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EAGAN HOCKEY ASSOCIATION
P.O. Box 21214
Eagan, MN 55121-0481

EAGAN HOCKEY ASSOCIATION MISSION STATEMENT

The Eagan Hockey Association (EHA) is a non-profit organization dedicated to providing a fun and educational experience for the children of Eagan who wish to play ice hockey in accordance with our Minnesota Hockey affiliate agreement. Our programs are planned, promoted, and administered by unpaid volunteers. Our curriculum stresses basic skills, encourages team play, sportsmanship, and strives for fair playing time for all players. The individuals who teach this curriculum, in most cases, have completed one or more courses in the United States Amateur Hockey Coaches Certification Program (CEP). EHA's coaches and Board of Directors, through such things as our Code of Conduct, are committed to teaching players to respect their teammates, coaches, opponents and officials.

EHA welcomes and encourages participation by its members. Half of our Board members are (re)elected annually by popular vote. The Board of Director's monthly meetings are open to the public. The time and place of these meetings are posted on our website; www.eaganhockey.com. We invite you to attend meetings, express your thoughts and concerns, and most important of all, volunteer to support our programs. If you are interested, please contact an officer or director.

THE 2011/2012 EHA BOARD OF DIRECTORS AND KEY VOLUNTEERS

President*	Thomas Manzella	651-681-8206
Vice President/Registration*	Mickey Sparks	651-452-8443
Secretary*	Scott Gebhart	651-454-5655
Treasurer*	Julie Parrish	651-452-4363
Co-Hockey Operations Director*	Jay Borman	651-452-0031
Player Development Coordinator*	Derek Shepherd	651-398-4378
Junior Gold Coordinator*	Kent Andrusko	651-329-2303
Bantam Coordinator*	Rob Hallum	612-384-9619
Pee Wee Coordinator*	Ira Mitchell	651-261-3112
Squirt Coordinator*	Michelle Kottke	651-402-1168
Girls' Coordinator*	Jeff Vrieze	612-309-0756
Mite 2/3 Coordinator*	Joshua Alexander	651-653-7487
Tournament Director*	Amy Lupich	651-387-8891
Ice Coordinator *	Steve Randall	612-801-4755
Booster Club Representative*	Jeff Bergom	651-322-7986
Fundraiser/Sponsor Coordinator*	Jeff Bergom	651-322-7986
Co-Hockey Operations Director/Ace Coord.*	Terry Everson	651-686-6747
Equipment Coordinator*	Jodi Husemann	651-405-6718
Marketing Coordinator/Fundraising Coord. *	Jeff Bergom	651-322-7986
Mite Prep/1 Coordinator *	Victor Salamone	612-290-0068
Gambling Manager	Sue Downey	651-683-1144
Booster Club Co-President	Candy Wolff	
Booster Club Co-President	Amy Lupich	
Booster Club Treasurer	Cheryl Cronkhite	
Booster Club Secretary	Colleen Byrne	
Booster Club Volunteer Coordinators	Kristen Powell	

* Denotes Board of Directors member.

CODES OF CONDUCT, RIGHTS, AND RESPONSIBILITIES

Participation in the Eagan Hockey Association is a privilege. As such, The EHA Board of Directors has adopted a BOARD OF DIRECTOR, PLAYER, COACH and PARENT Code of Conduct that provides the basis for conduct and discipline during our association's hockey season, the season is defined as the first day of registration through April 1st. The actions of a coach, participant and/or their parent(s)/guardian(s) may cause privileges to be revoked.

Sportsmanship is the responsibility of everyone involved in EHA activities, including all elected and appointed EHA officials, coaches, referees, parents, fans and players. It is vital that EHA strive to create and maintain a positive environment for coaches, players and fans, both on and off the ice. The guidelines listed in the following section are designed to provide this positive environment.

Annual Sportsmanship Award

Each year, one player from each traveling team will be selected to receive the Sportsmanship Award. The coaching staff from their respective teams will select one player who best represents **THE IDEALS OF SPORTSMANSHIP** as it relates to respect for teammates, coaches, opponents, officials and the integrity of the game of hockey. The players will be recognized at the EHA Open House in the fall of the following year.

Although the system devised by the EHA is designed to follow a policy of progressive discipline for non-serious and non-habitual offenses, significant sanctions must be available to deal with serious and repeated incidents. The guidelines outlined in the following sections support Minnesota Hockey's and USA Hockey's core values of:

- SPORTSMANSHIP
- RESPECT
- INTEGRITY
- PURSUIT OF EXCELLENCE
- ENJOYMENT
- LOYALTY
- TEAMWORK
-

The attributes to be followed are from the USA Hockey Zero Tolerance criteria used for players, parents and coaches on and off the ice. Examples of non-compliance with the Codes of Conduct are:

- Visually demonstrating any sign of dissatisfaction with any game or team official in a manner that openly embarrasses the official(s) and/or challenges his or her judgment.
- Use of profane, obscene, abusive or vulgar language, gestures, racial/ethnic slurs including swearing, in a boisterous manner at ANYONE at ANY time, on the ice or anywhere in the rink before, during and after a game or practice.
- During stoppage of a game, intentionally knocking, throwing or shooting the puck out of reach of an official who is retrieving it.
- Deliberate throwing of a stick, garbage or other equipment into the players' boxes, spectators viewing area, penalty box, or on-ice surface, that in ANY manner creates a safety hazard.
- Interference in any nonphysical manner with any Game Official including other Players, Referees, Coaches, Timekeepers, other Parents, or Goal Judges in the performance of their duties.
- Touching or holding the referee, Linesman or any other Game Official with his/her hand or stick.
- Deliberately inflicting physical harm to any Game Official, Player and/or parent in ANY manner or attempts to do so.
- Behavior in ANY manner that is materially detrimental to the game, including spitting at opponents and/or spectators, Game Officials or verbally threatening a Game Official with physical harm.
- Taunting Players, Coaches, Officials or other spectators by mean of baiting, ridiculing, threatening physical violence, or physical violence.

EVERY member is required to follow the guidelines for conduct and other policies defined by the EHA. If a violation does occur, procedures relevant to 1st, 2nd and/or 3rd offenses are followed. These procedures are listed for Coaches, Players, and Parents/Members. **This is not intended to be a complete list of violations. Based on the seriousness of the offense, the EHA Conduct Review Board and EHA Board of Directors hold the right to take further action.**

APPEALS

All individuals have the right to appeal the decision or penalties assessed by the EHA Conduct Review Board by following the Grievance Procedure. In the event the individual decides to appeal the decision of the EHA Conduct Review Board, assessed penalties in accordance with the policies described herein will remain in effect subject to the outcome of the Grievance Procedure/Process.

It is EHA's intent to have the Parent's and Player's Code of Conduct and Responsibilities communicated to all levels, with emphasis on 12&U, 14&U, Pee Wees, Bantams, 16&U and Junior Gold. The EHA will require coaches, parents and players to sign statements that they understand that their eligibility to participate in EHA activities is governed by the Code of Conduct and Responsibilities as well as other policies outlined in this handbook and those policies which are developed by the EHA Board of Directors throughout the season. Violations of these rules and policies may result in loss of playing time and/or suspension from EHA.

Background Checks

USA Hockey and Minnesota Hockey have instituted a background check process to be conducted on all Board members, coaches and other volunteers who have any contact with players. The Minnesota Bureau of Criminal Apprehension (BCA) performs the background check under Minnesota Statutes Chapter 299C. Should you have any questions regarding this process, please contact an EHA Board member.

Board of Directors, Coaches, Players, and Parents are subject to Codes of Conduct and Responsibilities.

Board of Directors' Code of Conduct and Responsibilities

- Consider and act in the best interests of the Association as a whole.
- Strive to offer the highest quality hockey experience possible for all participants.
- All stakeholders are important: coaches, parents, opponents, officials, and most importantly- the players.
- Exemplify the Parents Code of Conduct. Set a high standard of behavior and sportsmanship.
- Work cooperatively and constructively with other Board Directors. Deliver on your responsibilities; assist others to understand and deliver on their responsibilities.
- Attend Board meetings and support Board decisions.
- Be available to membership. Listen to membership concerns and suggestions. Respond promptly to all inquiries.
- Be an advocate for Eagan Hockey. Support our programs at all levels.
- Be a positive ambassador of Eagan Hockey within the greater hockey community and community at large.

Coach's Code of Conduct and Responsibilities

- Support the EHA mission statement and philosophy and USA Hockey core values.
- Winning is a consideration, but not the only, nor the most important one. Care more about the child than winning the game.
- Be a positive role model to your players. Display emotional maturity and be alert to the physical safety of players.
- Demonstrate a positive attitude to players, coaches and officials. The coach needs to uphold the authority of the officials.
- Be generous with your praise when it is deserved; be consistent, honest, fair, and just. Be an effective communicator and coach.
- Adjust to personal needs and problems of your players; be a good listener.
- Give all players the opportunity to improve their skills, gain confidence and develop self-esteem; teach them the basics.
- Encourage all players to be team players.
- Communicate with players and parents and handle all matters in a professional manner. Document consistent action deviating from our values.
- Be concerned with the overall development of your players. Stress and exemplify good health habits and clean living.
- The coach should appoint the team manager or team parent to handle finances, scheduling, etc.
- The coach should schedule a parent meeting before the season to discuss philosophy, goals and objectives, finances and any other pertinent matters.
- Be prepared and plan ahead for all practices.
- Strive to be present at practices and games. Make arrangements for assistant coaches to run practices when unable to attend.
- To play the game is great; to love the game is greater. Make the game fun.

Coach's Rights

- To be treated with respect by players, parents, Board members, and the EHA.
- Access to necessary safety and practice equipment.
- Access to all resource material available through the EHA.

Coach Disciplinary Guidelines

The following guidelines for coaches will be in effect for all EHA sponsored events, including but not limited to games, practices, scrimmages, team meetings, and association events. As a coach you will be asked to sign and acknowledge the guidelines outlined below. All offenses are subject to documentation. Consistent or circumstantial action which deviates from the responsibilities and values outlined above and defined by the EHA in this handbook or throughout the course of the season, or which disrupts the ability of the team to function, the ability of other players to learn, or the assisting coaches assigned to the team ability to teach, will not be tolerated. Coaches are subject to and must agree to the following process.

- Allow a one-day "cooling off" period from the time of the violation.
- 1st step will be to approach the party in question to review the situation.
- If not satisfactory, 2nd step is to contact the Level Coordinator.
- If not satisfactory, 3rd step is to contact Hockey Operations.

The Level Coordinator in consultation with Hockey Operations will assess the situation and respond as follows:

1st Offense Coach may be excused from coaching the next proceeding game, as defined by Minnesota Hockey, by the Level Coordinator in consultation with Hockey Operations. The EHA Board of Directors may be informed of the coach's actions. Based on the seriousness, the Board may take further actions.

