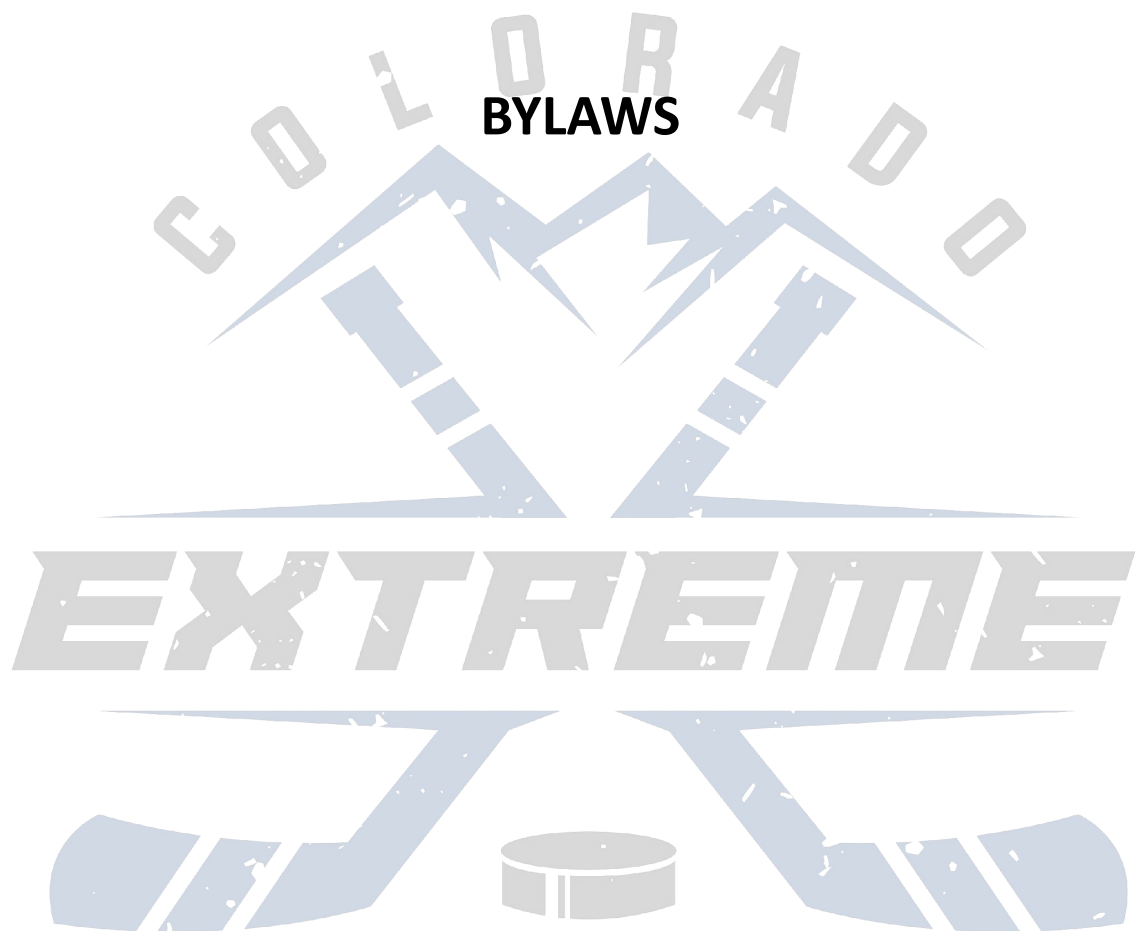


COLORADO EXTREME

HOCKEY ASSOCIATION



1. ARTICLE I – NAME AND ADDRESS

- A. The organization shall be named COLORADO EXTREME HOCKEY ASSOCIATION (hereinafter CEHA) and shall be affiliated with the Colorado Amateur Hockey Association (hereinafter CAHA), USA Hockey and any approved Travel or In-House League.
- B. The address for CEHA shall be 218 E Valley Rd. STE 104-PMB 331, Carbondale CO, 81623.
- C. The CEHA conducts its business at 218 E Valley Rd. STE 104-PMB 331, Carbondale CO, 81623.

