

RUSTIN HOCKEY CLUB
BY LAWS
Approved September 29, 2010

PURPOSE

The Rustin Hockey Club ("RHC" or "the Club") is an unincorporated association registered with the Commonwealth of Pennsylvania's Department of State. RHC's purpose is to provide the administration and funding necessary for the Ice Hockey Program for Bayard Rustin High School and its feeder schools in the West Chester Area School District. The Club will provide qualified hockey players with the opportunity to develop heart, character, discipline and athletic skills within the team concept at the highest competitive level.

PHILOSOPHY

In order to attract the level of competition consistent with the Club's purpose, RHC shall enter strong competitive teams with a winning attitude. Players must be continually taught the fundamentals of the sport, as well as good sportsmanship. This does not imply a "WIN AT ANY COST" attitude, as the remainder of this document will make abundantly clear. All players, parents, coaches, and Club officials are expected to abide by both the spirit and the letter of these By Laws.

Within this philosophy, RHC believes its purpose can be met when both players and coaches dedicate themselves to creating a strong "Team" environment. Team shall be defined as including RHC players, parents, coaches, and Club officials. For the coaches, dedication includes having a desire to improve themselves as teachers and motivators, maintaining a high level of professionalism, and creating a strong Team environment for the players. Players must attend practice and strive to be part of the Team structure, within which growth and maturation will progress simultaneously.

MEMBERSHIP

1. The members of the Club shall be the parents and/or guardians of the hockey players who are current in their dues payments and in compliance with all of the rules and regulations set forth herein. Members are expected to serve as community advocates promoting the best interests of RHC at all times. The membership will assist the Board of Directors in developing appropriate policies and procedures for the organization. The day-to-day business affairs of RHC will be handled by the Board of Directors. The Board may request, at any time, the assistance of the membership in volunteering to help advance the interests of RHC. Members are expected to be supportive and willing to expend their efforts to promote RHC.
2. The Board of Directors of RHC shall determine the schedule of and the amount of dues payable by the members. This shall include annual dues and any supplemental dues deemed necessary to successfully run the Club.
3. Each family shall be entitled to one vote in the affairs of the Club, without regard to either the number of players or the marital status of the parents and/or guardians of the players. Board members shall not have an individual vote; however his/her family will have a vote when they have a child who is a current player on the RHC roster.
4. All members of the RHC will follow guidelines as per the WCASD athletic policies.

MEETINGS

1. Unless otherwise ordered by the Board of Directors, there will be a minimum of three (3) general membership meetings per year for the purposes of election of officers, receiving reports and the transaction of Club business. Meetings will be open to all members of the Club in good standing (defined as "those who are current in their dues payments and comply with all rules and regulations set forth herein"). Meetings will be scheduled by the Board with notice of these meeting issued by the Secretary at least seven (7) days before the appointed time of the meeting. Electronic notice to the members last provided e-mail address will suffice. It will be the responsibility of each individual family to keep their contact information up to date. Unless otherwise indicated, all meetings of RHC will be held at Ice Line in West Goshen Township, Chester County, Pennsylvania.
2. Special meetings of the Club may be called by the Board of Directors. When possible, at least seven (7)day's notice of any special meeting must be given to members of the Club. This notice must state the subject of the meeting. Electronic notice to the members last provided e-mail address will suffice.
3. When a meeting agenda includes an item that requires action by the membership, the Board shall give all members proper advanced notice of this meeting and agenda (Email is considered an acceptable means of notification). . Members will be allowed to either vote in person or via proxy. If voting by proxy it is the member's responsibility to ensure their vote makes it to the membership meeting to be counted. And if voting by proxy, the member must indicate clearly their choice(s) on the issue(s) and place their name on the proxy (Note: voting by proxy forfeits the benefit of secrecy in that ballot). A majority vote of the eligible members voting (and entitled to vote) shall be sufficient to decide upon an action item.
4. Board of Directors meetings will be held once a month during the season, unless otherwise, agreed to by a majority of the Board. Time, date, and place of the meetings will be set by the President, after consultation with the other Board members. Electronic notice to the Board members by the President or Secretary shall suffice. Fifty percent (50%) of the current Board members is required to be present for a quorum. Once a quorum is established a majority vote shall be sufficient to decide upon an action item.
5. All Board voting actions will be communicated at the next General Membership meeting.

