiple levels of junior classifications, are to be encouraged and movement of players pursuant to those agreements, is not prohibited due to the foregoing rules regarding player movement.

(6) December 31 – Youth Ineligibility Resulting From Junior Play After December 31

Except for youth players participating under the Youth/Junior Affiliated Player Policy, any and all players rostered on a youth classification team bound for a youth national championship shall become ineligible for further youth classification competition for the remainder of the current season if the player competes for a junior team in a junior game after December 31 of that playing season.

(7) February 6 – Movement of Players Between USA Hockey Member Teams
All movement of players by trade between USA Hockey member Tier I, Tier II, and Tier III teams must be completed on or before 11:59 p.m. Mountain time on February 6 of each season.

(8) February 6/8 - Drops of Players by USA Hockey Member Teams

(a) All Tier I drops of players must be completed by 11:59 p.m. Mountain time on February 6 of each season.

(b) All Tier II drops of players must be completed on or before 11:59 p.m. Mountain time on February 8 of each succeeding season.

(9) February 10 – All Protected Lists Frozen for Balance of Season
All protected lists shall be frozen at 11:59 p.m. Mountain time on February 10 of each season. The frozen protected list shall continue until the team on whose protected list the player appears shall have completed its final regular-season, playoff, regional or national championship game.

E. Player Rights, Rules and Responsibilities
Prior to any Junior team and player entering into any agreement binding the player to the team, the team shall provide the player and player's parents with a copy of this Section E, Player Rights, Rules and Responsibilities.

(1) Player Agreements

(a) Agreement Effective Date
No agreement for the succeeding season with or regarding any player shall be valid until the date on which recruitment for the coming season is authorized by USA Hockey, Inc., per the terms of the current USA Hockey Annual Guide or the decision of the Junior Council of USA Hockey.

(b) Agreements with Minors
No agreement with any player under the age of eighteen (18) is valid without parental endorsement and/or written consent.

(c) Excess Tuition Invalidates the Agreement

No agreement with or regarding any player shall be valid if the tuition provided for therein is in excess of that set forth in the current USA Hockey Annual Guide or the amount approved by the USA Hockey Junior Council for that team's league, and/or the tuition received by that team from the player, or from any source on the player's behalf, is in excess of the approved amount.

(d) Invalidity of Restrictions During Free Agency Period

During the period of "free agency," any attempt by any team to prevent or restrict any player from trying out for any other team outside the team's own league shall be invalid. In addition, such attempted prevention or restriction, whether oral or in writing, shall subject the offending team to disciplinary action upon establishment of the violation.

(e) Tier III Player Contract Addendum

All Tier III player contracts shall include the following language in boldface language on the first page of the contract:

"Attached here to is Addendum USAH, which is an addendum containing terms that must be included on every USA Hockey Tier III Junior player contract. The terms and provisions on Addendum USAH are hereby incorporated into this Contract as if fully stated herein. To the extent any terms of this Contract are in conflict with the terms of Addendum USAH, then the terms of Addendum USAH shall control."

Addendum USAH shall be in a form approved by the USA Hockey Junior Council at each Winter Meeting for use in the following season, but shall include without limitation provisions addressing the team's compliance with the Player Rights, Rules and Responsibilities; the USA Hockey Safe Sport Program; and requirements addressing the promotion of players within Junior Hockey.

(2) Team Individual Player Scholarships Prohibited

No team scholarships/financial discounts shall be allowed to any individual player based upon his skill and ability or game performances, without that individual player performing meaningful, productive work in exchange therefore off the ice and away from team competition. (See NCAA Division I Manual, Bylaw Article XII – Amateurism, Section 12.1-General Regulations, Sub Section 12.1.1 - Amateur Status (a)).

(3) Academic Deferral of Player Movement

A player, who is a student and is physically attending school in the location of his current team (not online school or online learning), may veto the timing of any trade or movement to another team until it is academically advisable, as determined by the player, his family, and his academic advisor from the school that he is currently attending. A player who is a student and is receiving his education through an on-line academic platform or remotely, may not veto the timing of any trade or movement to another team.

(4) Complete Service of Existing Suspensions Required
A player who is under a disciplinary suspension by his current league or team, unrelated to the player's departure, may not move to another USA Hockey member team and compete for that team, until such time as the suspension has been fully served.

(5) Adjustment of Financial Obligations Upon Departure

(a) Written/Email Notice
The party initiating the separation between the team and the player, whether that be the team by trade, drop, etc. or the player by quit, departure, etc., shall give notice to the other, in writing or by email of their decision. The date of the notice shall be considered to be the date of the action, unless delivery has been unreasonably delayed, (beyond three days), by the conduct of the forwarding party. In the event of such unreasonable delay, the date of receipt, minus three days, shall be considered the effective date of the notice.

(b) Refund of Equipment/Apparel Deposit
Upon prompt (within ten (10) days written/email notice of departure) delivery of all team-owned equipment, uniforms, provided apparel, etc., in serviceable condition, ordinary wear and tear excepted, a previously protected player shall be entitled to a full refund of any deposit paid to the team for such purposes. Failure to promptly return the team-owned equipment, uniforms, provided apparel, etc., shall result in the forfeiture by the player of his deposit paid for that purpose.

(c) Adjustment of Billet Fees
Upon payment by the player to the billet family for any expenses, (e.g., phone bills, internet charges, repairs or maintenance necessitated by the player's use, damage done by the player during occupancy, etc.), over and above room and board, incurred while the player is residing with the family, and a fair apportionment of the final month's billet fee, the player shall be released from any further obligation to the billet family.

(d) Adjustment of Tuition
Any player who fails to satisfy his reasonable financial obligations to their billet family or the team on whose protected list he currently appears, may be suspended until such time as those financial obligations shall have been fully paid and mutual releases executed. Any player who is being transferred to another USA Hockey member team, dropped by a USA Hockey member team, or leaves a USA Hockey member team, without tampering involved, shall be entitled to a refund applying the following refund schedule of any tuition monies paid in advance for any portion of the season which remains after his departure. The general rule to be applied to determine the reasonable amount of the tuition refund due the player or, in the alternative, the amount of tuition yet due the team shall be as follows:

1. Player Action (without tampering)
a. From Date of Signing to December 31

From the tuition for the full season, an amount up to 25% thereof shall be refunded (deducting for recruitment and related expenses) if the player is released and joins another USA Hockey member team or no longer plays Junior or Youth hockey. If the player joins a non-USA Hockey member team at any time before the end of the season, no refund is owed. Any refund due under this section will be issued between April 15 and April 30.

b. From January 1 to End of Team's League Season
From the tuition for the full season, there shall be no refund due. (6) December 31 – Youth Ineligibility Resulting From Junior Play after a player cannot be traded or dropped if the calculation results in a tuition payment due from the player plus any additional obligations owed to the team and/or his billet family.

2. Player Action (with tampering)
If the departing player violated the USA Hockey Tampering Policy, the player shall forfeit any refund that may be due or pay any amounts due in addition to a penalty in an additional amount equal to the calculated amount of tuition due.

3. Team Action
If the separation between the player and the team is initiated by the team's action (e.g. trades, drops, etc.) then the following shall apply:

a. If the player does not appear on the team's October 1 protected list, the player must be notified in writing by the team and shall be entitled to a full refund of tuition paid less $1,500 for training and other associated expenses borne by the team.

b. If the player is dropped by the team, the player must be notified in writing or by email, and the player is entitled to a pro rata refund of up to 85% of the tuition based on the number of league games the team has played as of the date the player is let go, less any obligation owed to the billet family.

c. If the player is traded to another USA Hockey member team, the two teams must agree on how much of the player tuition will be paid to each team and notify the player. In no case may the player be required to pay more tuition than was to be charged by the team the player is being traded from. The Standard Player Agreement with the team should be amended to reflect the change in the financial obligation and a new Standard Player Agreement should be entered into with the new team.

d. If the team action is based on disciplinary action in regard to organizational team rules, no refund or reduction shall be due under this paragraph.

4. Cutoff Deadline – January 1
Any player movement initiated by the player after January 1 of the playing season shall result in a forfeiture of any refund claim unless the team is able to secure a paying replacement for the player before the February 10 deadline. Any player dropped, cut, traded or moved to inactive status by a team after January 1 shall be entitled to a full refund of a pro-rata portion of the season's tuition as a condition of the team's action.

5. Player must have all fiscal responsibility satisfied before he can be added to another USA Hockey program. A team must release said player immediately once the player has satisfied the financial responsibility. Any player using the Player Rights, Rules and Responsibilities to separate from a program shall be required to wait 28 days prior to being added to another team roster. A trade can be worked out with another team, or the player can pay a fee of $1,500, to permit the player to play sooner.

(e) Mutual Release
Upon the final adjustment of the pro-rated portions due the respective parties, each shall join in a mutual and reciprocal release in which the dispute, if any, is fully and finally resolved and the parties are respectively released from any and all claims, to date.

(6) Disputes/Disciplinary Action

(a) Disputes Regarding Player Rights, Rules and Responsibilities
In the event of a dispute between a player and a team or team official related to the Player Rights, Rules and Responsibilities, the player or the team may request by written notice to the other that the dispute be resolved pursuant to a hearing under Bylaw 10.C. conducted by the league in which the team plays. Any determination made at such hearing shall be subject to appeal to the Junior Council per Bylaw 10.E.(1)(f).

(b) Against the Player
Following a hearing held by the league in which the team plays, which hearing shall be held in accordance with Bylaw 10.C., and shall be subject to appeal to the Junior Council, a player that fails or refuses to comply with the contents of this policy, in any respect, may be disciplined or suspended from further competition/participation in any and all programs under the jurisdiction of USA Hockey.

(c) Against the Team/League
Following a hearing held by the league in which the team plays, which hearing shall be held in accordance with Bylaw 10.C., and shall be subject to appeal to the Junior Council, any team/league that fails or refuses to comply with the contents of this policy, in any respect, may be placed upon probation, suspended, and/or penalized financially.

F. Regulations Governing Player Movement at All Junior Levels

(1) Additions/Deletions From a Team's Protected List

Players added/deleted must be completed by each team using its USA Hockey Junior Registry. Players may be moved between teams by filing an official USA Hockey Trade Form with the USA Hockey national office. This trade must be approved by USA Hockey and then player movements will be entered into the Junior Registry. Players traded are immediately eligible to compete. However, no junior player can compete for more than one (1) junior team on any calendar day. Players who have been deleted may be added by more than one (1) other team, depending upon league rules. The deleted player shall be properly rostered on only one team following the date on which he plays in a regular season game for a team on whose protected list he appears. When this occurs, the USA Hockey Junior Registry shall delete the dual rostered player's name from all other team rosters.

(2) Proper Rostering

Subject to the payment of compensation, as hereinafter provided, "proper rostering" occurs when a player is properly registered with the USA Hockey Junior Registry; properly rostered on a team's protected list; and plays in a regular-season game for the team on whose protected list he appears, after September 1.

(3) Procedure for Tier I

The following dates with respect to player movement are established for Tier I:

(a) Tier I End of Season to Proper Rostering

All veteran players (players who played in ten (10) or more league games) who have remaining junior eligibility and were included on the February 10 protected list of the team, shall be included on and comprise the protected list for the next season. There will be unrestricted player movement from the end of the national championships until proper rostering or September 15 of the next playing season, whichever shall first occur. This movement shall, however, be subject to payment of compensation, as hereinafter provided. Publication date is September 1.

(b) From Proper Rostering to February 6

From proper rostering to February 6, only "consensual" movement or trade between registered teams in the certified league(s) will be allowed. "Consensual" player movement is described as movement which is agreed to by both teams involved. Before a non-tendered player who is being moved from one team's protected list to another is eligible to compete for the new team, an official USA Hockey trade form must be completed, signed by both teams, and forwarded to the USA Hockey national office. When this trade has been approved, the teams will receive an email after which the player movement will be entered into the USA Hockey Junior Registry.

(c) February 10

From February 10 to the end of the Tier I season the rosters will be frozen. No player movement is allowed.

(4) Procedure for Tier II and Tier III

With respect to player movement, the following dates are established for Tier II and Tier III.

(a) Post National Championship Protected list
All veteran players (players who played in ten (10) or more league games during the previous season) who have remaining Junior eligibility and were included on the February 10 protected list of the team, shall be included on this protected list. There will be unrestricted player movement from the end of the national championships until proper rostering or September 15 of the next playing season, whichever shall first occur. This movement shall, however, be subject to payment of compensation, as hereinafter provided. This protected list is just used to determine the team that would sign the player release for any veteran players going to Hockey Canada for next season.

(b) Initial Protected list
Any player who attends a tryout camp for the next season will be required to be registered with USA Hockey online. Any player that signs a commitment-to-play form (Tier III) or signs a team contract, must be added to the team's protected list immediately. Publication date will remain September 1.

(c) From Proper Rostering/September 15 to February 8
From proper rostering, or September 15, whichever shall last occur, to February 8, only "consensual" player movement between registered teams in certified leagues will be allowed. "Consensual" player movement is described as movement which is agreed to by both teams involved. Before a protected list player who is being moved from one team's protected list to another is eligible to compete for the new team, an official USA Hockey trade form must be completed, signed by both teams, and forwarded to the USA Hockey national office. When this trade has been approved the teams will receive an email after which the player movement will be entered into the USA Hockey Junior Registry. Before a non-protected list player is eligible to compete for any team, the team must send in a drop/add using the team's Junior Registry. All player movements must be approved by USA Hockey before a player can play for his new team. A traded player shall be immediately eligible to compete upon the filing of the USA Hockey trade form. A player deleted by a team shall be ineligible to compete for a period of twenty-four (24) hours from and after the official drop is approved within the USA Hockey Junior Registry.

(d) From February 9 to February 10
From February 9 to February 10, no player movement will be allowed of any domestic or junior players to or among any U.S. junior teams in the same classification or below. Teams may still add junior-aged players who were not rostered on any junior team on February 8 of the same classification or below. (For example, Tier II to Tier II or Tier III to Tier III – prohibited; Tier II to Tier III permitted). A player deleted by a team shall be ineligible for a period of twenty-four (24) hours after the official USA Hockey drop is approved within the USA Hockey Junior Registry.

(e) From February 11 to end of National Championships
The protected list of each junior team shall be frozen throughout the remainder of the season. The final protected list/active protected list of each junior team shall include no more than twenty-five (25) players.

(5) Emergency Goaltender
From and after the commencement of the regular-season league competition, member teams whose goaltender suffers a disabling injury/sickness may apply for an emergency replacement goaltender for use for a period of up to fifteen (15) days from date of discovery of the disabling event. The emergency replacement goaltender may not play in a game unless the remaining goalie is unable to participate due to disability or suspension. After February 10th the period of use may be for the duration of the disability up to the remainder of the season. However, if the disability continues past the fifteen (15) day period, then the replacement shall be eligible for use as a regularly rostered goaltender. The application for permission to use an emergency goaltender shall be first submitted to the team's league commissioner and subject to USA Hockey approval.

G. Tampering Policy
USA Hockey recognizes the following competing principles:

- The right of the amateur player, and his/her family to self-determination regarding the player's competitive future;
- The benefit of balanced competition within a league structure, as determined by that league;
- The need for protection from in-season, inter-league protected list-raiding and the resultant disruption to the player(s)/team(s) involved as well as the entire junior program of USA Hockey.

To assist in the orderly resolution of these competing interests, the following USA Hockey Tampering Policy is adopted.

(1) Non-Recognition/Ineligibility
Neither USA Hockey, nor any USA Hockey sanctioned/registered league(s) or team(s), shall recognize the active participation by any player for or on behalf of any junior team, (including the NTDP) or the results achieved by that team during that player's participation, where the participation of that player is established, following a hearing and a determination under paragraph (5) below, to be the result of tampering, as defined herein.

(2) Tampering Defined
"Tampering," as that term is used herein, shall mean the unauthorized contact (e.g. phone, in person, fax, correspondence, internet chat room, email, etc.), by a team representative (e.g. owner, manager, coach, scout, trainer, clerical person, public relations people, marketing people, and/or any other person compensated by the team on a salary or commission basis) directly or indirectly, (by themselves, or through another acting on their behalf) with a properly rostered member of another junior team after September 15 or the first league game played by the player for his/her team, whichever shall last occur until the conclusion of the player's team's current season.

(3) Permission
A team may avoid tampering by securing written permission, in advance of any contact with a player, from the team on whose active protected list the player currently appears. Dual-rostered players, may, however, be contacted by any team on whose active protected list the player properly appears.

(4) Complaints

Complaints regarding any alleged violation of this policy shall be forwarded to the USA Hockey Junior Council chair within five (5) days following the discovery of the tampering. If not timely filed, the right to file shall be deemed waived. The complaining team shall file its complaint on an official USA Hockey junior complaint form, which shall be provided for that purpose. The completed form shall contain the following information:

(a) The player's name, current address, and current phone number;

(b) That player's parents' names, current address, and current phone number;

(c) A brief resume of the facts to the extent known by the complaining team;

(d) The name, address and phone number of the team and team representative who allegedly committed the tampering violation.

(5) Investigation and Decision

An investigation shall be conducted into the allegations contained in the complaint. The investigator shall be appointed by the USA Hockey Junior Council chair from the membership of the Junior Council. The investigator may make inquiries of the player, the player's parents, the coaches or team representatives of the junior team(s) involved and may also request that certain business records, including telephonic, fax and/or internet records be produced from any witness, including the player, the player's parents, the teams, and/or any team representative. The investigator shall reduce their findings/impressions to a written report and forward the written report to the USA Hockey Junior Council chair within ten (10) days of the date on which the complaint was filed. USA Hockey Junior Council chair shall, thereafter, within five (5) days from his receipt of the written investigative report, provide notice to the parties involved whether he will convene a hearing under Bylaw 10.C. to determine whether tampering has occurred, and if a hearing will be held, the Junior Council chair shall appoint a hearing committee composed of three (3) members of the Junior Council who are not involved in competition at the level(s) involved in the dispute. The procedures under Bylaw 10.C. shall apply to the hearing and decision made by the hearing committee.

(6) Appeal

The hearing committee decision shall be subject to appeal to the full membership of the Junior Council by any party affected by it as provided under Bylaw 10.G. If an appeal is filed, the Junior Council shall consider the appeal within fifteen (15) days after the submission of the Statement of Appeal and any response to the Statement of Appeal. The decision of the Junior Council shall be final.

H. Junior Hockey Certification, Recertification and Expansion

Commencing immediately for leagues or teams intending to operate in the 2012-13 playing season and thereafter, all Tier I, Tier II and Tier III Junior level leagues or teams must meet the following approval and certification requirements.

(1) Existing League Certification

The appropriate status and recertification of any existing leagues certified by USA Hockey in the previous season shall be determined by the Junior

Council at each succeeding Annual Meeting. Any league that desires a change in certification between Tier I, Tier II or Tier III to another level shall comply with the requirements for new leagues set forth below.

(2) New League Formation

Any league not currently certified by USA Hockey may become certified by filing all appropriate petitions and required support documentation with USA Hockey on or before April 15 at least one calendar year prior to the playing season in which the league desires to be certified. The applicant league shall be required to attend and make presentation to the USA Hockey Junior Council at the USA Hockey Annual Meeting following the league's submission of the application materials. The USA Hockey Junior Council shall make a final determination of whether to certify the applicant league on or before the USA Hockey Winter Meeting immediately prior to the season in which the league desires to be certified. Materials which must be included in the applicant league's application materials shall include:

(a) Demographics of the geographical area where the league will operate, including (a) total player populations, (b) total players of Junior age, (c) locations where players are presently playing, (d) data supporting the absence of a Junior programs and the need for Junior programs in that region, (e) number of teams planned for the league;

(b) Business plan;

(c) Such other information as is necessary to demonstrate compliance with the applicable Standards of Junior Classifications set forth herein;

(d) Written acknowledgment of the applicant's agreement to abide by and be subject to the USA Hockey Bylaws, Rules & Regulations, Policies, Procedures and Philosophies;

(e) Names and contact information of the ownership groups and the cities that where each will be located;

(f) Confirmation that each USA Hockey Affiliate within the league's footprint has been notified of the proposed teams that would be located within that Affiliate, and written support from any USA Hockey Affiliates that will have teams within their footprint;

(g) Long term plan and goals for the league;

(h) Copy of League Constitution, Bylaws, Rules and Regulations, etc.; and

(i) Copy of Player Agreement Form.

(3) Tier III Junior League and Tier III Junior Independent Teams – Notice and Submission Requirements for New Teams, Relocation of Existing Teams and Reactivation of Dormant Teams

Any league that desires to permit expansion of new teams in such league or reactivation of any dormant team, and any independent team that desires to form as a new team, must notify the USA Hockey Junior Council chair, USA Hockey Junior Council staff liaison and the president of the USA Hockey Affiliate with jurisdiction over the geographic area in which the new team(s) would be located and, in the case of the relocation of a

team from one Affiliate to another Affiliate, the USA Hockey Affiliate with jurisdiction over the geographic area from which the team is relocating. Such notification shall be in writing and shall be delivered to each such person on or before November 15 prior to the season in which the new team or reactivated team desires to participate in a league or play as an independent team.

With respect to any league that desires to permit relocation of any existing team from one location to another, or any independent team that said team/league desires to relocate from one location to another, must notify the USA Hockey Junior Council chair, USA Hockey Junior Council staff liaison and the president of the USA Hockey Affiliate(s) with jurisdiction over the geographic area in which it will be located and from which it is moving, which notification must be in writing and delivered to such persons on or before April 1 prior to the season in which the relocated team desires to play in the new location. In the event more than one USA Hockey Affiliate is affected due to expansion, reactivation or relocation, the President of each such Affiliate shall be notified.

(a) For the purposes of this requirement, a "relocation" of an existing team shall not include a move from one location within an Affiliate to a different location within the same Affiliate unless the new home rink is more than 25 miles from the previous home rink.

(b) A "dormant team" shall include any team formerly certified by USA Hockey and part of a league in a prior year but which is not presently certified by USA Hockey, and which has been granted dormant status by such league pursuant to the league's governing documents.

The notification to the USA Hockey Junior Council chair, USA Hockey Junior Council staff liaison and the president of the applicable USA Hockey Affiliate(s) shall include a feasibility study with the following information:

(a) Demographics of the geographical area where the team will operate, including (a) total player populations, (b) total players of Junior age, (c) locations where players are presently playing, (d) data supporting the absence of a Junior program and the need for a Junior program in that area, (e) nearest and nearby 18U program(s) (both full and half season), and (f) any Junior teams within a 75 mile radius;

(b) Team personnel, with profiles and relevant background of the team owner (and principal owners of a team owned by an entity) and coaching staff (to the extent known), including their experience owning and operating a Junior hockey team or equivalent, and an explanation of why the ownership desires to own and operate a Junior hockey team;

(c) Venue information;

(d) Business plan;

(e) Such other information as is necessary to demonstrate compliance with the applicable Standards of Junior Classifications set forth herein; and

(f) Written acknowledgment of the applicant's agreement to abide by and be subject to the USA Hockey Bylaws, Rules & Regulations, Policies, Procedures and Philosophies.

USA Hockey and the affected Affiliate President(s) shall use their best efforts to protect the confidentiality of the process and information.

(4) Following submission of the application materials as are required in (2) or (3) above, the president of each affected USA Hockey Affiliate(s) shall, within thirty (30) days of receiving such materials, provide comment to the USA Hockey Junior staff liaison, with copies to the chairs of the Junior and Youth Councils, including whether the Affiliate(s) will accept or oppose the application and a reasonable description of the basis for any opposition. If no opposition is received, the Affiliate(s) will be deemed to have accepted the application. The Affiliate's opposition shall include such information as it deems should be considered by the Junior Council in reviewing the application. If the proposed team(s) falls into multiple Affiliates, all affected Affiliates may separately comment on the request and make a recommendation of acceptance or opposition of the expansion, relocation or activation of formerly dormant team to the Junior Council. Affected Affiliates shall be invited to the Junior Council meeting for input to the Council on such expansion, relocation, or reactivation of Junior teams or leagues. The Junior Council shall then make a decision to accept or reject the proposed expansion, relocation or dormant team activation. The Junior Council decision shall be communicated immediately in writing to each affected Affiliate President by either the Junior Council chair or the Junior Council staff liaison.