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2nd Offense Upon the 2nd Offense in the same season, the EHA Conduct Review Board will be notified. This Review Board, consisting of the President, Hockey Operations, and Level Coordinator, will conduct a hearing with the coach and any affected parties. In the event there is a conflict of interest with the members of the EHA Conduct Review Board, the EHA Board of Directors will be responsible for appointing replacements. Discipline consistent with the violation may be given, as well as placement on probation.

3rd Offense Suspension from all team activities for the remainder of the season, following another Conduct Review Board hearing. NO REFUNDS OR EXEMPTION FROM FUNDRAISING RESPONSIBILITIES AND EHA PAYMENTS WILL BE GIVEN TO PARENT COACHES NOR ANY PAYMENT BE MADE TO NON PARENT COACHES SHOULD THE REVIEW BOARD RULE AGAINST THE COACH.

Player's Code of Conduct and Responsibilities

- Play for the love of the game.
- Have pride and confidence in yourself.
- Respect your opponents, your coaches, your parents, your teammates, and officials.
- Be a competitor, perform up to your ability and contribute to team unity. Compliment teammates and let the coach handle criticism.
- Be a team player – get along with your teammates.
- Accept the decision of coaches and officials – respect their judgment.
- Play within the rules of the game.
- Be on time for all games and practices.
- Never argue with coaches' or officials' decisions.
- Work hard to improve your skills.
- Be generous in victory and gracious in defeat.
- Respectful conduct on and off the ice. This will include at all arenas and all locker rooms whether in practices, scrimmages, or games.
- Use approved equipment; keep it clean and in good repair.
- A responsible attitude toward your health - - be aware of, and adhere to, the EHA policy on drinking, smoking and drugs.
- Remember that you, as well as your team, represent our community. It is your responsibility to act accordingly whenever you represent EHA.
- Maintain good school habits, grades, attendance.

Player's Rights

- To be treated fairly and with dignity.
- To be able to participate at a level commensurate with maturity and ability.
- To be able to participate in a safe and healthy environment.
- To have fun playing the great game of hockey.
- To have an opportunity to develop ability and strive for success.
- To be taught fundamentals and sportsmanship.

Player Disciplinary Guidelines

The following guidelines for players will be in effect for all EHA sponsored events, including but not limited to games, practices, scrimmages, team meetings, and association events. As a player you will be asked to sign and acknowledge the guidelines outlined below.

Consistent or circumstantial action deviating from these values, or which disrupt the teams' ability to function, other players' ability to learn, or the coach's ability to teach, will not be tolerated. Players are subject to and must agree to the following consequences and procedures. All offenses are subject to documentation.

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1st Offense Player's coach may limit playing time, up to 1 game maximum, and notify the Level Coordinator and/or Hockey Operations of player's actions. Based on the seriousness, the EHA Conduct Review Board will be notified. This Review Board, consisting of the President, Hockey Operations, and Level Coordinator may take further actions.

2nd Offense Upon the 2nd Offense in the same season, the EHA Conduct Review Board may be notified. This Review Board, consisting of the President, Hockey Operations, and Level Coordinator, will conduct a hearing with the player's parent(s), the player (optional), and the coach. Discipline consistent with the violation may be given, as well as placement on probation.

3rd Offense Suspension from all team activities for the remainder of the season, following another Conduct Review Board hearing. **NO REFUNDS OR EXEMPTION FROM FUNDRAISING RESPONSIBILITIES WILL BE GIVEN SHOULD THE REVIEW BOARD RULE AGAINST THE PLAYER.**

Parent's Code of Conduct and Responsibilities

- Support the philosophies and policies of the EHA.
- Do not force your children to participate in sports, but support their desire to play their chosen sport.
- Encourage your child to play by the rules. Applaud the good plays of both teams.
- Don't compare your child with other players. Be honest with yourself about his/her capabilities.
- Maintain self-control and exemplify good sportsmanship, refraining from public criticism of officials, coaches, parents and players.
- Support your coaches. Remember that they have many players for whom they are responsible.
- Recognize the importance of coaches. Communicate with them and support them.
- Study and know the rules of the game; support the officials on and off the ice.
- Arrange transportation to and from games, practices, scrimmages and tournaments.
- Remember that you, as well as your team, represent our community.
- Take care of your financial responsibilities to the EHA promptly.
- Remember the locker room is for the players and coaches, respect team rules regarding access.
- Attend board meetings - - provide feedback and build your understanding of the association's activities.
- Teach your child to have fun and enjoy competition. Applaud a good effort in victory and in defeat. Enforce the positive points of the game.
- Fulfill your voluntary obligation to Eagan Hockey Association
- You are the most important example to your child. Be everything you want your child to be.

Parent's Rights

- To have their player(s) and themselves treated fairly, with dignity and respect.
- To have their player(s) playing and practicing in a safe and healthy environment.
- To have their player(s) engaged in playing and practicing activities that increase his/her skill and enjoyment of the sport.
- To have the right to communicate directly with anyone associated with the association (coaches, board, etc.)

Parent Disciplinary Guidelines

The following guidelines for parents will be in effect for all EHA sponsored events, including but not limited to games, practices, scrimmages, team meetings, and association events. As a parent you will be asked to sign and acknowledge the guidelines outlined below. All offenses are subject to documentation.

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Consistent or circumstantial action which deviates from the responsibilities and values outlined above and defined by the EHA in this handbook or throughout the course of the season, or which disrupts the ability of the team to function, the ability of other players' to learn, or the ability of the coaches' to teach, will not be tolerated. Parents are subject and must agree to the following process.

- Allow a one-day "cooling off" period from the time of the violation.
- 1st step the coach and the party in question will discuss the situation.
- If not satisfactory, 2nd step – either party should contact the Level Coordinator.
- If not satisfactory, 3rd step – either party should contact Hockey Operations.

Initial Offense – The EHA Conduct Review Board will be notified. This Review Board, consisting of the President, Hockey Operations, and Level Coordinator, will conduct a hearing with the parties involved. Discipline consistent with the violation may be given.

Subsequent Offenses – Upon subsequent offenses in the same season, the EHA Conduct Review Board will be notified. Discipline consistent with the violation may be given, as well as placement on probation.

Chronic Offenses – Parent may be suspended from all team activities for the remainder of the season, following another Conduct Review Board hearing. **NO REFUNDS OR EXEMPTIONS FROM FUNDRAISING RESPONSIBILITIES AND EHA PAYMENTS WILL BE GIVEN SHOULD THE REVIEW BOARD RULE AGAINST THE PARENT**

RACIAL/RELIGIOUS/SEXUAL HARASSMENT/VIOLENCE DISCIPLINE GUIDELINES AND PROCESS

The following guidelines are in place to ensure a healthy experience for members, players, and coaches of our association as well as those individuals affiliated with associations in which EHA teams interact with throughout the season. These guidelines have been derived from the Minnesota State High School League and support USA Hockey's criteria and initiatives regarding Zero Tolerance with regards to conduct and behavior.

During the season including pre-season and post-season activities, a player, member, or coach shall not violate the racial/religious/sexual harassment and racial/religious/sexual violence guidelines of the Eagan Hockey Association.

GENERAL STATEMENT OF POLICY

The EHA believes that all individuals should be treated with respect and dignity. Therefore, it is the expectation of the EHA that all individuals in the course of participating in EHA activities will be free from sexual, racial, religious, harassment or violence as it is defined by this policy. The EHA will act to investigate all complaints, formal or informal, verbal or written, and to discipline any player, member, coach, officer or employee who violates this policy.

SEXUAL HARASSMENT AND VIOLENCE DEFINED

Sexual harassment is a form of sex discrimination which violates Section 703 of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., and Minn. Stat. 363.01-14, the Minnesota Human Rights Act. Sexual harassment and violence is illegal under both federal and state law.

RACIAL HARASSMENT DEFINED

Racial harassment consists of physical or verbal conduct relating to an individual's race when the conduct:

1. has the purpose or effect of creating an intimidating, hostile or offensive environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's performance and/or membership and status in the association; or
3. otherwise adversely affects an individual's membership or status in the association.

RACIAL VIOLENCE DEFINED

Racial violence is a physical act of aggression or assault upon another because of, or in a manner reasonably related to, race.

RELIGIOUS HARASSMENT DEFINED

Religious harassment consists of physical or verbal conduct which is related to an individual's religion when the conduct:

1. has the purpose or effect or creating an intimidating, hostile or offensive environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's performance and/or membership and status in the association; or
3. otherwise adversely affects an individual's membership or status in the association.

RELIGIOUS VIOLENCE DEFINED

Religious violence is a physical act of aggression or assault upon another because of, or in a manner reasonably related to, religion.

ASSAULT DEFINED

Assault is:

1. an act done with intent to cause fear in another of immediate bodily harm or death;
2. the intentional infliction of or attempt to inflict bodily harm upon another; or
3. the threat to do bodily harm to another with present ability to carry out the threat.

OFFICERS, EMPLOYEES, AND VOLUNTEERS DEFINED

Officers, employees, and volunteers are defined as those individuals who are elected, appointed or contracted to provide services to the members of the Eagan Hockey Association. They include, but are not limited to the Board of Directors; Executive staff and support staff; coaches; team managers.

REPORTING PROCEDURES:

- a. Any person who believes he or she has been the victim of Racial/Religious/Sexual Harassment/Violence or any person with knowledge or belief of conduct, which may constitute Racial/Religious/Sexual Harassment/Violence, shall report the alleged acts immediately to an appropriate EHA official designated by this policy.
- b. The Level Coordinator is the person responsible for receiving reports of Racial/Religious/Sexual Harassment/Violence at the appropriate age level. Any person may report Racial/Religious/Sexual Harassment/Violence directly to a member of the EHA Board.
- c. Administrators, officials, volunteers, and employees of the EHA shall be particularly alert to possible situations, circumstances or events which might include Racial/Religious/Sexual Harassment/Violence. Any such person who receives a report of, observes, or had other knowledge or belief of conduct, which may constitute Racial/Religious/Sexual Harassment/Violence, shall inform the appropriate EHA official immediately.
- d. Submission of a good faith complaint or report of Racial/Religious/Sexual Harassment/Violence will not affect the complainant or reporter's current or future membership or status within the EHA.
- e. All violations of Racial/Religious/Sexual Harassment/Violence guidelines and policies are required to be reported to the EHA Conduct Review Board. This Review Board, consisting of the President, Hockey Operations, and Level Coordinator, as appropriate, will conduct a hearing and investigation. Penalties will be assessed based upon the findings of the hearing/investigation.
- f. Other authorities may be notified as appropriate.

The EHA to the best of their abilities will ensure the privacy and confidentiality of matters related to incidents of Racial/Religious/Sexual Harassment/Violence.