BOARD OF DIRECTORS

1. The Board of Directors of the Rustin Hockey Club shall be elected to positions, which shall consist of a President, Vice President, Secretary, Treasurer, and Hockey Director.
2. The primary duties of the Board shall include the establishment of all policies deemed necessary for the successful operation of RHC, along with enforcement of the Club's rules and regulations.
3. The Board Members shall take office immediately upon their election and shall serve for a term of one (1) year.
4. Any Board Member may be removed from the Board for good and sufficient reason by a majority vote of the general membership.
5. At no time shall a Board member hold more than one (1) Board position.
6. The Club shall indemnify any Board member or officer who was or is a party to, or is threatened to be made a party to any threatened, pending, or completed action, suit or proceeding, whether civil, criminal, administrative or investigative, including an action by or in the right of this Club, by reason of the fact that he/she is or was an officer or Board member against expenses, including attorneys' fees, judgments, fines and amounts paid

in settlement actually and reasonably incurred by Board member in connection with such action, suit or proceeding unless the act or failure to act giving rise to the claim for indemnification is determined by a Court to have constituted willful misconduct or recklessness.

BOARD MEMBER'S RESPONSIBILITIES

The President

The President shall be the Chief Executive Officer of the Club and should be present at all Club and committee meetings.

1. He/she will have general and active management oversight of the Club in deciding which issues require Board vs. membership approval. The President shall see that all orders and resolutions of the Board are carried out.
2. He/she must communicate to the Board/Club matters and make suggestions as may in his/her opinion tend to promote the welfare and increase effectiveness of the Club. He/she shall act as the Club's representative to the Inter-County Scholastic Hockey League. The President may delegate to other Board members any of his/her responsibilities provided that he/she remains primarily responsible for seeing that they are carried out. If designated, this board member that is chosen to act as the Club's representative will attend the ICSHL meetings and report on those meeting to the Board.
3. The President shall negotiate all annual ice contracts (the Hockey Director will be consulted to provide input), monitor general club functions and see that the rules and regulations of the Club are enforced. He/she will assign additional responsibilities to Board members in addition to those identified in these By Laws
4. The President along with the Board prepares the annual budget with the Treasurer.
5. The President shall oversee any and all standing committees of the Club delegating responsibility and authority as necessary.

The Vice President

1. The Vice President shall perform all duties of the President during the absence of the President. In addition, he/she will be directly responsible to oversee the Discipline and Eligibility Committee and to enforce the Clubs "Code of Conduct" and eligibility rules. The Vice President may delegate his/her duties, provided he/she remains primarily responsible for seeing that the duties are carried out. He/she shall ensure that the coaches and managers follow RHC's rules and regulations, and enforce League rulings affecting the Club.
2. The Vice President will also act as the Club Registrar by processing all USA Hockey requirements in order to register all teams on an annual basis and throughout the season as needed Individual USA Hockey player and coaching registrations will be provided by the Secretary.
3. The Vice President will generate an annual mailing list from individual player and coaching registrations.

The Treasurer

1. The Treasurer shall have primary responsibility (along with the President) for the preparation of the annual budget of the Club. Such budget shall be prepared in a level of

detail sufficient to allow the Board and Club members to reasonably understand the major areas of revenue and expenditures during a Club year. Once approved by the Board, the Treasurer shall as early as reasonably practical, ensure that each year's budget is communicated to the general membership in accordance with the provisions of "Meetings" above.