2. ARTICLE II – CORPORATION

- A. CEHA shall be a non-profit corporation, (tax ID number on file with the Director).

3. ARTICLE III – DIRECTOR

- A. The CEHA shall be managed by a sole director; Bryan Berard.
- B. The hockey director will serve a five (5) year term.
- C. The Director shall adopt such rules, consistent with these Bylaws, as deemed necessary to govern the association.
- D. The Director will appoint a Registrar to register the players according to USA Hockey Rules and Regulations and to maintain such records.
- E. The Director will approve Head Coaches, have discretionary approval for assistant coaches and team managers.
- F. CEHA will send two (2) representatives to CAHA, one of whom shall be the Hockey Director. The second representative shall be appointed by the Director. The appointed representative shall serve a term of one (1) year. CEHA will send two (2) representatives to the CCYHL Board, one of whom shall be the Hockey Director. The second representative shall be appointed by the Director. The appointed representative shall serve a term of one (1) year.

4. ARTICLE IV – OFFICERS OF THE DIRECTOR

- A. The Officers of CEHA shall be selected through an annual democratic election process. A majority of the Board must always be composed of representatives selected by such election process. and include a President, a Secretary, and a Treasurer. All Officers will serve a one (1) year term, commencing with the first meeting of the Director following the annual meeting.
- B. Any officer shall, upon request by the Director, be bonded in an amount to be determined by the Director for faithful performance of the Officer's duties at the expense of CEHA.

5. ARTICLE V – DUTIES OF THE OFFICERS

- A. President - The President is the Chief Executive Officer of CEHA and will preside at all meetings of members and all meetings of the Director and will perform all the usual duties of such Office, including appoint all committees, with the approval of the Director, and sit on all committees. The President shall also support other executive roles as required.
- B. Secretary – It shall be the duty of the Secretary to attend all meetings of CEHA and to make regular entries in the book of minutes for all meetings. Perform other duties as are incident to the office of Secretary and as are

requested by the Director, including the following:

- i. Provide minimum 24-hour prior notification of meetings and agendas to the Director.
- ii. Collect and maintain in the minute book a record of all proceedings of each committee.
- iii. Maintain copies of the minutes of all meetings and post all minutes of regular meetings.
- iv. Notify each member of CEHA of all meetings of members and of the matters to be determined there at.

C. Treasurer – It shall be the duty of the Treasurer to act as custodian of the funds of CEHA; receive and disburse CEHA monies; keep an account of the associations financial condition; and perform any such other duties as are incident to the Office of the Treasurer and as are requested by the Director. All disbursements shall be made by check, where possible, and all checks will require two signatures. Any two of the following individuals may cosign checks – Director, President, or Treasurer.

6. ARTICLE VI – COMMITTEES

A. The President, with the approval of the Director, shall appoint a Grievance Committee, a Coaches' Committee, a Financial Assistance Committee, and an Employee Management Committee.

B. The Disciplinary Committee shall consist of the CEHA Hockey Director(s); one (1) Director-at-Large, who shall chair the Committee; one (1) additional member of the Director; and two (2) CEHA members that are not on the Coaches' Committee. The duties of this Committee shall be to:

- i. Review disputes submitted by CEHA members
- ii. Present findings and recommended outcomes to the CEHA members for approval.

C. The Coaches' Committee shall consist of the CEHA Hockey Director(s); one (1) only non-coaching CEHA member, who shall chair the Committee; and an equal number of CEHA coaches and CEHA members as determined by the Director. The duties of this Committee shall be to:

- i. Recruit potential coaching candidates.
- ii. Review and evaluate the candidates for CEHA coaching positions.
- iii. Present a recommended list of candidates to the CEHA Director for approval.
- iv. The Hockey Director of CEHA shall be designated as the USA Hockey coaching contact.