REPRISAL:

The EHA will discipline or take appropriate action against any player, member, administrator, volunteer, coach, or employee of the EHA who retaliates against any person who makes a good faith report of alleged Racial/Religious/Sexual Harassment/Violence or against any person who testifies, assists, or participates in an investigation, or against any person who testifies, assists or participates in a proceeding or hearing relating to such Racial/Religious/Sexual Harassment/Violence. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

PENALTIES:

Should the EHA Conduct Review Board determine that an individual has violated EHA Racial/Religious/Sexual Harassment/Violence guidelines and policies the individual will be subject to penalties and/or sanctions assessed by the Conduct Review Board. These penalties and/or sanctions may include but are not limited to the following guidelines. The Conduct Review Board will consider the violation and frequency when determining the severity level. **NO REFUNDS OR EXEMPTION FROM FUNDRAISING RESPONSIBILITIES AND EHA PAYMENTS WILL BE GIVEN.**

1. Racial/Religious/Sexual Harassment/Violence Severity Levels

1. Severity Level One: The individual shall lose eligibility for a minimum number of games or up to two (2) weeks.
2. Severity Level Two: The individual shall lose eligibility for a minimum number of games or up to three (3) weeks.
3. Severity Level Three: The individual shall lose eligibility for a minimum number of games or up to four (4) weeks.
4. Severity Level Four: The individual may lose eligibility for the next year up to twelve (12) calendar months.

ELIGIBILITY DEFINED

Eligibility is defined as an individual's qualification to participate in EHA sponsored or sanctioned activities including but not limited to Team events, practices, scrimmages, games, player development hours, etc.

APPEALS:

All individuals have the right to appeal the decision or penalties assessed by the EHA Conduct Review Board by following the Grievance Procedure. In the event the individual decides to appeal the decision of the EHA Conduct Review Board, assessed penalties in accordance with the policies described above will remain in effect subject to the outcome of the Grievance Procedure/Process.

EHA SUBSTANCE ABUSE POLICY

PHILOSOPHY & PURPOSE:

EHA recognizes the use of mood altering chemicals as a significant health problem for many adolescents, resulting in negative effects on behavior, learning, and the total development of each individual. The misuse and abuse of mood altering chemicals for some adolescents affects the development of related skills. Others are affected by misuse and abuse, including family, team members, or other significant persons in their lives.

POLICY:

During the hockey season, regardless of quantity, a player shall not possess, use or consume:

1. A beverage containing alcohol.
2. Tobacco.
3. Any other controlled substance.

This rule applies the entire season the season is defined as the first day of registration through April 1st. It is not a violation for a player to be in possession of a controlled substance specifically prescribed for the player's own use by his/her doctor.

PENALTIES:

1. First Violation: after confirmation of the first violation, the player shall lose eligibility for the next two weeks or two games, whichever is longer. League games and tournament games are also included. No exception is permitted for a player who becomes a participant in a treatment program.
2. Second Violation: after confirmation of the second violation, the player shall lose eligibility for the next six weeks. Once again, no exception is made for a player who becomes a participant in a treatment program.
3. Third & Subsequent Violations: after confirmation of third or subsequent violations, the player shall lose eligibility for the remainder of the season. No refund of paid fees will be returned to the player. The player will be reinstated for the next season with two violations already in place.
4. Penalties shall be accumulated beginning with and throughout the player's participation in the Eagan Hockey Association. Penalties will carry-over from season to season; the number of violations is accumulated from year to year.
5. A player shall be disqualified from participation for nine additional weeks beyond the player's original period of ineligibility when the player denies violation of the rules, and is allowed to participate, and then is subsequently found guilty of the violation.
6. A player that is believed to be under the influence of mood altering chemicals before a game or practice may be prevented from participating by the head coach.

It is EHA's intent to have this policy communicated to all levels, with emphasis on Bantams, Girls 14 U, and Junior Gold. These players will be asked to sign statements that they understand the policy.

ELIGIBILITY DEFINED

Eligibility is defined as an individual's qualification to participate in EHA sponsored or sanctioned activities including but not limited to Team events, practices, scrimmages, games, player development hours, etc.

APPEALS

All individuals have the right to appeal the decision or penalties assessed by the EHA Conduct Review Board by following the Grievance Procedure. In the event the individual decides to appeal the decision of the EHA Conduct Review Board, assessed penalties in accordance with the policies described above will remain in effect subject to the outcome of the Grievance Procedure/Process.

REGISTRATION INFORMATION

Age Brackets and Payment Plan

Level	Born Between	Total Cost	Due at Registration	Payment Plan
Boys and Girls				
Mites Prep/1	7/1/04-6/30/06	\$ 90.00	\$ 90.00	No
Mites	7/1/02-6/30/04	\$290.00	\$290.00	No
Girls				
8 & under	7/1/02-6/30/04	\$290.00	\$290.00	No
10 & under	7/1/00-6/30/02	\$735.00	\$300.00	Yes
12 & under A	7/1/98-6/30/00	\$1150.00	\$400.00	Yes
12 & under B	7/1/98-6/30/00	\$1150.00	\$400.00	Yes
14 & under	7/1/96-6/30/98	\$1035.00	\$400.00	Yes
19 & under **	1/1/92-6/30/94	\$700.00	####	####
Youth				
Squirts A,B	7/1/00-6/30/02	\$735.00	\$300.00	Yes
Squirts Wildcat League	7/1/00-6/30/02	\$735.00	\$300.00	Yes
Pee Wee A, B	7/1/98-6/30/00	\$1150.00	\$400.00	Yes
Pee Wee C	7/1/98-6/30/00	\$1035.00	\$400.00	Yes
Bantam A,B	7/1/96-6/30/98	\$1150.00	\$400.00	Yes
Bantam C	7/1/96-6/30/98	\$1035.00	\$400.00	Yes
Junior Gold A,B	7/1/92-6/30/96	\$840.00	\$400.00	
16 & Under	7/1/94-6/30/96	\$840.00	\$400.00	Yes

MAXIMUM BASE FEE PER FAMILY IS \$3,000(EHA Regular Season Fees Only)

BOYS TRY-OUT FEE

A FEE OF \$120 (non-refundable) must be paid at the time of registration for all players who wish to try-out for one of the following teams:

Pee Wee A & B Bantam A & B

A FEE OF \$70 (non-refundable) must be paid at the time of registration for all players who wish to try-out for one of the following teams:

Squirt A & B

GIRLS TRY-OUT FEE

A fee of \$75 (non-refundable) must be paid at the time of registration for all players who wish to try-out for one of the **12U Girls traveling teams**.

A fee of \$70 (non-refundable) must be paid at the time of registration for all players who wish to try-out for one of the **10U Girls traveling teams**.

FUNDRAISER PARTICIPATION

All EHA Players (except 19U, Junior Gold and 16U) **MUST** participate in the annual EHA Fundraiser. See page 30 for details.

REGISTRATION FEE BALANCE

Registration fee balances are due in total with the 3rd and final payment. **Players who intend to tryout who do not register at least one week prior to the start of the pre-tryout clinics will be subject to a \$25 late fee..**

Failure to settle the account with the EHA Treasurer or to seek an alternative payment schedule will result in the player not being allowed to participate in practices, scrimmages, games, and tournaments.

It is EHA's policy not to retain any credit card or electronic check payment information other than the date and amount of the transaction. All such personal and financial information is the responsibility of the financial clearing house that processes the payments.

WAIVER POLICY

The EHA waiver policy is intended to align with Minnesota Hockey's philosophy of a community-based amateur hockey program. Players are to participate on teams from the community of their school attendance or parent(s) or legal guardian(s) residence based on Minnesota Hockey's membership policy. EHA strongly supports this philosophy. As such, the EHA policy is to deny all waivers to another association with the exception of 2nd year Bantams and 14U players who have transferred to public high school outside of the Eagan High School attendance area within the guidelines of the Minnesota State High School League transfer rule. Waivers from another association are only accepted for residents of the City of Eagan. Exceptions can be made by the President if players are needed to fill out a team. Requests for a waiver must be submitted in writing to the EHA President prior to the beginning of tryouts. The EHA President, in consultation with District 8, will decide all waivers. Once tryouts begin, all waivers, regardless of the circumstances, will be denied.

REFUND POLICIES AND PAST DUE ACCOUNTS

REFUND POLICIES

Try-out Refunds

There will be no refunds for tryouts once the tryouts have started.

Season Refunds (“A”, “B”, or “C” Traveling)

All refunds are subject to a cancellation fee if issued before the season starts. Once the hockey season begins, there will be no refunds. The start of the season for refund purposes is defined as the first day of registration. The only exception will be for verified medical reasons or if a player makes the Eagan High School team (see page 22). Injury/Medical refunds will be pro-rated based on the expended ice time and fixed costs incurred up to the time of termination. Players will qualify for the refund if their injury or medical condition causes them to miss six or more weeks of the current season. Requests for Injury/Medical refunds must be submitted to the Treasurer in writing for consideration.

PAST DUE ACCOUNTS

Any member, or immediate family of a member, who:

1. Has any amount past due or owing to the EHA, or
2. Has more than once remitted a check, share draft, or other payment instrument to the EHA which was returned because of insufficient funds, or
3. Has remitted a check, share draft, or other payment instrument drawn upon a closed account;

shall be required to pay all past due amounts and all fees and other charges for the upcoming season in full at the time of registration. Payment must be by cash, certified check, cashier’s check, credit card, or money order. No member, or immediate family of a member, will be deemed registered prior to full payment of all such amounts, and will not be permitted to attend tryouts, obtain equipment or clothing, or be assigned to any EHA team.

EHA HARDSHIP POLICY

The EHA recognizes that due to various kinds of hardships it may be difficult in a given year for individuals to pay all or part of their registration fees within timetables stated. Therefore, EHA provides for the following:

Payment Plans

EHA will consider a written request for payment of the registration fee in installments. The installments should be scheduled to ensure that a player pays for the ice and other charges incurred up to the due dates. Registration fees must be paid in full by March 15th of the current hockey season. These arrangements must be approved in writing by the EHA President and Treasurer.

Matching Grants

The EHA Board of Directors will consider written requests for waiving part or the entire registration fee from any members who have secured grants to cover hockey registration fees from local Social Services agencies or similar organizations. In particular, EHA will consider waiving an amount equal to any such grant a member secures but not to exceed one-half the amount of the respective child's registration fee. The arrangements must be approved in writing by the EHA President and Treasurer.

Scholarships

The scholarship fund is funded by the EHA for the purpose of aiding families with hardships. The fund will be available to needy players who request financial assistance in order to participate in hockey. To apply, a written request must be submitted to the EHA Treasurer. Each request will be reviewed and discussed by the executive officers of the Board. A written response with the results of the decision will be mailed to the requesting families.

Family Catastrophe

The Board of Directors reserves the right to suspend all of the above requirements to the fees of any member in the event that a catastrophe befalls a person or persons, e.g.; the death of a parent of a player during the course of the season.

Write-offs

The EHA President in consultation with the Treasurer may approve write-offs of past due fees. Past due balances are reviewed annually by the president and treasurer to determine if a write off is necessary.

