



MANITOULIN PANTHERS HOCKEY ASSOCIATION

POLICIES

Revised December 2017

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COACH SELECTION POLICY

SELECTION OF COACHES

The Manitoulin Panthers appreciates the strong interest in coaching the Rep level hockey teams. In some cases there are more applicants than there are teams available. It is often difficult to place all applicants with their first choice and often there is disappointment when a coach is not awarded a team. The coach selection committee may interview candidates and make recommendations based on the information gathered during the interview process, coach's evaluations forms, history with the organization and any other relevant information that will ensure the selection of the best possible candidate.

The overall objective is to select coaches that will have the greatest benefit to the kids in the program and meet the requirements and the mandate of the Manitoulin Panther Association.

1. All candidates will submit a coaching application prior to the established deadline date. Coaches may be interviewed for positions. Coaches must be eligible for proper coaching certifications to apply and must clear a criminal reference check to maintain position.
2. The Panther organization will utilize the OHF and Hockey Canada Coaching guidelines, as well as the established the Coach Interview Questions, as a basis for coach selection and for Manitoulin Panther Coach expectations and duties.
3. Applicants may be short-listed for interviews.
4. All applicants may not be contacted for an interview.
5. There will be an interview for all divisions, even if only one applicant.
6. A Coach Selection Committee will be established and approved by the Executive, comprised of one Executive member and up to four (4) other neutral individuals with extensive background knowledge and or experience, in coaching and in the game of hockey, to ensure a thorough and impartial process in choosing the best person for the job.
7. Coach Selection Committee members must abstain in the interview and evaluation of any coaches for a team, where they may have a direct family relation on the team in question (ie; child, grandchild, nephew)
8. Potential conflicts of interest must be brought forward or challenged by any/all Coach Selection Committee members, to ensure the perception of bias is minimized.
9. Coach Selection Committee, upon request, may take into account and review Coaching Evaluations Forms for any applicants who may have coached the previous year.
10. Every effort will be made to have head coaches named, prior to the first tryout skate. Once the Head Coach has been informed, the Head Coach will then recruit a Manager for the team as soon as possible, which must be ratified by the Executive. All other team staff are to be named once the full team roster has been finalized.
11. Once Team Coaches have been ratified, Head Coaches must sign offer of agreement form, prior to tryouts or team functions.
12. Once full team staff has been named and accepted by the Executive, a full team interview will take place.

13. There will not be a limit placed on the number of years a coach can remain with a team, however, continuance for subsequent years will always be reviewed and evaluated on an annual basis.
14. Coach selection for each division will be posted on the Panther website once determined and only when it has been approved by the board.
15. All applicants, whether successful or not, will be informed in writing of the outcome of their interview. Always contact successful applicants first.

INTERVIEW PROCESS

1. Established questions will be offered to the Coach Interview Selection Committee. Interview Committee does have the discretion to ask additional questions as they see fit, but must be agreed upon prior to first interview.
2. Previous experience, success, evaluations and interview evaluations/responses may be used for Coach determination/selection.
3. Final selection will be determined by consensus, through discussion amongst all group members and equal participation.
4. Recommendations will be put in writing on the form provided, with all Selection Committee members signing off, in agreement.
5. The Coach Selection Committee makes recommendation to the Executive for final approval, of their final selections for Head Coaches. If there are concerns with the recommendations, the Executive may express concern and/or make recommendation for the Selection Committee to have further consideration, **only if there has been a breach in process** or an extreme oversight in the facts, for the person of choice.

CRITERIA

- Coaches should have a strong coaching background and hockey experience.
- Coaches must be eligible for proper certification and Criminal Reference Checks (CRC) /Vulnerable Sector Search (VSS)
- Personality and attitude; The Coaches ability as a leader, role model, communicator, and their ability to recognize their influence on those around them.
- Must agree to comply with the direction of the Panther organization and its policies, as set out by the Executive
- Must be in good standing with the Panther organization.

TRYOUTS POLICY

The Manitoulin Panther organization is a Rep Hockey program that brings together dedicated, skilled players and dedicated, experienced coaches to form team to play against the best hockey players and coaches of similar ability. Playing Rep hockey is a privilege, not a right, for the skilled hockey player. Not every person trying out will make the team. This being said, it is not skill alone that dictates who will be selected and able to participate in the Rep hockey program. Evaluations may take into account, skill level, attitude, coach-ability, enthusiasm, heart, desire to play, leadership skills, confidence, knowledge of the game, past history with the organization and any other attributes deemed necessary by the try-out selection committee for the given

division. The intent of our tryouts is to provide a fair and impartial assessment of a players total hockey skills, both during skills demonstrations as well as scrimmage sessions.

A. ADVERTISEMENT

- a. The dates for the tryouts will be posted on the Panther website immediately, once a date for ice time has been confirmed by the Executive
- b. The determined dates for the tryouts will be posted on the Association Website a minimum of 2 weeks prior to the first skate, by the Panther Executive Committee Secretary.
- c. All present team managers for each Panther division must ensure all parents of their team are notified of the dates.
- d. Notification will be sent to MMHA, to be forwarded to all team managers at various levels within the MMHA.