2. The Treasurer shall keep an account of all monies received and expended for the use of the Club and shall make disbursements authorized by the President. All sums received shall be deposited by him/her in the bank or banks approved by the President and he/she shall make a report at the annual meetings or when called upon by the President. Funds may be drawn from Club bank accounts only on the signatures of two of the following Board members; President, Vice President, Treasurer, or Secretary. The funds, books, and vouchers in his/her hands shall, with the exception of any confidential reports submitted by members, at all times be subject to verification and inspection by the Board of Directors of this Club. At the expiration of his/her term of office, the Treasurer shall deliver to his/her successor all books, money and other property of the Club. The Treasurer shall submit a report on the financial condition of the Club to the members at the general membership meetings. In addition, interim reports and treasury accountability shall be reported to the Board on at least a quarterly basis. The Treasurer shall communicate all outstanding dues concerning each designated team directly to the Executive Board.
3. The Treasurer shall submit a report on the financial condition of the Club to the members at the general membership meetings. Such financial report shall, at minimum, include a then current Club Balance Sheet (showing club assets and liabilities) and a summary of actual and projected Club cash flows and cash balances. In addition, interim reports and treasury accountability shall be reported to the Board on at least a quarterly basis or upon request.
4. The Treasurer shall maintain and manage all receipts and disbursements in books belonging to the Club. It will also be his/her responsibility to make sure that all ice contract fees, league fees, coaching fees and operational fees are paid in a timely fashion. The Treasurer may not disburse any of the Club funds for items, functions and events that are outside the annual budget of the Club without the approval of the Board. The Treasurer will be bonded at the expense of the Club.
5. In conjunction with the Board Members, the Treasurer shall be made aware of the implementation of all Club fund raising activities.
6. The Treasurer shall establish procedures for the collection of dues and their payment.

The Secretary

The administration of the Club will be vested in the Secretary. He/she shall oversee the activities of the Club and perform such other duties as may be defined by the President. It shall be his/her duty:

1. To give notice of and attend all meetings of the Club and all committees and to make provision for the keeping of a record of all proceedings.
2. To keep a list of the members of the Club and to generate an email distribution list of said members and coaching staff.
3. To assist in the organization of the Club's pre-season registration and evaluation process.
4. To communicate and to process with the Board, School District officials, Team

Representatives, Coaches, League, etc., all necessary documentation such as; Rosters, , ICSHL Information, ILMSHL Information, Consent to treat, Hold Harmless and PIAA forms etc.

5. To oversee the handbook, yearbook, website and all other external club communication which represents the club.
6. Provide all WCASD required documentation to the Athletic Director and attendance officer at Rustin High School.
7. Receive injury reports and all required players clearance documentation (and keep on file).
8. Keep on file all eligibility reports as provided by WCASD.
9. To process all USA Hockey registration requirements annually (this can be delegated to a designee).
10. Coordinate announcement and ordering of Club Awards/Patches to appropriate schools and USA Hockey.
11. Process all annual coach USA Hockey registrations, and as deemed necessary, provide criminal and background checks of these club coaches.

Director of Hockey Operations

This position will have the following responsibilities:

1. As per the WCASD policy, he/she will report to the current Athletic Director of the Rustin High School.
2. In order to support a program approach within the RHC, he/she will manage and oversee all on and off ice hockey operations for the Club.
3. He/she will oversee the development of all team rosters, practice schedules, game schedules, evaluation schedules, dry land activities, tournaments and Club travel plans.
4. Intercommunication between teams and the Board as well as long-term player development will be the responsibility of this person.
5. He/she or his/her alternate shall act as the Club's representative to any league in which a Varsity, Junior Varsity, Middle School or Elementary Ice hockey Team participates.
6. Needs to be made aware of all non-league games, changes made to practice schedules and player injuries with updates of them, player clearance thereafter.
7. To provide a coaching staff for each team in the organization which reports directly to him/her.
8. Responsible for his/her coaches' performance and conduct.
9. Accountable to the Board for his/her actions and of his/her staff.
10. Responsible to have coaches at every game.
11. Responsible for enforcing obligations of coaches and players as outlined in the Clubs By-Laws.
12. Recommended having regular staff meetings throughout the season.
13. Responsible for insuring that all players are eligible to play under WCASD Rules.
14. Ensure all necessary equipment is available for practice, games, any other team events (pucks, water bottles, first aid kit, etc.)
15. To purchase all team jerseys, equipment, and supplies for all teams as outlined in the approved budget.
16. Arranges the storage of all Club property during the off-season.

