

**CATHEDRAL PREP HOCKEY ASSOCIATION  
BYLAWS**

**ARTICLE I  
ORGANIZATION**

**Section 1: NAME.**

The Association shall be incorporated as a non-profit corporation under the laws of the Commonwealth of Pennsylvania and shall be named **CATHEDRAL PREP HOCKEY ASSOCIATION** (the Corporation).

**Section 2: REGISTERED ADDRESS.**

The registered address of the Corporation shall be c/o Athletic Office, Cathedral Preparatory School, 225 West 9<sup>th</sup> Street, Erie PA 16501 or at such place as designated from time to time by the Board of Directors (the Board) as required to carry out the affairs of the Corporation.

**Section 3: REGISTERED AGENT.**

The registered agent of the Corporation shall be the Secretary duly appointed by the Board.

**Section 4: NON-PROFIT STATUS.**

The Corporation is organized as a non-profit corporation in the Commonwealth of Pennsylvania on a non-stock membership basis, not involving pecuniary gain or profit for any of its members, for a term of perpetual existence

**Section 5: EXEMPT STATUS.**

The Corporation shall be organized and shall operate exclusively as an exempt organization within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, and as may be amended in the future.

**Section 6: USE OF FUNDS.**

All funds and property of the Corporation shall be used and distributed exclusively for the purposes of the Corporation as set forth in Article II, hereunder.

**SECTION 7: FISCAL YEAR.**

The fiscal year of the Corporation shall begin April 1 and end on March 31 of the following year.

## **SECTION 8: AUTHORITY TO CONDUCT BUSINESS.**

Subject to any limitations of Subchapter F, "Exempt Organizations," Subtitle A, Chapter 1, of the Internal Revenue Code of 1986, as amended, the Corporation shall be authorized to:

- a. purchase, own, invest, construct, develop, operate, manage, lease and sell real and personal property of every type and description;
- b. acquire, maintain, improve, convey, assign, dispose of, mortgage or lease any real estate or other property of any type, and any personal or mixed property necessary to its operation;
- c. borrow money and issue evidence of indebtedness in furtherance of any and all of the objects of its business; to secure the same by deed of trust, bond, pledge, or other lien; and,
- d. to enter into any kind of activity and to perform and carry out contracts of any kind necessary to or in connection with, or incidental to the accomplishment of the purposes of the Corporation.

## **Section 9: FINANCIAL STATEMENTS.**

The Treasurer shall prepare a true statement of the assets and liabilities and of operations of the Corporation to be presented at each meeting of the Board. Such Financial statement shall be made available to any member upon request.

Upon request, the Treasurer shall provide an annual financial report of operations to the Executive Director of USA Hockey or any affiliate of USA Hockey (e.g., MidAm Hockey).

## **Section 10: TRADEMARK PROTECTION.**

All use of the Corporation name, team nickname, and Corporation Team Logo shall only be as allowed by the Board of Directors and Executive Committee. Any unapproved use by members shall be subject to review by the Executive Committee and possible suspension and/or termination of membership.

## **Section 10: DISSOLUTION.**

The Corporation may be dissolved only by two-thirds written, referendum vote of the General Membership, as defined herein.

In the event of liquidation or dissolution of the Corporation, or in the event that it shall cease to carry out any of its purposes, all funds and property of the Corporation shall be distributed to non-profit corporations with purposes similar to those as set forth in Article II, hereunder, and which are exempt organizations as set forth in the preceding Section 4 of this Article I, that the Directors of the Corporation may select, and in no event shall any of the funds or property be distributed to any members or used for any other purpose.