D. The Financial Assistance Committee shall consist of one (1) CEHA member, who shall chair the Committee; two (2) additional CEHA members; and two one (2) CEHA members who are not members of the Director. The duties of the Committee shall be to:

- i. The Committee Chair will collect and present, with the inclusion of the President and Hockey Director as required, the applicants to the Committee.
- ii. To establish eligibility and financial criteria for distributing the Financial Assistance funds as awarded to the applicants.
- iii. Distribute monies from the Financial Assistance fund not to exceed 80 percent of the amount raised and deposited to the Financial Assistance fund from the previous fiscal year or as amended by a majority vote of the Director.

E. The Employee Management Committee shall consist of the President, who shall chair the committee; and two (2) additional CEHA members. The duties of the Committee shall be to:

- i. Work with the Hockey Directors to create yearly goals and objectives.
- ii. Work with the Hockey Directors and help manage them throughout the season as needed.
- iii. Perform the Hockey Director's yearly evaluations and make recommendations for approval as to any bonuses or compensation increases based on performance.

7. ARTICLE VII – MEMBERSHIP

1. Membership Criteria

- A. The family of any child enrolled as a participant in the previous year of the CEHA program will have its membership continued until the beginning of the next year's program, unless such family or participant is under any disciplinary suspension, upon payment of the annual fees for such participant.
- B. The family of a new participant shall become a member upon payment of the initial deposit and upon the child's official registration in CEHA. Such membership will continue until the beginning of the next year's program.
- C. Current coaches, whether a head coach, assistant coach, goalie coach or skating coach, listed on the official USA Hockey/CEHA roster who have no family members participating in CEHA will be considered members of CEHA. Such membership will become effective at the beginning of the program year and will continue until the beginning of the next year's program.
- D. Membership can be revoked or suspended for any or all reasons at the sole discretion of the Director.

8. ARTICLE VIII – FINANCIALS

- A. The Treasurer and/or Director shall be responsible for the annual filing of all financial statements and documents required to be in good standing as required by the Office of the Secretary of State of the State of Colorado. Said documents are available for inspection by the general public through the Colorado Secretary of State website.

9. ARTICLE IX – RULES AND REGULATIONS

- A. The CEHA shall abide by and act in accordance with the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules of USA Hockey and CAHA, except as otherwise adopted by the Director.
- B. CEHA may create any number of teams. The maximum number of players and coaches allowed on a team shall be as specified by USA Hockey rules. All players of each team shall be registered with USA Hockey prior to a date designated by USA Hockey. No team shall allow players and coaches in competition who have not been registered with USA Hockey, CAHA and CEHA. Coaches must be registered with USA Hockey and CAHA and meet USA Hockey and CAHA coaching requirements to be placed on rosters. All Member's coaches, Board members, Directors, certain players, certain volunteers, and Officials shall complete SafeSport training annually and background screening every two seasons.

10. ARTICLE X – COMPETITION

- A. CEHA shall conduct competition in the following age categories:
- Age 6 and under
 - Age 8 and under (including learn to skate program)
 - Age 10 and under
 - Age 12 and under
- B. Proof of age shall be made in such manner as may be required by the Director, and no player shall be registered until proof of age is provided to the satisfaction of the Registrar.
- C. CAHA Preeminence: The Affiliate, an Affiliate Association of CAHA, shall abide by and act in accord with the Articles of Incorporation, By-Laws, Policies and Procedures, Rules and Regulations, Playing Rules and decisions of the

Board of Directors of CAHA, and such documents and decisions shall take precedence over and supersede all similar governing documents and/or decisions of the Affiliate. Further, Affiliate

(i) shall assist CAHA in the administration and enforcement of the provisions of the By-Laws, Policies and Procedures, Rules and Regulations, Playing Rules, and decisions of the Board of Directors of CAHA, within and upon its members and/or within its jurisdiction and

(ii) agrees to be guided by the following core values of USA Hockey and CAHA: i. SPORTSMANSHIP - Foremost of all values is to learn a sense of fair play. Become humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.

ii. RESPECT FOR THE INDIVIDUAL - Treat all others as you expect to be treated. Respect all members, participants and volunteers at all times.

