



ROSEMOUNT AREA HOCKEY ASSOCIATION
MEMBER HANDBOOK
(AUGUST 2025)

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MISSION STATEMENT: THE MISSION OF THE ROSEMOUNT AREA HOCKEY ASSOCIATION IS TO INSPIRE AND DEVELOP YOUNG ATHLETES THROUGH THE SPORT OF HOCKEY. WE ARE COMMITTED TO PROVIDING A SUPPORTIVE AND INCLUSIVE ENVIRONMENT WHERE PLAYERS CAN LEARN VALUABLE LIFE SKILLS SUCH AS TEAMWORK, DISCIPLINE AND PERSEVERANCE. THROUGH QUALITY COACHING AND MENTORSHIP, WE AIM TO INSTILL A PASSION FOR THE GAME WHILE PROMOTING SPORTSMANSHIP, RESPECT AND PERSONAL GROWTH. OUR GOAL IS TO FOSTER A COMMUNITY OF DEDICATED ATHLETES WHO EMBODY THE VALUES OF HARD WORK, INTEGRITY AND DEDICATION BOTH ON AND OFF THE ICE.

1.0 INTRODUCTION

The RAHA Member Handbook is intended for the members, players, coaches, and managers of the Rosemount Area Hockey Association (RAHA) to reach the objectives set forth above. The policies, rules and guidelines in this Handbook serve as a resource for all RAHA members and inform members of RAHA's policies and procedures. The Handbook and its content, policies and procedures are developed and approved by the Board annually. Any changes or modifications to the Handbook require approval by the Board.

RAHA's success as a community-based hockey association is based upon by the cooperation of all RAHA members and the compliance of all RAHA players, parents, legal guardians, managers and coaches consistent with this Handbook. Any violation of this Handbook, or the requirements herein, may be subject to discipline as deemed appropriate by the RAHA Board or the RAHA Discipline Committee.

2.0 ORGANIZATIONAL STRUCTURE

RAHA CORPORATE STATUS

RAHA is a nonprofit organization registered with the State of Minnesota in accordance with Minnesota Statutes Chapter 317A and IRS 501(c)(3). It is incorporated under Articles of Incorporation and managed per the RAHA Bylaws. The Bylaws are available at the following link: <https://www.rosemounthockey.org/page/show/209475-handbook-policies>. As a non-profit organization, all monies received come from RAHA members and donors through registration, team fees, sponsorships, fundraisers and charitable gaming.

RAHA BOARD OF DIRECTORS

RAHA is governed by a Board of Directors (Board). The goal of the Board is to provide the best community-based hockey program at the most reasonable cost to RAHA Members and its participants. Directors of the Board are elected by RAHA members for a two-year term. Elections for the Board are governed by the Bylaws. Each household is entitled to one vote per player registered with RAHA. The Board generally consists of (4) Officers (President, Vice-President, Secretary/Treasurer and Operations Manager) and up to 13 Directors. Director positions include, but are not limited to, Boy's Traveling Coordinator, Girl's Traveling Coordinator, Registration/Registrar, Coaches Coordinator, IP Coordinator, DIBS Coordinator, Goalie Coordinator, Equipment Coordinator, Website/Communications/Social Media Coordinator, Team Manager/Tournaments Coordinator, Fundraising Coordinator and District 8 Representative. The non-officer positions may be modified at the discretion of the Board. The Officer positions are filled by nominations of an elected Director and vote of the Board. The Directors positions are filled by Directors who have not been elected as an Officer in order of seniority and based upon a nomination and vote of the Board. Finally, the Board's work is completed by Committees. Descriptions of the Committees and Committee members are available at the link: <https://www.rosemounthockey.org/page/show/5766027-contacts-and-committees>. The Board generally meets on the second Wednesday of each month. All RAHA members are welcome to attend Board meetings, but must provide at least twenty-four (24) hours' notice to the Secretary if a RAHA member requests time on the Board agenda. The President of the Board reserves the right to call special meetings as well as close an entire meeting or sections of meetings at his/her discretion for the discussion of confidential or sensitive matters, including, without limitation, coaches ranking, tryout meetings and for player selections for traveling teams.

RAHA MEMBERS

Consistent with Minnesota Hockey and District 8 Hockey rules, and the RAHA Bylaws, membership is granted when a parent or legal guardian registers a player with RAHA for the upcoming hockey season, when a member is elected to the Board, or when a non-parent is selected as a head coach. As a member, you have the right to attend monthly Board meetings, speak during open discussions at Board meetings, be elected to the Board, and request time on the Board agenda. Members must remain in good standing under the RAHA Bylaws, this Handbook, and the rules of USA Hockey, Minnesota Hockey, and District 8 Hockey. The failure to comply with the Bylaws, this Handbook, or the rules of USA Hockey, Minnesota Hockey, and District 8 Hockey, the failure to stay current with financial obligations due to RAHA, and/or other violations by a RAHA member may result in loss of good standing. Any member that loses good standing may lose the privileges conferred as a RAHA member, including the ability to register and tryout for the upcoming hockey season.

RAHA AFFILIATIONS

RAHA is an affiliated member of USA Hockey, Minnesota Hockey, and District 8 Hockey, and adheres to USA Hockey, Minnesota Hockey, and District 8 Hockey rules including, without limitation, all the Minnesota Hockey Youth Rules and Regulations. The rules of USA Hockey, Minnesota Hockey and District 8 Hockey are set forth on their respective webpages and are incorporated by reference as if . Any conflict between this Handbook and the rules of USA Hockey, Minnesota Hockey and District 8 Hockey shall be resolved upon the discretion of the Board and in compliance with RAHA's affiliated obligations.

3.0 ASSOCIATION POLICIES

Background Checks/Screening Policy

All Directors, coaches, and managers are subject to background checks/screenings and SafeSport education as required by USA Hockey and Minnesota Hockey.

Conflicts of Interest Policy

Any Director or employee of RAHA that may have a potential conflict of interest where their actions or relationships present the potential for improper personal gain or advantage, or will have an adverse effect on the interests of RAHA, shall disclose such potential conflicts of interest to the RAHA President for further review and determination.

Locker Room Policy

RAHA adheres to all policies of Minnesota Hockey and District 8 Hockey regarding the use of locker rooms and the requirement for locker room monitors. A copy of RAHA's Locker Room Policy is available at the following link: <https://www.rosemonthockey.org/lockerroommonitors>. Any violations of the Locker Room Policy shall be referred to District 8 for investigation and enforcement. Any fines or discipline imposed by District 8 for violations of the Locker Room Policy shall remain the sole responsibility of the team that violated the Locker Room Policy. The violating team shall fully pay and resolve any penalties imposed by District 8 or Minnesota Hockey prior to the conclusion of the 2025-2026 hockey season.

4.0 CODE OF CONDUCT

This section states RAHA's Code of Conduct ("Code of Conduct"), which incorporates the Coaches Conduct Policy, Players Conduct Policy, Parents/Guardians/Member Conduct Policy, Discipline Policy and related RAHA policies. It also incorporates the policies of USA Hockey, Minnesota Hockey and District 8 as if fully set forth herein, including, the USA Hockey Safe Sport Policies, which has a zero tolerance for any abuse or misconduct. RAHA's Code of Conduct is subject to any requirements in Federal, State, local laws, or Minnesota Hockey and USA Hockey policies. Any disputes or discrepancies concerning this Code of Conduct shall be determined pursuant to the Grievance Procedure set forth in Section 5. Any concerns regarding the Code of Conduct should be brought to the attention of the Board, or any Board Director, as soon as possible. Additionally, any concerns about compliance with the Code of Conduct can be anonymously reported to the Discipline Committee of the Board.

General Conduct Policy

All RAHA members, including Directors, players, coaches, volunteers, parents and guardians, and agents of RAHA shall maintain an environment that encourages mutual respect and promotes respectful and congenial relationships amongst

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participants in RAHA events and activities. RAHA therefore adopts the following as its General Code of Conduct which applies to all RAHA members and agents:

- All incidents involving conduct exhibited by RAHA members or its agents that is offensive, disorderly, harassing or discriminatory in nature (“Occurrence”) must be brought to the attention of the team coaches, manager, or RAHA Vice President, as soon as reasonably possible after such an occurrence, whether it is on or off the ice.
- Any coach(es) meeting(s) with an individual player shall be conducted on the ice, on the bench, in the locker room with the other team members present, another coach or team manager, or in a public setting, unless agreed otherwise by the player's parent or guardian.
- Coaches, managers, or players exuding the scent of alcohol, discernibly under the influence of alcohol or any controlled substance, or while using any tobacco products (including chewing tobacco) or while using E-Cigarettes, shall not be allowed within the players bench area, locker room, or the penalty box area either during a game, scrimmage, or practice.
- All RAHA members, including players, coaches, volunteers, parents or guardians, spectators or agents may not enter the Referee's room without an invitation before, during or after a game.
- All RAHA members, including players, coaches, volunteers, parents and guardians, spectators or agents agree to comply with RAHA’s Bylaws and other written policies adopted by the Board, and further agree to refrain from engaging in any conduct detrimental to or in violation of the RAHA Bylaws, this Handbook, RAHA’s Policies, or the mission and purpose of RAHA. This includes, without limitation, threatening, defaming or harassing the Board, or any Director(s), or otherwise engaging in any conduct unbecoming of a member of RAHA as determined by the Board.
- Violations of these rules may result in sanctions and penalties imposed by game officials, USA Hockey, Minnesota Hockey, or RAHA through the Board.
- Sanctions include monetary fines, suspension, expulsion, either temporary or permanent, from RAHA, in addition to other penalties imposed by USA Hockey, Minnesota Hockey, or by Minnesota law.
- Coaches and managers must advise players, families, and spectators of RAHA’s Code of Conduct.