B. REGISTRATION:

- a. All players must have proper releases submitted prior to being permitted any ice time.
- b. Tryout fee will be \$15 per skate, payable before going on the ice. All money submitted to Panther Organization.
- c. All players registering for tryouts must elect for either goalie or a player and be considered only for a position they registered for. Please Note: Coaches may put players in positions that are best suited for the team or player, at the Coaching staffs discretion, and not necessarily the position they may have played on a previous team, or the position the parent wishes for them to play.
- d. All players chosen for the team will be notified immediately following tryouts completion. All selected players will be **required to submit a non-refundable deposit of \$100** to the association, within 1 week of notification, to demonstrate commitment to both your team and the association. Players, not submitting deposit will be removed from team list and replaced. Players will not be officially signed to the team until the fall, to finalize the team selection process.

C. COACHING STAFF

- a. Only a Head Coach will be chosen prior to the tryout process, and only the Head Coach will be involved in the team selection.
- b. Other Assistant Coaches and team staff will be chosen after all players are selected for the team, as laid out in the Coach Selection Policy
- c. If the Head Coach has a child trying out, the evaluation and determination of whether this player has the ability to be chosen for a spot on the team, will be determined by the other members of the Selection Committee for the division. If the Head Coaches child is not chosen for the team, the Head Coach may choose to opt out of the Head Coaching position.

D. SELECTION COMMITTEE

- a. A Selection Committee will be put together for each division, comprised of the Head Coach and up to 3 other non-biased individuals, who have no children, grandchildren or nieces/nephews trying out for specific team being evaluated. They must have sufficient hockey knowledge for the specific division. Any other perceived conflicts must be brought forward to the Selection Committee, for determination. Selection Committee members may assist in more than one division. The Panther Head Coaches of the lower division teams are to be consulted by the Committee on all players trying out for a higher division team before final selection.
- b. Selection Committee members will be chosen and ratified by the Executive.
- c. The Selection Committee will each use a standardized organization Evaluation Form, scoring each player on the necessary requirements to play at the Rep level, and selecting/ranking players in numerical order
- d. Only the Coach from the Selection Committee may be on the ice with the players, if he so chooses.
- e. Each member of the Selection Committee has an equal vote on who they feel should be on the team and the Head Coach will accept the outcomes of the results as presented by the group. Majority rules on player selection. If there is a dispute on a player, and it appears to be divided, head coaches preference for a player will prevail
- f. The Panther Executive Committee, through board motion, must ratify finalization of team selection. Note: the Executive Committee cannot over rule the recommendation brought forward, but can send back to the Selection Committee for further review, if and only if, it can be pointed out that there was a violation in the process, as set out in this policy. Recommendations brought forward are to be signed by all Selection Committee members.

E. PROCESS:

- a. All tryouts for the Panther organization will consist of a spring skate, where the selection committee will make every effort to finalize the team selection. However, if the selection committee feels there is not enough talent or numbers to finalize the team in question, upon approval from the Executive, they may hold a fall skate, to finalize their team. The Executive Committee determines dates for spring tryouts, to be immediately following the completion of the OHF Championships, for all teams. Depending on ice availability, for spring skates, this may revert to just a fall tryout process, but the intention will always be to have a Spring Tryout.
- b. It is the policy of the Manitoulin Panthers, that each registered player will play in his/her age level, as set forth by NOHA Hockey Rules/Regulations
- c. It is recognized by the Manitoulin Panthers, that for the exceptional player, PROGRESSION to a higher level. It must also be recognized that skill level alone, is not the determining factor for approval to be considered. Final decisions are at the discretion of the Executive Committee.
 1. Parents MUST submit intent to have their child play as a Progression Player. They must do so, in writing, no later than 1 week prior to start of tryout process.
 2. Approval to do so must be granted by the executive in conjunction with recommendations from previous team and Coach of upper level team. If granted, parents will also be required to sign memorandum of understanding document.

3. There will only be one spot made available for progression, per team. (Exception to the rule may be the association, entry-level team).
 4. Progression is only deemed acceptable, where it is determined there is exceptional skill level to warrant consideration. The player in question must be deemed to be in the upper half of the team in overall skill level.
 5. If granted progression, the player must also skate and try out for their original division team, to ensure proper assignment to the appropriate division for the player. (Please note, after first scrimmage, consideration for progression may be withdrawn, asking player to return to original division)
- d. Teams/Coaching staff may choose to enter a summer tournament, if they feel this is required or beneficial to their team.
 - e. Teams must strive to fill a maximum of 15 skaters and two goalies - depending on Affiliated Player Program (APP) applications; however, depending on skill level, number of accepted APP applicants, and number of participants, a team can go with a minimum of 1 goalie and 12 skaters. Consideration of the applicants to the APP must be given when finalizing the number of Roster spots available. The minimum number must be agreed upon by the Selection Committee and ratified by the Executive. The exception to this rule is with the entry level program, whereby, they may be considered to ice a team, with 1 goalie and 10 skaters (still requiring approval of the Executive).
 - f. Each player trying out is entitled to the first two initial ice times, after which, players may be released. Any players being cut from the spring skate are entitled to try out again in the fall tryouts (if available).
 - g. Each try-out will have a minimum of one scrimmage (1hr in length), as the second skate, to evaluate how the players apply their skills in a game situation.
 - h. Each try-out will have a minimum of 3 separate 1 hr skates, however, Selection Committee may request more skates if they deem necessary.
 - i. The selection committee reserves the right to ask on-ice instructors to put a certain player on the ice or in a situation, to allow for further review.
 - j. Players will be chosen based on skill level, not positions of choice by parent/player.
 - k. Players will be sorted from highest to lowest scores from tryout data.
 - l. More weight will be given to second year players, if try-out selection committee deems scores close.
 - m. Each team will strive to ensure 1/3 of each team is comprised of first year players to ensure continuity and growth of Manitoulin Panther Hockey Development. Anything less than this in the finalizing of a team, due to limited numbers or skill level, will need prior approval of the Executive.
 - n. Players are not permitted to wear any organization colors/jersey items throughout any of the skates.
 - o. Goalies may not be required in the skills evaluation, whereby they will have a separate session set aside for a specific goalie evaluation.