(5) Approval by Junior Council of New Teams, Relocated Teams and Reactivated Dormant Teams

For any new teams or reactivated dormant teams that have been approved by their league and submitted completed application materials on or before November 15 prior to the season in which the new team desires to participate in a league or play as an independent team, the Junior Council shall take action to either approve or deny the application at the next USA Hockey Winter Meeting. For any relocated teams that have submitted completed application materials by April 1 prior to the season in which they desire to relocate, the Junior Council shall take action to either approve or deny the application at a Junior Council meeting on or before April 30. The Junior Council decisions regarding approval or denial of an expansion, reactivation or relocation shall be held in abeyance pending the earlier to occur of (i) the expiration of the 30 day appeal period described in (6) below without an appeal being filed, and (ii) the decision of the Junior Hockey Expansion Appeal Board.

(6) A team(s) that desires to transfer from one league to another league shall not be required to comply with the requirements for adding new teams to an existing league. If the league from which the team(s) are transferring and the league to which the team(s) are transferring are in agreement with said transfer, then the said team(s) shall merely provide notice to the USA Hockey Junior Council staff liaison on or before November 15 prior to the next season. If the two leagues do not agree on the transfer, then both leagues shall submit position statements in favor or opposition to such

transfer on or before December 15, and the decision of the Junior Council shall be made at the next Junior Council meeting.

(7) Appeals of Junior Council Certification and Expansion Decisions

The Junior Hockey Expansion Appeal Board shall be charged with oversight of the expansion of any current Junior leagues, or their related ice hockey programs. The Junior Hockey Expansion Appeal Board shall be comprised of the Junior Council chair, Youth Council chair, Affiliate President's chair, an Athlete Director appointed by the President, an Executive Committee member appointed by the President (who shall be the chair of the Appeal Board), and the USA Hockey Junior staff liaison (non-voting). Any decisions of the Junior Council relating to the annual certification of existing leagues, new league formation, new team expansion, relocation of existing teams or reactivation of dormant teams may be appealed to the Junior Hockey Expansion Appeal Board by the relevant stakeholders, including but not limited to any affected league, team or Affiliate(s). All materials that the appealing party desires to be considered by the Junior Hockey Expansion Appeal Board shall be submitted to the USA Hockey Junior Council staff liaison within ten (10) days of the Junior Council decision. The Junior Hockey Expansion Appeal Board shall notify the affected parties of the appeal, including the applicable league, team and Affiliate, and may also request additional submissions or information from any of these parties. Within fifteen (15) days of the proper and timely submission of any appeal, the Appeal Board shall make a determination relating to certification of an existing league, new league formation, new team expansion, relocation of existing teams or reactivation of dormant teams, which determination may affirm, reverse or modify the Junior Council decision. The Junior Hockey Expansion Appeal Board shall consider the appeal on the written submissions of the parties to the appeal, or may hold a hearing, at its option. The decision shall be the final and binding determination of USA Hockey and shall not be subject to further appeal. The determination by the Junior Hockey Expansion Appeal Board shall be based on its review of the Junior Council decision, the requests and advice of the applicable Junior leagues and Affiliates, and shall be subject to and shall apply the then current USA Hockey Bylaws, Policies and Rules & Regulations. The Junior Hockey Expansion Appeal Board shall not be the arbiter of league disputes, or franchise (team) requirements of leagues or league membership. Each league shall maintain its own standards of membership and economic requirements for its membership.

(8) Exigent Circumstances

In the event of exigent circumstances that prohibit compliance with the notice and time periods above, as determined by the Junior Council and subject to appeal to the Junior Hockey Expansion Appeal Board, a request for a relocation of an existing team to a new location may be approved despite such non-compliance. Examples of "exigent" circumstances may include damage or other casualty to a rink making it inoperable for Junior hockey team operations, the closure of a rink, etc.

(9) Background Screening and Safe Sport Training

All teams/leagues shall comply with the USA Hockey Safe Sport Program and enforce the provisions thereof.

All team and league personnel, including billets, who serve in a position of authority over or have regular contact with players shall complete SafeSport Training and a background screen in accordance with USA Hockey's Safe Sport Program.

(10) Provisional Status

Each newly-formed league shall be granted provisional status for a minimum of two (2) years on the following conditions:

(a) That the league, and each member team, shall meet and comply with the standards/criteria for the status/classification that it seeks.

(b) That the league, and each member team, shall abide by the USA Hockey policies and policies adopted by the USA Hockey Board of Directors and/or Congress and USA Hockey junior policies adopted by the Junior Council.

(c) That the league, and each member team thereof, shall comply with all player registration requirements.

(d) That the league and each member team shall play junior competition at the level necessary to develop players for college/professional/USA Hockey camps and demonstrate ability to compete at the level of the status it seeks.

(e) That the league and each member team shall refrain from any identification inconsistent with that authorized by the Junior Council.

Upon completion of the second provisional season, the applicant league shall then be evaluated regarding compliance with the foregoing and applicable standards by the Junior Council. Classification for the upcoming season would be determined by the Junior Council at the Annual Meeting based upon that evaluation.

(11) Applicable Rules

For all competition involving Junior teams, USA Hockey junior rules shall govern play unless specific authorization for deviation therefrom has been granted by the Junior Council. When junior teams compete against youth teams, then youth rules shall govern play.

No junior team properly registered with USA Hockey shall play any team which is not properly registered with USA Hockey unless, and until, a special event sanction has been issued by the USA Hockey national office.

I. Dues For Junior Teams

Dues for all Junior teams shall be established by the Junior Council and approved by the Board of Directors.

J. Junior Classifications Expansion

(1) Tier I League

USA Hockey shall designate and certify the United States Hockey League ("USHL") as the Tier I Junior Hockey League in USA Hockey. The operating standards for the USHL and teams within the USHL shall be as set forth in a league licensing agreement approved by the USA Hockey Executive Committee and entered into between USA Hockey and the USHL.

(2) Tier II League Certification

USA Hockey shall have and certify one or more leagues within USA Hockey as a certified Tier II Junior Hockey League. The operating standards for each

Tier II League and teams within the League shall be as set forth in a league licensing agreement approved by the USA Hockey Executive Committee and entered into between USA Hockey and the applicable league.

(3) Minimum Standards for Tier III Certification

In order to be eligible for Tier III Junior certification by the Junior Council of USA Hockey, the applicant league must satisfactorily complete the two (2) year Provisional Status period and the following minimum criteria must be met (unless exceptions are approved in advance by the Junior Council upon written application and hearing), and each league must be recertified by the USA Hockey Junior Council every year in June.

(a) League Governance

1. Eligibility

Only leagues composed of six (6) certified member teams, or more, are eligible for certification at the Tier III level. Individual teams and/or leagues of lesser membership are ineligible for the Tier III certification.

2. USA Hockey Good Standing Required

The league and each of its members shall at all times be required to be in good standing with USA Hockey and shall follow and abide by the playing rules and regulations of USA Hockey.

3. League Organization

In order to be certified, the league must have the following minimum organizational structure:

a. Board of Directors – minimum one (1) director per team

b. Officers

c. Commissioner or equivalent

d. Referee-in-Chief, or appropriate designee, to assign referees/linesmen, conduct supervision and educational programs for officials

e. Statistician

f. Public Relations Director

4. Financial

a. Stability

The capacity for extended financial stability must be established by the league and by each member team.

b. Operating Budget

The budget for the league and each team shall be reviewed by the Junior Council each June at the certification meeting. The budget will be based on cost of ice rental, travel distances, number of games per team and operating costs. The fees charged to a player will be determined by this budget review.

5. Competitive Balance

Each Tier III league shall be composed of as many competitive teams as are available within a logical traveling area, and all trips over 200 miles total distance must be made by bus, train, plane or by a vehicle operated by an adult, non-playing person. Further, the league should develop drafts, tenders, trades, protected teams, and other methods in an attempt to provide for competitive balance and parity within the league. Each league must demonstrate competitive capability at the Tier III level of competition.

6. Required Filings

Each league and each of its member teams shall timely file all governmental reports as required by law (including, but not limited to: state and federal income tax, FICA, payroll, etc.)

(b) League Competition

1. Publication of Schedule

A league schedule must be developed and published on or before September 1 in advance of the playing season and shall be sufficient if put onto the league's website and submitted to the USA Hockey national office.

2. Regular Season Competition

A minimum of forty (40) league regular-season games must be scheduled and played.

3. Games

Games shall be played in three (3) twenty (20) minute, stop-time periods of competition, with the ice being cleaned between each period, and a minimum of fifteen (15) minute rest between each period. In addition, a warm-up time of at least fifteen (15) minutes must be allowed.

4. Officials

a. On-Ice Officials

All on-ice officials shall be properly registered with USA Hockey and shall be assigned by the league, or its designee, and all officials shall be paid by the league, or the designee. Only Level 4 referees and Level 3 (minimum) linespersons shall be authorized for use in league competition unless officials at a lesser level are approved in advance by the National Junior Referee-in-Chief.

b. Off-Ice Officials

A minimum of two (2) off-ice officials shall be used for all league competition. All off-ice officials shall be registered with USA Hockey. The positions of the off-ice officials shall be as follows:

- Scorekeeper
- Timekeeper
- Public Address Announcer (may be combined with scorekeeper or timekeeper)

5. Game Scoresheets

a. League Statistical Information

Every member home team shall be required to forward by either facsimile transmission or electronic transmission, a copy of the game scoresheet to the league statistician within two (2) hours after the completion of the game. This transmission must include a referee's report if any major penalties were called in the game. Scoresheets and referee reports of any games with major, game misconduct or match penalties must be sent to the league statistician and the USA Hockey national office and/or other approved personnel.

b. League Statistician

Each league/team shall appoint a league statistician (statistical service) whose duty it shall be to accumulate, calculate and publish updated, current, accurate, statistical data, at least one time per week.

c. Publication

The accurate, current statistical data shall be posted on the member league and team's website.

6. Recording of Games

All member teams, when hosting league competition, shall have the game recorded on DVD and provide copies to the visiting team and, if requested/necessary, the league office.

(c) Personnel

1. Coaches

A compensated head coach who has achieved USA Hockey Level 4 certification, has its equivalent, or has demonstrated progress toward achieving their Level 4, is required. An additional assistant is required, on either a compensated or volunteer basis, who has USA Hockey Level 4 certification, its equivalent or has demonstrated progress toward achieving Level 4 status. All coaches must register each season with USA Hockey using the online registration process. The coaches confirmation number must be transmitted to USA Hockey using the team's Junior Registry.

2. Medical Care/Personnel

A certified Athletic Trainer, Emergency Medical Technician (EMT), paramedic or medical/osteopathic physician shall be in attendance at all games and are strongly recommended to be available at all practices.

(d) Member Teams

1. Compliance With USA Hockey Governance Required

Each member team shall follow and abide by all USA Hockey playing rules, bylaws, regulations, including, but not limited to a maximum protected list of twenty-five (25) players, protected list deadlines (e.g. September 15, February 10, etc.); limitations on non-citizen players; player movement rules, tampering rules, etc.

All of the teams requesting a transfer will be responsible for all international and Hockey Canada transfer payments directly to USA Hockey.

2. **NCAA Eligibility**
Each team must adhere to NCAA rules and not jeopardize a player's eligibility in any way. Each team, therefore, shall be apprised of and have knowledge of the NCAA academic and eligibility requirements for its athletes.

3. **Fan Capacity of Home Rink**
All member teams shall conduct league competition in their home rink which shall have a minimum seating capacity to accommodate fans for each game.

4. **Player Registration**
All players must have completed an online USA Hockey registration. The confirmation number must be sent to USA Hockey using the Junior Registry within five days of a player attending a tryout, or practice. Any player must have his confirmation number sent to USA Hockey using the team's Junior Registry and must be put on the team's protected list prior to playing in a game.

5. **Team Tryouts**
No team tryouts shall be held by any Tier III team until completion of the Tier I and Tier II youth national championships and Tier III Junior national championships.

6. **Player Equipment**
All member teams shall provide their players with all outer gear (sweaters, shells/pants, socks, gloves and helmets). It is recommended that sticks and goalie equipment be provided.

7. **Practice**
A minimum of four and one-half (4 1/2) hours of on-ice practice per week shall be regularly scheduled throughout the playing season and the team shall provide for an off-ice training program and facilities. Each team shall conduct a pre-season training camp.

8. **Dressing Rooms**
All member teams shall provide adequate home and visitor dressing room facilities, including good lighting and showers. Security is recommended. A separate secure facility for on-ice officials is required.

9. **Team Transportation**
Member teams shall provide adequate, supervised, group transportation for its players for all away games in excess of 200 miles from start to finish (i.e., home to home rink). All trips must be made by bus, train, airplane or by vehicle operated by a 25 years or older adult. Further, the member team shall be responsible for all room, board (minimum two meals daily) and travel expenses for the team while on trips for every away game.

(e) Player Support

1. Compensation From Players

No league or member team shall pay more than reasonable and necessary expenses for travel, meals, and lodging while on team trips. The maximum amount of a player's tuition for each team will be determined by the Junior Council when the league is certified at the June Junior Council meeting. To clarify, this player fee would include any and all expenses of every kind or nature incurred in connection with any competition during exhibition, regular season and playoffs. Upon receipt of any financial complaint, USA Hockey shall conduct an audit of the player's account to verify or dispute the complaint. Violation of the limits set forth herein shall subject the offending team and league to disciplinary action.

2. Billets

A system of family billets shall be provided by each team. All minors shall be housed with a billet family. The players are to be housed and fed as a member of the billet family at the player's expense, which shall be reasonably related to the value thereof. Additional reasonable charges for room and board shall be the responsibility of the player and are allowed. It is mandatory that all billets must be screened.

3. Billet Supervisor

All member teams must have a designated billet supervisor, separate from team management or coaches and not related to the team management. The name, address and phone number of the billet supervisor shall be filed with the Commissioner of the league and forwarded to the Junior Council staff liaison prior to September 1 of each succeeding season. Any changes shall be reported to the league commissioner and Junior Council staff liaison upon appointment.

4. Educational Support

Each team shall be required to provide an educational coordinator for the student athletes of the team, including both high school and college curriculum, as necessary. Each team shall annually report the results of their players academic achievement during the season to their league office, who shall compile the results and forward them to the USA Hockey Junior Council staff liaison.

(2) Minimum Standards for Tier III Junior Independent Teams Certification – Player Tuition Based

All other Junior teams not certified as members of a Tier I, Tier II or Tier III – Junior league, shall be considered independent teams and classified as Tier III independent teams. Tier III independent teams desiring to participate in tournament competition on or play games against teams outside their local area, shall register their players with the USA Hockey Junior Registry using the same procedure as used by other Tier III teams. The Tier III independent teams shall not be entitled to protected list protection unless and until the team has appeared before

the Junior Council at the Annual Meeting and been granted protected list protection by the Council.

XII. HOCKEY CANADA

The USA Hockey/Hockey Canada Transfer Agreement can be found by logging on to USA Hockey's official website, usahockey.com, and selecting players, junior, junior forms.

A. Correspondence

All correspondence relating to any part of the agreement between USA Hockey and Hockey Canada shall be directed to the Executive Director or President. He/She in turn shall forward it to the proper authority. Players or team, league or association officials shall not communicate directly with Hockey Canada officials unless authorized to do so the USA Hockey Executive Director or President.

B. Canadian/USA Hockey Travel Permit

USA Hockey teams traveling to Canada to play games against Hockey Canada teams must obtain a Canadian/USA Hockey travel permit. This permit is available from your appropriate registrar or his/her designee.

C. 15 Year Old and Younger, Transfer or Affiliate Player From USA Hockey to Hockey Canada

No player 15 years of age or younger as of the 31st day of December of the current playing season, may be transferred or participate as an Affiliate player from USA Hockey to Hockey Canada to play Junior or Major Junior hockey.

Players who believe they are "exceptional" and should be excluded from this regulation may appeal to transfer or Affiliate under the provisions outlined.

(1) Players may apply in writing to transfer or Affiliate by submission of a petition from a league submitted to the USA Hockey Junior staff liaison to include the record of achievement of the player and the physical attributes of the player. The application must be approved or denied by a majority vote of a committee comprised of the USA Hockey Junior Council chair (or his/her designee), the USA Hockey Youth Council chair (or his/her designee), and the USA Hockey Junior Council staff liaison, along with the assistance an input of the senior staff of the hockey department at USA Hockey, which decision shall be final and not subject to appeal.

XIII. INTERNATIONAL

All leagues, clubs, teams and persons under the jurisdiction of or under contract and/or license with USA Hockey, where such contracted and/or licensed body or person shall include any person or persons, organizations or leagues authorized by USA Hockey to organize ice hockey games, are as regards all international matters subject to the Statutes, Bylaws, Regulations/Codes, Official Playing Rules and related decisions of the International Ice Hockey Federation (IIHF) and undertake not to involve any third party whatsoever in the resolution of any dispute arising therefrom excepting where having exhausted the appeal procedures within the IIHF, in which case, such dispute may be submitted only to the jurisdiction of the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland. The Anti-Doping and Integrity Bylaws and Regulations of the IIHF,

specifically including but not limited to adherence to the World Anti-Doping Code and the IIHF Competition Manipulation Regulations, IIHF Ethics Regulations, and IIHF Abuse and Harassment Regulations shall apply to USA Hockey.

A. Games

(1) All international matches are played under the jurisdiction of the International Ice Hockey Federation and the federation of the host country. IIHF playing rules shall be used.

(2) Only the national federation or the IIHF Executive Committee are authorized to arrange and organize international matches. No teams shall be permitted to deal directly with each other or with the federation of another country.

(3) Requests by United States-based teams, whether members of USA Hockey or not, must first be submitted to, and receive approval from, the Affiliate association of the district in which they are located, the appropriate registrar, USA Hockey International Council, the President or Executive Director of USA Hockey, and the IIHF, in that order.

(4) For games outside North America:

(a) Teams that have been members of USA Hockey for at least two years shall remit the application fee of $150 ($100 if submitted ninety (90) days or more before the first game).

(b) Teams that are not members of USA Hockey, or have been members for less than two years, shall remit an application fee of $250 ($200 if submitted ninety (90) days or more before the first game) payable to USA Hockey.

(c) Teams of junior classification and above will be required to post a cash bond, of an amount to be determined by the International Council, at least thirty (30) days prior to their departure from the United States. The bond shall be returned in full following a report from the host federation(s) and a copy of the scoresheets of all games played. Part or all of the bond may be withheld as penalty for conduct detrimental to the reputation of the United States, or USA Hockey, at the discretion of the International Council. There shall be no appeal of the council's decision.

(d) Applications must be approved by the Affiliate association, appropriate registrar, USA Hockey International Council, the President or Executive Director of USA Hockey and the IIHF, in that order.

(5) For games played in the United States:

(a) The application and approval fees shall be set by the USA Hockey International Council. An approval fee of $100 per team is applicable for foreign teams playing games in the United States. No such application shall be processed until approval for the game has been given by the Affiliate association of the district in which the game or games are to be played, appropriate registrar, the Executive Director or the Assistant Executive Director of Hockey Operations of USA Hockey, in that order.

(b) The USA Hockey referee-in-chief, or his/her designee, shall appoint the referees and/or linesmen.

(6) All international Sled Hockey games shall follow the rules of the IPC/WPIH.

B. Transfer of Players (Except Juniors)

All transfers of players to or from foreign federations must be approved by the USA Hockey Executive Director or Assistant Executive Director of Hockey Operations.

The transfer card fee is established annually for players transferring from USA Hockey to a federation outside North America, to be paid by the team requesting the transfer. In addition, foreign federations will charge USA Hockey an administrative fee as established annually by the International Ice Hockey Federation (IIHF). This fee must also be paid by the club requesting the transfer.

For information on transfers of Junior players, see Section XI: Junior Hockey.

XIV. DISABLED HOCKEY

A Sled Hockey

(1) Minimum Disability Requirements

Sled hockey is played by a wide range of players with mobility and cognitive limitations who have a permanent disability that limits participation in stand up hockey.

For participants in sled hockey with disabilities that may be perceived as not meeting the Minimum Disability Requirements will need to complete the Minimum Disability Form. If a player's disability is in question, the player, the player's family, or team coach/manager must provide a doctor's signed documentation along with their Minimum Disability Form completed. These must be provided at any time during competition. The Minimum Disability Form can be found online at usahockey.com/sledrules.

(2) Sled Hockey Age Guidelines and Age Waivers

Age Guidelines

The adult sled hockey classification is for players 18 and older as of December 31st of the current playing season.

The youth sled hockey classification is for players under 18 as of December 31st of the current playing season. In addition, players who are 18 years old as of December 31st of the current playing season and in their last year of high school or equivalent program can be rostered and play in the youth sled hockey division if they have never played on any adult team in a USA Hockey sanctioned game.

All USA Hockey National Sled Hockey Teams are considered adult teams. Any player who has played with a USA Hockey National Sled Hockey Team, including the U.S. Women's Development Sled Hockey Team, will not be permitted to play on their youth team in sanctioned

games and tournaments. They may participate in practices with youth teams to serve as a leader or mentor.

Adult to Youth Waivers

Players who are older than 17 as of December 31 of the current playing season and have participated in any USA Hockey sanctioned adult sled game and players older than 18 years of age as of December 31 of the current playing season, may be allowed to play in the youth sled hockey division if a waiver request is submitted and approved by the Sled Hockey Fair Play Committee.

The purpose of this waiver is to allow players with more severe disabilities to play in the youth division where competition is less physical and at slower pace. The approval of this waiver is based on many factors, but the major consideration will be based on the on-ice ability of the player.

The waiver submission deadline is December 31st of the current playing season, and must be submitted and approved before the player being allowed to play in the youth sled hockey division.

Approved Sled Hockey Age Waivers are valid for the entire USA Hockey membership season. If the waiver request is approved, players will be permitted to play in any USA Hockey sanctioned game or tournament. Players are not permitted to be dual rostered during the same event/tournament.

A team manager or coach must submit a waiver request each playing season. Waiver requests may be submitted, depending on whether the previous season's waiver was approved or not. The process and guidelines for submitting a sled hockey waiver will be determined by the Disabled Hockey Section and posted online at usahockey.com. Submissions from individual players will not be accepted.

If a sled hockey age waiver request is denied, a team manager may appeal by submitting all supporting documentation via email to the chair of the USA Hockey Disabled Hockey Section within seven (7) days of the original denial. A committee of six (6) members (not including members of the Fair Play Committee) including the Disabled Hockey Section chair will review the appeal. The person submitting the waiver appeal will receive a return email with a determination within ten (10) days of the waiver request submission and if approved, an official letter of approval will be included. If still denied, this decision is final. If, however, such denial is related to the eligibility to participate in the Sled National Championship, then an additional appeal may be referred to and decided by the National Championships Appeal Committee as set forth in Bylaw 10.D.(3)(i).

Youth to Adult Waivers

Youth sled players who are 15-17 years of age as of December 31st of the current playing season may be allowed to play on an adult sled team if their skill level and age prevent them from playing in the youth sled division. These players must obtain an approved age waiver to roster with an adult team. Only one adult program may be joined per

season. Waivers expire at the end of each season and must be re-applied annually. The Fair Play Committee may revoke a waiver at any time if it deems participation harmful to the player or the program. Players under 15 will not be permitted to play in the adult division.*

If a player aged 15 to 17 has waived onto an adult team for a season or for the Classic/Nationals, they may choose to play in the youth division the following season. All players seventeen (17) years of age or older on or before December 31 of that playing season on the team where this under-aged player participates must have a valid SafeSport training completed before the player can join the team. Please refer to Section III. Team Membership and Registration – A. Membership – for details.

Players in the youth division who are 15-17 years of age who are contemplating playing up to the adult division but are unsure if they're ready may roster and play on an adult team during the season for specific games and tournaments, with team and tournament director approval, to determine their appropriate path.** Once a player has submitted and received approval from the Sled Hockey Fair Play Committee to roster with an adult team, they will no longer be eligible to play on a youth team that season.

The waiver submission deadline is December 31st.

* An exception may be presented to the Sled Fair Play Committee for consideration using the age waiver process.

**Players must play over 50% of the in-season games in their age-specific divisions without an approved age waiver.

The Sled Fair Play Committee

The Sled Hockey Fair Play Committee will consist of members that appropriately represent the discipline and shall be appointed by the chair of the Disabled Hockey Section. This committee shall review waivers, place teams in competitive brackets for the Sled Classic and National Tournament and other duties as relevant for the discipline.