Coaches Conduct Policy

RAHA expects all coaches to exemplify the highest ideals of sportsmanship on-and-off the ice and establishes the following Coaches Conduct Policy:

- All coaches shall agree to play all players evenly throughout every game (applies to every level except Bantam, 15U, Jr. Gold). Skill/talent will not be grounds for more or less play; however, effort, attendance or adherence to team rules will be grounds for more/less playtime in conjunction with player ice time/fair ice section of the RAHA Handbook.
- All coaches shall teach each player to compete to win, rather than coaching solely to win, especially at the expense of a few players.
- All coaches shall think of each player as a work in progress, and know their success is measured by the progress made by each player throughout the season.
- All coaches shall follow the player position plan:
 - SQ/10U - are to play all positions equally throughout the season (D/C/W)
 - PW/12U - are to play 2/3 of the season at the players preferred position (F or D), and the other 1/3 at other positions (F or D)
 - BTM/15U/Junior Gold - are to be encouraged to change positions subject to the coach’s discretion
- All coaches shall designate a coach to work with goalies consistently throughout the season and understand the absence of goalie(s) for goalie specific training that may interfere with team practices.
- All teams shall have at least one coach be first to the rink and last to leave at all team practices and games.
- All coaches shall base coaching on two areas of control – Effort and Attitude – and will look for ways to reinforce this on a daily basis in practices and games.
- All coaches shall create a positive atmosphere where players should be encouraged to practice and play at full speed without worry of being reprimanded for mistakes.
- All coaches shall act as positive role models, understand that coaching behavior, actions and appearance on and off the ice is important, and reflect the same standards that we are teaching our players.
- All coaches shall follow the same rules and guidelines put forth for their players.
- All coaches shall act and speak responsibly and respectfully to players, parents, other coaches, game officials, etc.,

and be aware of surroundings, both on and off the ice. This includes utilizing appropriate communication channels or social media platforms when communicating with players consistent with SafeSport electronic communications requirements (e.g., avoid one on one communications with a minor athlete; when communicating with a group of minor athletes or the entire team, copying another coach, manager or parent).

- All coaches shall not drink alcohol or chew tobacco in front of players, nor have the scent of either substance on their breath at practices, games and team events.
- All coaches shall treat all players, coaches, parents, and referees with respect.
- Although passionate about the game, all coaches shall act with class and discipline at all team events, and in a way that honors the team, program and community.
- Violations of the Coaches Conduct Policy will generally adhere to the following consequences subject to the discretion of the Discipline Committee and/or the Board:
 - **First Offense** – A Coach’s first violation will result in a meeting between the Coach and the Discipline Committee (and/or additional discipline depending on the severity of the violation subject to the discretion of the Discipline Committee and/or the Board including, for example, a mandatory suspension);
 - **Second Offense** – A Coach’s second violation will result in a meeting between the Coach and the Discipline Committee, and a mandatory suspension of the team’s next three to five practices, games or scrimmages, depending on the severity of the violation, and other discipline as appropriate;
 - **Third Offense** – A Coach’s third violation will result in an additional meeting between the Coach and the Discipline Committee, and an additional mandatory suspension and discipline to be determined by the Discipline Committee and/or the Board, including the Coach’s possible removal from the team (for example, forfeiture of any payments to the Coach)
 - **Compounding Offenses** – Any repeat or multiple violations by a coach may be compounding and result in additional consequences as determined by Discipline Committee and/or the Board.
- The Board reserves the discretion to immediately suspend a Coach for the entirety of the season, to prohibit a Coach from coaching in RAHA, to fine or withhold payment from a Coach, or to impose other discipline as determined by the Board consistent with RAHA’s Bylaws.

Players Conduct Policy

RAHA expects all players to exemplify the highest ideals of sportsmanship on-and-off the ice and establishes the following Players Conduct Policy:

- All players shall conduct themselves in a respectable manner while on-and-off the ice during practices, scrimmages, games, and team activities as follows:
- Respect for coaches: Players shall respect coaches, which means following the coach’s rules and leadership and attending all practices, games and off-ice training sessions within my power;
- Respect for opponents: Players shall respect their opponents, including an opponent’s players, coaches, parents, and spectators;
- Respect for officials: Players shall respect officials and their decisions, which means that even if a player disagrees with a call, a player shall refrain from verbal disagreements or gestures that imply such disagreement.
- Respect for the game of hockey: Players shall play by the rules and never attempt to deliberately injure another player.
- Respect for the building: Players shall treat all aspects of the ice arena, business, hotels or other locations with respect, which means from the moment a player enters a building to the moment the player leaves.
- Players shall maintain a positive attitude as a teammate. This means each player agrees to the following:
- Refrain from using profanity and making derogatory remarks towards others.
- Pay attention and follow instructions given by coaches without complaint.
- Respect all equipment and facilities we play in.
- Do things at home to better my game - shoot pucks, stickhandle, watch hockey, etc.
- Do not intimidate, threaten, make fun of, or disrespect my teammates, referees, and coaches neither on-nor-off the ice (including on social media, text messages, or any other forums).
- Be modest in victory and gracious in defeat.
- Violations of the Player Conduct Policy will generally adhere to the following consequences subject to the discretion of the Discipline Committee and/or the Board:

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- **First Offense** – A player’s first violation will result in a meeting between the coach and player and a possible suspension of player for a time to be determined by the team’s coaches.
- **Second Offense** – A player’s second violation will result in a meeting between the coach, player and player’s parents and guardians, and a mandatory suspension of ½ of the player’s next game or scrimmage.
- **Third Offense** – A player’s third violation will result in an additional meeting between the coach, player and player’s parents and guardians, an additional mandatory suspension to be determined by the Discipline Committee and/or the Board, and the player’s possible removal from the team.
- **Compounding Offenses** – Any repeat or multiple violations by a player may be compounding and result in additional consequences as determined by Discipline Committee and/or the Board.

Parents/Guardians/Members Conduct Policy

All parents, guardians, RAHA members and guests play a vital role in the development of athletes. It is the duty of all parents, guardians and RAHA members to exemplify the highest ideals of sportsmanship, ethical conduct and fair play. All parents, guardians, RAHA members and guests are expected to abide by the guideline for behavior described in the following Parents/Guardian/Members Conduct Policy:

- All RAHA members and guests shall
 - Embrace the highest ideals of sportsmanship, ethical conduct and fair play;
 - Support team rules and expectations;
 - Respect that all practices and game play decisions are run by the coaching staff.
 - Promote team concept vs. individual play at all times.
 - Hold my child accountable for respecting all aspects of the sport, including gameplay rules, coaches, officials, spectators, other players, and all facilities.
 - Never engage in unsportsmanlike conduct with any official, coach, player, or parent (i.e. booing, profane language, yelling at officials);
 - Be modest in victory and gracious in defeat;
 - Refrain from spreading negativity (do not participate in gossip or speak poorly about coaches or teammates); and
 - Endorse the community-based hockey model by prioritizing the season and supporting all RAHA teams and members.

Chemical Abuse Policy

During the hockey season, regardless of the quantity, a RAHA player shall not:

- use a beverage containing alcohol;
- use tobacco; or
- use or consume, have in possession, or buy, sell, or give away any controlled substance.

During RAHA practices or games, regardless of the quantity, a Coach, Manager, or Director shall not:

- be under the influence of alcohol or visibly intoxicated;
- use tobacco or nicotine, or associated products; or
- use or consume, have in possession, or buy, sell, or give away any other controlled substance.

These policies apply to any RAHA player, Coach, Manager, or Directors. This includes all games, scrimmages, or practices. It includes arenas, locker rooms, or bleachers occupied by RAHA while representing RAHA. It is the responsibility of all RAHA coaches, assistant coaches, managers, and Directors to report any violations of the rule above to the President or other Director for reporting to the Discipline Committee.

Anti-Discrimination Policy

RAHA is committed to providing an equal opportunity to all RAHA members and non-members, including players and participants, their families, coaches, and officials to participate without discrimination based on protected class, such as race, religion, disability, national origin, sex, marital status, familial status, age, sexual orientation and gender identity.

Emotional, Physical & Sexual Abuse Policy

RAHA is committed to creating a safe and positive environment for participants’ physical, emotional, and social development and ensuring it promotes an environment free from abuse and misconduct. Accordingly, RAHA adopts the following policies:

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- There shall be no sexual abuse of any participant involved in RAHA-sanctioned programs or events by any other participant or RAHA member; whether directly or indirect.
- 'Sexual abuse' is defined broadly to include all violations under Minnesota Statutes Chapter 609 which constitute crimes against the person, crimes against the family, sex crimes, sexual and labor trafficking crimes, homicide, or crimes causing bodily harm.
- Upon proof of violation of this policy, the violator will be permanently banned or suspended from RAHA sanctioned programs and events.
- RAHA will not authorize or sanction any programs that it directly controls any volunteer or employee who has regular, routine, or frequent access to minor children who refuses consent to be screened by RAHA and Minnesota Hockey.
- Persons may be disqualified and prohibited from serving as, participants, members, employees or agents of RAHA if they have:
 - Been convicted of a crime of child abuse, sexual abuse of a minor, physical abuse, causing a child's death, neglect of a child, murder, manslaughter, felony assault, any assault against a minor, kidnapping, arson, criminal sexual conduct, prostitution related crimes, gross misdemeanors, felonies or controlled substance crimes;
 - Been adjudged liable for civil penalties/damages involving sexual/emotional/physical abuse of children.
 - Been subject to any court order involving any sexual, emotional, or physical abuse of a minor, including but not limited to domestic orders for protection.
 - Had their parental rights terminated.
 - Complaints from another organization (volunteer, employee, etc.) of sexual or physical abuse of minors.
 - Resigned, been terminated or been asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual, emotional or physical abuse of minors; or
 - A history of other behavior that indicates they may be a danger to children.

RAHA reserves the right to use information obtained in the course of its Screening Program in any reasonable manner to protect its participants, affiliate organizations and programs from risk of future criminal behavior.