17. Review the equipment needs of the Club on a routine basis and provide estimates for the purchase of equipment. Equipment can only be purchased upon approval of the Board
18. With Board approval conduct the sale of used membership equipment if deemed appropriate.

(TEAM REPRESENTATIVE MOVED TO PAGE 9)

ELECTION/APPOINTMENT OF BOARD MEMBERS

1. The nominating committee shall ideally consist of three members of RHC as selected by the Board of Directors. The committee shall be appointed at a board meeting. At the next membership meeting and with a subsequent email from the Secretary, Board positions will be opened to all volunteers, including incumbent Board members. The nominating committee will add any additional names, who have agreed to serve if elected and prepare a slate of proposed Board members. If there are no volunteers for a position, the incumbent Board member may be asked to remain in that position.
2. The slate of proposed Board members shall be presented via Email to the general membership in March. At this time the ballot will be finalized for an election at the May general membership meeting.
3. The election of RHC Board members shall take place annually at the May meeting. Any member in good standing shall be eligible for office provided that he/she has agreed to fulfill the duties of the office if elected. Candidates who receive a majority of votes cast at the meeting shall be elected.
4. If a candidate (or incumbent Board member) is unopposed; a majority of votes is still required to confirm her/his election.
5. Any Board appointment can be challenged by the general membership and removed from office or consideration of office by a majority vote of the general membership at a Board designated General Membership meeting.

GENERAL COUNSEL

The RHC Board may seek general counsel on an as needed basis either within the RHC or outside of the Club as necessary. The General Counsel shall assist RHC in providing advice and counsel for properly handling legal issues that may arise in the operation of the Club. No attorney /client relationship shall exist in this relationship. The General Counsel shall serve in a pro bono capacity as a volunteer. As such, he/she shall be afforded the protection of any and all applicable laws. He /she will provide legal guidance as it relates to such issues as insurance protection, general Club liability, incorporation, School District sanctioning, tax exemption, use of Club name, etc.

TEAMS

SELECTION OF TEAMS

The Hockey Director and his/her coaching staff are exclusively responsible for the selection of players. Players are evaluated on their own merit and each year stands on its own. There are no prior promises of selection or guaranteed positions. All decisions are final. There will be no refund for dues paid. Evaluation fees are considered part of dues. Dues are incorporated into the budget even if the player did not attend evaluations. Dues will remain

the same regardless if the player attended evaluations, joined late in the season, or is unable to complete the season.

The only players selected for a team will be those who, in the opinion of the team coaching staff, are able to compete at the appropriate level. In accordance with the USA Hockey rules, the maximum number of players shall be twenty (20: 18 skaters & 2 goaltenders) for all teams unless otherwise approved by the Board and the affected Head Coach. The Board may approve the addition of new players during the season on an individual basis. Players will be placed upon evaluation of the Hockey Director and his designated coaching staff.

The Board President or her/his designee shall confirm all team selections at the conclusion of evaluations.

If a player is expelled from the club for an infraction of the rules and regulations, or if a player or parent requests a release, no refund shall be given.

The Club will not engage, or otherwise be involved, in the recruiting of any player outside Bayard Rustin and its feeder schools.

SELECTION OF COACHES

The selection and/or hiring of coaches for all teams will be the responsibility of the Hockey Director and will require approval of The Board. Only coaches who possess valid and current qualifications as outlined in the rules and regulations of the WCASD, USA Hockey, ILMSHL and ICSHL rules and By Laws will be eligible for coaching appointments.

All coaches will serve for a term of one year and may be eligible for return upon the approval of the Board.

All coaches' annual salary, if applicable, will be determined by the Board and incorporated into the club's annual fee. Any coach that does not complete his/her annual coaching assignment shall reimburse the club on a pro-rated basis for the balance of the year and/or for the time "not served".

The Board may remove or suspend a coach for cause at any time.

TEAM COACHES

The Team Head Coach and his/her assistants are responsible for developing the hockey skills of every player, and the team orientation that is important in building character. This position is one that should be viewed as an opportunity to develop young people both athletically as well as socially. The following are the responsibilities and obligations of coaches.