## **ARTICLE II PURPOSE**

The Corporation is a non-profit organization operating competitive youth hockey programs for the benefit of young men (grades 5 thru 8) who are interested in attending Cathedral Preparatory School ("Prep") and current Prep students who desire to play ice hockey (collectively "players"):

- a. To develop character, sportsmanship and physical fitness among the players area while promoting and encouraging both educational and cultural experiences;
- b. To promote, encourage and improve the standard of amateur ice hockey on a local, state and national level and to support and develop amateur athletics for local, state and national competition;
- c. To associate with other amateur ice hockey associations;
- d. To affiliate with USA Hockey per the Affiliate Agreement found in the USA Hockey Annual Guide;
- e. To create, implement, modify, and conduct an amateur hockey program consistent with the rules and regulations of USA Hockey, Inc., the Mid-American District Hockey Association, Inc., the Western Pennsylvania Interscholastic Hockey League, and Prep; or any successor(s) to the above.
- f. To perform or participate in such other educational activities as may be necessary to facilitate the achievement of the foregoing purposes.
- g. To operate the Corporation consistent with the purpose of a public benefit, nonprofit corporation organized under Internal Revenue Code Section 501(c)(3) and the non-profit corporation laws of the Commonwealth of Pennsylvania.
- h. To remain non-profit and nonpartisan. The Corporation does not contemplate pecuniary gain or profit to any member and is organized solely for nonprofit purposes. No substantial part of the activities of the Corporation shall be devoted to carrying on propaganda or otherwise attempting to influence legislation or to become involved in any political activities.

## **ARTICLE III MEMBERSHIP**

### **Section 1: ACTIVE MEMBER.**

An Active Member shall be defined as:

1. any parent, step-parent, guardian or other person who makes at least one payment, in accordance with a funding schedule published by the Corporation, toward the participation fee of any youth player participating in the hockey programs operated by Corporation, who, collectively with such parent(s), step-parent(s), guardian(s) or other person(s) are defined as a "Family," in the recurring hockey programs offered by the Corporation, or
2. any other interested party admitted, for a one year period as an Active Member by affirmative action of the Board.

The entire list of Active Members, as maintained on the records of the Corporation from time to time, shall constitute the General Membership.

The Corporation shall not discriminate on the basis of race, color, religion, age, sex, or national origin as it pertains to General Membership approval or participation in amateur athletic competition. The Corporation shall provide equal competitive opportunity to amateur athletes, trainers, managers, administrators, and officials to participate in amateur athletic competition, consistent with the requirements of the Amateur Sports Act of 1978, as amended.

In the event of voluntary cessation or cessation of participation for cause as provided in Section 2 of Article III in any of the recurring programs offered by the Corporation of any youth for whom funding support, as defined herein, is provided by any Active Member, such Active Member shall forfeit his or her status as an Active Member and shall no longer be considered part of the General Membership and shall no longer enjoy the privileges of such membership.

## **Section 2: EXPULSION.**

Any Active Member may be expelled, after due notification and upon conduct of an informal hearing before the Board, such hearing to be open to the General Membership, by vote of two-thirds of the Board.

The Secretary shall provide at least ten days' notice to the Active Member in question and the members of the Board prior to the regular or special meeting at which the matter is to be resolved.

The Active Member shall be afforded the opportunity to speak and be heard, present witnesses to testify and to question other witnesses on his behalf prior to any final disposition by the Board and other matters brought before the General Membership.

Grounds for expulsion are set forth in the Zero Tolerance Policy set forth in Article \_\_\_ below.

## **Section 3: VOTING RIGHTS.**

Each Active Member in attendance at the Annual Meeting shall be entitled to one vote per youth player registered by and through such Active Member by secret ballot in the election of members to the Board and other matters brought before the General Membership, provided that such youth player is also registered with USA Hockey (i.e., Active Members responsible for the registration of two youth players shall be entitled to two votes, Active Members responsible for the registration of three youth players shall be entitled to three votes, etc.). Proxy voting shall not be permitted by the General Membership. Cumulative Voting shall not be permitted.

## **Section 4: RIGHT TO HOLD OFFICE.**

Each Active Member at least 18 years of age is entitled to run for a position on the Board of

Directors under the procedures established by these Bylaws, and if elected to the Board, to be appointed to any office of the Corporation.

#### **Section 5: REFERENDA.**

Upon request in writing and witnessed by one-quarter of the General Membership, the Board shall, or upon its own initiative may, submit any question to the General Membership for a mail referendum vote.

#### **Section 6: ACTIVITIES FUNDS.**

Any person, association, partnership, corporation or estate may establish or participate in any activities fund administered by the Board or its designate, to further the purposes of the Corporation. Participation in such a fund shall carry with it no voting rights or other privileges of membership.