Physical & Emotional Abuse Policy

- There shall be no physical or emotional abuse of any participant, member, family member, volunteer, employee or agent of RAHA, while involved in any RAHA sanctioned program or event.
- 'Physical abuse' is defined broadly to include all violations under Minnesota Statutes Chapter 609 and 518B, which constitute crimes against the person, crimes against the family, homicide, or crimes causing bodily harm; EXCLUDING physical contact reasonably designed to coach, teach or demonstrate a hockey skill. Permitted physical conduct may include, but is not limited to, shooting pucks at a goaltender, demonstrating checking and other hockey skills, and communicating with or directing participants, during the course of a game or practice, by touching them in a non-threatening, non-sexual manner.
- 'Emotional abuse' is defined broadly to include conduct or pattern of unwanted conduct that has the effect of threatening or causing emotional or psychological harm, undue embarrassment, or otherwise adversely affecting the safety, security or privacy of another.
- These behaviors may include verbal acts, physical acts, or acts that deny attention or support. Bullying, threats, harassment and hazing are all forms of emotional abuse.

Complaints of Sexual, Physical or Emotional Abuse

Complaints concerning violations of the RAHA's and/or of MH's Sexual, Emotional and Physical Abuse Policy shall be in writing addressed to the Board Vice President, or, Minnesota Hockey SafeSport Coordinator, and although preferably signed by the complainant, may be submitted anonymously. The complaint shall state in full and complete detail the basis of the complaint concerning the alleged violations. Upon receipt of such written complaint, the Vice President shall review the complaint and based on circumstances determine who will conduct the ensuing investigation of the allegations. All credible complaints of sexual, emotional and/or physical abuse shall be referred to the appropriate law enforcement officials. The VP may initiate immediate administrative action against the member against whom the complaint was made.

Conduct Toward Game Officials Policy

There will be **"ZERO TOLERANCE"** of abusive behavior on behalf of Coaches/Players and Parents toward game officials. Coaches/Players/Parents will be notified of this policy at the first team/coaches meeting, and this will constitute a verbal

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warning. Coaches, Players or Parents that exhibit any type of harassment, obscene language or gestures, and other behavior deemed to be abusive directed toward referees that results in the ejection from a game will not be tolerated and will have the following consequences subject to the discretion of the Discipline Committee and/or the Board:

- **Coach/Player First Offense:** The District 8 Director will inform the president of RAHA that an ejection from a game has occurred. The Head coach must also inform the President of RAHA immediately that either a coach or player from his/her team has been ejected. The coach or player will serve a two-game suspension and will not be allowed to participate in any team events (practices, etc.) until the suspension is completed. This suspension will be in addition to the penalties assessed by the District.
- **Coach/Player Second Offense:** The District 8 Director will inform the President of RAHA that an ejection from a game has occurred. The Head coach must also inform the President of RAHA immediately that either a coach or player from his/her team has been ejected. The coach or player will be removed from the team pending a meeting with the RAHA Grievance Committee. The RAHA Grievance Committee will meet with the player or coach within 5 days of notification from the Head Coach. Penalties will range from a five (5) game suspension to removal from the team. This suspension will be in addition to the penalties assessed by the District.
- **Parent First Offense:** The Team Manager or Head Coach will inform the President of RAHA that a parent has been ejected from a game. The parent will be required to appear before the RAHA Grievance Committee within 5 days of notification from either the Team Manager or Head Coach. If the RAHA Grievance Committee finds just cause, a minimum of a two-game suspension will be invoked.
- **Parent Second Offense:** The Team Manager or Head Coach will inform the President of RAHA that a parent has been ejected from a game. The parent will be required to appear before the RAHA Grievance Committee within 5 days of notification from either the Team Manager or Head Coach. If the RAHA Grievance Committee finds just cause for this second offense, or any offense deemed serious enough by the RAHA Grievance Committee, the offense may result in further suspension or expulsion.
- **Parent Third Offense:** The Team Manager or Head Coach will inform the President of RAHA, that a third occurrence has occurred. The parent could be banned from RAHA events for the remainder of the season. This would include games and practices. Results of a third offense could also be grounds for a ban from RAHA/Arena.

The “**ZERO TOLERANCE**” policy is in place to promote a positive experience for all participants.

Disciplinary Review Process

All violations of the Bylaws, this Handbook, or the RAHA Code of Conduct, shall be referred to the Discipline Committee for review subject to this Disciplinary Review Process. The only exception applies to alleged violations of the Player Code of Conduct. It is RAHA’s intent that any violation of the Player Code of Conduct should be first addressed by the team head coach if possible. If, however, the alleged violation of the Player Code of Conduct also involves the team head coach or other coaches, or based upon the facts, circumstances and severity of the violation(s) at issue, or at the team head coach’s discretion, the alleged violation may be referred to the Discipline Committee for review and determination.

In reviewing any alleged violations of the RAHA Bylaws, this Handbook or the RAHA Code of Conduct, the Discipline Committee shall first inform the coach, player, manager or RAHA Member of the alleged violation and the commencement of the Discipline Committee’s review. The Discipline Committee shall then identify and review the relevant facts, circumstances and severity of the alleged violation(s) at issue. This review may include, but may not be limited to, a review of any written or other tangible information (e.g., videos, social media postings, etc.) provided to the Discipline Committee, a review of information shared with the Discipline Committee by another coach, player, manager or RAHA member, or interviews with players, coaches, managers or members of RAHA. The Discipline Committee shall also request information from the coach, player (or player’s parent/guardian), manager or RAHA member at issue regarding the alleged violation. If appropriate, the Discipline Committee may schedule a meeting (in-person or remote) with the coach, player (or player’s parent/guardian), manager or RAHA member at issue to further discuss the alleged violation provided, however, that the Discipline Committee provides at least twenty-four hours advance notice of such meeting. The Discipline Committee shall also consider and make other reasonable accommodations to ensure a fair Disciplinary Review Process. If necessary, any members of the Discipline Committee may recuse themselves from the Disciplinary Review Process and be replaced by another impartial member of the Board.

Based upon its review under this Disciplinary Review Process, the Discipline Committee, subject to the reasonable exercise of the Committee’s discretion, may impose appropriate discipline and penalties upon any player, coach, manager or RAHA

member for any violation of RAHA Bylaws, this Handbook, the RAHA Code of Conduct, or any policies of District 8, Minnesota Hockey and USA Hockey. Alternatively, the Discipline Committee may also refer the allegation violation to the Board for the determination of any discipline and penalties. Any discipline or penalties imposed by the Discipline Committee or the Board may be subject to further review pursuant to the RAHA Appeal and Grievance Policies set forth herein, as well as review by the Board, District 8, Minnesota Hockey, USA Hockey and Safe Sport as may be appropriate.

Discipline & Penalties

Generally, any violation of RAHA's Code of Conduct by a player will result in a disciplinary meeting, the suspension of playing privileges, or the dismissal from a RAHA team. Any violation of RAHA's Code of Conduct by a coach, manager, or RAHA member (including any parent or legal guardian) may result in the imposition of discipline and penalties by game officials, USA Hockey, Minnesota Hockey, District 8 or RAHA through the Discipline Committee and/or the Board. This discipline and penalties may include, but are not limited to monetary fines, suspension, expulsion, either temporary or permanent from RAHA, in addition to other penalties imposed by USA Hockey, Minnesota Hockey, or by Minnesota law. Several examples of discipline are set forth above in the Player and Coaches Code of Conduct Policies. The following are additional examples of discipline and penalties that may be considered and/or imposed under this Code of Conduct:

Coach/Player/Manager Discipline:

- After the first violation of the RAHA Code of Conduct by a coach or player, the coach or player may lose eligibility for the next two consecutive league, playoff or tournament games, or one week, whichever is greater;
- After the second violation of the RAHA Code of Conduct by a coach of player, the coach or player may lose eligibility for the next four consecutive league, playoff or tournament games, or two weeks, whichever is greater; and
- After the third or subsequent violation of the RAHA Code of Conduct by a coach of player, the coach or player may lose eligibility for the next twelve consecutive league, playoff or tournament games, or up to and including a full season suspension.

Parent/Guardian/Member Discipline:

- After a first violation of the RAHA Code of Conduct by a parent or guardian or RAHA member, the parent or guardian or RAHA member may be asked to leave the arena, may be asked not to attend the following game or scrimmage, or penalties may be imposed against the player;
- After a second violation of the RAHA Code of Conduct by a parent or guardian or RAHA member, the parent or guardian or RAHA member may be suspended from attending multiple games or scrimmages; and
- After a third violation of the RAHA Code of Conduct by a parent or guardian or RAHA member, the parent or guardian or RAHA member may lose the privilege of attending all future RAHA, District 8, Minnesota Hockey or USA Hockey events.

5.0 GRIEVANCE POLICY

Due to the competitive nature of hockey, the use of a tryout evaluation, and the number of RAHA members, it is inevitable that conflict may arise. It is the intent of the Board to address such conflicts and reach an acceptable conclusion in the most efficient and effective way possible. To do so, the Board has adopted the following Grievance Policy, which is applicable to all grievances or complaints involving hockey operations except for those grievances related to the Traveling Program tryout/evaluation process. For grievances relating to the tryout/evaluation process, RAHA requires a forty-eight (48) hour waiting period after tryouts/evaluations are completed to file a grievance with the Board. This waiting period shall apply to all grievances relating to tryouts except for grievances relating to team placement due to player safety, bullying or well-being concerns.¹ All other procedures relating to a tryout/evaluation grievance shall remain the same as set forth in this section. The Grievance Committee retains the discretion to accept or reject hearing any grievance that fails to comply with this Policy.

Player Safety and Well-Being

As stated above, player safety and well-being are of utmost importance to the RAHA Board. The Board will consider reasonable accommodations by a parent pertaining to team selections to address documented instances of bullying or other school-related incidents to facilitate player safety. **All such requests must be submitted to the RAHA Tryout Facilitator and Vice-**

Grievance Procedure

The first step in conflict resolution is at the team level. The head coach and/or team manager shall serve as the primary contact person for conflict resolution unless the head coach and/or team manager is involved. The Board urges all RAHA members to make every effort to resolve conflicts through positive communications with the head coach, team manager, and/or SafeSport Coordinator, if necessary, after a 24-hour waiting period. In the case of a reported violation of RAHA or USA Hockey policy, reports must be submitted in writing to the Vice-President as provided below, instead of a team manager or coach.