- p. Team selection will be posted on the Panther website at a later date. Notification of team selection status will be by letter format, via email, immediately following tryout completion.
- q. All scoring evaluations are kept confidential, however every participant is entitled to a copy of the Evaluation scoring, to see what areas they need to improve in. The scoring of the evaluation is ABSOLUTELY not open to opinions and/or discussion of disagreement with scoring, but further explanation of scoring can be considered, if selection committee feels it is for productive reasons.
- r. Appeals can be made on the team selection process, first to the Selection Committee. Appeals must be based on a breach in process as laid out in this policy. Appeals will not be considered based on OPINIONS, of skill level or disagreements in scoring.
- s. In the case of known injury/illness, which is brought forward to the attention of the selection committee, the selection committee may hold a spot for a later review/assessment of a player, if it is believed that the player is above average and warrants consideration. Such consideration may also take into account the previous year's performance on a Panther Team.

Tryout skills, which may be taken into consideration when assessing/evaluating players to play at the Rep level include, but are not limited to:

SKATING

Fwd speed
 Endurance speed
 Fwd Crossovers
 Bwd crossovers
 Bwd S turns
 Stops and starts
 Bwd/Fwd transitions R/L
 Pivots

SHOOTING

Wrist Shot
 Slap Shot
 Snap shot
 Back Hand
 Accuracy
 Power
 On the fly

PUCK HANDLING

Through pylon's
 Tight turns
 Fwd/Bwd pivots around pylons
 Straight-line speed
 Figure 8's
 Quick hands
 Soft hands
 In traffic

PASSING

Accuracy
 Forward pass
 Bwd pass
 Receiving a pass
 Reads/spots open man
 Use of feet to receive pass
 Moves puck quickly
 Does not telegraph pass

POSITIONING

Fwd on defence
 Defence on fwd front of net
 Wingers on side
 Breakouts from defence zone
 Centreman 2 way play

BATTLING

Corner battles
 Blue line battles
 Face off battles

CHECKING

Defence holding the line
Defence support
Winger offensive zone movement
Fwd screens in front of net
Cycling
Gap control

Angling
Checks within the rules
Aggressive/tentative
Does not retaliate
In control while checking
Recovery after attack

ANNUAL GENERAL MEETING POLICY

The Manitoulin Panther AGM will be held in May of every year in accordance with Manitoulin Panther Constitution and Manitoulin Panther AGM Policy

1. A nomination form must be submitted to the association secretary of the association by email by, 4 weeks prior to AGM date.
2. Nominees must accept nomination within 14 days of the AGM, by submitting the nominee acceptance form.
3. Should there be only one applicant, that individual may be acclaimed at the AGM. If there are two nominees, re-confirmation of acceptance of nomination will occur at the AGM and a ballot process will be used if two or more nominees are still willing to fill the position.
4. Should the nominee not respond by the deadline, it will be assumed they do not accept the nomination and will be removed from the master nominee list.
5. In the event of no nominees for a position, by the close of the nominations deadline, the position will remain open and be filled following the scheduled AGM.
6. All executive officers: the President, Vice-President, Treasurer, Secretary, are to be elected annually by a majority of votes cast by the registered membership at the AGM.
7. No one shall be eligible to stand for an election to the office of the president, unless having served in good standing, as a member of the executive council, a member of the coaching staff, or manager in the association, in any one of the last three seasons prior to the AGM.
8. Only current members in good standing may nominate, self-nominate, or endorse a self-nomination.
9. In the event of a conflict of interest with Chairperson (President) another member of the current Executive Committee will assist with Chairing the meeting
10. Roberts Rules of Order will be utilized
11. Voting Members will sign in upon arrival and receive voting card. Where there are two parents of a registered child, both parents are entitled to a vote.
12. Only registered members can speak at the AGM and must raise card before speaking, and state which player they are representing. Chairperson will then determine order of speakers. Those speaking must stand.
13. For any given issue, a member may only speak twice to an issue. The second opportunity will only be permitted after all others have had a chance to speak.

EXECUTIVE COUNCIL NOMINATION FORM

NOMINATION FORMS MUST BE SUBMITTED TO THE ASSOCIATION SECRETARY, MARJ MOODY, AT m_moody@sympatico.ca BY 4:00 PM ON April 18TH, 2018.

NOMINATION FOR:

- PRESIDENT VICE – PRESIDENT
 SECRETARY TREASURER

(Tick that which is applicable. Please nominate only one position per nomination form.). Self-nominating is acceptable but will require support from two current separate members who are in good standing.