(3) Sled Hockey Roster Eligibility

Sled Hockey players must register with their closest program, but may dual roster on two youth or two adult teams during the season to increase opportunities for play only if the player's home program does not participate in a league or the player's home program does not have a team at the player's competition level. In both cases, the player may dual roster with the approval of both the home program and when appropriate, their league. Sled players may not dual roster at the same game/event/tournament and must play with their local program if the local program is in attendance**. Roster and league eligibility shall be managed by the teams and league/tournament directors involved according to their local Affiliate or District, except for the Sled Classic and USA Hockey Sled Nationals. The rosters for those events shall be managed by the Disabled Hockey Section Fair Play Committee.

A USA Hockey Sled National Championship Free Agent Pool Travel Roster will be created for those players who wish to participate in the Sled National Championship in the case when their home program is

not participating. Teams and programs must submit the names of those players interested in being added to the National Travel Roster on behalf of their players by not later than December 31st of the current playing season to the Sled Fair Play Committee. Submissions from individual players will not be accepted. Requests to be added to a specific participating program's roster will not be accepted. Placement for players at Sled Nationals shall follow a double-blind process. Players and teams will be assigned numbers based on skill level and position. The Sled Fair Play Committee shall make the final decision on player placement.

Adult players wishing to participate in the Sled Classic Tournament will be rostered with a team that represents their closest NHL program. The Disabled Section will identify one official program per NHL team that will handle rosters for this event.

The Sled Fair Play Committee will only approve the Free Agent Pool for the Sled National Championship.

USA Hockey will provide programs/teams and tournament directors with the tools they need to collect and approve waivers for their events. A receipt of all players waived for games/events/tournaments will be submitted to the Sled Fair Play Committee that demonstrates that both the home program and the program the player will be waived onto have approved for that transaction to occur. Tournament directors are expected to follow all USA Hockey roster rules when approving waivers. Failure to follow the rules may result in disciplinary action up to the denial of any further sanctions requests.

The process and guidelines for submitting a Sled Hockey age or distance waiver will be determined by the Disabled Hockey Section and posted online at usahockey.com.

Teams intending to participate in the National Sled Championship or the Sled Hockey Classic, must follow the respective roster rules as published in the Disabled Hockey Event Guidebook which will be posted online at usahockey.com.

**Girls/Women sled players may dual roster during a tournament with tournament director approval in order to increase opportunities and grow the game.

(4) Able-Bodied Players

Three Able-bodied players are allowed to play in the youth and adult sled hockey divisions for any USA Hockey sanctioned game or practice involving two sled hockey teams provided they are not replacing a disabled player when one is identified and available. Only two able-bodied players are permitted on the ice at one time. Able-bodied players are not permitted to be goaltenders. Able-bodied players are permitted to play in a game involving a sled hockey team versus an able-bodied team as long as the able-bodied players all are playing in sleds. All able-bodied players must be marked on the roster or scoresheet as "AB"

B. Disabled Hockey National Tournaments and Events

Each season, USA Hockey shall conduct a Sled National Championship, Warrior National Championship, a Warrior Classic, a Sled Classic, a Special Hockey Classic and a Blind Hockey Classic, and may in its discretion conduct

other national championships or events and tournaments in disabled hockey disciplines.

The rules and regulations governing eligibility and qualification as well as tournament-specific rules shall be published in the Disabled Disciplines Event Guidebook(s), which shall be published and available on the USA Hockey website on or before the start of the current playing season. The Event Guidebook(s) may be published as separate documents for each Disabled Discipline. Any changes to the Disabled Disciplines Event Guidebook(s) must be submitted to the chair of the Disabled Hockey Section by April 1 for consideration and ratification by the Disabled Hockey Section at the Annual Meeting. Except as set forth herein, to the extent of any contrary information in the USA Hockey Annual Guide, the Disabled Disciplines Event Guidebook(s) shall be the binding authority for the requirements, rules, regulations, operation and procedures of the Sled National Championship, Warrior National Championship, Warrior Classic, Sled Classic, Special Hockey Classic and Blind Hockey Classic and other applicable events. Any appeal of eligibility of a team, coach or player to participate in these events conducted by USA Hockey, following a final decision by the applicable registrar or eligibility committee appointed by the Disabled Hockey Section, are not subject to Bylaw 10 and shall be referred to and decided by the National Championships Appeal Committee as set forth in Bylaw 10.D.(3)(i).

C. Warrior Hockey

Warrior Hockey is dedicated to injured and disabled U.S. military veterans who have served our country and play the sport of ice hockey.

USA Hockey requires that all programs be fully sanctioned with all teams, players, volunteers, coaches and staff, fully registered with USA Hockey.

To be eligible, every player must have been discharged under "Honorable" conditions with the ability to provide official documentation from at least one of the six branches of service (Army, Air Force, Navy, Marine Corps, Coast Guard, Space Force) and/or their respective Reserve and/or National Guard components. Official documentation from the Department of Veterans Affairs is also acceptable provided it shows "Honorable" character of service. Any exceptions must be approved by the USA Hockey Disabled Hockey Section.

Players must also meet one of the following criteria for eligibility:

1. Players must possess a minimum of 0% combined service-connected disability through a Department of Veterans Affairs evaluation and show an "Honorable" character of service designation. Players must be able to provide the Department of Veterans Affairs Benefit Letter showing this information.

2. Players who are recipients of a Purple Heart Award are eligible regardless of their current Department of Veterans Affairs combined service-connected disability status but must have been discharged from the service. Players must be able to provide their Department of Defense issued Purple Heart Medal Award citation along with a DD214 showing "Honorable" service.

3. Rosters cannot exceed 20 players.

Proof of eligibility must be presented for verification before team check-in at USA Hockey events. Eligibility documentation will not be accepted on site at an event. The USA Hockey Disabled Hockey Section Chair in consultation

with the Warrior Discipline representative must approve any exceptions to this eligibility criteria in advance of participation. Warrior Hockey is played utilizing Adult Hockey playing rules. All Warrior Hockey tournaments and events must follow the USA Hockey standard protocol for sanctioning.

The Warrior Advisory Committee

The Warrior Advisory Committee will consist of at least three people appointed by the chair of the Disabled Hockey Section who represent the players and teams of the discipline. This committee shall review and place teams in competitive brackets for the Warrior Classic and National Tournament and other duties as relevant for the discipline.

D. Blind Hockey

Blind Ice Hockey is played similarly to typical hockey, with a few adaptations to make it accessible to players who are blind or visually impaired. The most significant adaptation is the puck, which makes noise and is larger and slower than a traditional hockey puck.

A blind hockey puck specification is:

- Material: 22-gauge steel
- Construction: Hollow
- Color: Black
- Contains: 8 ball bearings
- Diameter: 5 ½ inches / 14 centimeters
- Height: 1 7/8 inches / 4.8 cm
- Weight: 7.76 ounces / 220 grams

The sport of Blind Hockey is played by athletes who are blind or visually impaired. Players must meet the criteria of one of the three International Blind Sports Federation (IBSA) classifications or the United States Association of Blind Athletes (USABA) Recognized Low Vision Classification of B4. The criteria for each classification are below.

IBSA Class B1: There is no light perception in either eye up to light perception, but they are unable to recognize the shape of a hand at any distance or in any direction.

IBSA Class B2: From the ability to recognize the shape of a hand up to visual acuity of 20/600 and/or a visual field of less than 5 degrees in the best eye with the best practical eye correction.

IBSA Class B3: From visual acuity above 20/600 and up to visual acuity of 20/200 and/or a visual field of less than 20 degrees and more than 5 degrees in the best eye with the best practical eye correction.

USABA Recognized Low Vision Class B4: From visual acuity above 20/200 and up to visual acuity of 20/70 and a visual field larger than 20 degrees in the best eye with the best practical eye correction.

Blind hockey teams can include both youth and adult players. When both youth and adult players participate on the same team, all adult players are required to complete SafeSport training.

All Blind Hockey tournaments and events must follow the USA Hockey standard protocol for sanctioning.

E. Deaf/Hearing Impaired Hockey

Deaf/Hard of Hearing Hockey is for individuals diagnosed with hearing loss. Instruction is based on the player's ability to communicate with coaches using American Sign Language, lip reading, hearing aids, or cochlear implants. Interpreters may be used as needed and are welcome on the bench.

Eligibility for participation on a deaf/hearing impaired team requires that a player has at least a 55-decibel hearing loss in their better hearing ear. An audiogram test conducted by a certified audiologist may be required to be submitted. All other players need to be diagnosed with some hearing loss to participate.

Deaf/Hard of Hearing hockey teams can include both youth and adult players. When both youth and adult players participate on the same team, all adult players are required to complete SafeSport training.

All Deaf/Hard of Hearing Hockey tournaments and events must follow the USA Hockey standard protocol for sanctioning.

F. Special Hockey

Special hockey aims to give people with cognitive and/or developmental disabilities the opportunity to play ice hockey in an environment adapted to their level of ability. It emphasizes having fun through teamwork and social interaction and improving the quality of life through onand off-ice activities.

Individuals with developmental disabilities who experience limitations in three or more major core life competencies: capacity for independent living, economic self-sufficiency, learning, mobility, receptive and expressive language, and self-care/direction are eligible to play Special Hockey. Common developmental disabilities include, but are not limited to: Autism Spectrum disorders, Down Syndrome, Cerebral Palsy, ADD/ADHD, Seizures, Neurological disorders, and intellectual/developmental disabilities.

Special Hockey requires that players skate upright and unassisted. As such, assistive skating devices are not permitted during any games. However, players who are new to the sport and are developing their skating ability may use an assistive device on the ice during practice, provided its use does not endanger other participants on the ice.

Special Hockey players are rated as A, B and C based on their playing ability.

A Level

- Able to skate unassisted
- Able to play at a faster pace
- Able to play structured game with minimal to no assistance
- Has more advanced hockey skills

- Has better understanding of game rules and concepts
- Able to follow rules/instruction/drills
- Always engaged in the play
- Has the ability to change shifts on the fly
- Needs no prompting

On-ice helpers are not permitted at this level.

B Level

- Able to skate unassisted
- Able to play at a mid-level pace
- Able to play structured game with minimal assistance
- Has mid-level hockey skills
- Has a basic understanding of game rules and concepts
- Able to follow rules/instruction/drills (occasional prompting may be needed)
- Mostly engaged in the play
- May need assistance in positioning
- May need occasional prompting

On-ice helpers at this level are not permitted to have sticks on the ice. They must wear helmets in accordance with USA Hockey rules. They must be listed on the roster.

C Level

- May need assistance in skating
- Able to play at a slower pace
- Needs assistance to play a structured game
- Has lower level hockey skills
- Has limited understanding of game rules and concepts
- Has difficulty following rules/instruction/drills
- May need some/constant prompting to engage in the play
- Needs assistance in positioning

On-ice helpers at this level are not permitted to have sticks on the ice. They must wear helmets in accordance with USA Hockey rules. They must be listed on the roster.

Special Hockey teams can include both youth and adult players. When both youth and adult players participate on the same team, all adult players are required to complete SafeSport training.

All Special Hockey tournaments and events must follow the USA Hockey standard protocol for sanctioning.

G. Standing Amputee Hockey

Standing Amputee hockey is played upright and follows typical ice hockey rules. It has allowed a growing number of athletes with congenital or acquired amputations or other physical impairments to participate.

Players use prostheses to control a hockey stick or to skate. Players may be added to Standing Amputee rosters if they are missing one or more upper or lower extremities.

Standing Amputee hockey teams can include both youth and adult players. When both youth and adult players participate on the same team, all adult players are required to complete SafeSport training.

All Standing Amputee Hockey tournaments and events must follow the USA Hockey standard protocol for sanctioning.

DUTIES & RESPONSIBILITIES



XV. USA HOCKEY DUTIES AND RESPONSIBILITIES

A. District Representative

The duties of a District Representative shall be, but not be limited to, the following:

- To assist with the affairs of the district in cooperation with the Affiliate associations and the USA Hockey Board of Directors and to assume other responsibilities as may be appropriate when possible.
- To serve as the first contact from the Affiliate to USA Hockey.
- To act as USA Hockey's trouble shooter in his/her district and facilitate the resolution of disputes within/between the Affiliate association(s).
- To serve as liaison between Affiliates within that district and USA Hockey.
- To serve as the tournament director for district, regional and national tournaments held within his/her district.
- To attend the annual meetings of the Affiliate association(s) within his/her district when possible.
- To disseminate information from the USA Hockey national office to all Affiliates.
- To attend USA Hockey annual/semi-annual meetings.
- To inform USA Hockey when any USA Hockey bylaws, rules and regulations are not being complied with.

B. Registrars

(1) District Registrars

(a) There shall be one registrar for each registration district (the District Registrar) and one national disabled hockey registrar.

(b) He/She shall be appointed by the Executive Director subject to the approval of the Executive Committee. Affiliate association(s) may submit recommendations (at least three).

(c) He/She shall have the authority to appoint associate registrars with the approval of the Executive Director, to carry out any of his/her duties as outlined in (e) below.

(d) A District Registrar and any associate registrar(s) shall not be a voting member in any USA Hockey Affiliate Board of Directors unless he/she had held both positions prior to June 7, 2014.

(e) His/Her duties shall be:

1. Encourage participants and teams to register with USA Hockey.
2. Distribute registration materials as necessary.
3. Receive, record and promptly forward to the USA Hockey national office all registration materials with the proper fees. Be certain that all registrations are properly completed and comply with USA Hockey regulations. District registrars/associate registrars are not responsible for enforcement of association, league or Affiliate rules.

4. Verify qualifications of all teams and players for regional and national championships.

5. Distribute all materials, official guides, rulebooks and miscellaneous publications to local associations/member programs.

6. Assist new teams and organizations.

7. Disseminate information from the USA Hockey national office, actions of the Congress and Board of Directors.

8. Attend USA Hockey Annual Meeting.

9. Attend as many meetings of Affiliate associations and associations within the district as possible to represent USA Hockey.

10. Approve travel permits between district teams and the Hockey Canada member teams.

11. Forward requests for transfer of players to or from other federations to the USA Hockey national office for approval.

12. Forward district newsworthy items to USA Hockey national office for publication in *USA Hockey Magazine*.

13. Review qualifications and issue Zero, Hat Trick and Playmaker awards in accordance with the regulations.

14. Collect and forward to the USA Hockey national office all fees for invitational tournaments.

15. Answer all questions on USA Hockey regulations.

16. Act as liaison between USA Hockey and officials of Affiliate associations.

17. **Annual Budget:** Registrars must prepare and submit an annual budget to the Executive Director for review by the Board of Directors and approval at the Annual Meeting. Approved expenses included on the budget will be reimbursed to the registrars during the year on a monthly basis. The registrars are required to submit a monthly expense reimbursement application and only those budgeted expenses will be reimbursed. Any expenses not included in the district's approved budget will have to be approved by the Executive Director before they are paid by the registrar.

    Expense Reimbursement Applications: Registrars must submit monthly expense reimbursement applications to the USA Hockey national office for reimbursement of expenses incurred. Those expenses eligible for reimbursement may include: office expenses (secretarial), office supplies, telephone, postage, printing, grassroots hockey expenses and other approved expenses. Travel expenses must include purpose of travel, location of travel and date of travel.

    Financial Records: Complete financial records of all income and expenses must be maintained by all registrars. Financial records should be set up on the Quicken accounting package

and monthly reports submitted to USA Hockey national office along with a monthly bank reconciliation on the appropriate registrar's checking account. These financial records shall be subject to review and audit by the Audit Committee of USA Hockey, and/or their designated representative. A copy of their annual financial report shall be available to the Affiliate association involved upon request, through the USA Hockey national office.

18. The registrar shall not have the power to suspend players, team officials, fans or referees.

19. Where, in his/her opinion, the regulations as set forth in the official USA Hockey playing rules have not been complied with, he/she shall report it to the proper governing body for action.

20. The registrar has an obligation to notify the USA Hockey national office anytime he/she is engaged in any activity that has the appearance of being a conflict of interest.

21. Registrars are cautioned against accepting too many jobs and responsibilities within the districts. The fact that they have leadership qualities is the reason for their appointment as USA Hockey District Registrars. Two major problems develop from taking on additional duties: 1) not enough time to do one job properly; and 2) a conflict of interest when matters of controversy arise.

C. Referees-in-Chief

(1) National Referee-in-Chief

There shall be a USA Hockey National Referee-in-Chief appointed by the Executive Director subject to the approval of the Board of Directors. His/Her duties shall be:

(a) In cooperation with the Executive Director, to supervise the activities of the officiating education program, the female development, disabled and district referees-in-chief.

(b) To determine and disseminate the official USA Hockey interpretation of the playing rules.

(c) To assist the officiating program staff in the development and preparation of material for USA Hockey referee registration and education program.

(2) Referees-in-Chief

(a) There shall be one referee-in-chief for each registration district. In addition, there shall be one referee-in-chief for female development and one referee-in chief for disabled hockey, both representing the national program.

(b) He/She shall be appointed by the Executive Director, subject to the approval of the Board of Directors. Affiliate associations may submit recommendations (at least three).

(c) He/She shall have the authority to appoint local supervisors of officials with the approval of the Executive Director. They shall

carry out the duties of the referee-in-chief in the designated area prescribed by the referee-in-chief.

(d) In order to avoid a conflict of interest, the referee-in-chief and any local supervisors of officials shall not hold any other position within his/her hockey district outside of the officiating program without the knowledge and consent of the Executive Director, and then only if he/she had held both positions prior to June 7, 2014.

(e) The referee-in-chief and any local supervisors of officials shall not be a voting member in any USA Hockey Affiliate Board of Directors unless he/she had held both positions prior to June 7, 2014.

(f) His/Her duties shall be:

Distribute information for official membership registration to new officials.

2. Assist all officials with the completion of the direct registration process.

3. Make available the proper officiating education resources at officiating classroom seminars.

   NOTE: *These resources may not be sold, except through the USA Hockey national office. They are for properly registered USA Hockey officials only.*

4. View the work of the officials whenever possible and offer constructive feedback. Institute an evaluation and mentor program within their district or discipline.

5. The referee-in-chief shall not assign referees for USA Hockey games, with the exception that he/she shall assign and supervise all referees and linespersons for any district and/or national championships within their district or discipline.

6. Assist with scheduling and conducting seminars for the purpose of improving officiating techniques and uniformity by forming nationally trained seminar staffs, who shall be responsible for conducting various level seminars in their area.

7. Seek out and encourage new people to become officials.

8. He/She shall be a member of an appeal board to hear any appeal of a referee suspension levied by a local supervisor of officials and/or the local amateur hockey governing body. Referees-in-Chief should only be involved at an Affiliate (or national level for female development or disabled) level, not on a local appeal. (See Bylaw 10: Dispute Resolution, Discipline, Arbitration).

9. It is strongly recommended that he/she not be a member of a review board that has the authority to suspend a player, team or league official or spectator. His/Her opinion may be expressed, but he/she shall not have a vote on the action to be taken.

10. Disseminate official interpretations of the USA Hockey Playing Rules Committee.

11. Forward to the rules committee any recommendations for rules changes.

12. Assist in the development of educational materials and serve on a committee to develop such materials if requested.

13. Prepare an annual report of his/her activities.

14. Maintain complete financial records of all income and expenses, such records shall be subject to review and audit by the Audit Committee of this association and/or their designated representative. A copy of their annual financial report shall be available to the Affiliate association involved upon request, through the USA Hockey national office. The Referee-in-Chief will submit an itemized expense reimbursement report of the Referee-in-Chief checking account each month.

15. Recommend officials in his/her district after consultation with the local supervisors of officials for summer officials camps, international competition, national and district championships and district/national level programs.

16. The Referees-in-Chief for female development and disabled hockey shall also serve (as non-voting members) on the Girls Council and Disabled Hockey Section, respectively.

D. Coaches-in-Chief

(1) National Coach-in-Chief

There shall be a USA Hockey National Coach-in-Chief appointed by the Executive Director, subject to the approval of the Board of Directors.

His/Her duties shall be:

(a) In cooperation with the Executive Director, to supervise the activities of the Coaching Education Program (CEP), the female development, disabled and district coaches-in-chief.

(b) To assist in the development and preparation of material for the USA Hockey CEP.

(2) District Coaches-in-Chief

(a) There shall be one coach-in-chief for each registration district. In addition, there shall be one coach-in-chief for female development and one coach-in chief for disabled hockey, both representing the national program.

(b) He/She shall be appointed by the Executive Director, subject to the approval of the Board of Directors. Affiliate associations may submit recommendations (at least three).

(c) He/She shall not be a member of a review board that has the authority to suspend a player, team, league official or spectator.

(d) He/She shall have the authority to appoint associate coaches-in-chief with the approval of the Executive Director to support and carry out any of his/her duties as outlined in (g) below.

(e) The district coach-in-chief and any associate coach(es)-in-chief shall not hold any other position within his/her district outside of the coaching program without the knowledge and consent of the Executive Director.

(f) The district coach-in-chief and any associate coach(es)-in-chief shall not be a voting member in any USA Hockey Affiliate Board of Directors unless he/she had held both positions prior to June 7, 2014.

(g) His/Her duties shall be:

1. Schedule, organize, promote and administer all clinics conducted as part of the CEP.

2. Prepare and distribute all USA Hockey approved materials (to include, but not limited to, manuals, supplemental materials, CEP cards, stickers, patches) to those who attend a USA Hockey CEP clinic and pay the proper fee.

3. Upon completion of all clinics, submit all required paperwork and monies collected to the national office, and update the attendees and their information within the current online registration system within seven business days.

4. **Annual Budget:** Coaches-in-chief must prepare and submit an annual budget for review by the Board of Directors and approval at the Annual Meeting. Approved expenses included on the budget will be reimbursed to the coaches-in-chief during the year on a monthly basis. The coaches-in-chief are required to submit a monthly expense reimbursement application and only those budgeted expenses will be reimbursed. Any expenses not included in the district's approved budget will have to be approved by the Executive Director or CEP Director, before they are paid to the coach-in-chief.

   Expense Reimbursement Applications: Coaches-in-chief must submit monthly expense reimbursement applications to the USA Hockey national office for reimbursement of expenses incurred. Those expenses eligible for reimbursement must be itemized and be part of the current, approved budget. Travel expenses must include purpose of travel, location of travel and date of travel.

   Financial Records: Complete financial records of all income and expenses must be maintained by all coaches-in-chief. Financial records should be set up on the Quicken accounting package and monthly reports submitted to USA Hockey national office along with a monthly bank reconciliation on the appropriate coach-in-chief's checking account. These financial records shall be subject to review and audit by the Audit Committee of USA Hockey, and/or their designated representative.

5. Will attend, or designate a representative to attend, three scheduled meetings (Winter Meeting, Spring Coaches Section Meeting and Annual Meeting) and participate on conference calls conducted throughout the year.

6. Attend the scheduled meetings of his/her respective USA Hockey district/affiliate(s) on behalf of his/her district.

7. Prepare two annual reports of his/her activities: a semi-annual report to be submitted to the national office at least 14 days prior to Winter Meeting and an annual report to be submitted to the national office at least 14 days prior to Annual Meeting.

8. View the work of the coaches whenever possible and work with district/affiliate personnel to improve the overall coaching.

9. Assist in the development of educational materials and serve as a resource in the development of such materials.

10. Seek out and encourage coaches to become CEP instructors and conduct regular instructor training sessions.

11. The Coaches-in-Chief for female development and disabled hockey shall also serve (as non-voting members) on the Girls Council and Disabled Hockey Section, respectively.

(3) District Associate Coaches-in-Chief

(a) Each district coach-in-chief shall appoint at least one associate coach-in-chief with the approval of the Executive Director whose responsibility will be to assist and train association hockey directors (also known as coaching director or formerly referred to as the ACE director) in supporting the CEP and the American Development Model (ADM).

(b) His/Her duties shall be:

1. Serve as the communication link between the CEP and the local associations.

2. Ensure that each local association has an individual in place to serve as the hockey director (also known as coaching director or formerly referred to as the ACE director).

3. Promote age-specific skill development and encourage the implementation of the ADM.

4. Plan and conduct clinics to train association hockey directors.

5. Assist associations in establishing and maintaining a resource center with USA Hockey materials.

6. Deliver parent education to local associations with the support of CEP personnel and ADM managers.

E. Risk Managers

(1) National Risk Manager

There shall be a USA Hockey National Risk Manager appointed by the Executive Director, subject to the approval of the Board of Directors.