If resolution is not possible at the team level, the next step is for the RAHA member(s) to submit a detailed description of the grievance to the Board. The Grievance Form is found on the RAHA Website at the following link: <https://www.rosemonthockey.org/board-of-directors>. The Grievance Form shall be directed to the Vice-President, who is the Chairperson of the Discipline & Grievance Committee. The other members of the Committee consist of the President, Secretary/Treasurer, and additional Directors as determined by the Board.

The Committee will schedule and meet after reviewing the grievance or complaint. The Chairperson reserves the right to schedule the meeting, time and place. The Chairperson also reserves the right to close the meeting to only those involved in the grievance or complaint. Other Directors may be present but do not have to vote in the proceedings. The RAHA members who filed the grievance will have an opportunity to present their grievance and relevant information to the Committee, and the Committee members reserve the right to ask questions, ask for clarifications, or request and evaluate additional information.

The Committee will deliberate following the meeting to reach a resolution. Each committee member has one vote. It is the goal of the Committee to reach a unanimous decision. If such a decision cannot be reached, the Committee reserves the right to present the issue to the Board. The Committee also reserves the right to exercise their reasonable discretion in resolving a grievance, which may include suspension, probation, censure, financial penalty or other actions or discipline recommended by the Committee. The Chairperson will notify the RAHA member(s) of the determination of the Committee, and will report that determination to the Board at the next meeting. All determinations by the Committee shall be final except for those appealed as set forth below. A record of the Committee's meetings, findings, and final determination, along with the grievance or complaint, shall be kept by the Secretary/Treasurer, and shall be kept confidential, unless otherwise determined by a majority vote of the Board, Minnesota Hockey, or USA Hockey.

Appeals & Hearing Process

A party contesting a final determination by the Committee shall be afforded an appeal hearing. Upon a written request submitted to the Vice-President, a hearing shall take place within thirty (30) days, with a minimum of seven days' notice of the hearing date and location, making reasonable efforts to convene the hearing in a location accessible to all parties. The notice must include the process and rules to be used for the hearing. In suspension/discipline cases, the grounds for the proposed suspension/ discipline, the consequences of an adverse finding, and issues to be resolved shall be included in the notice.

The Vice-President shall convene a hearing panel consisting of a minimum of three, impartial Directors. In the event that Directors are involved in the grievance or appeal, then the Vice-President may convene an impartial panel consisting of three (3) RAHA Members that are not on the Board. The panel may hold a formal or informal hearing, closed or public, in person or remotely; hear any evidence it feels relevant; place limitations on time, evidence and documentation; allow witnesses or written statements; and establish other hearing rules. Each party shall be treated equally, and shall have reasonable opportunity to present their case, in accordance with the established rules. Video and/or audio evidence shall be allowed to be submitted as evidence, provided that proper foundation for the authenticity and chain of custody is established by the

President before the start of tryouts, which requests will be kept anonymous and/or confidential by the Tryout Facilitator, the Vice-President or designee (s). Any request made after the start of tryouts will only be considered through the Grievance Policy. In no instance will the Board move a RAHA player to a different at team selections due to prior circumstances of bullying absent a lawful order or other process. Any RAHA player can always request to play on a lower level team. Further, the Board reserves the right to place a player on a specific team if there are two teams at the same level (i.e., two Peewee B2 teams) in the interests of player safety and well-being due to prior documented circumstances. Any dispute with this approach can be addressed through the Grievance Policy and District 8.

proponent. Parties may be represented by legal counsel, but counsel's role is limited to listening only. Counsel may advise the parties quietly during the hearing or during a recess in the hearing.

The panel's findings must be supported by a preponderance of the evidence (more likely true than not true) that an applicable rule has been violated. The decision logic must be included in the written findings. The Panel must endeavor to render its decision within (5) days of the Hearing and mail a written decision within (15) days of the Hearing. The decision must include the parties' right(s) of appeal to District 8 and Minnesota Hockey. Decisions can affect only parties that were part of the Hearing (cannot be expanded to discipline a party that was not a subject of the Hearing). The Vice-President shall report the findings and determination of the panel to the District Director. Any party with standing in the matter may appeal a determination of the panel, in writing, to the District Director for a period of ten (10) calendar days after a decision was rendered.

6.0 ASSOCIATION BOUNDARIES AND PARTICIPATION POLICY

RAHA follows Minnesota Hockey and District 8 Hockey rules regarding attendance participation and waivers. Subject to this Policy, Members in good standing must participate on teams from their local association based on the residence of their parent(s) or legal guardian(s) unless a waiver is granted by RAHA.

RAHA will only grant waivers into RAHA from players that attend a Rosemount-based K-12 school but live in another city ("School Attendance Waiver"). School Attendance Waivers will only be accepted by RAHA immediately following the last day of the Youth State Hockey Tournament and before September 1st during the calendar year where the player enters the Squirt/10U level per the MN Hockey requirement, and no such waivers will be accepted by RAHA after a player has played at the Squirt/10U levels. Additionally, any player waiving into RAHA under a School Attendance Waiver will be subject to team assignment at the lowest team level for the age classification for that player's first year in RAHA, unless special circumstances apply as determined by the Board. Proof of school attendance is required for a School Attendance Waiver prior to registration and/or tryouts with RAHA.

Exceptions to School Attendance Waivers (Discretionary Waivers) are limited to the following: (1) if a player has an older sibling that currently plays for RAHA, or has or is currently attending Rosemount High School; or (2) if a player is a second-year Squirt/10U player or older and has previously played for RAHA for at least one (1) season at the traveling team level. In such instances, that player may be eligible for a Discretionary Waiver into RAHA and may participate at the highest team level for that player's age classification based on tryout evaluations and the Board's discretion.

Any other waiver (Discretionary Waiver) may be accepted by RAHA to make a complete team at the lowest level of competition as determined by the Board in a manner consistent with Minnesota Hockey and District 8 Hockey rules. The Board further reserves the right to impose any additional requirements for any players that seek to participate in RAHA based on a Discretionary Waiver request, and such players will be required to satisfy all RAHA registration and payment requirements. Any waivers relating to Junior Gold players will comply with applicable Minnesota Hockey rules.

RAHA reserves the right to make co-op teams with other associations at the traveling team levels. A Co-op Team is typically made as a last resort based on registration numbers and is usually made at the lowest level of the traveling team age classification subject to the Board's discretion.

7.0 REGISTRATION PROCEDURE AND FEES

To participate in RAHA hockey, each RAHA player will be required to register for each hockey season. This section outlines the registration process and registration fees for participation in RAHA.

Registration Requirements

Only families in good standing with RAHA are permitted to register and tryout for the upcoming hockey season. The Board reserves the right to prevent a RAHA members' registration based on the lack of good standing, violations of the Bylaws, this Handbook, or failure to satisfy any obligations, including ice bill obligations or DIBS volunteer requirements.

Registration Fees

Each RAHA player will be obligated to pay a registration fee at the time of registration. The amount of the registration fee is subject to the discretion of the Board and based upon the player's registration into either the Initiation Program or the Traveling Program. The registration fees collected by RAHA are used to cover costs for tryouts, association administration, district fees, development and paid coaching, and other related fees and expenses. In addition to registration fees, each team within the Traveling Program will incur additional fees on a monthly basis for tournaments, district fees, referee fees, coach/manager registration fees, and ice costs, among other fees and expenses. These team fees will be paid through the team ice bill process described more fully below.

As part of registration, all players must comply with the following:

- A registration fee must be paid for all RAHA players in the IP Program or Traveling Program;
- All players in the Traveling Program will be required to pay jersey fees;
- All players in the Traveling Program that participate in at least one day of tryouts will be required to pay tryout fees;
- All players in the Traveling Program based on a non-school attendance waiver shall be required to pay an estimated first month ice bill at registration, which will be held by RAHA and applied to the first ice bill; and
- Following registration, but prior to the start of tryouts, a Volunteer Deposit (DIBS) check in an amount determined by the Board shall be collected from each RAHA family (as set forth more fully below)

Refund Policy

RAHA's refund policy applies in all cases when a registered participant chooses to withdraw from RAHA. The policy is adopted with consideration that RAHA incurs costs upon registration of a player, many of which are not refundable to RAHA by District 8 Hockey, Minnesota Hockey, or USA Hockey and, therefore cannot be refunded to the RAHA member. If you make a decision to withdraw from RAHA, it is your responsibility to immediately notify the Treasurer with a written refund request and explanation for the decision. The Treasurer, in consultation with the Officers and/or the Registrar, will review the request and determine what refund, if any, will be provided. In no event will any registration fees relating to the costs of tryouts be refunded once tryouts have commenced. Nor will any refund be provided relating to the cost of any custom apparel. Players that move in or out of the association or who are selected to play on the Rosemount High School Varsity or JV teams may receive a pro-rated refund after payment of all outstanding costs or expenses to RAHA that the player incurred while with RAHA. Any players selected to play on a RAHA traveling team that are subsequently selected to participate on a non-Rosemount High School Varsity or JV team are required to pay all outstanding costs or expenses the player incurred while with RAHA and will not be entitled to any refund.

Financial Hardship Program

RAHA is committed to keeping the costs of hockey manageable for all families. To that end, RAHA has adopted a Financial Hardship Program that may be pursued by RAHA members if the costs of hockey or the payment schedule is burdensome. The Financial Hardship Program is confidential and is intended to provide a reduced fee and/or alternate payment plan to RAHA members that would otherwise not be able to participate in RAHA hockey due to financial constraints. Eligibility and availability are limited, and each application is considered on a case by case basis and is entirely discretionary by the Board. The Financial Hardship Program is only available to those RAHA Members that are in and remain in good standing with the Association. Please contact the Treasurer for more information.

8.0 FUNDRAISING, FUNDRAISER CREDITS, CHARITABLE GAMING

To reduce the costs associated with hockey, RAHA organizes several sponsorship and fundraising opportunities. RAHA is particularly grateful for charitable contributions received from businesses and organizations, such as team sponsors, and the fundraising events sponsored by RAHA which may include, but are not limited to, an Annual RAHA Golf Tournament and RAHA hosted hockey tournaments.