NOMINATOR: FULL NAME: _____

SIGNATURE: _____

PHONE NUMBER: _____

SECONDER: FULL NAME: _____

SIGNATURE: _____

PHONE NUMBER: _____

NOMINEE: FULL NAME: _____

ADDRESS: _____

EMAIL ADDRESS: _____

PHONE NUMBER: _____

EXECUTIVE COUNCIL NOMINATION ACCEPTANCE FORM

NOMINATION FORMS MUST BE SUBMITTED TO THE ASSOCIATION SECRETARY, MARJ MOODY, AT m_moody@sympatico.ca BY 4:00 PM ON MAY 2ND, 2018.

NOMINEE FULL NAME: _____ NOMINEE SIGNATURE: _____

DATE: _____ PHONE NUMBER: _____

NOMINEE ADDRESS: _____

NOMINEE EMAIL ADDRESS: _____

I ACCEPT MY NOMINATION FOR THE POSITION OF:

PRESIDENT VICE – PRESIDENT SECRETARY TREASURER

PLEASE SELECT ALL THAT APPLY:

YES NO

- | | | |
|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | HAVE A CURRENT & CLEAR CRC OR VSC |
| <input type="checkbox"/> | <input type="checkbox"/> | CAN COMMIT TO MONTHLY MEETINGS |
| <input type="checkbox"/> | <input type="checkbox"/> | HAVE PREVIOUS EXPERIENCE ON A BOARD OF DIRECTORS |
| <input type="checkbox"/> | <input type="checkbox"/> | UNDERSTAND THE PANTHERS IS AN "INTRO TO REP" PROGRAM |
| <input type="checkbox"/> | <input type="checkbox"/> | SPEAK OUT/RESPECT IN SPORT CERTIFICATION |
| <input type="checkbox"/> | <input type="checkbox"/> | EXPERIENCE IN THE POSITION NOMINATED FOR |
| <input type="checkbox"/> | <input type="checkbox"/> | HAVE REFERENCES WHO WILL SUPPORT ME |
| <input type="checkbox"/> | <input type="checkbox"/> | AM WILLING TO TAKE TRAINING AT MY OWN EXPENSE |

EXPERIENCE (attach additional pertinent information if req'd):

EDUCATION (attach additional pertinent information if req'd):

REFERENCES (OPTIONAL):

1. _____ 2. _____

Please be aware, your credentials will be shared publicly to eligible voting Members to educate them with whom you are to help them make an educated decision on the individuals running for a position.

GOOD STANDING POLICY

The Manitoulin Panther reserves the right to determine any and all rulings for those “Not in Good Standing”.

1. Those members who have made a zealous violation of Panther Policies, regulations or documents, may be determined as “Not in Good Standing”.
2. Those members who have quit/removed their child from Association, for any reasons, other than those listed under “Reimbursements”, may be determined as “Not in Good Standing”.
3. Those members who display extreme abuse (verbal or otherwise) to team staff or members of the Executive Committee may be determined as “Not in Good Standing”.
4. Those members who have unpaid debts with their respective team or association, may be determined as “Not in Good Standing”.
5. Those determined to be “Not in Good Standing”, will remain on list until the beginning of the next season, or longer, depending on circumstances.
6. Appeals may be considered, upon request. Must be submitted in writing, with rationale.

AFFILIATION POLICY

To make affiliated player usage effective, everyone involved must consider that decisions involving affiliated player use are bigger picture decisions, and members should not be focused on their own personal situation.

Advantages – Allowing a capable player to play up provides more challenge to the player which can further player development and can assist a team that doesn’t have enough players.

Disadvantages – moving a player up to the next tier, or age group places the player at more risk, than playing with their own team, therefore it should be recognized that, using an affiliated player does put the “giving” team at risk of hurting their better players and putting their team in a difficult situation. Using affiliated players has also historically has also created parent issues. Using too many affiliated players can also reduce the amount of ice time by the regular players on the team.

Definition:

AFFILIATION: the purpose of affiliating a player is to allow a team that is short players due to illness, absence, or suspension to bring a player onto the team for a game to help ensure you remain competitive.

Coaches will not use affiliated players to replace healthy, capable and willing carded players nor to fill unused roster space except to fill the unused Roster spot dedicated to those in the APP.

Upon approval of the President or designate, Special Circumstances may be approved. Coaches, who wish to use AP players, must follow the following procedures:

1. Under no circumstance will the coach of the higher division contact the player or parents of that player directly.
2. The President or VP, must be informed by coach seeking AP, of the intent to do so

3. Must contact the Head Coach of the lower level team to obtain permission
4. Communication with player and parent will be dealt with by lower level Head Coach
5. Parent must be in agreement with player playing up, understanding everything involved.
6. Proper NOHA forms and guidelines must be followed.
7. It is recommended that the AP Player, attend one team practice with higher-level team before playing a game.
8. The affiliated player's first obligation is to his/her assigned team. Affiliation is not permitted where there are conflicts with assigned team's schedule of practice, games or team events.
9. The Coach of player is encouraged to support association affiliation, except for the following reasons;
 - i. Disciplinary issues
 - ii. Injury
 - iii. Player/parents own request to deny
 - iv. Conflicting team schedules
 - v. Suspension
10. If agreed upon by the players Head Coach, the player's coach will notify the Panther President of the intent to allow AP status for a player.