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

iv. PURSUIT OF EXCELLENCE AT THE INDIVIDUAL, TEAM AND ORGANIZATIONAL LEVELS - Each member of the organization, whether player, volunteer or staff, should seek to perform each aspect of the game to the highest level of his or her ability.

v. ENJOYMENT - It is important for the hockey experience to be fun, satisfying and rewarding for the participant.

vi. LOYALTY - We aspire to teach loyalty to the ideals and fellow members of the sport of hockey. vii. TEAMWORK - We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience.

11. ARTICLE XI – TEAM AND PLAYER RULES

A. All CEHA teams are required to be registered, and/or previously verified with, USA Hockey and CAHA.

B. All CEHA board members, coaches, players, team managers, officials, and volunteers must register with USA Hockey

C. CEHA shall not enter any teams in leagues which are not members of CAHA.

D. Any player or family who willfully gives false information in connection with registration for a team shall be suspended for the current season.

E. CEHA will not knowingly use any player not registered with USA Hockey and CAHA.

F. Any coach may temporarily remove a player from their team for misconduct, but any permanent roster changes must be approved by the director.

G. No CEHA player shall be allowed to double roster with another organization, association, or affiliate without prior approval from the Director.

H. All players in CEHA shall be required to wear any/all equipment deemed mandatory to comply with USA Hockey, CAHA and Travel League guidelines, and any additional equipment the Director deems necessary to maintain the safest level of play.

I. All players shall be required to wear the official uniform adopted by the CEHA. Use of alternate uniforms shall require prior approval of the Hockey Director.

J. Residential Requirements:

i. A player, once registered in CEHA, shall not be allowed to play for another association without first securing a financial release from CEHA.

ii. Once a player is a member of CEHA, that player will be allowed to compete for a team position in subsequent

years, provided teams are available in that age group and the player is registered with CEHA by July 15th of the upcoming season.

K. A player from another CAHA association will be allowed to try out for an CEHA team when the following conditions are met:

- i. Player must meet CAHA or Travel League transfer criteria.
- ii. Player must receive a financial release from the other association.
- iii. There must be an opening available on an CEHA team in that age group.

L. No player may try out for a higher age category team without approval from the Hockey Director. That player must make the highest competitive level team that CEHA offers in that higher age division. Exceptions to this rule for goalies are at the discretion of the Hockey Director. If that player is not selected on the highest competitive level team at the higher age level, the player shall return to their respective age division for the current season.

M. All CEHA rosters become final on the date determined by USA Hockey. Any roster adjustments need the Director's approval.

12. ARTICLE XII – AMENDMENTS TO THE CONSTITUTION AND BYLAWS

A. The Director shall have the right to change or amend the Constitution and Bylaws as they see fit or as required by law. The Director shall not alter the Constitution and Bylaws that would result in obligating the members legally or financially without membership approval.

13. Article XII – Discipline and Dispute Process

A. The CEHA coaches have the right and the responsibility to maintain team and player discipline. Disciplinary action may be taken by a coach to enforce appropriate conduct including compliance with the Association's policies and rules, compliance with the USA Hockey Code of Conduct for players and compliance with team rules as set by the coaching staff of a team. Disciplinary consequences are in the coaches' reasonable discretion, and may include sitting a player out for portions of a practice or game. Suspension from play beyond one consecutive game requires approval from the Disciplinary Committee. The CEHA Board will stand behind its coaches in enforcing appropriate discipline.