RAHA may also offer fundraising opportunities throughout the season which may include, but are not limited to, Gerten's Holiday Fundraiser, Nitti Sanitation credits, and Raise Right. These fundraising opportunities are optional. If a RAHA member participates in an optional fundraising opportunity, the RAHA member will be allocated an earned fundraising credit from RAHA that can be used to pay for the RAHA member's portion of ice bill and team expenses, excluding travel and lodging costs,

jerseys, apparel, gifts, or meals. Earned fundraising credits may only be used for RAHA registration fees, tryout fees, or preseason clinic expenses subject to the review and approval of the Board.

To the extent a RAHA member has any remaining fundraising credits after the current season has been completed and all of that member's hockey expenses have been paid (whether team allocated expenses or individual expenses) such remaining fundraising credits can be carried over and used for that member's hockey expenses in the subsequent season provided the member remains in good standing under RAHA's Handbook, Bylaws and Codes of Conduct. If a RAHA member fails to remain in good standing under RAHA's Handbook, Bylaws and Codes of Conduct, then the member will automatically forfeit all fundraising credits. No fundraising credits earned by a RAHA member are redeemable from RAHA or transferrable to another fundraising account or organization, however, fundraising credits may be transferred from one RAHA member to another RAHA member. Any fundraising credits of a RAHA member that remain at the conclusion of the RAHA member's participation in RAHA shall be forfeited to RAHA.

Additional funds are also raised through charitable gaming. The charitable gaming operation is to be directed by the Gambling Manager hired by the Board. The person holding the Gambling Manager position will be paid a wage to be determined by the Board and will be responsible for attaining necessary credentials from the MN Gambling Control Board. He/she, along with the RAHA President, will be responsible for ensuring that all facets of the operation meet State and Federal guidelines. The expenditure of funds obtained through the charitable gambling operation will require approval of the Gambling Committee and ultimately the Board.

9.0 HOCKEY EQUIPMENT & JERSEYS

All RAHA players must comply with the equipment requirements of USA Hockey, Minnesota Hockey, District 8 Hockey, Hockey Equipment Certification Council (H.E.C.C.) and RAHA. Any non-compliance may result in an immediate suspension of any hockey activities. The Hockey Equipment Certification Council (H.E.C.C.) is an independent organization responsible for the development, evaluation, and testing of performance standards for protective ice hockey equipment. To date, it has established standards for face masks, helmets, and skate blades:

Skates

All players and on-ice officials must wear skates of a design approved by the H.E.C.C. Committee. All skates worn by players (but not goalkeepers) and by the Referee and Linesman shall be equipped with approved safety heel tips. It is recommended that all players (except goalkeepers) and on-ice officials wear skates with blades that have been approved by the H.E.C.C. The use of speed skates, fancy skates or any skate so designed it may cause injury is prohibited.

Mouthpiece

All players are required to wear an internal, non-clear mouthpiece that covers all teeth of one jaw, customarily the upper.

Helmet

It is mandatory that all players wear a H.E.C.C. approved helmet with chin straps properly fastened. All players are required to wear a face mask certified by H.E.C.C., plus any chin protection that accompanies the mask. Any helmet or face mask that is altered shall be deemed illegal equipment and shall not be allowed to be used in a game, warm-up, or practice. This shall include helmets from which a part has been cut or removed, face masks from which the chin cup has been removed, or any such alterations from the original manufacturing specifications.

Goalie Equipment

Goalies are governed by the same rules and regulations concerning all players. However, special equipment is worn by the goalie. This includes blocker glove, catching glove, leg guards, chest, abdominal and arm protector, and goalie supportive cup or pelvic protector. Throat protection is required. Helmets and face masks are to be H.E.C.C. approved.

Equipment

- All elbow pads shall have a soft protective outer covering of sponge rubber or similar material.
- A glove from which part or all of the palm has been removed or cut to permit the use of the bare hand shall be considered illegal equipment.

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- All traveling level players are required to have a Navy colored helmet, Navy colored gloves and Navy breezers. This excludes goalies and waived-in players.
- All Traveling Teams are allowed to purchase additional jerseys that parents must approve by a 75% vote and be on the Irish color palette (Michigan Gold, Grey, White or Navy). The majority color of the additional jersey(s) cannot be the same color as the home or away jersey.

Jerseys

- Each IP Program player will be furnished with a team jersey and socks for their use in the IP Program. IP Program Goalie equipment will be provided to each mite & 8U team and required to be turned back in at the end of the season.
- Traveling Team players will purchase a jersey and socks as part of the registration process. Jerseys numbers will be allocated on a traveling team based on seniority.

NECK LACERATION PROTECTION !

All RAHA players will be required to wear certified neck laceration protection pursuant to USA Hockey rules starting on August 1, 2024. This requirement applies to all youth, girls, and junior age hockey classifications. Please be advised there remains a risk of serious injury when wearing a neck laceration protector, as with other protective equipment because no one piece of equipment can 100% prevent an injury from happening. However, the risk of injury can be reduced through the use of properly worn and fitted equipment. More information is available from USA Hockey at the following link: <https://www.usahockey.com/playersafety>

10.0 INSURANCE

All players, coaches and volunteers that are registered with USA Hockey, a requirement to participate with RAHA, may be eligible for insurance coverage under a USA Hockey insurance policy. For more information, visit www.usahockey.com. This coverage is limited to losses sustained during hockey activities as described in the USA Hockey insurance policy.

11.0 HOCKEY DEVELOPMENT CLINICS

Hockey development clinics, for each hockey age level, may be held during the fall or during the hockey season on days in which there is no school. Registration and fees for these clinics may be accepted through the RAHA website and may or may not be restricted to RAHA members.

12.0 ROSEMOUNT HOCKEY PROGRAMS

RAHA is comprised of two programs: The Initiation Program (IP Program) and the Traveling Program. The IP Program consists of Mini-Mites/Termite/6U and Mites/8U players. The Traveling Program consists of Squirts/10U through 15U/Junior Gold players. Girls are allowed to skate or tryout at all boys' Traveling Program levels. These Programs are based on Minnesota Hockey age guidelines which are as follows:

Initiation Program	Ages (As of June 1 st)
Mini-Mites/Termite/6U	4-6 years of age (Termite cutoff is June 1st)
Mites/8U	7-8 years of age
Traveling Program	Ages (As of June 1 st)
Squirts/10U Girls	9-10 years of age
PeeWees/12U Girls	11-12 years of age
Bantams	13-14 years of age

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15U	13, 14 & 15 years of age
U16/Jr. Gold	15-18 years of age

13.0 INITIATION PROGRAM

The Initiation (IP) Program consists of Termites, Mini-Mites, 6U, Mites, and 8U, subject to the age classifications set forth above. Mite/8U IP Program teams will be placed in like ability skating groups based upon IP Program evaluations. All other IP Program teams will be formed based on the age of the IP Program players.

The costs of IP Program teams are covered by the Association except for the registration fee. Regular season ice purchases for all IP Program teams shall be purchased through the RAHA Ice Scheduler and paid for by the RAHA Accountant. Additional ice time for practice or scrimmages may be purchased by an IP Program team in coordination with the RAHA Ice Scheduler, with the team manager coordinating payment requests to parents. IP Managers can require up to an additional \$150 from parents to cover additional ice costs or to attend jamborees.

The IP Program may host or attend IP Jamborees for IP Program players. Any IP Jamboree hosted or attended (outside a 30-mile radius of Rosemount Ice Arena) by any IP Program team must be pre-approved by the District 8 Director, through the IP Coordinator.

14.0 TRAVELING PROGRAM

BACKGROUND

The Traveling Program is organized by age classification and consists of the following age levels: Squirts/10U (9-10 years of age), PeeWees/12U (11-12 years of age), Bantams/15U (13-14 years of age), and U16/Jr. Gold (15-18 of age). The Traveling Program is intended to provide a more competitive hockey experience based on ability level and engage in competitive hockey with other teams both in and out of District 8. Placement on a team in the Traveling Program is based on a tryout evaluation.

The Board will select team designations for the purpose of achieving two goals. First, as outlined in the RAHA Mission Statement, the Development Goal will seek to challenge players so they can learn valuable life skills of teamwork, discipline, and perseverance. The Development Goal will be achieved when a team demonstrates an arc of improvement over the course of a season, and 75% of a team's games are "competitive." A game will be considered competitive when, win or loss, the score is within three goals. Second, the Performance Goal will be achieved when a team wins 50% or more of its games. RAHA recognizes the importance of both goals, but winning must not come at the expense of development.

The following team designations may be offered at each Traveling Program group dependent on several factors as determined by the Board, including without limitation, evaluation scores, participation numbers, hockey development and competitive balance within the District: AA, A, B, B1, B2, C.

TRAVELING TEAM COACHES

Some teams within the Traveling Program may have a paid head coach(es). For those traveling teams with paid head coaches, up to \$5,000 (maximum amount) will be included in that team's budget for the season to cover the coaching stipend, hotel rooms for the paid coaches for the season, and a per diem for meals and transportation for out of town events. Any travel expenditures for paid coach(es) exceeding \$5,000 will be the responsibility of the coach(es). For traveling teams with a parent head coach, the parent head coach will receive one \$300 credit to an ice bill. **TRAVELING TEAM GOALIES**

Goalies on Squirrt/10U traveling teams and higher are required to have their own goalie equipment. If a player is new to playing goalie at the Squirrt/10U traveling level, the goalie may be able to borrow RAHA equipment such as leg pads, chest protector, blocker, and catch glove. This equipment may be checked out from the Equipment Coordinator, in coordination with the Goalie Coordinator, for tryouts, clinics, and season play. Goalies on Traveling Teams are eligible for equipment reimbursement (in amount to be determined by the Board annually) to be used towards the purchase of goalie protective equipment (excluding skates, helmets, breezers, and sticks). Goalies may purchase this equipment after April 1st, with reimbursement after team placement. Players receiving this reimbursement must complete the season with their team and their account with the team must be in good standing. For spring and summer hockey, goalie equipment may be loaned out by RAHA for a fee, dependent

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upon availability. Equipment may be checked out from the Equipment Coordinator, in coordination with the Goalie Coordinator.