“A”/“B”/“C” TRAVELING PROGRAMS

“A”/ “B” traveling hockey is designed for players with above average skill levels to participate in a more competitive environment. Players are selected for traveling teams through a tryout process based on the EHA approved policy described in this handbook. The EHA has “A”/ “B” traveling teams at the Squirt, Pee Wee, Bantam, 10 & under girls, 12 & under girls, 14 & under girls, 16 & under boys, and Jr. Gold levels. The number of teams at each level is at the discretion of the Board. All players in these age groups are eligible to tryout for an “A”/ “B” traveling team. A tryout fee will be assessed to all tryout participants.

KEY POINTS

“A”/ “B” traveling hockey programs require an increased commitment from both players and parents. One may expect a minimum of two or three practices, and one or two games per week throughout the season. The EHA suggests that you discuss this subject with other parents/players who have experience with “A”/ “B” traveling hockey.

“C” traveling and “Squirt Wildcat League” are for players who do not make the “A”/ “B” teams or choose not to try out. The commitment for the “C” team and “Squirt Wildcat League” is only slightly less than that of the “A”/ “B” teams.

Players may experience the opportunity to test their skills against players throughout Minnesota, players from outside the state, and players from Canada. It is assumed that traveling teams Squirt level and above will participate in out-of-town tournaments that may require overnight travel and lodging.

Player’s participation on “A” or “B” teams may incur a higher registration fee than those participating on “C” traveling and “Squirt Wildcat League” teams. Other costs may arise due to additional ice time being purchased for practice, scrimmages, and tournaments for any traveling team Squirt/10U level and above. Coaches, team managers, and parents will discuss these additional team expenditures and decide as a team.

Players are strongly discouraged from participation on teams outside EHA/Minnesota Hockey during the winter hockey season. Should scheduling conflicts result from such participation, the player must participate with his/her EHA team. Failure to do so will be considered a violation of the Player’s Code of Conduct. Coaches must obtain EHA Board and District 8 approval prior to scheduling any league game, scrimmage, or other on-ice activities with teams/players not registered with MINNESOTA HOCKEY.

All teams must obtain approval of the District 8 Director prior to participating in tournaments not sanctioned by MINNESOTA HOCKEY. This includes but is not limited to all tournaments hosted in Wisconsin.

2010/2011 EAGAN HOCKEY TRYOUTS

TRYOUT COMMITTEE: Management for tryouts is performed by the Tryout Committee. The committee is comprised of at least five members. Hockey Operations chairs the committee. The committee will meet regularly throughout the summer and will be present at the arena throughout the tryouts. Responsibilities include:

- Establishing a tryout process that is as fair as possible for all players.
- Maintaining integrity of process.
- Selection of evaluators and computer assistant.
- Respectful consideration of all players.
- Coordination with team coaches.
- Running tryouts.
- Evaluate process, listen to constructive feedback, and recommend changes for following season

PROCESS FOR FORMING TRYOUT COMMITTEE:

1. Hockey Operations invites two members of the previous year's committee to serve again.
2. Hockey Operations (if new) must invite the previous year's Hockey Operations first
3. Hockey Operations will present a list of at least five names to the Board to fill out the committee. The Board will vote for and appoint committee members with the goal being a committee makeup of at least Hockey Operations, two Board members, and two members at large.

BACKGROUND: Outside evaluators will be employed to evaluate Boys' Squirts, Pee Wee, Bantam and Girls traveling players interested in playing on an "A" or "B" traveling team. Board approved head coaching candidates will also participate in the evaluation process and may have input into the scores. Tryout data entry will be performed by an independent, outside, party. The EHA Board and the Tryout Committee will make every effort to ensure complete impartiality in the tryout process.

The procedures and policies for tryouts are covered within this handbook. This handbook is available at registration, tryouts and online at www.eaganhockey.com. The EHA Tryout Committee and the outside evaluators select the drills used for tryouts. These drills will be practiced at the official EHA Pre-Tryout Sessions.

Request for excused absences from any tryout session must be made in advance and submitted in writing to Hockey Operations, c/o Eagan Hockey Association P.O. Box 21214, Eagan, MN 55121-0481. A copy of this request must also be sent to the respective EHA Level Coordinator.

The Tryout Committee reserves the right to take disciplinary action for violations of the Player Code of Conduct during tryouts for on and off ice violations. Disciplinary action may include the suspension of the offending player from tryouts. The Tryout Committee also reserves the right to take disciplinary action for behavior by coaches that violates the Coaches Code of Conduct and/or behavior that infringes on the integrity of the tryout process.

COST: The fee for tryouts is listed on the Registration Information page in this handbook. This covers the cost of ice time, referees, evaluators, etc. The fee is due at time of registration and is non-refundable.

LOCATION, SCHEDULE, ASSIGNMENTS: Tryouts will be held at the Eagan Civic Arena. Initial group assignment will be made randomly. Scrimmage assignments will be made during tryouts, including goalies. These will be posted along with other important information and on the EHA website at www.eaganhockey.com. Select sessions are open to spectators and some sessions are closed as noted on the tryout schedule.

TRYOUT ATTIRE: Name tags on helmets will be removed. Jerseys should be plain practice jerseys with no player or team names on them. Eagan colored socks are to be worn. Participants should wear Eagan colored equipment.

TRYOUT POLICY

This handbook is printed prior to registration and actual numbers of players are unknown.

PROCEDURES FOR SELECTING TRAVELING TEAMS

The EHA Board reserves the right to change the number of players per team and the number of teams at each level based upon the number of registered players and skill level groupings of the players.

GIRLS 10 & Under TRYOUTS

Tryouts will consist of possibly one skills session and two scrimmage sessions. Selected drills may be performed at the start of each scrimmage session. The Tryout Committee reserves the right to adjust the format (skill sessions, scrimmages) based on the number of players trying out and the level of the teams.

Teams will be selected after the completion of the third session using the following guidelines.

GIRLS 10 & Under		
Tryout Pool	Automatically On Team	Coach Picks
10U "A"	Top 10 rated skaters	5 from the skaters ranked 11 - 20
10U "B"	Next 26 highest ranked skaters (13 on each team)	4 from next 10 highest ranked skaters (2 per team)

GIRLS 12 & Under TRYOUTS

Tryouts will consist of three sessions, all with outside evaluators and one coach led practice. The first session will be primarily skills, the second and third primarily scrimmage. The practice will be directed by the highest level pre-appointed coach, or secondarily, the highest ranked coach present. The practice shall consist of, but not limited to, drills that exhibit skills of interest to the coach, small area games, and/or full ice scrimmages. The practice will be approximately one hour in length. The Tryout Committee reserves the right to adjust the format (skill sessions, scrimmages) based on the number of players trying out and the level of the teams. The rank of the players can not change after the practice session. The practice session is mandatory and part of the tryout process. Final team assignments will be made after the conclusion of the practice sessions for the age group.

Teams will be selected after the completion of the third session using the following guidelines.

GIRLS 12 & Under		
Tryout Pool	Automatically On Team	Coach Picks
U12 "A"	Top 7 rated skaters	8 from players 8-20.
U12 "B"	Balance of skaters	

GIRLS 14 & Under TRYOUTS

Tryout sessions for 14U girls, if necessary, will be conducted after the conclusion of high school tryouts, similar to the Jr. Gold tryouts. The tryout procedures will be decided by the tryout committee. The procedures will follow the EHA guidelines outlined in the handbook.

SQUIRT TRYOUTS

Tryouts will consist of one skills session and two scrimmage sessions. Selected drills may be performed at the start of each scrimmage session.

Teams will be selected after the completion of the third session using the following guidelines.

SQUIRT		
Tryout Pool	Automatically On Team	Coach Picks
Squirt "A"	Top 10 rated skaters	5 from the skaters ranked 11 - 25
Squirt "B"	Next 26 highest ranked skaters	4 from the next 10 highest ranked skaters (2 per team)

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	(13 on each team)	
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PEE WEE AND BANTAM TRYOUTS

Tryouts will consist of one skills session and three scrimmages and one coach-led practice. Selected drills may be performed at the start of each scrimmage session. The third scrimmage may be against teams from another community. The practice will be directed by the highest level pre-appointed coach, or secondarily, the highest ranked coach present. The practice shall consist of, but not limited to, drills that exhibit skills of interest to the coach, small area games, and/or full ice scrimmages. The practice will be approximately one hour in length and will consist of approximately equally divided number of players based on the rankings from the skill session and the three scrimmages. The number of practice sessions per age group and the size of the practice sessions will depend on the size of the age group from tryouts. The rank of the players can not change after the practice session. The practice session is mandatory and part of the tryout process. Final team assignments will be made after the conclusion of the practice sessions for the age group.

Teams will be selected after the completion of the practice session, using the following guidelines. Rankings are based on skills and scrimmage sessions only.

PEE WEE		
Tryout Pool	Automatically On Team	Coach Picks
Pee Wee "A"	Top 7 rated skaters	8 from the skaters ranked 8 - 25
Pee Wee "B1"	Next 10 highest ranked skaters (i.e., remaining 10 skaters from skaters ranked 8 – 25).	5 from the skaters ranked 26 - 38
Pee Wee "B2"	Next 20 highest ranked skaters (10 on each team ranked 26 – 45)	10 from the skaters ranked 46 –65 (5 per team)

BANTAM		
Tryout Pool	Automatically On Team	Coach Picks
Bantam "A"	Top 7 rated skaters	8 from the skaters ranked 8 - 25
Bantam "B1"	Next 10 highest ranked skaters (i.e., remaining 10 skaters from skaters ranked 8 – 25)	5 from the skaters ranked 26 - 38
Bantam "B2"	Next 10 highest ranked skaters (i.e., remaining 10 skaters from skaters ranked 26 – 38)	5 from the skaters ranked 39 - 51

If there are two B1 teams:

BANTAM and PEE WEE		
Tryout Pool	Automatically On Team	Coach Picks
Bantam "A"	Top 7 rated skaters	8 from the skaters ranked 8 - 25
Bantam "B1"	Next 20 highest ranked skaters (i.e., remaining 10 skaters plus the skaters ranked 26 – 35)	10 from the skaters ranked 36 - 50
Bantam "B2"	Next 10 highest ranked skaters (i.e., remaining 5 skaters from skaters ranked 36 – 50 plus 51-55)	5 from the skaters ranked 56 - 65

GOALIE PROCEDURES:

Bantams, Pee Wees, Girls 14 & Under, Girls 12 & Under, Girls 10 & Under and Squirts

The Tryout Committee will determine the number of goalies per team and make the placements on those teams based on the following:

- Total number of registered goalies per level
- Outside evaluator ratings
- Coach ratings

The Tryout Committee will adhere to the following rules when placing goalies on teams.

Bantams and Pee Wees

- The top rated goalie at each level will be assigned to the “A” team
- The Tryout Committee will determine if the ‘A’ coach may pick a second goalie.. The second “A” goalie, if any, will be chosen by the “A” coach from goalies rated 2nd or 3rd at each respective level.
- The 2nd or 3rd rated goalie not chosen for the “A” team is automatically placed on the “B1” team.
- The “B1” coach selects either the 4th or 5th ranked goalie to fill out the “B1” team.
- The 4th or 5th ranked goalie not selected from “B1” is placed on the “B2” team.
- Successive selections for “B2” teams are made by adding the next highest ranked goalie to the pool.