1. To establish and communicate Club rules to both players and parents at the beginning of the season, and to enforce and abide by these rules.
2. To continue to strive for coaching excellence with year long teaching.
3. To strive to make all communication and judgments on players and parents positive.

4. To provide support, understanding and public approval of the Club, team coaching staff and personnel.
5. To provide the team with an ideal role model image that can be respected and valued.
6. To treat all players equally, fairly and respectfully. They are chosen as part of a Club, and should be assimilated and disciplined within a team concept. A coach does not have the authority to release a player. It must be referred to the Board.
7. To maintain proper team discipline at all times with the help of the Team Representative.
8. The Team Head Coaches have a primary obligation for the supervision and well being of the entire team AT ALL TIMES.
9. To report to team representatives and Hockey Director all disciplinary infractions.
10. To enforce disciplinary decisions issued by the Board and Disciplinary Committee.
11. To retain for examination at any time, all required paperwork, particularly, MEDICAL RELEASES and Consent to Treat forms for each player.
12. Needs to maintain a high level of communication with the Hockey Director. The Hockey Director will be made aware of all non-league games, changes made to practice schedules and player injuries with updates of them, player clearance thereafter.
13. To record player attendance at games and practices.
14. To have coaching representation at every coach meeting as scheduled by the Hockey Director.
15. To keep all team equipment, including maintenance of the team's first aid kit. This will include collecting team equipment at the end of the year and delivering to the Hockey Director.
16. To determine player availability for games, practices, tournaments, and team events.

TEAM REPRESENTATIVE

Each Team shall have a Team Representative who will be appointed by and report to the Board of Directors. The Team Representative will have an obligation to assist his or her coach in the job of creating a positive atmosphere for the team and everyone associated with it. The Team Representative is the primary channel of communication between the coaching staff, parents and the Club as well as manager of administrative functions of said team.

His/her responsibilities shall include:

1. To be the liaison between the coaching staff and parents.
2. To work with the club Secretary to keep parents and players informed in writing or Email of all schedule changes or additions and road trip arrangements if necessary.
3. To keep the team statistics for use on club projects such as the yearbook and to ensure players statistics for patches (awards) are turned in to the Secretary at the end of the year.
4. At the Varsity level, call in game scores to the Daily Local if the coach cannot make the calls.
5. To arrange for team announcements to be made at the schools, including game highlights.
6. To secure checks from the Treasurer to pay referees as required.
7. To assist the coaching staff before games with score sheets and any other administrative tasks, including score sheet labels for high school games.
8. To assist injured players off the ice to the locker room during games and practices for safety reasons. To inform the Hockey Director and the Secretary when any player on

- your team has been injured in a game or practice when it results in a loss of playing time.
9. To report to the Vice President or any Board member any disciplinary infractions.
 10. To arrange non-league games at the request of the coaches.
 11. To assist the Secretary in obtaining and processing all USA Hockey and league paperwork and registrations.
 12. To compile and deliver to the Secretary all required paperwork, particularly, MEDICAL RELEASES and injury reports for each player.
 13. To create monthly email reports about respective team and submit said reports to his/her coach and the Board of Directors. The Hockey Director will create the template needed for this monthly report and will be used by all Team Representatives.

OBLIGATIONS

PLAYERS

The players are the reason for the existence of the Rustin Hockey Club. Many people volunteer countless time and energy so that you may have the most enjoyable and productive hockey experience possible. Along with the privilege you have earned with your hockey ability goes the responsibility of maintaining excellence both athletically and academically. In order to insure the best season possible, players are expected to contribute both on and off the ice. The following is intended to establish a basis for an enjoyable and successful season.

1. Players must maintain academic and FINANCIAL eligibility as outlined by the RHC and the West Chester Area School District.
2. Be on time for all practices and games.
3. Help with team fund raisers during the year. Don't expect your parents to do all the work.
4. Obey all team and club rules and regulations.
5. Listen when your coaches or Representatives are speaking.
6. Allow for constructive criticism from coaching staff.
7. Treat your teammates, coaches and others with respect.
8. Encourage others on the team. Pick up the team rather than put it down. Think of how your comments will affect others before you make them.
9. Do your best at all times and have FUN.