15.0 GRAY-ZONE SKATER MOVE-UP POLICY (JUNE 1STAUGUST 31ST BIRTHDATES ONLY)

Pursuant to Minnesota Hockey participation rules, all players within RAHA will play at the level appropriate for their birth year. However, players born between June 1st and August 31st will have the option to move-up provided their birthdates fall within the 62-day period immediately following the May 30th cut-off date for a particular level. The parent or guardian of the player must petition the Board via the online move-up petition located on the RAHA website. The petition must be submitted prior to the last scheduled registration date of the level requesting to move up to.

Once a petition is granted by the Board to allow the Gray Zone move-up, the following conditions apply unless the Board provides an exception:

- This player must complete a minimum of two years of hockey at each level (2nd year of eligibility Mites/8U, 2 Squirts/10U, 2 Peewee/12U, 2 Bantam/15U).
- Because of their extended eligibility, this player may choose to play three (3) years at a particular level. It will be at the player's/player's parent(s) discretion as to when this would be in the best interest of the player. No action is required by the parent if you choose to extend your skater at a particular level for a 3rd year.
- Move-Up petitions are only good for the current level your skater is choosing to move-up to. A new move-up petition must be filled out each year a skater is choosing to move-up to the next level.

16.0 NON-GRAY ZONE PLAYER MOVE-UP POLICY

Any RAHA players interested in moving up to the next age level must contact the Board with a request that their player be allowed to tryout at the next age level. This request must be made prior to the registration deadline so the request may be addressed by the Board.

Mini-Mite Move-Up to Mite

Requests for mini mites to move to Mites is not allowed. Should Mite team sizes be such that it is necessary to move skaters up to balance out team sizes, a request will be offered to all mini mites in their final year of mini mite eligibility.

Mite/8U Move-Up to Squirts/10U

Mites/8U in their final year of eligibility can apply to move-up to Squirts/10U to the Board. Should the application to move up be accepted by the Board, the player then must go through the Squirt tryout process and satisfy the following criteria:

- To be eligible for an A team, the player must fall within the top five ranked skaters in the final tryout rankings.
- Any player who does not fall within the top five ranked skaters in the final tryout pool, or is not selected for an A team will return to the Mite/8U program.

Should team sizes be such that it is necessary for Mite move-ups to fill out our Squirt C/10U teams, a special tryout session will be offered to Mites in their final year of eligibility at the mite level. This will be held immediately following our traveling team tryouts, so that these Squirt C/10U teams can be formed within one week from the end of the regular tryout sessions.

Squirts/10U Move-Up to PeeWees/12U or Peewees/12U Move-Up to Bantams/15U

In rare cases a player's hockey ability may require a special consideration for a move-up to a higher age level to provide a greater challenge to continue the player's development. In order to be considered for a move-up to a higher age level:

- Needs to have competed at the highest level for consecutive seasons
- Received a recommendation from the player's previous season's coach
- Review by Hockey Development Committee
- Approved by Board of Directors
- Ranked in the Top 5 of age group (if higher) during the evaluation process and selected by coach

If the player is not selected, the player will return to their age level.

17.0 IP AND TRAVELING TEAM COACH SELECTION

Coaching Requirements

All RAHA coaches must be knowledgeable with and adhere to all philosophies, rules and regulations of RAHA and satisfy the USA Hockey certification requirements. All coaching requirements must be completed before the start of the season and CEP courses must be completed by December 15.

Traveling Team Coaches

Persons interested in serving as a coach on a RAHA Traveling Team are required to submit a coaching application to the Coaches Coordinator on the Board. The Coaches Committee will evaluate resumes and may conduct interviews with all candidates who are applying for a Head Coach position. Non-paid Head Coach applicants will be identified during the tryout process after the establishment of the player pick pools by the Board.

Coaches are placed into positions for one season by the Board. All coaching placement decisions are final. Each team will have two co-coaches, or one head coach all being approved by and responsible to the Board. Each team can also have up to 5 assistant coaches. All coaches are obligated to comply with USA Hockey, Minnesota Hockey and District 8 registration and coaching requirements. All coaches are required to satisfy all coaching duties and observe all recommendations in the RAHA Coaches Manual.

IP Coaches

At the IP level, the IP Committee will be involved in IP level coach selection by identifying coaches and informing the Board of candidates based on a similar process set forth above. All coaches are required to satisfy all coaching duties and observe all recommendations in the RAHA Coaches Manual.

18.0 TRAVELING TEAM TRYOUTS AND PLAYER SELECTION

RAHA has established a process for conducting traveling team tryouts based on objectivity and fairness. This process will be managed by the Tryout Committee, which is determined by the Board each year. The Tryout Committee will adopt a Tryout Guide that shall govern the tryout process consistent with this section. The goal of the tryout process is to ensure all players are given a fair evaluation and players are placed at the highest level commensurate to their demonstrated abilities and within the confine of total teams and roster limits as set by the Board's discretion.

Tryout Evaluators

The tryout process requires the evaluation of athletes from diverse backgrounds, and the Board will work to select inside and outside evaluators to provide an objective and equitable tryout process. The evaluators will be selected by the Tryout Committee and must be approved by the Board. The use of inside and outside evaluators is intended by the Board to provide a fair and equitable tryout process to ensure players are appropriately placed on a team.

Tryout Process

Traveling team tryouts are held in late September/early October. RAHA will publish and provide the process, procedures and rules for the upcoming season at the mandatory parent meeting held each year. Tryouts will be closed to all parents and accessible only to approved tryout evaluators, head coach candidates that have been approved by the RAHA Coaches Committee and Board, and RAHA Board Members who do not have any children or relatives under evaluation at specific level for the tryout. Only approved tryout officials may review and tabulate scores. Final scores will not be released in any form to any player, parent or coach.

The format for tryouts may include skills and scrimmages. The players are evaluated on their skating ability, puck control, shooting, passing/receiving, game knowledge, and general athletic ability. Goalies are evaluated on their movement, angles, rebound control, puck stopping, game knowledge and athletic ability. The evaluations will be a mix of individual skills and game play. Desire, attitude, aggressiveness and self-control are also determining factors in evaluation and selection.

All tryouts participants are required to comply with tryout requirements, including apparel and equipment requirements. Only RAHA tryout jerseys and socks may be worn by during tryouts. All non-RAHA helmet stickers must be removed before tryouts. Finally, all tryout participants must wear all RAHA required equipment. Any tryout participant violating these rules will be asked to comply by tryout officials. Any further refusal by the tryout participant will result in a no tryout score for the day.

Junior Gold and 15U Tryouts (if applicable)

The Junior Gold/15U tryout process (if applicable) will be determined by the Tryout Committee. The 15U tryout process will be completed after the RHS Girls High School Tryout Process. RAHA will reserve weekly skating sessions for 15U players until the completion of High School tryouts, which ice costs will be paid for by 15U players. Team selection will be based upon District 8 rules and regulations, and team rosters will be determined according to the Tryout Guide and the discretion of the Board.

RAHA Players Trying Out for High School

Any player wishing to play within the RAHA program and also tryout for a Rosemount High School hockey team should complete their registration with RAHA. If the RAHA player is selected by Rosemount High School, the player's registration fee shall receive a pro-rated refund after payment of all outstanding costs or expenses the player incurred while with RAHA. Any players selected to play on a RAHA traveling team that are subsequently selected to participate on a non-Rosemount High School Varsity or JV hockey team are required to pay all outstanding costs or expenses the player incurred while with RAHA and will not be entitled to any refund.

Team Selection

Team selection will adhere to the process set forth in the Tryout Guide unless modified by the Board. At the conclusion of the tryout sessions, the head coaches, starting at the highest level (AA or A) will select their teams based on the tryout scores and their judgment, with the oversight of the Board. Other teams (B1, B2 and C levels) are then selected. Rosters are open at the start of each team/player draft and filled based on performance in tryouts. In determining the final team rosters, coaches are given the following guidelines:

- Coaches have the right to select a team compatible with the RAHA mission.
- Coaches have the right to select a team for legitimate hockey reasons.
- Coaches have the right to select a team based on tryout scores, performance and the Coach's individual evaluation.

There will be a Director(s) present at all tryout and team selections. All team rosters must be approved by the Tryout Facilitator. The selection process must be completed, rosters approved, and results posted within three days of the final tryout session. Any complaints or grievances concerning the RAHA's tryout process shall strictly adhere to the Grievance Policy.

Player Safety and Well-Being

As stated above, player safety and well-being are of utmost importance to the RAHA Board. The Board will consider reasonable accommodations by a parent pertaining to team selections to address documented instances of bullying or other school-related incidents to facilitate player safety. ***All such requests must be submitted to the RAHA Tryout Facilitator and Vice-President before the start of tryouts, which requests will be kept anonymous and/or confidential by the Tryout Facilitator, the Vice-President or designee (s).*** Any request made after the start of tryouts will only be considered through the Grievance Policy. In no instance will the Board move a RAHA player to a different at team selections due to prior circumstances of bullying absent a lawful order or other process. Any RAHA player can always request to play on a lower level team. Further, the Board reserves the right to place a player on a specific team if there are two teams at the same level (i.e., two Peewee B2 teams) in the interests of player safety and well-being due to prior documented circumstances. Any dispute with this approach can be addressed through the Grievance Policy and District 8.