Girls 14 & Under, Girls 12 & Under, Girls 10 & Under and Squirts

- The top rated goalie at each level will be assigned to the “A” team at his/her level.
- The Tryout Committee will determine if the ‘A’ coach may pick a second goalie. The second “A” goalie, if any, will be chosen by the “A” coach from goalies rated 2nd or 3rd at each respective level.
- The 2nd or 3rd rated goalie, which is not chosen for the “A” team, is automatically assigned to the “B” team. If there are two “B” teams, the next highest rated goalie will be assigned to the other “B” team.
- The Tryout Committee will determine if the ‘B’ coaches may pick a second goalie.. The second goalie for the “B” team(s), if any, must be rated 6 or better at their respective level.

At the Squirt, Pee Wee and Bantam levels, all goalies that try out and are selected for an “A” or “B” team must play goalie throughout the season. At the Girls level, goalies may skate out when not playing goalie.

Hockey Operations, in consultation with the Tryout Committee, may refuse to assign a second goalie to any team if the overall number of goalies is insufficient.

JUNIOR GOLD / 16U

The Junior Gold/ 16U program within EHA is designed to offer high school aged boy hockey players the opportunity to play hockey at various levels of play, and continue to develop their skills. It is the intention of EHA to have a team at the Junior Gold “A” level each year. The number of teams at the Junior Gold “B” and 16U level will be subject to change based on the number of players and the skill level of the players. Junior Gold level teams can roster up to 18 skaters and 2 goalies. While it is EHA’s interest to place all eligible players on a roster, EHA cannot guarantee placement of all players, depending on the number of players registered. EHA will attempt to coordinate with other associations to balance rosters or find alternative opportunities. The evaluation and team selection will be held in November, after the conclusion of the Eagan High School tryouts.

Notification of the tryouts will be made by the Level Coordinator and posted on the EHA website. Evaluations will be conducted by the coaches, with possible input from non-parent evaluators and guidance from the Tryout Committee.

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1. Registration: Registration will be accepted during the EHA mass registration time, up to the beginning of the second day of evaluations. Late registration will be accepted, but not guarantee roster placement. Late registrants will receive lower priority for roster placement.

2. Team Placement: Team placement of the players will be consistent with the recommendations outlined by Minnesota Hockey and the Metro Hockey League. Based on the evaluations, the Jr. Gold A team will be rostered with the top level players, regardless of 16&U eligibility. The roster will be capped to 17 skaters and 2 goalies. The Jr. Gold B team will be rostered with the balance of non-16&U eligible players and the next level of evaluated players, as roster spots permit. The roster will be capped to 17 skaters and 2 goalies. The 16&U team will be rostered with the balance of eligible registrants.

In the event there are not enough players to fill three or more rosters, team placement will default to the following contingency; Jr. Gold A, followed by 16&U, omitting the Jr. Gold B team. Jr. Gold A roster priority will be given to those players' non-16&U eligible and exhibiting reasonable skill as determined by the evaluators. 16&U roster priority will be given to those players 16&U eligible and exhibiting reasonable skill as determined by the evaluators. The balance of any player not receiving roster placement will be granted permission to play outside of EHA with assistance from EHA. Rosters may be expanded to a maximum of 20 players at the discretion of the head coach.

EHA GUIDELINES FOR TEAM SELECTION

These guidelines have been established to help facilitate communication between the coaches and the players involved in the tryout and team formation process.

- Coaches at the "A" and "B" level who choose not to select a player from the prior year roster at the same level causing that player to drop a level must communicate directly to the affected player and parents their reasons for doing so immediately following tryouts.**

** This does not apply if there was only one team at the playing level the previous year.**

INABILITY TO TRYOUT

Medical Absence

Players who are unable to tryout because of health or medical reasons must notify Hockey Operations in writing before tryouts begin. If a player is unable to finish tryouts, he or she must contact the appropriate coordinator and Hockey Operations immediately.

A player must verify his or her medical problems in writing from a medical professional. The Tryout committee will review each player's case and decide on a placement for the player. The committee's decision will be based on:

1. Past playing level and demonstrated abilities of the player.
2. Interviews and/or letters from past coaches.
3. Severity of injury/sickness, and availability to return to play.

If time permits, the committee's decision will be forwarded to the Board of Directors for their approval by a Majority vote. Otherwise, the Tryout Committee's decision will stand.

Non Medical Absence

EHA will attempt to accommodate legitimate scheduling conflicts providing that the Tryout Committee Chairperson* receives written notification 72 hours prior to the first scheduled session.

EHA will review the options with the affected parties (player & parents). The player and parents will ultimately Select the option that best meets their interests.

PLAYER MOVEMENTS AFTER TRYOUTS

1. Should a player decide not to play on the “A” or “B” team for which he or she is selected, he/she must play on a “C” team of the level at which he/she tried out.
2. A player, who, because of the location of his or her residence, is eligible to play in another association and elects to tryout with EHA, relinquishes his or her right to a waiver from EHA to play in another association.
3. Players eligible to play at two age levels due to birth date and “peer grade” criteria must select one level in which to tryout. Once a player elects to tryout at a one of those levels the player relinquishes their right to play at the other eligible level for the season associated with the tryout.
4. Bantam/High School Move-up Policy: The high school coach can select as many players as needed. The “A” Bantam coach, in conjunction with Hockey Operations, may replace as many players as deemed necessary up to the amount taken. These players will be taken from the “B1” Bantam team. The “B1” Bantam coach, in conjunction with Hockey Operations, may exercise the option to replace players by selecting players from the Bantam “B2” team provided the Bantam Coordinator and Hockey Operations feel it is not detrimental to the “B2” program. The Bantam “B2” coach in conjunction with Hockey Operations may also exercise the option to replace players by selecting players from the Bantam “C” team or teams, provided the Bantam Coordinator and Hockey Operations feel it is not detrimental to the “C” program. Players selected by the respective coaches must be within the pickable pool as determined by the tryout process.
5. Refund Policy – Bantam/High School Move-up Policy: Parents can request a refund in writing to the EHA Treasurer if their son/daughter moves to the Eagan High School level. The refund request will be reviewed by the Officers of the EHA Board and if granted, will be pro-rated from the beginning of the season to the last date played, including fixed costs.

Player movements for other reasons will be coordinated with coaches input by the appropriate level coordinator(s) and Hockey Operations (if “A” and/or “B” teams are affected).

PLAYER MOVEMENT BY AGE LEVEL

This policy governs the participation level for EHA hockey players. Minnesota Hockey establishes the maximum and suggested minimum age brackets for youth hockey.

The EHA strongly recommends that boys and girls play at the indicated age level. No player may participate at a level below his/her bracketed age group. All players must register at the appropriate age level. Requests to move up to a higher level must be submitted in writing to Hockey Operations and the appropriate level coordinator prior to the start of the tryout/evaluation process.

Traditionally, the EHA has had a strict policy of placing a player within their age appropriate level. The EHA has implemented a plan which gives consideration to moving up within our programs. For the player that is not eligible for the level of their “peer grade” per the birth date parameters, they will have the opportunity to play up a level should they choose. This affects young-aged players relative to their grade as follows:

Player not eligible(per birth date) for:	But Entering:
Mites /8U	2 nd Grade
Squirts & Girls 10 & Under	4 th Grade
Pee Wees & Girls 12 & Under	6 th Grade
Bantams & Girls 14 & Under	8 th Grade

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Junior Gold & Boys 16 & Under	10 th Grade
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These players will have the opportunity to move-up a level, should they choose. Once they have chosen to tryout at that level, they will have to stay in the pool they have selected to tryout. However, a player electing this option will be allowed only two years at each level (Squirts through Bantams.) This policy is designed to socially help players in the younger levels and to better prepare the older players for High School age options by having the opportunity to play two years of Bantams before tenth grade. Exceptions to this rule may be made based on the number of players needed at a particular level.

If the player does not fall within the guidelines listed above for playing at the level with their “peer grade”, players may request move up from their current age level to the lowest level of the next age group provided it is consistent with the Board’s budget. *For example: Pee Wee aged players may only move up to the Bantam “C” level.*

8U/Mite age players who elect to exercise this option must be 8 years old as of July 1 of the sign-up year. The same player must have played one year at the 8U or Mite 2/3 level to move up to the 10U or Squirt level. Players desiring to move up must notify the Girls or Squirt Level Coordinator and Hockey Operations in writing prior to October 1st. 8U or Mite moveups will be given priority by age.

The Tryout Committee reserves the right to regulate the number of players and teams at all levels and oversee the movement of players. This may mean suspension of all or some player movement in a given budget year. EHA will consider all requests with the players’ physical and emotional well being first and foremost. All considerations for moving up will be made by Hockey Operations, in consultation with the level coordinator.

All teams will be constructed in accordance with the appropriate procedure outlined above. Also, the Board reserves the right to conduct tryouts without outside raters if the number of players is, in its judgment, too small to justify the expense. In this case, the Tryout Committee, with approval from the Board of Directors, will arrange a system by which players will be rated.

TRYOUT INQUIRIES

Parents with questions (other than overall rating score) concerning tryouts should submit them in written form to the EHA Board of Directors or contact the committee through our website.

Send written inquiries to:

EHA Tryout Committee
P.O. Box 21214
Eagan, Minnesota 55121-0481

The committee will attempt to respond to inquiries within 30 days.

COACHING INFORMATION

QUALIFICATIONS

All EHA hockey coaches shall be CEP certified as required by District 8, Minnesota Hockey, and USA Hockey.

Coaches must have hockey knowledge and basic skills, and they must be able to communicate effectively with players and parents. Coaches should exhibit the following traits:

- A. Dedication
- B. Must be respected by peers, players, and parents
- C. Ability to motivate
- D. Be organized in practice, games, and communication
- E. Adherence to USA Hockey Coaches' Guidebook

NOTE: At any time a referee may check for your USA Hockey Certification card. Prior to the start of any game the Official Scorer will enter on the score sheet, the signature of all coaches, one of whom shall be designated as Head Coach, along with their CEP card number, the CEP level and the year their CEP level was attained.

Coaches of traveling teams must have prior coaching experience in some sport. Head coaches must have experience commensurate with the playing level. Questions about the CEP program and about certification requirements should be directed to Hockey Operations. Upon completion of the Level 1, 2, or 3 certifications, coaches will be reimbursed the registration fee of the clinic. Send proof of completion to Hockey Operations, c/o Eagan Hockey, P.O. Box 21214, Eagan, MN 55121-0481.