Any disputes among coaches, regarding affiliation or the application of AP rules, will be referred to the Executive Committee.

COMPLAINTS POLICY

The Manitoulin Panthers recognize that in the course of its activities, diverging opinions and difficulties can surface and subsequently, complaints may arise. Harassment and abuse complaints are NOT covered by this policy. Manitoulin Panthers cannot guarantee complete confidentiality in all matters, but will strive for confidentiality. Complaints will be addressed according to severity, resources and safety for participants.

What this policy doesn't cover?

- Verbal or anonymous concerns
- Actions outside of sanctioned team events
- Complaints regarding the running of a team, coach selection, players selection, referees, or games
- Complaints, not submitted in writing

Process:

- 1) All complaints brought forward must be submitted in writing, utilizing the Complaint Submission Form.
- 2) The Manitoulin Executive reserves the right to determine the validity of all complaints brought forward and the recommended course of action, at any point of the process.
- 3) Complaints of a team nature must follow the team grievance process, before attempting to have the Executive address the issue. Proper documentation must be included, demonstrated that the process was followed
- 4) An initial investigation into both sides of the incident/story and the gathering of further information will be carried out as a first course of action. Upon initial investigation, the validity of the complaint will be determined and the course of action
- 5) Course of action may involve any number of scenarios for resolution;
 - i) No action – Complaint determined to be invalid
 - ii) Redirected to proper course of action (i.e.; team resolution through Parent Rep/team process)
 - iii) Discipline
 - iv) A hearing

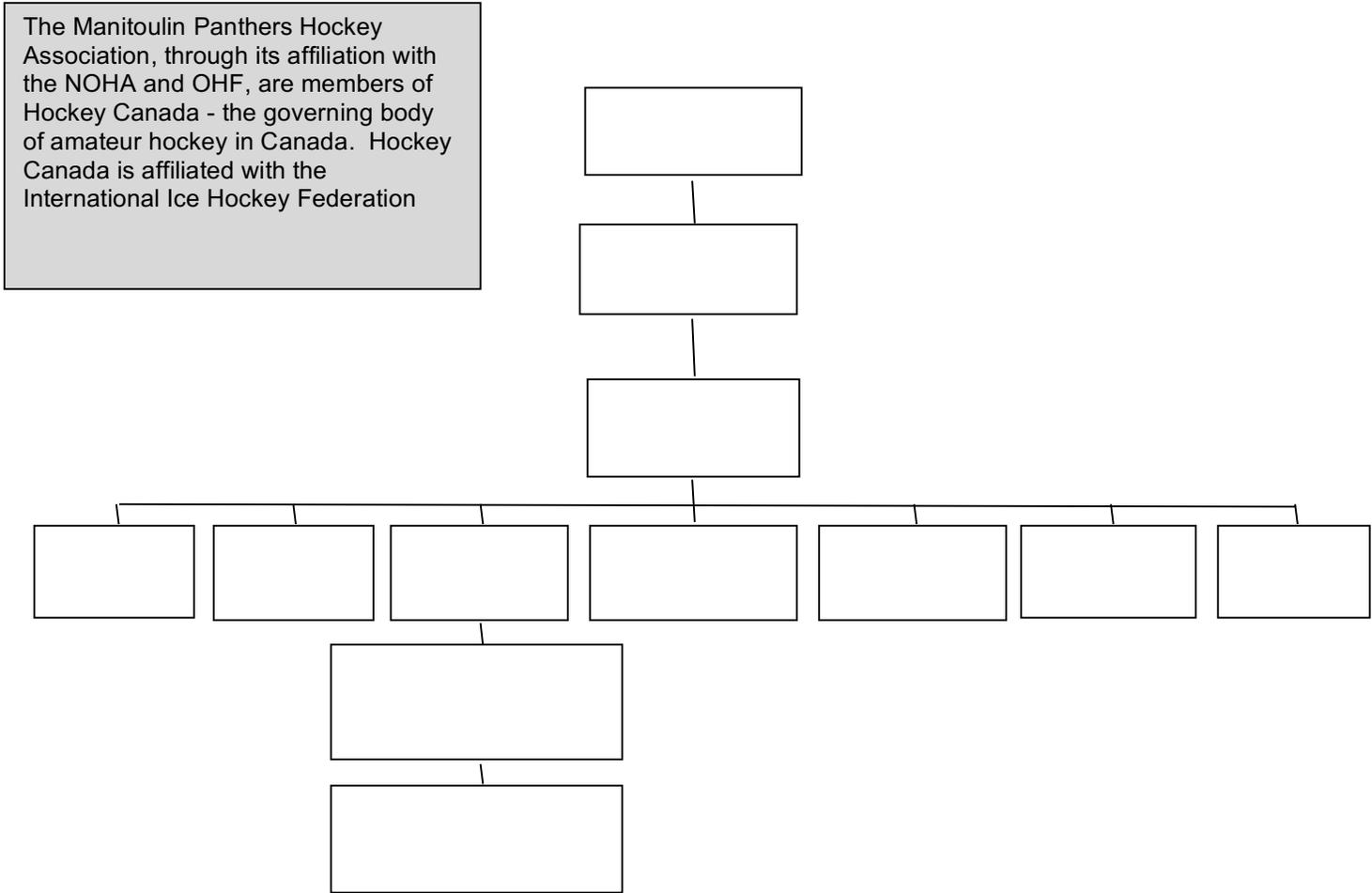
All complaints must be submitted in writing, on the Manitoulin Panther COMPLAINTS FORM, or via an email, detailing all of the following:

1. Complaint name, date, telephone number, & email address
2. Topic (i.e.; team, coach, policy, conduct, etc.)
3. Complaint (include ALL relevant details)

All complaints must be submitted to the President or Vice president.