PARENTS/GUARDIANS

The club welcomes and expects the active participation of the parents and guardians. Without them, there would be no Club. Parents/Guardians as well as relatives and friends are encouraged to attend all games and other activities. The cheering helps the team and builds a family relationship between the players and their families. Also running a successful team requires much more than the Coaches and Representatives can possibly do. The Coaches and Representatives volunteer large amounts of their time for the team members and therefore, deserve your help and support whenever possible. Volunteers are always needed, so please try to help in any way you can.

CODES OF CONDUCT

PLAYERS CODE OF CONDUCT

Players on all RHC teams represent the West Chester Area School District on and off the ice. As such, they are to conduct themselves in a positive and disciplined manner, which will

reflect favorably on the school district.

Players are expected to be in the locker room 45 minutes before a scheduled game and 30 minutes before practice begins (unless otherwise determined by his/her coach). A player must be fully dressed 10 minutes before the start of a game/practice so the coaching staff can hold a talk with every player's full attention. Waiting until the last minute to have skates sharpened or to buy equipment from the rink pro shop shows a player is not properly prepared for the game. Therefore, if a player needs to have skates sharpened or purchases made the night of a game, plan on arriving at the rink early enough to be in the locker room 45/30 minutes prior to the game/practice start time.

Players are permitted to play on another organized hockey or school related team and are reminded of their dual responsibilities to both teammates and coaching staffs. In the event of conflicts, advanced notification must be given to the coaches. Games have priority over practices.

All players are expected to be at all on-ice practices and at all off-ice workouts, unless given permission by the coach. If a player has to miss a practice or any other scheduled event, it is the player's obligation to personally notify the head coach as far in advance as is practical, asking his permission and giving a full explanation of why the practice or team event must be missed. When a player misses a practice, there is always the possibility his position may be earned by a fellow teammate. When a player misses a team event without notification, he may be suspended from playing a game or games. Imposition of a suspension and length of that suspension will be the sole responsibility of the coaching staff.

Players must maintain academic and financial eligibility as outlined by RHC, and the West Chester Area School District.

No visitors are permitted in the team locker room without prior permission of the Head Coach.

Suspended players may be asked to attend practices and games as a spectator or as a dressed non-participating player, depending on the coach's choice.

A player may not play in a game if they do not have their Game Uniform or any other necessary equipment.

In order to ensure the successful management of RHC, players, parents, coaches and managers have the responsibility for obeying Club policy. The following infractions by a player will be sufficient cause for disciplinary action that could result in dismissal from the Club:

1. Failure to follow the dress code as per the attached disciplinary guidelines.
2. Use and/or possession of illegal drugs.
3. Drinking alcoholic beverages of any type at any club or school function.
4. Smoking or chewing tobacco products at any club or school function
5. Stealing from teammates or Club property/equipment.
6. Malicious destruction or damage of any property, including locker rooms, or any place used by the Club for any function.

7. Missing scheduled events such as games, practices, or team functions without the coach's permission.
8. Refusal of a player or parent to follow pre-arranged lodging arrangements.
9. Insubordination, including disrespect to a coach or team representative and the use of abusive language.
10. Non-payment of any fees on the scheduled announced dates unless prior arrangements have been made at the discretion of the treasurer.
11. Striking or threatening a teammate, opposing player, coach, game official or spectator.
12. Bringing firearms, ammunition, explosives, knives (blades longer than 3 inches) or any instrument for use of malicious intent to any Club function.
13. Hazing or any other player harassment.

The following guidelines are considered when determining the severity of an infraction and subsequent action or level of discipline:

1. Minor infraction - Any player behavior that violates the guidelines of the Club and results in minimal adverse impact on the Club. An example could be the player's failure to follow the dress code.
2. Serious infraction - Any player behavior that results in serious adverse consequences for the player, teammates or the club. An example could be a player with continued absence from practice.
3. Major infraction - Any player behavior that results in significant adverse consequence to the player, teammate or the Club. An example could be the use or sale of illegal drugs at a Club function.

Parents should note that all levels of discipline will be documented by the Discipline Committee, reported to the Board and remain a part of the player's record.