#### **Section 7: ANNUAL MEETING.**

The annual meeting of the General Membership shall be the first order of business in \_\_\_\_\_ of each year. The Annual Meeting shall be open to all members of the Corporation. The actions and policies adopted by the Board of Directors during the previous year and all actions and policies being considered for the future shall be reported to the General Membership at this meeting.

#### **Section 8: NOTICE AND QUORUM.**

Written notice shall be given, by mail or by direct distribution to each Active Member entitled to a vote at the Annual Meeting and may also be posted in a conspicuous location frequented by the General Membership at least fifteen (15) days prior to such Annual Meeting. The notice of Annual Meeting shall include the list of Active Members selected by the Nominating Committee to run for positions on the Board and the text of any amendments to the Bylaws which will be presented for approval at that meeting.

The Active Members present at the Annual Meeting shall constitute a quorum.

#### **Section 9: ANNUAL MEETING ORDER OF BUSINESS.**

The order of business at the Annual Meeting, unless amended by majority vote of those present shall be as follows:

- a. Call to order;
- b. Minutes of the last Annual Meeting;
- c. Treasurer's Report;
- d. Executive Committee Reports;
- e. Standing Committee Reports;
- f. Nominating Committee Reports;
- g. Nominations from the floor;

- h. Election of members to the Board;
- i. Other business; and,
- j. Adjournment.

#### **Section 10: SPECIAL MEETINGS.**

Special Meetings of the General Membership may be called by the President, or by written request to the President of at least five (5) members of the Board. The Secretary shall notify the General Membership of the time and place of such meetings at least five (5) days in advance. The Active Members present at a Special Meeting shall constitute a quorum.

#### **Section 11: DISPUTE RESOLUTION.**

All claims, demands, discipline or disputes (“Disputes”) arising by and between Parties, as defined in the USA Hockey Annual Guide Bylaw Section 10 (“Bylaw 10”), shall be subject to the provisions of Bylaw 10 and shall constitute the sole and exclusive remedy for dispute resolution. All Members are required to utilize that process. In the event that a controversy or dispute arises regarding the construction, interpretation, or application of these Bylaws, Rules and Regulations, or decisions of the Board of Directors, the dispute shall first be submitted to the Corporation’s Executive Committee, or its designee for resolution.

#### **Section 12: MEMBERSHIP FEES.**

All dues, fees, and/or assessments required to be paid in order to obtain General Membership status shall be reasonable in relation to the programs offered by the Corporation to such members.

#### **Section 13: PUBLICATION OF BYLAWS.**

The Secretary shall annually distribute these Bylaws and other documents to the General Membership and shall make copies of the same available upon request.

### **ARTICLE IV BOARD OF DIRECTORS**

#### **Section 1: BOARD OF DIRECTORS.**

The property and affairs of the Corporation shall be managed by a Board of Directors composed of no less than three (3) and no more than fifteen (15) elected directors to be selected from the General Membership. The Board shall consist of at least the Executive Committee of the Board and a General Manager from each team within the Corporation. The Board may appoint up to three (3) additional directors for a term of one year to serve special functions within the Corporation as long as the total number of appointed directors does not exceed fifteen (15).

At all times and without exception, the majority of the Board shall be composed of elected Directors.

## **Section 2: ELECTION OF DIRECTORS.**

Directors shall be elected at the Annual Meeting. A Director may succeed himself for an indefinite number of years so long as that director maintains his status as an Active Member and is duly elected.

Immediately following the Annual Meeting each team within the Corporation shall meet and select a General Manager who shall be a Director.

In the event of a vacancy due to resignation, expulsion or any other reason, the Board shall appoint an Active Member to fill the vacancy for the remainder of the term.

In the event that, for any reason, a Director ceases to be an Active Member of the Corporation, his Directorship shall be immediately vacated, to be filled in accordance with the provisions herein.

## **Section 3: TERM OF OFFICE.**

Directors elected at the Annual Meeting will serve for one year with their term expiring following the Annual Meeting of the following year. Directors appointed by the Board to perform special functions serve only until the next Annual Meeting.