19.0 TRAVELING TEAM INABILITY TO TRYOUT PROCESS

Any players unable to participate in traveling team tryouts because of health or medical reasons must complete the Inability to Tryout Form at least five (5) hours before tryouts begin or as soon as reasonably practicable. If a player is unable to finish tryouts, he/she must contact the Vice President immediately. The Vice President, the Tryout Facilitator, the Tryout Committee and/or the Board retain the discretion to require any player to verify his or her illness, injury, or medical reason for not completing the tryout process in writing from a healthcare professional. Any players unable to participate in or complete tryouts will be placed on a team based on the recommendation from the Hockey Development Committee for approval by the Board. In considering

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placement, the Hockey Development Committee will focus upon objective, non-biased and equitable factors and other relevant information. **All decisions regarding player placement are final and not subject to Grievance Policy based on the following process:**

The RAHA President, RAHA Vice President, and Hockey Development Committee will review each player's case and decide on a placement for the player (*If a Board member's child is the injured player, that member cannot participate in the team placement). The player's placement decision may be based on any of the following factors:

1. Past playing levels of the player;
2. Interviews and/or input from the player's past coaches, including the coaches' proposed placement for the player (an injured player's past performance may be discussed between the player's previous year's coach, the Boys/Girls Director, and the Hockey Development Committee members, with consideration being given to the coach's recommendations);
3. Severity of injury/sickness, and availability to return to play following the conclusion of tryouts (plus, the player's tryout scores in the event of noncompletion of tryouts);
4. An assessment as to placement that is in best interests of RAHA and the player (as is the case with all players participating in the tryout process);
5. The player's ability to play (without medical restriction) by November 1 for Bantams, PW's and 12U and December 1 for Squirts and 10U, as well as other consideration of possible injury setbacks or extended restriction periods; and/or
6. A player should generally be expected to return to 100% of his/her playing capabilities by December 1st, based on a doctor's estimation, to be eligible for a spot on any "AA" or "A" team level. This date is based on Minnesota Hockey Roster deadlines. Players who cannot be expected to perform at their full playing potential by December 1st can be placed on a "B" or "C" team or lowest level offered if there are available openings on that team (i.e., the team is not at maximum roster capacity) provided, however, that players that are "AA or A" caliber players will be considered for placement on the "AA or A" teams for competitive balance and fairness.
7. Any other reasons for not being able to complete tryouts or other unusual circumstances concerning the tryout process may be reviewed on a case-by-case basis by the Tryout Committee or the Hockey Development Committee, as appropriate, which will make a recommendation for approval by the Board.

Any discrepancies under this Policy shall be resolved by a recommendation from the Tryout Committee or the Hockey Development Committee, as appropriate, for review by the Board. Any dispute by a RAHA Member under this Policy can be appealed to District 8.

20.0 TRAVELING TEAM STRUCTURE & DESIGNATIONS

Traveling Team Designations

Traveling team designations (i.e., AA, A, B, etc.) and team sizes are determined each year by the Board based on several factors including, without limitation, the expected and/or actual number of players per age group, expected and/or actual registrations, tryout evaluation results, recommendations from coaches, prior year results and district competition. These factors are considered in furtherance of RAHA's goals of hockey development. Finally, RAHA adheres to all Minnesota Hockey and District 8 Hockey rules for team roster sizes, team designations, and team registration and eligibility. As stated above, the Board will select team designations for the purposes of development and performance. RAHA recognizes the importance of both goals, but winning must not come at the expense of development.

Traveling Team Roster Sizes

RAHA adheres to maximum team sizes as recommended and/or required under Minnesota Hockey and District 8 Hockey rules. Additionally, RAHA generally strives for the following roster sizes for traveling teams. However, roster sizes are always subject to change based on several factors including, without limitation, player registrations, team structure, player availability, coach recommendations, district competition, the recommendation of the Hockey Development Committee, and the general discretion of the Board:

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Level	Preferred Roster Sizes ²
Squirts/10U Girls	13-14 skaters; 1-2 goalies
PeeWees/12U Girls	13-14 skaters; 1-2 goalies
Bantams/15U	14-15 skaters; 1-2 goalies
U16/Jr. Gold	16 - 18 skaters; 1-2 goalies

Team Rosters

All RAHA teams must have an official USA Hockey roster before a team can participate in their first scheduled scrimmage or game. All rosters will be submitted by the RAHA Registrar. Any change to a roster must be approved by the District 8 Director. All rosters will be final on or before December 31st of each calendar year. Any traveling player requesting to move to a lower level of competition will submit their request, in writing, to the Tryout Committee Chairperson, to determine level of play for approval by the Board. All such requests must be submitted in writing by December 15th to the Tryout Committee Chairperson. Any player that either quits, is suspended, or otherwise refuses to participate as a rostered player on a RAHA Traveling Team at any time after December 31st will nonetheless remain on the team roster and be held fully responsible for all team ice bills and other costs for the remainder of the season.

21.0 SUBSTITUTE AND REPLACEMENT PLAYERS & GOALIES; INJURED PLAYER POLICY

Substitute & Replacement Players and Goalies

RAHA adheres to all Minnesota Hockey and District 8 Hockey rules for substitute and replacement players, game participation, and spare and emergency use goalies. Any concerns regarding the application of Minnesota Hockey and/or District 8 Hockey rules for substitute and replacement players, game participation and spare and emergency use goalies should be brought to the attention of the President or Vice-President for review and evaluation by the appropriate committee and/or the Board.

Injured Player Policy

If a player is injured during the season that player may be eligible for a waiver of ice bills from RAHA as well as insurance coverage from USA Hockey (See above). Eligibility for an ice bill waiver is based on a player's inability to participate in team activities during the player's injury period. The player's parent or guardian should notify the team manager that the player is unable to participate due to injury as soon as possible and complete the Injured Player Form on the RAHA website. The player's parent or guardian must then provide the team manager or Board with a written notice from the player's medical doctor as to the injury and the length of time the player will be unable to participate. Any failure to provide written documentation each month voids your eligibility for coverage under the policy. The injury period will commence upon the date of the player's injury and continue until the player receives medical clearance to return to hockey activities. If this injury period exceeds twenty-eight (28) days, then the Board will grant an ice bill waiver and cover the player's ice bill for the following month (the ice bill month following the date of injury). For example, if your player was injured in January and is out for the season then the Board would cover the February and March ice bills. Please be advised that even if your player qualifies for the Injured Player Policy, you remain responsible for completion of your DIBS hours. Any refusal or failure to complete your DIBS hours will void your eligibility for coverage under the policy.

22.0 TRAVELING TEAM CONDUCT

Team Conduct

Each Traveling Team shall be managed by a Head Coach and a Team Manager. Both the Head Coach and Team Manager shall encourage the team's compliance with the RAHA Handbook, Codes of Conduct, and Policies. The Head Coach and Team Manager shall report any issues with the team's conduct to the appropriate representative on the Board.

Head Coach and Assistant Coaches

A coach is a teacher of hockey skills and is responsible for the social, psychological, and physical development of all players in his/her care. Each team shall have a designated Head Coach, who is responsible for all decisions relating to hockey

² Preferred roster sizes and team structure are subject to change based on various factors as considered by the Board.

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including, development, strategy, playing time, scheduling, and other matters. The Head Coach shall identify and select assistant coaches for assistance. Both head coaches and assistant coaches are accountable to the Board and are fully expected to comply with this Handbook. All Head Coaches and Assistant Coaches must be certified and rostered through the team registration process. Finally, both the Head Coach and the Assistant Coaches shall acknowledge all RAHA players' obligations to hockey are secondary to church, family and school priorities, but shall not be secondary to other sporting events or club activities while in-season.

A Head Coach is also responsible for the following:

- Appoint a team manager to handle finances, scheduling, etc.
- Schedule a team parent meeting at the start of the season (and other times during the season) to discuss philosophy, goals, finances, and other team matters.
- Communicate with players and parents and handle grievances in a fair and courteous manner.
- Make hockey fun while also maintaining team discipline. When discipline is necessary, the player should be told the reasons for the punishment not in the company of teammates, if possible.
- Encourage and compliment players – criticism should be handled in a constructive manner.
- The coach is a role model for the players and must be courteous and maintain self-control when dealing with opposing players, coaches, parents, and officials
- Treat all players fairly.
- Support RAHA philosophy.

Team Manager

Each traveling team must have at least one Team Manager. The Team Manager will be responsible for the following:

- Accounting for ice time and cost to parents each month.
- Keeping their team checkbook current and balanced.
- Collection of monies for team expenses during the year.
- Reporting any unpaid ice bills to the Manager Coordinator and Operations Manager by the last day of each month.
- Informing parents of changes in game, practice, or tournament schedules.
- All managers shall adhere to the Code of Conduct.

All team financial obligations and equipment inventory must be satisfied by the Head Coach and Team Manager before the end of the hockey season. Any Head Coach or Team Manager that fails to timely complete their obligations will lose any volunteer hours (DIBs) allocated to them based on a review and determination by the Board.

23.0 TRAVELING TEAM ICE TIME POLICY

Team Commitment Policy

The success of RAHA is dependent upon the commitment of coaches, parents and players. Missed games and/or practices by any player, violations of the Code of Conduct or other discipline issues undermine that team commitment and place an undue burden on the ability of a team to perform. Accordingly, it is the policy of RAHA that head coach can reduce a player's playing time upon the exercise of reasonable discretion by the head coach, when a player displays attitude problems, violates the Code of Conduct, misses team activities without notifying the coach or manager, or has excessive absences for team activities. This applies to the entire post season including, but not limited to, District, Regions and/or State Tournament games.

Ice Time Policy

RAHA adheres to all Minnesota Hockey and District 8 Hockey rules for player participation. In addition to Minnesota Hockey and District 8 Hockey rules, it is RAHA's policy every player should be provided a fair opportunity to develop. Consequently, fair ice time for each player is required for all players except as stated below:

Squirts/10U

- No Exceptions. Equal play time is required.

PeeWee/12U/Bantam/15U

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- Players should have equitable playing time across the season. Coaches are granted discretion to the equal playing time rule in the third period of important league games, tournament championships and playoffs;
- All players should learn power plays and shorthanded playing techniques and have an opportunity to play on special teams;
- Goalies also can be rotated out of normal sequence (method of rotation determined solely by the coach) but only in a few situations. Playing time must be made up later in another game.

Jr. Gold

- Coaches are granted discretion to move players out of normal line rotations in games, tournaments, or playoffs.
- The coach can establish designated powerplay and penalty kill units. All players should be provided an opportunity on both PP and PK units during the season.
- Goalies also can be rotated out of normal sequence (method of rotation determined solely by the coach) in critical games.

24.0 TEAM ACTIVITIES, GAMES & SCRIMMAGES

Team Activities, Games and Scrimmages

A team's on-ice and dryland activities will be scheduled by the RAHA Ice Scheduler. Additional activities may be conducted by a team and organized by a head coach or manager. An activity is defined as the combining of a team or some of its members under the direction of the coach, manager, or captain for the purpose of a game, scrimmage or skill session.