His/Her duties shall be:

(a) In cooperation with the Executive Director, to supervise the activities of the Risk Management Program and the District Risk Managers.

(b) To assist in the development and preparation of material for the USA Hockey Risk Management Program.

(2) District Risk Managers

(a) There shall be one risk manager for each district and one national disabled hockey risk manager.

(b) He/She shall be nominated by the Executive Director, subject to the approval of the Board of Directors. Affiliate associations may submit recommendations (at least three).

(c) The district risk manager shall not hold a position as a district registrar.

(d) Primary Objective of Position

The USA Hockey Risk Management Program has been implemented to assist in the reduction of insurance costs to its members. The risk manager is to be the primary educator of participants, coaches, officials, spectators, and administrators regarding the insurance program, risk management, injury reporting and claim filing in a manner which precludes the insurance program from becoming a hindrance to the primary mission of USA Hockey and its affiliates.

(e) He/She shall have the authority to appoint associate risk managers with the approval of the Executive Director to carry out any of his/her duties as outlined in (g) below.

(f) The District Risk Manager or any associate risk manager(s) shall not be a voting member in any USA Hockey Affiliate Board of Directors unless he/she had held both positions prior to June 7, 2014.

(g) His/Her duties shall be:

1. Develop a working knowledge of the liability, catastrophic and excess accident insurance programs of USA Hockey.
2. Develop an understanding of the definition and the requirements of a sanctioned event and of special event sanctioning.
3. Serve as a resource of information, injury reporting, claims filing, risk identification, and correction.
4. Serve as a source of claims forms and develop a system of distribution as required.
5. Coordinate and conduct risk management informational seminars at strategic locations within district.
6. Receive and submit requests for certificates of insurance to the insurance underwriter.
7. Receive notice of and report serious injuries; especially potential catastrophic injuries.
8. Receive and distribute risk management educational brochures throughout the district.
9. Serve as the risk management liaison between the district and the USA Hockey national office.
10. Attend meetings and seminars at the direction of the Executive Director.

11. Communicate to the appropriate registrar all risk management information.

12. Assist in the development of an Affiliate and local area risk management program.

13. Assist in the development and implementation of long-range risk management program for USA Hockey.

14. Assist the Safety and Protective Equipment Committee with on- and off-ice risk management.

15. Assist the USA Hockey district coaching and officiating programs in implementing risk management as part of curriculum.

16. Report any catastrophic or serious injuries within his/her USA Hockey district in a timely manner to the national office.

17. Assist in the development of a USA Hockey injury reporting form and system of data collection.

18. **Annual Budget:** Risk managers must prepare and submit an annual budget to the Executive Director for review by the Board of Directors and approval at the Annual Meeting. Approved expenses included on the budget will be reimbursed to the risk managers during the year on a monthly basis. The risk managers are required to submit a monthly expense reimbursement application and only those budgeted expenses will be reimbursed. Any expenses not included in the approved budget will have to be approved by the Executive Director or designees of USA Hockey before they can be paid.

    Financial Records: Complete financial records of all expenses must be maintained by all risk managers. These financial records will be subject to review and audit by the Audit Committee of USA Hockey and/or their designated representative. A copy of their annual financial report shall be available upon request, through the USA Hockey national office.

F. Disabled Hockey District/Discipline Representatives

The duties and responsibilities of a Disabled Hockey District/Discipline Representatives shall be, but not be limited to, the following:

- Assist with the affairs of the Disabled Hockey Section in cooperation with USA Hockey District/Affiliate Associations and the USA Hockey Board of Directors and assume other responsibilities as may be appropriate when possible.
- Serve as the representative from their respective District/Discipline to the USA Hockey Disabled Hockey Section.
- Serve as liaison between the various member organizations within their respective District/Discipline and USA Hockey.

- Attend the annual meetings of the various member organizations and the USA Hockey District/Affiliate association(s) on behalf of their District/Discipline when possible.
- Disseminate information from the USA Hockey national office to all member organizations within their District/Discipline.
- Attend the USA Hockey Annual Meeting and the Winter Meeting. Three consecutive absences may be grounds for replacement.
- Inform USA Hockey and the Chair of the Disabled Hockey Section when any USA Hockey Bylaws, Rules and Regulations are not being complied with.
- Perform any other duties as may be directed by the Chair of the USA Hockey Disabled Hockey Section.
- Encourage all programs/teams within their District/Discipline to register and roster with USA Hockey.
- Assist new teams and organizations which may include establishing governance, educating about the benefits and rules of USA Hockey and connecting the new team/organization with other programs in close proximity for games, etc., and utilizing resources within the Disabled Section and the National office as needed.
- Disseminate information from the USA Hockey national office, including actions of the Congress and the Board of Directors.
- Forward respective District/Discipline newsworthy items to the USA Hockey national office for publication in the *USA Hockey Magazine* and website.
- To serve as the tournament co-director for District, regional and national tournaments held within their District.
- Perform duties timely as assigned by the Chair of the Disabled Section to maintain operating and playing rules, education resources and other items as necessary to provide clear and current guidance to the Disabled Hockey community.

G. Player Safety Coordinator

(1) There shall be one player safety coordinator for each district.

(2) He/She shall be appointed by the Executive Director, subject to the approval of the Board of Directors. Districts or SPEC should submit names for the district position (up to three).

(3) It is strongly recommended that he/she not be a member of a review board that has the authority to suspend a player, team or league official or spectator. His/Her opinion may be expressed, but he/she shall not have a vote on the action to be taken.

(4) The district player safety coordinator shall not hold any other position within his/her district without the knowledge and consent of the Executive Director.

(5) The district player safety coordinator should not be a member of any Affiliate or District Board.

(6) His/Her duties shall be:

(a) Implement the player safety initiatives of USA Hockey throughout the districts, affiliates and member organizations:

1. Concussion Management Program/Return to Play Forms

2. Create a process within the district to collect Return to Play forms monthly and report de-identified data for injury reporting to the national office.

(b) Serve as a conduit that distributes educational player safety information from the national office and SPEC to the membership within their district (nutrition, hydration, sleep, CPR/AED training, facility emergency action plans, etc.).

(c) Provide information annually on proper equipment selection and fitting.

(d) Trial special programs (pilot programs) to test new safety technology, equipment, etc., at the request of the national office or SPEC.

(e) **Annual Budget:** Player Safety Coordinators must prepare and submit an annual budget for review by the Board of Directors and approval at the Annual Meeting. Approved expenses included on the budget will be reimbursed to the player safety coordinator during the year on a monthly basis. The player safety coordinators are required to submit a monthly expense reimbursement application and only those budgeted expenses will be reimbursed. Any expenses not included in the district's approved budget will have to be approved by the Executive Director or Manager of Player Safety, before they are paid to the player safety coordinator.

Expense Reimbursement Applications: Player Safety Coordinators must submit monthly expense reimbursement applications to the USA Hockey national office for reimbursement of expenses incurred. Those expenses eligible for reimbursement must be itemized and be part of the current, approved budget. Travel expenses must include purpose of travel, location of travel and date of travel.

(f) Will attend, or designate a representative to attend, two scheduled meetings (Winter Meeting and Annual Meeting) and participate on conference calls conducted throughout the year.

(g) Attend the scheduled meetings of his/her respective USA Hockey district/affiliate(s) on behalf of his/her district.

(h) Prepare two annual reports of his/her activities: a semi-annual report to be submitted to the national office at least 14 days prior to Winter Meeting and an annual report to be submitted to the national office at least 14 days prior to the Annual Meeting.

(i) Assist in the development of educational materials and serve as a resource in the development of such materials.

AWARDS



PLAYER AWARDS

Player awards shall be distributed by the appropriate registrar under the following conditions:

(1) The recipient is a registered player.
(2) The game was in league competition (not exhibition) or a sanctioned tournament involving registered USA Hockey teams.
(3) The game was officiated by a USA Hockey referee.
(4) Eligible player categories: Over-30, adult non-checking, juniors, girls and youth.
(5) A copy of the scoresheet is supplied to the appropriate registrar.
(6) Limit of one (1) of each award per player, per season.

Definitions:

Zero Club Award: For a goalkeeper playing a complete game without allowing a goal.

Hat Trick Award: For a player scoring three or more goals in a game.

Playmaker Award: For a player registering three or more assists in a game.

USA HOCKEY AWARDS

Adult Player of the Year

The Adult Player of the Year award is presented annually to recognize the outstanding accomplishments of an American-born adult ice hockey player. The criteria for the award may include performance during the current or previous playing season.

2026	Kelley Steadman (Plattsburgh, N.Y.)
2025	Stacey Hochkins (White Lake, Mich.)
2024	John Koufis (Palatine, Ill.)
2023	Karen Ota-O'Brien (Coconut Creek, Fla.)
2022	Jen Tracy (Monument, Colo.)
2021	Tiffany Juha (Cape Coral, Fla.)
2020	Rob Hartshorn (Forest Lake, Minn.)
2019	Cathy Moeller (Plaistow, N.H.)
2018	Kevin Barnas (Manistique, Mich.)
2017	Katie Augustine (West Chester, Ohio)
2016	Jim Westby (Roseville, Minn.)
2015	Scott Ferris (Scottsdale, Ariz.)
2014	Katie Vaughan (Pittsburgh, Pa.)
2013	Sue Ring-Jarvi (Anoka, Minn.)
2012	Bobby Lund (Roseau, Minn.)
2011	Mark "Mugsy" DePuydt (Eagle River, Wis.)
2010	Steve Peterson (Woodbury, Minn.)
2009	Rodger Moy (Burnsville, Minn.)
2008	Tom Hendrix (Columbia, Md.)
2007	Marv Jorde (Woodbury, Minn.)
2006	Norm Dann (Tampa, Fla.)
2005	Jim Ragold (Birmingham, Mich.)

Bob Allen Women's Player of the Year

USA Hockey annually salutes the accomplishments of an outstanding American-born women's ice hockey player with the Bob Allen Women's Player of the Year Award. The award is named in honor of the late Bob Allen, who was an ardent supporter of women's hockey throughout his career. A committee that includes many of America's leading women's ice hockey coaches and administrators selects the recipient.

2026	Caroline Harvey (U.S. Olympic Women's Ice Hockey Team/Univ. of Wisconsin)
2025	Hilary Knight (U.S. Women's National Team)
2024	Laila Edwards (U.S. Women's National Team/Univ. of Wisconsin)
2023	Caroline Harvey (U.S. Women's National Team/Univ. of Wisconsin)
2022	Hilary Knight (U.S. Olympic Women's Ice Hockey Team)
2021	Aerin Frankel (U.S. Women's Natl. Team/Northeastern Univ.)
2020	Abby Roque (U.S. Women's National Team/Univ. of Wisconsin)
2019	Kendall Coyne Schofield (U.S. Women's Natl. Team/MN Whitecaps)
2018	Maddie Rooney (U.S. Olympic Women's Ice Hockey Team)
2017	Brianna Decker (U.S. Women's National Team/Boston Pride)
2016	Monique Lamoureux-Morando (U.S. Women's National Team)
2015	Brianna Decker (U.S. Women's National Team/Boston Blades)
2014	Hilary Knight (U.S. Olympic Women's Ice Hockey Team)
2013	Amanda Kessel (U.S. Women's National Team/Univ. of Minnesota)
2012	Kelli Stack (U.S. Women's National Team)
2011	Meghan Duggan (U.S. Women's National Team/Univ. of Wisconsin)
2010	Jenny Potter (U.S. Olympic Women's Ice Hockey Team)
2009	Jessie Vetter (U.S. Women's National Team/Univ. of Wisconsin)
2008	Caitlin Cahow (U.S. Women's National Team/Harvard Univ.)
2007	Julie Chu (U.S. Women's National Team/Harvard Univ.)
2006	Katie King (U.S. Olympic Women's Ice Hockey Team)
2005	Natalie Darwitz (U.S. Women's Natl. Team/Univ. of Minn.)
2004	Angela Ruggiero (U.S. Women's National Team/Harvard Univ.)
2003	Angela Ruggiero (Harvard University)
2002	Sara DeCosta (U.S. Olympic Women's Ice Hockey Team)
2001	Krissy Wendell (U.S. Women's National Team)
2000	Sara DeCosta (Providence College)
1999	A.J. Mleczko (Harvard University)
1998	Karyn Bye (U.S. Olympic Women's Ice Hockey Team)
1997	Laurie Baker (U.S. Women's National Team)
1996	Cammi Granato (U.S. Women's National Team)
1995	Karyn Bye (U.S. Women's National Team)
1994	Erin Whitten (U.S. Women's National Team)

Bob Johnson Award

The Bob Johnson Award recognizes excellence in international hockey competition during a specific season of play. USA Hockey's International Council selects the winner(s) of this prestigious award, which is named in honor of the late Bob Johnson, who served as executive director of USA Hockey from 1987-90.

2025-26	2026 U.S. Olympic Women's Ice Hockey Team
	2026 U.S. Olympic Men's Ice Hockey Team
	2026 U.S. Paralympic Sled Hockey Team
2024-25	2025 U.S. Men's National Team
2023-24	Cutter Gauthier (2024 U.S. National Junior Team)
2022-23	Will Smith (U.S. Under-18 Men's National Team)

2021-22	Declan Farmer (2022 U.S. Paralympic Sled Hockey Team)
2020-21	Trevor Zegras (2021 U.S. National Junior Team)
2019-20	Stan Wong (Boca Raton, Fla.)
2018-19	Jack Hughes (U.S. Men's National, Junior and Under-18 Teams)
2017-18	Declan Farmer (2018 U.S. Paralympic Sled Hockey Team)
	Patrick Kane (2018 U.S. Men's National Team)
	Jocelyne Lamoureux-Davidson (2018 U.S. Olympic Women's Ice Hockey Team)
2016-17	2017 U.S. National Junior Team
	2017 U.S. Under-18 Women's National Team
	2017 U.S. Women's National Team
	2017 U.S. Under-18 Men's National Team
2015-16	Hilary Knight (U.S. Women's National Team)
2014-15	Auston Matthews (U.S. Natl. Junior/U.S. Under-18 Natl. Teams)
2013-14	Andy Yohe (U.S. Paralympic Sled Hockey Team)
2012-13	John Gibson (U.S. Natl. Junior Team/U.S. Men's Natl. Team)
2011-12	Jack Johnson (2012 U.S. Men's National Team)
2010-11	Ron Rolston (Ann Arbor, Mich.)
2009-10	Ryan Miller (2010 U.S. Olympic Men's Ice Hockey Team)
2008-09	2009 U.S. Under-18 Women's National Team
	2009 U.S. Under-18 Men's National Team
	2009 U.S. Women's National Team
	2009 U.S. National Sled Hockey Team
2007-08	Natalie Darwitz (2008 U.S. Women's National Team)
2006-07	Jim Dunn (2007 U.S. National Junior Team)
2005-06	Erik Johnson (2006 U.S. Under-18 Men's National Team)
2004-05	Phil Kessel (2005 U.S. Under-18 Men's National Team)
	Krissy Wendell (2005 U.S. Women's National Team)
2003-04	Ty Conklin (2004 U.S. Men's National Team)
	Zach Parise (2004 U.S. National Junior Team)
2002-03	Ryan Suter (2003 U.S. Natl. Junior/U.S. Natl. Under-18 Teams)
2001-02	2002 U.S. Olympic Men's and Women's Ice Hockey Teams
	2002 U.S. Paralympic Sled Hockey Team
	2002 U.S. Under-18 Men's National Team
2000-01	Darby Hendrickson (2001 U.S. Men's National Team)
	Eric Weinrich (2001 U.S. Men's National Team)
1999-2000	Rick DiPietro (2000 U.S. National Junior Team)
	Phil Housley (2000 U.S. Men's National Team)
	Krissy Wendell (2000 U.S. Women's National Team)
1998-99	Brian Gionta (1999 U.S. National Junior Team)
	Jenny Schmidgall (1999 U.S. Women's National Team)
1997-98	1998 United States Olympic Women's Ice Hockey Team
1996-97	Mike Richter (Team USA – World Cup of Hockey Champions)
1995-96	1996 United States National Team
1994-95	Pat Jablonski (1995 U.S. National Team)
1993-94	Guy Hebert (1994 U.S. National Team)
	Karen Kay (1994 U.S. Women's National Team)
1992-93	Rob Hearn (International Ice Hockey Official)
	Brian Rolston (1993 U.S. National Junior Team)
1991-92	Mike Dunham (1992 U.S. National Junior Team)
	Cammi Granato (1992 U.S. Women's National Team)
	Ray LeBlanc (1992 U.S. Olympic Team)
	Mike Richter (1991 U.S. Canada Cup Team)

Builders Award

The USA Hockey Builders Award was established in 1999 to honor an individual who has made lasting contributions to the long-term growth and success of USA Hockey. This prestigious award is presented to the architects of USA Hockey — leaders who have distinguished themselves through their dedication, vision and love of the game. The award recognizes the contributions of individuals who have helped shape the blueprint for an organization that today is more than a million strong.

2026	Donna Guariglia (Morristown, N.J.)
2023	Ron DeGregorio (Salem, N.H.)
2015	Peter Lindberg (Eden Prairie, Minn.)
2014	Tony Rossi (Hinsdale, Ill.)
2011	Ken Johannson (Rochester, Minn.)
2006	Joe Benedetto (Sun City West, Ariz.)
2005	Art Berglund (Colorado Springs, Colo.)
2003	Walter L. Bush, Jr. (Edina, Minn.)
1999	Hal Trumble (San Clemente, Calif.)

Chet Stewart Award

The Chet Stewart Award was established in 2000 to recognize an individual who has made outstanding contributions to the USA Hockey Officiating Education Program during many years of service to the hockey community as an official and volunteer. The award, which is presented annually, is named in honor of the late Chet Stewart, one of the founders of the Officiating Education Program and a long-time USA Hockey volunteer.

2026	Mark Verplaetse (Centerville, Minn.)
2025	Tony Mariconda (Oklahoma City, Okla.)
2024	Mark Sampson (Longmeadow, Mass.)
2023	Steve Stevens, Sr. (Spokane, Wash.)
2022	Roger Newall (Albuquerque, N.M.)
2021	Bob Hayden (Monroe, Mich.)
2020	John Helsdon (Rapid City, S.D.)
2019	David Kemp (Apple Valley, Minn.)
2018	Dick Haney (Duluth, Minn.)
2017	Gordy Lingel (Billings, Mont.)
2016	Pat Bush (Raleigh, N.C.)
2015	Jerry Moran (Gaylord, Mich.)
2014	Harold “Skip” Trumble (Chaska, Minn.)
2013	Kevin Upton (Washington, D.C.)
2012	Bruce “Buzz” Olson (Thief River Falls, Minn.)
2011	Bob Keltie, Sr. (Boca Raton, Fla.)
2010	Lyman Dimond (Indian Land, S.C.)
2009	John Robinson (Towson, Md.)
2008	Robert Klein (Atlanta, Ga.)
2007	George Benson (Anchorage, Alaska)
2006	Bill Leslie (White Bear Lake, Minn.)
2005	Mike Martin (Kalamazoo, Mich.)
2004	William Reynolds (Newington, Conn.)
2003	Roy Chin (Fort Wayne, Ind.)
2002	John DePuydt (Houghton, Mich.)
2001	Robert Lilla (Northbrook, Ill.)
2000	Ken Sheeran (Roanoke, Va.)

Dave Peterson Goalie of the Year

The recipient of the Dave Peterson Goalie of the Year Award is chosen from the pool of goaltenders who play at the junior level each year. The award is named in honor of the late Dave Peterson, a passionate leader in goaltender development who twice coached the U.S. Olympic Men's Ice Hockey Team (1988, 1992).

2026	Caleb Heil (U.S. Natl. Junior Team/Madison Capitols)
2025	Ryan Cameron (Lone Star Brahmas)
2024	Hampton Slukynsky (Fargo Force)
2023	Jacob Fowler (Youngstown Phantoms)
2022	Alex Tracy (Sioux City Musketeers)
2021	Jake Sibell (Aberdeen Wings)
2020	Dustin Wolf (Everett Silvertips)
2019	Isaiah Saville (Tri-City Storm)
2018	Zach Driscoll (Omaha Lancers)
2017	Keith Petruzzelli (Muskegon Lumberjacks)
2016	Hunter Miska (Dubuque Fighting Saints)
2015	Eric Schierhorn (Muskegon Lumberjacks)
2014	Cal Petersen (Waterloo Black Hawks)
2013	Charlie Lindgren (Sioux Falls Stampede)
2012	Ryan McKay (Green Bay Gamblers)
2011	John Gibson (U.S. National Under-18 Team)
2010	Jack Campbell (U.S. Natl. Junior Team/U.S. Natl. Under-18 Team)
2009	Mike Lee (Fargo Force)
2008	Drew Palmisano (Omaha Lancers)
2007	Jeremy Smith (Plymouth Whalers)
2006	Alex Stalock (Cedar Rapids RoughRiders)
2005	Jeff Lerg (Omaha Lancers)
2004	Cory Schneider (U.S. National Under-18 Team)
2003	Dominic Vicari (River City Lancers)
2002	James Howard (U.S. National Under-18 Team)
2001	Jason Bacashihua (Chicago Freeze)
2000	Adam Berkhoel (Twin Cities Vulcans)
1999	Craig Kowalski (Compuware Ambassadors)
1998	Ryan Miller (Soo Indians)
1997	Joe Blackburn (Compuware Ambassadors)
1996	Charles Pulley (Park Tudor School)
1995	John Hultberg (Dubuque Fighting Saints)

Dave Tyler Junior Player of the Year

The Dave Tyler Junior Player of the Year Award is presented annually to the outstanding American-born player in junior hockey. The award is named in honor of Dave Tyler, long-time chair of USA Hockey's Junior Council. Criteria for the award includes having played for a United States-based junior team during the previous season.

2026	Alex Pelletier (Lincoln Stars)
2025	Will Zellers (Green Bay Gamblers)
2024	Mac Swanson (Fargo Force)
2023	Cole Knuble (Fargo Force)
2022	Connor Kurth (Dubuque Fighting Saints)
2021	Sean Farrell (Chicago Steel)
2020	Jake Sanderson (USAH National Team Development Program)
2019	Ronnie Attard (Tri-City Storm)

2018 Jack Hughes (USAH National Team Development Program)
2017 Zach Solow (Dubuque Fighting Saints)
2016 Rem Pitlick (Muskegon Lumberjacks)
2015 Kyle Connor (Youngstown Phantoms)
2014 Tucker Poolman (Omaha Lancers)
2013 Taylor Cammarata (Waterloo Black Hawks)
2012 Andrew Welinksi (Green Bay Gamblers)
2011 Blake Coleman (Indiana Ice)
2010 Matt White (Omaha Lancers)
2009 Andrew Miller (Chicago Steel)
2008 Jack Connolly (Sioux Falls Stampede)
2007 Jeff Petry (Des Moines Buccaneers)
2006 Trevor Lewis (Des Moines Buccaneers)
2005 Jeff Lerg (Omaha Lancers)
2004 Joe Pavelski (Waterloo Black Hawks)
2003 Ryan Potulny (Lincoln Stars)
2002 Greg Rallo (Springfield Jr. Blues)
2001 Chris Fournier (Lincoln Stars)
2000 Aaron Smith (Green Bay Gamblers)
1999 Pete Fregoe (Des Moines Buccaneers)
1998 Nate DiCasmirro (North Iowa Huskies)
1997 Karl Goehring (Fargo-Moorhead Ice Sharks)
1996 Brian McCullough (Springfield Jr. Blues)
1995 Ben Henrich (Compuware Ambassadors)
1994 Jason Blake (Waterloo Black Hawks)

Disabled Athlete of the Year

The USA Hockey Disabled Athlete of the Year Award annually recognizes the outstanding perseverance and dedication by a disabled hockey player through demonstrating the ability to overcome obstacles in the pursuit of excellence both on and off the ice. The recipient of this award exemplifies a positive role model for all disabled hockey disciplines.