## **Section 4: DUTIES OF THE BOARD OF DIRECTORS.**

The duties of the Board shall include:

- a. To manage the business, property and affairs of the Corporation;
- b. To formulate the policies and determine the overall conduct and standards of the hockey programs to be administered by the officers;
- c. To establish budgets and set fees for the hockey programs;
- d. To study and approve all proposals to amend or revise the Bylaws, rules or regulations;
- e. To review and act upon any temporary decision of the President; and,
- f. To hear and rule on any appeals.

## **Section 5: REGULAR MEETINGS.**

Regular meetings of the Board shall be held not less than four (4) times per fiscal year at times and places to be determined by the President. The Secretary shall notify all Board Members of the time and place of such meeting at least ten (10) days in advance. Such regular meetings of the Board shall be open to the General Membership.

## **Section 6: SPECIAL MEETINGS.**

Special Meetings of the Board may be called by the President, or by written request to the President, of at least five members of the Board. The Secretary shall notify members of the Board of the time and place of such meetings at least five (5) days in advance.

## **Section 7: QUORUM.**

A majority of the members of the Board, including a majority of the members of the Executive Committee, must be present to constitute a quorum at any regular or special meeting of the Board.

## **Section 8: ORDER OF BUSINESS.**

The order of business for meetings of the Board shall be:

- a. Roll call of the Board;
- b. Minutes of the previous meeting;
- c. Treasurer's report;
- d. Communications;
- e. Other Committee Reports;
- f. Old Business;
- g. New Business; and,
- h. Adjournment.

## **Section 9: PARLIAMENTARY PROCEDURES.**

All meetings shall be governed by rules of parliamentary procedure. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Corporation in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the Corporation may adopt.

## **Section 10: PERSONAL LIABILITY OF DIRECTORS AND OFFICERS.**

No Director shall be liable in any manner for any debts or obligations of the Corporation and shall not be subject to any manner of assessment by virtue of his membership and the Corporation will indemnify and hold harmless any Director against any claim of liability by or to any person other than the Corporation, in respect of any act or failure to act so long as such or failure to act was performed in such manner determined by him to be in the best interest of the Corporation, and so long as he was not guilty of gross negligence, misconduct or breach of a fiduciary obligation in such act or failure to act. It is the intent of the Corporation that this provision of the Bylaws comply with 15 Pa. C.S.A. § 5713.

## **Section 11: RESIGNATION.**

Any member of the Board may resign as an officer of the Corporation, member of the Board and/or withdraw from Active Membership in the Corporation at any time, upon written notice of his or her desire to do so,' delivered to the President or Secretary of the Corporation.

## **Section 13: EXPULSION.**

Any Director may be subject to removal upon missing four (4) Board Meetings within a fiscal

year, or for failure to discharge the normal duties of a Board member, or for conduct detrimental to the Corporation, after due notice and opportunity for a hearing, by a vote of two-thirds of the Board of Directors at any regular or special meeting. The Secretary shall provide at least ten (10) days' notice to the subject director and to the members of the Board prior to the regular or special meeting at which the matter is to be resolved. The member shall be afforded the opportunity to be heard at the meeting.

## **ARTICLE V OFFICERS AND ADMINISTRATORS**

### **Section 1: PRESIDENT.**

The duties of the president shall include, but not be limited to, the following:

- a. To preside at all regular or special meetings of the General Membership or Board;
- b. To call special meetings of the Corporation or Board;
- c. To make decisions on questions not provided for in the Bylaws or rules until the next regular or special meeting of the Board;
- d. To represent, or designate suitable representation for, this Corporation at other ice hockey association meetings;
- e. To appoint, subject to approval of the Board, a General Manager for any team(s) organized within the Corporation in the event that a team does not volunteer a General Manager within ten (10) days of the beginning of the season; and,
- f. To serve as an ex-officio member of all committees; and,
- g. Any such other duties as may be specially assigned by the Board.

### **Section 2: VICE-PRESIDENTS.**

The duties of the Vice Presidents shall include, but not be limited to the following:

- a. The Vice Presidents, consisting of a Vice President - Director of Operations and Coaching; Vice President - Registrar; and, a Vice President - Fundraising shall assume such duties as may be assigned by the President or the Board; and,
- b. The Vice President - Director of Operations and Coaching shall:
  - i. Assume the duties and powers of the President in his or her absence;
  - ii. To interview and select members of the coaching staff and submit candidates for final Board approval;
  - iii. To coordinate coaches participation in tryouts and other Corporate functions involving hockey training;
  - iv. To promote the teaching of uniform, structured hockey systems throughout the program offerings of the Corporation; and,
  - v. To attend all meetings of the Board.