B. If a player is suspended for a violation of team, USA Hockey, League, or Association Rules the following policy will be implemented per USA Hockey regulations. When a player is suspended for a game(s) they do not need to be present for the game(s) they are suspended.

C. The Coaching Director, Disciplinary Committee, or the CEHA Board of Directors has the right and the responsibility to maintain team and coach discipline. Disciplinary action may be taken by the Coaching Director, Disciplinary Committee, or the CEHA Board of Directors to enforce appropriate conduct including compliance with the Association's policies and rules, compliance with the USA Hockey Code of Conduct for coaches and compliance with league rules. Disciplinary consequences are in the Associations' reasonable discretion, and may include sitting a coach out for portions of a practice or a game(s) or suspension from coaching for CEHA for a definitive time period depending on the severity of the offense.

D. Think Before You Act - Understand that coaching hockey is in many ways an art not a science. There is not any one best way to coach. Some shifts are going to be shorter than others. Some kids are going to sit longer during a penalty kill. Just because you and your coach differ in opinion, does not necessarily make either of you wrong.

E. Observation of the 24-hour Rule - Parents must wait 24-hours before approaching a coach with any game or practice complaint. If you really have a problem it will still be there in a day. Many times, a situation that seems all consuming at the time turns out to be totally manageable after you leave the rink. The CEHA Board of Directors and Coaching Director view the 24-hour rule as the procedure in dealing with an issue with a coach. Its main purpose is to reduce temper flare-ups that come with the heat-of-the-moment issues that occur on and off the ice.

F. Talk to Your Coach - After waiting 24-hours, try to work things out with your coach. When discussing the issue with the coach remember to stay calm, stick to the facts, and explain your views. Remember, your coach is a volunteer donating many hours of his/her time to be on the ice with your son/daughter. Keep in mind that your coach has many players' interest in mind along with the welfare of the team. Also, remember that we (parents and hockey coaches) all make mistakes from time to time. Expecting perfection is a recipe for disappointment.

G. Further Assistance - If, after these 3 steps, you are still unable to resolve the issue with your child's coach, please contact the CEHA Director and explain your situation to him/her. If you have not gone through steps 1 through 3 then the Director is going to refer you back to talking with the coach first before he/she gets involved.

H. Inappropriate conduct by parents that may call for disciplinary action includes the breach of the CEHA's policies and procedures, breach of the CEHA Parent Code of Conduct Policy and breach of team rules set by the coaching staff of a team. Examples of inappropriate conduct include, but are not limited to, abusive language or conduct towards players, other parents, coaches, or referees.

I. In the event disciplinary action is warranted in respect of a parent, the coach or the Director will first warn the parent that the behavior in question is inappropriate and will not be tolerated. The Board may, in its discretion, deem their actions to warrant further disciplinary action.

Dispute Procedures

If a Parent, Player or Coach has a complaint with another member of the CEHA Association they need to follow the guidelines set forth to resolve their conflict.

A. Step One:

For a minor issue approach the individual(s) who you have a concern with and try to resolve it amicably. You should discuss the situation and agree to a mutual understanding of each other's concerns. Then come to a mutual resolution to the issue at hand. As always this process should be done in a positive and respectful manner for both parties.

B. Step Two "A":

If the issue involves a player or a parent on the team, approach the head coach with the issue. Remember to keep in mind the 24-hour rule in regards to the situation you are going to discuss. If it is something that occurred that day, unless it is life threatening to a child or yourself, you must wait 24-hours to discuss it with the coach. The Division Director will then bring all of the parties together to help facilitate a resolution to the issue at hand. The representative may request the disciplinary committee to preside over this meeting. This meeting will be handled in a courteous and respectful manner for all parties involved.

C. Step Two "B":

If the issue involves a coach, please discuss the situation with the appropriate coach after the 24-hour rule has been met. You need to follow the guidelines set forth in the 24-hour rule in handling this situation with the coach.