2026 Declan Farmer (U.S. Paralympic Sled Hockey Team)
2025 John O'Connell (New Jersey Warriors/New York Metro Blind Hockey)
2024 Rylynn Zanon (Minnesota Special Hockey)
2023 Alex Gullingsrud (Fargo-Moorhead Hurricanes Sled Hockey Team)
2022 Jen Lee (U.S. Paralympic Sled Hockey Team)
2021 Curt Wilson (Minnesota Warriors)
2020 Raymond Kusch (University of Michigan-Flint)
2019 Daniel Belding (Colorado Visionaries)
2018 Mike Barnhart (Kodiaks)
2017 Alfredo Corona (Dallas Stars Sled Hockey)
2016 Sarah Bettencourt (San Diego Ducks Sled Hockey Club)
2015 Matt Murray (Buffalo Sabres Sled Hockey)
2014 Connor Barge (Cincinnati IceBreakers)
2013 Christy Gardner (USA Warriors)
2012 Ron Hermansen (Minnesota Special Hockey)
2011 Alex Knapp (U.S. National Developmental Sled Hockey Team)
2010 Steve Cash (U.S. Paralympic Sled Hockey Team)
2009 Lonnie Hannah (U.S. National Sled Hockey Team)
2008 Max Maksimyadis (New York Raptors Special Hockey Team)
2007 Erica Mitchell (U.S. 20-and-Under Sled Hockey Team)
2006 Joe Howe (Washington Ice Dogs)
2005 Jeff Mansfield (Princeton University)

Distinguished Achievement Award

The USA Hockey Distinguished Achievement Award is presented annually to a United States citizen who has made hockey his or her profession and has made outstanding contributions, on or off the ice, to the sport in America. The award may recognize achievement in the actual year of presentation, or it may honor a career of work on behalf of hockey.

2026	Mark Carlson (Lawrenceville, N.J.)
2025	Jeff Jackson (South Bend, Ind.)
2024	Bill Beaney (Cornwall, Vt.)
2023	Rand Pecknold (Bedford, N.H.)
2022	Maria Dennis (South Windsor, Conn.)
2021	Katey Stone (Boston, Mass.)
2020	Dave Andrews (Longmeadow, Mass.)
2019	Brian Murphy (Dover, N.H.)
2018	Dean Blais (International Falls, Minn.)
2017	Joe Bertagna (Gloucester, Mass.)
2016	Jerry York (Watertown, Mass.)
2015	Butch Johnson (Hayward, Wis.)
2014	Jack Parker (Somerville, Mass.)
2013	Phil Housley (Stillwater, Minn.)
2012	Peter Karmanos (Detroit, Mich.)
2011	Dennis LaRue (Spokane, Wash.)
2010	Brian Burke (Edina, Minn.)
2009	Lou Nanne (Minneapolis, Minn.)
2008	Willie O'Ree (San Diego, Calif.)
2007	Doug Ross (Dearborn, Mich.)
2006	Tim Taylor (Guilford, Conn.)
2005	1980 U.S. Olympic Ice Hockey Team
2004	Mike Eaves (Madison, Wis.)
2003	Brett Hull (Belleville, Ont.)
2002	John Cunniff (South Boston, Mass.)
2001	Herb Brooks (Shoreview, Minn.)
2000	Jeff Sauer (Madison, Wis.)
1999	George Gund III (San Jose, Calif.)
1998	Ben Smith (Gloucester, Mass.)
1997	Ron Wilson (Orange, Calif.)
1996	Neal Broten (Roseau, Minn.)
1995	Joe Mullen (Pittsburgh, Pa.)
1994	Kevin Constantine (International Falls, Minn.)
1993	Pat LaFontaine (Buffalo, N.Y.)
1992	Bill Cleary (Boston, Mass.)
1991	Bob Johnson (Pittsburgh, Pa.)

Dr. Alan Ashare Excellence in Safety Award

This award was established to recognize an individual(s) who has made outstanding contributions through many years of service to make hockey a safer game for all participants. This could include contributing to decrease the risk for injury or promoting safety on the playing surface by working in the field(s) of medicine, epidemiology, psychology, kinesiology, physiology, chemistry, physics or engineering. In 2024, it was renamed in honor of the late Dr. Alan Ashare who served as chair of the USA Hockey Safety and Protective Equipment Committee for 25 seasons.

2026	Stan Wong (Fall River, Mass.)
2025	Dr. Dennis Sullivan (Fairmouth, Maine)
2024	Dr. Mike Uihlein (Grafton, Wis.)
2023	Dr. Phil Johnson (Fargo, N.D.)
2022	Jason Hodges (New Baltimore, Mich.)
2021	Dr. Dave Crandell (Needham, Mass.)
2020	Dr. Mark Aubry (Ottawa, Ont.)
2019	Dr. Bill Meehan (Waltham, Mass.)
2018	Jaime Campbell (Vacaville, Calif.)
	Steve Laing (Long Beach, Calif.)
2017	Dr. Rick Greenwald (Norwich, Vt.)
2016	Dr. Elizabeth Pieroth (Elmhurst, Ill.)
2015	Dr. Chip Burke (Pittsburgh, Pa.)
2014	Dr. Carolyn Emery (Calgary, Alta.)
2013	Professor Douglas E. Abrams (Columbia, Mo.)
2012	Dr. Charles Tator (Toronto, Ont.)
2011	Aynsley Smith, Ph.D. (Rochester, Minn.)
2010	Mark R. Lovell, Ph.D. (Pittsburgh, Pa.)
2008	Dr. Michael Stuart (Rochester, Minn.)
2007	Dr. Alan Ashare (Chestnut Hill, Mass.)
2006	Dr. Dewey Morehouse (State College, Pa.)
	Dr. Paul Vinger (Concord, Mass.)
	Dr. Cos Castaldi (West Hartford, Conn.)
	Dr. Earl Hoerner (North Andover, Mass.)
2005	Dr. V. George Nagobads (Edina, Minn.)

Jim Johannson College Player of the Year

The Jim Johannson College Player of the Year was established in 1994 to recognize the accomplishments of the top American-born player in NCAA Division I men's college hockey. In 2019, the award was renamed in honor of the late Jim Johannson, who played college hockey at the University of Wisconsin and spent two decades as an executive at USA Hockey.

2026	Max Plante (University of Minnesota Duluth)
2025	Isaac Howard (Michigan State University)
2024	Cutter Gauthier (Boston College)
2023	Logan Cooley (University of Minnesota)
2022	Dryden McKay (Minnesota State University)
2021	Cole Caufield (University of Wisconsin)
2020	Scott Perunovich (University of Minnesota Duluth)
2019	Adam Fox (Harvard University)
2018	Adam Gaudette (Northeastern University)
2017	Will Butcher (University of Denver)

2016	Kyle Connor (University of Michigan)
2015	Jack Eichel (Boston University)
2014	Johnny Gaudreau (Boston College)
2013	Eric Hartzell (Quinnipiac University)
2012	Jack Connolly (University of Minnesota Duluth)
2011	Andy Miele (Miami University)
2010	Blake Geoffrion (University of Wisconsin)
2009	Colin Wilson (Boston University)
2008	Nathan Gerbe (Boston College)
2007	Jeff Lerg (Michigan State University)
2006	Matt Carle (University of Denver)
2005	Marty Sertich (Colorado College)
2004	Adam Berkhoel (University of Denver)
2003	Mike Ayers, Jr. (University of New Hampshire)
2002	Jordan Leopold (University of Minnesota)
2001	Ryan Miller (Michigan State University)
2000	Mike Mottau (Boston College)
1999	Mike York (Michigan State University)
1998	Chris Drury (Boston University)
1997	Chris Drury (Boston University)
1996	Brian Bonin (University of Minnesota)
1995	Chris Imes (University of Maine)
1994	Chris Marinucci (University of Minnesota-Duluth)

John Beadle Adult Member of the Year

The John Beadle Adult Member of the Year award is presented annually to recognize an individual who has made outstanding contributions to the program during many years of service to the ice hockey community as an adult player and/or volunteer. It is named after John Beadle, who for 27 seasons (1991-2018) served as vice president of USA Hockey and chair of the Adult Council.

2026	Andy Cole (Seattle, Wash.)
2025	Rob Jenkins (Louisville, Ky.)
2024	Tom Hancock (Clovis, Calif.)
2023	Ace Malette (Grey, Maine)
2022	Pete Carlson (Blaine, Minn.)
2021	Emil Ludy (Wheaton, Ill.)
2020	Al Pedersen (Colorado Springs, Colo.)
2019	Tom MacDonald (Greenfield, Wis.)
2018	Kevin Universal (Raleigh, N.C.)
2017	Don Mulder (Waupun, Wis.)
2016	Shelley Looney (Buffalo, N.Y.)
2015	Pat Weber (Eagle River, Wis.)
2014	Marshall Stevenson, Jr. (Potsdam, N.Y.)
2013	Tom Cline (Sylvania, Ohio)
2012	Dr. Alan Murdoch (Ames, Iowa)
2011	Keith Kenitzer (Louisville, Ky.)
2010	Ray Ferry (Lancaster, Pa.)
2009	Ed Nickey (Woodridge, Ill.)
2008	Rich Wasilewski (Clearwater, Fla.)
2007	Tom Koester (Allentown, N.J.)
2006	Don Kohlman (Eagle River, Wis.)
2005	Ray Kraemer (Clinton Township, Mich.)

Walter Yaciuk Award

The Walter Yaciuk Award is presented annually to an individual who has demonstrated a consistent commitment and contribution to the coaching education and development of USA Hockey coaches. This individual has been a long term supporter of the USA Hockey Coaching Education Program and has, by example, demonstrated its values. The award is named in honor of the late Walter Yaciuk, one of the founders of the Coaching Education Program.

2026	Mike Norton (Ely, Iowa)
2025	Kelly Clymer (Plano, Texas)
2024	Jim Clare (Bolingbrook, Ill.)
2023	Jack Witt (Muskegon, Mich.)
2022	Pat Westrum (Apple Valley, Minn.)
2021	Joe Eppolito (Clayton, N.Y.)
2020	Tom Kehr (Holland, Mich.)
2019	Les Teplicky (Bettendorf, Iowa)
2018	Larry Bruyere (Norwood, N.Y.)
2017	Stan Moskal (Denver, Colo.)
2016	Dr. Chip Burke (Pittsburgh, Pa.)
2015	Matt Walsh (Waunakee, Wis.)
2014	Dennis Bushy (Moorhead, Minn.)
2013	Al Bloomer (Red Lodge, Mont.)
2012	Harry McDonald (Eagle River, Alaska)
2011	Val Belmonte (Arlington Heights, Ill.)
2010	Ron Baum (Grand Rapids, Mich.)
2009	Ed Gosek (Oswego, N.Y.)
2008	Gary Gregus (Shakopee, Minn.)
2007	Tim Taylor (Guilford, Conn.)
2006	Dennis “Red” Gendron (Amherst, Mass.)
2005	Kevin Sullivan (Falmouth, Mass.)
2004	Dave Witting (Beloit, Wis.)
2003	Bob McCaig (Acworth, Ga.)
2002	Dick Emahiser (Eden Prairie, Minn.)
2001	Dr. Alan Ashare (Newton, Mass.)
2000	Paul Kohout (Massena, N.Y.)
1999	Ted Brill (Grand Rapids, Minn.)
1998	John Cunniff (West Orange, N.J.)
1997	Bob O’Connor (Eden Prairie, Minn.)
1996	Tim Gerrish (Saranac Lake, N.Y.)
1995	Ray Scherer (Columbus, Ohio)
1994	Lou Vairo (Colorado Springs, Colo.)
1993	Ken Johannson (Rochester, Minn.)
1992	Dave Peterson (Colorado Springs, Colo.)
1991	George Jepson (Kalamazoo, Mich.)
1990	Sam Greenblatt (Southfield, Mich.)
1989	Keith Blase (Colorado Springs, Colo.)

Wm. Thayer Tutt Award

The Wm. Thayer Tutt Award is presented annually by USA Hockey to a volunteer who, during many years of service, has displayed a selfless dedication to the enhancement of ice hockey at the grassroots level in America. The award is named in honor of the late Wm. Thayer Tutt, who served as president of USA Hockey from 1972-86.

2026	Don Bradford (Eagle River, Wis.)
2025	Tom Barnett (Buffalo, N.Y.)
2024	Amy Lowe (Westford, Mass.)
2023	Steve Palmacci (Arlington, Mass.)
2022	John M. Osidach (Washington, D.C.)
2021	Dick Emahiser (Eden Prairie, Minn.)
2020	Hank Manz (Lexington, Mass.)
2019	Grant Helms (Midland, Mich.)
2018	Fred Hudson (Huntsville, Ala.)
2017	Dennis Bushy (East Grand Forks, Minn.)
2016	Phil Zona (Milton, Mass.)
2015	Ted Cunniff (South Boston, Mass.)
2014	Dave Wiitanen (Hancock, Mich.)
2013	Doug Ackley (Massena, N.Y.)
2012	Paul Moore (Falmouth, Mass.)
2011	Don Korth (Salt Lake City, Utah)
2010	Wally Kormylo (Kenosha, Wis.)
2009	Ron Hayes (South Lyon, Mich.)
2008	Paul Furman, Sr. (Oswego, N.Y.)
2007	Neal Henderson (Springdale, Md.)
2006	Mike Cheever (Swampscott, Mass.)
2005	Larry McCauley (Alexandria Bay, N.Y.)
2003	Ted Brill (Grand Rapids, Minn.)
2002	E.H. “Motto” McLean (Omaha, Neb.)
2001	Dan Kelleher (Belmont, Mass.)
2000	Paul McLaughlin (Roslindale, Mass.)
1999	Wes Barrette (St. Paul, Minn.)
1998	Charles Autore (Sault Ste. Marie, Mich.)
1997	Stanley Grandfield (Montpelier, Vt.)
1996	Robert Caldwell (Acton, Mass.)
1995	Joseph P. Vernon (Saratoga Springs, N.Y.)
1994	J. Lawrence Cain (Detroit, Mich.)
1993	Joseph Warburton (Warwick, R.I.)
1992	Bill MacDonald (Grand Rapids, Minn.)
1991	Jerry Edwards (Beloit, Wis.)
1990	Bob O’Connor (Edina, Minn.)
1989	Bob Rompre (Beaver Dam, Wis.)
1988	Lloyd Armstrong (Fargo, N.D.)
1987	Bud Bakewell (Buffalo, N.Y.)
1986	Joe Marmo (Idaho Falls, Idaho)

CITATION AWARD

Presented in appreciation of contributions to the advancement of American amateur hockey.

(1) The recommendation must be made in writing and sent to the Executive Director at least 60 days prior to the Annual Meeting.
(2) The recommendation must be made by a director, registrar or state association and endorsed by all three individuals.
(3) The recommendation must clearly state the individual's contribution to amateur hockey and should include information such as number of years in amateur hockey, specific achievements, etc.
(4) Maximum of two awards annually.
(5) The nomination shall be reviewed by the Executive Committee. If approved, their recommendation shall be forwarded to the USA Hockey Board of Directors.

1976	John Barzee (West Haven, Conn.)
1975	Walter Bush, Jr. (Edina, Minn.)
	Len Gagnon (Medford, Mass.)
1974	Joseph Rogers (Salt Lake City, Utah)
1971	Ronald Real (Chicago, Ill.)
	Roy Chin (Fort Wayne, Ind.)
1970	Robert Otten (Wheeling, W.Va.)
	Colin Lister (Fort Wayne, Ind.)
	Richard Zimmerman (Fort Wayne, Ind.)
1968	George Zamais (Johnstown, Pa.)
	Len Barcalow (Pittsburgh, Pa.)
	Edward Neumeier (Weymouth, Mass.)
	Donald Hall (Johnstown, Pa.)
1967	Robert Ridder (St. Paul, Minn.)
	Walter Walworth (Erie, Pa.)
1965	Louis Keller (St. Paul, Minn.)
	Gilbert Sanborn (Eagle River, Wis.)
	Arthur Potter (Edmonton, Alberta)
	Lionel Fleury (Montreal, Quebec)
1964	Frank Gallagher (Port Huron, Mich.)
	Andy Mulligan (Toledo, Ohio)
1963	Ike Armstrong (Minneapolis, Minn.)
	James Lowney, Jr. (Houghton, Mich.)
	Lyle Wright (Minneapolis, Minn.)
	Harold Heinz (New York, N.Y.)
1962	Laverne Fryberger (Duluth, Minn.)
	Gordon Juckes (Melville, Saskatchewan)
	Harris Lee (Rake, Iowa)
	Henry McMorran Memorial Foundation (Port Huron, Mich.)
	Warroad Lakers Hockey Club (Warroad, Minn.)
	J.M. Roxburgh (Simcoe, Ontario)
	L.C. Walker (Muskegon, Mich.)
1961	Marshall Carter (Fort Bliss, Texas)
1960	Charles Cord (Reno, Nev.)
	Nikolai Sologubov (Moscow, Russia)
1959	William Thayer Tutt (Colorado Springs, Colo.)

	Jack Adams (Detroit, Mich.)
1958	Robert Lebel (Chambly, Quebec)
1956	James Dunn (Winnipeg, Manitoba)
	Albert Mayer (Montreux, Switzerland)
	St. Dominic's Arena Committee (Lewiston, Maine)
	John Mariucci (Minneapolis, Minn.)
	A.E. Coo (Winnipeg, Manitoba)
1954	W.B. George (Kemptville, Ontario)
1952	Douglas Grimston (New Westminster, British Columbia)
1951	Frederick Rubien (Long Island, N.Y.)
1950	Hanson Dowell (Middleton, Nova Scotia)
	George Dudley (Midland, Ontario)
	Cecil Duncan (Ottawa, Ontario)
	W.G. Hardy (Edmonton, Alberta)
	W.A. Hewitt (Toronto, Ontario)
	A.W. Pickard (Regina, Saskatchewan)
	Frank Sargent (Port Arthur, Ontario)
1949	John Ahearne (London, England)
	Helge Berglund (Stockholm, Sweden)
	Viking Harbom (Stockholm, Sweden)
	Anton Johanson (Stockholm, Sweden)
	Cliff Thompson (Eveleth, Minn.)
1948	Omer Bousquet (Berlin, N.H.)
	William Heiam (Cook, Minn.)
	John Reed Kilpatrick (New York, N.Y.)
	Fritz Kraatz (Dietikon, Switzerland)
	Alpheri Lauziere (Berlin, N.H.)
	John O'Halloran (St. Paul, Minn.)

SERVICE AWARDS

Each year, USA Hockey recognizes its national- and district-level volunteers who have served at least five years with the organization as a district registrar, associate registrar, coach-in-chief, referee-in-chief, risk manager, safe sport coordinator, cross-ice program administrator, section representative, council member, committee member, affiliate president and/or member of the board of directors.

Awards are presented for service in five-year increments. Visit USAHockey.com/annualawards for latest recipients.

BRENDAN BURKE INTERNSHIP

The Brendan Burke Internship, established in April 2010 by USA Hockey, is for a recent college graduate interested in pursuing a career in hockey operations. The internship is named in honor of the Brendan Burke, who passed away unexpectedly on Feb. 5, 2010, at age 21. Brendan, the son of Brian Burke, general manager of the 2010 U.S. Olympic Men's Ice Hockey Team, was a student at Miami University and served as a hockey operations assistant with Miami's men's ice hockey team.



Brendan Burke



Rafael Fichandler

2026-27	Rafael Fichandler (University of Pittsburgh)
2025-26	Emilie Pelletier (University of Massachusetts Boston)
2024-25	Maris Graudins (Southern Utah University)
2023-24	Gaby Turer (St. Norbert College)
2022-23	Kevin Braeunle (Temple University)
2021-22	Ashton Duplessie (University of Wisconsin)
2019-21	Brij Singh (University of Michigan)
2018-19	Gabri Switaj (Boston College)
2017-18	Matt Williams (Western Michigan University)
2016-17	Colin Mayberry (University of Rhode Island)
2015-16	Lyle Gregory (Hendrix College)
2014-15	Phil Cohn (Union College)
2013-14	Tom Minton (St. Joseph's University)
2012-13	Ryan Breen (Providence College)
2011-12	Stephen Greenberg (Boston College)
2010-11	Cole Burkhalter (Canisius College)

FOR THE RECORD



2025 UNITED STATES UNDER-18 MEN'S SELECT TEAM

Name	Pos	Hometown	Most Recent Team
Nathan Bienstock	D	Hillsborough, N.J.	NJ Rockets 16U
Nick Bogas	D	Bloomfield Hills, Mich.	Waterloo Black Hawks (USHL)
Noah Davidson	F	Irvine, Calif.	Shattuck St. Mary's Prep
Nolan Duskocy	F	Ellington, Conn.	BK Selects 16U
Brody Gillespie	F	Vancouver, Wash.	Spokane Chiefs (WHL)
Shaeffer Gordon-Carroll	F	Midway, Utah	Medicine Hat Tigers (WHL)
Levi Harper	D	Tampa, Fla.	Shattuck St. Mary's 16U
Caden Harvey	F	Beaver, Pa.	Pittsburgh Penguins Elite 16U
Aidan Hesse	G	Saint Paul, Minn.	Sioux Falls Power 16U
Jack Hextall	F	Rolling Meadows, Ill.	Youngstown Phantoms (USHL)
Nikita Klepov	F	Deerfield Beach, Fla.	Sioux City Musketeers (USHL)
Brady Knowling	G	Chicago, Ill.	U.S. National U17 Team
Will McLaughlin	D	Hudson, Wis.	Drumheller Dragons (AJHL)
Kade Meyer	D	Minocqua, Wis.	Little Caesars 16U
Zaide Penner	D	Fargo, N.D.	Northstar Christian 16U
Luke Puchner	F	New Germany, Minn.	Shattuck St. Mary's Prep
Brooks Rogowski	F	Brighton, Mich.	Oshawa Generals (OHL)
Joseph Salandra	F	Pleasantville, N.Y.	Brunswick School
Kaenan Smith	G	Duluth, Minn.	Sioux Falls Power 16U
Alofa Tunoa Ta'amu	D	Encinitas, Calif.	Edmonton Oil Kings (WHL)
Kalder Varga	F	Geneva, Ill.	Kelowna Rockets (WHL)
Jaxon Williams	F	Cary, N.C.	Carolina Jr. Hurricanes 16U
Blake Zielinski	F	Berlin, N.J.	Des Moines Buccaneers (USHL)

TEAM STAFF

General Manager
Rod Braceful; Detroit, Mich.

Player Personnel
Marc Boxer; Hancock, Mich.
Tony Gasparini; Lakeville, Minn.

Head Coach
Kevin Porter; Plymouth, Mich.

Assistant Coaches
Ben Syer; Princeton, N.J.
Cody Chupp; Big Rapids, Mich.
Joe Howe; Plymouth, Minn.

Athletic Trainer
Phil Varney; Seattle, Wash.

Team Doctor
Dr. Michael Beasley; Omaha, Neb.

Equipment Managers
Nate LaPoint; Stoughton, Wis.
Marcus Allen; Angola, N.Y.

RESULTS

2025 Hlinka Gretzky Cup

August 11-16, 2025
Brno, Czechia, & Trenčín, Slovakia
3-1-0-1^; 1st Place

Aug. 11	Slovakia	W, 6-3
Aug. 12	Sweden	L, 3-5
Aug. 13	Germany	W, 8-1
Aug. 15	Canada	W, 4-3 (SO)
Aug. 16	Sweden	W, 5-3

^W-OTW-OTL-L

2025 UNITED STATES UNDER-18 WOMEN'S SELECT TEAM

Name	Pos	Hometown	Most Recent Team
Kylie Amelkovich	F	Glen Ellyn, Ill.	Shattuck-St. Mary's
Maggie Averill	D	Wayland, Mass.	Assabet Valley
Bianca Birrittieri	G	Flower Mound, Texas	Pittsburgh Penguins Elite
Lily Bromley	F	Carlisle, Mass.	Noble & Greenough
Jane Daley	F	Medfield, Mass.	Shattuck-St. Mary's
Ava Decourcey	D	Rockland, Mass.	Assabet Valley
Alaina Gnetz	F	Woodbury, Minn.	Woodbury High School
Talla Hansen	F	Wayzata, Minn.	Benilde - St. Margaret's
Sloane Hartmetz	D	Phoenixville, Pa.	Shattuck-St. Mary's
Maddy Kimbrel	F	Long Lake, Minn.	Orono High School
Annabelle Lovell	F	Hingham, Mass.	Lovell Academy
Taylee Manion	D	Hermantown, Minn.	Proctor/Hermantown High School
Catherine McCool	F	Boston, Mass.	Boch Blazers
Jillian McLaughlin	F	Oceanside, Calif.	Rink Hockey Academy
Addison McLay	D	Hastings, Minn.	Hill-Murray School
Mia Miller	D	Dundas, Minn.	Northfield High School
Emily Pohl	F	Woodbury, Minn.	Hill-Murray School
Bailey Rupp	F	Bemidji, Minn.	Bemidji High School
Kateryna Sander	D	Chanhassen, Minn.	Holy Family Catholic
Christina Scalese	F	West Boylston, Mass.	Assabet Valley
Bria Schilling	F	Valencia, Calif.	Shattuck-St. Mary's
Lindsay Stepnowski	F	South Glastonbury, Conn.	Loomis Chaffee School
Morgan Stickney	G	Manhattan Beach, Calif.	Shattuck-St. Mary's
Chyna Taylor	D	Louisville, Ky.	Lovell Academy
Cecilia Wielenberg	G	Downers Grove, Ill.	Team Illinois

TEAM STAFF

Director, Women's Nat'l Team Programs
Katie Million; Hannibal, N.Y.