APPEALS POLICY

STRUCTURE



For your reference, the following chart outlines the structure for which appeals may be made. The Manitoulin Panthers maintains and recognizes its authority in addressing all issues pertaining to its governing documents (Constitution, Rules & Regulations, and Policies) and association membership issues. All appeals of such will be dealt with under the jurisdiction of the Manitoulin Panthers. Panther Association members may appeal to higher level affiliations, once the appeal has gone through proper channels at the association level and/or if the appellant is unhappy with final decision. The Manitoulin Panthers recognize the NOHA as its District Association and as such, recognize governing documents of the NOHA as responsible for governing. As such, the Manitoulin Panthers recognizes the jurisdiction of overturning such appeals, if it can be found that the issue is within their jurisdiction to deal with, and/or that the Manitoulin Panthers has violated said governing documents of the NOHA in the rendering of its decision. The Manitoulin Panther does not recognize the authority of the NOHA to interpret Manitoulin Panther Association governing documents in addressing local membership issues.

Appeals Process

1. The Appeals Committee of the Panther Executive hears and renders decisions on appeals submitted by Panther Association members in regards to decisions made by the Manitoulin Panther Executive.
2. The President, through approval by Executive members, will appoint an Appeals Committee, which will consist of no more than 2 members of the Executive Council and a designate who has no membership, executive status or interest in any of the association teams.
3. No person shall sit on committee, who is the brother, brother-in-law, spouse, common-law partner, sister, sister-in-law, father, mother, grandfather, grandmother, daughter, son, aunt, uncle, employer, employee, counsel or agent of any appellant or other party to an appeal or any witness, whether such witness gives evidence in person or in writing.
4. All appeals must be submitted in writing, on the Manitoulin Panthers Appeal Form or via email with the following information included;
 - Complaint name, date, telephone number, & email address
 - Be concise and preferably use numbered paragraphs. The maximum number of pages that will be accepted is 5 pages
 - The type of appeal being filed
5. The fee for a written appeal is \$100. Payment may be made by certified cheque or money order.
6. Appeals must be made within 72 hrs of incident in question, with both written submission and cheque submitted.
7. Final decisions regarding appeals will be provided in writing, no longer than 14 days following the submission of appeal. The decision will be communicated via email. If no email, it will be communicated via fax or mail.
8. Before proceeding with any appeal, the Manitoulin Panther Executive will determine if appeal has merit to warrant further action, and determine if all proper filing procedures have been followed
9. Before appeal hearing is held, all parties involved will be sent all pertinent correspondence concerning the appeal.
10. Where in a Hearing, that a matter arises that is not expressly covered by the governing documents of the association, such matters will be resolved in accordance with the rules of natural justice.
11. The decisions of the Appeals Committee shall be final and binding on all parties, on all issues relating to Panther Association business and interpretations of Manitoulin Panthers governing documents.

DRY-LAND/PRE-WORKOUT POLICY

The Manitoulin Panther organization is a Rep Hockey program that brings together dedicated, skilled players and dedicated, experienced coaches to form teams to play against the best hockey players and coaches of similar ability. Playing Rep hockey is a privilege, not a right, for the skilled hockey player. The intent of our dry-land/pre-workout policy is to both support Coaching staff and Players to help develop well-rounded athletes within the team and Association.

The Association supports the philosophy that “warming up” is critical to maximizing the effectiveness of the

athlete but more importantly, preparing the athlete to safely participate in a high intensity athletic activity without fear of injury. In addition, "cooling down" is equally important to return the muscles to their relaxed state.

All Coaching Staff with all teams will coordinate, at a minimum, a mandatory 10-minute team warm-up before games, practices, and dry-land sessions. Warm-ups and Cool downs can be performed at the beginning of the scheduled athletic session. Cool downs are also seen as an important part of proper physical conditioning, and is recommended that coaches consider this, "where feasible."

Dry-land or Office workouts are required and teams are to provide 18-27 hours of mandatory off-ice dry-land workouts between mid-August and March 31st of the given season.

To align with the Panther Dress Code Policy, Players will be required to wear approved Manitoulin Panther apparel for dry land, pre-game stretching and preparation.

PLAYER POSITIONS POLICY

The Manitoulin Panther organization is a Rep Hockey program that brings together dedicated, skilled players and dedicated, experienced coaches to form teams to play against the best hockey players and coaches of similar ability. Playing Rep hockey is a privilege, not a right, for the skilled hockey player. The intent of our player positions policy is to both support Coaching staff and Players to find the right fit for players in the various positions needed on a team and to help develop well-rounded players within the team and Association.

The Association supports the philosophy that Coaches will utilize players as they see fit within a game situation. As the Association continually aligns its philosophies and policies, players who tryout for specific positions can be moved to other positions on the team, other than players being used as goaltenders and vice versa, forwards can be used on defense and defense on forward.