COACHES CODE OF CONDUCT

1. Winning is a consideration, but not always the only one. You should care more about the child than winning the game. Remember, players are involved in hockey for fun and enjoyment.
2. Be a positive role model to your players; display emotional maturity and be alert to the physical safety of players.
3. Be generous with your praise when it is deserved; be consistent and honest; be fair and just; do not criticize players publicly; learn to be a more effective communicator and coach; don't yell at players.
4. Adjust to the personal needs and problems of players; be a good listener; never verbally or physically abuse a player or official; give all players the opportunity to improve their skills, gain confidence and develop self-esteem; teach them the basics.
5. Organize practices that are fun and challenging for your players. Familiarize yourself with the rules, techniques and strategies of hockey; encourage all your players to be team players.
6. Maintain an open line of communication with your players' parents. Explain the goals and objectives of your association.
7. Be concerned with the overall development of your players. Stress good health habits

and clean living.

8. To play the game is great; to love the game is greater.

PARENTS CODE OF CONDUCT

Naturally, the conduct of the parents (and/or guardians) reflects on the team and the Club. In this regard, parents are reminded that any repeated unacceptable behavior by a parent could result in your child being dismissed from the team without any recourse or refund of fees. The following are some reasons for immediate suspension of player and parent pending the Discipline Committee decision. This list is not intended to be a complete list of offenses, but rather to establish the spirit of the policy:

1. Fighting or any physical abuse of the coach, manager, club official, other parent, or game official.
2. Repeated verbal abuse of any of the above.
3. Providing any member of any team with alcohol or any controlled substance.
4. Failure to meet financial obligations in full and in a timely manner. A service charge will be assessed for each returned check.
5. Repeated berating of player(s) or coach(s) to the detriment of the team.

The teams play a very competitive schedule and there is enough pressure on the players without adding to it in the car or at home. Please make any criticism of your child's play as constructive as possible. No one enjoys having anything derogatory said about their child, so please keep this in the mind before making any comments. (Would you want this said about your child?) Players are certainly aware of what is being said at home, be it about another player, coach, manager, etc., and it is bound to have a detrimental effect on the way your child relates with his/her coach and team. So again, anything that is said should be of a positive nature. Parents expect a lot from their children, but please make your expectations reasonable. It is the job of the coaching staff to instruct and teach the players. Parents shall avoid giving players specific instructions regarding techniques, positioning, etc as they may be contrary to the coach's teachings (particularly during games).

ELIGIBILITY RULES

All Club members, elementary, middle school and high school players are subject to RHC ineligibility rules. A player may become ineligible due to grades, suspensions, disciplinary reasons or non-payment of dues. The ineligibility will last until the reason for ineligibility is corrected. The Team Head Coach is responsible for assuring that ineligible players do not practice or play in games.

WCASD Eligibility

The Club policy shall be consistent with the West Chester Area School District policy as it pertains to player eligibility.

1. The Hockey Director will contact pertinent school officials on a weekly basis to determine the academic and disciplinary eligibility status of each player in the program. On a daily basis the Hockey Director will contact pertinent school officials to determine the attendance eligibility status of each player in the program. The Hockey Director will inform the relevant Head Coach if any of their players are ineligible.
2. Any player deemed ineligible by school district rules will be contacted by their coach

and notified that they may not participate in any club activity (including practice) until he/she is again eligible.

USA Hockey/League Suspensions

1. The Vice President will keep a log of any player or member suspended by the Club, USA Hockey or the league, noting the player's name, reason for suspension, and date(s) served.
2. If any further disciplinary action is needed under the club disciplinary policy, the Vice President will convene a meeting of the Disciplinary Committee to determine what action is needed.

RHC Discipline Policy

1. Violations of the RHC disciplinary policy will be reported to the Vice President.
2. The Vice President will convene a meeting of the Discipline Committee to investigate the incident and recommend to the Board as to what action should be taken.
3. After the Board decides the course of action, the Vice President will notify the Coach and Team Representative if further action is warranted.

Financial Ineligibility

The Treasurer will inform the team representative and President if a player is ineligible due to non-payment of dues, fees, or other charges.