### **Section 3: SECRETARY.**

The duties of the Secretary shall include, but not be limited to, the following:

- a. To record the attendance and Minutes of all regular or special meetings of the Board or General Membership;

- b. To assume responsibility for Corporation correspondence;
- c. To receive and register all Active Members of the Corporation;
- d. To notify the General Membership of the time and place of the Annual Meeting or any special meetings;
- e. To provide an annual report of the affairs of the Corporation, to be presented to the General Membership at the Annual Meeting;
- f. To notify members of the Board of regular and special meetings;
- g. To advise the board on a regular basis regarding unexcused absences of Board members; and,
- h. Such other duties as may be specifically assigned by the Board.

#### **Section 4: TREASURER.**

The duties of the Treasurer shall include, but not be limited to, the following:

- a. To receive or supervise receipt of all funds due the Corporation and the deposit of same into an insured bank. The Treasurer shall furnish a security bond as the Board may deem necessary, the cost of which shall be paid by the Corporation;
- b. To provide regular monthly reports and an annual report as to the finances of the Corporation;
- c. To ensure that the Corporation maintains the minimum insurance policy requirements as mandated by USA Hockey;
- d. To prepare and file any financial or statutory reports or filings as may be required by governing agencies;
- e. To keep and maintain ledgers and other books of account, which may be audited at the request of the Board; and,
- f. Such other duties as may be specifically assigned by the Board.

#### **Section 5: PAST PRESIDENT.**

The Past President shall be a member of the Board of Directors, shall provide guidance and counsel to the President and perform such other duties as may be specifically assigned by the President or the Board. The position of Past President shall be held by the most immediate Past President for a term not to exceed one (1) year.

#### **Section 6: MEMBER-AT-LARGE AND ELECTED DIRECTORS.**

The Member-at-Large and/or the Elected Directors directly elected by the General Membership shall be a member of the Board of Directors and perform such other duties as may be specifically assigned by the President or the Board.

#### **Section 7: GENERAL MANAGERS.**

The duties of the General Managers shall include, but not be limited to, the following:

- a. To administer the day to day functions of the respective teams offered by the Corporation including, but not limited to, scheduling, discipline, travel arrangements, Active Member relations;

- b. To act as liaison between Active Members and the treasurer;
- c. To act as liaison between Active Members and the Board;
- d. To report specific incidents or transactions involving his or her team to the Executive Committee or Board; and,
- e. Such other duties as may be specifically assigned by the President or Board.

## **ARTICLE VI COMMITTEES**

### **Section 1: CREATION OF COMMITTEES.**

The President, with the approval of the Board, may create and empower Committees from Board members and/or General Membership to address requirements or the operations of the Corporation.

## **ARTICLE VII AMENDMENTS TO THE BYLAWS**

### **Section 1. BOARD OF DIRECTORS.**

The Board may amend these Bylaws, so long as the proposed amendment does not alter the rights and privileges of the General Membership, by presenting the amendment at a regular or special meeting and voting on the amendment at a subsequent regular or special meeting. The approval of two-thirds of the membership of the Board is required to pass the amendment.

If, in the opinion of a majority of the Board, a proposed amendment will alter the rights and privileges of the General Membership, such proposed amendment must be submitted to the General Membership via referendum or special meeting and may be approved only by a vote of two-thirds of the General Membership.

### **Section 2. ANNUAL MEETING.**

These Bylaws may be amended at an Annual Meeting by including the proposed amendment in the notice of Annual Meeting and having the Active Membership vote on the proposed amendment by secret ballot at the Annual Meeting. The approval of two-thirds of the votes cast is required to pass such proposed amendment.

### **Section 3: INTERACTION WITH THE BYLAWS OF USA HOCKEY.**

To the extent that these Bylaws, and any amendments thereto, conflict with the Articles of Incorporation, Bylaws, Rules and Regulation, Playing Rules, or decisions of the Board of Directors of USA Hockey, these Bylaws, and any amendments thereto, shall be subservient to such governing documents and/or decisions of USA Hockey.