COACH SELECTION COMMITTEE

The coach selection and appointment process is managed by the Coach Selection Committee through the beginning of the season which is defined as beginning on the first day of registration. The committee is comprised of five members and the respective Eagan High School Girls and Boys hockey coach. The level coordinator chairs the committee at each level, unless the level coordinator is a head coaching candidate at their respective level. In that case, the Board will appoint an alternate chair. The committee meets as necessary throughout the summer. Responsibilities include:

1. Recommendation of coach reappointments as defined in Coach Selection section.
2. Identify/recruiting qualified coaching candidates.
3. Reviewing qualifications of prospective coaches.
4. Respectful consideration and ranking of candidates.
5. Recommendation of head coaches.
6. Partnering assistant coaches with head coaches.
7. Recommending and engaging specialty coaches.

PROCESS FOR FORMING THE COACH SELECTION COMMITTEE

1. Hockey Operations invites two members of the previous year's committee to serve again.
2. Hockey Operations (if new) must invite the previous year's Hockey Operations first.
3. Hockey Operations will present a list of at least five names to the Board to fill out the committee. The Board will vote for and appoint committee members with the goal being a committee makeup of Hockey Operations, High School coaches, two Board members, and two members at large.
4. Members of this committee will not take part in the selection process if he/she is considering or being considered for a position at the same age level (i.e. Squirts, 10U, Pee Wee, etc.). An alternate may be assigned to fill this spot on the Selection Committee.

Hockey Operations will present this committee to the full board for approval.

COACH SELECTION

The committee may run advertisements for coaching candidates in the newsletter, local papers, and hockey journals/newspapers as appropriate. Prospective coaches will submit a letter of application to Hockey Operations. The Selection Committee will review each candidate's application and conduct a formal interview. The committee will consider hockey playing experience, hockey coaching experience, other sport coaching experience, coaching philosophy, communication skills, past coach evaluations, support of EHA principles, and overall contribution and dedication to youth hockey in Eagan. Upon completion of all interviews, the Selection Committee will present its recommendations to the Board of Directors for final approval. A simple majority vote will be required to approve the committee's recommendations. The Selection Committee will present the rationale for their recommendations prior to this vote. The board and the committee make every effort to fill A and B level coaching positions as early as possible. Non-parent head coaches are preferred, if other factors are equal.

Coaching positions are open every year—coaches are selected for one-year commitments. However, the EHA board recognizes that having a strong coach in the same position or another coaching role within EHA from season to season is a significant strength to the program. A returning coach may be asked to continue in their role if they:

1. Wish to continue in the same position, and
2. Are unopposed for the position, and
3. The previous season's Selection Committee has reviewed the season feedback and performance assessment by players, parents, and Hockey Operations.
4. The Selection Committee can recommend reappointment to the EHA board. The EHA board has final approval on coach reappointment.

In addition to facilitating and participating in the coaches' selection process, the Coach Selection Committee is responsible for soliciting a mid-season and post-season feedback survey of coaches. The feedback will be used to provide constructive feedback to coaches. The Coach Selection Committee will:

1. Through the Level Coordinators, solicit feedback via survey, e-mail, or essay form. Parents will complete the feedback format and mail or e-mail the feedback to Hockey Operations. Team Managers and/or Level Coordinators need to ensure that forms are completed and returned in a timely manner.
2. Review the feedback forms and consolidate the feedback of forms into major feedback themes for the coach—parent input comments will be handled in a confidential manner.
3. Meet with each coach to discuss the feedback outlining recognized strengths and areas for improvement.

Current coaches must notify the respective level coordinator and Hockey Operations of their intent to be reappointed in writing by April 1st.

DEVELOPMENTAL HOCKEY

Developmental ages include mite, U8, squirts and U10. The coach selection committee for these ages may consider a returning or new candidate as the top candidate per the guidelines outlined above. The committee shall grant the top candidate the choice of coaching any team at the designated age group. In the event the top candidate does not choose to coach the A team (if it exists at the designated level), the next ranked candidate will then be given the opportunity to choose and so on. The candidate, if a parent coach, must have a player eligible to be picked at the designated level.

Eligible player ranking is outlined in the tryout section of this handbook.

COACHES COMMITTEE MEETINGS

All rostered coaches and regular specialty coaches are considered members of the Eagan Hockey Association. They are also members of the EHA Coaches Association, which has been established exclusively for coaches. The coaches committee schedules several meetings during the season. All coaches are encouraged to attend. Some topics to be covered include: hands-on plyometrics training, skating fundamentals, building player self-esteem, and communication with players and parents.

COACHING CLINICS

Eagan Hockey Association conducts clinics to support our coaches each season. Coaches also are expected to attend USA Hockey Coaching Clinics. Our goal is to fully support and to continuously improve the overall quality of our coaches. During the season, the following coaching clinics may be held:

Coaches Symposium	TBD
EHS Systems and Terminology	October/November
Goaltending Development	September - January

THE TEAM MANAGER

As a team manager, you are involved with the team in many different and fun ways. The manager is the team administrator, coordinator, and bookkeeper. You will be the team's central point of communication. This is a great way to get involved with your child's team as well as with the game of hockey.

DUTIES:

Coordination: Equipment needs, scrimmages, referees, tournaments, team meetings, and additional practices if necessary. Monthly hockey events calendar developed and distributed.

Budget: Establish and administer budgets that are agreed upon by the parents and coaches. Provide team financial statements as necessary.

Scheduling: Aside from EHA provided practices and games, you will be responsible for the scheduling of all additional team events.

Communication: You will be the team's liaison between players, parents, coaches, EHA, tournament officials, and others. You will provide press releases for the Eagan Sun Current, Eagan This Week, Let's Play Hockey, the EHA Wildcat Times, and the Eagan Hockey website at www.EaganHockey.com.

Administration: Forms, documents, and rosters as may be required by District 8, EHA, or tournament officials.

Tournaments: Contact the Tournament Director for details on assigned tournaments and communicate all information to your team. Tournament fees were included in each player's registration fee.

Equipment: The manager is responsible for returning the equipment, jerseys, and any other items supplied by EHA, including team roster books.

Volunteer Recruiting: Recruiting a team fundraiser representative and team booster club representative from other team parents.

Attend a meeting after teams are formed run by the Registration coordinator to review duties and responsibilities.

The EHA seeks greater parental involvement. The team manager position is a great way to participate in your son's or daughter's hockey experience. If you would like to be a team manager or to participate with your hockey association in any other capacity, please contact any Director for further information.

EHA FUNDRAISER

OBJECTIVE

The EHA will set the fundraising goal each season based on the Association's goals for the year. As part of the budgeting process, fees and other expenses will come into discussion regarding the fundraising goal specific amount. It is the intention of the Board to use the projected revenues to continue subsidizing the costs of ice time while maintaining reasonable and competitive registration fees.

Each team must have a fundraiser representative.

EVENT

EHA will select an appropriate fundraising event on an annual basis in accordance with the fundraising goal. Details of the event will be made available to the fundraiser representatives prior to the start of the fundraising event.

KEY POINTS

1. Fundraiser participation is MANDATORY for all players (except Junior Gold)
2. Key dates and additional information will be distributed by the team fundraising representatives, published in the newsletter and on the EHA website.
3. A family may elect to "buy-out" of the fundraiser for a cash payment if that option is available with the current year fundraiser. Some fundraising events may not allow for a buy-out option.
4. The maximum family participation requirement is two sellers or volunteers meeting the age requirements.
5. The maximum family participation requirement is two players to fundraise during the season.
6. Bantams and 14U girls may elect to volunteer 12 hours with the Mite/Mini-Mite, Squirt, and 10U teams. They may also be asked to assist at other EHA functions such as tournaments or other activities, or at other levels as needed. One half of the volunteer hours must be completed on-ice with the lower level teams outlined above. Half of the on-ice hours must be completed prior to February 1st. Bantams and 14U girls who intend to volunteer must give their team manager a check for \$150.00 at the beginning of the team's season..
7. Any player who chooses the volunteer option must complete their hours by the end of March in the current season. If the hours are not completed, the player will forfeit the check written at the beginning of the season..
8. Bantams and 14U girls always have the option of participating in the fundraiser in lieu of volunteering. If applicable, the fundraiser may provide an advantage to the Bantam aged players for participation as opposed to volunteering time.
9. Your Association strongly encourages 100% participation and support from all parents as this event enables EHA to keep registration costs reasonable while still providing adequate ice time

TEAM FUNDRAISER REPRESENTATIVE

The Team Fundraiser Representative has the following responsibilities; organize team rosters, attend the team fundraiser representative meeting, organize and present the fundraiser and incentive program at a team meeting, collect and turn in order forms for the team, and collect/turn-in monies earned by players on the team. Above all, this individual should encourage maximum participation by the team. .

If you have an interest in becoming a Fundraiser Representative or have any additional questions regarding this event, please contact the EHA Fundraiser Coordinator.

EQUIPMENT REQUIREMENTS & RETURNABLE JERSEYS

The Hockey Equipment Certification Council (H.E.C.C.) is an independent organization responsible for the development, evaluation, and testing of performance standards for protective ice hockey equipment. To date, it has established standards for face masks, helmets, and skate blades:

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

Protective Equipment: Each player is responsible for wearing protective equipment for all games, warm-ups, and practices. Such equipment should include shin pads, shoulder pads, elbow pads, padded hockey pants, protective cup, gloves, plus all head protective equipment as required by USA Hockey rules. Protective equipment also applies for girls with the addition of a protective girdle. It is recommended that all protective equipment be designed specifically for ice hockey.

Mouthpiece: All players are required to wear an internal, non-clear mouthpiece which covers all of the remaining teeth of one jaw, customarily the upper. The mouthpiece should be attached to the face mask whenever possible.

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

Goalkeeper Equipment: Goalkeepers are governed by the same rules and regulations concerning all players. However, some special equipment is worn by the goalkeeper. This equipment, which EHA will provide as needed, includes: blocker glove, catching glove, leg guards, chest, and abdominal and arm protector. Any goalie equipment on loan from EHA will require a \$200.00 deposit at the beginning of the hockey season and must be returned at the end of the season. Throat protection is recommended. Helmets and face mask are to be H.E.C.C. approved. It is recommended that full time goalies at the Pee Wee level and above wear goalie skates. EHA goalie equipment can also be rented for use during the off-season for a non-refundable fee of \$200.00.

Notes:

1. All elbow pads which do not have soft protective outer covering of sponge rubber or similar material at least ½ inch thick shall be considered illegal equipment.
2. A glove from which part or the entire palm has been removed or cut to permit the use of the bare hand shall be considered illegal equipment.

All Eagan hockey players are strongly encouraged to wear Eagan Blue breezers and helmets.

Returnable Jerseys: In an effort to curb rising costs, EHA will issue returnable jerseys for all traveling teams. **THE JERSEY SUPPLIED IS THE PROPERTY OF EHA, AND MUST BE RETURNED.** EHA has the option of collecting a damage deposit for the jerseys distributed to players. The deposit will be determined each season. For the 2010-11 season, the deposit will be \$100. These jerseys are to be returned to the Team Manager following the final game of the season. The jerseys should be returned clean with any sponsor or player's name plaques removed from the jersey. A fee will be assessed for the ACTUAL cost of the jersey upon failure to return the jersey or for excessive damage (as determined by the EHA Equipment Coordinator). Damage includes permanent alterations or removal of labels. Failure to bring accounts current will prohibit a player from future competition.