DISCIPLINE & ELIGIBILITY COMMITTEE

The responsibility of this committee shall be to enforce the RHC Code of Conduct in spirit as well as to the letter. The committee shall consist of the Vice President, who shall chair the committee, and at least three club members selected from the Club membership appointed by the Vice President. The Board will have final approval of these selected members.

All matters that relate to infractions of the RHC Code of Conduct shall be brought before this committee. In all matters brought before the committee, a majority vote shall decide the issue, subject to the final approval of the Board. Any Board member whose player is the subject of disciplinary action shall excuse himself/herself from any disciplinary determination. All members of the committee shall be present for all committee proceedings. Any player, parent, coach or manager may submit an infraction or complaint by contacting a member of the Board. The Board shall determine if the infraction or complaint requires committee evaluation. All decisions on discipline and eligibility shall be documented by the Discipline Committee, reported to the Board and remain a part of the players record. The Board shall have the authority to remove any member for violating the Code of Conduct and Disciplinary Policies of the Club.

Amendment of By Laws

These By Laws should be reviewed on an annual basis and may be amended as deemed necessary. Any and all proposed amendments must be placed before the Board for review and will then be brought to the general membership for consideration during the next regularly scheduled meeting. Amendments shall become effective immediately after successfully passing a true majority vote of the membership. A true majority vote requires at least one more than half of the total number of eligible members present at this meeting. No

proxy voting will be allowed for the amendment of the bylaws. Members must be present to vote.

**RUSTIN ICE HOCKEY CLUB
DISCIPLINARY GUIDELINES**

CAUSE OF DISCIPLINE (INFRACTION)	1ST OCCURENCE	2ND OCCURRENCE	3RD OCCURENCE	NOTES
Use or possession of illegal drugs at any club or school function	Case by case basis	Suspended for remainder of season	Banned, no longer allowed to participate in program	During players entire eligibility (MS through HS)
Selling or distributing illegal drugs	Banned, no longer allowed to participate in program			During players entire eligibility (MS through HS)
Drinking alcoholic beverages at any club or school function	Case by case basis	Suspended for remainder of season	Banned, no longer allowed to participate in program	During players entire eligibility (MS through HS)
Smoking or chewing tobacco products at any club or school function	Coach's decision	Minimum 1 game	Minimum 2 games	
Malicious destruction or damage of any property, including locker rooms, or any place used by the club for any function	Minimum 2 games & payment of damage	Suspended for remainder of season	Banned, no longer allowed to participate in program	During players entire eligibility (MS through HS)
Refusal of a player to follow pre-arranged lodging or transportation arrangements	Coach's decision	Case by case basis	Case by case basis	
Insubordination, including disrespect, use of abusive language or threatening a coach, club representative, teammate, official, spectator, or parent	1 Game	3 Game	Suspended for remainder of season	
Non-payment of fees on agreed dates	Suspended until financial duty fulfilled	Suspended until financial duty fulfilled	Suspended until financial duty fulfilled	
Striking a coach, game official, or spectator	3 Games	Suspended for remainder of season	Banned, no longer allowed to participate in program	During players entire eligibility (MS through HS)
Bringing firearms, ammunition, explosives, or knives (blades longer than 3 inches) to any club function	Suspended for remainder of season	Banned, no longer allowed to participate in program		
Hazing or any other player harassment	Coach's decision	Case by case basis	Suspended for remainder of season	

CAUSE OF DISCIPLINE (INFRACTION)	1ST OCCURENCE	2ND OCCURRENCE	3RD OCCURENCE	NOTES
Throwing objects into stands	2 Games	Suspended for remainder of season	Banned, no longer allowed to participate in program	During players entire eligibility (MS through HS)
Striking and/or physical abuse of a teammate	3 Games	Suspended for remainder of season	Banned, no longer allowed to participate in program	During players entire eligibility (MS through HS)
Stealing from a teammate, the club, or the rink	Case by case basis	Suspended for remainder of season	Banned, no longer allowed to participate in program	During players entire eligibility (MS through HS)
Missing games or practices without permission. Failure to follow the dress code.	Coach's decision	Coach's decision	Coach's decision	