RAHA complies with MN Hockey and District 8 Hockey rules regarding the total number of suggested league games and scrimmage games played in a season. These limitations are set forth in the District 8 Hockey Rulebook. The limitations in the District 8 Hockey Rulebook do not apply to district, regional or state tournament games. RAHA also intends to comply with MN Hockey and District 8 recommendations regarding practice/game ratios for all traveling teams. It is recommended that each team have three practices for every game or scrimmage.

Team Tournaments

The Board, through the Tournament Coordinator and Committee, will register Traveling Teams for tournaments based upon RAHA's expected team designations. RAHA will seek to register teams for tournaments that are competitively appropriate and based on favorable experiences from RAHA members. Some tournaments may conflict with a player's obligations to church, family, school, or may occur during a holiday weekend. It is RAHA's desire to minimize such conflicts, however, RAHA members should be aware these conflicts may occur due to dates, availability, or travel requirements.

The number of tournaments registered for each Traveling Team is subject to the discretion of the Traveling Committee as approved by the Board. Generally, the Tournament Committee will register each traveling team for one (1) out of town tournament and three (3) in town tournaments, and will generally register each Junior Gold team for one (1) out of town tournament and two (2) in town tournaments. An out of town tournament is defined as a tournament that is located outside of the seven-county metropolitan area or that requires a mandatory hotel stay (i.e., a stay to play tournament). The registration limits herein do not apply to "preview" tournaments hosted by Minnesota Hockey, District 8 Hockey or another hockey association. Any tournament in another state requires approval by District 8. Exceptions to these guidelines may be made upon the discretion of the Tournament Committee and/or the Board based upon tournament availability or other factors.

Any additional tournament registrations for a team will require a team vote pursuant to the Team Vote Procedure set forth below. Any team that is registered for a tournament by the Board that subsequently desires to change its tournament registration must receive approval from the RAHA Operations Manager, the Tournament Coordinator, and the RAHA Ice Scheduler, and pay all fees associated with such change. All fees for changing, withdrawing or registering for a tournament shall be incurred and paid for by the team through the RAHA Ice Bill Process. This includes, but is not limited to registration fees, referee fees, district fees or fees withheld by a tournament for withdrawal. Any violation of this rule shall be subject to review by the Discipline Committee.

25.0 TEAM BUDGET, EXPENSES & VOTE PROCEDURE

Team Budgets and Ice Bill Process

Due to the monthly costs incurred for teams within the Traveling Program, it is necessary to collect monthly payments for each RAHA player. These monthly payments are used to pay for the costs of the team's hockey season, including district fees, tournament fees, referee fees, ice fees, and other costs incurred by a team. The process by which these costs are collected is the RAHA ice bill process. Traveling Team managers and the RAHA Accountant are responsible for establishing a team budget and communicating that budget to the team parents throughout the season. The ice bills will be collected by each Traveling Team monthly based on the team budget and expected expenditures. Although the monthly ice bills for any Traveling Program team may vary based upon the specific activities of the team, RAHA tries to ensure ice bills remain affordable for all families. As a general matter, monthly ice bills range from \$200 to \$400 per month but may exceed this estimated range.

Player Ineligibility; Unpaid Ice Bills

Player eligibility for the hockey season is based on remaining in good standing with the RAHA Ice Bill Process. Players whose ice bill accounts are not timely paid are ineligible to participate in any RAHA activities (including practices and games) and will be suspended from all team activities for non-payment of fees or team expenses until all ice bills are current. Further, any RAHA member's ice bill account that is past due will be reported at the Board meeting and become part of the Board minutes. Players whose accounts are not fully paid at the conclusion of the season will not be permitted to register for the subsequent hockey season. If necessary, the Board will take necessary actions to collect any unpaid amounts by a RAHA member whether through legal action or collection. If you have any challenges with paying your monthly ice bills, please contact your Team Manager or the Treasurer for more information regarding the RAHA Financial Hardship Policy. Any player that either quits, is suspended (for any duration of the season), or otherwise refuses to participate as a rostered player on a RAHA Traveling Team at any time after December 31st will nonetheless remain on the team roster and be held responsible for all team ice bills and other costs for the remainder of the season. Any RAHA Player that fails to return any RAHA equipment (e.g., goalie equipment) will be deemed to not be in good standing with RAHA and will be ineligible to participate in any RAHA activities until such equipment is returned. Finally, RAHA will report all RAHA Members not in good standing at the end of the hockey season to District 8, which will deem those players ineligible from registering for any Minnesota hockey association for the subsequent season.

Team Vote Procedure

The Coach and Manager(s) may propose additional expenses during a season, which can be billed to each RAHA member on a team through the RAHA ice bill process. These additional expenses may include operational expenses, such as registrations, costs for team pins, or other hockey-related expenses ("Hockey Operations Expenses"), or non-operational expenses, such as expenses for third-jerseys, apparel, social gatherings/outings, meals and other expenses unrelated to hockey operations. ("Non-Hockey Operations Expenses").

If the additional expenses to be incurred by the team are (1) less than \$50 per RAHA member and (2) Hockey Operations Expenses, then the Coach and/or Manager shall conduct a team vote to approve the expenses. For a team vote, one vote is permitted for each player on the team. A vote for Hockey Operations Expenses will pass if it receives greater than 50% of the total votes. If the additional expenses to be incurred by the team are (1) more than \$50 per RAHA member or (2) Non-Hockey Operations Expenses, then an anonymous team vote is required. In such instance, the Manager shall be responsible for contacting the Operations Manager or the Traveling Manager to conduct a team vote. A vote for Non-Hockey Operations Expenses will pass if it receives at least sixty-five percent (65%) of the total votes.

Expenses for additional scrimmages, referee payments, or a team's selection of RAHA-sponsored apparel are exempt from the Team Vote Procedure. The purchase of RAHA sponsored apparel shall be paid for by RAHA members and shall not be paid via the ice bill process. Coaches and Managers are strongly encouraged to purchase RAHA sponsored apparel as compared to other apparel options. Coaches and managers shall also use their reasonable discretion in identifying and soliciting feedback from players and RAHA members for the purchase of RAHA sponsored apparel.

26.0 VOLUNTEER HOURS (DIBS) AND EXEMPTION POLICY

DIBS Requirements

All RAHA members participating in RAHA (i.e., IP Program through the Traveling Program) are required to perform a minimum number of volunteer hours (DIBS) in an amount to be determined by the Board during each hockey season. Following registration, but prior to the start of tryouts, a DIBS check in an amount determined by the Board shall be collected from each

RAHA family, which check will be kept on file and destroyed at the end of the season as long as the RAHA member has fulfilled the minimum DIBS requirements. If DIBS requirements, ice bills, or other financial obligations by a RAHA member are not satisfied during the season, the DIBS check will be deposited by the Board. During the hockey season, DIBS hours performed by a RAHA family will be tracked by the Board. These hours are managed on the DIBS website. It is the responsibility of each RAHA member to complete their required DIBS hours. The examples below are based on 10 DIBS hours for individual players or 20 hours for multiple players per RAHA family and/or household. A family may choose to opt-out of completing any DIBS requirements for the season by instructing RAHA to deposit that RAHA member's DIBS check during registration. If a family chooses to opt-out of DIBS through this process, the deposit of the DIBS check will not be refunded by RAHA to the RAHA member, even if the RAHA member completes all DIBS and other requirements during the season.

DIBS Requirements for 2025-2026 Hockey Season

All RAHA members must complete the following requisite amount of DIBS hours for the 2025-2026 season:

- **Termites:** 5 hours of DIBS per player
- **Mini-Mite/6U and Mite/8U:** 10 hours of DIBS per player
- **Squirt/10U, Peewee/12U, Bantam:** 10 hours of DIBS per player
- **15U:** 5 hours of DIBS per player
- **Junior Gold:** 5 hours of DIBS per player

Family Maximum: If any RAHA family has two (2) or more RAHA players, that RAHA family is only required to complete a total of 20 hours of DIBS. In no instance will any family be required to complete more than 20 hours of DIBS.

DIBS Exemptions

Individuals within the association who participate in the following positions will have their requirement to fulfill DIBS hours exempted either fully or partially as stated below:

- Current Directors: must meet all credential requirements (e.g., USA Hockey, SafeSport)
- Former Directors who have successfully completed four (4) years on the Board
- RAHA Boosters Board Members
- Traveling Team Managers - Up to 20 DIBS hours will be allocated to each team: must meet all credential requirements (e.g., USA Hockey, SafeSport)
- IP Managers - Up to 10 DIBS hours will be allocated to each team; Each manager must meet all credential requirements (e.g., USA Hockey, SafeSport)
- Traveling Team Coaches: Up to 35 DIBS hours will be allocated to each team. Each Coach must meet all credential requirements (e.g., USA Hockey, SafeSport, Level requirements) and be rostered. Allocation of DIBS hours is subject to the head coach's discretion.
- Rostered IP Program Coaches: Up to 50 DIBS hours will be allocated to each team. Each Coach must meet all credential requirements (e.g., USA Hockey, SafeSport, Level requirements) and be rostered. Allocation of DIBS hours is subject to the head coach's discretion.
- At-Large positions will be exempted at the discretion of the Directors.

27.0 PENNANTS, BANNERS & PLAQUES

At the conclusion of each season, RAHA will place a banner/plaque in the Rosemount Community Center Arena recognizing the Traveling Teams that meet the following criteria (pending approval by Arena Management):

- Team finishes in first place in District league play; or
- Team wins District Tournament or Fargo Squirt International Tournament; or
- Team finishes in first place or second place in a Regional Tournament (or is a third place team in the 15U Regional Tournament);
- Team is a State Tournament Qualifier and finishes in 1st, 2nd, or 3rd place; or
- Team is a State Tournament participant in the Junior Gold Tournament and finishes in 1st, 2nd or 3rd place.

A banner will display the Season, Team, Level, and District/Regional/State Tournament achievement.