## **ARTICLE VIII PROGRAM FUNDING**

### **Section 1: BUDGETARY REQUIREMENTS.**

The budgetary requirements of the organization will be determined prior to the third Board meeting of the respective fiscal year and no later than September 1.

### **Section 2: ACTIVE MEMBER FUNDING.**

A financial commitment will be made by each Active Member supporting a youth participating in a Corporation sanctioned team to be paid in accordance with a funding schedule provided by the Treasurer and approved by the Board. Funds paid to satisfy this financial commitment are subject to change from year-to-year and refundable at the discretion of the President and Treasurer with the consent the Board.

Active Members not meeting financial commitments may be expelled in accordance with the provisions of Article III, Section 2 herein.

### **Section 3: FUNDRAISING.**

Fund raising activities will be made available to the Active Membership to provide alternative means of meeting funding requirements.

Individual teams may not make additional fund raising activities available to Active Members participating in the respective programs without Board approval.

## **ARTICLE IX TEAM MEMBERSHIP**

### **Section 1: TEAM SELECTION.**

Team Members shall be selected by the coaching staff through open tryouts. All amateur hockey players who meet the requirements as set forth by USA Hockey, Inc., the Mid-American District Hockey Association may try out.

Alternate Team Members may be selected to replace any Team Member unable to continue to compete or meet financial commitments. Alternate Team Members do not qualify as Active Members until such time as an offer of a permanent position on a team is made and the criteria for Active Membership are met.

### **Section 2: PARTICIPATION IN OTHER HOCKEY PROGRAMS.**

A Team Member may be a member of an amateur hockey association registered with USA Hockey, Inc. and recognized by the Mid-American District Hockey Association.

### **Section 3: PLAYER ATTENDANCE.**

Attendance at all league games is mandatory unless prior approval of the head coach is obtained. In the event that attendance and advance notice is not possible, the head coach should be advised of the reason for absence. Recourse for unexcused or consistent absences is to be determined by the coaching staff subject to review by the Director of Operations and Coaching, if any, and the Board.

### **Section 4: TEMPORARY SUSPENSION.**

A Team Member may be temporarily suspended by a Head coach with approval of the team's General Manager from a team due to disciplinary problems adversely affecting the morale of the remainder of the team for a period not to exceed ten (10) days. Team Members may be suspended for a period in excess of ten (10) days for cause based upon recommendation of the coaching staff and approval of the President, Director of Operations, and Director of Coaching, if any.

Any Active Member whose child or legal dependent (Team Member) is subject to temporary suspension is not excused from the financial commitments to the program.

### **Section 5: REVIEW OF SUSPENSION.**

Team Members subject to temporary suspension may appeal the decision by written request submitted to the respective General Manager within five (5) days of the original decision. The request shall be informally reviewed by the President, Director of Operations and Director of Coaching, if any, who may ratify, reverse or amend the temporary suspension by unanimous decision. A team member may seek further review at the next regularly scheduled Board Meeting where the Board may ratify, reverse or amend the temporary suspension by simple majority vote of the Board members present (a quorum of the Board is not necessary to review a player suspension).

### **Section 6: PERMANENT EXPULSION OF TEAM MEMBER.**

Team Members may be permanently excluded from the team as a result of continued discipline problems provided that the team member is afforded the rights as set forth in Article III, Section 2 and Section 11.

Any Active Member whose child or legal dependent (Team Member) is subject permanent expulsion is not excused from the financial commitments to the program.

### **Section 7: GOOD STANDING REQUIREMENT.**

All Team Members, in order to be considered to have membership in good standing with the Corporation, shall also be registered participant members in good standing with USA Hockey.

**ARTICLE X  
COMPLIANCE WITH USA HOCKEY**

**Section 1: ENFORCEMENT OF GOVERNING DOCUMENTS.**

The Corporation shall assist USA Hockey in the administration and enforcement of the provisions of the provisions of the Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of USA Hockey, within and upon its General Membership, Team Members, and any other persons who come within its jurisdiction.