General Manager
Haley Skarupa; Rockville, Md.

Head Coach
Courtney Kennedy; Woburn, Mass.

Assistant Coaches
Chris Bailey; Skaneateles, N.Y.
Greg May; Burnsville, Minn.
Shelly Picard; Taunton, Mass

Goaltending Coach
Mackenzie Bruch; Powder Springs, Ga.

RESULTS

2025 Under-18 Series

August 13-16, 2025
Lake Placid, N.Y.
2-0-0-1^; 1st Place

Aug. 13	Canada	L, 1-4
Aug. 14	Canada	W, 3-2
Aug. 16	Canada	W, 3-1

^W-OTW-OTL-L

2025 UNITED STATES COLLEGIATE WOMEN'S SELECT TEAM

Name	Pos	Hometown	Most Recent Team
Lindzi Avar	F	Chanhassen, Minn.	Cornell University (ECAC)
Annelies Bergmann	G	Troy, Mich.	Cornell University (ECAC)
Elyssa Biederman	F	Franklin, Mich.	Colgate University (ECAC)
Casey Borgiel	D	Fort Gratiot, Mich.	Colgate University (ECAC)
Jojo Chobak	G	Chicago, Ill.	St. Cloud State University (WCHA)
Jules Constantinople	D	East Haven, Conn.	Northeastern University (HEA)
Rose Dwyer	D	Wynnewood, Pa.	Cornell University (ECAC)
Grace Dwyer	D	Wynnewood, Pa.	Cornell University (ECAC)
Bella Fanale	F	Webster, N.Y.	University of Minnesota (WCHA)
Kelly Gorbatenko	F	Barrington, Ill.	University of Wisconsin (WCHA)
Cassie Hall	F	South Lyon, Mich.	University of Wisconsin (WCHA)
Layla Hemp	G	Chanhassen, Minn.	University of Minnesota (WCHA)
Molly Jordan	D	Berlin, Conn.	University of Minnesota (WCHA)
Vivian Jungles	D	Edina, Minn.	University of Wisconsin (WCHA)
Maddie Kaiser	F	Andover, Minn.	University of Minnesota (WCHA)
Ava Lindsay	F	Minnetonka, Minn.	University of Minnesota (WCHA)
Kaia Malachino	F	Brighton, Mich.	Ohio State University (WCHA)
Sloane Matthews	F	Plymouth, Minn.	Ohio State University (WCHA)
Sydney Morrow	D	Darien, Conn.	University of Minnesota (WCHA)
Jamie Nelson	F	Andover, Minn.	University of Minnesota (WCHA)
MaryKate O'Brien	F	Wilbraham, Mass.	University of Minnesota Duluth (WCHA)
Julia Pellerin	F	Windham, N.H.	University of Connecticut (HEA)
Laney Potter	D	Cranberry Township, Pa.	University of Wisconsin (WCHA)
Maggie Scannell	F	Wynantskill, N.Y.	University of Wisconsin (WCHA)
Lily Shannon	F	Andover, Mass.	Northeastern University (HEA)

TEAM STAFF

Director, Women's Nat'l Team Programs
Katie Million; Hannibal, N.Y.

Head Coach
Molly Engstrom; Siren, Wis.

Assistant Coaches
Chelsea Walkland; Rochester, N.Y.
Lindsay Berman; North Reading, Mass.

Goaltending Coach
Alli Altmann; Eagan, Minn.

RESULTS

2025 Collegiate Series

August 13-16, 2025
Lake Placid, N.Y.
1-1-0-1; 1st Place

Aug. 14	Canada	W, 4-1
Aug. 15	Canada	W, 4-3 (SO)
Aug. 17	Canada	L, 6-7 (SO)

^W-OTW-OTL-L

2025 UNITED STATES UNDER-17 MEN'S SELECT TEAM

Name	Pos	Hometown	Most Recent Team
Logan Anderson	F	Estero, Fla.	Florida Alliance
Ty Bergeron	F	Flat Rock, Mich.	Detroit Honeybaked
Gunnar Conboy	F	Lakeville, Minn.	Lakeville North High School
Mason Courville	G	Palmyra, Pa.	Wilkes Barre Scranton Jr. Knights
Caleb Deanovich	D	Fond du Lac, Wis.	Chicago Reapers
Brooks DeMars	F	Hugo, Minn.	Long Island Gulls
Gerry DiCunzolo	F	Buffalo, N.Y.	Shattuck-St. Mary's
Colin Grubb	F	Minot, N.D.	Shattuck-St. Mary's
Cameron Minella	D	Darien, Conn.	Brunswick School
Charlie Mineman	D	St. Louis, Mo.	St. Louis AAA Blues
Mark Pape	F	Shaker Heights, Ohio	Pittsburgh Penguins Elite
Jake Prunty	D	Lake Hopatcong, N.J.	New Jersey Rockets
Ryland Rooney	F	Dellwood, Minn.	Gentry Academy
Sawyer Schmidt	F	Buffalo, N.Y.	Buffalo Jr. Sabres
Braiden Scuderi	F	Medford, N.J.	Mount St. Charles Academy
Ethan Sung	F	Pasadena, Calif.	Shattuck-St. Mary's
Michael Tang	F	New York, N.Y.	Toronto Titans
Kaeden Tate	G	Huntington Beach, Calif.	Anaheim Jr. Ducks
Anthony Valenti	D	Chicago, Ill.	Detroit Honeybaked
Becker Wenkus	D	Edina, Minn.	Edina High School

TEAM STAFF

General Manager
Rich Hansen; Westfield, Ind.
Head Coach
Jason Guerriero; Manorville, N.Y.
Assistant Coaches
Ryan Hayes; Syracuse, N.Y.
Tyler Helton; Colorado Springs, Colo.
Team Leader
Colin Martel; Colorado Springs, Colo.
Goaltending Coach
Nick Petraglia; Fairbault, Minn.
Athletic Trainer
Kevin Margarucci; Colo. Springs, Colo.
Team Physician
Dr. Dennis Sullivan; Portland, Maine
Equipment Managers
Dana Gobeil; Biddeford, Maine

RESULTS

2025 Under-17
Four Nations Tournament

August 5-9, 2025
Plymouth, Michigan
3-0-0-1; 2nd Place

Aug. 5	Slovakia	W, 7-5
Aug. 6	Switzerland	W, 4-1
Aug. 8	Czechia	W, 5-3
Aug. 9	Czechia	L, 3-5

^W-OTW-OTL-L

2025 UNITED STATES NATIONAL SLED HOCKEY TEAM

Name	Pos	Hometown
Kayden Beasley	D	Coats, N.C.
Brett Bolton	D	Rockledge, Fla.
Wesley Clowson	F	Claysburg, Pa.
Liam Cunningham	D	River Falls, Wisconsin
Travis Dodson	F	Deming, N.M.
Chris Douglas	D	Saint Cloud, Fla.
Isaac Escobedo	F	Las Vegas, Nev.
David Eustace	F	Stoneham, Mass.
Declan Farmer	F	Tampa, Fla.
Noah Grove	D	Frederick, Md.
Kyle Huckaby	G	Port Arthur, Texas
Malik Jones	F	Aurora, Colo.
Griffin LaMarre	G	Haverhill, Mass.
Jen Lee	G	Daly City, Calif.
Kevin McKee	F	Davenport, Iowa
Josh Misiewicz	F	La Grange, Ill.
Ben Musselman	F	Amelia, Ohio
Evan Nichols	F	Haymarket, Va.
Josh Pauls	D	Green Brook, N.J.
Brody Roybal	F	Northlake, Ill.
Landon Uthke	F	Albert Lea, Minn.
Jack Wallace	D	Franklin Lakes, N.J.

TEAM STAFF

General Manager
Dan Brennan; Colo. Springs, Colo.
Head Coach
David Hoff; Bottineau, N.D.
Assistant Coach
Corey Gorder; Bottineau, N.D.
Athletic Trainer
Mike Cortese; Boynton Beach, Fla.
Team Physician
Dr. Mike Uihlein; Grafton, Wis.
Equipment Manager
Jamie Healy; New Albany, Ohio
Communications
Seamus Kelley; Norwood, Mass.

RESULTS

2025 International Para Hockey Cup

October 20-26, 2025
Ostrava, Czech Republic
4-1-0-0; 1st Place

Oct. 20	Canada	W, 2-1 (OT)
Oct. 21	Italy	W, 9-2
Oct. 23	Czechia	W, 6-4
Oct. 25	China	W, 8-2
Oct. 26	Canada	W, 3-0

^W-OTW-OTL-L

2025 UNITED STATES WOMEN'S NATIONAL SLED HOCKEY TEAM

Name	Pos	Hometown
Jamie Benassi	Forward	Newtown, Ohio
Kelsey DiClaudio	Forward	Plum, Pa.
Lera Doederlein	Forward	San Diego, Calif.
Madison Eberhard	Forward	Buffalo, N.Y.
Catherine Faherty	Forward	Norwell, Mass.
Madeleine Gallagher	Forward	Palm Bay, Fla.
Gabby Graves-Wake	Goaltender	Phoenix, Ariz.
Rachel Grusse	Defense	Vernon, Conn.
Kaden Herchenroether	Forward	Allison Park, Pa.
Robynne Hill	Defense	Fountain, Colo.
Chloe Kirkpatrick	Defense	Bemidji, Minn.
Katie Ladlie	Forward	Troy, Mo.
Hope Magelky	Goaltender	Bismark, N.D.
Rebecca Mann	Defense	Mattapoisett, Mass.
Erica McKee	Forward	Chicago, Ill.
Monica Quimby	Forward	Bradenton, Fla.
Rachel Steffen	Defense	Cincinatti, Ohio
Ailin Zheng	Forward	Queens, N.Y.

TEAM STAFF

General Manager
Dan Brennan; Colorado Springs, Colo.
Head Coach
Rose Misiewicz; Duluth, Minn.
Assistant Coaches
Hannah DeLong; Belmont, Mass.
Lauren Rothlisberger; Green Bay, Wis.
Team Physician
Dr. Crystal Hnatko; Vacaville, Calif.
Physical Therapist
Heather Giardino; Lewistown, Pa.
Equipment Manager
Michael Vaccaro; Buffalo, N.Y.
Team Leader
Sarah Bettencourt; San Diego, Calif.
Communications
Seamus Kelley; Norwood, Mass.

RESULTS

2025 Para Ice Hockey Women's World Challenge

August 26-31, 2025
Dolny Kubin, Slovakia
4-0-0-0; 1st Place

Aug. 26	Australia	W, 8-0
Aug. 28	Norway	W, 10-0
Aug. 30	Great Britian	W, 10-0
Aug. 31	Canada	W, 7-1

^W-OTW-OTL-L

2025 UNITED STATES WOMEN'S NATIONAL TEAM

Name	Pos	Hometown	Most Recent Team
Cayla Barnes	D	Eastvale, Calif.	Seattle Torrent (PWHL)
Hannah Bilka	F	Coppell, Texas	Seattle Torrent (PWHL)
Alex Carpenter	F	North Reading, Mass.	Seattle Torrent (PWHL)
Jesse Compher	F	Northbrook, Ill.	Toronto Sceptres (PWHL)
Kendall Coyne Schofield	F	Palos Heights, Ill.	Minnesota Frost (PWHL)
Britta Curl-Salemme	F	Bismarck, N.D.	Minnesota Frost (PWHL)
Joy Dunne	F	O'Fallon, Mo.	Ohio State University
Lacey Eden	F	Annapolis, Md.	University of Wisconsin
Laila Edwards	D	Cleveland Heights, Ohio	University of Wisconsin
Aerin Frankel	G	Chappaqua, N.Y.	Boston Fleet (PWHL)
Rory Guilday	D	Chanhassen, Minn.	Ottawa Charge (PWHL)
Savannah Harmon	D	Downers Grove, Ill.	Toronto Sceptres (PWHL)
Caroline Harvey	D	Salem, N.H.	University of Wisconsin
Taylor Heise	F	Lake City, Minn.	Minnesota Frost (PWHL)
Gabbie Hughes	F	Lino Lake, Minn.	Ottawa Charge (PWHL)
Tessa Janecke	F	Warren, Ill.	Penn State University
Megan Keller	D	Farmington Hills, Mich.	Boston Fleet (PWHL)
Hilary Knight	F	Sun Valley, Idaho	Seattle Torrent (PWHL)
Ava McNaughton	G	Seven Fields, Pa.	University of Wisconsin
Abbey Murphy	F	Evergreen Park, Ill.	University of Minnesota
Casey O'Brien	F	Aquinnah, Mass.	New York Sirens (PWHL)
Kelly Pannek	F	Plymouth, Minn.	Minnesota Frost (PWHL)
Emma Peschel	D	Edina, Minn.	Ohio State University
Gwyneth Philips	G	Athens, Ohio	Ottawa Charge (PWHL)
Hayley Scamurra	F	Buffalo, N.Y.	Montreal Victoire (PWHL)
Kirsten Simms	F	Plymouth, Mich.	University of Wisconsin
Lee Stecklein	D	Roseville, Minn.	Minnesota Frost (PWHL)
Anna Wilgren	D	Hudson, Wis.	Seattle Torrent (PWHL)
Haley Winn	D	Rochester, N.Y.	Boston Fleet (PWHL)
Grace Zumwinkle	F	Excelsior, Minn.	Minnesota Frost (PWHL)

TEAM STAFF

Director, Women's Nat'l Team Programs
Katie Million; Hannibal N.Y.

Manager, Hockey Operations & Events
Doug Ferry; Warwick, R.I.

Head Coach
John Wroblewski; Neenah, Wis.

Assistant Coaches
Josh Sciba; Westland, Mich.
Shari Dickerman; Richmond, Minn.
Brent Hill; Hamden, Conn.

Strength and Conditioning Coach
Cal Dietz; Hudson, Wis.

Head Scout
Haley Skarupa; Rockville, Md.

Player Development
Ellen Hughes; Plymouth, Mich.

Video Coach
Melissa Piacentini; Weymouth, Mass.

RESULTS

2025 Rivalry Series
United States vs. Canada

4-0-0-0; 1st Place

Nov. 6	Cleveland, Ohio	W, 4-1
Nov. 8	Buffalo, N.Y.	W, 6-1
Dec. 10	Edmonton, Alberta	W, 10-4
Dec. 13	Edmonton, Alberta	W, 4-1

^W-OTW-OTL-L

2025 UNITED STATES NATIONAL SLED HOCKEY TEAM

Name	Pos	Hometown
Kayden Beasley	D	Coats, N.C.
Brett Bolton	D	Rockledge, Fla.
Caleb Crossett	F	Thetford, Vt.
Liam Cunningham	D	River Falls, Wisconsin
Travis Dodson	F	Deming, N.M.
Declan Farmer	F	Tampa, Fla.
Noah Grove	D	Frederick, Md.
Malik Jones	F	Aurora, Colo.
Griffin LaMarre	G	Haverhill, Mass.
Jen Lee	G	Daly City, Calif.
Josh Misiewicz	F	La Grange, Ill.
Ben Musselman	F	Amelia, Ohio
Evan Nichols	F	Haymarket, Va.
Josh Pauls	D	Green Brook, N.J.
Brody Roybal	F	Northlake, Ill.
Landon Uthke	D	Albert Lea, Minn.
Jack Wallace	D	Franklin Lakes, N.J.

TEAM STAFF

General Manager
Dan Brennan; Colo. Springs, Colo.
Head Coach
David Hoff; Bottineau, N.D.
Assistant Coach
Corey Gorder; Bottineau, N.D.
Goalie Coach
Eric Woodbeck; Minot, N.D.
Athletic Trainer
Mike Cortese; Boynton Beach, Fla.
Team Physician
Dr. Mike Uihlein; Grafton, Wis.
Equipment Manager
Jamie Healy; New Albany, Ohio
Communications
Seamus Kelley; Norwood, Mass.

RESULTS

2025 Para Hockey Cup

November 30 - December 6, 2025
Dawson Creek, B.C.
5-0-0-0; 1st Place

Nov. 30	Czechia	W, 3-1
Dec. 2	China	W, 6-3
Dec. 3	Canada	W, 3-2
Dec. 5	China	W, 13-2
Dec. 6	Canada	W, 2-0

^W-OTW-OTL-L

2025 UNITED STATES JUNIOR SELECT TEAM

Name	Pos	Hometown	Most Recent Team
David Bosco	F	Winchester, Mass.	Cedar Rapids RoughRiders
Ryan Cameron	G	Berwyn, Pa.	Cedar Rapids RoughRiders
Gunnar Conboy	F	Lakeville, Minn.	Green Bay Gamblers
Jackson Crowder	F	Allen, Texas	Chicago Steel
Masun Fleece	F	Rolling Hills, Calif.	Dubuque Fighting Saints
Colin Frank	F	Ladera Ranch, Calif.	Dubuque Fighting Saints
Justin Graf	F	Boston, Mass.	Cedar Rapids RoughRiders
Landon Hafele	F	Fairbanks, Alaska	Green Bay Gamblers
Caleb Heil	G	Victoria, Minn.	Madison Capitols
Evan Jardine	F	Bloomfield Hills, Mich.	Youngstown Phantoms
Danny Klaers	D	Wayzata, Minn.	Muskegon Lumberjacks
Bode Laylin	D	St. Michael, Minn.	Tri-City Storm
Garrett Lindberg	D	Moorhead, Minn.	Fargo Force
Mace'o Phillips	D	Wayzata, Minn.	Green Bay Gamblers
Carson Pilgrim	F	Warroad, Minn.	Tri-City Storm
Jake Prunty	D	Lake Hopatcong, N.J.	Sioux Falls Stampede
Carter Sanderson	F	Pierre, S.D.	Muskegon Lumberjacks
Ashton Schultz	F	Excelsior, Minn.	Chicago Steel
Brent Solomon	F	Champlin, Minn.	Sioux Falls Stampede
John Stout	D	Minnetonka, Minn.	Madison Capitols
Cole Tuminaro	D	South Beloit, Ill.	Chicago Steel
Blake Zielinski	F	Berlin, N.J.	Des Moines Buccaneers

TEAM STAFF

General Manager
Marc Boxer; Hancock, Mich.
Head Coach
Andy Brandt; Wausau, Wis.
Assistant Coaches
Patrick McCadden; Chesterfield, Mo.
Ryan Cruthers; Farmingdale, N.Y.
Hank Johnson; Minneapolis, Minn.
Athletic Trainer
Nick Hart; Lincoln, Neb.
Strength & Conditioning Coach
Spenser Popinga; Hartland, Wis.
Equipment Manager
Chris Kiefer; Aurora, Ill.
Team Physician
Dr. Kevin Murray; Los Gatos, Calif.
Communications
Francis Forte; Independence Township, N.J.

RESULTS

2025 World Junior A Challenge

December 7-13, 2025
4-0-0-1; 1st Place

Dec. 7	Canada East	L, 1-4
Dec. 8	Sweden	W, 7-1
Dec. 10	Canada West	W, 4-0
Dec. 12	Sweden	W, 4-2
Dec. 13	Canada West	W, 5-1

^W-OTW-OTL-L

2026 UNITED STATES NATIONAL JUNIOR TEAM

Name	Pos	Hometown	Most Recent Team
Asher Barnett	D	Wilmette, Ill.	University of Michigan (Big Ten)
Kamil Bednarik	F	Elmhurst, Ill.	Boston University (Hockey East)
Cole Eiserman	F	Newburyport, Mass.	Boston University (Hockey East)
EJ Emery	D	Compton, Calif.	University of North Dakota (NCHC)
James Hagens	F	Hauppauge, N.Y.	Boston College (Hockey East)
Caleb Heil	G	Victoria, Minn.	Madison Capitols (USHL)
Logan Hensler	D	Woodbury, Minn.	University of Wisconsin (Big Ten)
Will Horcoff	F	Birmingham, Mich.	University of Michigan (Big Ten)
Cole Hutson	D	North Barrington, Ill.	Boston Universitiy (Hockey East)
Nick Kempf	G	Morton Grove, Ill.	University of Notre Dame (Big Ten)
Adam Kleber	D	Chaska, Minn.	University of Minnesota Duluth (NCHC)
Brady Knowling	G	Chicago, Ill.	U.S. National Under-18 Team (USHL)
Ryker Lee	F	Wilmette, Ill.	Michigan State University (Big Ten)
Cole McKinney	F	Lake Forest, Ill.	University of Michigan (Big Ten)
Brendan McMorrow	F	Lakeville, Minn.	University of Denver (NCHC)
LJ Mooney	F	West Mifflin, Pa.	University of Minnesota (Big Ten)
Luke Osburn	D	Plymouth, Mich.	University of Wisconsin (Big Ten)
Max Plante	F	Hermantown, Minn.	University of Minnesota Duluth (NCHC)
Chase Reid	D	Chesterfield, Mich.	Soo Greyhounds (OHL)
Dakoda Rheaume-Mullen	D	Northville, Mich.	University of Michigan (Big Ten)
AJ Spellacy	F	Westlake, Ohio	Windsor Spitfires (OHL)
Teddy Stiga	F	Sudbury, Mass.	Boston College (Hockey East)
Shane Vansaghi	F	St. Louis, Mo.	Michigan State University (Big Ten)
Will Zellers	F	Maple Grove, Minn.	University of North Dakota (NCHC)
Brodie Ziemer	F	Chaska, Minn.	University of Minnesota (Big Ten)

TEAM STAFF

General Manager
John Vanbiesbrouck; Detroit, Mich.

Head Coach
Bob Motzko, Austin, Minn.

Assistant Coaches
Steve Miller; Sun Prairie, Wis.
Greg Brown; Scituate, Mass.
Garrett Raboin; Detroit Lakes, Minn.

Goaltending Coach
David Lassonde; Durham, N.H.

Performance Coach
Will Morlock; Grand Haven, Mich.

Video Coach
Jacob LeRoy; Dublin, Ohio
Travis Winter; St. Cloud, Minn.

Team Services
Jessica Thibault; Guilford, Conn.

Athletic Trainers
Stan Wong; Boca Raton, Fla.
Dennis MacDonald; Detroit, Mich.

Team Physician
Dr. Charles Popkin; Medina, Minn.

Equipment Managers
Patrick Dooley; Berkley, Mich.
Andrew Zagorianakos; Lincoln, Maine

Digital Content
Summer Dutton; Ludlow, Mass.

Media Officer
Dave Fischer; Colorado Springs, Colo.