D. Step Three:

If steps One and Two have been successfully met and there is still no resolution to your issue, all parties in question may contact the Divisional Director or Disciplinary Committee for a resolution.

A. Disciplinary Committee Purpose:

The Committee is convened to review actions as noted in the section of this Code of Conduct Policy covering suspensions and other disciplinary matters. The Committee will enforce those rules set forth by the USA Hockey, and the CEHA Code of Conduct.

The committee must follow the USA Hockey rules in setting minimum responses to infractions, but should and may exercise its discretion to impose a more severe penalty should the Committee believe in its sole discretion that such a penalty is warranted. It is not the purpose of the Disciplinary Committee to “second guess” or evaluate the decisions made by on-ice officials.

B. The Committee and Officer Responsibilities:

The Disciplinary Committee shall consist of three/four members: three will be considered a quorum. At the least, the Committee will consist of a Chairperson, Vice-Chairperson, and Secretary.

The Chairperson shall preside at all meetings and in his/her absence the Vice-Chairperson should preside. The Secretary of the Committee is responsible for collecting all evidence for orderly presentation at the hearing and for notifying all “charged” individuals no later than seven days before a hearing of the charges against them and the time, place, and date of the hearing. The Secretary will be responsible for issuing a written report documenting decisions made by the Committee. This report will be made available to the entire CEHA Board of Directors upon its completion.

C. Meetings and Hearings:

The Disciplinary Committee will meet on an as needed basis. Advanced notice will be given to all parties involved. Each case will be heard separately. Only those individuals associated with a particular case will be in the hearing room at a given time. Each hearing will begin with the Chairman reciting the charges or offenses. No hearsay evidence is to be allowed except that written and signed statements from persons who are not able to be present may be accepted for the Committee’s consideration.

The individual charged will be expected to make a brief statement regarding the charges.

Coaches, parents and other appropriate individuals will also be permitted to make statements, but only as they are recognized by the Chairman. Each person who is scheduled to give a statement should be allowed to make his or her statement without interruption. A short rebuttal should be allowed by each person after all witnesses have made their statements.

The Committee may make inquiries of clarification to individuals participating in the hearing process. Only panel members may ask clarifying or supplementary questions during the hearing. Normally these questions will be asked at the conclusion of a person’s statement. All questions and replies should be addressed through the Chairperson.

At the conclusion of all statements and supplementary questions, all witnesses should be excused from the hearing and the Committee should discuss the matter and make their decisions.

The individual(s) will be advised of the Committee's decision orally within five (5) business days of making their decision. Decisions will be documented in writing and distributed to the individual, their parent, the Coach, all Disciplinary Committee members and the CEHA Board of Directors within fourteen (14) business days of the decision.

In the event that a Disciplinary Committee member or family member is the subject of a charge or hearing, that member will not participate as a member of the Committee for that particular deliberation. The Chairman shall appoint a replacement for that deliberation (the person selected shall not be a part of the Executive Committee of the Board of Directors).

D. Appeal Process:

What Constitutes an Appeal?

New evidence not used in the original hearing can be presented which may have an effect on the decision. An appeal may be filed on the grounds of irregularities in the proceedings of the original hearing that may have caused an unjust decision. An appeal may be filed on the grounds that the decision of the original hearing was too severe or was too lenient. An appeal may be filed on the grounds that there is proof to establish that the decision of the original hearing was reached in an unjust manner.

Decisions and sanctions handed down by the Disciplinary Committee may be appealed. A written appeal must be submitted to the President of the CEHA Board (in the case of absence, his/her surrogate) no later than ten (10) days following the Disciplinary Committee decision.

Appeal Decisions will be documented in writing and distributed to the individual, their parent, the Coach, all Disciplinary Committee members and the CEHA Board of Directors within (48) hours of the decision. Upon this decision or sanctions handed down by the CEHA Board of Directors, the Disciplinary case shall be considered closed.