However, should a player oppose being moved to another position, they can put in a formal written request to the Coaching staff to rationalize remaining in a particular position they are comfortable in. The Coaching staff must take this into consideration and they Coaching staff may utilize the player in various positions equally (up to 50% of the time) should they wish to still utilize the player in a position they do not wish to play. For this to occur, Coaching Staff must have also explored and exhausted all other options within the team.

Players must also understand that although they have put in a formal request not to play a particular position, the coaching staff, may still utilize the player in a particular position for up to 50% of the time if they see fit.

Should a player not put in a formal request, they player will be utilized as the coaching staff best sees fit for the team.

To align with the Panther Philosophy of Development, all players must strive to develop all skills to be well-rounded players to become versatile players that help their teams in all situations. It is stressed that all players develop skills that are conducive to being responsible defensive and offensive players and strive to align with Team and Association philosophies.

NON-FRATERNIZATION POLICY

The Manitoulin Panther organization is a Rep Hockey program that brings together dedicated, skilled players

and dedicated, experienced coaches to form teams to play against the best hockey players and coaches of similar ability. Playing Rep hockey is a privilege, not a right, for the skilled hockey player. The Association will strive to help develop well-rounded players within the team and Association.

The intent of the Non-Fraternization Policy is to support both Coaching staff and Players so they can enjoy sport in a healthy, safe, and appropriate environment that is respectful for all.

The Association will respect that individuals will have romantic, personal, or marital relationships within the Association. As some policies prohibit “partners/spouses” to hold certain positions, that may create a conflict of interest, the Association requests that all parents/guardians notify and disclose all relevant circumstances to the Association upon joining the Association.

Although the Association will have no absolute prohibition regarding age appropriate relationships. The Association does reserve the right to take appropriate action, on a case-by-case basis, according to the relevant circumstances.

In no situation will the Association knowingly permit a relationship between a player and member of a Team Staff.

All Team Staff will conduct themselves in an appropriate mature manner if in a relationship and will conduct themselves in a manner that does not affect the team or Association in a negative fashion nor bring either into a negative light.

All Players will conduct themselves in an appropriate mature manner if in a relationship and will conduct themselves in a manner that does not affect the team or Association in a negative fashion nor bring either into a negative light.

For players in relationships with other players, so as to maintain a respectful environment for all, it is the position of the Association that players maintain a strict “hands-off rule” while participating in team activities and events.

DRESS CODE

NATURE OF DRESS CODE:

The dress code outlines the standard of dress to which players and coaching staff is expected to adhere to while representing the Association and community in all league, playoff, tournament and exhibition games. Dress codes set a positive image for the Association, community and your team, and it is to be adhered to as it aligns with the Association philosophy of uniformity across the Association teams and a “Panther Program”.

Dress codes are to be in effect for all players and coaching staff when entering an arena for a game, during a game and when exiting an arena after a game.

Tracksuits and other Panther apparel can be worn prior to arrival, and when travelling back to Little Current. For trips inside a community (for example a tournament), the dress code will be in effect when leaving a hotel and travelling back to a hotel.

COACHES DRESS CODE:

Neat and appropriate black shoes, dress pants and a shirt with tie for all games - for female players, a tie is optional. No blue jeans. Manitoulin Panther approved club jacket (track suit jacket) are to be worn at games. Manitoulin Panther branded headwear is allowable. No other association or team logos will be displayed. Tracksuits are not acceptable for games, but are approved for practices. Failure to comply with this policy will result in a one game suspension for a first offense, followed by an indefinite suspension for a second offense that will result in a discipline hearing with the Manitoulin Panther Disciplinary Committee for further actions if necessary.

PLAYERS DRESS CODE:

Neat and appropriate black shoes, dress pants and a shirt with tie for all games - for female players, a tie is optional. No blue jeans. Manitoulin Panther approved club jacket (track suit jacket) are to be worn at games. Manitoulin Panther branded headwear is allowable. No other association or team logos will be displayed. Tracksuits are not acceptable for games, but are approved for practices. Players will be required to wear approved Manitoulin Panther apparel for dry land, pre-game stretching and preparation.

Coaches will enforce this policy with their players. A warning will be given to players for a first offense, followed by a one game suspension for a second offense, followed by an indefinite suspension for a third offense that will result in a meeting with the Manitoulin Panther Disciplinary Committee for further actions if necessary.

ALWAYS REMEMBER YOU ARE A REPRESENTATIVE OF THE MANITOULIN PANTHERS, YOUR FAMILY, YOUR COMMUNITY AND THE COMMUNITIES OF OTHERS. YOUR ATTIRE AND YOUR CONDUCT MUST REFLECT THIS TRUTH AT ALL TIME.

CAPTAIN AND ASSISTANT CAPTAIN SELECTION PROCESS

The Association requires that the process to select the Captain and Assistant Captains on the Pee wee, Bantam, and Midget teams be approved by the Development Committee/Director and Executive Committee.

For the Novice and Atom teams, the Captain and Assistant Captain roles, if used, will be used in a rotation model as a reward and incentive for players, thus giving all players an opportunity to be the Captain or Assistant Captain in this age groups.