RESULTS

2026 IIHF World Junior Championship

December 26, 2025 - January 5, 2026
St. Paul and Minneapolis, Minnesota
3-0-1-1; 5th Place

Dec. 26	Germany	W, 6-4
Dec. 27	Switzerland	W, 2-1
Dec. 29	Slovakia	W, 6-5
Dec. 31	Sweden	L, 3-6
Jan. 2	Finland	L, 3-4 (OT)

^W-OTW-OTL-L

2026 UNITED STATES UNDER-18 WOMEN'S NATIONAL TEAM

Name	Pos	Hometown	Most Recent Team
Kylie Amelkovich	F	Glen Ellyn, Ill.	Shattuck-St. Mary's
Maggie Averill	D	Wayland, Mass.	Assabet Valley
Bianca Birrittieri	G	Flower Mound, Texas	Pittsburgh Penguins Elite
Haley Box	F	Cheyenne, Wyo.	Etobicoke Dolphins
Lily Bromley	F	Carlisle, Mass.	Noble & Greenough
Jane Daley	F	Medfield, Mass.	Shattuck-St. Mary's
Ava Decourcey	D	Rockland, Mass.	Assabet Valley
Alaina Gnetz	F	Woodbury, Minn.	Woodbury High School
Talla Hansen	F	Wayzata, Minn.	Benilde - St. Margaret's
Sloane Hartmetz	D	Phoenixville, Pa.	Shattuck-St. Mary's
Maddy Kimbrel	F	Mound, Minn.	Holy Family Catholic
Annabelle Lovell	F	Hingham, Mass.	Lovell Academy
Taylee Manion	D	Hermantown, Minn.	Proctor/Hermantown High School
Catherine McCool	F	Boston, Mass.	Boch Blazers
Jillian McLaughlin	F	Oceanside, Calif.	Rink Hockey Academy
Addison McLay	D	Hastings, Minn.	Hill-Murray School
Mia Miller	D	Dundas, Minn.	Northfield High School
Emily Pohl	F	Woodbury, Minn.	Hill-Murray School
Bailey Rupp	F	Bemidji, Minn.	Bemidji High School
Kateryna Sander	D	Chanhassen, Minn.	Holy Family Catholic
Christina Scalese	F	West Boylston, Mass.	Assabet Valley
Lindsay Stepnowski	F	South Glastonbury, Conn.	Loomis Chaffee School
Morgan Stickney	G	Manhattan Beach, Calif.	Shattuck-St. Mary's
Chyna Taylor	D	Louisville, Ky.	Lovell Academy
Cecilia Wielenberg	G	Downers Grove, Ill.	Team Illinois

TEAM STAFF

Director, Women's Nat'l Team Programs
Katie Million; Hannibal, N.Y.

Head Coach
Courtney Kennedy; Woburn, Mass.

Assistant Coaches
Chris Bailey; Skaneateles, N.Y.
Greg May; Burnsville, Minn.
Shelly Picard; Taunton, Mass.

Goaltending Coach
Mackenzie Bruch; Powder Springs, Ga.

Hockey Operations
Doug Ferry; Warwick, R.I.

Video Coach
Bryce Aldrich; Berwick, Maine

Team Physician
Jill Moschelli; St. Cloud, Minn.

Athletic Trainer
Kevin Lennon; Neenah, Wis.

Sports Dietician
Amanda Feldman; Natick, Mass.

Strength and Conditioning
Jess Burlingame; Duluth, Minn.

Equipment and Logistics Manager
Jeff Mobley; St. Louis, Mo.

Digital Content
Charles Crowell V; Greensboro, N.C.

Communications
Melissa Katz; South Brunswick, N.J.

RESULTS

2026 IIHF Under-18 Women's World Championship

January 10-18, 2026
Sydney and Membertou, Nova Scotia
5-0-0-1; Silver Medal

Jan. 10	Slovakia	W, 13-0
Jan. 11	Czechia	W, 9-1
Jan. 13	Finland	W, 14-0
Jan. 15	Hungary	W, 9-0
Jan. 17	Sweden	W, 9-1
Jan. 18	Canada	W, 2-0

^W-OTW-OTL-L

2026 U.S. OLYMPIC WOMEN'S ICE HOCKEY TEAM

Name	Pos	Hometown	Most Recent Team
Cayla Barnes	D	Eastvale, Calif.	Seattle Torrent (PWHL)
Hannah Bilka	F	Coppell, Texas	Seattle Torrent (PWHL)
Alex Carpenter	F	North Reading, Mass.	Seattle Torrent (PWHL)
Kendall Coyne Schofield	F	Palos Heights, Ill.	Minnesota Frost (PWHL)
Britta Curl-Salemme	F	Bismarck, N.D.	Minnesota Frost (PWHL)
Joy Dunne	F	O'Fallon, Mo.	Ohio State University
Laila Edwards	D	Cleveland Heights, Ohio	University of Wisconsin
Aerin Frankel	G	Chappaqua, N.Y.	Boston Fleet (PWHL)
Rory Guilday	D	Chanhassen, Minn.	Ottawa Charge (PWHL)
Caroline Harvey	D	Salem, N.H.	University of Wisconsin
Taylor Heise	F	Lake City, Minn.	Minnesota Frost (PWHL)
Tessa Janecke	F	Warren, Ill.	Penn State University
Megan Keller	D	Farmington Hills, Mich.	Boston Fleet (PWHL)
Hilary Knight	F	Sun Valley, Idaho	Seattle Torrent (PWHL)
Ava McNaughton	G	Seven Fields, Pa.	University of Wisconsin
Abbey Murphy	F	Evergreen Park, Ill.	University of Minnesota
Kelly Pannek	F	Plymouth, Minn.	Minnesota Frost (PWHL)
Gwyneth Philips	G	Athens, Ohio	Ottawa Charge (PWHL)
Hayley Scamurra	F	Buffalo, N.Y.	Montreal Victoire (PWHL)
Kirsten Simms	F	Plymouth, Mich.	University of Wisconsin
Lee Stecklein	D	Roseville, Minn.	Minnesota Frost (PWHL)
Haley Winn	D	Rochester, N.Y.	Boston Fleet (PWHL)
Grace Zumwinkle	F	Excelsior, Minn.	Minnesota Frost (PWHL)

TEAM STAFF

General Manager
Katie Million; Hannibal, N.Y.

Head Coach
John Wroblewski; Neenah, Wis.

Assistant Coaches
Josh Sciba; Westland, Mich.
Shari Dickerman; Richmond, Minn.
Brent Hill; Hamden, Conn.

Goaltending Coach
Alli Altmann; Eagan, Minn.

Player Development
Ellen Hughes; Plymouth, Mich.

Hockey Operations
Doug Ferry; Warwick, R.I.

Video Coach
Melissa Piacentini; Weymouth, Mass.

Strength & Conditioning Coach
Cal Dietz; Hudson, Wis.

Team Physician
Dr. Ally Howe; Portland, Maine

Mental Performance
Alex Wulbecker-Smith; Hoffman Estates, Ill.

Athletic Trainers
Katie Homan; Coldwater, Ohio
Stefanie Arndt; Delafield, Wis.

Massage Therapist
Jennifer Chee; Colorado Springs, Colo.

Sports Dietician
Carrie Aprik; Royal Oak, Mich.
Kaela Colvard; Hugo, Minn.

Equipment Managers
Sis Paulsen; Eau Claire, Wis.
Jeff Mobley; St. Louis, Mo.

Communications
Melissa Katz; South Brunswick, N.J.

RESULTS

2026 Olympic Winter Games

February 6-22, 2026
Milan, Italy
6-1-0-0; Gold Medal

Feb. 5	Czechia	W, 5-1
Feb. 7	Finland	W, 5-0
Feb. 9	Switzerland	W, 5-0
Feb. 10	Canada	W, 5-0
Feb. 13	Italy	W, 6-0
Feb. 16	Sweden	W, 5-0
Feb. 19	Canada	W, 2-1 (OT)

^W-OTW-OTL-L

2026 U.S. OLYMPIC MEN'S ICE HOCKEY TEAM

Name	Pos	Hometown	Most Recent Team
Matt Boldy	F	Millis, Mass.	Minnesota Wild (NHL)
Kyle Connor	F	Shelby Township, Mich.	Winnipeg Jets (NHL)
Jack Eichel	F	North Chelmsford, Mass.	Vegas Golden Knights (NHL)
Brock Faber	D	Maple Grove, Minn.	Minnesota Wild (NHL)
Jake Guentzel	F	Woodbury, Minn.	Tampa Bay Lightning (NHL)
Noah Hanifin	D	Norwood, Mass.	Vegas Golden Knights (NHL)
Connor Hellebuyck	G	Commerce, Mich.	Winnipeg Jets (NHL)
Jack Hughes	F	Canton, Mich.	New Jersey Devils (NHL)
Quinn Hughes	D	Canton, Mich.	Minnesota Wild (NHL)
Clayton Keller	F	St. Louis Mo.	Utah Mammoth (NHL)
Jackson LaCombe	D	Eden Prairie, Minn.	Anaheim Ducks (NHL)
Dylan Larkin	F	Waterford, Mich.	Detroit Red Wings (NHL)
Auston Matthews	F	Scottsdale, Ariz.	Toronto Maple Leafs (NHL)
Charlie McAvoy	D	Long Beach, N.Y.	Boston Bruins (NHL)
J.T. Miller	F	East Palestine, Ohio	New York Rangers (NHL)
Brock Nelson	F	Warroad, Minn.	Colorado Avalance (NHL)
Jake Oettinger	G	Lakeville, Minn.	Dallas Stars (NHL)
Jake Sanderson	D	Whitefish, Mont.	Ottawa Senators (NHL)
Jaccob Slavin	D	Erie, Colo.	Carolina Hurricanes (NHL)
Jeremy Swayman	G	Anchorage, Alaska	Boston Bruins (NHL)
Tage Thompson	F	Orange, Conn.	Buffalo Sabres (NHL)
Brady Tkachuk	F	St. Louis, Mo.	Ottawa Senators (NHL)
Matthew Tkachuk	F	St. Louis, Mo.	Florida Panthers (NHL)
Vincent Trocheck	F	Pittsburgh, Pa.	New York Rangers (NHL)
Zach Werenski	D	Grosse Pointe Woods, Mich.	Columbus Blue Jackets (NHL)

TEAM STAFF

Asst. Exec. Director, Hockey Operations
John Vanbiesbrouck; Detroit, Mich.

General Manager
Bill Guerin; Wilbraham, Mass.

Assistant General Managers
Tom Fitzgerald; Billerica, Mass.
Chris Drury; Trumbull, Conn.
Bill Zito; Milwaukee, Wis.
Stan Bowman; Buffalo, N.Y.

Director, Player Personnel
Chris Kelleher; Belmont, Mass.

Head Coach
Mike Sullivan; Marshfield, Mass.

Assistant Coaches
John Hynes; Warwick, R.I.
John Tortorella; Boston, Mass.
David Quinn; Cranston, R.I.

Goaltending Coach
Mike Buckley; Boston, Mass.

Video Coaches
Madison Nikkel; Elizabeth, Colo.
Mike King; New Conway, N.H.

Team Operations
Brij Singh; Los Altos, Calif.

Equipment Managers
Chris Scoppetto; Hamden, Conn.
Teddy Richards; Wilkes-Barre, Pa.

Athletic Trainers
John Worley; Ridley Park, Pa.
Travis Green; St. Paul, Minn.
Kevin Morley; Newington, Conn.

Team Physician
Dr. Joel Boyd; St. Paul, Minn.

Media Officers
Dave Fischer; Colorado Springs, Colo.
Kimber Auerbach; Morristown, N.J.

RESULTS

2026 Olympic Winter Games

February 6-22, 2026
Milan, Italy
4-2-0-0; Gold Medal

Feb. 12	Latvia	W, 5-1
Feb. 14	Denmark	W, 6-3
Feb. 15	Germany	W, 5-1
Feb. 18	Sweden	W, 2-1 (OT)
Feb. 20	Slovakia	W, 6-2
Feb. 22	Canada	W, 2-1 (OT)

^W-OTW-OTL-L

2026 U.S. PARALYMPIC SLED HOCKEY TEAM

Name	Pos	Hometown
Kayden Beasley	F	Coats, N.C.
Brett Bolton	F	Rockledge, Fla.
Liam Cunningham	D	River Falls, Wisconsin
Travis Dodson	F	Deming, N.M.
David Eustace	F	Stoneham, Mass.
Declan Farmer	F	Tampa, Fla.
Noah Grove	D	Frederick, Md.
Malik Jones	F	Aurora, Colo.
Griffin LaMarre	G	Haverhill, Mass.
Jen Lee	G	Daly City, Calif.
Kevin McKee	F	Davenport, Iowa
Josh Misiewicz	F	La Grange, Ill.
Evan Nichols	F	Haymarket, Va.
Josh Pauls	D	Green Brook, N.J.
Brody Roybal	F	Northlake, Ill.
Landon Uthke	D	Albert Lea, Minn.
Jack Wallace	D	Franklin Lakes, N.J.

TEAM STAFF

General Manager
Dan Brennan; Colorado Springs, Colo.
Head Coach
David Hoff; Bottineau, N.D.
Assistant Coach
Corey Gorder; Bottineau, N.D.
Goalie Coach
Eric Woodbeck; Minot, N.D.
Athletic Trainer
Mike Cortese; Boynton Beach, Fla.
Team Physician
Dr. Mike Uihlein; Grafton, Wis.
Equipment Managers
Scott Aldrich; Hancock, Mich.
Jamie Healy; New Albany, Ohio
Communications Coordinator
Seamus Kelley; Norwood, Mass.
Content Coordinator
Summer Dutton; Ludlow, Mass.

RESULTS

2026 Paralympic Winter Games

March 7-15, 2026
Milan, Italy
5-0-0-0; Gold Medal

Mar. 7	Italy	W, 14-1
Mar. 9	Germany	W, 13-1
Mar. 10	China	W, 7-1
Mar. 13	Czechia	W, 6-1
Mar. 15	Canada	W, 6-2

^W-OTW-OTL-L

2026 U.S. WOMEN'S DEVELOPMENT SLED HOCKEY TEAM

Name	Pos	Hometown
Jamie Benassi	Forward	Newtown, Ohio
Kelsey DiClaudio	Forward	Plum, Pa.
Lera Doederlein	Forward	San Diego, Calif.
Madison Eberhard	Forward	Buffalo, N.Y.
Catherine Faherty	Forward	Norwell, Mass.
Madeleine Gallagher	Forward	Palm Bay, Fla.
Gabby Graves-Wake	Goaltender	Phoenix, Ariz.
Kaden Herchenroether	Forward	Allison Park, Pa.
Robynne Hill	Defense	Fountain, Colo.
Chloe Kirkpatrick	Defense	Bemidji, Minn.
Katie Ladlie	Forward	Troy, Mo.
Hope Magelky	Goaltender	Bismark, N.D.
Rebecca Mann	Defense	Mattapoisett, Mass.
Erica McKee	Forward	Chicago, Ill.
Monica Quimby	Defense	Bradenton, Fla.
Rachel Steffen	Forward	Cincinatti, Ohio
Ailin Zheng	Forward	Queens, N.Y.

TEAM STAFF

General Manager
Dan Brennan; Colorado Springs, Colo.
Head Coach
Rose Misiewicz; Duluth, Minn.
Assistant Coaches
Hannah DeLong; Belmont, Mass.
Lauren Rothlisberger; Green Bay, Wis.
Team Physician
Dr. Brian Vernau; Philadelphia, Pa.
Physical Therapist
Heather Giardino; Lewistown, Pa.
Equipment Manager
Michael Vaccaro; Buffalo, N.Y.
Team Leader
Sarah Bettencourt; San Diego, Calif.
Communications
Seamus Kelley; Norwood, Mass.

RESULTS

2026 Frontier Series

Apri 10-12, 2026
Ottawa, Ontario
2-1-0-0; 1st Place

April 10	Canada	W, 2-1 (SO)
April 11	Canada	W, 5-4
April 12	Canada	W, 7-1

^W-OTW-OTL-L

2026 UNITED STATES UNDER-18 MEN'S NATIONAL TEAM

Name	Pos	Hometown	Most Recent Team
Abe Barnett	D	Wilmette, Ill.	U.S. National Under-18 Team (NTDP)
Mikey Berchild	F	Minnetonka, Minn.	U.S. National Under-18 Team (NTDP)
Dayne Beuker	F	Portland, Ore.	U.S. National Under-18 Team (NTDP)
Nick Bogas	D	Royal Oak, Mich.	U.S. National Under-18 Team (NTDP)
Luke Carrithers	G	Maple Grove, Minn.	U.S. National Under-18 Team (NTDP)
Wyatt Cullen	F	Moorhead, Minn.	U.S. National Under-18 Team (NTDP)
Nolan Fitzhenry	F	Andover, Minn.	U.S. National Under-17 Team (NTDP)
AJ Francisco	D	Hermantown, Minn.	U.S. National Under-18 Team (NTDP)
Jamie Glance	F	Stratham, N.H.	U.S. National Under-18 Team (NTDP)
Diego Gutierrez	D	Flower Mound, Texas	U.S. National Under-17 Team (NTDP)
Levi Harper	D	Tampa, Fla.	Saginaw Spirit (OHL)
Brady Knowling	G	Chicago, Ill.	U.S. National Under-18 Team (NTDP)
Logan Lutner	D	Maple Grove, Minn.	U.S. National Under-18 Team (NTDP)
Tyler Martyniuk	D	Washington Township., Mich.	U.S. National Under-18 Team (NTDP)
Carter Meyer	F	Winchester, Mass.	U.S. National Under-17 Team (NTDP)
Casey Mutryn	F	Norwell, Mass.	U.S. National Under-18 Team (NTDP)
Sammy Nelson	F	Maple Grove, Minn.	U.S. National Under-18 Team (NTDP)
Victor Plante	F	Hermantown, Minn.	U.S. National Under-18 Team (NTDP)
Brooks Rogowski	F	Brighton, Mich.	Oshawa Generals (OHL)
Luke Schairer	D	Charlotte, N.C.	U.S. National Under-18 Team (NTDP)
Logan Stuart	F	Manhattan Beach, Calif.	U.S. National Under-18 Team (NTDP)
Parker Trottier	F	Edina, Minn.	U.S. National Under-18 Team (NTDP)
Brayden Willis	F	Gilbert, Ariz.	U.S. National Under-17 Team (NTDP)
Eli Winters	G	Muskegon, Mich.	U.S. National Under-17 Team (NTDP)
Lukas Zajic	F	Plainfield, Ill.	U.S. National Under-18 Team (NTDP)

TEAM STAFF

General Manager
Rod Braceful; Detroit, Mich.
Head Coach
Nick Fohr; Grand Forks, N.D.
Assistant Coaches
Kevin Porter; Northville, Mich.
Ryan Hayes; Syracuse, N.Y.
Dan Darrow; Livonia, Mich..
Director of Sports Science
Joe Meloni; Falmouth, Mass.
Equipment Manager
Brock Bradley; West Stockholm, N.Y.
Athletic Trainer
Dennis MacDonald; Detroit, Mich.
Team Physicians
Dr. Mark Riederer; Philadelphia, Pa.
Hockey Operations Manager
Emilie Pelletier; Boston, Mass.
Communications Manager
Michael Reedy; West Dundee, Ill.
Digital Content Manager
Charles Crowell V; Greensboro, N.C.

RESULTS

2026 IIHF Under-18
Men's World Championship

April 22 - May 2, 2026
Trencin and Bratislava, Slovakia
3-0-1-1; Fifth Place

April 22	Czechia	L, 2-3 (OT)
April 24	Denmark	W, 2-0
April 25	Sweden	W, 9-1
April 27	Germany	W, 11-2
April 29	Latvia	L, 2-5

^W-OTW-OTL-L

2026 UNITED STATES MEN'S NATIONAL TEAM

Name	Pos	Hometown	Most Recent Team
Will Borgen	D	Moorhead, Minn.	New York Rangers
Declan Carlile	D	Hartland, Mich.	Tampa Bay Lightning
Connor Clifton	D	Matawan, N.J.	Pittsburgh Penguins
Drew Commesso	G	Norwell, Mass.	Rockford IceHogs
Devin Cooley	G	Los Gatos, Calif.	Calgary Flames
Matt Coronato	F	Greenlawn, N.Y.	Calgary Flames
Paul Cotter	F	Canton, Mich.	New Jersey Devils
Justin Faulk	D	South St. Paul, Minn.	Detroit Red Wings
James Hagens	F	Hauppauge, N.Y.	Boston Bruins
Isaac Howard	F	Hudson, Wis.	Bakersfield Condors
Wyatt Kaiser	D	Ham Lake, Minn.	Chicago Blackhawks
Sam Lafferty	F	Hollidaysburg, Pa.	Chicago Blackhawks
Ryan Leonard	F	Amherst, Mass.	Washington Capitals
Ryan Lindgren	D	Minneapolis, Minn.	Seattle Kraken
Mason Lohrei	D	Madison, Wis.	Boston Bruins
Oliver Moore	F	Mounds View, Minn.	Chicago Blackhawks
Danny Nelson	F	Maple Grove, Minn.	University of Notre Dame
Tommy Novak	F	River Falls, Wis.	Pittsburgh Penguins
Mathieu Olivier	F	Columbus, Ohio	Columbus Blue Jackets
Max Plante	F	Hermantown, Minn.	University of Minnesota Duluth
Max Sasson	F	Birmingham, Mich.	Vancouver Canucks
Alex Steeves	F	Eden Prairie, Minn.	Boston Bruins
Matthew Tkachuk	F	St. Louis, Mo.	Florida Panthers
Ryan Ufko	D	Smithtown, N.Y.	Milwaukee Admirals
Joseph Woll	G	St. Louis, Mo.	Toronto Maple Leafs

TEAM STAFF

Asst. Exec. Director, Hockey Operations
John Vanbiesbrouck; Detroit, Mich.
General Manager
Brett Peterson; Northborough, Mass
Assistant General Manager
Jeff Kealty; Framingham, Mass.
Head Coach
Don Granato; Downers Grove, Ill.
Assistant Coaches
Kevin Dean; Madison, Wis.
Brandon Naurato; Livonia, Mich.
Darby Hendrickson; Richfield, Minn.
Ty Hennes; Kent, Wash.
Goaltending Coach
Thomas Speer; Janesville, Wis.
Video Coaches
Matt DeMado; Washington, Conn.
Lawrence Feloney; Natick, Mass.
Sports Performance Coach
Juan Gonzalez; Chicago, Ill.
Team Services
Nicole Seip; Colorado Springs, Colo.
Team Operations
Scott Aldrich; Hancock, Mich.
Equipment Managers
Chris "Frosty" Scoppetto; Hamden, Conn.
Teddy Richards; Wilkes-Barre, Pa.
Athletic Trainers
Stan Wong; Boca Raton, Fla.
Dave DiNapoli; North Branford, Conn.
Physical Therapist
Daryl Moore; South Lyon, Mich.
Team Physician
Dr. Doug Weiss; Bernardston, Mass.
Massage Therapist
Peewee Willmann; Hannover, Germany
Senior Director of Communications
Dave Fischer; Colorado Springs, Colo.
Digital Content
Taylor Swierc; Colorado Springs, Colo.

RESULTS

2026 IIHF Men's World Championship

May 15-31, 2026
Zurich and Fribourg, Switzerland
3-1-0-3; Eighth Place

May 15	Switzerland	L, 1-3
May 17	Great Britain	W, 5-1
May 18	Finland	L, 2-6
May 20	Germany	W, 3-4 (SO)
May 23	Latvia	L, 2-4
May 25	Hungary	W, 7-3
May 26	Austria	W, 4-1
May 28	Canada	L, 0-4

^W-OTW-OTL-L

2025-26 NATIONAL TEAM DEVELOPMENT PROGRAM

FORWARDS

Kane Barch; Plano, Texas
Mikey Berchild; Minnetonka, Minn.
Dayne Beuker; Portland, Ore.
Wyatt Cullen; Moorhead, Minn.
Trevor Daley; Fort Myers, Fla.
Nolan Fitzhenry; Andover, Minn.
AJ Garcia; Romeoville, Ill.
Brody George; Johnstown, Pa.
Jamie Glance; Stratham, N.H.
Braden Horton; Souderton, Pa.
Carter Meyer; Winchester, Mass.
Alexander Milojevic; Chicago, Ill.
Casey Mutryn; Norwell, Mass.
Sammy Nelson; Maple Grove, Minn.
Sam Pandolfo; Winchester, Mass.
Rocco Pelosi; Sewell, N.J.
Victor Plante; Hermantown, Minn.
Hudson Salvador; Warren, N.J.
Freddie Schneider; Edina, Minn.
Finnegan Sears; Medford, Mass.
Logan Stuart; Manhattan Beach, Calif.
Cannon Thibodeau; Charleston, S.C.
Parker Trottier; Edina, Minn.
Brayden Willis; Gilbert, Ariz.
Lukas Zajic; Plainfield, Ill.