The Eagan Hockey Association does not authorize the purchase of another jersey for games.

COACHES

All rostered EHA coaches who participate in activities on the ice are required by USA Hockey and Minnesota Hockey to wear an H.E.C.C approved helmet while on the ice. Failure to do so will be subject to a suspension from coaching.

EHA PENNANTS/BANNERS/PLAQUES

At the conclusion of each hockey season, EHA will place a banner/plaque in the Eagan Civic Arena recognizing teams that meet the following criteria (pending approval by the City of Eagan and the Civic Arena management)

For Boys Pee Wee and above and Girls 12 & under and above;

Team finishes league play in 1st place; or

Team wins District Tournament or League Tournament; or

Team advances to State Regional Tournament or further.

Banner will display season (e.g. 1/2), team and level (e.g. Girls 12 & U A), and District/Regional State tournament achievement as applicable (e.g. District 8 Runner-Up, 3rd Place in Region).

EAGAN HOCKEY ASSOCIATION MEMBER WORK DUTY

EHA is an association where each member should contribute their time, talent and energy to the success of the programs for the benefit of the players involved in the program. To ensure the fairness and equity of this time commitment of work duty, the following guidelines have been established to address the Association's parent volunteering requirements.

A \$100 Work Commitment Deposit will be made by each family in the form of a personal check at the beginning of the season. These will be collected by each team's respective manager at their initial team meeting. Once the entire team's checks are collected, they will be turned into the EHA Treasurer before jerseys are distributed to the team. There are no exceptions to this requirement.

Checks will be returned to the family or shredded upon completion of the family's work assignments by the end of the season or at the latest, April 1st. Deposit return will be given approval by the team's respective Work Duty Level Coordinator to the EHA Treasurer after a review of all family's work hours and a simple spreadsheet recording the data is turned in to the Treasurer as well.

Each family must commit to working, participating or donating their time in some way beneficial to the Association beyond their own individual team's activities. There are major events during the course of the hockey season that volunteers are needed to ensure they run smoothly. Those events are our entire Try-out process, all EHA hosted tournaments, including any District and Regional tournaments, Squirt Wildcat and Mite Jamborees, Hot Dog Hockey events, and any other organization sponsored events.

Each family will be responsible for volunteering for a total of 4 hours per player. Most of the events listed above have volunteer opportunities that involve 2 hour positions in order to facilitate ease in fulfilling a family's work duty commitment. All families (with the exception of Junior Gold) are required to fulfill the 4 work duty hours per player with a maximum of 8 hours per family.

There are a few positions that will fulfill the entire family's work duty commitment for the season and that do not require any further work duty commitment for the season. All rostered Coach and Assistant Coach positions are exempt as well as Team managers, Team Fundraising Representatives and the Team Work Duty coordinator. All current Board members are also exempt.

Each team will have a Team Work Duty Coordinator who will monitor and track each family's work commitments throughout the season. They will also communicate this information to the Team Manager for return or surrender of the Work Duty Deposit at the end of the season.

If a family wishes to forego their Work Duty responsibilities for the season entirely, they are able to buy-out their commitment and indicate to the Work Duty Coordinator to cash their \$100 deposit check immediately at the beginning of the season.

Any questions or considerations should be directed to your Team Work Duty Coordinator who may contact any Board Member for advisement on a particular circumstance or situation that may warrant review of this policy. EHA reserves the right to modify or change particular items on these guidelines based on a particular events circumstances and needs.

EHA WORK DUTY OPPORTUNITIES

The EHA website will be updated with upcoming Work Duty opportunities and most will be posted on a mysignups.com format posting at least 2 weeks prior to event. A description of each work duty assignment is located on the website under the Volunteer tab of the website. Please read prior to signing up for an assignment so that you are aware of the duties involved in the position you are signing up for.

EAGAN HOCKEY BOOSTER CLUB

The Eagan Hockey Booster Club is a non-profit organization. It was formed in the spring of 1990. The Booster Club operates independently, yet in support of the Eagan Hockey Association.

The Booster Club is designed to promote a positive image for our hockey program; both with the City of Eagan as well as throughout other communities. Our goal is to generate additional sources of revenue that can be used to further promote and encourage involvement in the hockey program throughout our community. Current examples of our efforts are: the annual Eagan Mite "Paw Power: Jamboree; the annual Mite Jamboree; the new trophy showcase in the city ice arena; hockey apparel, bags, jewelry, and miscellaneous items that show our colors and spirit; the annual golf tournament; the Thanksgiving Tournament and the Squirt Annual Tournament. To continue the progress made over the past years, the Booster Club needs the active participation of each family.

Anyone with a child participation in the Eagan Hockey Association is also a member of the Booster Club. There are many interesting and exciting opportunities for you to get involved with and your enthusiastic participation benefits each player and the overall organization. Each team is required to have an active Booster Club representative; and the efforts of the club are only made possible when each one of us volunteers and participates. Watch for meeting dates and times on the EHA website (www.eaganhockey.com) or contact one of the Booster Club officers. Get involved now and have fun making a difference for Eagan Hockey!

LAWFUL GAMBLING ADMINISTRATIVE DUTIES

The Administration and control structure for the lawful gambling operation follows. Two people are primarily responsible for the conduct of lawful gambling:

- EHA President serves as Chief Executive Officer of the operation: and
- EHA Gambling Manager is designated by the organization and oversees the day-to-day operation of the pull tab booth.

The EHA Secretary and Assistant Gambling Manager also are involved. The Assistant Gambling Manager is designated by the board and assists the Gambling Manager in administering and controlling the operation; the Secretary records, in detail, all deliberations of the Association pertaining to the gambling operation.

The more specific duties of these four positions are:

EHA President

She/He serves as the CEO of the gambling operation. She/He attends the state's two day course on lawful gambling and all additional courses which might be required by state authorities. She/He oversees inventory acquisition and control, gambling operation and control, fund control and record keeping, and preparation of all gambling reports and tax returns. The President signs all required forms and reports for local, state, and federal authorities and participates in all audits and state compliance reviews. Finally, the President notifies state and local authorities if any new individuals are elected to the Presidency or if a new person is hired as EHA Gambling Manager.

EHA Secretary

She/He keeps full and accurate records of all deliberations of the Association pertaining to its lawful gambling operations, including recording the payee, purpose, and amount of each expenditure from the gambling operations earnings and the approval of the membership of these expenditures (prior to any check being written on gambling funds).

EHA Gambling Manager

She/He learns all local, state, and federal statutes and regulations having to do with the lawful gambling activities of the EHA. To this end, she/he attends the state's two-day gambling course and any additional course which may be required for the position. She/He cooperates with the President, Secretary, and Assistant Gambling Manager in all matters pertaining to the oversight, record keeping, and recording of lawful gambling operations. She/He also cooperates with all local, state, and federal authorities in audits and compliance reviews of the EHA gambling operations. (A more detailed description the Gambling Manager's duties are available on request, contact EHA President/CEO.) She/He is appointed as a non-voting member of the Board of Directors.

EHA Assistant Gambling Manager

She/He assists the Gambling Manager in record keeping and in administering and controlling the daily gambling operation. She/He delivers regular reports at Board of Directors meetings in the absence of the Gambling manager. She/He is appointed as a non-voting member of the Board of Directors.

Pull Tab Sellers

Operate pull tab booth according to Minnesota gambling and house rules. Follow all additional control procedures as required by EHA and Gambling Manager.

All members of Eagan Hockey Association have equal voting rights on gambling issues.

Game Auditor

Audits all closed games. Provides Gambling Manager and Accounting firm with completed G1 – B2 and game Audit slips.

Accounting Firm

Receives all information from Gambling Manager and prepares gambling reports and tax returns. Maintains perpetual records.

All members of Eagan Hockey Association have equal voting rights on gambling issues.

GRIEVANCE PROCEDURE

PROCEDURE

- a. In any civilized society, most problems are best solved through discussion. The grievance procedure begins with a discussion between the parties involved. Choose a neutral time and place; not during a game or team practice, or within earshot of the players.
- b. If the two parties are unable to reach a resolution, the Complainant must submit a written complaint stating the time, place, and as many specifics as possible, to the appropriate Level Coordinator. If the Coordinator is the subject of the grievance, the written complaint shall be submitted directly to the Vice President of the Association.
- c. As soon as possible, the Level Coordinator shall inform the Vice President that a complaint has been received. The Coordinator will talk with the involved parties, and conduct an investigation as necessary. If the Coordinator is unable to resolve the complaint within 72 hours, she/he must inform both parties (verbally, within 24 hours; and in writing within 5 days) that the complaint has been referred to the Vice President. (The Vice President, at his or her discretion, may bypass this step and directly take charge of the complaint and investigation.)
- d. The Vice president may attempt a resolution through discussion with the involved parties. If the complaint is not resolved within 72 hours, the Vice President will verbally notify both parties and the Grievance Committee of the need for a meeting. The Grievance Committee will strive to meet at a mutually convenient time and place for both parties within 10 days. But if this is not possible the Vice President will set the time and location.
- e. The Grievance Committee consists of the Vice President (Chairperson), the Secretary, the Level Coordinator and /or Hockey Operations, and two at large non-board members, all of whom are not directly involved in the complaint as coach administrator, or parents of the team(s) involved. The two at large members will be chosen by the committee Chairperson. Alternates for the Vice President and Secretary are the President, and any other available member who has no direct interest in the complaint. The Grievance Committee will discuss and decide the issues after the parties involved have been dismissed from the meeting. The Vice President will notify both parties of the Committee's decision verbally, within 24 hours, and by letter within 5 days. Copies of the letter also will be sent to all members of the Grievance Committee and to the Coordinator.

SANCTIONS

If the Grievance Committee decides in favor of the Complainant, the following sanctions may be invoked:

1. Official written reprimand.
2. Game suspension at the discretion of the Committee.
3. Immediate dismissal for the remainder of the season (with review at the end of the season).
4. Permanent dismissal from any EHA activity.

APPEALS

All individuals have the right to appeal the decision of the committee to the Board of Directors.

BYLAWS OF EAGAN HOCKEY ASSOCIATION, INC.

As Amended June 16, 2008

ARTICLE I. – MEMBERSHIP

Section 1. Membership in this corporation shall be open to all adults residing within and without the city of Eagan, Minnesota, desiring to associate for the purpose of promoting the corporate purposes as set forth in the Articles of Incorporation of this corporation.

Section 2. There shall be no classes or conditions of membership.

Section 3. Membership is limited to two adults per participant providing all fees assessed for the child's participation are paid when due. Memberships shall automatically terminate if a member fails to pay any portion of such fee when due. Memberships will be based on the information received on the registration form at the time of sign-ups. No one person can hold more than one membership. If additional memberships are requested, application can be made through provisions stated in Article I., Section 4 of the Bylaws.