ICE ALLOCATION BUDGET CAP (3 hrs/week for 30 weeks)

The Association will pay for up to three hours of ice per week for teams beginning September 1st-March 31st, approximately 30 weeks in total. All ice expenditures that exceed the identified amount dedicated will be the responsibility of the team. All ice bookings must be approved by the Ice Convenor, in writing. Failure to do so may require the team to pay for ice out of team funds.

For example, for the 2017-18 season, it has been identified that the Ice Allocation Budget Cap per team will be \$10,800 (30 weeks X 3 hours per week at \$120 per hour).

TEAM STAFF SELECTION

The Association now makes it mandatory that all teams are required to survey the parents of their players to allow for the opportunity to be as inclusive as possible when selecting team staff. It is the preference that the teams utilize online services provided by companies such as Survey Monkey. In addition, surveying team staff

must be documented and the Executive Committee must be informed when this occurs. It must be shown that every option has been exhausted before the Executive Committee accepts a husband and wife combination on team staff. This will take effect for the 2018-19 Season.

TEAM REPRESENTATION AT EXECUTIVE COUNCIL MEETINGS

The Association makes it mandatory that all teams are required to attend all Executive Council meetings. Should a representative not be present, a \$50 team fine will be levied at the discretion of the Executive Committee

USE OF ASSOCIATION EQUIPMENT

In the spirit of helping building good responsible citizens within the Manitoulin Panther Program, each individual player will be responsible for the equipment that the Association provides to them. This equipment includes (1) Game Jersey, (1) Pant Shell, and (1) Practice Jersey.

As such, all players and a parent will be required to sign an 'Equipment Contract' in order to continue to receive their equipment be a part of the Panther Program.

By joining the Panther Program, the player accepts the equipment listed on the form and accepts FULL responsibility for this equipment. The player will care for the Manitoulin Panther Jerseys and Pant Shells, for the season and pledge to return it in good condition so another Panther player can use it in the future.

The player will be responsible for the repair or replacement, at full retail value, or as decided upon and directed, by the Panther Executive. The player will provide (3) - \$50.00 cheques as a deposit to receive the jersey, pant shells, and practice jerseys they will be using for the season.

Should they not provide the deposits and the signed contract to the team by "Jersey Day", they agree that they will not be permitted to participate in team activities including but not limited to practice, dry land, and exhibition games, tournaments, etc.

They also agree that if all Equipment is not returned in good condition, within 1 week from the end of the current season (last game), my deposits and further penalties may occur.

Rules:

1. All players are to provide (3) cheques of \$50.00 to be held by the Team Manager as a security deposit. These will be destroyed at seasons end, if all conditions are met and equipment is returned in an acceptable condition.
2. The Manitoulin Panthers Association will supply one white jersey, one practice jersey, and one set of pant shells.
3. Jerseys are not to be altered in any way.
4. Names or other items are not to be sewn on Jersey's.
5. All equipment is to be returned washed at season end.
6. All Jersey's are to be returned in the same condition as received (regular "wear" will be assessed).
7. Teams are to provide a team list at beginning of season on uniform allocations and meet with designated Executive Director at end of season to provide an accounting of designated equipment.

Failure to follow the rules as stipulated will result in loss of deposit and may result in further financial penalties, depending on circumstances.

MANITOULIN PANTHER EQUIPMENT CONTRACT

In the spirit of helping building good responsible citizens within the Manitoulin Panther Program, each individual player will be responsible for the equipment that the Association provides to them. This equipment includes (1) Game Jersey, (1) Pant Shell, and (1) Practice Jersey.

As such, all players and a parent will be required to sign this 'Equipment Contract' in order to continue to receive their equipment to be a part of the program.

By joining the Panther Program, I accept the equipment listed on this form and accept FULL responsibility for this equipment. I will care for the Manitoulin Panther Jerseys and Pant Shells, for the 20 /20 season and pledge to return it in good condition so another Panther player can use it in the future.

I will be responsible for the repair or replacement, at full retail value, or as decided upon and directed, by the Panther Executive. For the 20 /20 season, I will provide (3) - \$50.00 cheques to receive the jerseys, pant shells, and practice jerseys I will be using for the season.

Should I not provide the deposits and this signed contract to the team by "Jersey Day", I agree that I will not be permitted to participate in team activities including but not limited to practice, dry land, exhibition games, and tournaments, etc.

I also agree that if all Equipment is not returned in good condition, within 1 week from the end of your season (last game), my deposits and further penalties may occur.

Rules:

1. All players are to provide (3) cheques of \$50.00 to be held by the Team Manager as a security deposit. These will be destroyed at seasons end, if all conditions are met and equipment is returned in an acceptable condition.
2. The Manitoulin Panthers Association will supply (1) Away Jersey's (1-white), (1)-Practice Jersey, and one set of pant shells.
3. Jerseys are not to be altered in any way.
4. Names or other items, are not to be sewn on Jersey's.
5. All equipment is to be returned washed at season end.
6. All Jersey's are to be returned in the same condition as received (regular "wear" will be assessed).
7. Teams are to provide a team list at beginning of season on uniform allocations and meet with designated Executive Director at end of season to provide an accounting of designated equipment.

Failure to follow the rules as stipulated, will result in loss of deposit and may result in further financial penalties, depending on circumstances.

Team Signing Authority: _____ Date: _____

Player Name & Signature: _____ Date: _____

Parent Name & Signature: _____ Date: _____