DEFENSEMEN

Abe Barnett; Wilmette, Ill.
Nick Bogas; Royal Oak, Mich.
Jake Boguniecki; Orange, Conn.
AJ Francisco; Hermantown, Minn.
Benjamin Geiger; Northfield, Minn.
Diego Gutierrez; Flower Mound, Texas
Easton Johnson; Luverne, Minn.
Logan Lutner; Maple Grove, Minn.
JJ Marthaler; Superior, Wis.
Tyler Martyniuk; Washington Twp., Mich.
Broden McArthur; Dallas, Texas
Carson Scott; Dayton, Minn.
Christian Semetsis; Smithtown, N.Y.
Luke Schairer; Charlotte, N.C.
Beck Thoreson; Moorhead, Minn.
Sam Wathier; Des Moines, Iowa

GOALTENDERS

Luke Carrithers; Maple Grove, Minn.
Nate Chizik; Warrington, Pa.
Brady Knowling; Chicago, Ill.
Eli Winters; Muskegon, Mich.

NTDP STAFF

Assistant Executive Director, NTDP
Scott Monaghan
Under-18 Head Coach
Nick Fohr
Under-18 Assistant Coaches
Kevin Porter
Ryan Hayes
Under-17 Head Coach
Greg Moore
Under-17 Assistant Coaches
Todd Krygier
John Draeger
National Goaltending Coach
David Lassonde
Director of Sports Science
Joe Meloni
Athletic Trainers
Dennis MacDonald
Ian Wood

Equipment Managers
Brock Bradley
Jake Visser
Brandon Schroeder
Director of Player Personnel
Rod Braceful
Asst. Director of Player Personnel
Andrew Whiteside
Director of Student-Athlete Services
Lisa Vollmers
Communication Manager
Michael Reedy
Communication Coordinator
Brendan Bruman
Broadcaster
Pete Krupsky
Brendan Burke Intern
Emilie Pelletier

RESULTS

U.S. NATIONAL UNDER-18 TEAM	
USHL*	13-9-1-3
NCAA*	4-14-0-0
International+	10-1-1-3
CHL Prosects+	1-1-0-0

U.S. NATIONAL UNDER-17 TEAM	
USHL*	4-32-2-0
Other Junior*	3-0-1-0
International*	10-1-2-0

**W-L-OTL-SOL +W-OTW-OTL-L*

2026 NATIONAL CHAMPIONSHIP RESULTS

DIVISION	*CHAMPION*	*RUNNER-UP*
Youth Tier I 13 Only	Mid-Fairfield Hockey Club (CT)	New Jersey Rockets (NJ)
Youth Tier I 14 & Under	Little Caesars (MI)	Jr. Mounties (RI)
Youth Tier I 15 Only	Shattuck-St. Mary's (MN)	Saints Hockey Club (NY)
Youth Tier I 16 & Under	Okanagan Hockey Colorado (CO)	St. Louis Blues (MO)
Youth Tier I 18 & Under	Shattuck-St. Mary's (MN)	Boston Jr. Eagles (MA)
Youth Tier II 14 & Under		
Division 1A	Sno-King Jr. Thunderbirds (WA)	Kansas City Scouts (KS)
Division 2A	New Hampshire Avalanche (NH)	Anchorage North Stars (AK)
Division 3A	Texas Tigers (TX)	Dallas Penguins (TX)
Youth Tier II 16 & Under		
Division 1A	Team North Dakota (ND)	Team Wyoming (WY)
Division 2A	Jacksonville Jr. Icemen (FL)	Princeton Jr. Tigers (NJ)
Division 3A	West Michigan Varsity (MI)	Texas Tigers (TX)
Youth Tier II 18 & Under		
Division 1A	Carolina Jr. Hurricanes (NC)	Greenville Rage (SC)
Division 2A	McKinney North Stars (TX)	New Hampshire Mountain Kings (NH)
Division 3A	Columbus Chill (OH)	Nashville Jr. Predators (TN)
Girls Tier I 14 & Under	Boston Jr. Eagles (MA)	MN Lakers (MN)
Girls Tier I 16 & Under	Lovell Academy Lions (MA)	East Coast Wizards (MA)
Girls Tier I 19 & Under	Tradition Vegas (MN)	Shattuck-St. Mary's (MN)
Girls Tier II 14 & Under		
Division 1A	Honeybaked (MI)	Seacoast Spartans (NH)
Division 2A	MN Prospects Lakers (MN)	Canton Blades (NY)
Girls Tier II 16 & Under		
Division 1A	Vegas Jr. Golden Knights (NV)	Lady Cyclones (MO)
Division 2A	CT Polar Bears (CT)	MN Prospects Polars (MN)
Girls Tier II 19 & Under		
Division 1A	Philadelphia Jr. Flyers (PA)	Cincinnati Jr. Cyclones (OH)
Division 2A	CT Polar Bears (CT)	Badger City (WI)
High School		
Division 1A	St. Francis Red Raiders (NY)	Lincoln Jr. Stars (NE)
Division 2A	Springfield Thunderbirds (MA)	Osseo Maple Grove Saints (MN)
Division 3A	Desert Christian (CA)	Nest Hockey (FL)
Girls 1A	Sunflower Gold (MN)	WEHL Western (WI)
Girls 2A	Lovell Academy (MA)	Shattuck-St. Mary's (MN)
Junior Tier I (USHL)		
Clark Cup	Sioux Falls Stampede (SD)	Muskegon Lumberjacks (MI)
Junior Tier II (NAHL)		
Robertson Cup	Maryland Black Bears (MD)	Minnesota Wilderness (MN)
Junior Tier III (NA3HL)		
Fraser Cup	Granite City Lumberjacks (MN)	Louisiana Drillers (LA)

DIVISION	CHAMPION	RUNNER-UP
Adult Women's 21+		
Tier I	Carolina Lady Hurricanes	Team Celine
Tier II	LA Lions Women	Lucky Pucks
Tier II	Indy Speed	Carolina Lady Hurricanes
Adult Women's 30+	Michigan Oilers	Texas Stampede
Adult Women's 40+	Texas Stampede	Hinotes
Adult Men's 40+	NC Eagles	Chicago Red Dogs
Adult Women's 50+		
Tier I	CanAm	Renegades
Tier II	Polar Bears	Lady Blues Senior
Adult Men's 50+		
Tier I	Northland Stars	Chicago Sharks
Tier II	Chazy ChickenHawks	Métis
Tier III	Metro Merchants	Sylvania Northstars
Tier IV	24 Hockey Jacksonville	Armor Brewery
Adult Women's 60+	Coast-to-Coast	Spice on Ice
Adult Men's 60+		
Tier I	NL Puffins	Northland Stars
Tier II	Team Gianni	Rolly's Flyers
Tier III	SoFlo Tropics	Stardusters
Adult Men's 70+	Turkey Pond Flyers	Ironworkers
Adult Men's 75+	Ironworkers	North Stars
Sled National Championship		
Adult Tier I	Colorado Avalanche	Northeast Passage Wildcats
Adult Tier II	Arizona Coyotes	Indy Steel
Adult Tier III	San Diego Ducks	USA Warriors
Adult Tier IV	Dallas Sled Stars Green	Adult Sled Wings
Adult Tier V	Indy Steel 2	Tampa Bay Lightning Sled
Adult Tier VI A	LA Kings Sled	Long Island Rough Riders
Adult Tier VI B	Reno Ice Sled Hockey	Omaha Owls
Youth Tier I	WSF NY Sled Rangers	Pittsburgh Mighty Penguins Jr.
Youth Tier II	Wings of Steel Sled	DASA Carshield
Youth Tier III	Colordo Avalanche Youth	Columbus Blades
Youth Tier IV	San Diego Jr Ducks	Hammerheads Youth
Warrior National Championship		
Elite	Lone Star Warriors A	Colorado Warriors A
Tier II	Carolina Hurricanes Warriors Black	Minnesota Warriors North St. Cloud 2
Tier III	Michigan Warriors	Colorado Warriors 2
Tier IV	Pittsburgh Warriors Gold	Dallas Sled Warriors 4
Tier V	New Jersey Warriors	Dallas Sled Warriors 5
Tier VI A	Tulsa Warriors	Minnesota Warriors North 6
Tier VI B	Acadiana Veterans	St. Louis Blues Warriors White

2027 NATIONAL CHAMPIONSHIP SCHEDULE

DIVISION	*DATES*	*SITE*
Youth Tier I 13 Only	March 30-April 4	Plymouth/Novi, Mich.
Youth Tier I 14 & Under	March 30-April 4	Plymouth/Novi, Mich.
Youth Tier I 15 Only	March 30-April 4	Chicago, Ill.
Youth Tier I 16 & Under	March 30-April 4	Chicago, Ill.
Youth Tier I 18 & Under	March 30-April 4	San Jose, Calif.
Youth Tier II 14 & Under	March 30-April 4	West Chester, Pa.
Youth Tier II 16 & Under	March 30-April 4	Perinton, N.Y.
Youth Tier II 18 & Under	March 30-April 4	Middleton/DeForest, Wis.
Girls Tier I 14 & Under	March 30-April 4	Ashwaubenon/De Pere, Wis.
Girls Tier I 16 & Under	March 30-April 4	Ashwaubenon/De Pere, Wis.
Girls Tier I 19 & Under	March 30-April 4	Ashwaubenon/De Pere, Wis.
Girls Tier II 14 & Under	March 31-April 4	Coral Springs, Fla.
Girls Tier II 16 & Under	March 31-April 4	Cranberry Township/Warrendale, Pa.
Girls Tier II 19 & Under	March 31-April 4	Irvine, Calif.
High School	March 17-21	Amherst, N.Y.
Junior Tier I (USHL)	May	TBD
Junior Tier II (NAHL)	May	TBD
Junior Tier III (NA3HL)	March	TBD
Adult Men's	April 8-11	Wesley Chapel, Fla.
Adult Women's	April 15-18	Wesley Chapel, Fla.
Warrior Hockey	April 22-25	Malborough, Mass.
Sled Hockey	April 29 - May 2	TBD

DIRECTORY





PRESIDENT
Mike Trimboli

Mike Trimboli, who has been involved in grassroots hockey as a player, coach, official and administrator for parts of the last six decades, was named the sixth president of USA Hockey on June 12, 2021, and was unanimously re-elected to a second three-year term leading the organization on June 8, 2024.

During Trimboli's tenure as president, USA Hockey has experienced unprecedented success both on and off the ice. In the 2025-26 season, the organization reached all-time record numbers of players, coaches and officials, underscoring the continued growth and strength of hockey across the United States. The season also marked an unparalleled achievement on the international stage as the United States became the first nation in history to capture Olympic gold medals in both women's and men's ice hockey, while also winning Paralympic gold in sled hockey in the same year.

The Massena, New York, native began his formal engagement with what was at the time the Amateur Hockey Association of the United States (today USA Hockey) on the local outdoor rinks as a player in 1970, then in 1979 became an on-ice official and added youth hockey coach to his resume starting in 1984.

Trimboli's first involvement as a volunteer administrator was in 1996 when he was appointed as a regional vice president for the New York State Amateur Hockey Association and subsequently served as a vice president for the affiliate. In 2004 he also took on the role of the District's player development coordinator.

He was elected to the USA Hockey Board of Directors as a director from the New York District in 2005 and since that time has served as a director representative to the executive committee and also been part of the Marketing Council, Junior Council, Player Development Committee and Diversity, Equity and Inclusion Task Force. He was elected as a vice president of USA Hockey and chair of the organization's Marketing Council in 2017 and concurrently served on the USA Hockey Foundation Board of Directors.

Trimboli, a Level 5 USA Hockey certified coach, has served as an instructor for USA Hockey's Coaching Education Program since 1995. He has also been actively involved with USA Hockey's player development program and camps, either at the district or national level, since 1990. Furthermore, he has also served as a USA Hockey Youth National Championship site director on multiple occasions dating back to 2010.

In addition to his work with USA Hockey, Trimboli, who retired in 2018 from his role in law enforcement with the New York State Police after over 31 years, has also coached public high school hockey for more than 30 seasons over two stints, including from 1990-2005 and from 2009 until today, winning a Division 1 New York State championship in 2014. He was enshrined into the New York State Hockey Hall of Fame in July 2026.

Trimboli and his wife Michelle have four children, including daughters Grayce and Marlana and sons Matthew and Connor.

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EXECUTIVE DIRECTOR
Pat Kelleher

One of the most influential and accomplished leaders in the Olympic and Paralympic movement, Pat Kelleher has guided USA Hockey to unprecedented success since taking over as executive director on June 10, 2017.

The 2025-26 season stands as perhaps the clearest example of that success. The U.S. Olympic women's and men's ice hockey teams and the U.S. Paralympic sled hockey team all captured gold medals at the 2026 Olympic and Paralympic Winter Games—the first time any nation achieved the feat in a single Winter Games. Coupled with record numbers of players, coaches and officials, the season ranks among the most successful in USA Hockey's nearly 90-year history.

Throughout his tenure, Kelleher has championed growth, safety and a more welcoming environment at every level of the game. His leadership has earned widespread recognition, including being named among the top 20 individuals on The Hockey News' list of the Top 100 People of Power and Influence.

His impact extends well beyond USA Hockey. Kelleher serves on the International Ice Hockey Federation Marketing Committee and the U.S. Hockey Hall of Fame Selection Committee. He is also a member of the boards of directors for the Hockey Hall of Fame, the U.S. Olympic and Paralympic Endowment and the Colorado Springs Broadmoor World Arena. In addition, he serves on the Sport and Venue Committee for the 2034 Olympic and Paralympic Winter Games in Salt Lake City.

Kelleher previously served a four-year term as chair of the U.S. Olympic & Paralympic Committee's National Governing Bodies Council and was co-chair of the NHL's Youth Hockey Inclusion Committee.

A native of Belmont, Massachusetts, Kelleher began his career at USA Hockey in 2008 as assistant executive director, where he helped establish a new department dedicated to growing participation nationwide, particularly at the entry level.

In 2011, he took on added responsibilities overseeing The USA Hockey Foundation and guided efforts that resulted in donations to the Foundation's Circle of Champions increasing fivefold over a five-year period.

Prior to joining USA Hockey, Kelleher helped launch what is now known as the U.S. Ice Rink Association in April 2000 and served as its chief operating officer through June 2008.

A 1992 graduate of Brown University, Kelleher is the oldest of Dan and Maura Kelleher's five sons, all of whom played college hockey. His late father coached 8U hockey in Belmont, Mass., for 40 years and, in 2001, received the prestigious Wm. Thayer Tutt Award, USA Hockey's highest volunteer honor.

Kelleher and his wife, Allyson, have two daughters, Abbey and Darby, and a son, Matty.

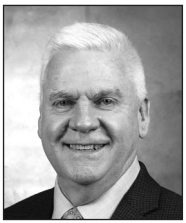
2026-27 BOARD OF DIRECTORS



MIKE TRIMBOLI
President
2027



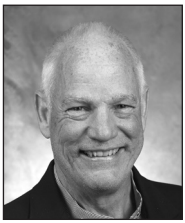
CHRIS WASHBURN
Treasurer
2029



KEITH BARRETT
Vice President, Youth
2027



CAITLIN CAHOW
Vice President, Legal
2029



TOM CLINE
Vice President, Adult
2027



DON GOULD
Vice President, Girls
2028



DONNA KAUFMAN
Vice President, Membership
2029



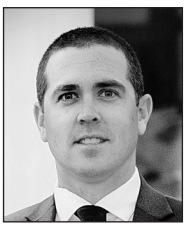
KRIS KNAUSS
Vice President, International
2028



TC LEWIS
Vice President, Juniors
2028



JEREMIAH TABOR
Affiliate President Director
2028



RYAN BEDFORD
Independent Director
2028



BILL DALY
NHL Director
2029

Directory



GEORGE ATKINSON
Director At-Large
2028



CHERI BONAWITZ
Director At-Large
2029



BOB JOYCE
Director At-Large
2027



MIKE McCULLOUGH
Director At-Large
2028



JULIE CHU
Athlete Director
2028



KENDALL COYNE SCHOFIELD
Athlete Director
2027



DECLAN FARMER
Athlete Director
2029



LYNDSEY FRY
Athlete Director
2028



NOAH GROVE
Athlete Director
2027



TAYLOR LIPSETT
Athlete Director
2028



KEVIN McKEE
Athlete Director
2028



AL MONTOYA
Athlete Director
2028

Year indicates the final year of the current term.

2026-27 USA HOCKEY CONGRESS

TOTAL CONGRESS MEMBERS: 85
TOTAL VOTES: 102

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2028

**Director At-Large to Board of Directors*

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[Each Athlete Representative receives two (2) votes]

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*^ 10 Year Athlete + 10+ Year Athlete * Athlete Director to the Board of Directors*
#Team USA Athlete Advisory Commission Representative

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NOTE: The President and Executive Director are Ex-Officio members of all Councils and Committees

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Audit Committee – CAITLIN CAHOW (Chair), Ryan Bedford, Declan Farmer, Steve Gapinski, Donna Kaufman, Chris Washburn; Staff Liaison – Kelly Mahncke

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Ethics Committee – CHARLIE FUERTSCH (Chair), Nate Davis, Jennifer DeGroote, Richard DiZinno, Bill Hall, Josh Misiewicz ; Staff Liaison – Casey Jorgensen

Finance and Investment Committee – CHRIS WASHBURN (Chair), George Atkinson, Julie Chu, Paul Day, Declan Farmer, Marc Friedman, Paul George, Larry Hellwig, Kris Knauss, Taylor Lipsett, Al Montoya, Chris Powers; Staff Liaison – Kelly Mahncke

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NOTE: The President and Executive Director are Ex-Officio members of all Councils and Committees

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NOTE: The President and Executive Director are Ex-Officio members of all Councils and Committees

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2026-27 USA HOCKEY CALENDAR OF EVENTS

Schedule is subject to change.

2026

Aug. 3-8	Hlinka Gretzky Cup	Edmonton, Alta.
Aug. 2-9	U.S. Women's National Festival	Lake Placid, N.Y.
Aug. 2-9	U.S. Women's Under-18 National Festival	Lake Placid, N.Y.
Aug. 10-16	U18 and Collegiate Women's Series vs. Canada	Richmond, B.C.
Aug. 15-19	Men's Under-17 Four Nations	Chomutov, Czechia
Sept. 14-20	Welcome Back To Hockey Week	Nationwide
Sept. 24-27	USA Hockey Long Drink Warrior Classic	Utica, N.Y.
Oct. 3	National Try Hockey For Free Day	Nationwide
Oct. 16-18	IIHF World Girls Ice Hockey Weekend	Worldwide
Oct. 14-25	IPH Cup	Nymburk, Czechia
Oct. 25-27	U.S. Under-18 Women's National Team Selection Camp	Plymouth, Mich.
Nov. 1-7	World Under-17 Hockey Challenge	Oakville, Ontario
Nov. 5-8	Sled Classic, presented by NHL	Las Vegas, Nev.
Nov. 6-16	IIHF Women's World Championship	Esbjerg and Herning, Denmark
Nov. 18-30	IPC World Women's Para Ice Hockey Championship	Newcastle, Australia
Nov. 20-22	Blind Hockey Classic	Voorhees, N.J.
Nov. 29- Dec. 5	Para Hockey Cup	St. John's, Newfoundland
Dec. TBD	U.S. Hockey Hall of Fame Induction Celebration	TBD
Dec. 26-Jan. 5	IIHF World Junior Championship	Edmonton/Red Deer, Alberta

2027

Jan. 8-Jan. 16	IIHF Under-18 Women's World Championship	Ostrava, Czechia
Jan. 15	Chipotle All-American Game	Plymouth, Mich.
Jan. 14-17	USA Hockey Winter Meeting	Nashville, Tenn.
Jan. 28-31	USA Hockey Pond Hockey National Championships	Eagle River, Wis.
Feb. 5-7	Special Hockey Classic	Coral Springs, Fla.
Feb. 12-14	IIHF Global Girls Game	Worldwide
Feb. 22-28	Hockey Week Across America *National Try Hockey For Free Day Feb. 27*	Nationwide
March 20	30th Annual Patty Kazmaier Memorial Award *In conjunction with 2027 NCAA Women's Frozen Four*	Duluth, Minn.
March 17-21	USA Hockey High School National Championships	Amherst, N.Y.
March 30-April 4	USA Hockey Youth Tier I 130/14U National Championship	Plymouth/Novi, Mich.
March 30-April 4	USA Hockey Youth Tier I 150/16U National Championship	Chicago, Ill.
March 30-April 4	USA Hockey Youth Tier I 18U National Championship	San Jose, Calif.
March 30-April 4	USA Hockey Girls Tier I 14U/16U, 19U National Championship	De Pere, Wis.
March 30-April 4	USA Hockey Youth Tier II 14U National Championship	West Chester, Pa.
March 30-April 4	USA Hockey Youth Tier II 16U National Championship	Perinton/Fairport, N.Y.
March 30-April 4	USA Hockey Youth Tier II 18U National Championship	Middleton/DeForest, Wis.

March 31-April 4	USA Hockey Girls Tier II 14U National Championship	Coral Springs, Fla.
March 31-April 4	USA Hockey Girls Tier II 16U National Championship	Cranberry Township/Warrendale, Pa.
March 31-April 4	USA Hockey Girls Tier II 19U National Championship	Irvine, Calif.
April 1-11	Women's Six Nations Development Cup	TBD, Czechia
April 8-11	USA Hockey Adult Men's National Championships *(30+, 40+, 50+. 60+. 65+, 70)*	Wesley Chapel, Fla.
April 15-18	USA Hockey Adult Women's National Championships *(30+, 40+, 50+. 60+)*	Wesley Chapel, Fla.
April 22-25	USA Hockey Long Drink Warrior National Championship	TBD
April 29-May 2	USA Hockey-Honda Sled National Championships	TBD
April 21-May 2	IIHF Under-18 Men's World Championship	Duluth, Minn.
May 1-8	IPC World Para Ice Hockey Championship	Ostrava, Czechia
May 14-30	IIHF Men's World Championship	Mannheim/Dusseldorf, Germany
June 8-12	USA Hockey Annual Meeting	Denver, Colo.
June & July	USA Hockey Player Development Camps	Oxford, Ohio/Amherst, N.Y.

Schedule subject to change without notice.

JANUARY 2026

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JANUARY 2027

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FEBRUARY 2027

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JUNE 2027

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O'Connor, who passed away at age 80 on November 12, 2015, served as USA Hockey's Coach-in-Chief from 1994-2006 and was one of the game's legendary figures. He grew up in Rhode Island before moving to Minnesota after marrying his wife, Alice.

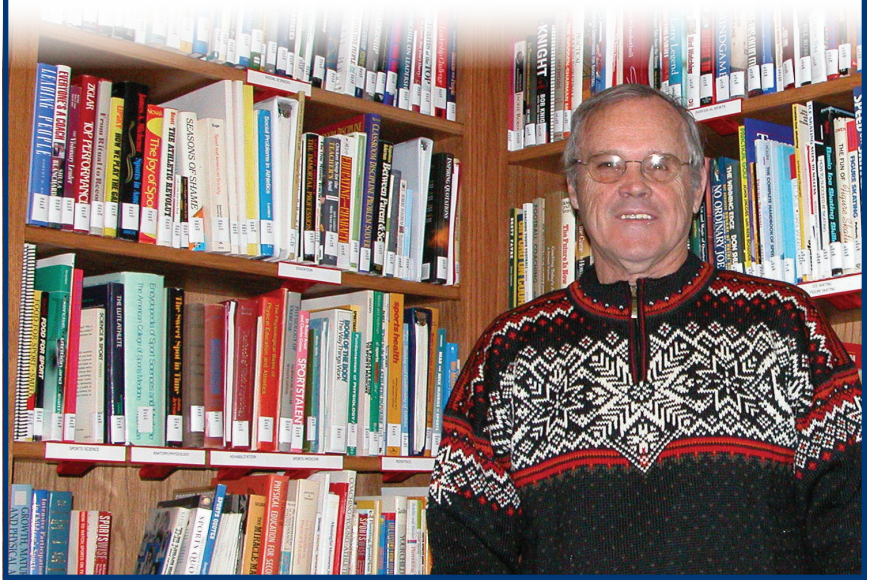
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Not only did O'Connor's collection outgrow the basement of his home, but he also yearned to share the material with others passionate about the sport he cared so deeply about.

Enter USA Hockey and its national headquarters. With the addition of O'Connor's material, the Bob O'Connor Education and Resource Center contains more than 8,000-plus books, DVDs, CDs, videos and tapes as well as 82 pieces of artwork. It's a hockey information utopia.

There are materials covering topics from anatomy and sports medicine to conditioning and the history of hockey. There are drill books for various age levels and books on Russian hockey basics and Czech defensive strategies. And that's just a small taste of the depth of material available.

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