Nothing contained herein shall be construed to delegate the duties or responsibilities of the Corporations Directors or Officers to USA Hockey.

**Section 2: CORE VALUES.**

The Corporation shall be guided by the core values of USA Hockey, as provided for under Bylaw #1 contained in Section II(A) of the Affiliate Agreement found in the USA Hockey Annual Guide.

**Section 3: INDEMNITY.**

The Corporation shall indemnify USA Hockey in compliance with Bylaw #2 contained in Section II(B) of the Affiliate Agreement found in the USA Hockey Annual Guide.

**Section 4: USA HOCKEY PREEMINENCE.**

The Corporation shall abide by and act in accord with the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of USA Hockey, and such documents and decisions shall take precedence over and supersede all similar governing documents and/or decisions of the Corporation.

No provision contained within these Bylaws shall be construed to prevent the Corporation from implementing rules, policies or procedures which may be more stringent than those of USA Hockey, provided that such rules, policies and procedures do not conflict with the same.

**Section 5: DISTRIBUTION OF BYLAWS.**

Each Member of the Corporation shall receive a copy of these Bylaws annually. The Corporation shall also make copies of these Bylaws and any other governing documents available upon request by the General Membership or a governing body.

**ARTICLE XI  
ZERO TOLERANCE POLICY**

11.01 Purpose: In addition to teaching the skills of the game of hockey, promoting physical

fitness and providing a forum of fun for players and their families, the mission of the Corporation is to instill the values of sportsmanship, fairness, respect and character in all participants in its program. For those reasons, the Corporation renews its commitment to adhere to and enforce the Zero Tolerance Policy of USA Hockey, the MidAm District and this organization.

11.02 Persons Bound By Zero Tolerance Policy: All persons who participate in Corporation – sanctioned events, including players, coaches, on-ice and minor officials and spectators, are expected to abide by and conduct themselves in accordance with the Zero Tolerance Policy.

11.03 Persons Authorized To Enforce Zero Tolerance Policy: The Zero Tolerance Policy is enforceable by on-ice officials, coaches and officers and directors of the Corporation.

11.04 Conduct Prohibited By Zero Tolerance Policy: In order to assure the safe and orderly progress of games and other events sanctioned by the Corporation, and to assure that the missions of the Corporation are advanced, the following conduct on the part of any person who is bound by Zero Tolerance Policy is prohibited:

- A. The use of vulgar, obscene or boisterous language or behavior to annoy, harass, ridicule, taunt, threaten or intimidate another or the utterance of comments or slurs of a racial, ethnic or sexual nature;
- B. The infliction or threatened infliction of physical or offensive harm or contact which is not part of recognized regular play of the game of hockey;
- C. Throwing any object within the spectators' area, players' bench, playing surface or other area within an arena so as to create a hazard to the safety of players, officials or spectators;
- D. Openly disputing or persistently displaying signs of dissatisfaction with a decision of a game official or any coach;
- E. The theft or mishandling of or infliction of damage to any arena or the real or personal property of others;
- F. The possession, supply or use of any unlawful substance or the commission or any criminal offense on property on which a game or other event sanctioned by the Corporation is being conducted;
- G. Encouraging or inciting any other person to engage in conduct that is prohibited by the Zero Tolerance Policy;
- H. Engaging in any other conduct that is unsportsmanlike, disruptive or detrimental to the game of hockey or the programs of the Corporation.

11.05 Enforcement Of Zero Tolerance Policy: Any person who is bound by the Zero Tolerance Policy who commits a violation of the policy may be ejected by any person who is authorized to enforce the policy from the premises of the arena in which the game or other Corporation-sanctioned activity is

being conducted. The person who enforces the policy must, within 24 hours after the violation, notify the board of directors of the Corporation of the incident. In addition to the ejection which immediately follows the incident, The board of directors may suspend the person from attending or participating in any Corporation – sponsored events for a period of up to and including the remainder of the season. The length of the suspension to be imposed will be decided after considering the nature and severity of the violation; whether it threatened or resulted in personal injury; the age and function or status of the violator; and whether the act or conduct was isolated or continuing. Severe misconduct and/or repeated violations are grounds for expulsion pursuant to Article III above.