Section 4. Any adult may request membership in the corporation by making application to the Board of Directors. Such membership shall be at the discretion of the Board and shall automatically terminate at the end of each fiscal year subject to reinstatement by the Board.

Section 5. Members shall have no property rights in the assets of this Corporation.

ARTICLE II. – MEETING OF MEMBERSHIP

Section 1. All meetings of the members of this corporation shall be held at such places as the Board of Directors shall determine.

Section 2. The annual meeting of the members of this corporation shall be held during the month of April, or on such other date as is set by the Board of Directors, commencing with the year 1991. At such meeting there shall be elected a Board of Directors, the President and Treasurer shall report on the activities and financial condition of the corporation and such other business may be transacted as shall be properly brought before the meeting. Written notice of the time and place of the annual meeting of the members shall be given to each member of this corporation by mailing such notice at least ten (10) days, but not more than thirty (30) days, prior to the meeting.

Section 3. Special meetings of the members for any purpose or purposes (unless otherwise prescribed by statute) may be called by the President or by the Board of Directors or by any 10% of members thereof at any time. The business transacted at all special meetings of the members stating the time, place, and purpose thereof shall be given at least ten (10) days, but not more than thirty (30) days, before said meeting to each member at his address as the same appears on the record of this corporation.

Section 4. Any action which may be taken at a meeting of the members may be taken without a meeting if authorized by a writing or writings signed by all members who would be entitled to a notice of a meeting for such purpose.

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Section 5. Ten (10) percent of the current members present in person and/or by written ballot, shall constitute a quorum at all meetings of the members for the transaction of business except as otherwise provided by law, by the Articles of Incorporation of this corporation, or by these Bylaws. Mailed ballots received prior to the commencement of the meeting shall be counted for purposes of determining a quorum.

In the absence of a quorum, any meeting may be adjourned from time to time or to another place and no notice as to such adjourned meeting of the place thereof need to be given other than the announcement at the meeting at which such adjournment is taken. At such adjourned meeting any business may be transacted which might have been transacted at the meeting as originally called; provided a quorum is present.

ARTICLE III. – VOTING

Section 1. Sixty (60) days prior to the annual meeting of the members, the Board shall determine the members entitled to notice of and entitled to vote at the meeting. The Board shall cause to be prepared a list of the names and addresses of the members entitled to vote. This list shall be available for inspection by a member with voting rights. Members on the list shall be provided notice of the annual meeting of members as provided in Article II, Section 2.

Section 2. Each member shall be entitled to one (1) vote on each matter submitted to a vote of the membership. All votes shall be cast in person or by written ballot. Cumulative voting shall not be permitted. All matters brought before a meeting of the members shall be decided by a simple majority of those voting, unless otherwise provided by law, the Articles of Incorporation of this corporation, or these Bylaws. The Board of Directors may cause to be submitted by mail ballot any question to be voted on at any member meeting. Such ballot shall contain the exact text of the proposed motion, resolution, or amendment to be acted upon, and the date of the meeting, and shall also contain space in which the member may indicate affirmative or negative vote thereon. Such ballot when completed and signed by an absent member and received by the corporation shall be counted as the vote of such member at the meeting. All mailed ballots to be included, must be received forty eight hours (48) prior to commencement of the meeting.

ARTICLE IV. – BOARD OF DIRECTORS

Section 1. The Board of Directors of the Corporation shall consist of up to a maximum of eighteen (18) Directors, up to nine (9) elected each year, and shall have the general management of its affairs, and shall elect all officers of this Corporation. The head hockey coach of Eagan High School shall be an ex officio member of the Board of Directors.

Section 2. In addition to the powers and authorities expressly conferred by these Bylaws, the Board of Directors may exercise all of such powers of this corporation and do all such lawful acts and things as are not by statute or by the Articles of Incorporation of this corporation or these Bylaws directed or required to be exercised or done by the members.

Section 3. The Board of Directors shall be elected at the annual meeting of the members. At each annual meeting, eight (8) Directors shall be elected for a term of two (2) years to succeed the Directors whose terms expire at such meeting. Directors shall hold their offices until their successors are elected and qualified.

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Section 4. If the office of any director or directors become vacant by a reason except the expiration of their term of office, the remaining directors, though less than a quorum, shall choose a successor or successors, who shall hold the office until the next annual election and until a new successor successors have been duly elected. Any director may be removed at any time by a two thirds vote of the remaining directors.

Section 5. Membership in this corporation shall be a necessary qualification for any member of the Board of Directors.

Section 6. The directors of this corporation shall serve without compensation.

ARTICLE V. – MEETING OF DIRECTORS

Section 1. The Board of Directors shall meet at least once a month and shall hold its meetings at such places a the majority of the members thereof may from time to time appoint, and upon failure of the Board members to so appoint, then at such place as is determined from time to time by the President.

Section 2. The annual meeting of the Board of Directors for the election of officers for the ensuing year and for such other business as may properly come before it shall be held each May following the annual meeting of the members of this corporation.

Section 3. Special meetings of the Board of Directors may be called by the President or by any two (2) directors on five (5) days notice to each director.

Section 4. Any action which might be taken at a meeting of the Board of Directors may be taken without a meeting if done in writing and signed by all Directors.

Section 5. At all meetings of the Board of Directors, a quorum sufficient of the transaction of business shall consist of a majority of the directors in office. If, however, such a quorum shall not be present at any such meeting, the director or directors present shall have power to adjourn the meeting from day to day without notice other than the announcement at the meeting, until a quorum shall be present.

Section 6. Any director may, in writing, either before or after the meeting, waive notice thereof. Any director by his or her attendance at and participation in the action taken at any meeting of the Board of Directors shall be deemed to have waived notice thereof.

ARTICLE VI. – OFFICERS

Section 1. The officers of this corporation shall be chosen by the directors and shall be a President, one or more Vice Presidents, a Secretary, and a Treasurer, and such other officers as the Board of Directors may from time to time deem advisable. The Board of Directors may fix the powers and duties of any officers not specifically provided for herein. Officers shall be members of the Board of Directors and shall server without compensation. Any two (2) or more offices maybe held by the same person at the same time except that the same person shall not hold at the same time the offices of the President and Vice President.

Section 2. The officers of this corporation shall be elected and hold their respective offices until the next succeeding May meeting of the directors of this corporation and thereafter until their successors are elected and qualify, unless sooner replaced. Any officer may be removed at any time by the Board of Directors with or without cause, by majority vote of the Board.

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Section 3. The Board of Directors may fill all vacancies in any office of this corporation; the person so elected shall fill any such vacancy for the unexpired term in respect to which such vacancy occurs.

Section 4. The President shall be the chief executive officer of this corporation and he shall preside at all meetings of the members and shall preside at all meetings of the Board of Directors. He shall see that all orders and resolutions of the board of Directors are carried into effect. He shall have the general powers and duties usually vested in office of the President of a corporation and shall have such other powers and perform such other duties as the Board of Directors may from time to time prescribe.

Section 5. In the case of the death, disqualification, absence, or incapacity of the President, the Vice President shall have all the powers and perform all the duties of the President, at other times shall have such powers and perform such duties of the president as the Board of Directors may from time to time determine.

Section 6. The Secretary shall attend all meetings of the Board of Directors and the members and record all votes and the minutes of all proceedings of the Board of Directors and the members in records to be kept for that purpose. She/He shall give or cause to be given notice of all meetings of the Board of Directors and of the members and shall perform such other duties as may from time to time be prescribed by the Board of Directors or by the President, under whose supervision she/he shall be.

Section 7. The Treasurer shall be the chief financial officer of this corporation, shall be bonded, shall have the care and custody of the corporate funds and securities, and shall disburse the funds of the corporation as may be ordered from time to time by the Board of Directors. He shall keep full and accurate accounts of receipts and disbursements in books belonging to this corporation and shall deposit all in the name and to the credit of this corporation in such depositories as may be designated from time to time by the Board of Directors. Except to the extent that some other person or persons may be specifically authorized by the Board of Directors to so do, the Treasurer shall make, execute, and endorse all checks and other commercial paper on behalf of this corporation. He/she shall report the financial condition of this corporation at the annual meeting of the members in each year and at all other times when requested by the Board of Directors and shall perform such other duties as may be prescribed by the Board of Directors.

ARTICLE VII. – NOTICE

Section 1. Whenever under the provisions of these Bylaws notice is required to be given to any director, officer, or member, unless otherwise provided by law, the Articles of Incorporation of this corporation, or these bylaws, such notice may be given in person or in writing by mail addressed to such director, officer, or member, at the last known address of such director, officer, or member.

ARTICLE VIII. – INDEMNIFICATION

Section 1. To the full extent permitted by Minnesota Statutes, Section 317A as amended from time to time, or by other provision of law, each person who was or is a party or is threatened to be made a party to an threatened, pending, or completed action, suit, or proceeding, wherever and by whomsoever brought (including any such proceeding, by or in the right of this corporation), whether civil, criminal, administrative, or investigative, by reason of the fact that she/he is or was a director or officer of this corporation, shall be indemnified by this corporation against expenses, including attorney's fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him/her in connection with such action, suit or proceeding. The indemnification provided by this section shall inure to the benefit of the heirs, executors, and administrators of such person and shall apply whether or not the claim against such person arises out of matters occurring before the adoption of this section. This section shall not apply to such persons who have committed intentional harmful acts against this association.

ARTICLE IX. – MEETING OF MEMBERSHIP

Section 1. The Board of Directors may create such standing or special committees as it deems necessary to promote the purposes and to carry on the work of this corporation.

Section 2. The chairperson of each committee shall present a plan of work to the Board of Directors for approval. No committee work shall be undertaken without the consent of the Board of Directors.

Section 3. The power to form special committees and appoint their members rest with the Board of Directors.

Section 4. The President shall be a member ex officio of all committees.

ARTICLE X. – FISCAL YEAR

Section 1. The fiscal year shall commence on the first day of June of each year and end on the 31st day of May of the following year.

ARTICLE XI. – MISCELLANEOUS

Section 1. This corporation shall have no corporate seal.

Section 2. All proper and necessary books of account and other books requisite to a full and complete record of business transactions of this corporation shall be kept in such manner as is usual in like corporation or as shall be directed by the Board of Directors.

Section 3. All checks, promissory notes and other commercial paper and all other contracts necessary or proper to be executed in the current business of this corporation may be signed by such officer or officers or each person or persons as the Board of Directors shall by resolution from time to time authorize for that purpose.

Section 4. These Bylaws may be altered or amended only as provided by Minnesota Statutes Section 317A.

Section 5. A complete account record of the receipts, disbursements, and all financial transactions of this corporation shall be audited at least annually in such manner as shall be determined by the Board.

Section 6. This Corporation shall be governed by the provisions of Minnesota Statutes Section 317A..

These Bylaws, as amended and restated, have been approved and adopted by the Board of Directors of this Corporation on June 16, 2008.

Secretary